

The Church of Scotland Presbytery of Perth

A plan for Presbytery 2012 - 2022

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.....but those who hope in the LORD
will renew their strength.
They will soar on wings like eagles;
they will run and not grow weary,
they will walk and not be faint.

Isaiah 40: 31

A Plan for Presbytery

Discussion across the Churches in Britain have come to an understanding that while society has changed and the ways in which people relate to, and interact with, one another, we are still exercising a model of parish ministry that is no longer best suited to the needs of today's society.¹ Therefore, following the instruction from the General Assembly, the Presbytery of Perth remitted the formation of a new Presbytery Plan to the Appraisal Committee to prayerfully draw up new ways of meeting the needs of the areas for which we have a spiritual responsibility and make best use of the resources available to us.

The following document is the outcome of those proceedings.

1. Presbytery Overview

The Presbytery of Perth serves an urban/rural community with 35 congregations, organised into 25 charges, ministering to approximately 107,000 parishioners of whom about 15,000 are members of the Church of Scotland.

The communities served are diverse – offering both exciting opportunities and challenging issues. In many of our communities the Church provides an important community dimension that is well recognised.

Sustainable Ministries

The 2010 Ministries Council report included three important policies in relation to Presbytery Planning:

| | |
|--------------------------------------|------------------|
| Planning with Purpose | (Section 1.4.7) |
| Planning for a Variety of Ministries | (Section 1.4.6) |
| Planning and Finance | (Section 1.4.11) |

While forming this Presbytery Plan there have been times when much prayerful reflection was required as we sought to take these policies into consideration.

¹ Mission Shaped Church (2004) - Church of England - pg 36.

2. Presbytery Structure: Who we are

Under the General Assembly's Act VII 2003 every Presbytery has to have a ten year plan for the deployment of ministries paid from the Parish Staffing Fund. At the 2010 Assembly there was a further instruction to review current plans as the Ministries Council reduces staff levels. In this new dispensation, the Presbytery of Perth is to have, by 2014, 26 ministry posts paid through the Parish Staffing Fund.

This section sets out a basis on which these professional resources might be best used by making the main driver not staff shortage nor congregational self-interest but the missional opportunities all around us.

1. Lower Earn Valley:

3 congregations

| |
|---------------------------|
| Abernethy, Dron & Arngask |
| Dunbarney & Forgandenny |
| Stewartry of Strathearn |

2. West (A85 Corridor) :

4 congregations

| |
|---|
| Almondbank/Tibbermore l/w Methven & Logiealmond |
| Fowlis Wester, Madderty & Monzie l/w Gask |

3. Crieff Area:

5 congregations

| |
|------------------------------------|
| Crieff |
| Comrie l/w Dundurn |
| Muthill l/w Trinity Gask & Kinkell |

4. Auchterarder Area:

3 congregations

| |
|----------------------|
| Auchterarder |
| Ardoch l/w Blackford |

5. North (A9 Corridor) :

5 congregations

| |
|---|
| Auchtergaven & Moneydie l/w Redgorton & Stanley |
| Cargill - Burrelton l/w Collace |
| Scone (Including St David's) and St Martins |

6. Carse of Gowrie:

3 congregations

| |
|-----------------------------|
| Errol l/w Kilspindie & Rait |
| St Madoes & Kinfauns |

7. Loch Leven District:

4 congregations

| |
|---|
| Cleish l/w Fossoway St Serf's & Devonside |
| Orwell & Portmoak |
| Kinross |

8. Perth City (not in Parish Grouping):

4 congregations

| |
|------------------------|
| Letham St Mark's |
| Perth Riverside |
| Craigie and Moncreiffe |
| Kinnoull |

9. Perth City Centre Grouping:

4 congregations

| |
|---|
| St Matthew's |
| Perth North |
| St Leonard's-in-the-Fields l/w St Johns |

3. Presbytery Diversity

In the Mission and Discipleship Council Deliverance to the 2010 General Assembly the Rural Strategy Team used the following definition to assess the characteristics of rural charges:

- *Rural* 'settlements with a population of less than 3,000'
- *Accessible Rural* 'settlements of less than 3,000 people and within a 30-minute drive of a settlement with a population of 10,000 or more'
- *Remote Rural* 'settlements of less than 3,000 people and with a drive time of over 30 minutes to a settlement with a population of 10,000 or more'

From this information charges within the Presbytery of Perth which fall into these categories are as follows²:

Perth Presbytery

Accessible Rural

| | |
|----------------------------------|-----------------------------|
| Abernethy & Dron & Arngask | Gask |
| Almondbank Tibbermore | Kilspindie & Rait |
| Ardoch | Methven & Logiealmond |
| Auchtergaven & Moneydie | Orwell & Portmoak |
| Blackford | Redgorton & Stanley |
| Cargill Burrelton | St. Madoes & Kinfauns |
| Cleish | St. Martins |
| Collace | The Stewartry of Strathearn |
| Dunbarney & Forgandenny | Trinity Gask & Kinkell |
| Errol | |
| Fossoway: St Serf's & Devonside | |
| Fowlis Wester, Madderty & Monzie | |

Remote Rural

| |
|---------|
| Comrie |
| Dundurn |
| Muthill |

The most recent SIMD Population information for Scotland³, although not fully matching the parish boundaries within the Presbytery of Perth, identified the four most deprived areas within the presbytery as follows:

| Perth Presbytery | Parish | SIMD Level |
|------------------|------------------------------|------------|
| | Perth Letham St Mark's | 8 |
| | Perth North | 7 |
| | Perth Riverside (New Charge) | 7 |
| | Perth St John's Kirk | 6 |

SIMD level 1 has the most deprivation and level 20 the least.

Although there are small areas of deprivation across Perth & Kinross the remainder of parishes within Perth Presbytery fall into levels 11-18.

²http://www.churchofscotland.org.uk/__data/assets/pdf_file/0003/3459/ga10_reports_missiondisciple.pdf

³ Scottish Index of Multiple Deprivation: mid-year estimates of population as at June 2010, the most recent figures available, were provided by Rev Dr Fiona Tweedie, Church of Scotland.

From this information it is evident that the Presbytery of Perth ministers to a diverse group of people, located in a spread of distinct geographical settings; town, rural and remote rural.

4. Principles of the Plan

The Ministries Council has provided guidelines regarding what they would expect to see in the resultant Presbytery Plan. The Plan *should*:

- *be strategic*
- *have mission as its first Priority*
- *consider a variety of ministries*
- *lead to a sustainable future*

The Ministries Council has also stated at the Consultation Meeting in October 2010 that the key criteria for acceptance by the Presbytery Planning Task Group was whether, as a Presbytery, we are working within our FTE (full-time equivalent) numerical allocation and to what extent we are working within the Ministries Council's 9 Principles for Planning, and these guidelines have influenced our plan.

The nine principles proposed by Ministries Council were initially discussed and accepted by the Presbytery of Perth at our meeting in September 2010, and are as follows:

- *Communities*
- *Mission*
- *Ecumenically*
- *The poor*
- *Whole people of God*
- *Congregations*
- *Mixed economy*
- *Financial responsibility*
- *Buildings*

MISSION – THE PRIMARY PRINCIPLE

Jesus drew near and said to them “I have been given authority in heaven and on earth, Go, then, to all peoples everywhere and make them my disciples: baptise them in the name of the Father, the Son, and the Holy Spirit.” Matthew 28:18.

“Mission” is the primary principle in our Planning.

In an earlier time the outworking of mission was seen primarily in the context of

- sending out missionaries to convert those with no belief to Christianity by the preaching of the Word.

In this *Change of Age* it might be argued that,

- while the preaching of the Word remains the cornerstone of mission,
- there are other activities that bring the attention of the community to the love of God including the example set by those claiming to be Christians through their own lifestyles and the activities they offer in both church and parish communities.

The primary purpose of the Church is to bring the Good News of salvation *in* and *through* Jesus Christ our Lord. This can be demonstrated by churches and congregations that are vibrant and dynamic

- deploying all of our resources, human and other, clerical and laity, to support this mission.

The Committee has sought to ensure the longer term sustainability of Christian Communities which serve their parishes; and invite local parties into longer term thinking that may lead to laying future church foundations and to move away from the fears of decline management.

The Appraisal Committee is aware that many churches in the Presbytery actively pursue every opportunity to demonstrate God's love through the activities they develop and the manner in which they conduct themselves....but would like to highlight to everyone that failure to develop the ministry of all God's people will not take the mission of the Church forward – every congregation requires to reconsider fundamentally the approach adopted to our mission

Parish ministers have specific skills and talents, but so too does Eldership. And the Appraisal Committee would encourage Kirk Sessions, and congregations, to think how they can support their minister in undertaking the mission of our Lord.

The Health of the Churches

While Jesus' Great Commission forms the mission for the whole Church, how we accomplish our mission locally is shaped by the context in which we are set and the resources available to us.

In conjunction with the indices identified by Ministries Council early in 2011 the Appraisal Committee grappled with the need for a radical revision of the Presbytery Plan. The changes were being driven by a 24% staffing reduction from 29 to 22 FTE posts⁴ – though, with the re-evaluation of population statistics this has since been moderated to 26 FTE posts.

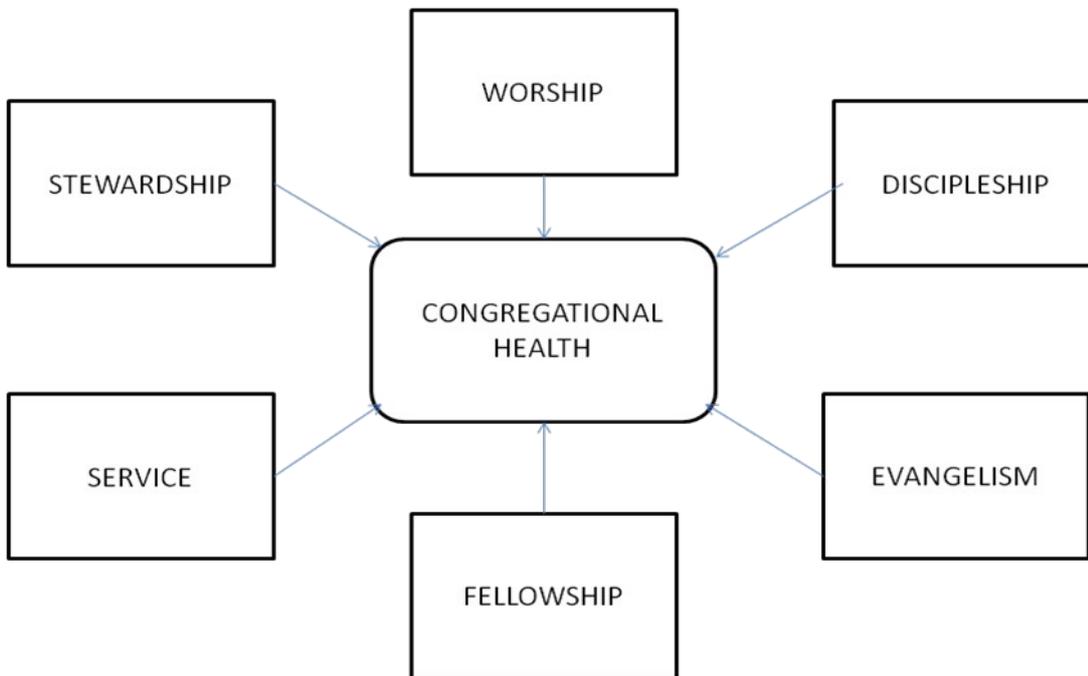
Such a dramatic reduction in ministries obviously required the Committee to take a very critical look at the current deployment of parish ministers and PPWs (Presbytery Parish Workers) across Presbytery.

As part of the search for a more effective deployment of ministries it seemed useful to collect from Kirk Sessions information about the “health” of each and every congregation. This information, although more subjective than the statistical data available from Annual Reports and Five Yearly Visits, would provide each Kirk Session with the opportunity to directly input into the Appraisal Committee's work.

The AC working party began its task by reviewing existing academic research on what makes for a healthy church. While there are many aspects of church health it finally developed a model based on measuring six component dimensions of healthy churches. The model may be summarized as follows:

⁴ The original Presbytery Plan had an allocation of 27 ministries. However, this allocation had not yet been reached and 29 ministries were supported within the Presbytery bounds.

DIMENSIONS OF CONGREGATIONAL HEALTH



A series of questions was developed to help assess each of the six dimensions of Congregational Health.

The survey called mostly for simple Yes/No responses with space for clarifying comments. However, Sessions were also asked to provide an overall numerical rating [on a scale from zero to five] of how well they believed their Congregation was doing on each of the six main dimensions of health: Worship, Discipleship, Evangelism, Fellowship, Service, and Stewardship.

A copy of the final questionnaire was mailed out to Session Clerks [with a copy to the Minister] together with a Covering letter from the convener of the Appraisal Committee.

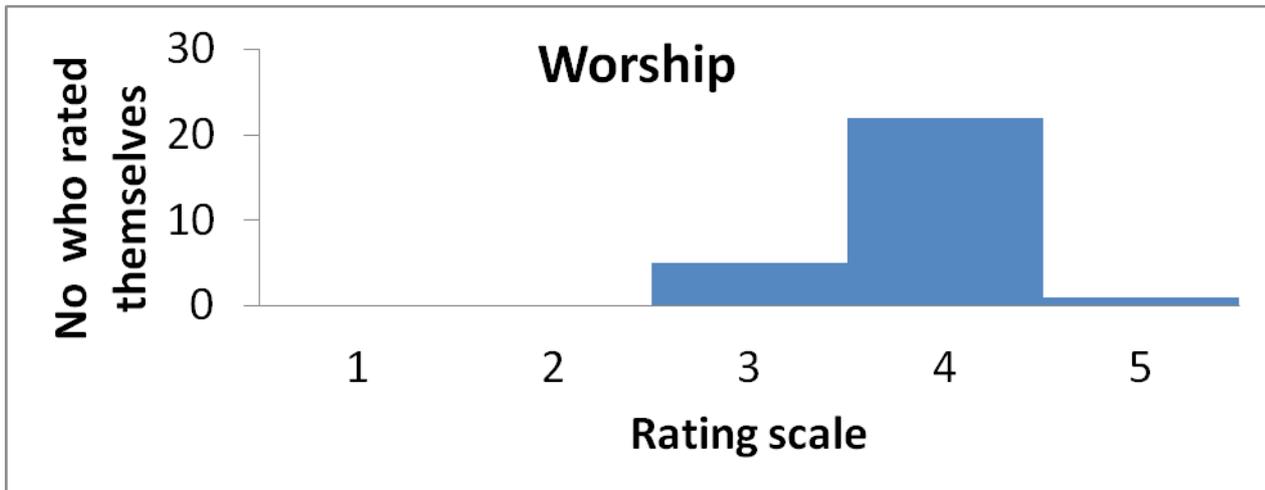
Response to the survey was generally positive. Kirk Sessions appeared to welcome the information in the Convener's covering letter about the proposed cuts in ministry staffing and valued the opportunity to provide some direct input to the Appraisal Committee's deliberations.

Although two Sessions felt unable to respond to the survey, the Committee received a great deal of encouraging feedback that others had enjoyed participating in the survey. Many felt it had challenged them, in a positive way, to think systematically about what was going well in their Congregations and where there were opportunities for improvement.

A great deal of detailed information was provided about the life and health of individual congregations in the Presbytery. The next section of this report provides a brief summary of the main findings.

The results of this feedback are noted in two formats: Presbytery Summary and Raw data (which has been refined and included in each specific missional group).

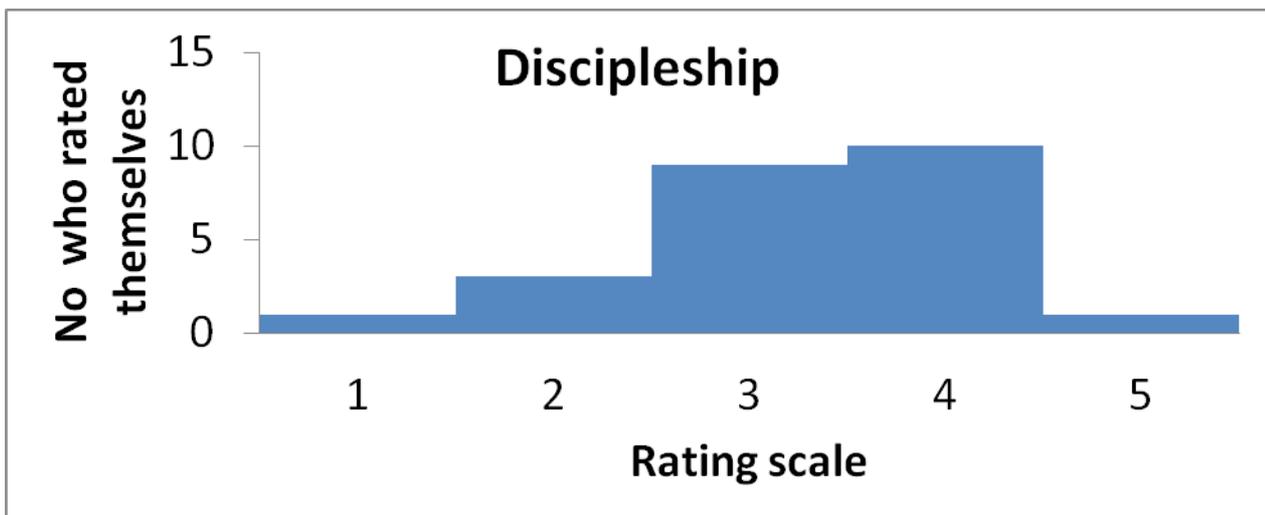
Worship



Comment:

For worship the distribution of scores ranged from 3 to 5. The average score across all Congregations was 3.85. Most congregations appear to be satisfied with their efforts in worship and think they are doing pretty well with the majority giving themselves a score of 4 on the scale. One has to wonder, however, if worship is so well done why increasingly fewer people attend?

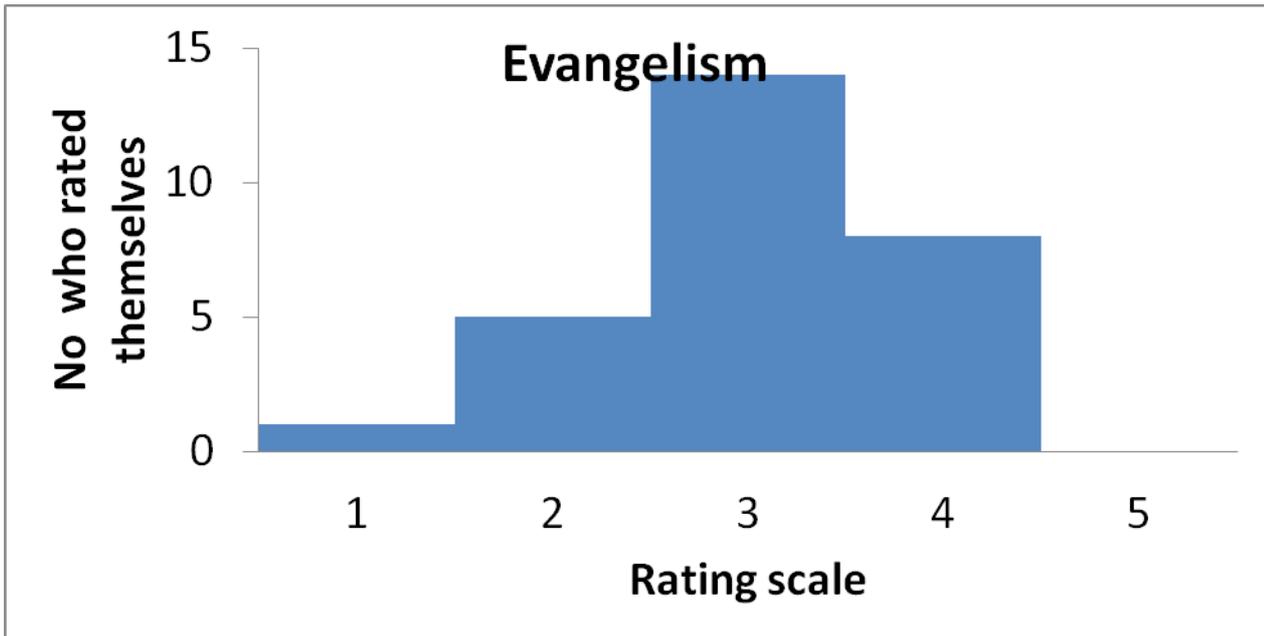
Discipleship



Comment:

The score given for the discipleship dimension of health was broader than that for worship. The range of scores ran right across the scale. The average score was 3.29. Kirks appear to rate their effectiveness on the discipleships dimension somewhat lower than their worship provision.

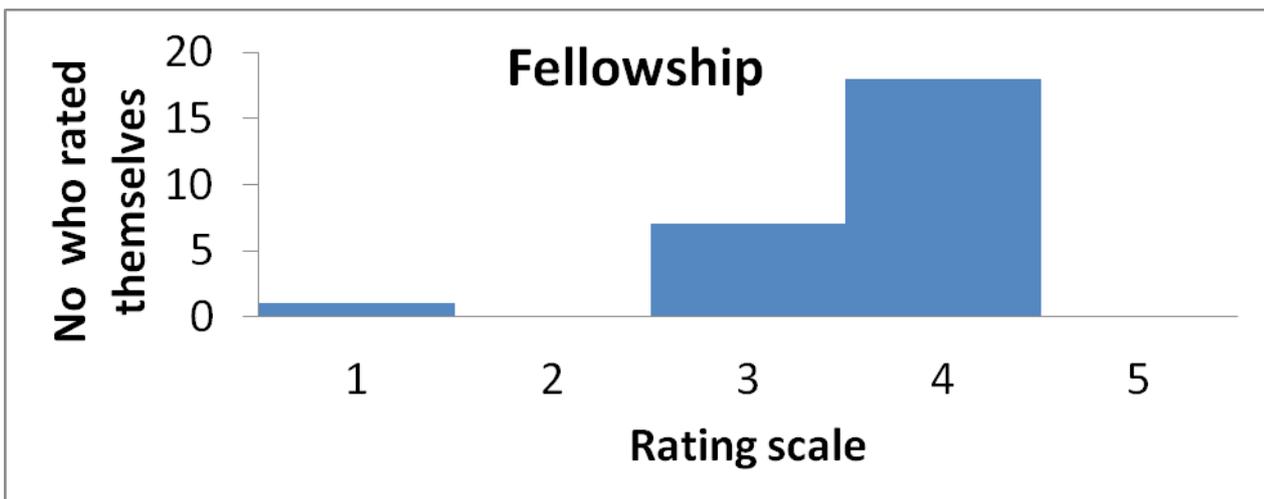
Evangelism



Comment:

The range of scores for Evangelism ran from 1 to 4 with the average score being 3.03. Sessions seem to consider their efforts in this area as less effective overall than worship and discipleship.

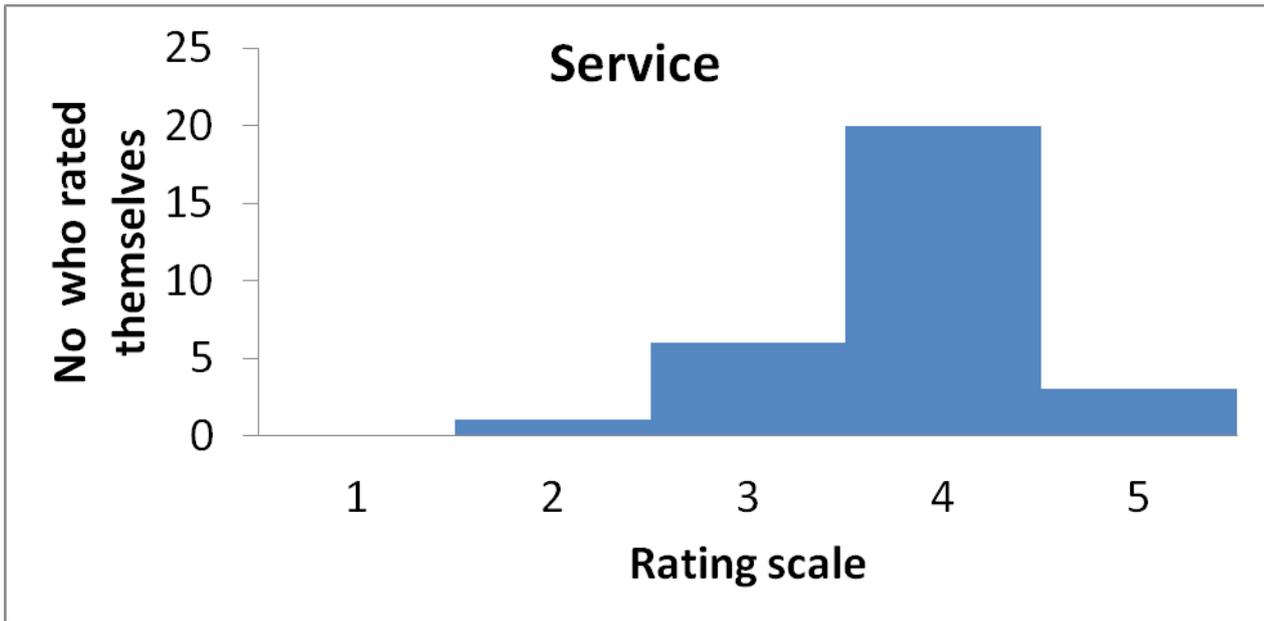
Fellowship



Comment:

The range of scores on the Fellowship dimension was from 1 to 4 on the scale. However, only one outlier rated itself at the lower end of the scale with the majority of Sessions grading themselves at 4. The Average score was 3.75.

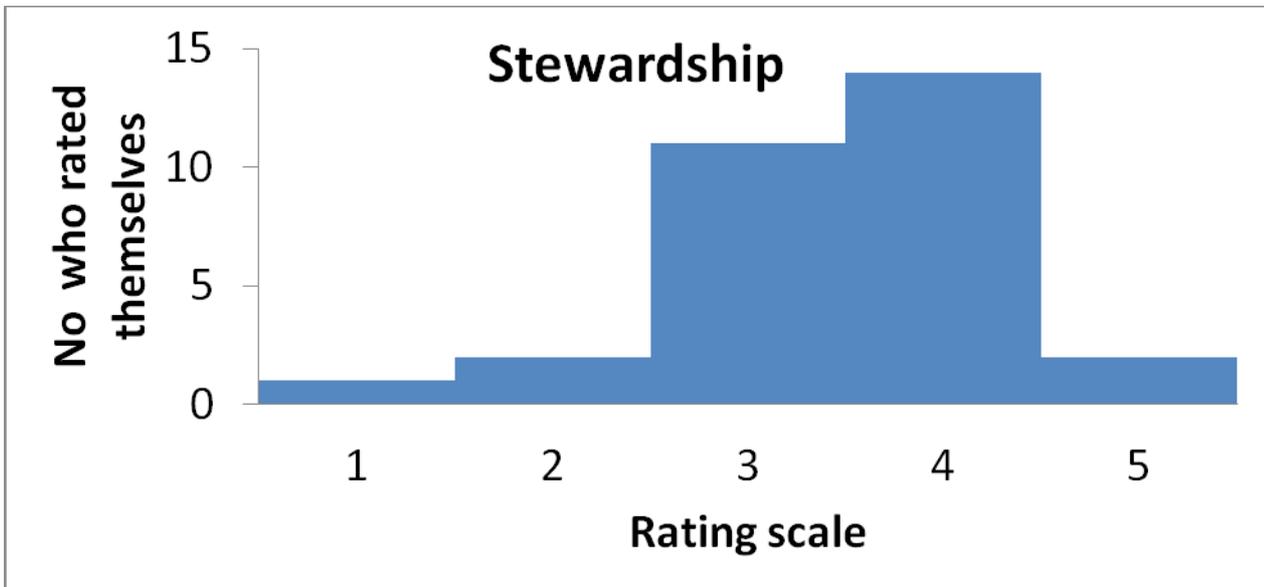
Service



Comment:

Scores ranged from 2 to 5 overall with the average score being 3.79. 22 churches of the 29 responding gave themselves a score of 4 or 5 which seems to indicate a generally positive self assessment for service provision.

Stewardship



Comment:

For Stewardship, Kirk sessions gave themselves scores over the whole range. The average score was 3.41.

The table below summarizes the results of the self assessments provided by Kirk Sessions for the six health dimensions.

| | Average score | % who rated themselves 4 or 5 |
|--------------|---------------|-------------------------------|
| Worship | 3.85 | 82% |
| Discipleship | 3.29 | 46% |
| Evangelism | 3.03 | 28% |
| Fellowship | 3.75 | 72% |
| Service | 3.79 | 75% |
| Stewardship | 3.41 | 51% |
| | | |

The results of the self assessment exercise seem to show that Kirk Sessions:

1. believe they are doing less well on the Evangelism, Discipleship and Stewardship aspects.
2. grade themselves better on Fellowship and Service and best of all on Worship.

These results are perhaps not surprising but the low rating on Evangelism points very directly at one of the reasons for declining membership of the Kirk.

The overall picture indicates a Presbytery which enjoys the fellowship of worshipping together and does some good work in community service but which is failing to reach out with our Message to the wider world.

SECONDARY PRINCIPLES

1. Communities

Within the Presbytery of Perth, as indicated above, each parish served falls into either of 3 categories: town, rural, remote rural. However, some charges encompass a mix of these communities, therefore may require more flexible ministries.

Population statistics for parishes have been available to presbytery for some time, although it has always been acknowledged that these figures were 'rough estimates' and have not been as accurate as they could have been. We sought the advice of Rev Dr Fiona Tweedie who provided population statistics to the Ministries Council to determine if she could supply Presbytery with more accurate figures. The figures supplied come from the most recent statistics of June 2010. However,

- due to uncertainties regarding parish boundaries (postcodes), and
- the small numbers in specific data zones

a proportion of the population figures remain inaccurate.⁵

2. Ecumenically

Within the bounds of the Presbytery there is a rich diversity of local ecumenical activity with many congregations working well with their local ecumenical partners. However, although we acknowledge that this work can be developed, we would also like to ensure that the uniqueness of the Church of Scotland is retained.

⁵ We have included the more recent population figures in the plan with notes identifying inaccurate figures.

At its meeting in March 2011, Presbytery approved for a series of meetings to take place between the Convener of Appraisal, and the Most Revd David Chillingworth, Bishop of St Andrews, Dunkeld and Dunblane, and Primus of the Scottish Episcopal Church, to ascertain if there is a common way forward for both churches. The numbers of participants from both churches has grown but, although more than one year down the line, these meetings are only now beginning to determine a way forward.

In some parts of the Presbytery cooperation between denominations is channelled through more formal bodies embracing a significant number of churches and denominations eg Perth Action of Churches Together (PACT⁶), TullochNet⁷, C-in the Park (Crieff): and particularly involve Baptists, Methodists, and Episcopalians.

In other parts of the Presbytery cooperation is forged between smaller groups of churches from 2 or more denominations, for example, Comrie & Dundurn with the Episcopal Churches from Crieff to Lochearnhead.

Ecumenical Activities across Presbytery vary in scale: for example

- joint services at Easter and other times of the year,
- Walk of Witness,
- Holy Week Services,
- World Day of Prayer,
- Week of Prayer for Christian Unity,
- Christian Aid Week collections,
- Armistice Day services
- Summer Songs of Praise

Much, therefore, is being undertaken ecumenically. There is also evidence, however, that individual churches and some areas of Presbytery seem isolated from ecumenical activities.

3. The Poor

The Presbytery of Perth has no centrally designated 'Priority Areas'. However, a recent Perth and Kinross Council Report states: "... the Council has relatively low levels of deprivation with pockets concentrated in some areas of North Perth and Eastern Perthshire"; highlighting multiple poverty, lack of confidence, family breakdown, substance abuse, inadequate housing, low educational standards, and poor health, as some of the main symptoms.⁸

The Church, through the General Assembly, has consistently affirmed the gospel imperative of "priority to the poor" and has made provision for additional staffing to the most deprived areas, that staffing element agreed by the General Assembly and with a clear expectation that Presbyteries within the Plan will demonstrate that allocation to the areas indicated.

⁶ PACT is the new generation of Perth Council of Churches and works with representatives from each of the individual churches and religious organisations both in Perth and the surrounding area

⁷ www.tullochnet.org.uk

⁸ http://webcache.googleusercontent.com/search?q=cache:tHnoqQmWcg8J:www.audit-scotland.gov.uk/docs/local/2008/bv_080812_perth_kinross.rtf+perth+kinross+council+deprivation+%22some+areas+of+North+Perth+and+Eastern+Perthshire%22&cd=3&hl=en&ct=clnk&gl=uk

The Priority Areas Action Plan highlights 3 significant spheres of activity, which provide a framework for the Ministries Council's involvement in these poorest communities.

- To continue to challenge injustice and poverty.
- To enable new models of church, building on inspirational work already taking place.
- To enable new models of community, in which the church is the catalyst for transformational developments of many kinds.

The Appraisal Committee has taken full account of the priority which the Church has given to the poorest and our commitment to the gospel is clearly reflected in the Presbytery Plan.

The Committee has also recognised the requirement for the development of different forms of Ministry within these communities. Consequently, the Committee has supported the presence of the church in the most deprived areas of the Presbytery and endeavoured to resource them adequately, by seeking to enhance their effectiveness through the resources of PPWs.

4. Whole People of God

This principle focuses on the need to make the most effective use of the paid ministries available to the Presbytery along with the talents of Auxiliary Ministers, OLMs and Readers as well as those of Elders and other members of our congregations.

Within Presbytery there are already examples of good practice where congregations have sought to develop the skills, gifts and talents of their members within the life and ministry of the Church

- worship groups trained to lead and participate in worship;
- pastoral groups trained to undertake pastoral visitation and support;
- youth leaders who support many of our young people.

In addition congregations require others with a host of skills to enhance the life of their church and community

- property matters,
- printing,
- cleaning,
- hospitality,
- organising,
- fundraising
- committees etc.

All of these groups and individuals share a calling to God's work however it manifests itself in the service they are called to undertake.

All congregations should seek to identify areas where further support is necessary and seek to capitalise on the expertise available.

5. Congregations

Each congregation of the Church is a visible expression of the Gospel, and we have to be aware of how those who are not involved in the life and witness of the Church see us, and therefore see how we express the Good News.

Congregations should endeavour to be vibrant, dynamic and outward looking and making a contribution to the communities that they serve, through worship, witness and service. Being a Presbytery with a mixed geographical spread of people, the Appraisal Committee has sought to maintain as many congregations as possible.

It is clear that in the Presbytery of Perth there are congregations that are indeed a visible expression of the Gospel –

- blessed with excellent ministerial and lay leadership;
- inspired in their mission;
- supported by generous giving upheld by a serious approach to stewardship and recommitment;
- taking opportunities to ensure that their buildings are an outward manifestation of the mission of the Church;
- a vital resource to the communities they serve.

It would also be true to say, however, that there are congregations that find themselves in a position where they find it challenging to be dynamic and vibrant

- having difficulty with the challenge of leadership over a prolonged period;
- beset by the focus on buildings;
- having difficulty in providing motivation and energy to change and develop;
- a dwindling membership as a result of ageing
- and an inability to effect change.

In considering the review of the Plan the Appraisal Committee has sought to give prayerful and careful consideration to the place of all congregations within Presbytery.

Where difficult decisions have required to be taken the Appraisal Committee has sought to provide an opportunity whereby the resulting readjustment will bring a new focus and sense of purpose to the mission of the Church and a new life for members of the churches affected and for the communities they serve.

6. Mixed Economy

With a changing society the Church as a whole has to consider ministry not only in the traditional parish based system but also to consider new forms of ministry and new ways of working.

In our discussions at Presbytery, and within our consultations with local congregations, for some members this has been one of the more difficult issues to consider; since it invites us to reflect on our current, and well established and well loved, system based on the parish ministry. The Appraisal Committee has been encouraged by the thinking in *some* parts of Presbytery. However, several congregations would like to see more Parish Ministers than PPWs.

With the reduction in the number of Ministers of Word and Sacrament available to be called to the Parish much work remains to be undertaken within the Presbytery to publicise and build on the innovative and valuable work done by PPWs, and to encourage others to begin to think differently.⁹

⁹ The Ministries Council Report to the General Assembly of 2012 indicates that, of the current 906 Parish Ministers serving in the Church, only 55 are under the age of 40 years, and over 600 are 50 years and over.

7. Financial Responsibility

In the review process the question of finance was important, and there is a recognised need for the Church to raise more finance to safeguard and maintain Parish Ministry.

The Presbytery of Perth was canvassed to undertake Stewardship. This was not embraced by all congregations; and a rethink may be required so that congregations have more financial resources to help support mission locally.

The *per capita* income figures demonstrate that some of the highest per capita income figures are in poorer congregations and that some of the wealthiest have among the lowest per capita figures.

Discussion on these matters has raised the issue and certainly brought home to a number of Charges the need for a more considered approach to stewardship and giving. It is heartening to note that the Presbytery Finance Committee are focussing on Giving Agreements.

8. Buildings

The National Guidelines for the Deployment of Ministries 2010, states that 'There is a connection between ministry and church buildings, although that connection is neither uniform nor universal. At a national level there is a consensus that the Church of Scotland has too many buildings, numerous buildings that are under-utilised, buildings that are too large for present day needs and buildings that are in the wrong place. At a local level however, almost every church building is deemed essential. There is no simple solution to this problem. The starting point however should be mission. Presbyteries will want to consider which buildings are essential and useful for the mission they envisage.'

It is the experience of the Appraisal Committee that many local congregations believe that their building(s) is(are) essential, and that even considering that a building is not essential for the mission of the Church is a personal slur upon a congregation. This is not so.

Many buildings hold great memories for congregations. However, before our grand buildings were present congregations met for Christian worship in other locations. Many communities have been blessed by the insight of previous church members who raised funds to construct our church buildings, but we are sure that they would not want the buildings to become a hindrance to the mission of the Church. In some locations church buildings have become exactly that, and members are so focussed on the future of a building that they are not focussing on our mission.

As vacancies have arisen the Appraisal Committee has entered into debate about the necessity of specific church buildings. However, it is the view of the Committee that, once the Presbytery Plan has been approved, there has to be a fresh look at all buildings within Presbytery and difficult decisions made as to their future status.

5. Ministries Deployment Summary -

Current Deployment in the Presbytery of Perth

| | | |
|---------------------------|---|--|
| Parish Ministers | = | 18 FTE (including 1 Reviewable Tenure) |
| Vacancies | = | 7 vacancies (6.4 FTE) (including one Charge in Guardianship; 2 posts @ 70% FTE) |
| Presbytery Parish Workers | = | 2 FTE |
| Readers | = | 5 attachments |
| Auxiliary Ministry | = | 1 attachment |

Planned Deployment in the Presbytery of Perth

| | | |
|---------------------------|---|---|
| Parish Ministers | = | 22.8 FTE |
| Presbytery Parish Workers | = | 3.2 FTE (incl.Christmas/Easter/Summer Appointment PPW = 0.3 FTE) |
| Attached Readers | = | 5 |
| Attached OLM | = | 1 |

Additional Presbytery Ministerial Resources (currently unattached)

5 Readers + 1 Reader in Training

3 OLM in Training

Comment

Through a series of parish vacancies the Appraisal Committee has sought to be creative in its recommendations to the Presbytery regarding permission to call.

Currently three charges have been granted permission to call at 70% FTE unrestricted tenure. Within the plan this number is anticipated to grow by 1 additional charge.

Being attentive to the Principles for Planning we have sought to support the work of Parish Ministry by allocating Presbytery's additional ministerial resources accordingly (PPWs, Readers, OLMs, and Auxiliary Ministry). However, allocating a non-stipendiary post (Readers, OLMs, and Auxiliary Ministry) to a particular Charge will not necessarily mean that a suitable filling of this post is guaranteed. Presbytery will endeavour to identify suitable ministerial personnel; but it will be through mutual agreement of the Parish Minister, the non-stipendiary ministry and the appropriate committee of Presbytery that a successful partnering will prove fruitful.

Specific comments regarding particular situations are located on the pages following.

a. Lower Earn Valley: 3 congregations

| |
|---------------------------|
| Abernethy, Dron & Arngask |
| Dunbarney & Forgandenny |
| Stewartry of Strathearn |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|--------------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Abernethy Dron & Arngask | 3 | 2 | 1 | 1 | 4 | 3 | 14 |
| Dunbarney & Forgandenny | 4 | 3 | 2 | 4 | 3 | 4 | 20 |
| Stewartry of Strathearn | 3 | 3/4 | 3 | 2/3 | 2/3 | 1 | 13.5 |

Current & Proposed Deployment

| | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|---------------------------|--------------------|----------------------|------------|-----------------|-----------------|----------------------|
| NAME of CHARGE | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| ABERNETHY, DRON & ARNGASK | | Vacant (0.7FTE) | | 0.7 FTE | | |
| DUNBARNEY & FORGANDENNY | 1 FTE | | | 1 FTE | | |
| STEWARTRY OF STRATHEARN | | Guardianship (1 FTE) | | 1 FTE | | Reader ¹⁰ |

Comment

Over recent years the Stewartry of Strathearn has travelled a challenging road. Once the congregation is in a position to call a minister we would hope to support that ministry with the appointment of an attached Reader.

As with other areas within Presbytery, the Appraisal Committee recommends a fresh look at the number of places of worship within the charge of the Stewartry of Strathearn with a view to reducing this number.

¹⁰ Please refer to Comment on Page 17

a. West (A85 Corridor) : 4 congregations

| |
|---|
| Almondbank/Tibbermore l/w Methven & Logiealmond |
| Fowlis Wester, Madderty & Monzie l/w Gask |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|---|--------|-----------|------------|----------|---------|-----------|-------------|
| Almondbank/Tibbermore l/w Methven & Logiealmond | 3 | 3 | 2 | 3 | 3 | 3 | 17 |
| Fowlis Wester, Madderty & Monzie | 4 | 4 | 3 | 4 | 4 | 3 | 22 |
| Gask | 5 | 4 | 4 | 4 | 4 | 4 | 25 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|---|--------------------|---------|------------|-----------------|-----------------|----------------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| ALMONDBANK/TIBBERMORE I/w METHVEN & LOGIEALMOND | 1 FTE | | Reader | 1 FTE | | |
| FOWLIS WESTER, MADDERTY & MONZIE I/w GASK | 1 FTE | | | 1 FTE | | Reader ¹¹ |

Comment

While there is currently an attached Reader at Almondbank/Tibbermore l/w Methven & Logiealmond, and this situation may continue, we believe that this attachment may not be necessary in the future.

In the Charge of Fowlis Wester, Madderty & Monzie l/w Gask we believe that with the current number of places of worship an attached Reader is needed.

As with other areas within Presbytery, the Appraisal Committee recommends a fresh look at the number of places of worship within the Charge of Fowlis Wester, Madderty & Monzie l/w Gask, with a view to reducing this number.

¹¹ Please refer to Comment on Page 17

b. Crieff Area: 5 congregations

| |
|------------------------------------|
| Crieff |
| Comrie l/w Dundurn |
| Muthill l/w Trinity Gask & Kinkell |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|------------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Comrie | 3 | 3 | 3 | 3 | 4 | 2 | 18 |
| Crieff | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| Dundurn | 4 | 2/3 | 3 | 4 | 4 | 3 | 20.5 |
| Muthill | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| Trinity Gask & Kinkell | 4 | 3 | 4 | 4 | 3 | 3 | 21 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|------------------------------------|--------------------|-----------------|------------|-----------------|-----------------|----------------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| CRIEFF | | Vacant (1 FTE) | Reader | 1 FTE | | Reader ¹² |
| COMRIE I/w DUNDURN | 1 FTE | | Reader | 1 FTE | | |
| MUTHILL I/w TRINITY GASK & KINKELL | | Vacant (0.7FTE) | | 0.7 FTE | | |

Comment

The Reader currently at Crieff is also employed as a Pastoral Assistant. The Appraisal Committee believe that if the circumstances of this Charge were to change, an attached Reader would still be necessary for the continued ministry in this area.

While there is currently an attached Reader at Comrie l/w Dundurn, and this situation may continue, we believe that this attachment may not be necessary in the future.

As with other areas with Presbytery, the Appraisal Committee recommends a fresh look at the number of places of worship within the Charge of Muthill l/w Trinity Gask & Kinkell, with a view to reducing this number.

¹² Please refer to Comment on Page 17

c. Auchterarder Area: 3 congregations

| |
|----------------------|
| Auchterarder |
| Ardoch l/w Blackford |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|--------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Ardoch | Nr | Nr | Nr | Nr | Nr | Nr | incomplete |
| Auchterarder | 4 | 4 | 3 | 3/4 | 3 | 4 | 21.5 |
| Blackford | | | | | | | Nil return |

Current & Proposed Deployment

| | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|----------------------|--------------------|---------------|------------|-----------------|-----------------|----------------------|
| NAME of CHARGE | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| AUCHTERARDER | | Vacant (1FTE) | | 1 FTE | | Reader ¹³ |
| ARDOCH l/w BLACKFORD | 1 FTE | | | 0.7FTE | | |

Comment

Over recent years the congregation at Auchterarder has redeveloped its buildings and has encountered some financial difficulties which has only recently been addressed so as to allow them to call a minister. The Appraisal Committee recommend the appointment of an attached Reader to help support the new ministry and congregation as they find their way ahead.

Having met with representatives from both Ardoch and Blackford the Appraisal Committee recommend that the Charge moves to 70% FTE. At the same time the Appraisal Committee would also recommend a new Union between the long-held linkage of these two parishes.

¹³ Please refer to Comment on Page 17

d. North (A9 Corridor) : 5 congregations

| |
|---|
| Auchtergaven & Moneydie l/w Redgorton & Stanley |
| Cargill - Burrelton l/w Collace |
| Scone (Including St David's) and St Martins |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|-------------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Auchtergaven & Moneydie | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| Redgorton & Stanley | 4 | 2 | 3 | 4 | 4 | 3 | 20 |
| Cargill -Burrelton | 4 | 3 | 3/4 | 4/5 | 4/5 | 2/4 | 22 |
| Collace | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| Scone New | 4 | 3 | 3 | 4 | 4 | 4 | 22 |
| Scone Old | Nr | Nr | Nr | Nr | Nr | Nr | incomplete |
| St Martins | 4 | 3 | 3 | 5 | 5 | 4 | 24 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|---|--------------------|-----------------------|------------|-----------------|-----------------|-----------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| AUCHTERGAVEN & MONEYDIE l/w REDGORTON & STANLEY | 1 FTE | | | 1 FTE | | |
| CARGILL - BURRELTON l/w COLLACE | 0.7 FTE | | | 0.7FTE | | |
| SCONE and ST MARTINS | | Vacant (1 FTE) | | 1 FTE | | OLM |

Comment

The Charge of Scone and St Martins is passing through a time of challenge. The Appraisal Committee recommend the appointment of an Ordained Local Minister to support the new minister and congregation as they seek to find a suitable way for them to minister to their community.

e. Carse of Gowrie: 3 congregations

| |
|-----------------------------|
| Errol l/w Kilspindie & Rait |
| St Madoes & Kinfauns |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|----------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Errol | 4 | 2 | 3 | 4 | 4 | 3 | 20 |
| Kilspindie & Rait | 4 | 1 | 2 | 3 | 2 | 3 | 15 |
| St Madoes & Kinfauns | 4 | 3/4 | 3.5 | 5 | 4+ | 4 | 24 |

Current & Proposed Deployment

| | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|-----------------------------|--------------------|---------|------------|-----------------|-----------------|-----------------|
| NAME of CHARGE | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| ERROL I/w KILSPINDIE & RAIT | 1 FTE | | | 1 FTE | 0.5 PPW | |
| ST MADDOES & KINFAUNS | 1 FTE | | | | | |

Comment

The Appraisal Committee recommend a linkage between all three congregations in the Carse of Gowrie.

Following an earlier draft of the Presbytery Plan the congregations of Errol l/w Kilspindie & Rait and St Madoes & Kinfauns made representation. On listening to their concerns the Appraisal Committee continue to recommend a linkage between all three congregations. However, with the geographical setting of the parishes and three places of worship additional support will be necessary for the new linked Charge and so recommend additional support of 0.5 FTE PPW.

As with other areas with Presbytery, the Appraisal Committee recommends a fresh look at the number of places of worship within the Carse of Gowrie with a view to reducing this number.

f. Loch Leven District: 4 congregations

| |
|---|
| Cleish l/w Fossoway St Serf's & Devonside |
| Orwell & Portmoak |
| Kinross |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|--------------------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Cleish | Nr | Nr | Nr | Nr | Nr | nr | incomplete |
| Fossoway St Serf's & Devonside | 2/4 | Nr | Nr | 5 | 4 | 3 | incomplete |
| Kinross | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| Orwell & Portmoak | 3 | 2 | 2 | 4 | 4 | 3 | 18 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|---|--------------------|---------------|------------|-----------------|-----------------|-----------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| CLEISH l/w FOSSOWAY ST SERF'S & DEVONSIDE | | Vacant (1FTE) | Reader | 1 FTE | | |
| ORWELL & PORTMOAK | Reviewable 1 FTE | | | 1 FTE | | |
| KINROSS | 1 FTE | | Reader | 1 FTE | | |

Comment

With the ongoing development of the Presbytery Plan the minister at Orwell and Portmoak was inducted on a reviewable Tenure. The Appraisal Committee would recommend that this Charge moves to unrestricted tenure.

While there is currently an attached Reader at Cleish l/w Fossoway St Serf's & Devonside, and this situation may continue, we believe that this attachment may not be necessary in the future.

While there is currently an attached Reader at Kinross, and this situation may continue, we believe that this attachment may not be necessary in the future.

g. Perth City (not in Parish Grouping): 4 congregations

| |
|------------------------|
| Letham St Mark's |
| Perth Riverside |
| Craigie and Moncreiffe |
| Kinnoull |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|------------------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Perth : Craigie & Moncrieffe | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| Perth: Kinnoull | 4 | 4 | 4 | 3 | 5 | 5 | 25 |
| Perth: Letham St Marks | 4 | 4 | 4 | 4 | 4 | 4 | 24 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|------------------------|--------------------|---------|------------|-----------------|-----------------|----------------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| LETHAM ST MARK'S | 2 FTE | | | 1 FTE | 1 PPW | |
| PERTH RIVERSIDE | 2 FTE | | | 1 FTE | 0.7 PPW | |
| CRAIGIE and MONCREIFFE | 1 FTE | | | 1 FTE | | Reader ¹⁴ |
| KINNOULL | 1 FTE | | | 1 FTE | | |

Comment

The Appraisal Committee explored a number of formats for ministry within the most deprived areas of Presbytery¹⁵ and has concluded that much good work can be continued and developed with the support of additional PPWs. Although 1 PPW has been included for Letham St Marks this figure initially began as representing two 0.5 FTE posts; this may prove suitable in the future. A reduction in PPW support for Perth: Riverside to 0.7 FTE was thought to be appropriate to continue the missionary outreach which has begun to show signs of growth within the church and community.

Following an earlier draft of the Presbytery Plan the Kirk Session and Minister at Craigie and Moncrieffe made representation to the Appraisal Committee. While the Appraisal Committee is sympathetic to the representation it does not believe that it would serve the interests of the wider Presbytery to absorb the locally funded assistance of a Youth-Family Worker into the Presbytery Plan. However, it does believe that it would be appropriate to recommend the placement of a Reader, who is able to help with the ministerial workload within the parish, during the week.

¹⁴ Please refer to Comment on Page 17

¹⁵ Please refer to Presbytery Diversity on Page 5

An earlier draft of the Presbytery Plan proposed the calling of a minister for 7 years during which time the congregations of Perth: Kinnoull and Perth: St Matthew's would work together towards linkage. This produced representation from both Kirk Sessions and both Ministers. Upon listening to their impassioned presentations it was realised that both churches serve different purposes within their distinct communities and that a linkage would probably not serve the intentions of mission in either community. To this end, the Appraisal Committee now recommend no change to the ministerial position at either Charge.¹⁶

¹⁶ Please refer to the comments for Perth City Centre Grouping

h. Perth City Centre Grouping: 4 congregations

| |
|---|
| St Matthew's |
| Perth North |
| St Leonard's-in-the-Fields l/w St Johns |

| | W/ship | Disc/ship | Evangelism | Fel/ship | Service | Stew/ship | Total Score |
|--------------------|--------|-----------|------------|----------|---------|-----------|-------------|
| Perth: North | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| Perth; St Johns | 4 | 3 | 2 | 4 | 4 | 4 | 21 |
| Perth: St Leonards | 4 | 2/3 | 0 | 4 | 3 | 3 | 17 |
| Perth; St Matthews | 4 | 4 | 4 | 3 | 4 | 3 | 22 |

Current & Proposed Deployment

| NAME of CHARGE | CURRENT SITUATION | | | Pres Plan (W&S) | Pres Plan (PPW) | Pres Plan |
|--|--------------------|---------|------------|-----------------|-----------------|-----------------|
| | Current Ministries | Vacancy | Assistance | | | Non Stipendiary |
| ST MATTHEW'S | 1 FTE | | | 1 FTE | | |
| PERTH NORTH | 1 FTE | | | 1 FTE | | |
| ST LEONARD'S-IN-THE-FIELDS l/w SAINT JOHNS | 1 FTE | | | 1 FTE | 0.7 PPW | |

Comment

Perth North Church is the base for Perth Street Pastors. The congregation supports many areas of outreach including TullochNet which is a partnership project involving three national churches and three local congregations and members of the local community. It is based in the Tulloch area of the City and aims to bring the hope and good news of Jesus to the Tulloch community in a sensitive way. It has recently opened its own premises, a shop-front hub at Unit 2 Tulloch Square. This exciting new venture provides all sorts of opportunities for mission within the community.

An earlier draft of the Presbytery Plan proposed the calling of a minister for 7 years during which time the congregations of Perth: St Matthews and Perth: Kinnoull would work together towards linkage. This produced representation from both Kirk Sessions and both Ministers. Upon listening to their impassioned presentations it was realised that both churches serve different purposes within their distinct communities and that a linkage would probably not serve the intentions of mission in either community. To this end, the Appraisal Committee now recommend no change to the ministerial position at either Charge.

Representation from the Minister and Kirk Sessions of St Leonard's-in-the-Fields and Trinity l/w Saint John's was made to the Appraisal Committee. A detailed presentation and report was given by the representatives from St John's which highlighted many areas where they envisioned using their newly refurbished sanctuary including: *"additional and alternative worship opportunities; developing the building as a concert and arts venue (this is already underway, providing a new source of income and introducing more people to the church); developing our facilities for tourism including having the Kirk open all year and providing high quality information for adults and children alike; re-instating the Friends of St John's Kirk to provide financial support; building on our musical heritage with the development of a music programme throughout the year, children's choir and chamber orchestra. All of these aim to draw people into St John's, expanding our congregation and increasing involvement in the life and worship of the church."* While the Appraisal Committee is impressed with the vision for the future it felt that much of what was hoped to be achieved needed the gifts and talents more of a Curator than a Minister or PPW.

The Appraisal Committee also acknowledge the recent views expressed at the Five-Yearly Visit, received by Presbytery at its meeting in November 2011, and subsequently restated to the Appraisal Committee by the communication from the Kirk Session of St John's, seeking Presbytery to reconsider the linkage. However, the relationship between St Leonard's-in-the-Fields l/w Saint Johns was also received by Presbytery, in the report applicable to St Leonard's-in-the-Fields, to be an "important and vital linked charge." Request has been made by all interested parties that additional support be given to the Minister.

Keeping all these representations in view, the recommendation of the Appraisal Committee is that the Charge remains a linkage between St Leonard's-in-the-Fields and Saint Johns, and that it be allocated 0.7 FTE PPW to help support the Minister and mission of both parishes. St Johns, being set within the City Centre, has an area of noticeable deprivation.¹⁷

Finally, the Appraisal Committee recommend strengthening of the current Parish Grouping in the City Centre to ensure that city-wide mission is appropriate. In keeping with the Basis of Grouping all parties must also address the need and use of buildings.

¹⁷ Please refer to Presbytery Diversity. Page 5

6. Cross-Presbytery Summer Missions and Holiday Clubs

Many congregations throughout Presbytery have indicated that they would like to run Summer Holiday Missions, but do not have the resources to implement them. With the allocation of all Parish Ministers and PPWs the total FTE number is 25.7, 0.3 FTE below what Presbytery is entitled to.

The Appraisal Committee propose that this 0.3 FTE post be allocated as a PPW who would work full time at the summer for 15 weeks (possibly June-August). This role could possibly suit an inspired student (possibly a Candidate for Ministry) who, in conjunction with local congregations, could help plan and run holiday clubs throughout the summer months.

The Appraisal Committee believe that this post would be valuable to every parish across Presbytery and would allow some of our smaller congregations to run a Holiday Club for the first time in years.

7. Detailed Presbytery Plan

Key to Full Presbytery Plan

- + Linkage when vacant
- ++ Move to Union
- * Contains population statistics from other areas
- ** Too small to pick up a Data Zone - included with the Stewartry of Strathearn
- *** Too small to pick up a Data Zone - included with Kilspindie and Rait
- **** Too small to pick up a Data Zone - included with Kinross

Presbytery Plan attached as an Excel Document
Pp31-35