

1. Hub Ministry - allowed as 5 experiments by CofS in 5 areas

Trialled in Presbyteries of **Argyll***, **Abernethy**, **Caithness**, **Angus** (West Angus Area Ministry <http://waam.btck.co.uk>) and **Dundee** Presbyteries. Church leaders within the Presbyteries of Greenock and Paisley, Buchan, Moray, Perth and the Leith area of Edinburgh have also expressed interest in the model. They are:

- A **grouping** of parishes.
- A ministry **team** made up of **widely different recognised ministries and gifts**.
- One individual within that team takes **leadership**.
- The team works to answer to the **local context**.

For more detail on ministry options and their legal status, the appendix to their report can be read on: http://www.churchofscotland.org.uk/_data/assets/pdf_file/0010/39565/Ministries_Council.pdf

Aim: **two staff members (ministers) help** members of churches in Argyll to be even more directly involved in mission and pastoral support work, support the work of **Readers** and to assist churches without full-time ministers, encouraging the development of **lay worship teams**. "congregations continue as places where folk have a sense of one another's lives; where, in worship, they hear words and poetry that remind them that God is in this place.

2. The Leith Covenant

At the beginning of their partnership working towards a 'hub' ministry, the Leith churches in Edinburgh signed a covenant agreement. Part of it says,

"We, the Kirk Sessions of the four Church of Scotland congregations in Leith, commit ourselves to:

- **work together to implement the Vision** through the creation of an **operational plan**.
- **the welfare of one another**, ensuring that everyone has a voice and that **all views are respected**.
- **continued and new initiatives for joint worship, mission and fellowship; and the sharing of resources**. *It is expected that everyone in the congregations will be committed to the process, with ministers and elders leading by example.*
- **reviewing** the process. *We do this in the knowledge that God's kingdom is alive in Leith and, through the Holy Spirit, we are inspired to bring about a transformation in the way we work together for the benefit of all of God's people."*

3. the Shetland parish

Rev Murray, interim minister working in Shetland said: "Shetland Presbytery has been helping Church of Scotland congregations **collaborate** to meet the challenges of ministry and mission in the 21st century.

"The Presbytery has a legacy of many more church buildings than they need and has faced some difficult choices on which buildings should be retained and which should be let go. "At the heart of our decision making is the desire to see a **sustainable future** for the Church of Scotland, its **mission and pastoral care** for the whole of Shetland."

"We have now identified 11 churches to retain out of 31 buildings throughout Shetland, and we will work with our congregations as we move towards a new model of ministry which will result in a **single parish** and the possible formation of a **new presbytery of Aberdeen and Shetland**," he said.

"These are both challenging but exciting times in Shetland as we explore a new model of ministry, which may in future years, provide an example to the National Church."

For more details see <https://stv.tv/news/highlands-islands/1431900-church-of-scotland-to-close-20-congregations-on-shetland/>

4. St Andrews: the 'Cluster' approach

Approach is '**Missional**'. To protect the number of **places of worship needed for mission**. Future by far **greater co-operation between and among churches** and that grouping congregations into clusters, where increasing cooperation and partnership could develop. Decided by a **population-based** approach overlaid by a sensible **geographical rationale** so that cooperation would have a chance to work. It also recognised the number of **ministries** involved and their **distribution**. Used "Statistics for Mission" published by 121, when considering. How Has It Worked?

Moved slowly at first, and almost nothing happened in one of the clusters where the ministers had little desire to work together. The original plan, looked to give congregations and ministers time to **build trust and partnership in the clusters before it came to difficult decisions**. It also sought to give **time** for creative approaches to the reduction in the number of full-time ministers to emerge and that seems now to be happening, ... e.g. part time ministries.

The really hard decisions about **building closures and further unions and linkages** seem now to be happening organically as we hoped when the original approach was created.

One comment: One of the **main challenges** in any hub or cluster approach is that present church legislation that is still strongly focused on the right to call by individual congregations does little to encourage really radical solutions.

5. Internet church "Sanctuary First"

Albert Bogle, pioneer minister writes; *Falkirk Presbytery agreed an ambitious plan to create a pioneering ministerial post to work out creative ways the church can **use the internet to reconnect with those who have become dis-engaged from traditional worship**, and to find ways to create a **digital network**, initially across presbytery, linking into congregations who are ready to explore what it might mean to be 'a Church online'.*

*We have over the years sought to create **space on the internet for reflection and spiritual growth**, developing an environment of reverence and challenge through **daily prayers and reflections**. In addition we have published two books of prayers and we have a substantial library of original **video** material designed for use in worship. More recently we have been experimenting with **live streaming of events** designed to engage with those who have given up on traditional forms of church. For more details see <https://www.sanctuaryfirst.org.uk/>*

6. Pioneering Ministries / church planting

are independent of traditional churches but can be resourced and supported by the "mother church". *'A fresh expression is a form of church for our changing culture, established primarily for the benefit of people who are not yet members of any church.'* For more information www.freshexpressions.org.uk

1. **Mission centred** -They primarily focus on/ connect with those outside the Church.
2. **Adapting to the Context**- shaped with and for the people you are connecting with.
3. **Forming disciples**- The aim is not to get people to attend events but to enable people to discover and follow Jesus together.
4. **Creating Jesus centred communities**. They are not bridges to existing church but they create church in the midst of people lives.

The exact terminology you might use doesn't really matter.

Most people leading these, lay or clergy leaders have never done anything like this before. But they are discovering they can do. This is often about **small groups of people, anywhere between four and forty who come together to connect with each other and God in a myriad of creative ways** that does not require lots of resources.

Training by <http://forgescotland.com> (recommended by Peter Neilson)