



The Church of Scotland  
The Presbytery of Aberdeen and Shetland

**The Presbytery of Aberdeen and Shetland  
Mission Plan for the Presbytery 2022**

**Approved on September 24<sup>th</sup> 2022**

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**PRESBYTERY OF ABERDEEN AND SHETLAND  
PLANNING AND DEPLOYMENT COMMITTEE  
PRESBYTERY MISSION PLAN 2022**

## **REPORT**

### **1. Introduction**

*“For we are God’s workmanship created in Christ Jesus to do good work which God prepared in advance for us to do.” (Ephesians 2:10)*

*“But the one who plants in response to God, letting God’s Spirit do the growth work in him, harvests a crop of real life, eternal life. So let’s not allow ourselves to get fatigued doing good... Right now, therefore, every time we get the chance, let us work for the benefit of all” (Galatians 6, The Message).*

As we emerge from the disruption and anxieties of the pandemic, we welcome a return of some normality – doing familiar things, seeing people and places we have missed. Not everything has returned to how it was before Covid however – some formerly in-person activities remain online, many still work from home and many are still dealing with loss, ill-health and poverty. Now we see other difficulties rushing in after Covid – it would be easy to be discouraged. Paul reminds us that we need to keep going even when things are difficult, to let the Holy Spirit “do the growth work” in us. Let us approach these post-Covid times with hope and energy, doing some things differently, adapting old ways to new ways, allowing God always “to make all things new” in all that we do.

Over a number of years, the former Aberdeen Presbytery held a dialogue entitled “Our Shared Future” with the Planning and Deployment Committee and the city congregations and Kirk Sessions. At the same time, Shetland was undergoing radical change from a Presbytery of 13 parishes to a single parish served by a ministry team: this included the closure of 20 out of a total of 31 buildings (c.60%). Those of us in Aberdeen were inspired by the boldness of Shetland’s decision to create a new model of an extended parish served by a ministry team with strategically located worship centres. The new Shetland parish then became part of the new Presbytery of Aberdeen and Shetland in the spring of 2020. In July 2020, we approved a new Presbytery Plan, based on the formation of Parish Groupings which were intended to lead to larger parishes served by ministry teams and often with more than one worship centre. This Plan also provided for the closure over a period of ten years of 13 sanctuaries and halls (c.40% of our buildings) which were found by our 2019 Necessary Buildings Audit not to be “well equipped spaces in the right places”.

Following the decision of the 2021 General Assembly, this Plan was suspended and we set about preparing a new Presbytery Mission Plan, which also had to take account of the reduction of our allocation of ministerial posts from 38 to 28.

As recommended by the Presbytery Mission Planning Implementation Group (PMPIG), a document setting out the process to be adopted in preparing our new Mission Plan was approved by Presbytery at its meeting on 1 February 2022: see Presbytery Mission Plan Preparation Process (Appendix 2).

In preparing the new Presbytery Mission Plan for Aberdeen and Shetland, we have analysed Aberdeen’s congregational statistics for church membership, baptisms, weddings and funerals in 2017 and 2021, made use of information about average congregational income net of Ministries & Mission contributions, and considered demographic data published by Statistics for Mission, including the 2020 Deprivation Map.

### **2. Context**

The 2020 Plan was our response to the 2019 General Assembly’s instruction to Presbyteries to “challenge themselves in their Presbytery Plans to be robust, imaginative and courageous in reducing the number of charges, creating ministry hubs and enabling new pioneer and new church planting opportunities”. The principles underpinning that Plan were identical to those set out in Section 5 of the Presbytery Mission Plan Act: Guidance and Code of Practice (September 2021). This we endeavoured to do.

Like other Presbyteries, we still face the challenges of a continuing decline in church membership (-16% since 2017) and attendance; a reducing and aging cohort of volunteers and office bearers, particularly people with expertise in finance and property matters; fewer Ministers of Word and Sacrament; the primary allegiance of many of us to our own congregational family and church buildings; and a secular society that regards the Christian Church as irrelevant or even harmful. The few months during which we started to implement our 2020 Plan showed that we could begin to address these challenges, so we have tried to apply the lessons learned then to the formulation of our new Presbytery Mission Plan.

The long-term effects of the recent pandemic are still to play out: lengthy closure periods have adversely affected in-person attendance at worship and the congregational fellowship valued by so many; it has also hit our congregational finances. We face a period in which family poverty and reliance on food banks are set to rise against a backdrop of unanticipated inflation and soaring energy prices, a mental health crisis among the young, and the daunting challenge of climate change; and now there are the global consequences of the Russian invasion of Ukraine. While these challenges have opened up new opportunities for effective mission and service, as a Presbytery we have fewer resources with which to meet them, but we take heart from the plus side of the pandemic, which has prompted us to find new ways of being church: by the imaginative use of social and online media, for example, and the forging of local partnerships to meet local needs.

### **3. Vision**

Our vision is a Presbytery which seeks, under the guidance of the Holy Spirit, to enable our congregations and Parish Groupings to display and put into practice the Five Marks of Mission as set out in the 2021 Presbytery Mission Plan Act. To this end, we will deploy our human, financial, administrative, physical and spiritual resources in ways that encourage and support congregations to re-imagine and renew their life and work, worshipping and witnessing in new sustainable parish groupings, using well-equipped and strategically located buildings, served and led by ministry teams, both lay and ordained, equipped with the faith, knowledge and skills needed to support mission in their local communities and the wider world, including, where relevant, in partnership with other denominations.

We recognise, however, that it is the local congregation led by its Kirk Session and working as part of a coherent and sustainable Parish Grouping, with the support of Presbytery, that is responsible for taking forward the Church's mission as agreed in the Presbytery Plan.

### **4. Putting Mission at the Heart of Planning and Ministry**

#### **Principles**

The principles underpinning our 2020 Plan, which we set out in that document, were those outlined by the General Assembly, which set Mission as the primary principle for Presbytery planning along with eight secondary ones. These are the same as those set out in Section 5 of the Presbytery Mission Plan Act: Guidance and Code of Practice (September 2021) from which the following are taken.

**Communities:** *“Every community of every size in every location within Scotland is part of a Church of Scotland Parish.”*

We have taken account of the need to provide local opportunities for worship, witness and service across the Presbytery even if these do not take place in a permanent or traditional church building. Drawing on the experience of Stockethill Church, for example, which has for many years chosen to worship in their local community centre and local care homes, we believe that relocating missional activities can be an opportunity to work productively at the heart of the parish. We are also in the process of negotiating, with the support of the General Trustees, with Aberdeen City Council for one of our church buildings to be transferred to a local community council while retaining the right to use it for missional activities.

**Ecumenism:** *“Reaching the people of Scotland is an ecumenical task”*

While we recognise the importance of the Third Article Declaratory, we are realistic about the capacity of the Church of Scotland to resource this adequately. We believe that where Christians of different denominations can collaborate for the sake of the Gospel, God is glorified. We are encouraged in this by our experience of working together to provide practical support for Syrian refugees given sanctuary in Aberdeen and by the participation of some congregations in City-Wide Prayer Gatherings.

**The Poor:** *“The gospel imperative is priority to the poor.”*

Recognising that “priority for the poorest and the most marginalised is the gospel imperative facing the whole Church, not just the Church in the poorest places,” we have in our allocation of ministerial posts taken account of the 2020 Scottish Index of Multiple Deprivation. We are already encouraged by the likely union of one Urban Priority Area congregation with its wealthier neighbour in a large Parish Grouping that includes another congregation with a high number of Deprivation Zones.

**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.”*

At a time when the number of salaried ministries is heavily constrained, the task of identifying, encouraging and developing lay members to lead worship and engage in other missional activities is essential both for the flourishing of the Church and for their own discipleship and spiritual growth. Indeed, much of our capacity for outreach relies on a nucleus of volunteers who run our church cafés and contribute to local community projects – choosing the perhaps less glamorous role of Martha. We will continue to encourage and support our members to take advantage of the training courses for worship leaders offered by the Centre for Ministry Studies at the University of Aberdeen; there are 11 people in the first cohort. Some of our Elders have undergone training as Interim Moderators.

**Congregation:** *“The church has ‘a commitment to maintain worshipping, witnessing and serving Christian congregations throughout Scotland.”*

One of our concerns about the new staffing allocation and its effect on congregational life in the aftermath of the pandemic is the risk that it may accelerate the continuing decline in church membership, leading to less income and another round of reductions in salaried ministry posts and so on in a downward spiral. Our hope is that the creation of larger, better endowed congregations working in Parish Groupings will enable them to flourish rather than simply survive. The challenge of re-establishing ourselves in those areas where we no longer have a presence is being addressed in the Plan.

**Mixed economy:** *“While in many communities the sense of place is best expressed in something physical and tangible that is not universally true.”*

Congregations and Parish Groupings will be encouraged and supported in developing their Local Mission Action Plans to explore new ways of being church in the 21<sup>st</sup> century. Where buildings have been closed, the new united congregation will be encouraged to explore new forms of worship and outreach in those communities where there is no longer a permanent bricks and mortar presence. Parish Groupings will be encouraged to consider the advantages of the Local Mission Church model, which may suit small worshipping groups who can self-organise. The experience of those congregations who offered online worship during the pandemic exemplifies another form of church life that was able to engage those for whom participation in in-person worship was neither possible nor appropriate.

**Financial responsibility:** *“Presbytery Mission Planning does not mean ensuring that congregations which make a net contribution to central funds take priority. Nonetheless a degree of financial realism is required.”*

We believe that Parish Groupings and congregations served by ministry teams is a good way of both ensuring financial stability and sharing wealth and other resources. Consideration of congregational income has been one factor informing our decisions about the composition of these Groupings. We also believe that having fewer unsuitable buildings to maintain will release resources that can be better used for missional purposes as well as reducing our carbon footprint. With the escalating costs of heat and light, it is ever more important that buildings are fully utilised and operated as efficiently in energy terms as possible.

**Buildings:** *“There is a connection between ministry and church buildings, although that connection is neither uniform nor universal.”*

Presbytery has previously endorsed the General Trustees’ mantra of “well equipped spaces in the right places”. The aim of the Plan is that each Parish Grouping will be responsible for buildings that are assets for mission as opposed to obstacles. Since our 2020 Plan was approved, it has become clear that our ambitious rebuilding plans are no longer viable in view of the reduced valuations of buildings to be disposed of and the increased costs of new builds. We have taken account of this in preparing our new Plan. We have participated fully in the Asset Management Buildings Audit (AMBA) process prepared by the General Trustees and have considered the results of the Audit as well as holding a Review Meeting with the General Trustees. Following on from that, all our buildings have been classified as (a) to be retained or (b) to be disposed of, with a closure date stated.

## 5. Addressing the Five Marks of Mission

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 the 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.

### Aims and Priorities

Appendix 1 sets out how we propose to deploy the ministry posts allocated to us, reduce the number of our buildings, and create fewer and larger congregations working together in Parish Groupings, under the leadership of ministry teams. This restructuring is much more radical than our 2020 Plan. What is new, however, are the specific aims and priorities we have set ourselves in order that together we may address the Five Marks of Mission, thereby making mission the primary principle of our Plan. These are:

- Rebuilding congregational life and face-to-face fellowship disrupted by the restrictions imposed by COVID 19. This is likely to take time but is a necessary condition for everything else.
- Demonstrating priority for the poor by targeting support for congregations in parishes with areas of multiple deprivation: for example, Aberdeen North, High Hilton, St Mary's, St George's Tillydrone and Torry St Fittick's. This must be a fundamental principle for all our work.
- Learning from the experience of using social and online media during lockdown to bring the message of God's love to those outside the walls of the church buildings (Marks 1 and 2). This is already being supported through our Communications Officer.
- Resourcing our Parish Groupings to prioritise work with children, young people and their families (Marks 1 and 2). This has already happened or is happening in the West End, Aberdeen North and Shetland.
- Establishing fresh expressions of church in areas of new housing or where the local church building has closed or where there are particular opportunities for mission (Marks 1 and 2). Appendix 1 includes examples of these opportunities.
- Continuing to find practical ways of showing God's love for those disadvantaged by poverty, ill-health and old age (Mark 3). Existing examples include support for local charities, such as Instant Neighbour, the Living Well Project and other groups for those suffering from dementia and those who care for them, and the Guild Projects.
- Continuing as a Presbytery, working in partnership with others, to oppose violence and injustice and to pursue peace and reconciliation (Mark 4). Aberdeen Rape Crisis Centre operates from city centre premises provided by the Presbytery.
- Taking practical steps to help our congregations reduce their carbon footprint (Mark 5).

Not all our congregations or Parish Groupings will be able or expected to address the totality of these aims and priorities at once, particularly during the next few years. Appendix 1 suggests how the Five Marks of Mission could be implemented in each Parish Grouping and each one will be tasked with preparing a Local Mission Action Plan, showing how they propose to contribute to the Presbytery's missional aims and priorities in their area during the period of the Plan.

One important feature of the deferred union between Mastrick and Summerhill that (with the addition of Northfield) became Aberdeen North in 2020 were the deliberate steps the two congregations took to prepare for this by planning and implementing a programme designed to bring them closer together, break down any barriers and foster mutual trust and appreciation. These included joint services, events and social activities, including two shared church holidays in 2018 and 2019. We are aware that a similar process of "getting to know you" has already begun between congregations in our proposed Parish Groupings and would expect this to feature in their Local Mission Action Plans.

The Presbytery Mission Plan is a work in progress that will be reviewed annually. Once the Presbytery of Aberdeen and Shetland is incorporated in the new Presbytery of the North East and Northern Isles, this will become the latter's responsibility as it seeks to formulate a joint plan for the whole region.

## 6. Support for Congregations and Groupings in Implementing the Plan

Once approved, implementation will be supported initially by the Standing Committees of the Presbytery of Aberdeen and Shetland, and thereafter, it is hoped, by the Standing Committees of the new Presbytery of the North East and Northern Isles, namely:

- **Planning and Deployment:** will provide initial guidance to congregations and Parish Groupings on the development of and feedback on their Local Mission Action Plans, and thereafter support for their annual review of these.
- **Congregational Support:** will establish a new scheme for Local Church Review, including guidance, training and follow up, and will support congregations in implementing their subsequent Action Plans.
- **Training and Development for Ministry and Mission:** working in partnership with others, will promote training activities and development opportunities for congregations, including a Local Worship Leaders programme.
- **Church, Society and International:** will facilitate local engagement with political and social issues, encouraging congregations to work for peace, justice and reconciliation.
- **Property and Finance:** will respond to the challenge of climate change, and will also support the work of ecumenical bodies by promoting local inter-church activities.

## 7. New Presbytery

From 1 January 2023 The Presbytery of Aberdeen and Shetland is uniting with others into The Presbytery of The North East and The Northern Isles. It has been agreed by the six 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 understood that the new Presbytery will ensure that the commitments of each plan are retained through the first years of the new Presbytery. It is also understood that as each Presbytery Mission Plan is carried on into the Presbytery of The North East and The Northern Isles that, at least in the short term, the decisions as to staffing allocations and the staffing weighting for rural and island areas should be respected as would have been the case in all of the current Presbyteries.

## CONCLUSION

Throughout this process, we have sought the guidance of the Spirit as difficult decisions had to be made and we acknowledge the prayers and support of the many people who have helped us in this task.

We believe that the aims and priorities listed in section 5 and in Appendix 1 provide a set of challenging goals for our congregations to address in their Local Mission Action Plans, and that the arrangements proposed in Appendix 1 make best use of the resources available to us as a Presbytery. We accept, however, that these are likely to be revisited once we become part of a much larger, more diverse Presbytery covering the city of Aberdeen, the towns and villages of Buchan, Gordon, Kincardine & Deeside and Moray, as well as the islands of Orkney and Shetland. We are confident that, guided and strengthened by the Holy Spirit, we can work together to bear witness to the Good News of God's saving love through our words and actions.

We commend the Plan to you.

Eunice McConnach  
Mission Planning Team Convener

## Appendix 1:

### Table of Groupings

#### Key for abbreviations and definitions:

“**AMBA**” means the Asset Management and Buildings Audit devised by the General Trustees

“**Building Classification**” means the categories specified in the Act, section 2.1.2, namely: (a) to be retained beyond 5 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 5 years from the date at which the building is first categorised as (b).

“**congregation**” means an association of persons in a parish whose names are on the Communion Roll and Adherents’ Roll and who are under the pastoral oversight of a minister or ministers (or an Interim Moderator) and a Kirk Session, for Christian worship, fellowship, instruction, Mission and service, as defined in the Act, section 1.1 f).

“**FTE**” mean Full Time Equivalent

“**local congregation**” shall mean part of a congregation as defined above which worships in a particular locality

“**MDS**” means Ministry Development Staff

“**MWS**” means Minister of Word and Sacrament

“**new Presbytery**” means The Presbytery of The North East and The Northern Isles

“**Parish Grouping**” has the meaning assigned to it by the Act section 7.0(8).

“**RT**” means Reviewable tenure

“**the Act**” means the Presbytery Mission Plan Act 2021

“**the Plan**” – the Presbytery Mission Plan 2022 for the Presbytery of Aberdeen and Shetland and any subsequent Mission Plan for The Presbytery of The North East and The Northern Isles into which it may be incorporated.

“**UT**” means Unrestricted Tenure

“**V**” means Vacant

“**Worship Centre**” means a building where the primary function is worship

#### General Notes:

1. The net population figures represent the total population less the number who identify with another faith or denomination. These are from the 2011 Census and now out of date. It is hoped these may be updated at the first Review of the Plan in 2023 with data from the Census carried out in 2022.
2. We understand that existing MDS posts may continue after the approval of the Plan, and provided they are terminated by 31.12.25, these would not count towards the total posts in the Plan. However, it will be possible for some of these posts to “become” posts under the Plan, subject to discussions and negotiation with the Church of Scotland HR department. This allows us to factor in some flexibility during the transition stage towards the reduction in posts required by 31.12.25. The current 0.5 FTE post of Communications Officer will terminate at 31.12.22 as the new Presbytery comes into existence on 01.01.23.
3. These tables focus on what we hope to achieve in terms of staffing by 31.12.25.
4. Many aspects of the Plan may be reconsidered at the statutory annual review of the Plan so that the Plan can be adapted to new circumstances and situations as they arise.
5. Following approval of the Plan, some parish boundary adjustment is likely to take place. For example, these might include (i) the boundary between Aberdeen West Grouping and the West End/City Centre/Ferryhill/Holburn Grouping being redrawn as the line of South Anderson Drive/Anderson Drive from the Bridge of Dee to Westburn Road; (ii) the boundary between West End/City Centre/Ferryhill/Holburn Grouping and Stockethill Parish/Aberdeen North and High Hilton Grouping being redrawn as the line of Westburn Road.



## Parish Grouping 1: Brimmond/Bridge of Don Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes		
Bucksburn-Stoneywood	355	4,321		V	2 Parishes, 2 Kirk Sessions, 3 Worship Centres + 2 additional Buildings (The Stables and Dyce Church Hall) for mission and outreach	Union	3 FTE	(b)	Closure date: By 01.10.22		
Dyce	781	5,908	5,262	UT				(a)			
Newhills	305	3,684	3,312	UT				(a)	Subject to review in 3 years-note below		
Bridge of Don, St Columba's	211	11,253	9,835	UT				(a)			
Stockethill	83	4,062	3,360	UT				N/A			
Newhills- The Stables										(a)	
Dyce - Church Hall										(a)	

25,623

### Implementing the Five Marks:

1. Proclaiming the Good News: All congregations in the Grouping will provide opportunities for regular worship in their respective buildings or in the case of Stockethill, its usual places of worship (Community Centre and care homes) and in such other places in their communities as may be agreed with Presbytery.
2. New Believers: The congregations in the Grouping will work together in (i) mission to children, young people and families through schools and other avenues, and (ii) establishing fresh expressions of church in areas of new housing within Grouping area. The experiences of Stockethill should be a valuable resource in this connection.
3. Loving Service: The congregations in the Grouping will work together to help support those in need both within the Grouping Area, and in city wide initiatives such as Instant Neighbour and Living Well Cafe.
4. Transforming Unjust Structures: The congregations in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. Creation and Sustainability: The congregations in the Grouping will seek to make the most efficient use of their buildings with a view to reducing their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

### Aims and Notes:

1. The aim of the Plan by 31.12.25 is to have within the Grouping a maximum of 2 congregations with a total of 3 FTE posts. It is strongly recommended that at least 0.5 FTE will be an MDS post. A post may be shared across the Grouping. The current MDS post at Dyce (0.5) may be changed to a post in the Plan or will be terminated by 31.12.25.
2. It is expected that by 31.12.25 there will be 3 Worship Centres at Bridge of Don St Columba's, Dyce/Newmachar and Newhills, while Stockethill will continue its current worship pattern in Community Centre and care homes. The additional buildings at Dyce Church Hall and The Stables (Newhills) will be used for mission and outreach. The Grouping may organise such satellite worship and fresh expressions activities elsewhere as may be agreed by Presbytery.
3. The categorisation of Newhills Church building will be reviewed 3 years after the Plan comes into effect, taking into account expected residential development in the vicinity and progress with necessary repairs and upgrading of the building.
4. A union has been agreed between Newhills and Bucksburn-Stoneywood to take effect on 01.10.22 under the name of Brimmond Church. As a transitional arrangement, the new charge may appoint a 0.5 FTE MDS post holder, subject to approval of a MDS Recruitment Panel and PMPIG (to ensure it meets the required mission and resource brief), and that for an initial period of 18 months. Thereafter, the staffing within the Grouping may be reviewed to facilitate any necessary re-allocation of resources.

5. It is likely that following the creation of the new larger Presbytery on 01.01 23, a union or linkage between Dyce and Newmachar will take place. A 0.5 FTE post may come from the current Gordon Presbytery allocation if this occurs. The future of the 2 Newmachar buildings is a matter for Gordon Presbytery and ultimately the new Presbytery.
6. With the assistance of the Presbytery Buildings Officer, plans will be prepared for the modernisation and refurbishment of the Dyce church buildings.
7. A Basis of Grouping will be in place by the end of 2023.
8. Bridge of Don St Columba's Church is to continue discussions with Foveran Church (Gordon Presbytery), with a view to exploring the possibility of Foveran becoming a Local Mission Church in union with Bridge of Don St Columba's.
9. The number of congregations and Worship Centres may be reconsidered at the annual review of the Plan.

## Parish Grouping 2: Aberdeen North/High Hilton Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes
<b>Aberdeen North</b>	337		19,486	V-Apr 22	2 Parishes, 2 Kirk Sessions, 2 Worship Centres		5 FTE	(a)	Refurb and extension planned
<b>High Hilton</b>	340	12,027	9,628	UT				(a)	
<b>Woodside</b>	118	7,468	5,731	V				(b)	Closure Date: by 31.12.22
			34,845						

### Implementing the Five Marks of Mission:

1. **Proclaiming the Good News:** Both congregations in the Grouping will provide opportunities for worship in their respective buildings and in such other places in their communities as may be agreed with Presbytery, but particularly in those areas where church buildings have been closed in the recent past.
2. **New Believers:** Both congregations within their parishes will seek to bring non-church members to Christ, reaching out to families, schools and other groups within their parishes, with the help of Presbytery resources to explore fresh expressions of being church in the community.
3. **Loving Service:** Both congregations will play their part in supporting those in need within their parishes, where there are areas of deprivation, and in supporting community initiatives, such as the Living Well Café.
4. **Transforming Unjust Structures:** The congregations in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. **Creation and Sustainability:** Following the closure (or anticipated closure) of a number of buildings in both Parishes, both congregations will seek to make the most efficient use of the buildings to be retained, including the refurbishment of the existing sanctuary and the building of a new hall at Aberdeen North, with the support of a Presbytery Steering Committee, with a view to reducing their carbon footprints as much as possible.

### Aims and Notes:

1. The aim of the Plan by 31.12.25 is to have in place a Grouping comprising the two congregations of Aberdeen North and High Hilton with a total of 5 FTE posts. It is strongly recommended that at least 2 FTE will be MDS posts, and at least 2 FTE will be MWS posts. The current FT MDS post in each congregation could be changed to a post in the Plan or will be terminated by 31.12.25.
2. It is accepted that both High Hilton and Aberdeen North have gone through significant change in the last 3 years and need a period for consolidation. Accordingly, no action towards a Parish Grouping is envisaged in the first two years of the Plan and the situation will be re-considered whenever the Plan is reviewed annually.
3. Both existing Worship Centres at Aberdeen North and High Hilton will be retained. It had been hoped to build a new church at Aberdeen North but that has proved financially unviable and plans are under way for a refurbishment of the existing sanctuary and

construction of a new smaller hall alongside at the current Aberdeen North church site. Use of other premises under room hire or other agreements for fresh expressions of church may be approved by Presbytery.

4. It is hoped that a union between Woodside and High Hilton will be agreed.
5. It is noted that this Grouping contains 11 or more Deprivation Zones and this has been taken into account in the staffing allocations. During the period of the Plan, Presbytery will (i) support High Hilton in establishing a fresh expression of church in the area formerly served by Middlefield Parish Church (now part of High Hilton Parish); (ii) support Aberdeen North by strengthening the range of skills available to the Kirk Session through the appointment of Assessor Elders.
6. Once the future of Woodside is confirmed, it is hoped that the new Presbytery will encourage and support proposals for establishing a fresh expression of church in the Woodside area.

### Parish Grouping 3: Aberdeen West Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes
<b>Craigiebuckler</b>	668	6,248	5,162	UT	2 Parishes each with a ministry team, 2 Kirk Sessions, 4 Worship Centres and 1 additional building at The Hub for mission and outreach	Union	4 FTE	(a)	
<b>Cults</b>	597	9,059	6,948	UT				(a)	
<b>Cults- The Hub</b>								(a)	
<b>Kingswells</b>	265	4,915	3,877	V				(b)	Closure Date: By 30.06.23
<b>Mannofield</b>	744	4,951	4,163	UT				(a)	
<b>Peterculter</b>	463	5,639	4,731	UT				(a)	
<b>Ruthrieston West</b>	187	4,578	3,858	UT				(b)	Closure Date: By 31.12.23

32,586

#### Implementing the Five Marks:

1. Proclaiming the Good News: All congregations in the Grouping will provide opportunities for regular worship in their respective buildings and elsewhere as may be agreed with Presbytery.
2. New Believers: The congregations in the Grouping will work together in (i) mission to children, young people and families through schools and other avenues in the Grouping Area, and (ii) establishing fresh expressions of church in those places within the Grouping area (whether new housing or existing communities) where there is no physical church presence, such as Garthdee including the Robert Gordon University, Countesswells and Kingswells.
3. Loving Service: The congregations in the Grouping will work together to help support those in need both within the Grouping Area, and in city wide initiatives such as Instant Neighbour, Somebody Cares, and the Guild Annual Projects.
4. Transforming Unjust Structures: The congregations in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. Creation and Sustainability: The congregations in the Grouping will seek to make the most efficient use of their buildings with a view to reducing their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

#### Aims and Notes:

1. The aim of the Plan by 31.12.25 is for the Grouping to have a maximum of 2 congregations with a total of 4 FTE posts. It is strongly recommended that at least 0.5 FTE will be an MDS post unless such MDS post is locally funded. Since this Grouping contains a number of large well-endowed congregations, they will be encouraged to reinforce their ministry teams by locally funding MDS post(s). A post or posts may be shared across the Grouping.

2. There will be 4 Worship Centres at Craigiebuckler, Cults, Mannofield and Peterculter as well as the outreach and community facilities at the Hub, Cults. Other locations for fresh expressions of church may be hired or used as may be agreed by Presbytery.
3. A new Basis of Parish Grouping is being formed to include Ruthrieston West.
4. Changes to parish boundaries may take place following approval of the Plan (see General Notes at end).
5. It is possible that as a result of discussions currently in progress, Kingswells may choose to unite with Skene Church (currently in Gordon Presbytery) after the creation of the new Presbytery on 01.01.23. It is hoped that a decision will be made on this possibility by 31.12.22. If Kingswells unite with Skene Church, then a 0.5 FTE post may be allocated from this Grouping to the united charge.
6. It is possible that as a result of discussions currently in progress, Peterculter may choose to unite with Drumoak/Durris Church (currently in Kincardine and Deeside Presbytery) after the creation of the new Presbytery on 01.01.23. It is hoped that a decision will be made on this possibility by 31.12.22. If Peterculter unite with Drumoak Church, then a 0.5 FTE post may be allocated from this Grouping to the united charge.
7. Following clarification of the above possibilities, the Grouping and Presbytery will review the plans for the number of congregations outlined in section 1 above, and any necessary changes to the Plan will be effected at the annual review.

#### Parish Grouping 4: South Aberdeen Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes
South St Nicholas Kincorth	274	14,359	11,747	UT	1 Parish, 1 Kirk Session, 1 Worship Centre		2.5 FTE	(b)	Closure Date: By 31.12.23- See note
Torry St Fittick's	249	11,803	8,596	UT				(a)	

20,343

#### Implementing the Five Marks:

1. Proclaiming the Good News: The congregation(s) in the Grouping will provide opportunities for regular worship in their buildings and elsewhere as may be agreed with Presbytery.
2. New Believers: The Grouping will seek to maintain a presence in Kincorth where the church building is to close and to establish fresh expressions of church in the new housing areas of Charleston and Cove.
3. Loving Service: The Grouping will seek to support those in need within the Grouping Area where there are areas of deprivation, and to support community initiatives where possible.
4. Transforming Unjust Structures: The congregations(s) in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. Creation and Sustainability: The Grouping will seek to make the most efficient use of their buildings with a view to reducing their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

#### Aims and Notes:

1. The aim of the Plan by 31.12.25 is to have within the Grouping one congregation with a total of 2.5 FTE posts. It is strongly recommended that at least a 0.5 FTE will be an MDS post. There are currently two 0.5 MDS posts (one a Parish Worker attached to Torry St Fittick's and one a Hub Administrator for both congregations) which are held by the same person. There is a further 1.0FTE MDS post which is vacant, but which it may be possible to fill (subject to the necessary approvals) on a short term basis as a transitional measure. All these MDS posts will be terminated by 31.12.25 unless converted into a post or posts under the Plan.
2. A union of the 2 congregations is anticipated by 31.12.23 with the Worship Centre for the new united charge to be at Torry St Fittick's Church, with additional worship elsewhere as may be agreed with Presbytery. The South St Nicholas Building is due to close by 31.12.23 but since

the South St Nicholas manse which is on the same site will be occupied until autumn 2024, the closure date may be reconsidered at the time of the union for security reasons relative to the manse.

- Following the creation of the new larger Presbytery on 01.01.23, links may be explored with a church or churches in the adjoining Presbytery of Kincardine and Deeside.

### Parish Grouping 5: Old Aberdeen Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes	
<b>Bridge of Don: Oldmachar</b>	153	11,263	9,845	V -RT being sought	2 Parishes, 2 Kirk Sessions, 3 Worship	RT	3.5 FTE	(a)		
<b>St Machar's Cathedral</b>	361	5,134	3,557	UT	Centres and 1 additional building (Dunbar Halls) for mission and outreach			(a)	Historic Building	
<b>St Machar's - Dunbar Halls</b>								(a)		
<b>St Mary's</b>	248	6,794	4,995	UT				(a)		
<b>St Stephen's</b>	130	7,369	5,060	UT				(b)	Closure Date: by 31.12.25	
<b>St George's Tillydrone</b>	71	5,026	4,083	V		Union		(a)	Possible Lease-see below	
			26,210							

### Implementing the Five Marks:

- Proclaiming the Good News:** All congregations in the Grouping will provide opportunities for regular worship in their respective buildings and elsewhere as may be agreed with Presbytery.
- New Believers:** The congregations in the Grouping will work together in (i) mission to the student population in the Grouping Area, and (ii) establishing a fresh expression of church in the Tillydrone area
- Loving Service:** The congregations in the Grouping will work together to help support those in need both within the Grouping Area, where there are areas of deprivation, and to support community initiatives and wider Presbytery initiatives where possible, such as Living Well Café.
- Transforming Unjust Structures:** The congregations in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
- Creation and Sustainability:** The congregations in the Grouping will seek to make the most efficient use of their buildings with a view to reducing their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

### Aims and Notes:

- The aim of the Plan by 31.12.25 is to have within the Grouping a maximum of two congregations with a total of 3.5 FTE posts. It is strongly recommended that at least 0.5 FTE will be an MDS post. A post may be shared across the Grouping.
- By 31.12.25, three Worship Centres are envisaged – St Machar's, St Mary's and Oldmachar. In addition, the Dunbar Halls will be used for mission and outreach.
- A union between St George's Tillydrone and St Machar's Cathedral has been agreed and will take place in mid-October 2022 under the name of St Machar's Cathedral, with the Kirk Session of the new charge to decide on a pattern of worship at the St George's Tillydrone building, subject to the matter in the following note.
- Negotiations have begun with Tillydrone Community Council with a view to leasing the St George's building on a Full Repairing and Insuring Lease at a peppercorn rent. This is being followed up locally and by the General Trustees and in due course, by the Law

Department. The terms of the Lease will be subject to the approval of the General Trustees, the Law Department, the Presbytery and the relevant Kirk Session. If the Lease goes ahead, it is likely that works will be required to bring the building up to the standard required for such a Lease and funds are available for this work from the previous sale of the St George's manse. In the event that the Lease does not go ahead, the building will be disposed of.

5. A union is anticipated in due course between St Mary's and St Stephen's at which point the building at St Stephen's will be closed and disposed of. It is hoped that with the support of the Grouping it will be possible to maintain a church presence in the locality of the St Stephen's building once the building has closed. It is noted that both the Parish of St Stephen's and the Parish of St Mary's contain a large amount of student accommodation.
6. The number of congregations and worship centres may be reconsidered at the annual review of the Plan.

### Parish Grouping 6: West End/City Centre/Riverside Area

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes
Ferryhill	272	6,915	5,271	UT	2 Parishes, 2 Kirk Sessions, with 4 Worship Centres and 1 additional building (Rubislaw Church Centre) for mission and outreach		4 FTE	(a)	
Holburn West	271	4,022	3,130	UT				(b)	Closure Date: By 31.12.23
Midstocket	381	7,473	5,828	UT				(a)	
Queen's Cross	360	6,815	5,112	V		Union		(a)	
Rubislaw	359	1,970	1,529	UT				(b)	Closure Date: By 31.12.23
Rubislaw - Church Centre								(a)	
St Mark's	338	17,599	12,726	V		Union		(b)	Closure Date: By 31.12.23 Historic Bldg
South Holburn	359	10,019	8,052	UT				(a)	

41,648

### Implementing the Five Marks:

1. Proclaiming the Good News: All congregations in the Grouping will provide opportunities for regular worship in their respective buildings and elsewhere as may be agreed with Presbytery.
2. New Believers: The congregations in the Grouping will work together in (i) mission to children, young people and families through schools and other avenues in the Grouping Area, and (ii) establishing a fresh expression of church in the city centre area
3. Loving Service: The congregations in the Grouping will work together to help support those in need both within the Grouping Area, and in city wide initiatives such as Instant Neighbour, Living Well Café, Street Pastors, the Big Issue and the Guild Annual Projects.
4. Transforming Unjust Structures: The congregations in the Grouping are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. Creation and Sustainability: The congregations in the Grouping will seek to make the most efficient use of their buildings with a view to reducing their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

### Aims and Notes:

1. The aim of the Plan by 31.12.25 is for the Grouping to have a maximum of 2 congregations with a total of 4 FTE posts. It is strongly recommended that at least 0.5 FTE will be an MDS post unless such MDS post is locally funded. Since this Grouping contains a number of large well-endowed congregations, they will be encouraged to reinforce their ministry teams by locally funding MDS post(s). A post or posts may be shared across the Grouping. Unions are anticipated between (a) Ferryhill, South Holburn and St Mark's; and (b) Holburn West, Midstocket, Queen's Cross and Rubislaw.

2. There will be 4 Worship Centres at Ferryhill, Midstocket, Queen's Cross and South Holburn as well as the mission and outreach facilities at the Rubislaw Church Centre. Other locations for fresh expressions of church may be hired or used as may be agreed with Presbytery.
3. The current 0.5 MDS post attached to South Holburn will be terminated by 31.12.25 unless converted into a post under the Plan.
4. The fresh expression of church in the city centre may take place in partnership with other denominations and/or action groups such as the Street Pastors.
5. St John's Church for Deaf People whose Minister is directly employed by the Church of Scotland to cover the North Region will be associated with and accommodated by the Grouping.
6. A new Basis of Parish Grouping will be formed once the expected unions have taken place.
7. Changes to parish boundaries may take place following approval of the Plan (see General Notes at end).

### Parish Grouping 7: Shetland

Name of Congregation	Congregational Membership 2021	2011 Gross Pop'n	2011 Net Pop'n	Current Status	Plan for congregations by end of Plan	Interim steps required	Total staffing in Plan	Building Classification	Notes
Parish of Shetland: 1 congregation comprising 12 local congregations: Burra Isle Scalloway Brae Ollaberry Sandwick Lerwick:St Columba's Whalsay Aith Walls Unst St John's Yell Cullivoe St Margaret's, Lunna (congregation without a building)	770 total	23,167	21,661	Team Ministry	1 Parish with a Team Ministry of 3 Charges, 1 Kirk Session		6 FTE - at present 3 MWS, 3 MDS	(a)	The closure and disposal of buildings agreed when Shetland became one Parish is well under way. 11 buildings are being retained as previously agreed.

### Implementing the Five Marks:

1. Proclaiming the Good News: Through the Shetland-wide Ministry Team, the aim is to ensure that all worshipping communities have access to weekly services, whether in person or through live-streaming. In addition, Local Congregations work ecumenically to provide worship to Care Homes. Where village churches have been closed, the Ministry Team is consulting with local communities to see how the Good News can be proclaimed through summertime open air services, and winter time use of public halls.
2. New Believers: Local congregations are key to nurturing disciples throughout Shetland in ways that can be accessed regardless of geographical distance, for example, through Zoom Bible studies and Facebook reflections. Links are being strengthened with schools and youth centres, and Faith at Home materials used by the Children and Families worker. Fresh expressions of church are being explored, for example Forest Church and Messy Church.
3. Loving Service: The Ministry Team and congregations are striving to rebuild social capital damaged by closure of many buildings through service to the community, for example, use of buildings for civic and community purposes. There are strong connections with a Food Bank, Crossreach Care Home, Youth Centres and other community ventures.

4. Transforming Unjust Structures: The Kirk Session has a Church and Society Team which engages with issues of justice and inclusion through presentations from relevant organisations, and engagement with Shetland Inter Faith, as well as encouraging donations to Christian Aid and similar charities. Local congregations are encouraged to engage with the work of the Faith Impact Forum in respect of national and international ventures, and with the Presbytery in respect of local initiatives, to raise awareness of the need to challenge injustice and violence.
5. Creation and Sustainability: There is a keen interest in a transition to green energy given Shetland's involvement in the oil and gas industries. There is also a deep love of the islands and their wildlife and awareness of the need to protect it. The Local congregations that are planning or implementing major refurbishments of their buildings are doing so with a view to reducing their energy use and their carbon footprints as much as possible. The use of the eco-congregation model is encouraged.

Aims and Notes:

1. The staffing complement reflects Shetland's weighting as a rural and island parish, and currently includes 3 FTE MDS posts. It is strongly recommended that in the course of the Plan, at least 2 FTE will be MDS posts.
2. It is understood that no change in categorisation of the Shetland buildings is necessary at present, given the very substantial changes previously adopted and largely implemented.

### **General Provisions**

Presbytery has approved the Staffing Provision of 28 Full Time Equivalent Posts, to include both Ministers of Word and Sacrament and Ministry Development Staff, as allocated by the Faith Nurture Forum.

From 1 January 2023 the Presbytery of Aberdeen and Shetland is uniting with others into The Presbytery of The North East and The Northern Isles. It has been agreed by the six 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 understood that the new Presbytery will ensure that the commitments of each plan are retained through the first years of the new Presbytery. It is also understood that as each Presbytery Mission Plan is carried on into the Presbytery of The North East and The Northern Isles that, at least in the short term, the decisions as to staffing allocations and the staffing weighting for rural and island areas should be respected as would have been the case in all of the current Presbyteries.



## **Appendix 2:**

# **PRESBYTERY OF ABERDEEN AND SHETLAND**

## **PRESBYTERY MISSION PLAN PREPARATION PROCESS**

### **The Preparation of the Plan**

The Preparation of the Plan will be undertaken by the members of the Planning and Deployment Committee (PDC) of the Presbytery (details of members shown in Appendix A), who for the purpose of this document will be referred to as the Mission Planning Team (MPT).

The Remit of the Mission Planning Team will be as follows:

1. In liaison with the Congregational Stewardship Committee, establish a Task Group (the AMBA Task Group) to carry out the Asset Management and Buildings Audit (AMBA) provided by the General Trustees.
2. Review the work already carried out to establish Parish Groupings under the Presbytery's 2020 Plan (the 2020 Plan) and the results of that work to date.
3. Review the extensive consultations carried out prior to the approval of the 2020 Plan and other subsequent consultations.
4. Prepare a draft Presbytery Mission Plan to be brought to Presbytery for discussion in accordance with the Timetable shown below. The general principle underpinning the Presbytery Mission Plan will be the creation of Parish Groupings and Team Ministries with variations where appropriate.
5. Review feedback to the draft Mission Plan and submit a final Plan for approval by Presbytery in accordance with the Timetable shown below.

The Powers of the Mission Planning Team shall include: requesting statistical data for congregations from the Presbytery records.

### **Conflicts of interest**

To prevent conflicts of interest, no member of the MPT shall participate or vote on any issue relating to their own congregation or another congregation in the same Grouping. Within the AMBA Task Group, no member of the Group may carry out the Audit in relation to a church of which they are a member or a church in the same active or proposed (under the 2020 Plan) Parish Grouping.

### **Good Practice**

Good practice will include keeping accurate notes of meetings of the MPT, and of meetings between MPT members and representatives of Kirk Sessions/Congregations/Parish Groupings. Such notes will be shared only with the parties attending the meetings and in strict confidentiality with members of the MPT. The Presbytery Clerk will attend such meetings at his discretion and may carry out checks to ensure good practice is being observed. The MPT will be able to request administrative support from the Presbytery Office.

### **Consultation Process**

It is noted that substantial consultation was carried out by the Presbytery of Aberdeen from 2018-2020 in connection with the preparation of the 2020 Plan. In addition, prior to the coming into being of the Presbytery of Aberdeen and Shetland, it is noted that a very radical re-organisation of the parishes of the then Presbytery of Shetland took place resulting in the creation of a single Parish of Shetland with a team ministry which then became part of the 2020 Plan. Given these circumstances, consultation with the Parish of Shetland has already begun around staffing numbers but no structural or organisational changes are envisaged for the Parish of Shetland.

In July 2021, all Kirk Sessions were sent a summary of the Mission Plan Act and relative Guidance and asked to provide comments and suggestions to the Planning and Deployment Committee by 30<sup>th</sup> September 2021. A considerable volume of feedback was received from that exercise. The MPT has reviewed the results of all consultations to date and may consult with individual Ministers, Kirk Sessions and Parish Groupings (active or anticipated) as required and appropriate throughout the preparation of the draft Mission Plan. It is accepted that there will be different degrees of change in different Parishes

and Groupings requiring different levels of discussion and consultation – it is not a “one size fits all” approach. The MPT may also consult with the Facilitators appointed by the Planning and Deployment Committee to the proposed or active Parish Groupings under the 2020 Plan.

### **Working with neighbouring Presbyteries**

In light of the planned Presbytery of the North East and Northern Isles, the MPT will continue to consult with the Planning Convenors of neighbouring Presbyteries as to the possibility of cross border linkages/unions/groupings and generally as to the compatibility of the Mission Plans of the individual Presbyteries. Contact will also be maintained with the Joint Steering Committee for the Presbytery of the North East and Northern Isles.

### **Criteria to be used by Presbytery in making judgement calls on Mission Plan issues**

Where judgement calls require to be made in relation to Mission Plan issues, for example: building categorisation, allocation of ministry posts to Parishes, Groupings and Presbytery-wide appointments, etc, Presbytery will have regard to the following considerations:

- The Five Marks of Mission as set out in the Presbytery Mission Plan Act.
- The results of the AMBA process.
- The general principle of creating Parish Groupings and Team Ministries which will underpin the Mission Plan.
- The needs of specific parishes or communities which emerge in course of consultation.
- Any other information relevant to the particular issue.

Where such decisions are made, Presbytery and the MPT will make clear so far as possible the grounds on which the decisions have been made. It is accepted, however, that Presbytery and the MPT may be hold sensitive or confidential information which it is not appropriate to put in the public domain.

### **Timetable**

The anticipated timetable will be as follows:

May 2022:

Presentation of the draft Presbytery Mission Plan at a Special Meeting of Presbytery with all congregations invited to send two representatives. Discussion and feedback will take place at this meeting.

September 2022:

Presentation of the Presbytery Mission Plan for approval by Presbytery at a Special Meeting for the purpose.

Updates on progress will be given to the Presbytery Business and Finance Committee at their regular meetings.

### Appendix A

Mrs Eunice McConnach	Mrs Hazel Hewitt
Rev Kenneth Petrie	Mr Richard Little
Miss Pauline Alexander	Mr George McLeod
Rev Jonny Clipston	Mr Alex Nicholson
Mrs Mary Crawford	Dr Graeme Roberts
Mr Bill Falconer	Mr Alan Smith
Mrs Lorna Glen	Rev Dr Joseph Somevi
Rev Dr Fran Henderson	Mr John Telfer

	Name of Charge and roll	Gross Population	Current Status (UT/Reviewable) (Including MDS)	Status by 2025	Interim Implementation Steps (if any)	Future Staffing	Buildings Designation	Release Date (If Cat B)	MDS by 2025	OLM or Locally Employed	(Please complete Appendix re MDS roles)
1.	Bucksburn Stoneywood (355)	4,321	Vacant-union with Newhills agreed to occur 01.10.22, new charge Brimmond	Grouping to comprise 2 congregations	Brimmond/ Bridge of Don Area Parish Grouping	)3 FTE incl MDS for this Grouping	B	01.10.22	)0.5 minimum for this Grouping		
2.	Dyce (781)	5,908	UT	Grouping to comprise 2 congregations	Brimmond/ Bridge of Don Area Parish Grouping	)	A for Church, A for separate Hall		)	OLM	0.5 MDS currently
3.	Newhills (305)	3,648	UT – union with Bucksburn Stoneywood agreed to occur 01.10.22, new charge Brimmond	Grouping to comprise 2 congregations	Brimmond/ Bridge of Don Area Parish Grouping	)	A for Church, A for separate building The Stables		)		
4.	Bridge of Don St Columba's (211)	11,253	UT	Grouping to comprise 2 congregations	Brimmond/ Bridge of Don Area Parish Grouping	)	A		)	1 Locally Employed MDS	
5.	Stockethill (83)	4,062		Grouping to comprise 2 congregations	Brimmond/ Bridge of Don Area Parish Grouping	)	No building		)		
6.	Aberdeen North (337)	22,717	Vacant	Grouping to comprise 2 congregations	Aberdeen North/High Hilton Area Parish Grouping	)5 FTE incl MDS for this Grouping	A		)2 FTE minimum for this Grouping		1 FTE MDS currently
7.	High Hilton (340)	12,027	UT	Grouping to comprise 2 congregations	Union with Woodside; Aberdeen North/High Hilton Area Parish Grouping.	)	A		)		1 FTE MDS currently
8.	Woodside (118)	7,468	Vacant	Grouping to comprise 2 congregations	Union with High Hilton	)	B	31.12.22	)		

9.	Craigiebuckler (668)	6,248	UT	Grouping to comprise 2 congregations	Aberdeen West Area Parish Grouping	) 4FTE incl MDS for this Grouping	A		)0.5 minimum for this Grouping + expect locally funded MDS		
10.	Cults (597)	9,059	UT	Grouping to comprise 2 congregations	Aberdeen West Area Parish Grouping	)	A – Church A- The Hub		)		
11.	Kingswells (265)	4,915	Vacant	Grouping to comprise 2 congregations	Union Aberdeen West Area Parish Grouping	)		30.06.23	)		
12.	Mannofield (744)	4,951	UT	Grouping to comprise 2 congregations	Aberdeen West Area Parish Grouping	)	A		)		
13.	Peterculter (463)	5,639	UT	Grouping to comprise 2 congregations	Aberdeen West Area Parish Grouping	)	A		)		
14.	Ruthrieston West (187)	4,578	UT	Grouping to comprise 2 congregations	Union Aberdeen West Area Parish Grouping	)	B	31.12.23	)		
15.	South St Nicholas Kincorth	14,359	UT	1 congregation	Union with Torry St Fittick's	)2.5 FTE incl MDS For united congregation	B	31.12.23	) 0.5 minimum for united congregation	1 OLM shared by this Grouping	1FTE MDS currently vacant
16.	Torry St Fittick's	11,809	UT	1 congregation	Union with South St N. K.	)	A		)		0.5 FTE currently + 0.5 MDS shared by SSNK
17.	Bridge of Don: Oldmachar	11,263	Vacant -RT being sought	Grouping to comprise 2 congregations	Old Aberdeen Grouping	)3.5 FTE incl MDS for this Grouping	A		) 0.5 minimum for this Grouping		
18.	St Machar's Cathedral	5,134	UT	Grouping to comprise 2 congregations	Union with ST George's Tillydrone -Oct	)	A – Church and Halls		)		

					22; Old Aberdeen Grouping						
19.	St Mary's	6,794	UT	Grouping to comprise 2 congregations	Old Aberdeen Grouping	)	A		)		
20.	St Stephen's	7,369	UT	Grouping to comprise 2 congregations	Old Aberdeen Grouping	)	B	31.12.25	)		
21.	St George's Tillydrone	5,026	Vacant	Grouping to comprise 2 congregations	Union with St Machar's _Oct 22; Old Aberdeen Grouping	)	A – potential Lease		)		
22.	Ferryhill	6,915	UT	Grouping to comprise 2 congregations		) 4 FTE incl MDS for this Grouping	A		)0.5 minimum for this Grouping + expect locally funded MDS		
23.	Holburn West	4,022	UT	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	B	31.12.23	)		
24.	Midstocket	7,473	UT	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	A		)		
25.	Queen's Cross	6,815	Vacant	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	A		)		
26.	Rubislaw	1,970	UT	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	B-Church A -Centre	31.12.23	)		
27.	St Mark's	17,599	Vacant	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	B	31.12.23	)		
28.	South Holburn	10,019	UT	Grouping to comprise 2 congregations	West End/City Centre/Riverside Parish Grouping	)	A		)		0.5 MDS currently
29.	Shetland	23,167	RT; RT; RT.	No change	No change	6 FTE incl MDS	A		Minimum 2 FTE MDS		3 MDS currently
<b>Total Ministries Numbers</b>						28 incl MDS			6.5 Minimum		

Gross Population – can be found on the Church of Scotland website via Find your Local Church at this [link](#).

## Appendix – MDS Roles

This information is needed so that Faith Nurture can support those in MDS roles who are facing transitions and change, whether their existing roles feature in the new Presbytery Mission Plans or not. It also allows the Forum (and any successor) to exercise good practice in employment law and pastoral support for the entire MDS workforce.

This information is asked for as there is sometimes a discrepancy about which posts are Presbytery funded; locally employed; or funded through Plans and the MDS scheme.

	Question	Role Title and postholder's name	FTE or Part Time
1.	Which MDS Posts are currently staffed in the Presbytery (Please list these separately within this table)	Parish Assistant (High Hilton) -William Mitchell Children and Families Worker (Aberdeen North) – Claire Van Geete Youth and Families Worker (Dyce) – Natalie Angus Parish Assistant (South Holburn) – John Amalanand Parish Assistant (Torry St Fittick's) – Valerie Taylor Administrator (South Aberdeen Hub) – Valerie Taylor Youth and Children's Worker (Shetland) – Ellen Weir Parish Development Worker (Shetland) – Michele Simms Administrator (Shetland) – Frances Richardson Presbytery wide -Communications Officer – Dr Sundari Joseph	FT FT PT PT PT PT FT FT FT PT
2.	Which MDS Posts from the existing (pre 2022) Presbytery Plan are currently vacant, and what are the Presbytery's intentions for these between now and June 2025. (Please list these separately within this table)	1 FT Post at South St Nicholas Kincorth is vacant : the Grouping is being offered the chance to fill this on a short term basis, provided it is terminated by 31.12.25 unless converted into a post in the PMP.	
3.	Which current MDS Posts currently in the Presbytery are scheduled to continue into the Presbytery Mission Plan, with no amendments, whether filled or vacant (Please list these separately within this table)	We are asking Groupings to decide which of their current MDS post they wish to change into posts in the PMP, so no decisions have yet been taken. We have followed advice from Daran Golby in this connection, by advising all post holders that their posts may change or cease in due course under the PMP. We would expect some Groupings to move quickly to change current posts into posts in the PMP.	
4.	Which current MDS posts will continue but amended in terms of hours, location, duties – filled or vacant	We are asking Groupings to decide which of their current MDS post they wish to change into posts in the PMP, so no decisions have yet been taken.	

5.	Which current MDS posts are filled and will end before 2025 – and estimated time when – year and Q1/2/3/4.	We are asking Groupings to decide which of their current MDS posts they wish to change into posts in the PMP, so no decisions have yet been taken. The PMP states that all current MDS posts will be terminated by 31.12.25 unless changed into posts within the PMP. The Presbytery wide Communications Officer post will terminate as at 31.12.22.	
6.	What new MDS Posts are in the Presbytery Mission Plan (Please list these separately within this table, and indicate proposed timescale for recruitment as far as is known at this time, with year and whether Q1, Q2, Q3, or Q4 )	The PMP provides for a minimum of 6.5 MDS posts. Groupings may choose to change some current posts into these posts in the PMP.	

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