

The Church of Scotland
Gordon Presbytery
Presbytery Plan Implementation Group

To all Session Clerks and Ministers,

This document is sent out in the name of Gordon Presbytery and should be added to Kirk Session Minutes.

The Plan was agreed by the Presbytery of Gordon and the Assemblies Ministries Council in December 2006 as our 'Ten Year Plan'.

There is to be an annual review of the Plan when the opportunity will be given to congregations to inform Presbytery of any major changes in their parishes which might affect the Plan and the opportunity for congregations to seek changes within the Area Groups. A letter will be sent in November of each year seeking responses for the December meeting of Presbytery.

There will be a full review of the Plan in December 2016 to give the Presbytery the opportunity to consider any changes it might wish to make. Notification of this review will be given in time for congregations to make representation to Presbytery.

We hope you find the format of this document helpful.

Rev John P Renton
Convenor
Dec 2008

The Church of Scotland Gordon Presbytery Plan



Approved by Gordon Presbytery
and the Church of Scotland Ministries Council
December 2006

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The Church of Scotland
PRESBYTERY OF GORDON
GORDON PRESBYTERY PROPOSED PLAN

The Working Group would like to record its thank to the Ministers, Elders and Session Clerks who have helped greatly in the process of preparing a Proposed Plan for Presbytery. We would also like to thank the Assembly Parish Appraisal Committee, Convenor and Secretary for their help.

Over numerous meetings the Working Group has constantly sought the guidance of the Lord in the task set before us. From the beginning the Working Group has been of 'one mind' and everything that has been taken to Presbytery has had unanimous support of every member of the WG. We pray this Plan will be a tool for congregations and Kirk Sessions to help Presbytery to continue on a journey in serving the Lord here in the Presbytery of Gordon. That Presbytery will be better resourced in its staffing, buildings and congregations to facilitate the up-building of congregations and its mission and outreach. Above all God will bless what we are seeking to do and it will bring Him the honour He is due and Glory to His Name.

THEOLOGY BEHIND THE PLAN

The Working Group did not have the opportunity to sit down and work out a Theology that would guide us through the preparation of a Plan. Even if we had, and used that as the basis of our thinking for the Plan, we suggest that there may have been objection to the Plan on the basis of its Theology. What we did find in our discussion though, was awareness that like the people of Israel we were on a journey with God and through that journey we would learn how God wants us to be His people. One of the important features of that journey was the way God was forming the Hebrews to be his people Israel, the opportunities He gave them to enter the Promised Land and how they missed out when they did not grasp the opportunity. One of our members made a short presentation on this theme at the Presbytery Conference in February when the draft Plan was introduced to representatives of Kirk Sessions. Also, through our discussion we were being reminded of the teamwork of Jesus Christ and the emphasis He put on this. Again the pictures of the Church provided by the Apostle Paul remind us of how the Church should work together as the Body of Christ and recognise the various gifts of the members. We were also reminded of how the better resourced Congregations should support those not so well resourced just as Paul encouraged others to help the Church in Jerusalem. We were also given the picture from Revelation of how a Church such as Laodicea is no longer with us because it had lost its first love. We were also reminded we were not a Congregational Church but a Presbyterian Church and we are required to work together. These reminders helped to form in our minds the idea that the way forward was for congregations to be working together in Area Groups, because they could support one another. Area Groups were seen as a first step to encourage congregations to talk with each other and in many cases build on the good work that is already being done and look at new ways of working together. As the first Draft of the Proposed Plan took shape we could see a way forward for Presbytery that was exciting. Having consulted and listened and discussed the matter further with representatives of Kirk Sessions and taken into account the responses of Kirk Sessions we feel we have a Revised Proposed Plan that could be of use to Presbytery to help us in our work as Christ's Church.

GORDON PRESBYTERY

Gordon District is one of the fastest growing areas in Scotland mainly due to the oil infrastructure. It has drawn people from many parts of the UK and the world and still does. There has been a substantial addition to the housing stock in many of the parishes, though most of these are private housing. While this has brought some new members to our

congregations many have opted to worship with us rather than become members. The Presbytery has had an ongoing rationalisation of congregations and buildings over the past 10-20 years. At the same time congregations over the past ten years have looked to the disposal of buildings following Unions and also sold buildings that are no longer being used for regular worship.

BACKGROUND

While such matters as falling rolls, increasing costs of ministry and ageing buildings and buildings no longer in a strategic position for mission and service to the areas of Presbytery were considerations in preparation for the Plan, the main question that was asked was what kind of Church we needed by 2016 and what did would be needed in terms of people and buildings in order to equip the Presbytery for mission, outreach and service.

While the Working Group did not present its Proposed Plan to be contentious it was aware that it would not satisfy every congregation or minister. The initial Proposed Plan was a discussion paper. We felt it important to have a document which could be used to initiate the discussion/ consultation process: we stressed from the outset that this was a discussion document and we recognised that it would need to undergo some refinement before emerging as the Plan which Presbytery would be asked to approve. We recognise there were matters presented in the Proposed Plan that caused Kirk Sessions to think deeply about the future of their congregations.

TIMING

The process started in 2003 when the then Parish Re-appraisal Committee following the instruction of the General Assembly set in motion a number of steps to help it present a Plan for Presbytery. This included Congregational Survey Forms being sent out and information gathered. At that time congregations were assured there would be consultations. When the Assembly Committee provided a paper (first called a National Plan then changed to National Guidelines) giving an indication of the number of ministers available to Presbyteries and our Parish Re-appraisal Committee Appraisal saw that what we were allocated would not require much change in Presbytery and the then Parish Re-appraisal Committee were prepared to present a Plan with little change. When the Ministries Council came later and said that the numbers available to Presbytery would not necessarily mean Ordained Ministers for charges but rather "Ministries" and there could be more available, this necessitated a different approach to the Plan. This led to a new Working Group being set up by Presbytery in October 2005 with the remit to prepare and present a Presbytery Plan in accordance to the Act and guidelines provided by May 2006.

TERMS OF REFERENCE

This will be found in the Act of the General Assembly in the 'Act Anent Appraisal and Adjustment (as Amended by Act V111 2004)' The original Act was dated May 2003 and called for a Plan to be prepared by Presbyteries for May 2006. The Act instructs Presbyteries to consult with congregations in the preparation of the Plan. Aware of the limited time available to us, we took the following deliverances to Presbytery which agreed them in March 2006:

- 1) *Presbytery agrees that congregations work in Area Groups to enable the Presbytery Plan Working Group to consult with them.*
- 2) *Presbytery instruct Kirk Sessions to send four representatives to these Area Group consultations to help prepare a Presbytery Plan to be brought to Presbytery at its May meeting.*

Names for the Working Group were also taken to Presbytery and approved. The Working Group has since met with representatives of all Kirk Sessions in all of the Area Groups providing more information and has had discussions. When the proposed Plan was

presented on 23 Feb we stated that we would welcome responses from Kirk Session before meeting in Area Groups to help us have some idea of how Kirk Sessions felt about the proposals. Not all Kirk Sessions took up that offer. At the Area Group meetings we again asked for responses from Kirk Sessions before the Working Group met in April to prepare a revision of the Proposed Plan to take that to Presbytery in May. After presenting the Revised Proposed Plan we asked for responses from Kirk Sessions to be with us by 31 May so that we can meet with Area Groups if necessary and prepare a final report for the June meeting of Presbytery. We also asked Presbytery to extend the time from May to June meetings of Presbytery (seven weeks) so that we could have further consultations where needed and receive responses.

AIM

The aim of the Working Group has been to offer a Plan that would help congregations in Presbytery extend the Kingdom of God by encouraging congregations to work together and draw strength from each other and to encourage groups of congregations in Areas to build up the Church by using the many gifts and talents of Ordained and other ministries and lay people.

WHY AREA GROUPS

Many congregations are already working together and appreciate the advantages of doing so. The Working Group saw the formation of Area Groups as a first step towards encouraging congregations to continue working together before considering arrangements such as team ministries and Parish Groups or some other form. Also the 2003 General Assembly endorsed Team Ministry as a principle way of developing ministry within the Church of Scotland.

AREA TEAM MINISTRY

Area Team Ministry is the term used to describe congregations who work together informally in groups of parishes. It is a positive, mission-based, response to ministry. It is a way of working that recognises the benefits and opportunities that come from congregations sharing some aspect of ministry.

PARISH GROUPINGS

Parish Groupings is a legal instrument approved by the 2003 General Assembly. By agreeing a 'Basis of Parish Grouping' the congregations involved do not lose their legal identity but do agree to work collaboratively in agreed areas such as youth work, pastoral concern, mission, staffing, or whatever areas are appropriate in the particular area of the parish group. For example three congregations might agree through a Parish Grouping to work together in responding to the challenge of youth work in a changing culture.

FORMULA USED FOR PROPOSED AREA GROUPS

For the First Draft of the Proposed Plan, Area Groups were recommended on geographical and demographical information available to us along with other information available about congregations working together and how congregations would be best able to support and complement each other in the mission and outreach of the Church. As a result of feedback from congregations and suggestions about changes to some of the proposed Area Groupings, the concept of having an Area Grouping with a strong and vibrant church at either (physical) end of the area, able to provide support and encouragement to the smaller, less strong, churches in the area, seemed to make sense. After meeting with representatives of Kirk Sessions and following responses received from Kirk Sessions we had a better idea of the demography of the area, future changes, strengths of congregations, where congregations were already working together, the wishes of Kirk Sessions in their responses, and above all how the composition of these

congregations would complement and support each other in their work to extend God's Kingdom through it's care for the parishes and mission to the Area.

RATIONALE BEHIND RECOMMENDATIONS IN PRESBYTERY PLAN FOR EACH CONGREGATION

The underlying principle behind recommendations for each congregation was how this congregation contributed to the care of God's people in their part of Presbytery and Presbytery as a whole and how that congregation contributed to the mission and outreach of Presbytery. Would a congregation benefit from some form of readjustment to help it become better resourced and be better placed to serve the Lord? In what way would a congregation benefit from being part of an Area Grouping? (we reckoned all congregations would benefit from their own particular and special contributions). We had in mind the special contributions of both Rural and Urban charges and were sensitive to the fear of rural congregations being swallowed up in Area Groups. While at one time we recognised that some buildings may have been best placed for the work of the Church in the past they may not be best placed for the mission of the Church today and to serve people in the area.

STAFFING STRUCTURE

A National Plan for mission was first developed in 2002 (known as the Guidelines for Ministerial Deployment) when Presbyteries were encouraged to develop plans. In 2003 the General Assembly instructed Presbyteries to prepare a Plan by 2006. In 2005 the National Plan was abandoned to be replaced by National Guidelines which changed the basis of staff deployment detailed in the previous National plan papers from ordained ministers to ministries. National Guidelines set out a percentage of ministries which should be allocated to each Presbytery based on a number of considerations to ensure an equitable spread of Ministries across the country in line with the continuing commitment to a territorial based ministry. In 2005 the Parish Ministries Fund was approved which would then provide for additional ministries such as Deacons and specialist workers etc.

The Proposed Plan for Gordon Presbytery identifies the number of Ordained Ministers it is envisaged Presbytery will need in Charges by 2016 taking into account any readjustment recommended. Should Presbytery wish further Ordained Ministers they could be appointed either as Associate or Assistant Ministers or with a particular remit in youth or pastoral work. There is the potential then for additional Ordained Ministers being available in Gordon Presbytery along with non ordained 'Ministries'. Following the guidelines provided, Gordon Presbytery has 35 'ministries' allocated. In the Revised Plan there is provision for 25 Ordained Ministers in Charges. We have allocated 2 ministries to charges (1 Deacon and one other) because of the sizes of their parishes and the additional workload those parishes demand and 7 other 'ministries' in Area Groups. The Area Groups to decide how those ministries will be used. There is one additional 'ministry' to be decided by Presbytery.

While there are some less privileged areas within parishes in the Presbytery there is no parish designated as being Urban Priority or Rural Priority and so there was no case for additional support for any one particular parish. We felt it fair that additional staffing allowed under the present arrangements was distributed across Presbytery to provide extra support for congregations in Area Groups and to allow Area Groups to decide what kind of additional staffing they needed for their Area.

BUILDINGS

Following discussions with Area Groups the Working Group is now recommending that where there is a question about the future of a building and a review is suggested that that review should now take place at the Five Year Review. The Working Group will also be inviting Presbytery to instruct the Glebes and Property Committee to consider the level of

spending on all buildings (subject to review) before taking the matter to Presbytery for agreement. For these reviewable buildings, expenditure above the limit determined by Presbytery will trigger the review, and this could be before the 5 years have elapsed.

BENEFITS OF UNION OVER A LINKAGE

With some congregations it has been recommended that where there has been a linkage the congregations concerned should move towards a Union. There are in the opinion of the working group positive benefits in such a move. It has to be stated that the creation of united congregations may not always be desirable; however there is reason to believe that the pooling of resources both in financial and people terms can add to the mission opportunities of the Church. The pooling of resources helps free some people to other tasks in the congregation and to save a duplication of effort, not just for the minister attending a number of meetings but also from Elders, Board Members and others in the life of a congregation. A possible union provides a larger number of people to share in the responsibility for the work to be done (so that the same people are not left to do the work year after year) and more people are available with a variety of gifts to do work that may not be done with fewer people. The united congregation may have more financial resources to share for the charge. While there may be a situation where congregations in a linkage would find it hard to work co-operatively, the working group believes that these rare situations should not deter the creation of united congregations. It also has to be stated that there is no reason why subject to the details regarding the future use of buildings given above that a united charge may have more than one church building for the use of the congregation.

METHOD

Preparation

The Working Group met on a number of occasions to look at what it was being asked to do. It became clear that it would benefit congregations in our Presbytery if we were to work in groups of congregations over an area of Presbytery. The Group set about identifying those areas taking into consideration the geography, population distribution, sizes of congregations and where buildings were to be found along with the resources available in each congregation

The Group then considered the number of Ordained Ministers that might be required more or less along the lines of the number of charges there are at present. They also distributed the available 'Ministries' throughout the Areas equally while designating two additional ministries to be available for Presbytery wide work.

The Group also identified those buildings, it was thought would be required or necessary to carry out the Mission of the Church while also being aware that Services of Worship could be offered in other areas and in other buildings (as is happening in Presbytery). The Group identified a necessary building as that defined in the 1991 Presbytery Parish Appraisal Committee as a building which if destroyed would be built on the same or a nearby site.

Presbytery Conference to present the Proposed Plan

The Group felt the best way to present the Proposed Plan would be to do so at a conference when representatives from every congregation would hear clearly what was being presented. The Presbytery was invited to instruct each congregation to send up to four representatives. The Group felt it would be helpful to have someone give a keynote speech on the Congregational Groupings and Team Ministry and what was happening in another Presbytery. The Rev Malcolm Rooney was invited to be the speaker. A paper on what was presented at the conference was made available and Kirk Sessions were encouraged to copy this for their Kirk Sessions.

Responses from Kirk Sessions

Representatives were encouraged to ask their Kirk Sessions to make responses to the Working Group prior to them meeting with them in Area Group meetings. A number did this and this was very helpful. Dates were given for Area Group meetings with names of members of the Working Group attending. At each meeting both the convenor and the Clerk would attend to ensure consistency of information being given and answers to questions.

Area Group meetings

The Convenor and WG Clerk along with at least one, usually two members of the WG attended each Area Group meeting. At the Area Group meetings a presentation was given for clarification on what was presented at the Conference. Further information was also given since the meeting particularly with regard to the 'Ministries' that might be available and how these could be funded. Information was gathered about the populations of the Area, prospective major changes and buildings in use at present. The opportunity was given for representatives to bring responses from their Kirk Sessions. Representatives were asked if they felt there was general agreement from their Kirk Session to what was being proposed with regard to the Area Group, the number of Ordained and other Ministries, the necessary building and the interim steps to be taken should a vacancy occur (this information was given on the evening). Where representatives felt their Kirk Session were not happy with what was being proposed they were invited to respond in writing before the end of April when the Working Group met prior to going to Presbytery with its Proposed Plan

Responses from Kirk Sessions following Area Group meetings.

Copies of all of the responses from Kirk Sessions were distributed to all members of the Group.

The Group met to consider the responses from Kirk Sessions and started preparing a Revised Draft Plan. This Plan followed the pattern of the Grid required by the Assembly Committee and included interim steps to be taken on the occasion of a vacancy.

Following agreement by the whole Group this was made available to the Presbytery at the May meeting. At that meeting we took two deliverances to Presbytery:

- 1) *Presbytery receives the report of the Presbytery Plan Working Group and agreed to lay the plan on the table until the June Meeting of Presbytery.*
- 2) *Presbytery invites responses from Kirk Sessions to the Revised Presbytery Proposed Plan before 31 May 2006.*

These were agreed. The Working Group indicated their willingness to meet with Kirk Sessions in Area Groups where there was new business.

Responses from Kirk Sessions

All responses from Kirk Sessions have been available to all members of the Working Group.

Presbytery Plan June 2006

Having considered further responses from Kirk Sessions the Working Group now brings a Presbytery Plan to Presbytery for approval.

NOTES OF INFORMATION

Auxiliary Ministers and Attached Readers. The contribution of both Auxiliary Ministers and Attached Readers has been much appreciated by congregations where they are placed. The reason they have not been mentioned in the Plan is that they are not recognised as one of the 'ministries' described in the Act. The Working Group though would wish to encourage those in these posts.

Part time 'Ministries': The Working Group did not consider including Part Time Ministries into the Plan because we were considered mainly with the allocation of Ministers in

Charges and other Ministries on a full time post. If an Area Group wished to consider a Part Time Minister we would suggest they would need to seek permission and negotiate with the Ministries Council. One other reason we did not consider Part Time Ministries was the increased cost of National Insurance, possible accommodation etc of having say two people sharing the same post or two part time ministries

Allocation of 'Ministries': In the first draft of the Proposed Plan it was the intention to distribute the additional ministries equally over the nine Area Groups and to hold on to two for Presbytery wide work. However, we felt the reorganisation of the Area Groups which had been increased in size and workload led us to feel we should in some Areas allocate two Ministries.

Ecumenical dimension: The WG felt it would wish to congratulate many congregations for the way they are working with colleagues and congregations of other denominations. We would like to encourage Area Groups to continue with this work and if it is not happening to seriously consider working with those of other denominations in their Area. However in the process of preparing a Presbytery Plan neither the Working Group nor Presbytery could instruct member congregations to work with others from differing denominations as we have no control over other denominations and their desire to work with us. It was therefore felt inappropriate to comment on the ecumenical dimension of the Church in the preparation of a plan for 2016.

Eldership: The Working Group would encourage Parish Education to look at ways of equipping Elders for their role in Kirk Sessions by providing courses on Basic Eldership, working in Teams, Session Management, caring for people.

Use of Lay People: The Working Group would wish to encourage Presbytery Parish Education Committee to look at ways of helping members of congregations discover their gifts and equipping them through courses on for example, worship leadership/teams, pastoral visiting, working with children and young people.

PRESBYTERY SUPPORT VISITS

During our discussions it was felt that Presbytery should review how we conduct Quinquennial visits and propose the following: The Working Group will be inviting Presbytery to instruct the Superintendence Committee to take a serious look at how we conduct Quinquennial visits in the future, so that there is a more rigorous approach to assessing the work of a congregation and its effectiveness in caring for the parish and its Mission to the Area, and how the congregation is working towards fulfilling the Presbytery Plan.

FUTURE SUPPORT FOR THE PLAN

We recommend that Presbytery set up a Steering Group to help ministers and congregations to start working together in Area Groups to bring the Plan to fruition. That this Steering Group be made up of two members of the former Presbytery Plan Working Group (Convenor and one other member) to provide continuity, two members of Parish Education Committee (Convenor and one other) and two members of the Pastoral Care Committee (Convenor and one other). The Steering Group at the earliest opportunity set up conferences to provide support for the Presbytery Plan for ministers and congregations on the following matters: Management of Change, Pastoral Care, Informal arrangements in Area Groups, Informal arrangements in Area Groups, Working towards Parish Groupings.

CONCLUSION

The process of preparing a Presbytery Plan has been a journey of discovery for many of us, learning about each other and how we can best walk together. Opportunities have been provided for us as a Presbytery to look at a new way of doing things and to be possibly more effective in our Mission and Outreach. While we were aware of the challenges to the Church today such as falling rolls and few new members in Gordon Presbytery, we were very aware that what was being proposed would not in themselves

turn the tide, but moving towards team ministries and parish groupings. Congregations working together would help us face these challenges. We have been encouraged as a Working Group with the way many congregations have responded to the idea of working in Area Groups and moving towards a Team Ministry and eventually a Parish Grouping. Many of our congregations already work together and sometimes in ecumenical situations, the recommendation of Area Groups has helped them to move closer together. In fact some congregations wanted to move towards these ideas before Presbytery approved the Plan. We have also been encouraged in the way Kirk Sessions have responded to some of the recommendations put to them regarding readjustment and carefully looking at the strategic use of their buildings. We appreciate hard decisions have had to be made but many congregations have been grateful for the opportunity to look again at what they are doing to serve their members and parishes and the areas in which they have been invited to work.

We commend to Presbytery the Plan which has been prepared and pray God's Blessing on the Kirk Sessions and congregations as they take it forward that all we do will be with the enabling power of the Holy Spirit, through Jesus Christ and for the greater Glory of God.

DELIVERANCES

1. Presbytery receives the report of the Presbytery Plan Working Group
2. Presbytery approves the Presbytery Plan as detailed
3. Presbytery appoints a Steering Group at the earliest opportunity:
 - a) to arrange conferences and workshops to provide support for the Presbytery Plan for Ministers and Congregations on the following matters: Management of Change, Pastoral Care of Ministers and Congregations during a time of change, Informal arrangements in Area Groups, Working in Teams and Team Ministries Working towards Parish Groupings,
 - b) that this Steering Group be made up of two members of the former Presbytery Plan Working Group (Convenor and one other member) to provide continuity, Two members of the Education and Training for Ministry (Convenor and one other member), two members of Parish Education Committee (Convenor and one other) and two members of the Pastoral Care Committee (Convenor and one other).
4. Presbytery instructs the Superintendence Committee review how we conduct Quinquennial visits in the future, so that there is a more rigorous approach to assessing the work of a congregation and its effectiveness in caring for the parish and it's Mission to the Area, and how the congregation is working towards fulfilling the Presbytery Plan.
- 5 Presbytery instructs the Glebes and Property Committee to consider the level of spending on buildings under review until such time as the Presbytery has reviewed these buildings under the Five Year Plan.
- 6 Presbytery instructs the Home Mission Committee to explore ways of supporting congregations in the mission and outreach to the Presbytery through Area Groups of Congregations.
7. Presbytery on receiving agreement from the Assembly Parish Appraisal Committee for the Presbytery Plan discharges the Working Group having completed its task in bringing a Plan to Presbytery.

The Church of Scotland
GORDON PRESBYTERY

TERMS USED IN PRESBYTERY PLAN

PRESBYTERY PLAN

The General Assembly in 2003 recognized the people of God in the Church of Scotland could experience something better than what they had and be more effective as God's people, and so encouraged the Church to begin a journey of faith and instructed Presbyteries to prepare a Plan.

- The 200 General Assembly Act Anent Appraisal and Adjustment (As amended by Act V111 2004) instructed Presbyteries to prepare a Plan for a period up to ten years.
- Each year the plan should be looked at to see if there are alterations needed in light of changes in the Presbytery. The Plan is therefore flexible.
- The Plan has to take into account the requirements of Presbytery in terms of staffing and buildings.
- The Plan comes into operation when circumstances allow it to happen. It does not have to happen immediately. It is then something we should be working towards.
- Vacancies can be filled without reference to the Assembly Parish Appraisal Committee as long as those vacancies are in accordance with the plan.
- If there are proposals to alter the Plan this must be with the approval of the Assembly Parish Appraisal Committee.

The Plan was approved by Presbytery in October 2006 and having been ratified by the Council of Mission and Discipleship has now become the Presbytery Plan for Gordon Presbytery.

PERIOD OF PLAN

The present plan will continue until 2016

PRESBYTERY SUPPORT VISITS (Quinquennial Visits)

A new system of Visits was agreed by Presbytery in June 2007. This involves two teams cover the Area Groups.

APPOINTMENT PROCESS FOR ADDITIONAL MINISTRIES

A paper is being prepared for consideration by Presbytery and the Ministries Council and will be made available as soon as approval has been given.

SUPPORT FOR THE PLAN

The Presbytery has set up a Support Group who will be offering conferences and workshops for ministers in charges and congregations.

MINISTRIES (CHURCH WORKERS)

This term is not restricted to the ordained Ministry, but could include Pastoral Care Workers, Youth Workers etc ordained or not. It does not include Organists, Church Officers or Secretaries.

ECUMENICAL DIMENSION

While the Plan was being prepared it was not possible to include congregations of other denominations in Area Groupings. However, congregations are encouraged to make contact and build up relationships with other denominations in their Area.

REVISION OF THE PLAN

There should be an annual revision of the Plan to take into account changes within the Area Groupings and a full revision at the end of the ten-year period. The annual revision will require a report from each Area Group indicating any significant changes e.g. major housing developments. Any proposed changes will have to be considered by the Mission and Discipleship Council before approval.

VACANCIES AND THE PRESBYTERY PLAN

Following the approval of the Plan the new Vacancies Procedure Committee and its regulations comes into effect. Vacancies can be filled without reference to the Assembly Parish Appraisal Committee as long as those vacancies are in accordance with the plan.

AREA GROUPS

Area Groups is a term used by the Presbytery Committee to best describe the proposal that a group of congregations in a certain area work together to bring about the outcome of the Proposed Plan for their mutual benefit and for the Mission of the Church and the extension of God's Kingdom in that Area.

AREA TEAMS

Informal groups of congregations working together where it makes sense and work alone where that makes sense.

AREA TEAM MINISTRY

This is the term used to describe congregations who work together in groups of parishes. It is a positive, mission-based, response to ministry. It is a way of working that recognizes the benefits and opportunities that come from congregations sharing some aspect of ministry.

COLLABRATIVE WORKING TOGETHER

This is an expression that is used more and more within church life, and many congregations are looking at new ways of working together with

neighbouring congregations in being more effective in developing their ministry and mission to the natural communities which they serve.

EXAMPLES OF COLLABRATIVE WORKING TOGHETHER

Within the Area Group the following could be shared:

- The nurture of children and young people
- Christian Education programmes for adults
- Worship teams
- Mission to the Area
- Pastoral Care for the area
- Administration support from e.g. a central office in the area
- Ministerial cover
- Chaplaincies for schools and Nursing Homes etc
- Better use of buildings.

PARISH GROUPINGS

A new legal instrument agreed by the General Assembly in 2003. By agreeing a 'Basis of Parish grouping' the congregations involved do not lose their legal identity but do agree to work collaboratively in agreed areas such as youth work, pastoral concern, mission, stifling, or whatever areas are appropriate in the particular area of the parish grouping. For example, three congregations in a small town might agree through a parish grouping to work together in responding to the challenge of youth work in a changing culture

REQUIRED BUILDING

Required Buildings are those buildings, which will be required for the work of the Church's mission in 2016 and have been approved by Presbytery as part of the Presbytery Plan.

BUILDINGS UNDER REVIEW

The retention of these building should be subject to review at the first five year review of the Presbytery Plan and the basis of the review will relate to the building use, it's location for the mission of the Church, the physical state of the fabric and the ability of the congregation to maintain it.

AREA GROUP 1

Huntly Cairnie Glass

The proposal is that this congregation continues and works with Huntly Strathbogie and Drumblade and Noth towards a Parish grouping.

After consultation the Group felt there was evidence of an expansion within the Huntly Area that would justify having two Charges in Huntly. Having two Charges would also give people alternatives to choose from.

There should a minister for the Charge and along with the others in the suggested Area one additional Ministry to be decided by the Area Group

It is proposed that the Glass building should be reviewed*.

Huntly Strathbogie

The proposal is that this Congregation should unite with Drumblade and work with Huntly Cairnie Glass and Noth towards a Parish grouping.

After consultation the Group felt there was evidence of an expansion within the Huntly Area that would justify having two Charges in Huntly. Having two Charges would also give people alternatives to choose from.

There should a Minister for the united Charge and along with the others in the suggested Area one additional Ministry to be decided by the Area Group

Drumblade

The proposal is that this Congregation unites with Huntly Strathbogie and works with Huntly Cairnie Glass and Noth towards a Parish grouping.

After consultation the Group felt there was evidence of an expansion within the Huntly Area that would justify having two Charges in Huntly and the union of Drumblade with Huntly Strathbogie would strengthen these Congregations for mission in the Area.

There should a minister for the united Charge and along with the others in the suggested Area one additional Ministry to be decided by the Area Group

Noth

The proposal is that this Congregation continues and works with Huntly Strathbogie and Drumblade and Huntly Cairnie Glass towards a Parish grouping.

The Congregation has been subject to a number of upheavals in recent years and needs time to consolidate

There should a minister for the Charge and along with the others in the suggested Area one additional Ministry to be decided by the Area Group.

AREAGROUP 2

Howe Trinity

The proposal is that this congregation should continue and work with Cushnie and Tough, Upper Donside, Kemnay, United Charge of Cluny and Monymusk towards a Parish grouping.

There should be a minister for the Charge and along with the others in the suggested Area one additional ministry to be decided by the Area Group.

This congregation has undergone substantial change in recent years. This is an expanding community and will continue to grow and has potential to provide support and at this end of the Area for the smaller rural Charges.

Cushnie and Tough

The proposal is that this congregation should continue and work with Howe Trinity, Upper Donside, Kemnay and the United Charge of Cluny and Monymusk towards a Parish grouping.

There should be a minister for the Charge and along with the others in the suggested Area one additional ministry to be decided by the Area Group.

Kemnay

The proposal is that the congregation continues and works with Upper Donside, the united Charge of Cluny and Monymusk , Cushnie and Tough and Howe Trinity towards a Parish grouping.

This Congregation should be allowed to call a minister without restriction

This is an expanding community and will continue to grow and has potential to provide support at this end of the Area for the smaller rural Charges. There should a minister for the Charge and along with the others in the suggested Area one additional Ministry to be decided by the Area Group.

Cluny

The proposal is that this Congregation be united with Monymusk and then work with Upper Donside, Kemnay, Cushnie and Tough and Howe Trinity and work towards a Parish grouping.

The building should be reviewed*

The united charge should be allowed to call a minister without restriction subject to a union of the two Congregations

This Congregation would benefit from the Union, and build upon recent joint activities and being part of the Area Group.

There should a minister for the united Charge and along with the others in the suggested Area one additional ministry to be decided by the Area Group.

Monymusk

The proposal is that this Congregation be united with Cluny and then work with Upper Donside, Kemnay, Cushnie and Tough and Howe Trinity and work towards a Parish grouping.

The united charge should be allowed to call a minister without restriction subject to a union of both Congregations.

This Congregation would benefit from the Union and be able to build upon recent joint activities and being part of the Area Group.

There should a minister for the united Charge and along with the others in the suggested Area one additional ministry to be decided by the Area Group.

Upper Donside

The proposal is that this Congregation continues and works with Kemnay, United Charge of Cluny and Monymusk , Howe Trinity and Cushnie and Tough towards a Parish grouping.

The Congregation should be allowed to call a minister without restriction

This Congregation has undergone significant transformation in recent times and done some rationalization of buildings and should be allowed time to consolidate.

Buildings remain as they are.

There should a minister for the Charge and along with the others in the suggested Area one additional ministry to be decided by the Area Group.

AREA GROUP 3**Insch Leslie Premnay and Oyne**

The proposal would be that the Charge continue without restriction and work with the other Congregations in that Area towards a Parish Grouping.

The Congregation should be allowed to call a minister without restriction

This is an expanding community and will continue to grow and has potential to provide support at this end of the Area for the smaller rural Charges.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Inverurie West

The proposal is that be this Charge continue without restriction and work with the other Congregations in the Area towards a Parish Grouping.

The Congregation should be allowed to call a minister without restriction.

This is an expanding community and will continue to grow and has potential to provide support at this end of the Area for the smaller rural Charges. The new building will be a great resource for this part of the Area.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Culsalmond and Rayne

The proposal is that this Congregation unites with Daviot and work with the other Congregations in that Area towards a Parish Grouping.

The united Charge should designate the prime Church building and this should be retained while the other Church building is reviewed. The same should apply to the halls.

Presbytery could offer assistance if required to make a decision.

The Congregation should be allowed to call a minister without restriction subject to this union

This Congregation should be encouraged to build upon what has already been achieved in working together with others.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Daviot

The proposal is that this Congregation unites with Culsalmond and Rayne and work with the other Congregations in that Area towards a Parish Grouping.

The united Charge should designate the prime church and this should be retained while the other church is reviewed. The same should apply to the halls.

Presbytery could offer assistance if required to make a decision.

The Congregation should be allowed to call a minister without restriction subject to this union

This Congregation should be encouraged to build upon what has already been achieved in working together with others.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Chapel of Garioch

After a response from the Kirk Session the proposal is that that this Congregation unites with Blairdaff and work with the other Congregations in that Area towards a Parish grouping.

Both Chapel of Garioch and Blairdaff have proposed the union.

The united Congregation should be allowed to call a minister without restriction subject to this union having taken place.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Blairdaff

After a response from the Kirk Session the proposal is that that this Congregation unites with Chapel of Garioch and work with the other Congregations in that Area towards a Parish grouping.

The building is subject to review*

Both Chapel of Garioch and Blairdaff have proposed the union.

This Congregation should be allowed to call a minister without restriction subject this union having taken place

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

AREA GROUP 4

Inverurie St Andrews

The proposal is that this Congregation continues and works the other Congregations in the Area towards a Parish grouping.

This Congregation should be allowed to call a minister without restriction.

Following a response from this Congregation it was felt they could work with Kintore to provide support and encourage Fintray Kinellar Keithhall.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Fintray Kinellar Keithhall

The proposal is that the newly united Charge works the other Congregations in that Area towards a Parish grouping.

The use of Blackburn building should be encouraged and the Keithhall building to be reviewed*

This Congregation should be allowed to call a minister without restriction.

The newly united Congregation has experienced rationalization and will benefit from support and encouragement from the larger Congregations.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group

Kintore

The proposal is that this Congregation continues and works the other Congregations in that Area towards a Parish grouping.

This Congregation should be allowed to call a minister without restriction.

This Congregation indicated their willingness to work with Inverurie St Andrew's and Fintray Kinellar Keithhall. This would complement and encourage the newly united Charge of Fintray Kinellar Keithhall.

There should be a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

AREA GROUP 5**Skene**

The proposal is that this Congregation continues and works the other Congregations in that Area towards a Parish grouping.

The Congregation should be allowed to call a minister without restriction.

This Congregation is experiencing substantial new housing developments in the Area and potential for more growth and is well placed to support, encourage and complement other Congregations in the Area.

Because of the size of the Parish of Skene a Deacon has been allocated to this Congregation.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided.

Echt

It is proposed that this Congregation work towards a union with Midmar and work with the other Congregation in the Area towards a Parish grouping.

This Congregation should be allowed to call minister without restriction subject to a Union with Midmar.

The Congregation is already working closely together with Midmar and has indicated their desire to work towards union in the future.

There should a minister for the united Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Midmar

It is proposed that this Congregation unite with Echt and work with the other Congregations in the Area towards a Parish grouping.

The building at Midmar to be reviewed*

This Congregation should be allowed to call minister without restriction subject to a union with Echt.

The Congregation is already working closely together with Echt. The review of the building gives the opportunity to affirm the need of the building for the future.

There should a minister for the united Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

AREA GROUP 6**Meldrum and Bourtie**

It is proposed that this Congregation continue and work with the other Congregation in the Area towards a Parish Grouping.

The building at Meldrum to be retained and the building at Bourtie to be reviewed*

The Congregation should be allowed to call a minister without restriction.

There is significant growth in the Area and this Congregation could be an encouragement and complement other Congregations in the Area.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Udny and Pitmedden

It is proposed that the Congregation continue and work with the other Congregations in the Area towards a Parish Grouping.

The Congregation should be allowed to call minister without restriction.

There has been some growth in this Area and the Congregation would complement the other Congregations in the Area.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

New Machar

It is proposed that this Congregation continue and work with the other Congregations in the Area towards a Parish grouping.

This Congregation should be allowed to call minister without restriction.

There has been substantial housing in the Area and this Congregation could be an encouragement and complement other Congregations in the Area.

There should a minister for the Charge and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Barthol Chapel *

It is proposed that this Congregation unite with Tarves and work together with other Congregations in the Area towards a Parish Grouping.

The building should be reviewed.*

There should be a reviewable tenure on the basis of a potential linkage with Methlick.

The review of the building gives the opportunity for the Congregation to affirm the need of the building for the future.

There should a minister for the Charge of Barthol Chapel; Tarves linked with Methlick and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Tarves *

It is proposed that this Congregation unite with Barthol Chapel and work together with other Congregations in the Area towards a Parish Grouping.

There should be a reviewable tenure on the basis of a potential linkage with Methlick.

Tarves has a recently refurbished building and has a hall close by, which will complement and encourage other Congregations in the Area.

There should a minister for the Charge of Barthol Chapel, Tarves linked with Methlick and along with the others in the suggested Area share one additional ministry to be decided by the Area Group.

Methlick *

It is proposed that this Congregation link with the newly United Congregation of Barthol Chapel and Tarves and work together with other Congregations in the Area towards a Parish grouping.

There should be a reviewable tenure on the basis of a potential linkage with Barthol Chapel Tarves.

This is a Congregation in a growing community and should be encouraged to develop work that has been done, they will be able to complement and encourage other Congregations in the Area.

There should a minister for the Charge of Barthol Chapel Tarves linked with Methlick and along with the others in the suggested Area share one additional Ministry to be decided by the Area Group.

** The opportunity should be taken at the end of the current Tenure (i.e. 2011) for these congregations to be reviewed with a view to either a call without restriction for each charge or a linkage of both charges.*

AREA GROUP 7**Ellon**

It is proposed that this Congregation continues and works together with others in the Area towards a Parish Grouping

The building at Ellon should be retained and the Slains building be reviewed.*

The Congregation should be allowed to call without restriction.

Because of the size of Ellon Parish an additional ministry has been allocated to this congregation.

This Congregation is at the center of a growing community and along with the Centre it is integral to the community and will complement the other Congregations in the Area.

There should be two ministers in the Charge and along with other Congregations share one additional ministry for the Area to be decided by the Area Group.

Foveran

It is proposed that this Congregation continues and works together with others in the Area towards a Parish Grouping

The Holyrood building in Newburgh should be retained and the Foveran building be reviewed *

The Congregation should be allowed to call without restriction.

This Congregation is serving this growing community, is centrally located in a rural Area and will complement the other Congregations in that Area.

There should be one Minister in the Charge and along with other Congregations share one additional ministry for the Area to be decided by the Area Group.

Belhelvie

It is proposed that this Congregation continues and works together with others in the Area towards a Parish Grouping.

The Congregation should be allowed to call without restriction.

This Congregation is serving this growing community in the Parish and will complement the other Congregations in that Area.

There should be one Minister in the Charge and along with other Congregations share one additional ministry for the Area to be decided by the Area Group

CHANGES FOLLOWING RESPONSES SINCE THE REVISED PLAN WAS BROUGHT TO PRESBYTERY IN MAY.

AREA 2 Cushnie and Tough: Following the Review carried out by the Presbytery Committee and the recommendation that this Congregation should be allowed to call without Restriction, the working Group have amended their original proposal to accept this recommendation. In line with the recommendation of the Presbytery Committee the building at Tough will no longer be required to be reviewed.

This also means that the proposal that the Congregation of Cushnie and Tough unite with Howe Trinity has been changed.

This of course is subject to Presbytery agreeing the recommendation and the Ministries Council Parish Appraisal Committee approving it.

AREA 6 Barthol Chapel linked with Tarves and Methlick: Following discussions with these congregations the Working Group would wish to encourage them to look positively to the future and have indicated that while a review should still take place it should be with a view to each congregation being allowed to call a minister without restriction or a linkage of both charges. To provide for this 5 Ordained Ministers in Charges have been allocated for this area, but this is subject to a review.

Udny Church building: Following discussion with this representatives from this Congregation the Working Group would recommend that the Udny building should no longer be required to be reviewed at the Five Year Review because this building provides different worship opportunities to that of the Pitmedden building. We recommend that the congregation should consider ways of further developing the use of the Pitmedden building.

AREA 7 The allocation of ministries now reads 3 Ordained Ministers in Charges along with one additional ministry to be allocated to Ellon Parish (because of the size of the Parish) and one additional ministry for the Area Group.

ADDITIONAL MINISTRIES: Following the recommendation of the Presbytery Review Committee at Cushnie and Tough, the allocation for Area Group 2 now reads 5 Ordained Ministers in Charges. Also, looking to the review of Barthol Chapel linked with Tarves and Methlick in Area 6 the allocation of Ordained Ministers in Charges has been set at 5. These changes have reduced the number of additional ministries available. The Working Group would also recommend that one additional ministries be allocated to both Skene (Deacon) and Ellon (to be decided) because of the sizes of the Parishes. The Group now suggest one additional ministry allocated to each of the Area Group leaving one additional ministry to be decided by Presbytery. This would mean 25 Ordained ministers in Charges along with 2 ministries to be allocated to Congregations, 7 ministries allocated to and to be decided by Area Groups and 1 additional ministry to be decided by Presbytery.

Changes Since Adoption of Plan

Blairdaff and Chapel of Garioch – Now United

Strathbogie, Drumblade and Huntly – Now United

Cushnie and Tough – Now United

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AREA	CONGREGATIONS	GROSS PARISH POPULATION AT PRESENT AND RELEVANT ISSUES *	NET PARISH POPULATION	STATUS AT DATE OF PLAN	PLAN FOR CONGREGATION AT END OF TEN YEAR PLAN	INTERIM STEP ON OCCASION OF A VACANCY (WHERE APPROPRIATE)	STAFFING STRUCTURE	BUILDINGS
1	Huntly Cairnie Glass Huntly Strathbogie Drumblade Noth	8100 4000 2000 500 1600 Anticipated future growth in population in Huntly	7270 3600 1870 400 1400	Unrestricted Charge Unrestricted Linked Charge Unrestricted Charge	Huntly Carinie Glass - no change Huntly Strathbogie and Drumblade to unite. Noth - no change All Congregations working towards a Parish Grouping by end of 10 years.	Huntly Strathbogie and Drumblade ~ without restriction subject to Union of Congregations	3 Ordained Ministers in Charges 1 Ministry to be decided by Area Group	Church Buildings Huntly Strathbogie Huntly Parish Noth Church Buildings subject to review * Glass and Drumblade Halls ~ Huntly Parish Church Other buildings subject to review * Hamilton Hall
2	Howe Trinity Cushnie & Tough Upper Donside Kemnay Cluny Monymusk	13300 4000 1000 2300 4500 800 700 Anticipated future growth in population in Alford and Kemnay	11900 3630 900 2100 4000 700 570	Unrestricted Charge Unrestricted Charge Unrestricted Charge Unrestricted Charge Unrestricted Linked Charge	Howe Trinity – No change Cushnie & Tough no change Upper Donside – no change Kemnay – no change Cluny and Monymusk – to unite All Congregations working towards a Parish Grouping by end of 10 years.	Cluny and Monymusk ~ a call without restriction subject to a union of the congregations.	5 Ordained Ministers in Charges 1 Ministries to be decided by Area Group	Church Buildings ~ Alford Strathdon, Auchendoir Towie Cushnie Tough Kemnay Monymusk Church Buildings subject to review * Cluny Halls ~ Alford Kemnay Strathdon Halls subject to review * Cluny

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3	<p>Insch</p> <p>Culsalmond & Rayne Daviot</p> <p>Chapel of Garioch Blairdaff</p> <p>Inverurie West</p>	<p>13700</p> <p>4000</p> <p>1150</p> <p>1050</p> <p>1400</p> <p>600</p> <p>5500</p> <p>Anticipated future growth in population in Inverurie and Insch</p>	<p>12260</p> <p>3610</p> <p>1000</p> <p>950</p> <p>1200</p> <p>500</p> <p>5000</p>	<p>Unrestricted Charge</p> <p>Unrestricted Linked Charge</p> <p>Unrestricted Linked Charge</p> <p>Unrestricted Charge</p>	<p>Insch – no change</p> <p>Culsalmond, Rayne and Daviot to unite</p> <p>Chapel of Garioch and Blairdaff to unite</p> <p>Inverurie West – no change</p> <p>All Congregations working towards a Parish Grouping by end of 10 years.</p>	<p>Culsalmond & Rayne Daviot ~ call without restriction subject to a union</p> <p>Chapel of Garioch and Blairdaff ~ call without restriction subject to a union</p>	<p>4 Ordained Ministers in charges</p> <p>1 Ministries to be decided by the Area Group.</p>	<p>Church Buildings Insch Daviot or Rayne Chapel of Garioch Inverurie West</p> <p>Church Buildings subject to review * Blairdaff and Daviot or Rayne</p> <p>HALLS Insch Daviot or Rayne ~one to be retained one to be reviewed Inverurie West</p>
4	<p>Inverurie St Andrew's</p> <p>Fintray Kinellar Keithhall</p> <p>Kintore</p>	<p>12150</p> <p>6000</p> <p>2950</p> <p>3200</p> <p>Anticipated future growth in population in the whole</p>	<p>10850</p> <p>5400</p> <p>2550</p> <p>2900</p>	<p>Unrestricted Charge</p> <p>Unrestricted Charge</p> <p>Unrestricted Charge</p>	<p>Inverurie St Andrew's - no change</p> <p>Fintray Kinellar Keithhall - no change</p> <p>Kintore – no change</p> <p>All Congregations working towards a Parish Grouping by end of 10 years.</p>		<p>3 Ordained Ministers in Charges</p> <p>1 Ministries to be decided by the Area Group.</p>	<p>Church Buildings St Andrew's Fintray Community Hall (Blackburn) Kintore</p> <p>Church Buildings subject to review * Keithhall</p> <p>Halls St Andrews</p>

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		Area.						
5	Skene Echt Midmar	13400 12000 800 600 It is anticipated there will be substantial growth in population in the Skene Parish	11560 10300 720 540	Unrestricted Charge Reviewable linked Charge	Skene – no change Echt and Midmar to unite All Congregations working towards a Parish Grouping by end of 10 years.	Echt and Midmar Call without restriction subject to a Union	2 Ordained Ministers in Charges 1 Deacon allocated to Skene 1 Ministry to be decided by the Area Group.	Church Buildings Trinity Skene Echt Church Buildings subject to review * Midmar Halls ~ none

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6	Meldrum & Bourtie Barthol Chapel Tarves Methlick Udny & Pitmedden Newmachar	14500 4500 800 2000 1200 2800 3200 Anticipated future growth in population in Newmachar and Oldmeldrum.	13010 4150 690 1750 1040 2500 2880	Unrestricted Charge Reviewable Linked Charge Reviewable Charge Unrestricted Charge Unrestricted Charge	Meldrum and Bourtie ~ no change Barthol Chapel and Tarves to unite and to link with Methlick If no call without restriction has been granted at the 5 years review. Udny, Pitmedden – no change Newmachar – no change All Congregations working towards a Parish Grouping by end of 10 years.	 Barthol Chapel and Tarves ~ Call without restriction subject to the outcome of review. Methlick ~ Call without restriction subject to the outcome of review. (see narrative)	5 Ordained Ministers in Charges (subject to review) 1 Ministry to be decided by the Area Group.	Church Buildings ~ Meldrum Udny Pitmedden Tarves Methlick Newmachar Church Buildings subject to review * ~ Barthol Chapel and Bourtie Halls ~ Meldrum Tarves Methlick Stables
7	Ellon Foveran Belhelvie	18650 11500 2400 4750 It is anticipated there will be continued growth in population in this Area.	16500 10000 2050 4450	Unrestricted Charge Unrestricted Charge Unrestricted Charge	Ellon – no change Foveran – No change Belhelvie – no change All Congregations working towards a Parish Grouping by end of 10 years.		3 Ordained Ministers in Charges 1 Ministry allocated to Ellon 1 Ministry to be decided by the Area Group.	Church Buildings Ellon Holyrood Belhelvie Church Buildings subject to review * ~ Slains and Foveran Halls Ellon Holyrood Belhelvie

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	TOTALS	93800	83350				25 Ministers in charges 1 Deacon and 1 Ministry allocated to charges 7 Ministries to be decided by Area Groupings 1 Ministry to be decided by Presbytery	CHURCHES 30 retained and 11 to be reviewed HALLS 13 retained and 3 to be reviewed

INTERIM STEP ON OCASSION OF A VACANCY (WHERE APPROPRIATE)

INSTRUMENTS OF ADJUSTMENT REVIEWABLE TENURE / CONTINUED VACANCY / TRANSFERENCE / DEMISSION IN INTERESTS OF ADJUSTMENT NOTES

REVIEWABLE TENURE: Where a Reviewable Tenure is suggested this is to allow for Unions.

GROSS POPULATIONS refers to the total population in the Area and Parish

NET POPULATION refers to the total population less those of other denominations and religions.

*** REVIEW OF BUIDINGS**

The Working Group feels there are a number of buildings throughout Presbytery whose future is uncertain. We feel that the retention of these building should be subject to review at the first five year review of the Presbytery Plan and that the basis of the review will relate to the buildings use, it's location for the mission of the Church, the physical state of the fabric and the ability of the congregation to maintain it.