

Presbytery of Kincardine and Deeside (K&D) Presbytery Mission Plan 2022

1. The PRESBYTERY MISSION PLAN ACT (ACT VIII 2021)

The PRESBYTERY MISSION PLAN ACT (ACT VIII 2021) was agreed on 26 May 2021. The Act includes a variety of adjustment options for the future shape of congregations/charges. By this Act the Church of Scotland seeks to:

- underscore the Church's priority as participating in Christ's mission
- provide a framework for a Presbytery to express that priority in forming a rolling five-year Mission Plan
- ensure that a Presbytery makes best use of the ministry posts allocated to it by the General Assembly
- insist that a Presbytery take decisions about the future of Church buildings

According to the Act the driver for this planning exercise is the effective mission of the local church as measured against the 'Five Marks of Mission' as agreed by the General Assembly:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth

2. Our Vision is for a **network of vibrant, fruitful, sustainable churches in recognisable communities**

- where the Good News of the Kingdom of God is proclaimed in worship, outreach, and service with all generations in ways that resonate with today's culture, helping people outside the church family take steps closer to Jesus
- where new believers are invited, taught, baptised, and nurtured in faith in appropriate gatherings and groups
- where believers respond together to human need by loving service in and with their communities
- where the local church prays for and engages with activities and organisations that work to transform unjust structures of society, challenge violence of every kind, and pursue peace and reconciliation
- where all generations strive together to safeguard the integrity of creation and sustain and renew the life of the earth

Our Plan is grounded in:

- an understanding of **mission as 'mission in context'** (all mission happens in a local context and must be shaped accordingly),
- an aim for **effective local leadership**,
- and a goal of **encouraging sustainability and fruitfulness** in local churches.

3. Our Priorities & Principles

Mission – “A draft Mission Plan which does not demonstrably prioritise mission will not be approved.” (From the Guidance to the Act)

The Church’s mission is the mission of Christ. Mission in the local church is the beating heart of the Act and is our priority and passion. We recognise that it is the local congregation, with the support of Presbytery, that is responsible for taking forward the Church’s mission as agreed in the Presbytery Plan. This document can be seen as our plan for distributing available resources for mission (such as staffing & buildings).

Bottom Up – Mission in Context - Our plan is unashamedly ‘bottom up’. The perception persists that many things in the Kirk appear ‘top down’. We re-affirm the role of Presbytery as supporting and enabling local mission. If our key priorities include: an understanding of mission as ‘mission in context’, an aim for effectiveness in local leadership, and a goal of encouraging sustainability and fruitfulness in local churches, we will ensure that those on the front line feel that they are trusted to make decisions, and that they have appropriate support to engage in effective mission in their context, within the limits of resources available.

Not the Status Quo - The church has a rich history of being constantly reformed, and we need to plan and respond to changing contexts with purpose. We intend to support and encourage change in a variety of forms, some yet to be developed or imagined, within a supportive framework.

Financial Sustainability – “We intend to review how we could best ensure that congregations are self- financing, self-propagating and self-governing within a Presbyterian polity, taking advantage of the insights to be offered by Indigenous Church Mission Theory and the experiences of churches elsewhere in the world. That seems to the Council to sit comfortably alongside our Church Without Walls vision.” (Council of Assembly JWG 2015).

It is not unreasonable to aim for local churches to be self-financing, self-propagating and self-governing within the Presbyterian system. We aim to challenge churches who can, to aim to meet these goals, including meeting the costs of ministry, and to encourage those who cannot, to be realistic and creative with the resources that are allocated.

Priority of All Generations - “Youth and children’s workers are the most effective types of lay workers for a growing church” Church of England Growth Research 2013, “Common Ingredients in declining churches include: no children or under 16s, leaders forced to focus energy only on administrative burdens and Sundays, or the majority of congregational energy spent on maintaining buildings” (From Anecdote to Evidence, Church Growth Research 2013).

Experience and research make it plain that churches that have no engagement with 0-25’s are unlikely to have a future. The whole church needs to be engaging with young people as an urgent priority. We have five secondary school catchments in our Presbytery with 600-800 teenagers in each and these offer a clear focus for mission. Scripture reveals, and research affirms that faith is most effectively passed on by communities of all generations. All churches in K&D must strive to engage with children, young people, families, and carers to proclaim the Good News of the Kingdom, and to teach, baptise and nurture new believers.

Local Leadership - Research into flourishing churches* suggests that a key ingredient is clearly defined local leadership, and a sense of local church identity. This means that uniting charges into ever larger units may not help promote flourishing churches. We will have to find ways to recognise and support local leadership in emerging forms. (*From Anecdote to Evidence, Church Growth Research 2013).

Ministry of All God's People - There are church communities, centres of mission and worship, whose vision of the future does not depend on a full-time stipendiary parish minister. They choose to give up the right to call a full-time minister in the interests of building new and flexible models. Our presbytery has experience in equipping and deploying the gifts of volunteers; Readers, OLM's, Local Preachers, and other church members, to exercise local leadership. We will aim to continue to recognize, support, and deploy more non-stipendiary leaders working in Local Ministry Teams, and to recognise, support and encourage the thousands of volunteers who make up the frontlines of mission in the local church.

Protecting Green Shoots of Growth - *“Within every denomination there are congregations which thrive. They seem to buck all trends and contradict every stereotype. However, having worked with many such exceptional churches, I am left with the sense that they tend to flourish despite their institutional context and heritage, rather than because of these. They find institutional space in which to prosper, developing ways of working within an institutional framework, while avoiding it becoming a straitjacket. They do not allow institutionalism to squeeze them into a mould but find a way of living in the Spirit, find ways of benefiting from the positives of being in an institution, while avoiding the negatives. They often hold loosely to the tradition they have inherited and feel free to search for riches in other traditions.”* (Steve Aisthorpe - *The Invisible Church 2016*).

We pray that all our churches find a way of living in the Spirit, find ways of benefiting from the positives of being in an institution, while avoiding the negatives. Thriving churches resource and support the whole church. Ensuring health and fruitfulness in local churches means not only caring for our vulnerable churches, but also supporting and encouraging our thriving churches to continue to flourish. Our Plan will not risk the health of churches showing growth by a temptation to impose inappropriate burdens simply from a desire to “share the pain”. This would go against the principle of mission being shaped in context.

Recognizing That Things Can End Well - *“Depending on the situation, options facing a congregation may just postpone inevitable decline. Sometimes, sustained prayer and conversation about mission leads to the realization that God is calling a congregation to close. Grief is inevitable, but closing may also be an opportunity to use the congregation's resources to continue God's mission in another way or in another place.”* (A Resource for Closing Congregations ELCA). If we are to be constantly pruned to allow health and fruitfulness, we will give permission for certain ways of being church to end well. We recognize that a church can have a natural life cycle. This can provide opportunities to re-direct resources to the emerging. There are examples of where a church has chosen to come to a good end but their “legacy” in terms of resources has gone on to nourish the seeds of something new. This is to be supported. Dissolution offers one way to end well, re-distribute resources, and leave space for the new. Another way could be entering a Union, and/or maintaining presence and identity by establishing a Local Mission Church. *“A Local Mission Church is a Christian community whose purpose is to worship, witness and serve in a distinct geographical setting led by a local leadership team rather than a Kirk Session.”* (From the Act)

Principles (as directed by the ACT)

- a. Mission. The stated driver for this planning exercise is the **effective mission of the local church** as measured against the ‘Five Marks of Mission’.
- b. Secondary School Catchment Areas: In a geographically diverse presbytery we have used the informal planning & discussion tool of five Secondary School catchment areas (Aboyne, Banchory, Portlethen, Mackie, Mearns) to “cluster” churches for conversation around a critical point of shared community focus and mission. Within

these areas there are other clear opportunities for mission and outreach including community projects, tourist visitors, and substantial new housing developments. Churches have been encouraged to develop appropriate relationships for local mission, not necessarily limited to these catchment areas.

c. Financial Responsibility: A degree of financial realism is required, and it is appropriate that consideration is given to congregational financial responsibility. It is essential for Presbyteries to consider the complex financial picture and allocate appropriate ministerial resources to churches that take financial stewardship seriously, including meeting the costs of ministry. (Sample Information can be seen in table 8 on page 9)

d. Buildings: There is a connection between ministry and buildings. There is a consensus that the Church of Scotland has too many buildings, numerous buildings that are underutilised, buildings that are too large for present day needs, and buildings that are in the wrong place. There is no simple solution to this problem. The starting point should be seeing buildings as resources for mission. Our buildings decisions are based only on assessing buildings as tools for mission, the “right spaces, in the right places”. Buildings need to be accessible, flexible, efficient and sustainable.

e. Communities: Every community of every size in every location within Scotland is part of a Church of Scotland Parish. While population should no longer be the only principle in shaping Presbytery Mission Plans, it remains the starting point. Our calling as a church is mission to everyone in the land.

f. Ecumenism: Reaching the people of Scotland is an ecumenical task. The General Assembly of 2021 instructed the Faith Nurture Forum to include a principle of ecumenical working, affirming that churches should act together in all matters except those in which deep differences of conviction compel them to act separately. Our Presbytery has a rich history of churches of all kinds working together.

g. The Poor: The General Assembly has repeatedly affirmed that the gospel imperative is priority to the poor. At a time when resources are scarce, it is tempting to take away from the most marginal communities where churches are often fragile and small. This must be resisted because it makes a mockery of the gospel and the repeated commitments of the General Assembly. However, as in every part of the Church, this does not mean that existing patterns of ministry should not be evaluated and reviewed, and different forms of church life introduced.

h. Whole People of God: One aim of the Act is to assist the church in making the most effective use of paid ministries. However, this takes place in the context of the ministry of the whole people of God. This may well involve an increasing number of communities where mission is exercised largely by the eldership and membership, the many volunteers who are on the frontline of mission, supported by available staffing in the area. We aim to continue to support volunteers in a supportive local team approach.

i. Congregations: The church has “a commitment to maintain worshipping, witnessing and serving Christian congregations throughout Scotland.” One of the ways in which the gospel finds visible expression is in committed congregations under the power of the Holy Spirit. They both express the gospel and commend the gospel. In their Planning, Presbyteries will identify congregations that are outward looking, which engage with their communities and the wider church and consider how they might build on these strengths.

j. Mixed Economy: Whilst affirming the importance of the Parish system and recognising the importance of a sense of ‘place’ the General Assembly stated that this needs to be expressed in a variety of ways. For the Church to find its place in the modern world, it will have to create new spaces for new communities and different opportunities for differentiated niche groups. The Church will need, for example, to discover how to relate to those whose belonging is primarily through networks or the virtual world. Many of our churches have developed their online presence. We will continue to encourage and support mission in a variety of context-shaped emerging forms, and where multiple churches exist in one area we expect them to meet the needs of distinctive demographics.

4. K&D Consultation – Beginning with Listening

We have used the five Secondary School catchment areas (Aboyne, Banchory, Portlethen, Mackie, Mearns) to “cluster” churches for informal conversation around a point of shared community focus and mission. Local Churches have then been encouraged to develop appropriate relationships for mission, not necessarily limited to within these clusters.

Kincardine & Deeside Presbytery began consultation in October 2021. The Ministries, Appraisal & Vacancies Committee (MAV) invited feedback from Ministers, Kirk Sessions, Cluster Groups, and individuals via:

- a. Ministers meetings
- b. Individual Kirk Sessions discussing written material & questions*
- c. Cluster Areas meeting for conversations if needed.
- d. Visits to Kirk Sessions for Q&A if required

MAV provided written material, video material, and in person/Zoom attendance as required. The material explained more about the process, and the various new models of being church outlined in the ACT.

*Questions

The MAV Committee invite you to pray, to reflect on the Five Marks of Mission, to discuss this material, and then to give feedback on the following:

1. *Recognising the limits of the 10.5 FTE ministry resources available, what would be appropriate staffing to resource mission in your local situation (congregation, parish, catchment area, etc)?*
2. *Based on local mission; and on working relationships with other congregations, what shape of charge/congregation would appropriately resource mission in your local situation?*
3. *Which buildings are the “right spaces in the right places” to resource mission in your local situation? Which buildings required to be disposed of?*
4. *What are some of the key opportunities, and challenges facing your congregation? What are your hopes? What are your concerns?*
5. *What kind of support would help you taking the next step?*

5. Assessing Buildings – “The Right Spaces in the Right Places”

The Presbyteries of the North East and Northern Isles (NE&NI) Building Officer Ian Murray facilitated a team of volunteers to carry out the Asset Management Building Audit (AMBA) across the Presbytery. The Presbytery Mission Plan will categorise each ecclesiastical building as either: **(a) to be retained** beyond the five years from the date at which the Mission Plan is approved or annually reviewed, or **(b) to be sold, let or otherwise disposed** of by a specified date which is within five years from the date at which the ecclesiastical building is first categorised.

Building Designations are decided in consultation with General Trustees, the Faith Nurture Forum, and our K&D Stewardship, Finance & Property Committee (SFP). The kind of questions that inform Building Designations include: 1. What is the feedback from the Kirk Session on the building as a resource for mission? 2. Is the building in a strategic location for mission (“in the right place”)? 3. If it is, is the building fit for purpose? (“the right space”) and if not are potential maintenance or upgrade costs required sustainable? 4. Are there alternative buildings nearby? 5. What does the AMBA Assessment indicate? **The aim is for necessary Buildings that are accessible, flexible, efficient, and sustainable.**

6. K&D Staffing Allocation – 10.5 FTE (Full-Time Equivalent)

The General Assembly 2021 set **limits** on the amount of centrally funded staffing to be allocated to our Presbytery, which is currently made up of seventeen charges, two of which are linkages, one is in Guardianship, and one is served by a 0.5 FTE Ministry. Kincardine & Deeside (K&D) has now been allocated **10.5 Full-Time Equivalent (FTE)** ministry posts. This is the maximum number of ministry posts which will be funded by the Parish Staffing Fund. This is a reduction from the current allocation of 16.8.

Until the Presbytery Mission Plan is agreed, all vacancies and recruitment of nationally funded posts are paused. Once the plan is agreed and vacancies occur, these 10.5 posts can be filled by either Parish Ministers of Word and Sacrament (full-time or part-time, called by the vacancy process), or by what is known as MDS (Ministries Development Staff) who are recruited and appointed by Kirk Sessions after interview. MDS can include a variety of posts such as Associate Minister, Parish Worker, Outreach Worker and so on. (This will also encourage us to recruit, train and encourage Worship Leaders, Readers, OLM's & Local Preachers to support local worship teams and our volunteers on the frontline of mission.)

The preferred option would be for Parish Groupings to consider and agree adjustment to enable future recruitment of staffing in sustainable units such as **0.5 or 1 FTE**. Our Presbytery Mission Plan will allocate a certain amount of **Staffing Allocation** to each grouping.

NOTE: Staffing changes will typically happen once a vacancy occurs.

7. Options for Adjustment

a. Step One in our Plan is the expectation that all K&D churches join a **Parish Grouping**. This arrangement can facilitate mutual support in mission, with flexibility in how relationships develop both formal and informal. This aligns with our understanding of mission as mission shaped in context.

PARISH GROUPINGS – “The Presbytery may declare that two or more charges shall have responsibility for a single area. The Basis of such an Adjustment shall determine the extent to which the charges shall operate as a Parish Grouping, for instance in the sharing of worship, personnel, education resources, mission initiatives, congregational organisations etc.” (From the ACT)

b. We then expect Parish Groupings to consider any further **ADJUSTMENT OPTIONS**. Based on current feedback we note suggested options here. More are outlined in the Act (including the option of new forms yet to be worked out).

“Congregational groupings should move towards fewer decision-making bodies and fewer buildings, with effective numbers of office bearers.” (Note From PMP Guidance).

1. UNION – “Two or more congregations may be united to form one congregation under the Unitary Constitution, and such union shall involve the union of charges, parishes, Kirk Sessions, Financial Boards, property and funds and, except in special circumstances where provision is made to the contrary in the Basis of Union, all congregational agencies and organisations.” (From the ACT)

2. **LINKING – One Charge – Multiple Kirk Sessions** (this can maintain local Kirk Session leadership where geography and/or other factors mean a Union is not as appropriate, while sharing ministry resources). **LINKAGE** - *“Two or more charges may be linked to form one charge in terms of a Basis of Linking, so that the congregations are served by one ministry, the constitutions of the said congregations being in no other way affected.” (From the ACT)*
3. **DEFERRED UNION OR DEFERRED LINKING** - *“When for any reason it is not possible to unite/link a vacant congregation with another congregation under the minister of the other congregation, the Presbytery may decide to unite them on the understanding that the implementation of such decision shall be deferred to take place as soon as practicable after that minister has moved on.” (From the ACT)*
4. **LOCAL MISSION CHURCH** - One of the new options for adjustment in the Act is Local Mission Church. Local Mission Church has the potential to support and encourage new expressions of church shaped by mission in context, or to offer a flexible way to maintain local leadership, identity, worship & mission in a location without the formal requirements of Kirk Session, Trustees, and Office Bearers, etc. **LOCAL MISSION CHURCH** – *“The Presbytery may determine in its Mission Plan that a Local Mission Church shall be created, either (a) following a union or dissolution effected in terms of this Act, or (b) as a new venture. A Local Mission Church shall be a Christian community whose purpose is to worship, witness and serve in a distinct geographical setting. A Local Mission Church shall have a Leadership Team as set out in the Basis. The life and witness of the Local Mission Church shall be co-ordinated by its Leadership Team, subject to the oversight of a local Kirk Session and the Presbytery. The Leadership Team shall be responsible for: (a) developing appropriate expressions of worship, witness and service; (b) ensuring that the Local Mission Church is adequately organised; (c) ensuring good communication with the supervising Kirk Session; and (d) assisting with the upkeep of buildings (if any).” (From the ACT)*
5. Dissolution was discussed as a realistic option in some of our feedback. **DISSOLUTION** – *“A charge may be dissolved by the Presbytery of the bounds. The Basis of Dissolution shall provide for: (a) The issuing of certificates of transference to all members of the congregation; (b) The allocation of the parish to another charge or charges; (c) The transfer to the General Trustees, prior to dissolution, of any heritable property held by or on behalf of the congregation title to which is not yet vested in the General Trustees; (d) The transfer, prior to dissolution, of funds to enable the General Trustees to discharge their obligations (including maintenance, security and insurance) in relation to any heritable property held by or on behalf of the congregation which is designated as a Historic Property; provided that such funds shall include (i) all restricted funds (including organ funds) held for fabric purposes and (ii) such proportion of all unrestricted funds as may be reasonably required for such purposes by the General Trustees; and (e) The destination of all other property and funds of the charge(s).” (From the ACT)*

More Options are outlined in the Act (including the option of new forms yet to be worked out).

8. What can be negotiated?

The only limit imposed on our presbytery is the total allocation of **10.5 FTE** posts funded from the Parish Staffing Fund.

Our Presbytery Mission Plan is a plan for distributing resources. This will include:

- **Staffing Allocations** for each Parish Groupings,
- **Building Designations.** Buildings categorized as (b) will be disposed of.

Once the Presbytery Mission Plan is approved, we expect Parish Groupings will be formed. Future recruitment will be based on these Staffing Allocations, and those Buildings categorized as (b) will be disposed of with the support of the General Trustees.

The following tables will also offer **suggestions** on options for adjustment (based on the feedback from local congregations). We expect these to be discussed within the Parish Grouping. We expect a decision on these options (or alternatives) within 12 months of the Parish Grouping being formed. If agreement is not reached on an alternative, then one of the suggestions is expected to become the plan by default.

9. A Note on joining the new Presbytery of the North East and Northern Isles.

From 1 January 2023 K&D Presbytery is uniting, with others into The Presbytery of the North East and the Northern Isles (NE&NI). It has been agreed by the constituent presbyteries that the approved Presbytery Mission Plans of the six existing presbyteries will be amalgamated unchanged to form the first Mission Plan for the united presbytery. It is our understanding, confirmed by our Faith Nurture Forum facilitators, that the new Presbytery of the NE&NI will ensure that the commitments of each plan are retained through the first years of the new Presbytery. It is our understanding that as the Kincardine and Deeside Presbytery Mission Plan is carried on into the Presbytery of the NE&NI – that, at least in the short term, the decisions, and proportional allocations of staffing, and so on, should be respected as would be the case for all the preceding Presbyteries.

10. Snapshot of Statistics

Name	Pop.	% of Pop.	Pop.x 10.5	M&M/£44K	M&M/£44K	M&Mx10.5	Child Attend*	Adult Attend*	In Small Group*	Prof. Faith 2012-22
ABERLUTHNOTT (1173) link LAURENCEKIRK (3316)	4489	6.64%	0.70	0.54	0.54	0.35	1	15/25	4	0
ABOYNE & DINNET (3,280) LINK CROMAR (1,679)	4959	7.34%	0.77	1.00	1.18	0.73	7	30/30	23	10
ARBUTHNOTT, BERVIE & KINNEFF	4438	6.57%	0.69	0.86	0.99	0.64	4	10 /50	12	11
BANCHORY TERNAN EAST	4577	6.77%	0.71	1.06	1.18	0.76	6	45	8	16
BANCHORY TERNAN WEST	4577	6.77%	0.71	1.38	1.53	0.98	20	95	100	33
BIRSE & FEUGHSIDE	1476	2.18%	0.23	0.54	0.63	0.41	4	40	10	3
BRAEMAR & CRATHIE	852	1.26%	0.13	0.81	0.92	0.59	4	40	10	0
DRUMOAK - DURRIS	2131	3.15%	0.33	0.79	0.91	0.58	2	30	6	3
GLENMUICK	1760	2.60%	0.27	0.54	0.59	0.38	2	30	20	1
MARYCULTER TRINITY	3184	4.71%	0.49	0.63	0.68	0.44	1	30	10	0
MEARNS COASTAL (ST. CYRUS)	2843	4.21%	0.44	0.52	0.59	0.38	0	35	0	8
MID DEESIDE	3559	5.27%	0.55	0.86	0.98	0.63	10	60	0	4
NEWTONHILL	3658	5.41%	0.57	0.43	0.49	0.31	2	23	0	3
PORTLETHEN	9390	13.89%	1.46	0.84	0.92	0.59	5	30	0	0
STONEHAVEN CARRONSIDE	6072	8.98%	0.94	1.02	1.16	0.75	2	50	7	4
STONEHAVEN FETTERESSO	6072	8.98%	0.94	1.90	2.12	1.36	38	95	80	19
WEST MEARNS	3555	5.26%	0.55	0.84	0.96	0.62	5	22/18/20	12	6
*rough estimates reported end 2021	67592	100.00%	10.50	2021	2022	10.50				

Pop.x10.5 = a notional ratio of the 10.5 FTE based on population only

M&M/£44K = portion of the estimated cost of a 1.0 FTE Ministry that a congregation's proposed M&M contribution covered in 2021 & 2022

M&Mx10.5 = a notional ratio of the 10.5 FTE based on the total M&M contributions of K&D

This is only a sample of the various data that has been used in making allocation decisions.

I I. Headline Results of Asset Management Building Audit (AMBA)

Congregation	Building	Score
Aberluthnott w/ Laurencekirk	Marykirk Church	70
Aberluthnott w/ Laurencekirk	Laurencekirk Church	70
Aberluthnott w/ Laurencekirk	Luthermuir Church	68
Aboyne-Dinnet w/ Cromar	Aboyne Hall	74
Aboyne-Dinnet w/ Cromar	Aboyne Church	71
Aboyne-Dinnet w/ Cromar	St Moulag's Church Tarland	68
Aboyne-Dinnet w/ Cromar	Coull Church	43
Arbuthnott, Bervie & Kinneff	Bervie Church Centre	85
Arbuthnott, Bervie & Kinneff	Bervie Church	72
Arbuthnott, Bervie & Kinneff	Arbuthnott Church	58
Banchory Ternan East	Hall	79
Banchory Ternan East	Church	70
Banchory Ternan West	Church & Old Hall	88
Banchory Ternan West	Centenary Hall	88
Birse & Feughside	Finzean Church	81
Braemar & Crathie	Crathie Church Hall	74
Braemar & Crathie	Crathie Kirk	66
Braemar & Crathie	Braemar Kirk/Hall	64
Drumoak-Durris	Drumoak Church Hall	77
Drumoak-Durris	Drumoak Church	42
Drumoak-Durris	Durris Church	41
Glenmuick	Ballater Church & Hall	79
Maryculter Trinity	Maryculter Church & Halls	77
Mearns Coastal (St. Cyrus)	St Cyrus Church	75
Mid Deeside	Torphins Church & Halls	76
Mid Deeside	Mid Deeside Parish Hall Lumphanan	68
Newtonhill	Hall Church	79
Portlethen	Halls	77
Portlethen	Church	75
Stonehaven Carronside	St Bridget's Hall Church	83
Stonehaven Carronside	Dunnottar Church	71
Stonehaven Carronside	South Church & Hall	64
Stonehaven Fetteresso	Church & Hall	81
West Mearns	Fettercairn Church Hall	66
West Mearns	Auchenblae Church	62
West Mearns	Auchenblae Church Hall	62
West Mearns	Fettercairn Church	56
West Mearns	Glenbervie Church	53

(Colours are indicative score bands from General Trustees: over 75% green, 60% < 75% amber, and <60% red)

12. Parish Grouping Tables

Upper Deeside (Aboyne Academy Catchment) – Snapshots

Braemar & Crathie have the smallest population of all our parishes, with a healthy attendance by head of population, mainly elderly. They are keen to develop closer partnerships with the other Upper Deeside parishes. A factor will include how the historic 'Royal Chaplaincy' might be organised and resourced. Conversations continue considering a potential link with the Chapel Royal. Previously there has been a weekly Bible Study Group, children's events, and partnership with the Roman Catholic congregation to put on Alpha Courses. A unique opportunity in the area is to reach out to the many 'strangers and pilgrims' who visit the parish on a year-round basis. There is a passion to engage more meaningfully with 'ecclesiastical tourism' and find an effective and sustainable means of generating new income. One possibility is to work in partnership with Crathie Opportunity Holidays and others from the community to develop a Log-cabin/Glamping Pod business in the Glebe. Another is the potential repurposing of the Crathie Manse and Glebe (and perhaps the Church Hall). There is scope in the area to work with other denominations with a view to making more effective use of all buildings. There is a fresh commitment to an online community – including conversations about becoming a 'satellite hub' for Sanctuary First'.

Glenmuick have an attendance age range 30-90 tending towards the upper. While Ballater appears at times a busy tourist town, there are many “second homes” and holiday lets, and the population tends towards the elderly. This is reflected in the attendance and volunteers at church. Financial sustainability is a real challenge. The opportunities for mission and outreach in the area have been identified as tourism, hosting music and creative events, and partnering with the life and work of the local estates and schools. They have an overlap in this, and with the Royal connections, with Braemar-Crathie and are keen to explore working together more with Braemar-Crathie, and with Aboyne-Dinnet linked with Cromar.

Aboyne-Dinnet linked with Cromar.

Aboyne-Dinnet have a majority attendance age range 55-75. And an additional online community. They see that reduced staffing can be dealt with along with neighbouring congregations such as Glenmuick and Braemar Crathie, with the agreement of existing ministers. They feel the current system of linkage works well for mission to distinct communities, with a geographic spread of rural communities across the communities they serve. Opportunities for mission include working with young families with an offer of activities appropriate for their needs and abilities e.g. messy church, playgroup activities; working with community groups seeking to develop shared spaces and resources; and working with young people through school and community groups. Support is needed in terms of youth and community work. They are keen to share resources with sister congregations. Online services could be made available eg worshippers at a 'satellite hub' in another parish. There could be shared IT and people who know how to use it; shared resources for primary school age eg kids' nativity plays; and Aboyne could contribute to the ecclesiastical tourism of the Upper Valley. Aboyne church and hall are next to one another and have excellent media resources. Aboyne Academy is in the Parish. Aboyne is the largest settlement in the area.

Cromar's attendance is very similar to Aboyne's. They have a similar outlook to staffing in the rural area as Aboyne. The linkage is effective. They also share the same range of opportunities and support needs. Cromar church building has no hall, and media resources exist but in an elementary form.

		Upper Deeside (Aboyne Academy Catchment)					
Congregation Name and Roll	Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing*	Notes:	Suggestions (Final proposals to be agreed by 01 June 2024)
Braemar & Crathie (172)	852	UT	Upper Deeside Parish Grouping	Crathie Kirk (a) Crathie Church Hall, Kirk Cottage (a) Braemar Kirk/Hall (b) (Dispose by June 2025)	0.5 FTE	Discussions ongoing about possible separate part-time locally funded post via Royal Court for Royal Chaplain duties e.g. 0.5 FTE.	Consider Union with Glenmuick Consider alternate venue for worship and mission in Braemar
Glenmuick (235)	1,760	UT		Ballater Church & Hall (a)		A locally-funded additional post could mean an overall 1 FTE equivalent ministry.	Consider Union with Braemar & Crathie
Aboyne Dinnet (259) LINK	3,280	UT L/w Cromar		Aboyne Dinnet Church & Halls (a)	1.0 FTE	Aboyne is a strategic location for mission.	Consider how to share resource and support across grouping
Cromar (177) LINK	1,679	UT L/w Aboyne Dinnet		St Moulag's Church (Tarland) (a) Coull Church (b) (Dispose by June 2025)			
		3 FTE		Staffing Allocation:	1.5 FTE	*Permission to call would be informed by Suggested Staffing	

Aims and Opportunities

- mission to 'strangers and pilgrims' who visit on a year-round basis
- engage with 'ecclesiastical tourism' and find an effective and sustainable means of generating new income
- work with other denominations with a view to making more effective use of all buildings
- develop online community – including conversations about becoming a 'satellite hub' for Sanctuary First'
- tourism, hosting music and creative events
- partnering with the life and work of the local estates and schools
- engage with children, young people, families, and carers
- working with young families e.g. messy church, playgroup activities
- working with school and community groups
- build team chaplaincy to schools and staff
- recruit, train and encourage Worship Leaders, Readers, OLM's & Local Preachers to support local worship teams

Note: The cluster of the five or six charges of the Banchory area and surrounding work well together across the area, however it is felt that two smaller Parish Groupings, offering outreach wider to West and East, can be most effective.

Lower Deeside West (Banchory Academy Catchment and Wider) - Snapshots

Mid Deeside has a good mix of ages attending. They are a successful union and have a vision and mission to become a vibrant and growing congregation, with a Local Mission Plan to become a stronger living expression of Christ in the parish. They are close to covering the cost of Ministry. They have appointed a locally-funded part time Youth Worker (25% FTE) and are developing new forms of church life through an evolving online ministry and a Messy Church initiative. Folks are learning the church is kind and caring, the traits of Jesus. They plan to encourage and train people who could become Local Preachers. Working relationships with neighbouring congregations are informal. They have extensively refurbished and fully equipped the main church and halls. The Parish Hall Lumphanan maintains a presence with minimal cost. If things were to change in the area Mid Deeside are open to sharing resources, under an appropriate structure, with a neighbouring congregation (such as Birse & Feughside or Banchory Ternan West) whose leadership may have a similar ambition and outlook. They sit between Academy catchment areas (Aboyne & Banchory).

Birse & Feughside have one of the smallest populations of our parishes, with an older age profile. They have worked hard at becoming a successful union of distinct communities. They continue to reflect and serve that community diversity using local talents, and their buildings provide well-equipped and flexible spaces for mission and community engagement. This has borne fruit in a high level of engagement and attendance per head of population. In previous planning conversations Birse & Feughside took the difficult but forward-thinking decision to embrace part-time ministry and are served by a 0.5 FTE Minister of Word & Sacrament. This has involved challenge, but the Kirk Session and congregation have made this a positive and fruitful arrangement and their experience is valuable for others. They believe the most effective model for future mission and outreach is to continue this model, while working more closely with other congregations such as Mid Deeside or Banchory Ternan West. They sit between Academy catchment areas (Aboyne & Banchory).

Banchory West Church is an inter-generational congregation in one of the largest population areas. They aim to fulfilling God's call to be a "blessing machine" to the community inviting all to join in God's project. They have a local team-based approach to ministry served by a Full-time Parish minister, two locally-funded Youth-Coordinators, Church Administrator, and Lay Pastoral Assistant (unpaid). Local worship leaders include four recognized as Local Preachers by Presbytery. They have a history of investing in Youth Ministry and are part of the Growing Young Church movement. As a "Freedom Church" they partner with International Justice Mission in their work to end modern day slavery. Aberdeenshire South Foodbank is run under the charity. They partner with Deeside Climate Action Network. They promote whole life discipleship, have over 100 in small groups and encourage Alpha type courses. Their buildings, IT system, AV & Music & Worship resources have been entirely upgraded, for worship and community use. A single charge with one Kirk Session and Full-time Minister is fruitful, effective and keeps their vision focussed. They enjoy a close relationship with Banchory-Ternan East and the other churches in the town while reaching a different demographic and offering a different style of worship. They are keen to listen to what God is saying about ways they can be helpful and supportive resource to other neighbouring churches like Birse & Feughside & Mid Deeside.

Lower Deeside West (Banchory Academy & wider)							
Congregation Name and Roll	Gross Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing	Notes	Suggestions (Final proposals to be agreed by 01 June 2024)
Mid-Deeside (485)	3,559	UT	Lower Deeside West Parish Grouping	Torphins Church (a) Ha'Berry Cottage (a) Parish Hall Lumphanan (a)	0.5 FTE	Locally-Funded Youthworker 0.25 FTE Torphins is a strategic location for mission.	Consider how to share resource and support across grouping Consider if 1 FTE or 2 x 0.5 FTE is best for resourcing mission
Birse & Feughside (197)	1,476	UT 0.5 FTE P/T		Finzean Church & Halls (a)	0.5 FTE	Experience of P/T ministry available to others	
Banchory Ternan West (565)	4,577	UT		Church & Old Hall (a) Centenary Hall & Store (Old Fire Stn) (a)	1 FTE	Locally-Funded Youthworkers 2 x 0.5 FTE Banchory is a strategic location for mission.	Consider how to share resource and support across grouping
		2.5 FTE		Staffing Allocation: 2 FTE		*Permission to call would be informed by Suggested Staffing	

Aims and Opportunities

- continue wider Lower Deeside area joint outreach activities such as Foodbank, Christian Aid, School Chaplaincy, Care Homes, Climate Action
- continue intergenerational focus
- develop online ministry
- develop Messy Church initiative (Mid Deeside)
- encourage and train people who could become Local Preachers
- share experience of p/t ministry at Birse & Feughside
- partnering with the life and work of the local estates
- engage with children, young people, families, and carers
- develop youthwork across area
- build on team chaplaincy and support to schools and staff
- climate action network and community engagement
- develop small groups and courses for whole life discipleship
- build on community links and outreach based on high levels of community use of all buildings
- recruit, train and encourage Worship Leaders, Readers, OLM's & Local Preachers to support local worship teams

Lower Deeside East (Banchory Academy Catchment and Wider) - Snapshots

Banchory Ternan East Church has a majority ageing congregation that includes a few faithful families. Sunday school is monthly. They have streaming equipment. They aim to continue links with schools and families. They currently employ a locally-funded Children's Worker who offers regular support to families in the community. Other community links include Fellowship lunches, "crafty church" and acts of remembrance. For a time, expenditure has exceeded income highlighting a concern for financial sustainability. They run events with Banchory-Ternan West and other churches in the town including the food bank, Christian Aid and Remembrance while reaching a different demographic and offering a different style of worship. They have five Local Preachers and a Worship Engagement team who can lead services. They arrange and lead services in care homes, with other churches. The church building is the largest in the area, used when other buildings exceed capacity. Their halls are used well by church and community including as a polling station. They have been working closely with Drumoak-Durris including holding shared services, pulpit swaps, 'Fundays', holidays clubs, joint meetings and more. They have also made informal approaches to other congregations along the river East towards Aberdeen.

Drumoak-Durris have an attendance age range mainly over 60 with majority over 70. They can imagine a new way of doing church in the area, possibly based around a community activity with relationship building and with God at the heart of this. They would be open to a more imaginative approach to mission that involved all generations and multiple staff. The question was raised though as to who had the skills and commitment to do this in the current church set up? They have been a Union for over 20 years, yet it is felt that Union had not always been a good experience. Dissolution was an option discussed to allow individuals to make their own choice and to take their lines to a church which suited them best. This was noted as a real possibility which might help healing in members unhappy with Union and its consequences. Difficulties with the financial sustainability of a church renovation project mean some church buildings are unsuitable. Drumoak Hall has proved a useful worship & outreach venue. They have discussions ongoing with neighbouring churches including Peterculter which is currently in Aberdeen Presbytery.

****NOTE on Drumoak-Durris**

It is possible that as a result of discussions currently in progress, Peterculter (currently in Aberdeen Presbytery) may choose to link or unite with Drumoak-Durris Church (currently in Kincardine and Deeside Presbytery) after the creation of The Presbytery of the North East and The Northern Isles on 01.01.23. It is hoped that a decision will be made on this possibility by 31.12.22. If Peterculter link or unite with Drumoak Church, then a 0.5 FTE post Staffing Allocation from K&D's 10.5 FTE would go with Drumoak-Durris.

Maryculter Trinity have a middle aged and enthusiastic attendance age range. The Parish has a relatively small population. They recognize that finance and population mean that it is not a given that there will be a full time ministry here in the future. However, it is felt that Maryculter Trinity has a part to play in the future of the church in this area. There is a Youth Café with around 30 attending each week. The Praise Band which is popular and allows for a different kind of worship. There is a small but hardworking Guild. They hold Community Coffee once a fortnight, support the local Friendship Club and the Scouts, "Mucky Boots" and Riding for the Disabled as well as having two Street Pastors and helping with "soup for the homeless". They have been a successful Union for the last 20 years and have reduced buildings to one flexible and modern building, with a loan still to be paid off. They have been operating a continued vacancy with a part time locum (also an OLM), notionally providing 2 days a week plus Sundays. This has been satisfactory for their needs and their mission efforts. They have good ecumenical relationships, and are discussing outreach with the Episcopal Church for the new town of Chapelton of Elsick. They have had discussions with churches both to the east and west for a potential future. They sit between Banchory, Cults, Portlethen, and Mackie academies.

Lower Deeside East							
Congregation Name and Roll	Gross Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing	Notes	Suggestions (Final proposals to be agreed by 01 June 2024)
Banchory Ternan East (484)	4,577	UT	Grouping still to be determined	Church (a) Hall (a)	0.5 FTE	Locally-Funded Children's Worker 0.5 FTE	Consider Union with neighbour or P/T Ministry
Drumoak - Durriss (368)	2,131	UT	Grouping still to be determined	Drumoak Hall (a) Drumoak Church (b) Durriss Church (b) (Dispose by June 2025)	0.5 FTE	Drumoak is a strategic location for mission.	Consider Dissolution, Linkage or Union with neighbour**
Maryculter Trinity (129)	3,184	UT	Grouping still to be determined	Maryculter Church, Halls & Store (Old Glebe Office) (a) Kirkton Cottage (a)	0.5 FTE	1 OLM	Consider Deferred Linkage (Meanwhile Guardianship counts as 0.25 FTE) Consider how to share resource and support across grouping
		3 FTE		Staffing Allocation: 1.5 FTE		*Permission to call would be informed by Suggested Staffing	

Aims & Opportunities:

- continue wider Lower Deeside area joint outreach activities such as Foodbank, Christian Aid, School Chaplaincy, Care Homes, Climate Action
- develop links with schools and families in community
- ministry to care homes
- friendship lunches
- build on community engagement in Drumoak like Toddler Group & Friendship group
- develop discipleship opportunities of youth club at MCT
- engage with children, young people, families, and carers
- recruit, train and encourage Worship Leaders, Readers, OLM's & Local Preachers to support local worship teams

****NOTE on Drumoak-Durriss**

It is possible that as a result of discussions currently in progress, Peterculter (currently in Aberdeen Presbytery) may choose to link or unite with Drumoak-Durriss Church (currently in Kincardine and Deeside Presbytery) after the creation of The Presbytery of the North East and The Northern Isles on 01.01.23. It is hoped that a decision will be made on this possibility by 31.12.22. If Peterculter link or unite with Drumoak Church, then a 0.5 FTE post Staffing Allocation from K&D's 10.5 FTE would go with Drumoak-Durriss.

Kincardine North (Portlethen Academy Catchment) – Snapshots

Portlethen has one of the largest populations in the Presbytery. Despite that they have low attendance. It has been difficult to get the congregation back due to COVID. People’s attitudes have changed towards the church. They have one of the largest populations, yet the least participation. Only a few families come currently – and they are not consistent. They face financial challenges. They assume in the future there needs to be a closer amalgamation of churches in the cluster (e.g. Newtonhill, Maryculter and Portlethen). They would benefit from more focus on the community. They need to relate more to younger people and families as currently not many are interested. Portlethen Academy is in the parish. Portlethen is the largest town in the area. The current minister is in post on an arrangement with a denomination in France and that arrangement ends soon.

Newtonhill have an attendance age range heavily biased to older generations. They are concerned about a drift away from church locally and nationally, an aging Roll, potential financial shortfalls and the effects of Covid-19. They need help engaging with children and young people. They would like to explore available mission programmes such as Alpha, Christianity Explored, LICC’s ‘Frontline’ courses etc. They can imagine that based on multiple charges working together (such as Portlethen and Maryculter Trinity) they could possibly operate with less stipendiary ministry in the area, supported by a local worship team. They may need to further explore on-line methods of worship. They would consider one kirk session for the area.

Kincardine North (Portlethen Academy)							
Congregation Name and Roll	Gross Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing*	Notes	Suggestions (Final proposals to be agreed by 01 June 2024)
Portlethen (261)	9,390	UT	Kincardine North/Portlethen Parish Grouping	Church & Halls (a)	1 FTE Minister 0.5 FTE MDS	Portlethen is a strategic Location for mission	Consider Union with Newtonhill
Newtonhill (215)	3,658	UT		Newtonhill Hall Church (a)			Consider Union with Portlethen
		2 FTE		Staffing Allocation:	1.5 FTE	*Permission to call would be informed by Suggested Staffing	

Aims & Opportunities:

- outreach to community
- engage with children, young people, families, and carers
- outreach to schools and team chaplaincy
- mission programmes such as Alpha
- consider a locally employed children or youthworker
- build on shared outreach to Chapelton of Elsick development
- recruit, train and encourage Worship Leaders, Readers, OLM’s & Local Preachers to support local worship teams

Stonehaven (Mackie Academy Catchment) – Snapshots

Stonehaven Carronside have an older, mostly retired attendance. They have recently become a union with a new Minister who took up post during lockdown. They have a good attendance and are financially sustainable, although the process of union can be stressful. They are in the process of reducing the number of buildings. They are interested in forming a Parish Grouping with Stonehaven Fetteresso. They enjoy a close relationship with Fetteresso and the other churches in the town. Dunottar Church is on the outskirts of town, St Bridget’s Hall is in the centre.

Stonehaven Fetteresso have a wide attendance and age range. They share with Stonehaven Carronside one of the largest populations in Presbytery. They employ a locally-funded Youthworker and have multi-generational membership, with families and children, and they have financial sustainability. Their new Minister took up post in January 2021. Their ambition is numerical growth, through mission and evangelism, rather than decline. They think that an informal church grouping in Stonehaven is the best way forward, working closely with Carronside church on matters of common interest. The congregation will change naturally as generations develop. They plan to work together with Carronside and the other churches in the town to reach out to youth by setting up a youth club in the town centre. They are about to start an online Alpha Course at the start of the year. They enjoy good relationships with Carronside and the other churches in the town.

Stonehaven (Mackie Academy)							
Congregation Name and Roll	Gross Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing*	Notes	Suggestions (Final proposals to be agreed by 01 June 2024)
Stonehaven Carronside (742)	6,072	UT + 0.5 FTE MDS	Stonehaven/Mackie Parish Grouping	Dunnottar Church (a) St Bridget's Hall (a) South Church & Hall (b) (Dispose by June 2025)	1 FTE	Stonehaven is a strategic location for mission.	Consider how to share resource and support across grouping
Stonehaven Fetteresso (519)	6,072	UT	Stonehaven/Mackie Parish Grouping	Fetteresso Church & Hall (a)	1 FTE	Locally Funded Youth Worker 1 FTE	Consider how to share resource and support across grouping
		2.5 FTE		Staffing Allocation: 2 FTE		*Permission to call would be informed by Suggested Staffing	

Aims & Opportunities:

- develop mission and evangelism
- develop outreach through youth club in town centre
- continue with Alpha type courses
- build team chaplaincy to schools and staff
- ministry in care homes
- continue to develop community links
- engage with children, young people, families, and carers
- recruit, train and encourage Worship Leaders, Readers, OLM's & Local Preachers to support local worship teams

Kincardine South – (Mearns Academy Catchment & Wider) - Snapshots

Aberluthnott linked with Laurencekirk have an elderly attendance, and low numbers. The charge has gone through an extended period without a Minister which has been a painful experience and the congregations are still fragile. They are hoping to flourish with the current Minister who took up post recently. All their buildings have problems, but Laurencekirk Church is in the biggest area of population. They enjoy informal working relationships with West Mearns and St Cyrus and are involved in joint mission and community projects. Mearns Academy is in Laurencekirk Parish.

West Mearns have an on average over 60 age range attendance. They have made progress in unifying the parish after Auchenblae, Fettercairn and Glenbervie churches joined. They have explored doing church differently, to engage better with communities beyond church walls and in neighbouring parishes. Their aim is to be mission focused, Parish team-led, IT enabled, financially sound, sustainable, and relevant. They are committed to ever closer partnership and teamwork with neighbouring parishes and beyond, and to building deeper ecumenical relationships. Local team ministry is at the heart of what they do to engage their communities and beyond through new forms of mission, worship, pastoral support, delivery, outreach, and partnership. The local team brings together experienced clergy and lay members from within the Parish under the leadership of a minister. The team is ecumenical in composition. They would like to find a young person to lead mission to younger people, in partnership with neighbouring parishes. They aim to broaden the Parish's leadership base, increase the diversity of the Kirk Session and reduce the average age of elders. They enjoy close relationships with the congregations and Kirk Sessions of Laurencekirk, Aberluthnott and Mearns Coastal (St. Cyrus) - the other Church of Scotland Parishes in southern Aberdeenshire.

St. Cyrus (recently changed name from Mearns Coastal) have an elderly age range attendance 80% over 70. They have successfully and fruitfully maintained mission and engagement in a Guardianship with an OLM as local leader and the support of neighbouring churches West Mearns and Aberluthnott w/ Laurencekirk. They recognised that M&M contribution and population did not justify a full-time Ministry. Guardianship allowed a local model of leadership and administration, while engaging in joined up ministry with other churches in the cluster. This arrangement is working well.

Arbuthnott, Bervie & Kinneff have an attendance age range of 60-65 average. They have a new Minister who is committed to serving for a lengthy period. They have restructured – bringing on new and passionate people to establish a dedicated local mission team. They have a 5 Year Plan, with the mission of God at its core. There is a sense of positivity and hope for the future, with potential for growth. They are committed to small groups & to have a large percentage of the worshipping church family within a group for discipleship. Their goal is to see the Kingdom of God grow, and are willing to partner with other congregations– Church of Scotland or not. They have close ties with the independent *Living Rooms* in Bervie. They work with others in the annual Holiday Club, and the minister has friendships with staff in varying denominations/groupings. They know that members of congregations will need to be involved in the worship, and mission of the church. They recognise that collaborative/ team ministry can be positive – though not guaranteed. They also recognise the (research-proven) missional benefits that having a designated leader brings – to spend time on preparing & leading worship, enabling mission, developing leaders, or pastoral care. They believe their current model works. They have the resources to support expenditure and are committed to fully 'pay their way' in terms of ministry. They have good relationships with Mearns Cluster Churches and beyond.. They are open to parish boundaries expanding e.g. so that funeral burden/school chaplaincy role might be eased. They have plans to keep only buildings effective for mission. ABK sits between catchment areas - Stonehaven (Mackie) & Laurencekirk (Mearns) Academies.

Kincardine South (Mearns Academy & wider)								
Congregation Name and Roll	Gross Population	Current Status	Next Step (By 01 June 2023)	Building Designation	Suggested Staffing*	Notes	Suggestions (Final proposals to be agreed by 01 June 2024)	
Aberluthnott (99) LINK	1,173	UT I/w Laurecekirk	Kincardine South/Mearns Parish Grouping	Luthermuir Church (a) Marykirk Church (b) (Dispose by June 2025)	1 FTE	Luthermuir is location of an outreach initiative at the glebe	Consider deferred Union	
Laurencekirk (337) LINK	3,316	UT I/w Aberluthnott		Laurencekirk Church* (a)		Laurencekirk is a strategic location for mission. (*requires upgrade)		
West Mearns (410)	3,374	UT + 0.5 MDS		Fettercairn Church* (a) Fettercairn Church Hall* (a) Auchenblae Church (b) Auchenblae Church Hall (b) Glenbervie Church (b) (Dispose by June 2025)		Fettercairn is a strategic location for mission. (*requires upgrade)		
St Cyrus (204)	2,843	Guardianship		St Cyrus Church (a)		I OLM St Cyrus is a strategic location for mission.		Consider Deferred Linkage (Meanwhile Guardianship counts as 0.25 FTE)
Arbuthnott, Bervie & Kinneff (324)	4,438	UT		Bervie Church (a) Bervie Church Centre, Old Manse Garage (a) Arbuthnott Church (b) (Dispose by June 2025)		Bervie is a strategic location for mission.		Consider how to share resource and support across grouping
		3.75 FTE		Staffing Allocation: 2 FTE		*Permission to call would be informed by Suggested Staffing		

Aims & Opportunities:

- build on joint mission and community projects such as horticultural project “The Field”
- develop chaplaincy and support for schools and staff
- expand local team ministry approach
- engage with children, young people, families, and carers, recruit person to lead mission to younger people
- establish local mission team (ABK)
- enable mission, develop leaders
- develop online mission, recruit, train and encourage Worship Leaders, Readers, OLM’s & Local Preachers to support local worship teams
- use small group resources such as Alpha type course.

****NOTE** - Presbytery recognises that the emerging Local Team Ministry approach depends on maintaining the deployment of an OLM or equivalent to this grouping

This is the Presbytery Mission Plan prepared by the Ministries, Appraisal, and Vacancies Committee and approved by the Presbytery of Kincardine and Deeside at its meeting held on September 6th, 2022, at Fetteresso Church.

Signed: Convener of Ministries, Appraisals and Vacancies Committee

Signed: Presbytery Clerk

Appendix I - Summary of Building Designations

Congregation	Building	AMBA Score	PMP Decision
Aberluthnott	Marykirk Church	70	b
Aberluthnott	Luthermuir Church	68	a
Aboyne-Dinnet	Church Halls	74	a
Aboyne-Dinnet	Church	71	a
Arbuthnott, Bervie & Kinneff	Bervie Church Centre	85	a
Arbuthnott, Bervie & Kinneff	Bervie Church,Old Manse Garage, Herd Hall	72	a
Arbuthnott, Bervie & Kinneff	Arbuthnott Church	58	b
Banchory Ternan East	Hall	79	a
Banchory Ternan East	Church	70	a
Banchory Ternan West	Church & Old Hall	88	a
Banchory Ternan West	Centenary Hall,Store (Old Fire St.)	88	a
Birse & Feughside	Finzean Church & Hall	81	a
Braemar & Crathie	Crathie Church Hall, Kirk Cottage	74	a
Braemar & Crathie	Crathie Kirk	66	a
Braemar & Crathie	Braemar Kirk/Hall	64	b
Cromar	St Moulag's Church	68	a
Cromar	Coull Church	43	b
Drumoak-Durris	Drumoak Church Hall	77	a
Drumoak-Durris	Drumoak Church	42	b
Drumoak-Durris	Durris Church, Portacabin	41	b
Glenmuick	Ballater Church & Hall	79	a
Laurencekirk	Laurencekirk Church	70	a
Maryculter Trinity	Maryculter Church & Halls, Store, Kirkton Cottage	77	a
Mearns Coastal (St Cyrus)	St Cyrus Church	75	a
Mid Deeside	Torphins Church & Halls, HaBerry Cottage	76	a
Mid Deeside	Mid Deeside Parish Hall Lumphanan	68	a
Newtonhill	Hall Church	79	a
Portlethen	Halls	77	a
Portlethen	Church	75	a
Stonehaven Carronside	St Bridget's Hall Church	83	a
Stonehaven Carronside	Dunnottar Church, Marischal Aisle	71	a
Stonehaven Carronside	South Church & Hall	64	b
Stonehaven Fetteresso	Church & Hall	81	a
West Mearns	Fettercairn Church Hall	66	a
West Mearns	Auchenblae Church	62	b
West Mearns	Auchenblae Church Hall	62	b
West Mearns	Fettercairn Church	56	a
West Mearns	Glenbervie Church	53	b

Appendix 2 - Scenarios

Sample Scenario I

Present Situation:

Congregation A – Buildings: Church A, Hall A Staff – 1 Minister

Congregation B – Buildings: Church B, Hall B, Church B1, Hall B1, Staff — 1 Minister

Congregation C - Buildings: Church C, Hall C, Church C1, Church C2, Church C3, Staff – 1 Minister

Presbytery Mission Plan:

Next Step: Parish Grouping of all three congregations. **Staffing Allocation** for all three to be 1.5 FTE.

Building designations: Disposal of Church B1, Hall B1, Church C, Church C2, Church C3 due to buildings not in strategic locations, there being better alternatives, and/or not being considered sustainable to upgrade or maintain.

Suggestions: Consider Union of all three.

Possible Process of change:

Building Disposal - General Trustees/Buildings Officer advise / take responsibility for disposal of buildings.

Step One – Entire area forms a Parish Grouping – by June 2023. Process – Arrange a Joint meeting of Kirk Sessions, draw up a covenant document, agree it at each Kirk Session. Part of that arrangement is to decide how often joint meetings will occur.

Step Two – Further Discussions 2023-24. Joint Kirk Sessions meet regularly and discuss adjustment suggestions and staffing – by xxx 2024. In this case they agree to form Local Mission Churches in two locations via Union of all three. One Kirk Session to be formed for whole area (limited to a reasonable number e.g. 12-15). They decide that B & C locations merit becoming Local Mission Churches with local leadership teams. B will use Church B and Hall B, C will use Hall C to meet. They decide a full-time minister of Word and Sacrament, and a 0.5FTE Associate Minister would be ideal staffing to support local worship leaders.

Step Three –Adjustment. Agree a Basis of Union document for all three. The Unified Kirk Session membership then agreed. Max number of Kirk Session agreed at e.g. 12-15. Basis of Local Mission Church document drawn up for two Local Mission Churches named B and C. B&C Local Leadership teams formed.

Staffing: The current Ministers continue to serve until retirement or called elsewhere. Union is deferred until one Minister left, or all in vacancy. Current Ministers may want to operate an informal team approach meantime, or not. Since Allocation is 1.5 FTE Staff for Area. They aim for 1 FTE Minister called through vacancy process (moderates Kirk Session and occupies manse). And a 0.5 MDS Associate Minister to be recruited & appointed via interview & Kirk Session approval.

Local Leadership teams B&C take local responsibility for worship, outreach and upkeep of buildings. They report regularly to the new Kirk Session. Worship & Mission continues in A, B and C with leadership in a local team approach of lay / ordained supported by the 1.5 FTE Ministry staff.

All arrangements continually reviewed and refined in line with changing contexts.

Sample Scenario 2:

Present Situation:

Congregation X – Buildings: Church X, Hall X Staff – 1 Minister

Congregation Y & Z (linkage) – Buildings: Church Y, Hall Y, Church Z Staff — 1 Minister

Presbytery Mission Plan:

Next Step: Parish Grouping of two charges. **Staffing Limit** to be 1.5 FTE.

Suggested to consider Union

Building Designations: Disposal of Church Y and Church Z, due to building not in strategic locations, there being better alternatives, and/or not being considered sustainable to upgrade or maintain.

Possible Process of change:

Building Disposal - General Trustees/Buildings Officer advise / take responsibility for disposal of buildings.

Step One – Entire area forms a Parish Grouping – by June 2023. Process – Arrange a Joint meeting of Kirk Sessions, draw up a covenant document and agreed it at each Kirk Session. Part of that arrangement is to decide how often joint meetings will occur.

Step Two – Further Discussions 2023-24. Joint Kirk Sessions meet and discuss any further adjustment & staffing recommendations – by xxx 2024. In this case they decide that a Union would reduce admin, and they can maintain local presence by forming a Local Mission Church in housing development location Z. Local Mission Church Z will use Hall Z for worship and outreach and focus on young families, and the new housing developments. Worship and outreach continues from Church X and Hall X.

Step Three –Adjustment. Agree basis of Union document. Unified Kirk Session membership agreed. Max number of Kirk Session agreed at e.g. 12-15, Basis agreement drafted for Local Mission Church named Z Local Leadership teams formed.

The current Ministers continue to serve until retirement or called elsewhere. Until one or all ministers leave post Union is deferred. Ministers may want to operate an informal team approach meantime, or not.

Since Allocation is 1.5 FTE Staff for Area recruitment can happen when one minister is left in post.. 0.5 MDS Associate Minister can be recruited & appointed via interview & Kirk Session approval. Associate given focus on outreach to new emerging community in location Z, with support from Church X

All arrangements continually reviewed and refined in line with changing contexts.