



The Church of Scotland

Presbytery of Ardrossan

Presbytery Mission Plan

Draft v.2.3

April 2022

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Introduction

1.1 Background

The General Assembly of 2021 required every Presbytery in the Church of Scotland to create a Presbytery Mission Plan. This Presbytery Mission Plan is to be approved by 31st December 2022 with the number of Full-Time Equivalent posts (FTE) to be within mandatory limits by 31st December 2025.

As the Presbytery of Ardrossan is due to join with five other Presbyteries to create the Presbytery of the South West Scotland in September 2022, the aim is to have a Presbytery Mission Plan approved before the new joint Presbytery comes into being. The implementation of the Presbytery Mission Plan will lie with the new united Presbytery.

Nationally, the Church of Scotland is reducing to 600 FTE posts with room for 60 vacancies.

The Presbytery of Ardrossan was informed that the number of centrally funded posts would be reduced to 13.5 FTE posts from a current level of 23.1 FTE posts in the most recently approved Presbytery Plan.

1.2 Why are we doing what we are doing?

The Church of Scotland faces many challenges. There is a falling membership (from a peak of 1.3 million in 1956 to under 300,000 now) and dwindling attendance at church services. There are buildings which are not well-equipped spaces for the 21st century and which are in the wrong place. Many ministers are due to retire in the next 5 to 10 years with few ministers being called to replace them.

Ardrossan Presbytery is not immune to these challenges. Membership in our Presbytery has fallen in line with the rest of the church with few professions of faith. We have a number of vacancies alongside a number

of ministers who will be looking to retire in the not too distant future. We also have a surplus of buildings.

1.3 The Priority of Mission

Despite the obvious challenges that the church nationally and locally is facing, there is also an opportunity to do things differently in the church which, under God, might allow for the arrest of decline and instead see growth in the church. To this end, in putting together our Presbytery Mission Plan, we have been encouraged first and foremost to prioritise mission. Section 2 of the 2021 General Assembly, Faith Nurture Supplementary Report states that: “The Faith Nurture Forum wishes to be clear about the priority of mission, and in particular the Five Marks of Mission” in the formation of Presbytery Mission Plans. The Five Marks of Mission are outlined below:

The mission of the church is the mission of Christ:

- 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.*

The Presbytery Mission Plan Act Guidance is clear that:

Mission must be the priority, followed by people and congregational structures with buildings last.

1.4 Where we are

The Presbytery of Ardrossan presently comprises 27 congregations, currently organised into 20 charges.

As of February 2022, there are 9 vacant charges. There are 11 stipendiary parish ministers in post. There are 2 Deacons in post and a further 3 Mission Development Staff (MDS).

In terms of non-stipendiary ministries, we have 10 Readers - though not all may be currently active.

The Presbytery has two recognised Urban Priority Area (UPA) parishes (Ardrossan and Saltcoats: Kirkgate and Stevenston: Ardeer).

The Presbytery also has two island communities (Arran and Cumbrae).

The rest of the Presbytery is made up of more urban areas (Ardrossan, Saltcoats, Stevenston / Kilwinning / Largs) and small towns (Beith, Dalry, Fairlie, Kilbirnie, West Kilbride).

The Planning Process

2.1 Timeline

After the instruction of the General Assembly 2021 to create a Presbytery Mission Plan, the Appraisal Committee of Ardrossan Presbytery was entrusted with carrying out this task.

The following timeline was adopted:

September 2021

- A meeting took place for Ministers, Deacons, MDS workers and Interim Moderators. At this meeting, the process was described and Angus Mathieson and Karen Campbell from the Presbytery Mission Plan Implementation Group joined remotely via video link.

- A meeting was held with two representative elders from each congregation in Ardrossan Presbytery. At this meeting the process was explained and elders were encouraged to report back to their own Kirk Sessions and congregations.

October 2021

- A survey was sent to each Kirk Session for completion.¹

November 2021

- Completed surveys were collated along with statistical information about each congregation.

December 2021 - February 2022

- Visits made by representatives of the Appraisal Committee to all Kirk Sessions in the Presbytery for consultation.

- Meetings held with all Ministers, Deacons and MDS workers to update them on the process and to take into consideration their input into the plan.

¹ Please see the appendix for the survey which was adapted from one produced by Fife Presbytery.

January 2022 - April 2022

- AMBA building audits completed on all church buildings in the Presbytery.

February 2022

- Draft Presbytery Mission Plan completed (not including buildings) and presented to March Presbytery, Presbytery Mission Plan Implementation Group and sent to Kirk Sessions for consultation.

May - June 2022

- Decisions on buildings added into Presbytery Mission Plan.

- Final Presbytery Mission Plan approved by Ardrossan Presbytery.

2.2 Planning Process

The Appraisal Committee has held consultations with Kirk Sessions as well as Ministers, Deacons and MDS workers.

These meetings were done in four 'Mission Groups' that had been put together in a previous Presbytery Plan some years ago on a geographical basis and a team from the Appraisal Committee was sent to each Mission Group as we felt this was a good starting point.

At the meetings with Kirk Sessions, a 10 minute video was shown to outline the process and the parameters that the Presbytery was working towards (13.5 FTE ministry posts) as well as outlining the wider picture in the Church of Scotland. This was to give some consistency in the visits to Kirk Sessions.

There was then discussion on the survey that each Kirk Session had previously completed to ensure that the discussion remained focussed upon mission as its main driver.

Each Kirk Session was then given various options as to what might allow mission to flourish in their local area within the given parameters.

The Mission Groups as they were visited are below:

Mission Group 1

Cumbræ
Fairlie
Largs: Clark Memorial
Largs: St. Columba's
Largs: St. John's Church
West Kilbride

Mission Group 2

Ardrossan and Saltcoats: Kirkgate
Ardrossan: Park
Saltcoats: North
Saltcoats: St. Cuthbert's
Stevenston: Ardeer
Stevenston: High Kirk
Stevenston: Livingstone

Mission Group 3

Beith
Dalry: St. Margaret's
Dalry: Trinity
Kilbirnie: Auld Kirk
Kilbirnie St. Columba's
Kilwinning: Abbey
Kilwinning: Mansefield Trinity

Mission Group 4

Brodick
Corrie
Kilmory
Lamlash
Lochranza
Shiskine: St. Molios
Whiting Bay and Kildonan

Although these Mission Groups were our starting point, we tried to keep in mind the Presbytery as a whole and in one area in particular (West Kilbride) it was felt that there was a more natural fit with the congregations in Mission Group 2 rather than Mission Group 1.

2.3 Mission, People, Buildings

The Presbytery Mission Plan Act Guidance is clear: mission is the first priority, followed by people and congregational structures with buildings last.²

Throughout this process, we have tried to make sure that Mission has been the driver for the decisions that we have made and to ensure that the right posts are placed in the correct areas to allow Mission to flourish.

With the reduction of ministry posts from 23.1 FTE to 13.5 FTE, we have also sought to ensure that each post has appropriate support which is why we have focussed upon placing each charge within a grouping or created team ministries.

We have met with and consulted with Ministers of Word and Sacrament (MWS), Deacons and MDS workers to get their input and to inform them of the process and tried to do this in a pastorally sensitive way.

We have a number of Readers in our Presbytery and would hope to use them alongside other non-stipendiary ministries (such as OLM's if available) to give additional support. If a Reader was willing and was invited by a ministry team, they could become part of a team. We also recognise that we need to encourage the gifts and talents amongst the eldership and wider membership within the church.

We have sought to make decisions on posts first with the decisions on buildings coming later. We have engaged with the General Trustees to ensure that an Asset Management Building Audit (AMBA) has been done

² PMPA Guidance & Code of Practice section 6.5

on each church building and hall. Alongside the feedback from the AMBA audits, we will make decisions using the Buildings Toolkit which will help us to ensure that we make decisions on buildings which ensure that we have 'well-equipped spaces in the right places'. The AMBA Audit results for each Mission Group are available in the Appendix alongside an AMBA document from the General Trustees which shows how the audit has been scored.

The Plan

In this section, we will outline the Presbytery Mission Plan for the Presbytery of Ardrossan. This will show where we are currently and what we hope to implement.

The table following this will show the draft plan along with population details, membership, financial details, staffing structure and buildings.

3.1 Mission Group 1

Current:

| | <u>FTE Posts</u> |
|--|------------------|
| Cumbrae linked with Largs: St. John's | 1.5 |
| Fairlie linked with Largs: St. Columba's | 1.0 |
| Largs: Clark Memorial | 1.0 |
| (West Kilbride | 1.0)* |

**As stated above, it was felt that West Kilbride should be taken out of this Mission Group and assigned to Mission Group 2. The reason for this was that West Kilbride is geographically closer to the churches in Mission Group 2, the catchment secondary school for West Kilbride is in Mission Group 2 and the people of West Kilbride look more naturally towards Mission Group 2 for shopping and other amenities. Joining West Kilbride with Mission Group 2 also gave more options to FTE posts in that area.*

Proposed:

| | <u>Posts</u> |
|---|------------------------|
| One united charge covering Cumbrae, Fairlie and Largs. | 2.0 MWS (+ 1.0 OLM) |

Rationale

In Mission Group 1, we would envisage a team ministry with 2 FTE posts (2 MWS) with three places of worship (Cumbrae, Fairlie and one in Largs) and one Kirk Session.

Though a united parish, Cumbrae and Fairlie would be afforded a measure of independence in the form of Local Leadership Teams³ who would be subject to the Kirk Session.

As there is a good income base between the current charges, we would hope that there would be scope for a 0.5 locally funded post to supplement the team ministry and ensure that the team has the capacity to fulfil ministry across a parish which also includes an island community. These posts would ensure that Cumbrae is assured of ministerial support on a regular basis alongside Fairlie and Largs. The current income base for the current congregations should allow this to happen. We also hope that there would be a broadening out of the team to include an OLM as available and Readers as appropriate.

The congregations at present are doing a lot in terms of mission and outreach. Fairlie has a very successful Messy Church for example and Cumbrae has strong links with the local primary school. Some mission is already done jointly in Largs (such as Summer Missions, School Chaplaincy and more) and there is already a united Guild with over 130 members.

By coming together in Largs, this would give combined resources, people power, skills and finance and hopefully foster a unity which would be a powerful witness to the community.

One of the advantages to Cumbrae and Fairlie is that they will be relieved of the overall responsibility of buildings maintenance and administration which will allow them to focus on existing forms of mission and developing them further.

A team ministry of 2 FTE (alongside a possible 0.5 locally funded post to recognise the needs of the united parish having an island community) allows appropriate support whilst having one Kirk Session (rather than 5 currently alongside Congregational Boards) will lessen the administrative burden.

³ Please see the Appendix (5.9) for an example from Shetland as to how a Local Leadership Team might work.

Buildings

Category⁴

| | |
|-----------------------|---|
| Cumrae Parish Church | A |
| Fairlie Parish Church | A |
| Largs: Clark Memorial | A |
| Largs: St. Columba's | B |
| Largs: St. John's | B |

Buildings Rationale

It was acknowledged in this Mission Group that in terms of AMBA scores there is a fairly tight range within the results.

Cumrae Parish Church is a new building which should have scored higher than the AMBA score suggests (for example, its 'Safe to Use' score is only 7, but this is because there is no asbestos survey or PAT testing dates. However, as this is a new building, these are not applicable). Cumrae Parish Church we believe should remain.

Fairlie Parish Church also scores well in the AMBA audit and as the only building in Fairlie, it is suitable for mission in this part of the Mission Group.

A more difficult decision needs to be made in Largs. All three churches score well in the AMBA Audits. However, Kirk Sessions in Largs expressed a desire to see a new church building as all three current buildings are on the shoreline whilst the population is moving further back from the shoreline. We believe that this is a good vision for the medium term.

In the short term, Largs Clark Memorial should be the temporary base for the congregation in Largs. Each of the current churches has their strengths and although St. John's is the front runner on the AMBA report, and St. Columba's also has its merits, it is felt that along with the other facilities, the benefit of a sizable parking area which Clark Memorial can

⁴ Category A = Retained / Category B = Disposed of.

provide is an asset that is essential for those attending from far reaches of the area.

The building situation in Largs is also complicated by the fact that Clark Memorial has benefitted from Heritage Lottery Funding with the conditions attached to that funding not ending until 2033. With there not being too much between the buildings in the AMBA score, it therefore makes pragmatic sense to use the Clark Memorial building as the temporary base while plans for a new building are developed.

3.2 Mission Group 2

Current:

| | <u>FTE Posts</u> |
|--|------------------|
| Ardrossan and Saltcoats: Kirkgate | 1.0 |
| Ardrossan: Park | 1.6 |
| Saltcoats: North | 1.0 |
| Saltcoats: St. Cuthbert's | 1.0 |
| Stevenston: Ardeer linked with Stevenston: Livingstone | 1.5 |
| Stevenston: High Kirk | 1.0 |
| West Kilbride* | 1.0 |

**Added from Mission Group 1*

Proposed:

| | <u>Posts</u> |
|--|--------------|
| Parish Grouping: Ardrossan and Saltcoats | 2.0 MWS |
| Stevenston | 1.0 MWS |
| West Kilbride | 1.0 MWS |
| Post to support Priority Areas: | 0.5 MDS |
| (+) | 1.0 OLM) |

Rationale

In Mission Group 2, we initially envisaged a team ministry with 4.5 FTE posts with multiple places of worship and one Kirk Session.

However, after feedback from Kirk Sessions, this was felt to be too great a first step and so we are now suggesting a plan with the Ardrossan and Saltcoats congregations uniting (2 MWS, 2 buildings); the Stevenston congregations uniting (1 MWS, 1 building) and then both united charges forming a Parish Grouping⁵ with West Kilbride (1 MWS, 1 building). There would also be a 0.5 MDS who would work specifically to support Priority Areas as there are two in this Mission Group. The hope is that after a time of consolidation, that the Parish Grouping may move towards a team ministry following this first step.

⁵ Please see 5.8 in the Appendix to see an example of a Basis of Parish Grouping from Aberdeen West, p.43.

The Appraisal Committee would see there being one worshipping community per town (Ardrossan, Saltcoats, Stevenston and West Kilbride) but held together in a Parish Grouping to allow working together and to encourage teamwork and support.

However, trying to work out how to implement this has been tricky.

Currently in Ardrossan and Saltcoats there are parish boundaries that make little sense. There is also only one congregation based in Ardrossan with three based in Saltcoats (though Ardrossan and Saltcoats Kirkgate does have a parish that extends into Ardrossan).

We wanted to make sure that each church is properly resourced, but in this particular scenario, it is difficult to work out who should unite with whom. As is outlined below, it is envisaged that we keep the Ardrossan Park and Ardrossan and Saltcoats Kirkgate buildings as being the most suitable for mission - so to unite these two churches doesn't make sense as it would leave the Saltcoats churches without a building.

We considered uniting Ardrossan Park and Saltcoats North - but this has the disadvantage of crossing town boundaries.

Our solution is that all four churches in Ardrossan and Saltcoats would unite with two places of worship, one Kirk Session and a team ministry of 2 MWS.

In Stevenston, a Basis of Dissolution is being negotiated with Stevenston Ardeer as its building is in an unsatisfactory state and there is a significant shortfall. The General Trustees have agreed to take on full responsibility for the Ardeer building when any form of adjustment has been enacted.

However, this does not mean that ministry in Ardeer will cease. A union between Stevenston High Kirk and Stevenston Livingstone will incorporate the former parish of Ardeer to form one Stevenston church. The 0.5 MDS in this Mission Group acknowledges the fact that Ardeer

and the parish of Ardrossan and Saltcoats Kirkgate are Priority Areas and we would see the MDS working mainly in this area.

It is clear that West Kilbride has more links with Mission Group 2 than other Mission Groups. One of the advantages in having West Kilbride as part of this Mission Group is that it allows an increased total of FTE posts in this area which would offer an enriched approach which would be of benefit to the whole grouping.

Though each parish would function with their own Kirk Session, the Parish Grouping will encourage working together between congregations. It is hoped that any Basis of Parish Grouping would include FTE working together to support one another in pastoral work and mission initiatives and encourage the congregations to work together. As in other areas, the use of non-stipendiary ministries would enhance this Parish Grouping (OLM and Readers).

There are good mission initiatives happening across the whole area including Messy Church, supporting the Foodbank, Care and Share for the homeless and more. There are also existing links between the churches and some ecumenical working (particularly in Ardrossan).

Buildings

Category⁶

| | |
|-----------------------------------|---|
| Ardrossan and Saltcoats: Kirkgate | A |
| Ardrossan: Park | A |
| Saltcoats: North | B |
| Saltcoats: St. Cuthbert's | B |
| Stevenston: Livingstone | A |
| Stevenston: High Kirk | B |
| West Kilbride Parish Church | A |

⁶ Category A = Retained / Category B = Disposed of.

Buildings Rationale

In considering the utilisation of buildings throughout the area we recognise that congregations have expressed the strong desire to have both a clearly identifiable minister and building for worship, mission and outreach suitable for the 21st Century.

Ardrossan Park church is now the only church building physically located in the town of Ardrossan. There has been significant new building to the northeast of the former A78 High Road that is likely to continue as the whole conurbation expands towards the new A78 bypass road. We consider that the Ardrossan Park church building is in the right place in an area of huge potential for missional development. The building scores well in the AMBA Audit and should be retained.

In Saltcoats, the North church has suffered gradual decline and lack of investment clearly contributing to its lower score in the AMBA audit and this building should be disposed of.

St. Cuthbert's scores well in the AMBA Audit, but it is clear that a large amount of money needs to be spent on the tower. We are firmly of the view that the potential for development of missional activity across the wider area needs to be prioritised over any large scale spending that might be likely to become necessary to maintain a building, however attractive.

Ardrossan and Saltcoats: Kirkgate scores well in the AMBA Audit and has recently completed a large scale restoration and refurbishment inside and outside which allows it to be used in multiple ways. It is located nearer to the town centre of Saltcoats than any other church building and is therefore very visible.

Whilst there is work needing to be done on the church halls, additional resources from the union in this area would help develop them to allow a building that is suitable for mission.

In Stevenston, both remaining buildings are challenging in terms of maintenance and upkeep, but the AMBA audit shows up the greater difficulties that would be faced by basing the new church for Stevenston in the High Kirk.

A new build was expressed by those in the High Kirk as the preferred option, possibly by developing the land surrounding the High Kirk - though there could be planning constraints on what could be done in a largely green space and getting funding may be challenging. What might be more possible would be the development of a missional outreach station in the Hayocks area where considerable activity has already been undertaken by the High Kirk.

Whilst a new build may be an aspiration for the future, considering all the evidence from AMBA audits and trying to encourage mission and service to the community, it is proposed that the current Livingstone Church would be the best suited to achieving this aim.

West Kilbride has a building which is well suited to purpose being recently refurbished in 2014 and being the only church building in the town. It scores well in the AMBA audit and should be retained.

3.3 Mission Group 3

Current:

| | <u>FTE Posts</u> |
|--------------------------------|------------------|
| Beith | 2.0 |
| Dalry: St. Margaret's | 1.0 |
| Dalry: Trinity | 1.0 |
| Kilbirnie: Auld Kirk | 1.0 |
| Kilbirnie St. Columba's | 1.0 |
| Kilwinning: Abbey | 2.0 |
| Kilwinning: Mansefield Trinity | 2.0 |

Proposed:

| | | <u>Posts</u> |
|-----------------------------------|-----------|--------------|
| Parish Grouping: | Beith | 1.0 MWS |
| | Dalry | 1.0 MWS |
| | Kilbirnie | 1.0 MWS |
| | (+) | 1.0 OLM) |
| One united charge in Kilwinning . | | 1.0 MWS |
| | | 1.0 MDS |
| | (+) | 1.0 OLM) |

Rationale

In Mission Group 3, there are two main adjustments that we see in this area.

Beith, Dalry, Kilbirnie

In the Garnock Valley area (Beith, Dalry, Kilbirnie) we would envisage unions in Dalry and Kilbirnie to create one charge in each town. Between Beith, Dalry and Kilbirnie, we envisage a Parish Grouping with the possibility of closer working in the future (perhaps a Team Ministry beyond 2025). However, there were two main reasons why it was felt that individual charges with 1 MWS each would be preferable at present.

Firstly, each town has its own distinct identity and the importance of having an identifiable minister was desirable.

Secondly, within two of the towns (Dalry and Kilbirnie) there are at present two churches which will need to be united into one. It was felt important that a united charge was consolidated first before any other adjustment was considered.

The amalgamation of charges (Dalry and Kilbirnie) alongside reduction of posts (from 2 FTE to 1 FTE in each area) was why a Parish Grouping was felt to be desirable to allow the three charges to support one another as appropriate and also to allow those in FTE posts to support one another. We would also envisage there being non-stipendiary support working across the Parish Grouping to give support including an OLM (if available) and Readers. An example of a Parish Grouping and how this might work is found in the Appendix.⁷

There were many good examples of mission currently happening across these churches - Messy Church, youth initiatives, Christianity Explored as well as an innovative partnership between one of the churches with a couple from Latin America via Latin Link.

By joining the churches in Dalry and Kilbirnie, these strengths could be enhanced as well as allowing a united Christian witness in the community. All churches expressed some anxiety about ageing membership and struggle to find officebearers and combining resources should alleviate this and allow each church to refocus on mission in the community.

In Beith, where two congregations have already united into one, there are lots of mission activities and engagement with the community. The congregation has a wide range of skills that it was felt could be utilised further and the Kirk Session was clearly committed to this.

⁷ See 5.8, p.43 for an example of a Basis of Parish Grouping from Aberdeen West.

Kilwinning

Though Kilwinning is in the same Mission Group as Beith, Dalry and Kilbirnie, demographically it is quite different being a much larger town. Though we considered whether Kilwinning could join with a larger grouping, it has no natural connection and so it was felt that Kilwinning was demographically big enough to be viable on its own.

Currently Kilwinning has two churches (Kilwinning: Abbey and Kilwinning: Mansefield Trinity) which we would envisage becoming one united church with a team ministry of 2 FTE (1 MWS and 1 MDS) and two worship centres. The congregations in Kilwinning are quite different. The Abbey is a long established traditional church whilst Mansefield Trinity has developed from Kilwinning: Mansefield and a New Charge Development becoming a parish called Kilwinning: Mansefield Trinity in 2007. Both congregations have different strengths - and there is already a measure of working together and crossover between the two churches. A union between the two congregations would strengthen these links.

The size of the Kirk Sessions are quite different but both churches expressed their difficulties in filling key officebearer roles and moving to one Kirk Session could provide an amalgamation of skills and talents.

Both churches are reaching out to the community through church cafes, Messy Church and schools work and there is some excellent work being done by the existing ministry teams to engage with the community.

In recognition of the large population and specific demographics it would also be desirable to use non-stipendiary ministries (OLM if available; Readers) to support the proposed ministry team.

Buildings

Category⁸

| | |
|--------------------------------|---|
| Beith | A |
| Dalry: St. Margaret's | B |
| Dalry: Trinity | A |
| Kilbirnie: Auld Kirk | B |
| Kilbirnie St. Columba's | A |
| Kilwinning: Abbey | A |
| Kilwinning: Mansefield Trinity | A |

Buildings Rationale

In Beith, Dalry and Kilbirnie, we felt there should be one church building in each community - and this was the expectation of the Kirk Sessions when we visited.

Beith has already gone through a union in 2013 and only has one building which we felt should be retained.

In Dalry, it is clear that both buildings (St. Margaret's and Trinity) have been well maintained and they score well in the AMBA survey. However, the Trinity building scores higher in the AMBA Audit than St. Margaret's (85% v 80%) and as a building which has been recently refurbished, we felt that this was a sustainable building in terms of maintenance and running costs (heating, lighting etc.) in the longer term than the St. Margaret's building. The Trinity sanctuary is also a flexible and useable space suitable for mission.

The St. Margaret's sanctuary is more traditional with fixed pews and therefore doesn't have the same flexibility, though we acknowledge the separate hall space at St. Margaret's which also scores well in the AMBA survey (85%).

There were some concerns about the capacity of the Dalry Trinity building, particularly for large funerals - but from the AMBA Audit, we think that the capacity of 300 is more than adequate for most purposes.

⁸ Category A = Retained / Category B = Disposed of.

We therefore recommend that the Dalry Trinity building should be retained and the Dalry St. Margaret's building should be disposed of. The Dalry St. Margaret's building has had Heritage Lottery Funding - but the conditions on this funding end in 2025 - so before the plan has to be implemented.

In Kilbirnie, though the AMBA audit scores for both buildings were not great (below 70% for both buildings), the St. Columba's building scores markedly higher (69% to 62%). The Auld Kirk is a historic building, but it is difficult to see how it could be adapted sensitively to 21st Century worship. The Kirk Session at the Auld Kirk pointed out the merits of their hall space, but this also scored poorly (65%) in the AMBA Audit. The St. Columba's building, whilst not perfect, we feel has more options for development and has better facilities. We therefore recommend that the St. Columba's building is retained and the Auld Kirk buildings are disposed of.

With Kilwinning being a large town of over 16,000 people and growing, we felt it was appropriate to keep both buildings in Kilwinning which serve different parts of the town and which could be used in different ways within a Team Ministry. The Mansefield Trinity building, being only 20 years old, scores well in the AMBA survey and is a flexible space. Kilwinning Abbey has two halls and it may be preferable for one of those halls to be sold as the Kirk Session was already discussing.

3.4 Mission Group 4

Current:

| | <u>FTE Posts</u> |
|--|------------------|
| Brodick linked with Corrie linked with Lochranza and Pirnmill linked with Shiskine | 1.7 |
| Lamlash and Kilmory | 1.0 |
| Whiting Bay and Kildonan | 1.0 |

Proposed:

| | <u>Posts</u> |
|------------------------------|--------------|
| One united charge for Arran. | 1.0 MWS |
| | 1.0 MDS |

Rationale

There were two possibilities for Arran. In a previous Presbytery Plan, what was being worked towards was the possibility of a parish in the north of the island and a parish in the south. However, after discussion, the Appraisal Committee felt that there was no real advantage of this over having one united parish on Arran with a team ministry of 2FTE (1 MWS, 1 MDS). This would allow more flexibility in terms of ministry posts and what is needed on the island. For example, most Kirk Sessions reflected that there needed to be a greater emphasis on youth work and we would hope that as well as taking on preaching and pastoral responsibilities, that an MDS worker would encourage this. As well as paid posts, it is recognised that Arran is blessed with the availability of Readers who may be willing to become part of the team.

In an island community, presence is clearly important. A team ministry should allow good co-ordination between the team for holiday periods and when a member has to be off the island (for a funeral or hospital visits for example).

There is already some collaboration between the churches through Arran

Churches Together and the churches (particularly in the north) are already used to some kind of team working together.

There are pockets of mission happening currently - links with Scripture Union in Whiting Bay, the Guild in Shiskine, the Foodbank in Brodick, coffee mornings and more. There is a desire to reach islanders young and old and engage with holidaymakers.

One parish will allow a united voice on Arran and allow the church to combine resources - financially and in terms of skills. All Kirk Sessions spoke about increased use of technology for example - and combining their resources and having a united leadership could allow them to do this in a co-ordinated way.

At present, there are 7 Kirk Sessions on Arran. Clearly this is a big ask for one minister, and so the proposal to have one Kirk Session should alleviate this.

Concern was raised about people having to travel to worship. Clearly there are a surplus of buildings on Arran that will need to be addressed. Though Arran is perhaps unique in the Presbytery of Ardsrossan, it is not unique in the wider Church of Scotland context in rural areas where people may have to travel a considerable distance to worship. Again, the use of technology may help in this regard.

Buildings

Category⁹

| | |
|-------------------------------|---|
| Brodick St. Bride's | A |
| Corrie Church | B |
| Kilmory Parish Church | B |
| Lamlash Parish Church | B |
| St. Bride's Church, Lochranza | A |
| St. Molio's Church, Shiskine | A |
| Whiting Bay and Kildonan | A |

⁹ Category A = Retained / Category B = Disposed of.

Buildings Rationale

Brodick St. Bride's church is in the main town on the Island of Arran and the place where there is the main port for the ferries. It also houses the Food Bank and so this building should be retained.

Corrie Church has a very small congregation and is struggling to support itself and it scored relatively poorly in the AMBA audit. This building should be disposed of.

Kilmory Parish Church is at the end of a single track road about 1.5 miles outside the village with few people attending on a Sunday. The building is in poor condition as highlighted in the AMBA audit and this building should be disposed of.

Lamlash Parish Church is a very large building (probably the largest on the island). With a decreasing congregation, it was felt that in time, the congregation would struggle to maintain the building. The hall, while well-used, has a very high ceiling. These buildings should be disposed of.

St. Bride's Church in Lochranza would serve the people in the North of the Island. Lochranza is also the port for the small ferry sailing to the Mull of Kintyre and so it was felt important that this building was retained.

Shiskine St. Molio's Church should be retained as it is the only church on the west of Arran and serves the villages of Shiskine and Blackwaterfoot.

Whiting Bay and Kildonan church building is a more compact building than Lamlash and much easier to maintain alongside the attached hall. Scripture Union and the Seaside Mission have for over 50 years used this church as a base during the summer months

Draft Presbytery Mission Plan

4.1 Mission Group 1

Cumrae linked with Largs: St. John's
 Fairlie linked with Largs: St. Columba's
 Largs: Clark Memorial

→ One United Charge covering Cumrae, Fairlie and Largs.

| <u>Name of Congregation</u> | <u>2020 Membership</u> | <u>Population (2011)</u> | <u>Income(£) ¹⁰</u> | <u>M&M(£) ¹¹</u> | <u>Staffing Structure</u> | <u>Building Classification</u> |
|-----------------------------|------------------------|--------------------------|--------------------------------|---------------------------------|---------------------------|--------------------------------|
| Cumrae | 207 | 1376 | 57378 | 38207 | | A |
| Fairlie | 171 | 1564 | 71579 | 49034 | 2 MWS | A |
| Largs: Clark Memorial | 571 | 3353 | 138323 | 84798 | (+ 0.5 locally funded) | A |
| Largs: St. Columba's | 289 | 5116 | 74389 | 56612 | | B |
| Largs: St. John's Church | 600 | 2958 | 125694 | 79627 | | B |
| <u>Total</u> | 1838 | 14367 | 467363 | 308278 | | |

10 2019 figures.

11 2019 figures.

4.2 Mission Group 2

Ardrossan and Saltcoats: Kirkgate

Ardrossan: Park

Saltcoats: North

Saltcoats: St. Cuthbert's

Stevenston: Ardeer

Stevenston: High Kirk

Stevenston: Livingstone

West Kilbride

→

Ardrossan and
Saltcoats Church

Union

Parish Grouping

Stevenston Church

West Kilbride Parish Church

| <u>Name of Congregation</u> | <u>2020 Membership</u> | <u>Population (2011)</u> | <u>Income(£) ¹²</u> | <u>M&M(£) ¹³</u> | <u>Staffing Structure</u> | <u>Building Classification</u> |
|---------------------------------|------------------------|--------------------------|--------------------------------|---------------------------------|-------------------------------|--------------------------------|
| Ardrossan & Saltcoats: Kirkgate | 176 | 5461 | 73287 | 53791 | | A |
| Ardrossan Park | 358 | 6768 | 74508 | 47087 | 2 MWS | A |
| Saltcoats North | 215 | 4935 | 62594 ¹⁴ | 30960 | | B |
| Saltcoats: St Cuthbert's | 223 | 6674 | 84853 | 54333 | | B |
| Stevenston: Ardeer | 118 | 1821 | 35546 | 27619 | | N/A |
| Stevenston: High | 198 | 4403 | 75468 | 59829 | 1 MWS | B |
| Stevenston: Livingstone | 200 | 3194 | 55362 | 34458 | | A |
| West Kilbride | 368 | 5233 | 115327 | 74331 | 1 MWS | A |
| <u>Total</u> | 1856 | 38489 | 576945 | 382408 | + 0.5 MDS for Priority Areas. | |

12 2019 figures.

13 2019 figures.

14 2018 figure.

4.3 Mission Group 3

Beith

Dalry: St. Margaret's

Dalry: Trinity

→ Union to form one Dalry Church.

Parish Grouping

Kilbirnie: Auld Kirk

Kilbirnie St. Columba's

→ Union to form one Kilbirnie Church.

Kilwinning: Abbey

Kilwinning: Mansefield Trinity

→ Union to form one Kilwinning Church with two worship centres.

| <u>Name of Congregation</u> | <u>2020 Membership</u> | <u>Population (2011)</u> | <u>Income(£) ¹⁵</u> | <u>M&M(£) ¹⁶</u> | <u>Staffing Structure</u> | <u>Building Classification</u> |
|--------------------------------|------------------------|--------------------------|--------------------------------|---------------------------------|---------------------------|--------------------------------|
| Beith | 610 | 7369 | 96343 | 69102 | 1 MWS | A |
| Dalry: St. Margaret's | 463 | 3757 | - | 90201 | [1 MWS | B |
| Dalry: Trinity | 135 | 2495 | 96618 | 53597 | | A |
| Kilbirnie: Auld Kirk | 255 | 4324 | 49564 | 37930 | [1 MWS | B |
| Kilbirnie: St. Columba's | 460 | 3406 | 64806 | 39761 | | A |
| <i>(Total</i> | <i>1923</i> | <i>21351</i> | <i>307331¹⁷</i> | <i>290591</i> | | |
| Kilwinning: Abbey | 466 | 10377 | 102833 | 70655 | [1 MWS + 1 MDS | A |
| Kilwinning: Mansefield Trinity | 175 | 6831 | 54957 | 36436 | | A |
| <i>(Total</i> | <i>641</i> | <i>17208</i> | <i>157790</i> | <i>107091</i> | | |
| <u>Total for Mission Group</u> | 2564 | 38559 | 465121 ¹⁸ | 397682 | | |

15 2019 figures.

16 2019 figures.

17 This figure is minus any figure from Dalry: St.Margaret's. This figure was not available in the Yearbook 2020/21.

18 This figure is minus any figure from Dalry: St.Margaret's. This figure was not available in the Yearbook 2020/21.

4.4 Mission Group 4

Brodick I/w Corrie I/w Lochranza and Pirnmill I/w Shiskine
 Kilmory I/w Lamlash
 Whiting Bay and Kildonan

→ One United Charge for Arran.

| <u>Name of Congregation</u> | <u>2020 Membership</u> | <u>Population (2011)</u> | <u>Income(£) ¹⁹</u> | <u>M&M(£) ²⁰</u> | <u>Staffing Structure</u> | <u>Building Classification</u> |
|-----------------------------|------------------------|--------------------------|--------------------------------|---------------------------------|---------------------------|--------------------------------|
| Brodick | 115 | 1196 | 48087 | 34864 | | A |
| Corrie | 24 | 249 | 23718 | 11490 | | B |
| Lochranza and Pirnmill | 57 | 303 | 35073 | 14209 | | A |
| Shiskine | 59 | 602 | 27029 | 24701 | 1 MWS + 1 MDS | A |
| Kilmory | 26 | 297 | - | 8702 | | B |
| Lamlash | 75 | 1116 | - | 26038 | | B |
| Whiting Bay and Kildonan | 65 | 897 | 40280 | 26869 | | A |
| <u>Total</u> | 421 | 4660 | 174187 ²¹ | 146873 | | |

¹⁹ 2019 figures.

²⁰ 2019 figures.

²¹ This figure is minus any income from Kilmory and Lamlash. Figures for income were not available in the Yearbook 2020/21.

Summary

Ardrossan Presbytery

Congregation

FTE Posts

| | |
|---|------------|
| Cumrae, Fairlie, Largs | 2.0* |
| Ardrossan, Saltcoats, Stevenston, West Kilbride | 4.5 |
| Beith | 1.0 |
| Dalry | 1.0 |
| Kilbirnie | 1.0 |
| Kilwinning | 2.0 |
| Arran | 2.0 |
| <hr/> Total | <hr/> 13.5 |

**Recommendation of a 0.5 locally funded post to acknowledge the island community.*



The Church of Scotland

Presbytery of Ardrossan

Mission Plan Kirk Session Consultation – Discussion Questions

Ardrossan Presbytery intends for our Presbytery Mission Plan to be developed collaboratively and progressed from the grassroots. You are invited to complete the below questions, provided as part of early consultation with Kirk Sessions, to inform and influence our Mission Plan. This is a first opportunity for Kirk Sessions to inform and influence the process. We are grateful for your time and contribution. Please complete these questions, as you feel appropriate, and return to Ardrossan@churchofscotland.org.uk by 7th November 2021.

Mission:

As a Kirk Session,

What do we think of the Five Marks of Mission? (see: Presbytery Mission Plan Handout for Kirk Sessions)

What would we like to achieve in mission in 5 years' time?

Which of the Mission Plan principles should Presbytery prioritise?

How can we develop new ways of being church, ie. Pioneering initiatives/Fresh Expressions?

Future Sustainability + Adjustment:

In what ways are you sustainable or otherwise beyond 31st December 2025? (We are aware that Covid-19 has disrupted plans, but we are looking for an honest assessment).

- Mission? (Please note what you are currently doing and have recently done (last 4 years).
- Kirk Session?
- Congregation?
- Property?
- Finances?
- Other?

What can we share and who can we share with?

Why would we wish not to embrace change?

What adjustments do we propose? (See: *Presbytery Mission Plan Act Section 7*)

Which churches are nearby to us and who are our ecumenical partners?

What is the extent of these relationships?

Open Consultation

Please provide any feedback, comment or information that could help influence and inform the Mission Plan process, as you feel appropriate.

Presbytery Mission Plan Ardrossan Presbytery

Why are we doing what we are doing?

The Church of Scotland faces many challenges - falling membership, lack of ministers, lack of finance and too many buildings and too many buildings which are not fit for purpose.

Because of these issues, the General Assembly of 2018 called for a 'Radical Action Plan' which was presented at the General Assembly of 2019.

The Presbytery Mission Plan is a direct result of the Radical Action Plan to try to enable the Church to carry out its core purpose: to follow Jesus and to encourage others to follow Jesus.

The General Assembly of 2021 requires all Presbyteries in the Church of Scotland to produce a Presbytery Mission Plan, to be approved by the end of December 2022. The number of ministry posts within the plan are to be within mandatory limits by the end of December 2025.

With Ardrossan Presbytery joining with five other Presbyteries to form the Presbytery of South West Scotland by September 2022, we need to have our plan in place before then.

Our Presbytery Mission Plan has to be shaped by Mission and be in line with the Five Marks of Mission.

The Marks are as follows:

The mission of the Church is the Mission of Christ

- 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 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*

What does this mean for Ardrossan Presbytery?

The Presbytery of Ardrossan presently comprises 27 congregations, currently organised into 20 charges.

In September 2021, there are 8 vacant charges. We have 12 stipendiary parish ministers in post. There are 2 Deacons in post and a further 3 Mission Development Staff (MDS).

In our existing Presbytery Plan, we have been allocated 23.1 Full Time Equivalent (FTE) posts.

In our new Presbytery Mission Plan, this must reduce to 13.5 FTE posts.

We also must reduce our number of buildings.

How do we do this?

The Presbytery Mission Plan Act Guidance is clear: Mission must be the priority, followed by people and congregational structures with buildings last.

Timeline

- September 2021 - Meeting with Ministers / Deacons / MDS / Interim Moderators.*
- Meetings with Representatives from Kirk Sessions.*
- October 2021 - Survey sent to Kirk Sessions for completion.*
- November 2021 to January 2022 - Visits to Kirk Sessions.*
- February 2022 - Begin the process of approval of Presbytery Mission Plan.*
- June 2022 - Fully Completed and approved Presbytery Mission Plan.*

Buildings

Alongside this timeline, Presbytery will be working closely with the General Trustees to help determine which buildings should be retained in line with our Mission Plan.

In each Mission Plan, a determination must be made on each building:

Category A - to be retained for the lifespan of the Plan.

Category B - to be disposed of in the lifespan of the Plan.

With the Presbytery Mission Plan needing to be completed in a relatively short period of time, this is going to be a challenge.

Please be assured that Ardrossan Presbytery intends for our Presbytery Mission Plan to be developed collaboratively and progressed from the grass-roots within the parameters that have been given to us.

5.3 AMBA Review Template

| Building; Church only or Church With Adjoining Hall | Minimum Standards Church Score | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Score | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
|--|---|--|------------------------|---|----------|---------------|------------|---------------------------------|--|-------------|-----------|--|---------------------------|--------|----------|------------------------------|-------|--|
| Section | Score | Total Available within Section | % of Total | Source of the Scores | | | | | | | | How Can Score be Improved | | | | | | |
| Wind and Watertight | 0 | 15 | 0% | 4 questions on the condition of building elements and 1 on maintainability contribute to the score within the section. Based on QQ report where available. Can be subjective to some extent but guidance should limit this. | | | | | | | | Can be expensive and difficult to improve a poor score however not impossible if funds are available to improve the building fabric. Difficulty / expense depends on the nature of the building defects. | | | | | | |
| Safe to Use | 0 | 15 | 0% | 10 Questions on compliance in relation to the testing and servicing of H&S mechanical and electrical (M&E) systems (e.g. PAT testing), plus 1 generic H&S question and 1 on asbestos contribute towards the scores within the section. The scoring is based on the principal that a building with M&E equipment (such as emergency lighting) is safer but only if it is serviced properly. There is little room for subjectivity. | | | | | | | | This can be a relatively easy section to improve if the building can be managed differently. For example instructing an EICR / PAT test / emergency lighting test / asbestos survey can be inexpensive and improve the score significantly. | | | | | | |
| Security | 0 | 3 | 0% | One question that looks at a variety of possible security issues. Some room for subjectivity. | | | | | | | | Can be improved with modifications such as restricting access to certain areas or installing alarms. Also dependent on location however | | | | | | |
| Accessibility | 0 | 10 | 0% | 3 questions looking at the accessibility of the entrance, the internals and the access to the building contribute to the score in the section. If guidance is followed then there is little room for subjectivity. | | | | | | | | Improvements can be made to the building to improve this score (e.g. introducing of disabled parking or access ramps). | | | | | | |
| Facilities | 0 | 22 | 0% | 3 questions on the heating system (coverage, age, system type), 2 on toilets (number, condition), 1 on accessible toilet, 2 on kitchen facilities (facilities present, hygiene safety), 3 on lighting (LED, access, sufficiency) and one on AV contribute to the score in this section. Not much space for subjectivity. | | | | | | | | Section score could be improved with investment depending on space within the building. For example the addition of toilets or a kitchen facility. | | | | | | |
| Minimum Standards Church Score As a Percentage of Total Available Score | 0 | 65 | 0% | | | | | | | | | | | | | | | |
| Streetscape | 0 | 2 | 0% | 1 question on prominence and 1 on setting in a graveyard contribute to the score in the section. | | | | | | | | Impossible to improve score. | | | | | | |
| Viability | 0 | 6 | 0% | 1 question on room for growth and 1 on flexibility of buildings on site contribute to score. Some room for subjectivity. | | | | | | | | Very hard to improve score without extensive internal refurbishment or reordering. | | | | | | |
| Adjacencies | 0 | 2 | 0% | 1 question on proximity to a population and 1 on proximity to public services contribute to score. | | | | | | | | Impossible to improve score. | | | | | | |
| Belonging and Identity | 0 | 17 | 0% | 4 questions on how the building is used (ceremonies, social and fundraising, worship, other church activities), 1 question on volunteers, 1 question on website / social media and 1 on ministry provision contribute to the score. Little room for subjectivity but requires honesty from congregation. | | | | | | | | This section can be improved should a congregation grow (union) or with an injection of energy / vision for the congregation. | | | | | | |
| Travel | 0 | 11 | 0% | 1 question on congregation travel habits, 1 question on parking, 1 question on bike / pram storage, 1 question on availability of public transport and 1 question on impact to locals contribute to the scores in this section. There is little scope for subjectivity. | | | | | | | | Section score could be improved by encouraging / educating the congregation to change habits or the creation of dedicated pram / bike storage. Other factors would be difficult to change however may be possible depending on the building's situation. | | | | | | |
| Clusters | 0 | 5 | 0% | Only one question on travel distance to other churches. This is to identify church buildings which are very remote and need special consideration. Care should be taken with this section when comparing remote buildings to ensure it has been answered consistently. | | | | | | | | Impossible to improve score. | | | | | | |
| Partnership Opportunities | 0 | 9 | 0% | 1 question on availability of other public buildings, 1 question on opportunities to accommodate other services and 1 question on congregation size contribute towards the answer. | | | | | | | | Successful mission resulting in congregation increase is the only means within the congregations control of improving section score. | | | | | | |
| Location Assessment Score | 0 | | | | | | | | | | | | | | | | | |
| As a Percentage of Total Available Score | 0% | | | | | | | | | | | | | | | | | |
| TOTAL | 0 | | | | | | | | | | | | | | | | | |
| As a Percentage of Total Available Score | 0% | | | | | | | | | | | | | | | | | |

5.4 Mission Group 1 - AMBA Summary

| Building; Church only or Church With Adjoining Hall | Minimum Standards Church Score | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Score | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
|---|---|--|------------------------|-------------|----------|---------------|------------|---|--|-------------|-----------|-------------|---------------------------|--------|----------|------------------------------|-------|--|
| St John's Church Largs | 57 | 88% | 12 | 12 | 3 | 10 | 20 | 46 | 88% | 2 | 6 | 2 | 16 | 11 | 0 | 9 | 103 | 88% |
| Cumbræ Parish Church | 56 | 86% | 15 | 7 | 3 | 10 | 21 | 41 | 79% | 2 | 4 | 2 | 14 | 9 | 5 | 5 | 97 | 83% |
| St. Columba's Parish Church | 54 | 83% | 15 | 8 | 3 | 9 | 19 | 42 | 81% | 2 | 6 | 2 | 17 | 8 | 0 | 7 | 96 | 82% |
| Clark Memorial Church | 51 | 78% | 15 | 8 | 3 | 10 | 15 | 43 | 83% | 2 | 6 | 2 | 17 | 9 | 0 | 7 | 94 | 80% |
| Fairlie Parish Church | 51 | 78% | 15 | 6 | 3 | 8 | 19 | 43 | 83% | 2 | 6 | 2 | 15 | 9 | 0 | 9 | 94 | 80% |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Same Site as Church | Minimum Standards Hall Score (Same Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Same Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Clark Memorial Church Hall | 57 | 88% | 15 | 10 | 3 | 10 | 19 | 43 | 83% | 2 | 6 | 2 | 17 | 9 | 0 | 7 | 100 | 85% |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Separate Site | Minimum Standards Hall Score (Separate Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Separate Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Toc H Hall - Largs St John's | 46 | 73% | 15 | 8 | 3 | 6 | 14 | 20 | 65% | 1 | 1 | 2 | 8 | 7 | 0 | 1 | 66 | 70% |
| | | | | | | | | | | | | | | | | | | |
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5.5 Mission Group 2 - AMBA Summary

| Building; Church only or Church With Adjoining Hall | Minimum Standards Church Score | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Score | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
|---|---|--|------------------------|-------------|----------|---------------|------------|---|--|-------------|-----------|-------------|---------------------------|--------|----------|------------------------------|-------|--|
| Ardrossan & Saltcoats Kir | 57 | 88% | 15 | 9 | 3 | 9 | 21 | 40 | 77% | 2 | 6 | 2 | 16 | 7 | 0 | 7 | 97 | 83% |
| Ardrossan Park Church an | 56 | 86% | 15 | 10 | 3 | 10 | 18 | 41 | 79% | 2 | 6 | 2 | 15 | 9 | 0 | 7 | 97 | 83% |
| Saltcoats St Cuthbert's Ch | 54 | 83% | 11 | 12 | 3 | 9 | 19 | 43 | 83% | 2 | 6 | 2 | 13 | 11 | 0 | 9 | 97 | 83% |
| West Kilbride Parish Chur | 56 | 86% | 15 | 11 | 3 | 9 | 18 | 41 | 79% | 2 | 6 | 2 | 17 | 8 | 0 | 6 | 97 | 83% |
| Stevenston Livingstone | 56 | 86% | 15 | 9 | 3 | 9 | 20 | 37 | 71% | 2 | 6 | 2 | 14 | 7 | 0 | 6 | 93 | 79% |
| Saltcoats North Parish Ch | 50 | 77% | 11 | 10 | 2 | 8 | 19 | 34 | 65% | 2 | 6 | 2 | 11 | 9 | 0 | 4 | 84 | 72% |
| Stevenston High Kirk | 42 | 65% | 13 | 6 | 3 | 9 | 11 | 39 | 75% | 1 | 4 | 2 | 16 | 10 | 0 | 6 | 81 | 69% |
| | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| Building; Separate Hall on Same Site as Church | Minimum Standards Hall Score (Same Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Same Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Separate Site | Minimum Standards Hall Score (Separate Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Separate Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Stevenston High Church H | 52 | 83% | 15 | 7 | 3 | 10 | 17 | 22 | 71% | 1 | 3 | 2 | 8 | 7 | 0 | 1 | 74 | 79% |
| | | | | | | | | | | | | | | | | | | |
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5.6 Mission Group 3 - AMBA Summary

| Building; Church only or Church With Adjoining Hall | Minimum Standards Church Score | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Score | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
|---|---|--|------------------------|-------------|----------|---------------|------------|---|--|-------------|-----------|-------------|---------------------------|--------|----------|------------------------------|-------|--|
| Kilwinning Mansefield Tri | 58 | 89% | 15 | 9 | 3 | 10 | 21 | 43 | 83% | 2 | 6 | 2 | 16 | 10 | 0 | 7 | 101 | 86% |
| Dalry Trinity Church of Sc | 56 | 86% | 15 | 9 | 3 | 9 | 20 | 43 | 83% | 2 | 6 | 2 | 16 | 10 | 0 | 7 | 99 | 85% |
| Dalry: St Margaret's Paris | 54 | 83% | 15 | 10 | 3 | 9 | 17 | 40 | 77% | 1 | 6 | 2 | 16 | 8 | 0 | 7 | 94 | 80% |
| Kilwinning Abbey Church | 51 | 78% | 14 | 10 | 3 | 9 | 15 | 35 | 67% | 1 | 4 | 2 | 13 | 9 | 0 | 6 | 86 | 74% |
| Kilbirnie: St Columba's Pa | 48 | 74% | 12 | 7 | 3 | 10 | 16 | 33 | 63% | 2 | 4 | 2 | 15 | 10 | 0 | 0 | 81 | 69% |
| Kilbirnie Auld Parish Chur | 45 | 69% | 14 | 8 | 3 | 7 | 13 | 27 | 52% | 1 | 3 | 2 | 10 | 7 | 0 | 4 | 72 | 62% |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Same Site as Church | Minimum Standards Hall Score (Same Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Same Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Dalry: St Margaret's Paris | 57 | 88% | 15 | 10 | 3 | 9 | 20 | 40 | 77% | 1 | 6 | 2 | 16 | 8 | 0 | 7 | 97 | 83% |
| Kilbirnie Auld Kirk Hall | 49 | 75% | 12 | 8 | 3 | 9 | 17 | 27 | 52% | 1 | 3 | 2 | 10 | 7 | 0 | 4 | 76 | 65% |
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| Building; Separate Hall on Separate Site | Minimum Standards Hall Score (Separate Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Separate Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Kilwinning Abbey Vaults L | 54 | 86% | 15 | 9 | 3 | 10 | 17 | 25 | 81% | 1 | 3 | 2 | 8 | 10 | 0 | 1 | 79 | 84% |
| Kilwinning Abbey Erskine | 54 | 86% | 13 | 9 | 3 | 10 | 19 | 20 | 65% | 1 | 3 | 2 | 8 | 5 | 0 | 1 | 74 | 79% |
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5.7 Mission Group 4 - AMBA Summary

| Building; Church only or Church With Adjoining Hall | Minimum Standards Church Score | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Score | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
|---|---|--|------------------------|-------------|----------|---------------|------------|---|--|-------------|-----------|-------------|---------------------------|--------|----------|------------------------------|-------|--|
| Lamlash Parish Church | 43 | 66% | 13 | 9 | 3 | 10 | 8 | 37 | 71% | 2 | 4 | 2 | 13 | 6 | 5 | 5 | 80 | 68% |
| St Molio's Church, Shiskin | 42 | 65% | 14 | 6 | 3 | 9 | 10 | 36 | 69% | 2 | 4 | 1 | 13 | 7 | 5 | 4 | 78 | 67% |
| St Bride's Church, Lochran | 43 | 66% | 15 | 6 | 3 | 10 | 9 | 34 | 65% | 1 | 3 | 2 | 14 | 7 | 5 | 2 | 77 | 66% |
| Brodick St Bride's Church | 39 | 60% | 12 | 6 | 3 | 10 | 8 | 34 | 65% | 2 | 6 | 2 | 13 | 6 | 0 | 5 | 73 | 62% |
| Whiting Bay and Kildonan | 38 | 58% | 10 | 4 | 3 | 9 | 12 | 34 | 65% | 1 | 4 | 2 | 12 | 9 | 0 | 6 | 72 | 62% |
| Corrie Church | 39 | 60% | 12 | 9 | 3 | 7 | 8 | 32 | 62% | 1 | 4 | 1 | 13 | 8 | 5 | 0 | 71 | 61% |
| Kilmory Parish Church | 32 | 49% | 14 | 2 | 3 | 5 | 8 | 22 | 42% | 0 | 3 | 0 | 7 | 6 | 5 | 1 | 54 | 46% |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Same Site as Church | Minimum Standards Hall Score (Same Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Same Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| Lamlash Parish Church Ha | 44 | 68% | 13 | 6 | 3 | 10 | 12 | 37 | 71% | 2 | 4 | 2 | 13 | 6 | 5 | 5 | 81 | 69% |
| Brodick War Memorial Ch | 44 | 68% | 14 | 5 | 3 | 10 | 12 | 34 | 65% | 2 | 6 | 2 | 13 | 6 | 0 | 5 | 78 | 67% |
| St Molio's Church Hall, Shi | 39 | 60% | 15 | 3 | 3 | 10 | 8 | 36 | 69% | 2 | 4 | 1 | 13 | 7 | 5 | 4 | 75 | 64% |
| | | | | | | | | | | | | | | | | | | |
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| Building; Separate Hall on Separate Site | Minimum Standards Hall Score (Separate Site) | As a Percentage of Total Available Score | Wind and Watertight | Safe to Use | Security | Accessibility | Facilities | Location Assessment Hall (Separate Site) | As a Percentage of Total Available Score | Streetscape | Viability | Adjacencies | Belonging and Identity | Travel | Clusters | Partnership Opportunities | TOTAL | As a Percentage of Total Available Score |
| | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0% |
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5.8 Example of Parish Grouping

BASIS OF PARISH GROUPING: ABERDEEN WEST

The congregations of Craigiebuckler (SC017158), Cults (SC017517), Kingswells (SC006865), Mannofield (SC001680) and Peterculter (SC001452) shall form a Parish Grouping from Sunday June 20th 2021 and that on the following terms and conditions:

1. Name: The name of the Parish Grouping shall be Aberdeen West Parish Grouping.
2. Values: The Parish Grouping shall seek to be:
 - Christlike
 - Welcoming - inclusive
 - Caring - respectful
 - Forward looking - continually evaluating and developing who we are as the Church of Scotland in Aberdeen West
 - Outward looking - opportunities for service, partnership, discipleship and outreach.
3. Territorial Responsibility: The bounds to be served by the Parish Grouping shall be the area served by the combined parishes of the five charges or as the Presbytery may determine.
4. Property and Funds: The property and funds belonging to or held on behalf of each congregation shall remain the property and funds of each congregation as at present.
5. Kirk Sessions: Each minister remains Moderator of his/her own Kirk Session. The Kirk Sessions shall retain their present status and authority. They shall each appoint one of their number, with the Minister and Session Clerk, to form a Development Group. The Development Group shall have the task of promoting and co-ordinating the common work of the Grouping, subject to the approval of each Kirk Session. The Kirk Sessions shall meet together at least once in each calendar year.
6. Congregational Management: The temporal affairs of each congregation shall be administered as at present.
7. Ministry: The ministers of the congregations within the Parish Grouping shall be ministers of their respective charges on the tenure to which they were inducted and the stipend of the ministers shall be payable in terms of the National Stipend Scheme.
8. Manses: The manses of the respective congregations shall continue to be the manses of the congregations during the course of the Grouping.
9. Dissolution of the Grouping: When the Parish Grouping has been in place for three years or in the event of one of the five congregations becoming vacant on the departure of a minister prior to that, it is the intention of the congregations that they shall immediately take steps to form either a Linkage of all five congregations or some other configuration and upon the approval of the Basis of Linkage or Bases of Linkages, the Parish Grouping shall be dissolved. For the avoidance of doubt, in the event that agreement on a linkage or linkages cannot be achieved within the intended timescales, the Parish Grouping shall

remain in place until such time as the situation is resolved. This is subject to compliance with the terms of the Appraisal and Adjustment Act (Act VII 2003, as amended) or any legislation which may be enacted in place of that Act.

10. Areas of Co-operation Workstreams which it has been agreed be prioritised are as follows:

- Create effective communication practices
- Cultivate a team approach for our work together:
- Minister in teams (developing ministry skills in congregations)
- Cooperate in working together
- Develop leadership at all levels
- Identify available skills and gifts
- Develop an identity as Aberdeen West Churches in moving towards further readjustment
- Create a system of care for all generations
- Develop an engaging presence in our local areas with people who are not currently involved with the church, including children, young people, and the under 40's
- Work together in outreach to Countesswells and other new communities and support Kingswells in their community audit.

11. Power to Adjust: While the articles and terms shall form the Basis of Parish Grouping for the congregations now agreeing, the congregations shall be free, like any other congregation, to adjust arrangements under the authority of the Presbytery as need may arise.

5.9 Example constitution from Shetland

Shetland Church of Scotland: Constitution of the Single Parish

1. VISION

Shetland Church of Scotland is a loving Christian community which is open and welcoming to all.

2. LOCAL CHURCHES

2.1 Definition

2.1.1 Local Churches are congregations centred around 11 Church of Scotland church buildings and 1 Methodist church building.

2.1.2 The ordinances of religion are available to the whole Parish of Shetland through the ministry of Local Churches.

2.1.3 Local Churches are subject to the jurisdiction of the Kirk Session and are in receipt of its care and support.

2.1.4 Local Churches are required to work closely with the Ministry Team, and to defer to the authority of Ministers or Interim Moderators in matters pertaining to worship and use of the building(s).

2.2 Local Leadership Teams

2.2.1 Local Churches are run by a Local Leadership Team.

2.2.2 At an annual congregational meeting, moderated by a Minister or Interim Moderator and held before 30th June, each Local Church shall appoint its own Leadership Team. This Local Leadership Team shall run the Local Church in a way that is appropriate to the Local Church's own circumstances. There should be a majority of Church of Scotland members or adherents on the Local Leadership Team.

2.2.3 Short periods of leadership are acceptable, and no-one should be expected to remain on the team indefinitely.

2.2.4 Each Local Leadership Team should include a Local Contact Person, and a Local Treasurer.

2.2.5 The Local Contact Person is the main point of contact between the Parish (Ministry Team, Kirk Session, Administration) and the Local Church.

2.2.6 The Local Treasurer liaises with the Parish Administrator/Treasurer to keep track of offerings, receipts, and all such money matters. They shall maintain basic accounts, and supply them to the Parish Treasurer or the Kirk Session upon request.

2.2.7 The Local Leadership Team shall not be required to produce agendas or keep detailed minutes of meetings, but should keep brief minutes of Key Decisions and Tasks, to be signed by two people.

2.2.8 The Local Leadership Team shall meet informally as and when required, and the ministry team should be informed in advance where possible. All such meetings are open meetings.

2.2.9 The Local Leadership Team shall be supported by a member of the Ministry Team, and will operate within their authority. This member of the Ministry Team may call a Team meeting or a congregational meeting whenever required. All such meetings are open meetings unless the Minister or Interim Moderator designates the meeting to be in camera.

2.2.10 The Local Leadership Team shall be supported by the United Kirk Session, and will operate within its authority.

2.2.11 The Minister or Interim Moderator of the Charge retains the final say on the use of buildings.

2.3 Local Church Entitlements

Every Local Church Congregation can expect:

2.3.1 a service of worship every Sunday, except when united services are taking place

2.3.2 the freedom to devise patterns of mission and ministry which suit their local context

2.3.3 help and support from the Ministry Team

2.3.4 help and support from the Kirk Session and its teams

2.3.5 everyday expenses paid centrally, e.g., heating, lighting, insurance, supply preaching

2.3.6 a sum of money every year for local Mission (75%) and Congregation (25%)

2.4 Local Church Responsibilities

Every Local Church is expected to:

2.4.1a engage in mission to their local area.

2.4.1b prioritise work with children and youth

2.4.1c work with stakeholders in the local community alongside ecumenical partners

2.4.2 ensure that worship is carried out regularly and in good order

2.4.3 provide local, informal, and loving pastoral care to church-goers and community

- 2.4.4a attend to the Christian education, spiritual nourishment and growth of their congregation
- 2.4.4b identify and develop the skills and gifts of individuals.
- 2.4.4c encourage and develop the gifts of local people in leading worship.
- 2.4.5a identify potential new elders
- 2.4.5b send at least one elder to be part of the Kirk Session
- 2.4.5c any Session Elder will also be a member of the Local Leadership Team.
- 2.4.6a pay in and keep account of the weekly offering
- 2.4.6b liaise with the Parish Treasurer re. spending and receipts
- 2.4.6c engage in fundraising
- 2.4.6d work with the Kirk Session on initiatives such as Stewardship Campaigns
- 2.4.7a engage in basic maintenance and upkeep of their building (where applicable), and to keep the Kirk Session informed as to the condition of the fabric
- 2.4.7b ensure the health and safety of all users of the building
- 2.4.8 ensure safeguarding procedures are fully implemented
- 2.4.9 take part in united Shetland Parish services and events
- 2.4.9b work collaboratively with other local denominations of the Christian Church.
- 2.4.10 give a yearly report to the Kirk Session, or as requested

2.6 Local Finances

- 2.6.1a Every year each Local Church shall be allocated a sum of money as decided by the Kirk Session to spend directly on Mission and Congregation. This sum, called the Mission and Congregation Fund, shall initially be the same for all congregations regardless of size, and thereafter may be increased according to the Local Church's need and vision.
- 2.6.2 The Mission and Congregation Fund for each church shall be held centrally, and claims against it processed by the Treasurer.
- 2.6.3 Of this sum, 75% is for Mission. Mission is defined as any activity which helps connect non-church-goers with the good news of Jesus Christ, whether in terms of welcoming them into the family of the church, or getting alongside people in the community.
- 2.6.4 Of this sum, 25% is for the Congregation. This is to be spent on any materials or activities which enhance the worship, spiritual life, and fellowship of the congregation. Invoices and receipts should be submitted regularly to the Parish Treasurer.

- 2.6.5 If any larger sums are needed, these would come as a request to the Kirk Session.
- 2.6.6 If the Local Mission and Congregation Fund is not spent by the end of the year, it returns to the central parish funds. However, the same base fund will be issued to each Local Church the following year as usual.
- 2.6.7 Each Local Church is required to play its part in meeting the Parish of Shetland's dues and expenses through weekly offerings and through fundraising.
- 2.6.8 Local Churches shall not retain their own finances. All transactions, no matter how small, shall be processed through the Shetland Church of Scotland accounts. This includes all monies raised through donations, legacies, or fundraising.
- 2.6.9 Local Churches are free to hold designated fundraising events or collections for other charities, e.g., for Christian Aid. Monies collected are to be processed through the Shetland Parish accounts.
- 2.6.10 With appropriate permissions, Local Churches can also do fundraising for a specific Local Church project. This would not affect their Mission and Congregation Fund. Monies collected are to be processed through the Shetland Parish accounts.
- 2.6.11 With appropriate permissions, Local Churches shall be able to draw on current restricted funds where these are relevant. This will apply also to any future restricted funds (eg, through legacies).
- 2.6.12 Local Churches cannot establish their own restricted funds, and nor can they establish their own bank accounts.
- 2.6.13 Guild funds remain separate from Local Church funds.
- 2.6.14 Sunday School funds remain, or can be established, separately from Local Church funds.