

# Presbytery of Kirkcaldy - Strategy and Resourcing Committee

## Glenrothes Area Feedback - 25th April 2019

### Introduction

Sept 2018 - "Big Meeting" – Input from all congregations

Nov 2018 – Area meetings – More detailed listening

April/May 2019 – Area feedback

Next steps - Draw up presbytery plan for discussion by Kirk Sessions and approval by Presbytery, then start to implement plan area by area

### Primary Planning Principle - Mission –

Participation in the ministry of Jesus Christ.

Rooted in and focused on mission.

*'As the Father has sent me, I am sending you.'* (John 20:21)

**Secondary Planning Principles** – Communities, Ecumenism, The poor, Whole people of God, Congregations, Mixed economy, Financial responsibility, Buildings

### Glenrothes Area – Currently

- Christ's Kirk – One Interim Minister, 0.5 MDS\* (on loan)
- St. Columba's – One Minister
- St. Margaret's – One Minister, 0.5 MDS\*
- St. Ninian's – One Minister
- Markinch & Thornton – One Minister (in vacancy)
- Leslie: Trinity – Guardianship of Presbytery
- Rothes Trinity Grouping\*\* – One MDS\*
- Glenrothes & Leslie – One MDS\* (currently not filled)

Seven places of worship with associated halls, five manses

Already good relationships between congregations and sharing

\* MDS = Mission Development Staff

\*\* Rothes Trinity Grouping = Leslie Trinity, St Columba's, St Ninian's

### Proposal – Overview

- Based on other models being developed in other places and on the proposals from the national Radical Plan -
- Formal co-operation between the four Glenrothes churches, Leslie:Trinity and Markinch & Thornton.
- Increased sharing of resources, developing gradually over time. A shared journey rather than a "big bang".
- No immediate change to buildings. Roughly in the right places. Future changes possible as opportunities develop.

## **Proposal – Ministries**

- Move to a model of increased sharing
- Migrate to 2.5 MDS posts shared across the area:
- Two posts (perhaps divided into part-time) as Pastoral Assistants/ and/or Youth/Children/Families workers. Keep existing post holders.
- 0.5 MDS post as Development Worker, co-ordinating shared activities, aiding communication and developing and encouraging ministry of elders and others.
- Migrate to five parish ministers, deployed 60% in parish and 40% to the area team.
- Leslie:Trinity – Still in guardianship, with Interim Moderator from ministry team and resources from ministry (including MDS) team.
- Christ's Kirk (depending on Interim Ministry process) and Markinch & Thornton able to call 60% for parish with (optional) 40% to area team.
- St Columba's, St Margaret's and St Ninian's (depending on agreement of ministers) move towards 60/40 split.
- Shared Minister/MDS time shared across the area depending on opportunities and requirements, not fixed percentage split between churches.

## **Proposal – General**

- Stage one is to define the overall structure in the Presbytery plan.
- Stage two is to share in developing the details through a covenant or other agreement.
- Maintain existing Kirk Sessions, but have a mechanism for sharing – Joint Session groups, Steering Group or similar.
- Review and monitor, with a specific review of how well things are working after, perhaps, 3 years.

### Consider sharing:

- Mission and Outreach opportunities
- Pastoral care and community engagement
- Training, Fellowship, Prayer, Bible Study, Retreats
- Chaplaincy, Pastoral and Funeral Cover
- Different types and times for worship
- Linked youth and children's activities
- Worship teams, Music resources
- ...and in other ways

## **Governance**

Seek ways to improve governance and reduce the effort required by sharing in areas like Safeguarding, GDPR, Health & Safety, OSCR reporting, getting quotes for fabric projects, Websites, Facebook etc.