

# Presbytery of Buchan

Mission Plan 2022 Committee

 The Church of Scotland



# Presbytery of Buchan Mission Plan 2022 Committee

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## Opening Worship

Leader : Jesus says, "I am the way for you"

ALL : ***And so we come to follow Christ***

Leader: Jesus says, "I am the truth for you"

ALL : ***And so we come to dwell in the light***

Leader: Jesus said, "I am the Life for you."

ALL : ***And so we come, leaving behind all  
else to which we cling***



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Bible Reading

**Luke 5:1-11** - Jesus Calls His First Disciples

**Reflection** - 'Small Boy' by  
Norman MacCaig

**Opening Prayer & Lord's Prayer**



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**‘So they pulled their boats up on shore, left everything and followed him.**

(Luke 5: 11)



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‘What are we prepared to give up?’



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In 2019 The General Assembly of the approved the Radical Action Plan to reform the Church of Scotland.

This was in response to decades of decline and a significant financial deficit. (£11.4 million last year.)

There is an urgent need to redefine our key priorities – mission and remain a National ‘grass roots’ Church.

It is clear that in future we will be a smaller church with reduced resources.





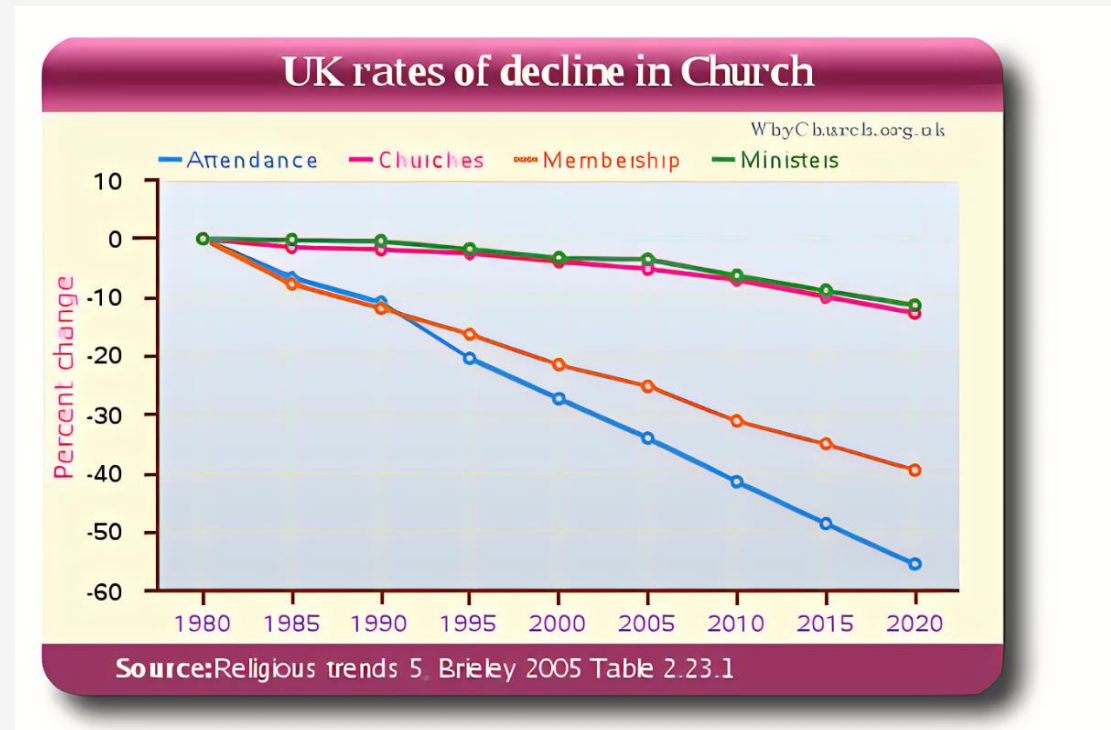
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Since the 1950s, the Church of Scotland has lost c. 80% of its membership, and it is now half the size it was in 2000. Membership is declining at around 4% per annum.

## Church of Scotland Membership

1966	1,230,000
2006	504,000
2010	446,000
2014	380,164
2017	336,000
2021	325,695





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There are difficult and challenging choices that need to be made.

In refocussing the work and witness of the church, getting congregations praying and working together, enabling the gifts of the whole people of God to be used, and in making mission the number one priority, we trust that God will renew His church and revisit our land.



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In bringing forward the suggestions for a new Presbytery Plan, the Mission Plan 2022 Committee has sought to adhere to the following core values:

- Honesty
- Sustainability
- Practicality
- Transparency
- Flexibility
- Grass Roots participation
- Mission (Most important of all!)



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## Mission

The October 2020 General Assembly agreed that for the Church to be fit for purpose in the 21st Century, 'the five marks of mission' must be evidenced at local, regional, and national levels.

At the 2021 General Assembly, it was agreed that 'the five marks of mission' must be central to Presbytery Planning.



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## *The five marks of mission are:*

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





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## ***The goals of the new Presbytery Plan:***

### ***Missional***

Mission is at the heart of our planning. We seek the formation of sustainable congregations and groupings, that have the capacity to offer mission, relevant to the communities they serve.

### ***Flexible and transformative***

To be open to the leading and renewing of the Holy Spirit and for this to be evidenced in the life of God's people. This must include an openness to change. Whilst tradition does have its place, we must resist the temptation to pour new wine into old wineskins.



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## ***The goals of the new Presbytery Plan:***

### ***Context***

Our approach to mission, worship and church life should reflect the cultural context of the North-East and the communities which each of the groupings serve.

### ***Joyful and attractive***

Worshipping God in spirit and truth is not the same as being entertained! The mission, worship and life of God's people should reflect and embody the fruits of the Holy Spirit, which includes joy.

### ***Technology***

To make full use where possible of the opportunities provided by modern technology, including online worship, study groups etc.



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## *The goals of the new Presbytery Plan:*

### **Staffing**

The National Allocation of centrally funded full-time equivalent (FTE) posts will reduce to 600 across the whole of Scotland. This includes both ministers and parish/presbytery workers.

Within the Presbytery of Buchan the allocation will be reduced from **22.5 to 14 FTE**. (Five year transitional period.)

To put the figures into context, The Presbytery of Edinburgh is facing a reduction of from 78 to 48.5 FTE posts.

It is expected that the reduction in numbers will take place due to retirement. Back in 2018 it was estimated that 75% of Ministers of Word & Sacrament were over the age of 50.



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The Mission Plan 2022 Committee have sought to propose a distribution of posts across the Presbytery of Buchan as fairly as possible.

- There will be challenges in adapting to the new reality.
- There are issues of expectation and avoiding burnout.
- Need for flexibility and working together.
- A changing role for Ordained Local Ministers and Readers.
- Renewed emphasis on the Ministry of the whole people of God.
- We hope it will be easier for groupings to attract new Ministers.





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## ***Groupings***

Building on the work of the Strategy Group and feedback from congregations, the Mission Plan 2022 Committee are recommending the formation of 8 groupings, across the Presbytery of Buchan.

Each of the proposed groupings will be encouraged to work together to develop core missional and congregational priorities.

The proposed groupings may take different forms, depending on the local context and circumstances.



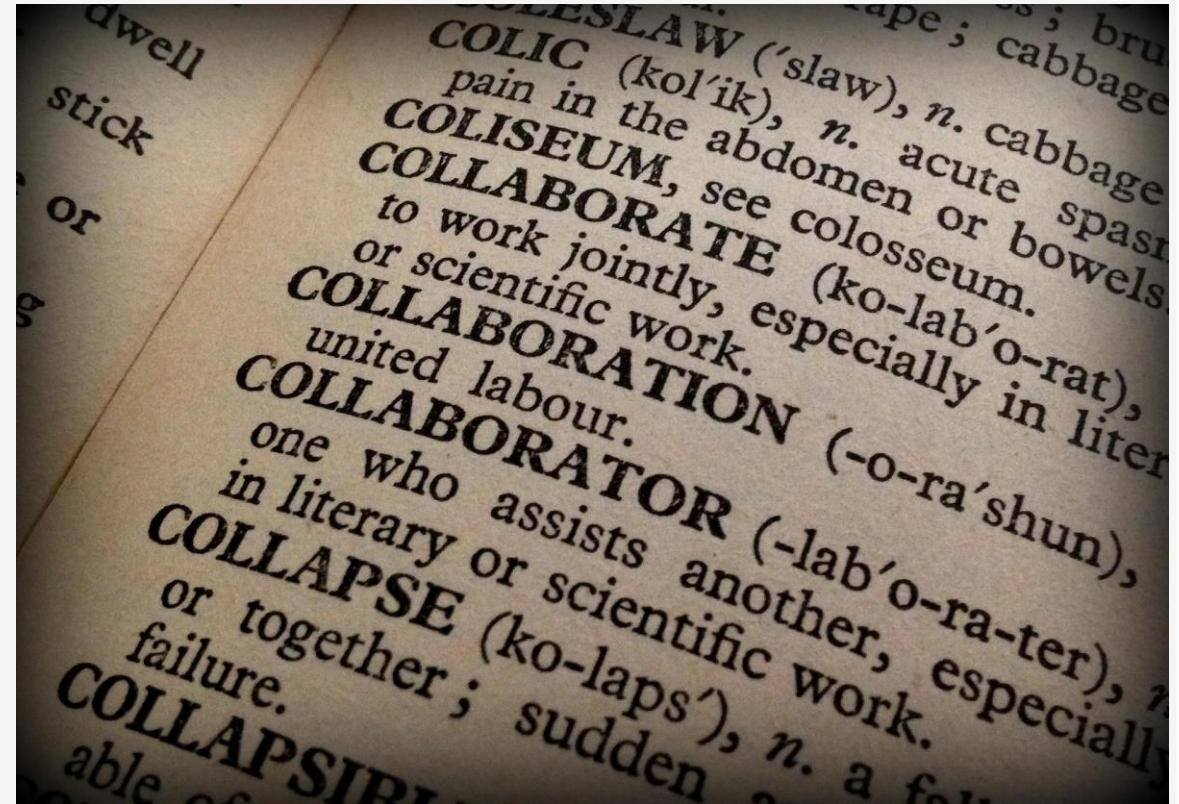
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## ***Guidance and Code of Practice v 1.4 Presbytery Mission Plan Act***

6.6 Congregational groupings should move towards fewer decision-making bodies and fewer buildings, with effective numbers of office bearers.

Multi-linkage charges should be strongly discouraged, as congregations in various forms of partnership need to be sharing vision for mission and life, and a requirement for too many office bearers drains the energies of Ministry leadership with the potential for miscommunication, divergence of vision and lengthening decision-making processes.



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Groupings may take different forms –

- Commitment to a common identity which includes recognising the need for change: honouring the past, yet moving forwards.
- Collaboration is key in all future working relationships.
- Changing our structures and refocussing our priorities does not necessarily ‘save’ the church as it is. Problems and challenges will remain, as will opportunities.
- Ministry of the whole people of God is crucial.
- One size does not fit all. The church needs to be shaped according to the context of the grouping.



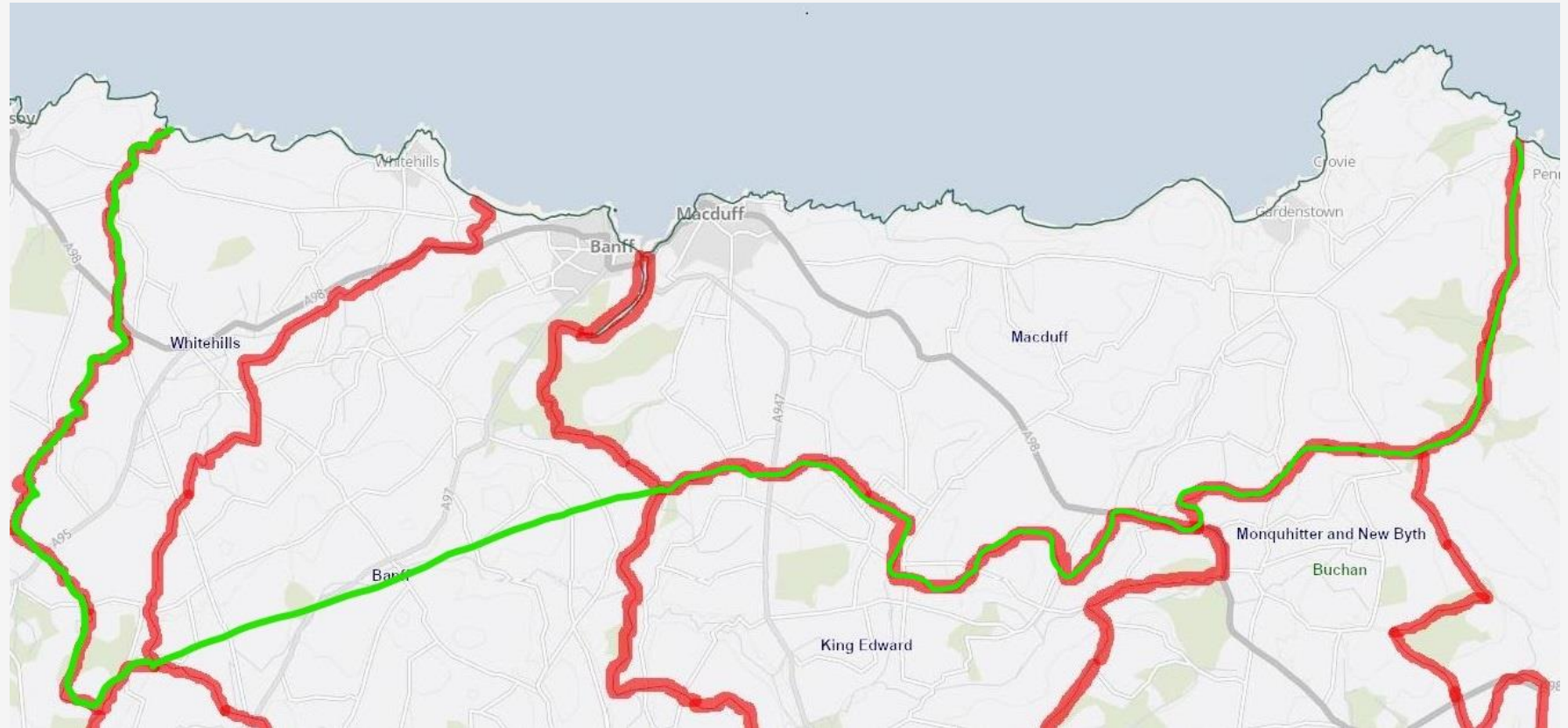


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## Proposed Grouping 5

- Macduff
- Banff
- Whitehills





# Presbytery of Buchan



The Church of Scotland

Grp	PARISH	constt.	active elders	Members and adherents	Parish population estimate	attached OLM/Reader/Other	nursing/pastoral care visiting team homes in parish	Time of Sunday Services	Additional Weekly Services	Monthly/Occasional Services	Bible Study /Prayer Meetings	funerals in past 12 months	Baptisms 12 months pre covid	Weddings 12 months pre covid	New members 12 months pre covid	Session meetings 12 months pre covid	Board meetings 12 months pre covid	Sub com. meetings		Other speaking engagements		No. of child/youth groups	No. adult groups?	No. of Chaplaincy schools in parish
																		12 months pre covid	Courses 12 months pre covid	School assemblies 12 months pre covid	12 months pre covid			
5	Barff	Unitary	22	346	4950	0	YES	1	11.00am		monthly evening/monthly Care Home	15	0	0	0	8	n/a	not given	not given	not given	not known	2	2	3
	Macduff	Model	28	531	5165	Andy Simpson Reader non attache	YES	1	11.00am + 6.00 pm	2	Weekly	25	1	4	2	7	7	20	1	12	3	4	4	2
	Whitehills	Model	not given	254	1572		None	2	11.30am		ad hoc	5	0	0	0	4	4	?	0	1	0	1	1	not given

**Proposed Grouping 5**

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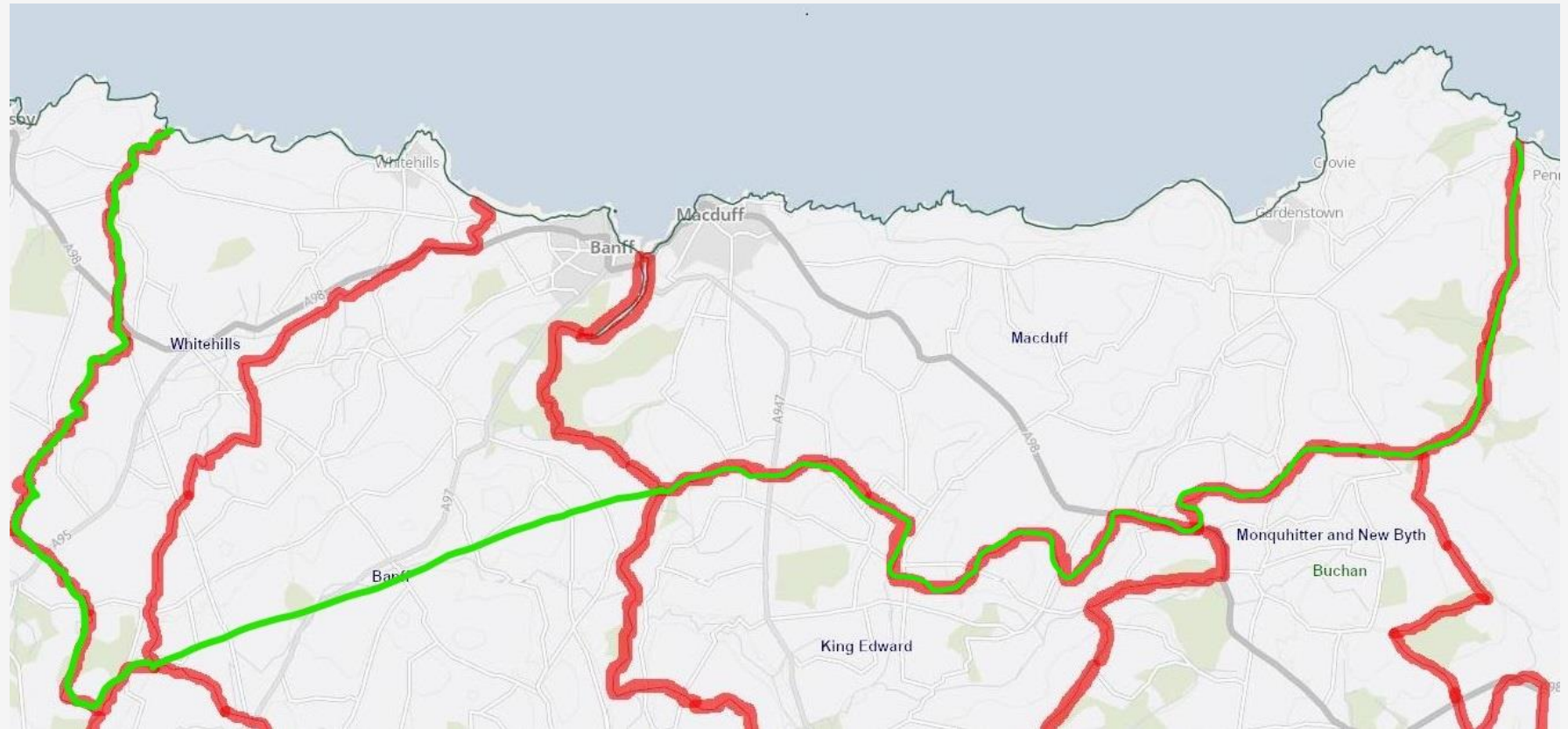
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## Proposed Grouping 5

- Macduff
- Banff
- Whitehills

Population 11,687  
Funerals c. 35

**Posts (FTE) 1.5**



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Feed back to your Kirk Sessions and Congregations –

- Prayerfully consider the proposals
- What do they think?
- How do they feel?
- Are they in agreement with the grouping suggested?
- Do they understand the thinking behind the proposed allocation for FTE posts?

Only after the proposed Groupings have been finalised will buildings be discussed.

Each Kirk Session feed back to the Mission Plan 2022 Committee using the form that will be provided and return to the Presbytery Clerk before 7<sup>th</sup> April 2022.



Where do we go from here?





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- This is a work in progress....
- Need to start developing working relationships across the groupings and see what we can do together to further the mission of Jesus Christ.
- Mission Plan 2022 Committee will use the responses from Kirk Sessions to shape the final draft of the Mission Plan



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## Process time line

- Agreement of Groupings
- Discussion about buildings within the agreed Groupings
- Preparation for final draft plan for the consideration of Presbytery
- Approved Plan submitted to appropriate Committee of the General Assembly for consideration
- Plan returns to Presbytery (for revision or implementation)
- Enter into the implementation period with Congregations working together within the Groupings.



# Closing worship

