



# Mission Plan 2023-2027

Supporting congregations to be People of the Way

[www.presbyteryofglasgow.org.uk](http://www.presbyteryofglasgow.org.uk)

## Preface

*Jesus said to them,  
"Children, you have no fish, have you?"  
They answered him,  
"No."  
He said to them,  
"Cast your net on the right side of the boat,  
and you will find some."  
(John 21:5-6 NRSV)*

As I write, our country, people and church are living through unprecedented times. Against such a background and after decades of decline the Church of Scotland has embarked on the far-reaching course of mission planning set out in the Presbytery Mission Plan Act.

Here then, is the draft mission plan of the Presbytery of Glasgow 2023-27. A document such as this must be formal in tone so as to fulfil certain requirements. For all that, it cannot tell the whole story. Like the valley of dry bones in Ezekiel's vision, numbered paragraphs, tables and local mission plans need to be animated by something more. They and we alike, need nothing less than God's breath of life so that the words and figures may reflect the heartbeat of the churches and communities behind them if we are to make out the shape of Christ's mission emerging today.

Still, the statistics do tell stories, stories of people who attend worship regularly, live in poverty, or alone, those who are setting out on life's adventure and those who look back on a long rich journey. Of course, hidden between the lines, there are those who have not been counted.

Over 900,000 people live in the area covered by this Presbytery and its parishes. Would it be fair to say that even our busiest churches have room for more? Is it worth asking if we could all be more attuned to mission than maintenance, or be motivated by service rather than survival? Might it be the case that for a long time now we have been casting our nets out of the wrong side of the boat to little or no avail, like the disciples in John 21?

By asking us all to work in self-selected clusters, we have been trying to open up a shared Presbytery-wide conversation where we can seek fresh ways of being the church together, and learn to cast our nets out of the other side. Not only that, we are urged to do this within narrow constraints of time, money and personnel. No mean task.

Thank you then, to all who are putting so much effort into this urgent process. You who have prayed, discussed, argued and where possible have come to a mind and made decisions. Some of you may have heard how people 'Form, Storm, Norm and Perform' as they work in groups together. Well, we have all been 'Forming, Storming, Norming and Performing' over these recent months. Yet, in a short time and under much pressure we have produced this draft plan together. It gives us a snapshot of the progress made so far and outlines work yet to be done as we follow the instruction of the General Assembly. In doing so, may we be attuned to the prompting of Jesus and cast our nets out in a new way. I wonder, what will we find?

In closing, I am grateful to my PMPCG colleagues past, present, appointed and co-opted; to our Presbytery staff and team of facilitators. Finally, thanks to all who have engaged with this challenging task in these exceptional and tender times.

*Come Holy Ghost, our hearts inspire,  
let us thine influence prove;  
source of the old prophetic fire,  
fountain of life and love.*

**Roy Henderson**  
Convener, Presbytery Mission Plan Creation Group  
September 26<sup>th</sup> 2022

Ordained in 1987 I have spent a lifetime trying to be 'faithfully open' and forward-looking while remaining respectful of the past. Now, with 20-20 hindsight it occurs to me that this approach might have been too 'softly softly'. A few years ago, someone told me that the present church decline had taken root on the watch of my generation of ministers. Ouch!

We 'People of the Way', members of the church, belong to a community whose life spans almost two millennia. It is as if we inhabit different historic 'time-zones'. We draw from deep, ancient wells of faith, Scripture, psalms and hymns that span centuries, the wisdom of past eras. Then again, recent centuries and decades, have witnessed new patterns of church life arising, new shapes of Christian community coming and going. Worship too, has its medium-term fashions and practices. These have their season, some passing, some leaving longer-lasting practices. Finally, of course, every few years, fresh faith expressions burst to life with a flourish. With hindsight these may one day be looked upon as the roots of new traditions.

How and where are fresh expressions of our presbyterian brand of Christianity going to come from?

For me, this past year has meant constant tension between the creative, the 'conservative (small 'c') and the destructive, between vision and caution, risk-taking and fear. In 1997 Walter Brueggemann wrote of 'Disciplines of Readiness': *"The journey of Christians to this time and place has been a long, odd journey, and now comes a moment's resting place, and a new beginning."* (Cadences of Home', WJK Press 1997)

'Resting place' or not, we are at a troubling stage on the journey of the Church of Scotland and Presbytery of Glasgow. A period of time when we must look at the numbers, ask questions about congregational viability, the future of buildings and so on.

Our Mission Plan process has been hard work and reactions are mixed. How could this situation not be so? Caught as we are, between risk-taking vision and fear-induced caution we need to cultivate disciplines of readiness. The resources that will sustain us in these demanding times. For we, this Presbytery, our congregations and our plan are 'work in progress'.

It is not in my gift to say what tomorrow holds. Therefore I pray that the work done and everything we have achieved together so far, are a grounding for future endeavour and that beyond all the upheaval we are granted a glimpse of God's gift of newness.

Soon, others will take up the tasks of implementing and reviewing Glasgow's Mission Plan. They deserve our prayerful support and thanks, as do all of you who have engaged positively with this most difficult of tasks.

In the well-known words of *The Gate of the Year*:

*"Go out into the darkness and put your hand into the Hand of God.  
That shall be to you better than light and safer than a known way".*

Roy Henderson  
Convener, Presbytery Mission Plan Creation Group  
March 15<sup>th</sup> 2023

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**Please note that 4 appendices accompany this Presbytery Mission Plan and that these appendices are published separately as individual documents for ease of reference:**

**Appendix 1: The Principles of Presbytery Mission Plan**

**Appendix 2: The Principles of the Presbytery Mission Plan (Executive Summary)**

**Appendix 3: Priority Area proformas**

**Appendix 4: Local cluster mission plan proformas**

# Part 1 Introduction

## 1.1 Scope

Glasgow Presbytery's Mission Plan 2023-2027 has been developed to fulfil the instruction of the Presbytery Mission Plan Act (Act VIII 2021) ('the PMPA').

The Mission Plan seeks to:

- define, for Glasgow Presbytery (that is, the congregations and agencies within the boundaries of the Presbytery as supported by the structures and processes of Presbytery) what it means to participate in Christ's mission and underscore the priority for the Church of this participation;
- provide a rolling five-year plan, initiated by this Plan, for such participation;
- make best use of the allocation of 84 ministry posts by the 2021 General Assembly;
- determine the future of Church buildings; and
- offer a range of ways to structure and resource Church life.

Presbytery is aware of the need to have an Approved Mission Plan by 31 December 2022, and that this requires the approval not only of Presbytery but of the Faith Nurture Forum and the General Trustees.

## 1.2 Purpose

The purpose of this Mission Plan is to:

- shape the life of congregations, individually and in collaboration, around Mission;
- adequately reflect the outcomes of Local Church Reviews and ideas for local mission;
- sustain the commitment to a territorial ministry as described in the Third of the Articles Declaratory including a commitment to ecumenical working;
- make appropriate use of ministry posts permitted by the General Assembly;
- ensure that new ways of being Church, other than stipendiary Ministers of Word and Sacrament (MWS) or traditional MDS (Ministry Development Staff) appointments, are reflected in the Mission Plan; and
- determine in respect of each ecclesiastical building whether that building shall be retained for at least five years beyond the date of the Plan's approval or be disposed of within five years of such categorisation and record the Historic Properties within Presbytery.

Primary responsibility for preparation of the draft Mission Plan rests with Presbytery, which is entitled to receive both the total number of ministry posts allocated by the General Assembly (an allocation of 84 posts as at May 2021) and information from the General Trustees as to the suitability of each ecclesiastical building within the boundaries of the Presbytery for mission purposes.

Sustaining a commitment to a territorial ministry, founded in Declaratory Article III and affirmed in Act V 2010, includes a commitment to ecumenical working as Declaratory Article VII makes clear. This Plan indicates existing ecumenical partnerships or those that are anticipated in early course and recognises that more partnerships shall need to be nurtured and encouraged across Presbytery.

## 1.3 Contents

This Mission Plan consists of the following elements:

- **This introduction**, including a definition of participation in Christ's mission as that is understood by Glasgow Presbytery;
- **An authoritative model of such participation in respect of each congregation** as at the commencement of the Mission Plan **and the anticipated arrangement of congregations and new**

**ways of being Church as at 31 December 2027**, five years from the commencement of the Mission Plan.

- **An allocation of ministries** not exceeding 84, the total determined by the 2021 General Assembly across charges and otherwise to support participation by the Church in the mission of Christ.
- **A determination of all ecclesiastical buildings** within the boundaries of Presbytery in respect of retention or disposal generally within the period of this Mission Plan.

No provisions of this Mission Plan are considered to affect the rights of any presently-inducted ministers, notwithstanding that the Mission Plan provides for adjustment to achieve the Mission Plan goals.

#### **1.4 The Mission of Christ and the Five Marks of Mission**

To conform to the PMPA the Mission of Christ is defined in terms of the following *Five Marks of Mission*:

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; and
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Presbytery understand a scriptural basis for the five marks of mission may be found in part within the Great Commission (Matthew chapter 28). Both the unity and the diversity of the Church are to be recognised in participation in the mission of Christ as described in the five marks of mission.

**Accordingly, while it is expected that all five marks shall be evident to some extent in all expressions of Church life, particular emphasis shall be given to some marks in certain locations. This respects cultural, historic, social and theological factors which have influenced Church life in particular contexts, a narrative Presbytery is eager to respect and a diversity it is anxious to support. Across Presbytery as a whole there is a sufficient focus on each mark without necessarily seeking a balance amongst all.**

Presbytery recognise that the primary implementation of the Mission Plan shall initially focus on the deployment of ministries which, after the date of approval of the Mission Plan, shall only be to such charges and contexts as are contained within the Mission Plan.

**Accordingly, Presbytery shall require, prior to permission to call to a charge being granted or recruitment to another ministry post commencing, that all necessary adjustment in respect of the post has been completed.**

Presbytery also recognise that the secondary implementation of the Mission Plan shall relate to the selection of, necessary adaptation to, and disposal of, ecclesiastical buildings in accordance with the goals of the Mission Plan.

**Only such repairs as are necessary to ensure buildings remain wind and watertight shall be permitted to those buildings whose disposal is required within five years from the determination being made.**

Presbytery shall work with the General Trustees and third parties in respect of resourcing maintenance of Historic Properties.

Presbytery, finally, recognise the significant task of supporting new visionary endeavours across the diverse communities within the boundaries of Presbytery, and shall strive to resource these initiatives through creative partnerships among congregations, across denominations, with willing members of local churches and communities, and with third parties.

## **1.5 Mission Plan creation and implementation principles**

Presbytery engaged, through an extensive consultant-led process, with more than 95% of congregations within the boundaries over a six month period from June to December 2021. Full details are found in the Report, *The Principles of the Presbytery Mission Plan*, which is *Appendix 1* with an Executive summary at *Appendix 2*.

A set of 21 principles were developed and agreed relating to the development of the Mission Plan, the strategic planning principles which inform the Plan and those which guide its implementation. These are now outlined, beginning with strategic planning, continuing through Plan development and concluding with implementation.

### **1.5.1 Strategic Planning principles**

#### ***Mission and Outreach***

Strategic planning developments for mission and outreach should seek to provide a clear and honest assessment of the present situation regarding mission and where the Five Marks of Mission can shape future mission.

#### ***Partnership and Collaboration***

Strategic planning developments for working together in partnership and collaboration should be towards ensuring that all areas of Presbytery are served in ministry through the sharing of gifts and resources.

#### ***Geography (parish and place)***

Strategic planning developments for geography should focus on how mission and ministry is served in all areas of Presbytery and in being a visible presence of faith in word and action, whilst meeting the criteria outlined by the General Assembly of 2021.

#### ***New ways of Church***

Strategic planning developments for new ways or expressions of church should plan for up to ten new expressions of church focused on mission and addressing areas of the population that would not come to traditional models of church.

#### ***Ministry***

Strategic planning developments for ministry should work towards ensuring communities across Presbytery are served in ministry whilst meeting the ministry posts requirement of the General Assembly of 2021.

#### ***Buildings***

Strategic planning developments relating to buildings should not only consider sustainability but provide guidance and clarity for congregations about how decisions on buildings are made.

#### ***Priority to the Poor***

Strategic planning developments relating to priority to the poor should first address where priority to the poor sits currently within the Church and in looking to the future how areas of poverty are served with a Christian presence.

### 1.5.2 Development principles

#### *Prayerful*

The work of the Plan Creation Group and the processes they use should be a prayer point with the journey started and continued prayerfully. A prayer-led approach should make the Presbytery Mission Plan stand out from any other planning model.

#### *Listening*

A more inclusive process increases ownership significantly. Being heard and contributing to a process should mean there is a willingness to understand and potentially act on what is heard.

#### *Relational Engagement*

Meaningful engagement must avoid tokenism and should be for the purpose of genuinely shaping what the future Church looks like. A relational approach that builds trust and encourages an 'all in this together' approach.

#### *Transparency*

Openness, due process, transparency and communication are fundamental to ensuring a meaningful process that produces an outcome people can trust.

#### *Communication*

Communicate well, often and with clarity of language ensuring there is consistency in the message being delivered. Starting with a clearly explained rationale about why the Mission Plan is necessary and the steps required in achieving common goals.

#### *Fairness and Compassion*

There should be care and compassion at the heart of the process, where everyone feels valued, listened to and encouraged whilst valuing, listening to and encouraging others. Being fair in approach and mindful of the way people involved are treated.

#### *Creative*

The principle of being creative acts as both a challenge to the developers of the Presbytery Mission Plan but also explicitly as a challenge to existing structures, practices and procedures.

#### *Realistic*

There should be a realistic assessment of resources and capabilities that leads to a reasonable and sensitive deployment of resources.

### 1.5.3 Implementation principles

#### *Actionable*

The situation that churches are facing now means that it is imperative that, once approved, the Presbytery Mission Plan is implemented and adhered to.

#### *Communication*

Strong and effective communication should follow into the implementation stages from the development stages continuing to keep communication open, transparent and with clarity of purpose.



## *Change management*

Change, within the context of the implementation stages of the Presbytery Mission Plan, relates to how it is managed and the methods used to do so, such as relational approaches to implementation and agreed principles.

## *Efficiency*

Implementing the Presbytery Mission Plan requires doing so at a speed that does not leave people behind but ensures that an agreed timescale can be kept. Any loss of momentum may lead to diminishing support. It must be respectful of people but not be deflected from the aims.

## *Focused*

Efficiency is ineffective without focus. For the Presbytery Mission Plan to become actionable it must focus on and be driven by mission. An agreement must be reached that there is sufficient evidence in the plan that mission is the driving force behind it.

## *Reviewable*

The Presbytery Mission Plan, once implemented, must be reviewable annually against a set of criteria ensuring that it is on course to deliver on its objectives.

### **1.6 Allocation of posts**

Presbytery are mindful of the instruction to allocate no more than 84 posts to all ministries funded by the national church. Within this allocation the majority shall be parish ministers, a recognition of the role of parish ministry in contributing to leading congregations, providing ministry to fulfil the Third Article Declaratory, honouring the concept of parish as a key means of engaging with local communities, and providing an educated and accountable professional ministry to all who seek such support within the boundaries of the Presbytery.

Presbytery also seek to exploit the resources available in a large and diverse regional expression of church. There is, accordingly, an ability to engage those whose expertise may be shared across Presbytery and who are not confined to a more local context.

A further possibility, of releasing those primarily focused in parishes for a small portion of their time to develop expertise, is worth further exploration. This is likely not to be possible in the short to medium term given the need to invest in supporting effective adjustment across almost the entire Presbytery. It remains, however, a long-term possibility.

The requirement to allocate staff in other roles is recognised, too, both as an obligation under the PMPA and as a proper response to the diverse needs and opportunities in the Presbytery.

#### **1.6.1 Priority Areas**

Following advice from Faith Nurture Forum staff on the outworking of the Priority Area Weighting both across Scotland and within the Presbytery it is understood an allocation of twelve posts has been granted to Presbytery under this weighting.

**Presbytery accordingly allocate twelve posts to Priority Area parishes or to work in areas where there is significant deprivation but which are not formally designated Priority Area parishes, provided this furthers the Presbytery's work with and amongst people struggling against poverty.**

**Presbytery has had a long-standing involvement in providing care for those whose housing is precarious or non-existent, demonstrated through the Chaplain to the Lodging House Mission, and one post has been set aside for work at the Lodging House Mission.**

**The Mission Plan anticipates that these posts shall probably be filled by Ministries Development Staff (MDS).**

### ***1.6.2 Pioneer Ministry***

Glasgow Presbytery has been at the forefront of developing bespoke ministry to members of the visual arts community and has, for the past five years, been pleased to have among its number a Pioneer Minister to the Arts. As funding streams have changed, the Presbytery recognise its value remains.

**Presbytery therefore allocate one of the 84 posts until December 2027 to continue the Pioneer Ministry to the Visual Arts as a Presbytery ministry, this formerly being a national initiative.**

### ***1.6.3 Transition Ministry***

Presbytery also recognise potential significant benefit in enabling the congregation of Wellington Church, situated in the midst of the Glasgow University campus area, to develop in the near future.

**Presbytery commit one of the 84 posts to the Transition Ministry at Wellington Church for the period of that ministry, namely until April 2027.**

On completion of this contract, the allocation of this post could be considered further by Presbytery.

### ***1.6.4 Interim Ministries***

**The present two Interim Ministries, both of which are anticipated to conclude prior to January 2023, are not included in the Mission Plan. Further Interim or Transition ministries shall require to be resourced from the allocation of ministries.**

### ***1.6.5 Pan-Presbytery Posts***

Presbytery consider that the two pan-Presbytery posts of Congregational Facilitator and Strategy Officer, each 0.8 FTE, have provided an increasingly knowledgeable and targeted support in a range of situations.

**Presbytery commit to continuing a total of 1.6 FTE posts within the allocation of 84 to the roles of Congregational Facilitator and Strategy Officer.**

Experience has demonstrated that local line management of MDS staff, anticipated when posts are created, becomes impossible often due to congregational frailty.

**Presbytery commit a further 0.4 FTE as a pan-Presbytery resource to enable formal line management of MDS staff. Therefore, a total of 2.0 FTE shall, in due course, be allocated to Congregational Facilitator, Strategy Officer and MDS line management.**

### ***1.6.6 Deaf Ministry***

The post of Minister to members of the deaf community, and located in John Ross Memorial Church for Deaf people, remains a post funded nationally. John Ross Memorial Church has an agreement with Queen's Park Govanhill Church, where the congregation worship.

**Accordingly, while John Ross Memorial Church features within the Mission Plan, no allocation from the Mission Plan is provided.**

### **1.6.7 Readers and Worship Leaders**

Presbytery is pleased that a number of members of congregations have offered themselves as Readers and also, more recently, as worship leaders both in their own congregations and potentially in any congregation across Presbytery. Currently, 15 Readers have been set apart and 26 Worship Leaders are recognised by Presbytery, though some Readers and Worship Leaders have indicated a preference for restricting their ministries to their home congregation.

This significant, and growing, resource is available both to congregations who have in their membership Readers and authorised worship leaders, and to others where Readers and local worship leaders may either conduct worship or release parish ministers to exercise ministry in other congregations.

Although the commitment of these church members is not reflected in paid roles and therefore neither in the allocation of nationally-funded ministries in the Mission Plan, Presbytery consider it essential to include these to reflect more accurately the service of the whole people of God in enabling worship and to demonstrate new ways of being Church, other than stipendiary Ministers of Word and Sacrament or traditional MDS appointments. This is a requirement of the PMPA.

### **1.6.8 Ordained Local Ministry**

Presbytery benefit, too, from three Ordained Local Ministers whose regular commitment to leading worship - and more - in a range of congregations enables an enduring lively church presence where this would otherwise not be available.

The flexible nature of some of this ministry makes it challenging to incorporate it within the parameters of Presbytery Mission Plan preparation, but these details are provided to indicate the range of ministries being exercised beyond those resourced financially by the national Church.

### **1.6.9 Further Specialist Ministries**

The majority of ministries shall be associated with parish areas. However, consonant with the Third Article Declaratory, Presbytery shall allocate ministries among certain recognised areas of service to a maximum of 1.5FTE no later than December 2023 after consultation with the PMPIC, Strategy Officer, relevant Presbytery Committee Convenors and others, which information shall be added to this Plan as soon as is feasible.

**Presbytery has allocated 0.5FTE to the work of Church House, a project long supported by Presbytery. Cluster 5A allocation indicates, on p74, that the 0.5FTE MDS allocation to that cluster shall be utilised exclusively for Church House.**

**Presbytery has further allocated 1FTE to the role of Pioneer and Planting Co-ordinator.**

### **1.6.10 Ministries in Parishes**

**Accordingly, utilising the posts outlined above leaves 65.5 posts to be allocated within and across the current congregations as clustered, by parish ministers and MDS staff.**

### **1.6.11 Parishes in Zones**

The consultation process was facilitated through subdividing the Presbytery into five geographical zones. Experience suggests this worked well and, with limited fine-tuning, offers a manageable means to discuss the deployment of the majority of posts under the Mission Plan.

**The available posts shall be distributed across five zones on a basis which takes into consideration, along with the population size of each parish, an equal account of the Ministry and Mission contributions**

made. Local parties shall be at the forefront of determining the deployment of these local ministries. Presbytery shall provide assistance to local parties, from within its number and through engaging external expertise, to enable allocation within zones to be determined by congregations within each zone.

Allocation of posts shall be to each Zone and based on the aggregate population of parishes within each Zone. This reflects the allocation given to the Presbytery of the total available national ministry, is quantifiable, equitable and offers a feasible means of determining the distribution of ministry posts throughout Presbytery. This is balanced at cluster and congregational level by the use of another quantifiable measure, the Ministry and Mission contributions of each parish.

The zones are represented generally in Figure 1.

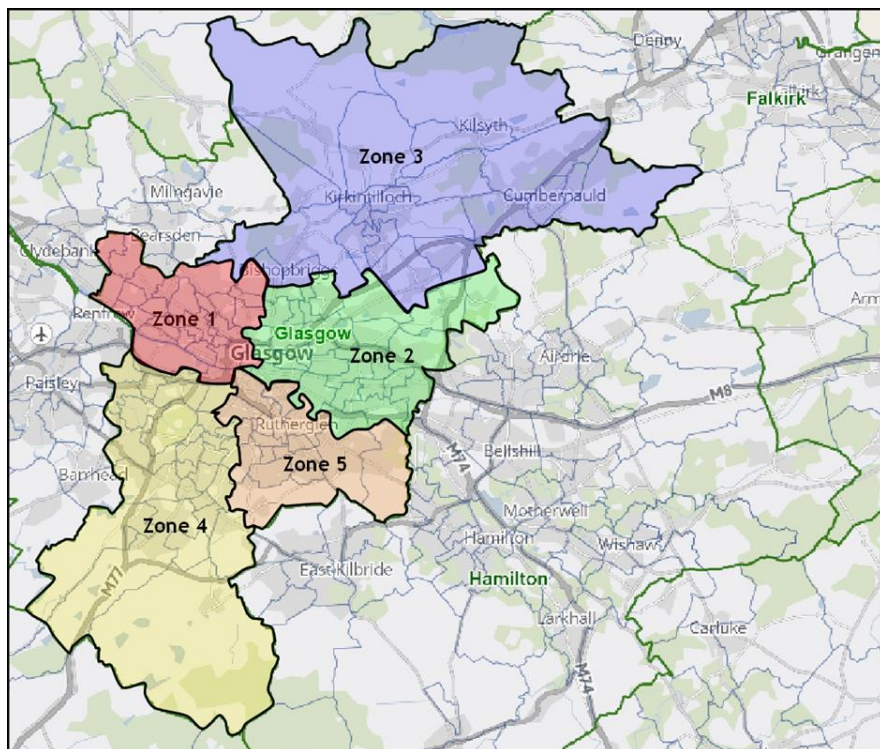


Figure 1: Map of zone areas across Presbytery

The current parishes (and linked charges) are allocated to zones as follows:

*(NB Since the formation of zones and clusters, some readjustment has already taken place).*

#### Zone one Clusters

- 1A** Yoker, Drumchapel St Andrew's, Drumchapel St Mark's
- 1B** Knightswood Anniesland, Knightswood St David's
- 1C** Whiteinch, Balshagray Victoria Park, Scotstoun, Partick South
- 1D** Broomhill Hyndland, **St John's Renfield**, Jordanhill, St Columba Gaelic, Blawarthill
- 1E** Kelvinside Hillhead, Kelvinbridge, Wellington, Partick Trinity
- 1F** St Andrew's West, Sandyford Henderson Memorial, Toryglen, Ruchazie, Wallacewell, St Rollox, St George's Tron, **St John's-Renfield**
- 1G** Possilpark, Maryhill, Ruchill Kelvinside, Colston Milton

**1H** Kinning Park, Govan and Linthouse

**1I** Trinity Possil and Henry Drummond, Gairbraid, Kenmure Mount Vernon, Carmyle

**Zone two Clusters**

**2A** Gallowgate, Gorbals, Calton Parkhead

**2B** Cathedral, Dennistoun New

**2C** St Andrew's East, St Paul's, St Enoch's Hogganfield, Garthamlock and Craigend, Stepps

**2D** Carntyne, Shettleston New, Cranhill

**2E** Baillieston St Andrew's linked with Baillieston Mure Memorial

**2F** Barlanark Greyfriars, Easterhouse

**2H** Tron St Mary's, Colston Wellpark, Springburn

**2I** Sandyhills, Chryston, Robroyston

**2U** Causeway Tollcross

**Zone 3 Clusters**

**3A** Bishopbriggs: Kenmure, Bishopbriggs: Springfield Cambridge, Cadder

**3B** Campsie, Milton of Campsie, Torrance

**3C** Kilsyth: Burns & Old, Kilsyth: Anderson

**3D** Lenzie Old, Lenzie Union, Kirkintilloch: St Mary's, Kirkintilloch: St David's Memorial Park

**3E** Kirkintilloch: St Columba Kirkintilloch: Hillhead

**3F** Cumbernauld Old, Cumbernauld Abrohill, Cumbernauld Kildrum linked with Cumbernauld St Mungo's, Cumbernauld Condorrat, Moodiesburn

**3U** Gartcosh linked with Glenboig

**Zone 4 Clusters**

**4A** Ibrox, Sherbrooke Mossbank

**4B** St Andrew's and St Nicholas, Hillington Park, Cardonald, St James' Pollok, St Christopher's Priesthill and Nitshill

**4C** Newton Mearns, Maxwell Mearns, Mearnskirk, Eaglesham, Broom

<b>4D</b>	Netherlee and Stamperland, Busby, Greenbank
<b>4E</b>	Eastwood, Thornliebank, Carnwadric, Orchardhill, Giffnock: South, Giffnock: The Park, Williamwood, Pollokshaws
<b>4F</b>	Merrylea, Newlands South, Langside, Shawlands Trinity
<b>4U</b>	Pollokshields

**Zone 5 Clusters**

<b>5A</b>	Rutherglen West and Wardlawhill, Bridgeton St Francis in the East Rutherglen Old, Fernhill and Cathkin
<b>5B</b>	Burnside Blairbeth, Cambuslang, Flemington Hallside, Rutherglen Stonelaw
<b>5C</b>	Carmunnock, Castlemilk, Croftfoot, King's Park
<b>5D</b>	Queen's Park Govanhill, Clincarthill, Cathcart Trinity, Cathcart Old

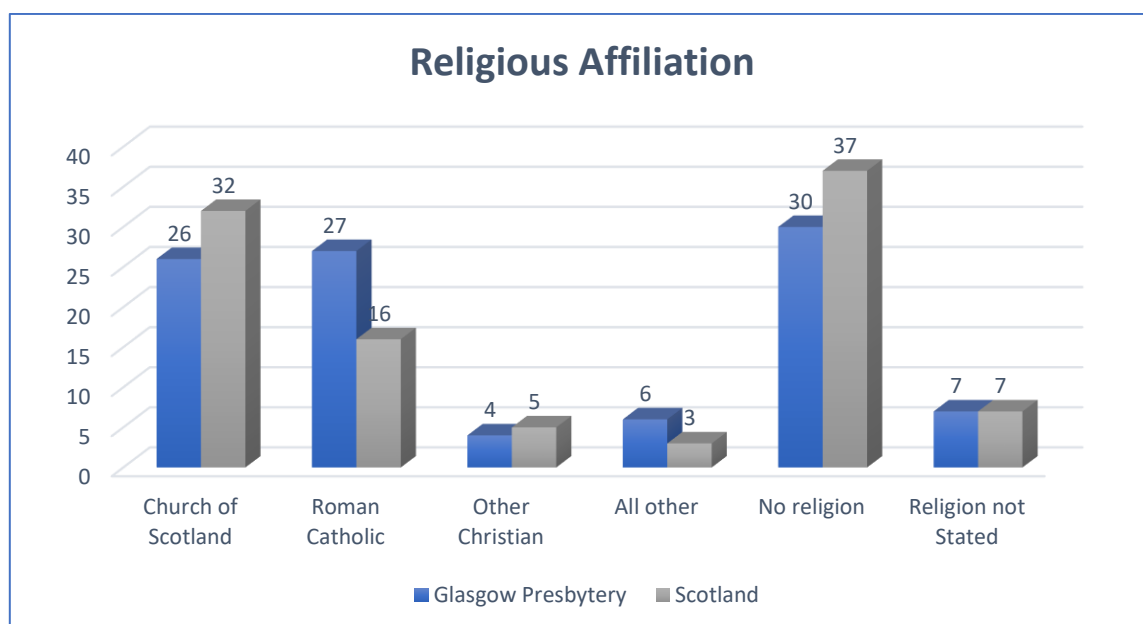
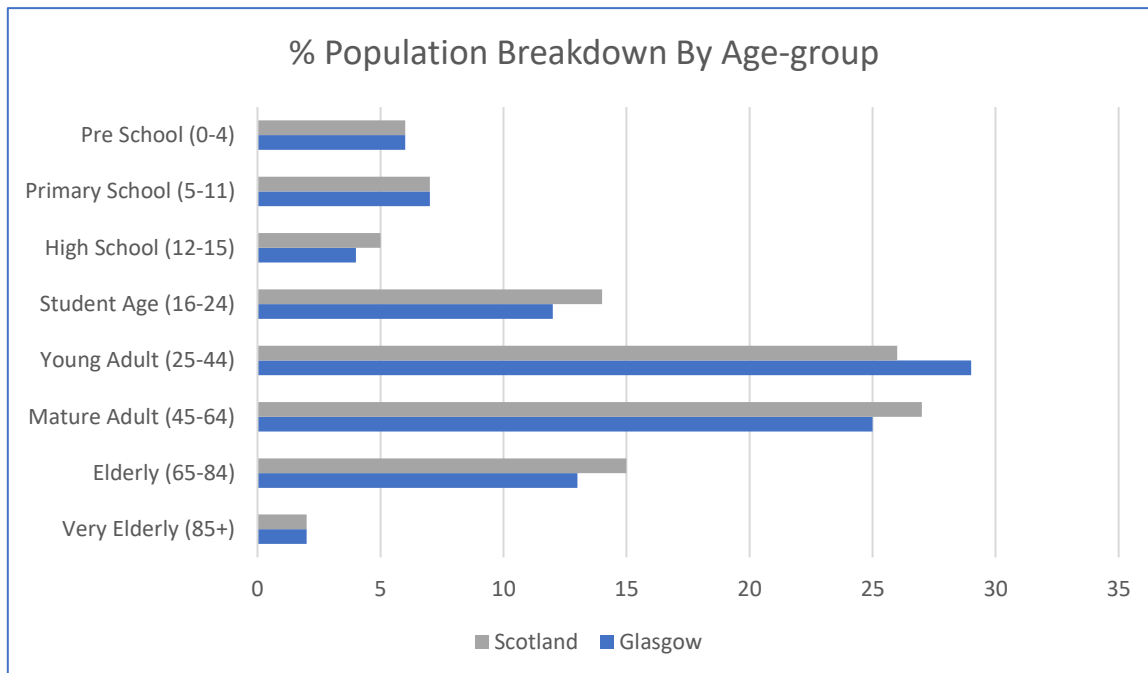
Ministry allocation to each zone is:

	<b>Population</b>	<b>Congregations</b>	<b>Ministry Allocation</b>
Zone 1	264,336	33	18.5
Zone 2	186,371	24	13.0
Zone 3	145,094	23	10.5
Zone 4	193,248	28	13.5
Zone 5	131,749	16	10.0
	<b>920,798</b>	<b>124</b>	<b>65.5</b>

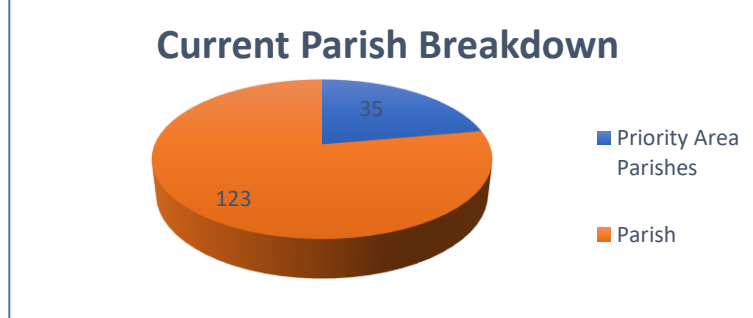
The non-parochial, MDS, Priority Area and parish ministry posts allocated under the Mission Plan are effected in a range of configurations, led by local parties and contextually based, and described in greater detail in Part 2. The adjustments necessary to achieve the Mission Plan configuration from the present position across Presbytery are also described.

## 1.7 Glasgow Presbytery Overview

### ***In numbers<sup>1</sup>***

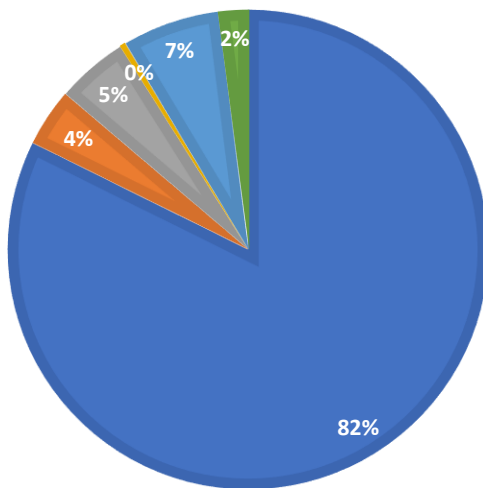


Presbytery Population living in 5 % most deprived data zones according to Scottish Index of Multiple Deprivation, 83,439 people, (10% )



## ETHNICITY

■ White -Scottish ■ White- British ■ White - Other ■ Mixed ■ Asian ■ other



## Language Use

98% of people over 3 in the parish speak English well (99% Scotland)

0.9% can speak Gaelic ( 1.1% Scotland)

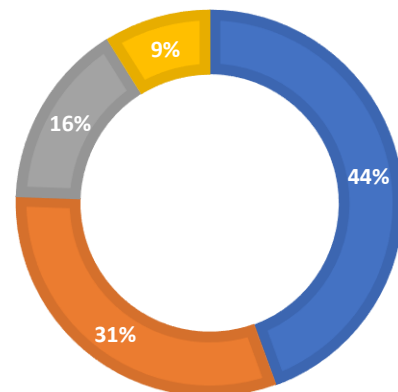
11% of households use a language other than English in the home ( 7% Scotland)

## Top 5 Industrial Occupations within the Presbytery

1. Human Health and Social Work Activities (15.7%)
2. Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles (15.3%)
3. Education (9.3%)
4. Construction (7.5%)
5. Accommodation and Food Service Activities (6.7%)

## HOUSEHOLD BREAKDOWN ACROSS PRESBYTERY

■ One Person ■ Couple headed ■ Lone Parent ■ Other



<sup>1</sup>Statistics are a selection of those used by Church of Scotland under parish statistics - on parish finder section of the Church of Scotland website. Gathered from 2011 census data.

## Glasgow Presbytery Narrative

Glasgow Presbytery enjoys certain features which make the process of producing a Mission Plan acceptable to, and applicable across, the whole Presbytery challenging. These are outlined below:

The considerable size and diversity of the Presbytery means that there are parishes not only which are considered urban, but semi-rural ones, too. This is especially the case in the far north and the far south. So, for example while the parishes of Strathblane, Killearn and Fintry fall within Perth Presbytery and accordingly are given a greater weighting due to rurality, the neighbouring parishes of Torrance, Campsie and Milton of Campsie within Glasgow Presbytery receive no such weighting.



The diversity of Church life is probably encompassed in Glasgow to at least as great an extent as any Presbytery in Scotland. Thus, we have, as would be expected in a large and cosmopolitan city, a number of congregations and clergy whose theology is progressive. At the same time, both within the city and in outlying areas there are congregations which are more socially and theologically conservative. There is a place for all in the Presbytery, as there is in the Church. However, balancing the availability of resource, needs to be equitable. This can result in reduced freedom to manoeuvre. Additionally, where neighbouring congregations share a different historical and theological narrative, their immediate union is unlikely. It will take time for people to understand and trust one another, but this is the foundation for positive and harmonious relationships in the future. The impetus to unite may be too great and, if pushed too hard, may have an effect opposite to that anticipated.

A further challenge is the relatively high proportion of Priority Area parishes, and the addition of a further six or so areas which have either recently been or are thought to be near the categorisation. If around 35 of the present 123 parishes fall into this category, it means that just under one third of Glasgow's parishes stand, in terms of the Assembly's decisions, in need of additional assistance. We have endeavoured to identify the number of posts from the total allocation of 84 which comes to the Presbytery by virtue of its PA weighting, some 12 posts. This is not regarded as sufficient to address the significant needs in Priority Areas and there is a concern that PA ministry is in danger of being unhelpfully diluted. At the same time, it reduces by 12 the posts available for use generally. Where the cuts appear to be 'to the bone' this has a significant consequence.

That consequence is that the number of ministries available is significantly less than the number of present charges. In one case, eight present congregations are going to be served by three staff (some, but not all of whom will be MWS) and in another, four present congregations shall be served by 1 FTE MWS. These are highly challenging reductions but come about as the Presbytery seeks to spread ministry fairly, if thinly, across the whole population to meet the Third Article Declaratory.

A further complication is that many congregations, particularly but not exclusively in the south of Presbytery, are reasonably affluent. They have financial resources sufficient to meet all Giving to Grow commitments and buildings which are generally well-equipped spaces in reasonable places, often having been upgraded within the recent past to make them useful for a range of purposes. A Presbytery charged with maintaining levels of giving to meet the costs both of local ministry and national projects needs to support these congregations. The double challenge of significantly reduced ministry and apparently threatened well equipped buildings in a good state of repair makes consideration of closure challenging to defend. At the same time, maintaining all these as places of worship – sometimes with congregations which are not large, though most are moderate – places demands on all those permitted to lead worship.

And those congregations which are not in places of affluence are often in Priority Areas, where the requirement is that the Church does not abandon communities with few other resources now left in situ.

The congregations in Glasgow also have, among them, £6.5M of funds available only for use for fabric purposes. In many cases, the funds for repairs to ecclesiastical properties are not only available but are restricted to this purpose and cannot be used otherwise. The sale of redundant manses (say, from around 12 to around 70 at an average disposal value of £350k might raise a further £20M which, again, is largely confined to property expenditure. A number of congregations, facing union, seek to plan imaginative work in their buildings with some prospect of achieving this. In this context, the closure of buildings which are potentially beneficial community resources and for which funds, following manse sales, may be available to contribute towards repairs or improvements acts as a further hurdle to large scale disposal of church properties.

# Part 2 Ministries

## 2.1 Scope

Part 2 outlines the areas of ministry for the 12 Priority Area posts and the 65.5 posts allocated to ministries in local settings. The additional 5 posts identified in 1.6.5 and 1.6.9 in Part 1 along with the Pioneer post described in section 1.6.2 and the Transition Ministry post relating to Wellington at 1.6.3 are not included in this section.

## 2.2 Priority Area ministries

Of the 12 additional weighted posts allocated by the 2021 General Assembly, Presbytery has allocated 10.4 posts for work in local priority area parishes, 1 to work at the Lodging House Mission (as noted at 1.6.1) and 0.6 to the post of Priority Areas Support Officer who will provide strategic support to priority area congregations and others tackling poverty within the Presbytery. The process of allocating these posts was carried out in consultation with representatives of local priority area congregations and the Priority Areas staff team within the Faith Nurture Forum. These posts are allocated in addition to parish ministry serving these areas, and so these areas are to be seen as having additional resource above that included within the core allocation to clusters described below.

To preserve the integrity of Priority Area identification, and in the absence of assurance that this status would be protected in adjustment which affected parish size, the Mission Plan is constrained in that the only adjustment effected in respect of Priority Area parishes is linking and not union. Presbytery recognise this does not fully permit appropriate adjustment but is concerned to give due, and greater, weight to Priority Area need than ecclesial creativity.

The allocation of Priority Area ministries is:

Zone 1: 3.3    Zone 2: 4.7    Zone 3: 0    Zone 4: 0.7    Zone 5: 1.7

Ministries were allocated according to the relative levels of priority area population within a zone, based on the Scottish Index of Multiple Deprivation and the Church's list of priority area parishes as agreed by the 2021 General Assembly. Proformas in relation to each of these ministries can be found in *Appendix 3*.

These will be allocated in addition to the posts created in section 3 below.

## 2.3 Clusters and local mission plans

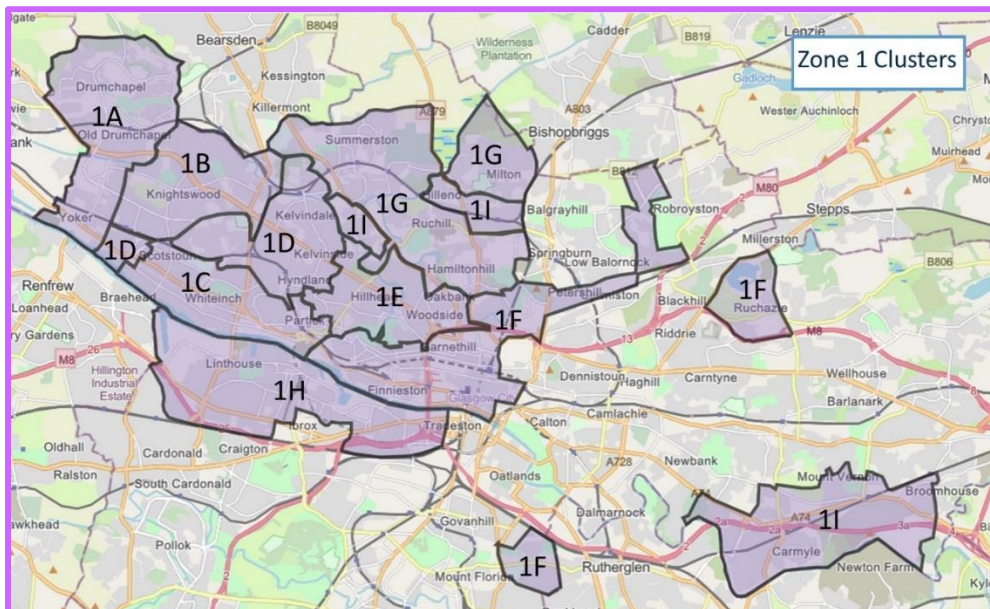
Congregations were invited to explore creative and sustainable partnership by forming themselves in to local clusters as sub-areas within zones. The total ministry allocation available to the zone, but no more, was made available in a flexible manner to enable clusters of varying sizes to form based on feasibility, context and the support the arrangement gave to enabling activity under one or more of the Five Marks of Mission. Clusters were offered up to six sessions of facilitation to help them form their own local mission plans. These cluster proformas were submitted to Presbytery and are contained in *Appendix 4*.

Guardianship has been used in a very limited number of cases and in circumstances where the congregations have been unable to complete cluster conversations and submit a proforma. It is understood that this short-term adjustment provides the necessary breathing space to complete cluster conversations. Other clusters are encouraged to respond positively to approaches from those in Guardianship. These are given the cluster designation of 'U' in the Presbytery mission plan.

## 2.4 Zone and cluster summary plans

### Zone 1

Zone 1 is largely made of clusters north of the River Clyde in north-west Glasgow including the city centre. There are smaller areas to the south, namely Govan, Kinning Park, Mount Vernon and Toryglen, that account for 15% of the total zone population.

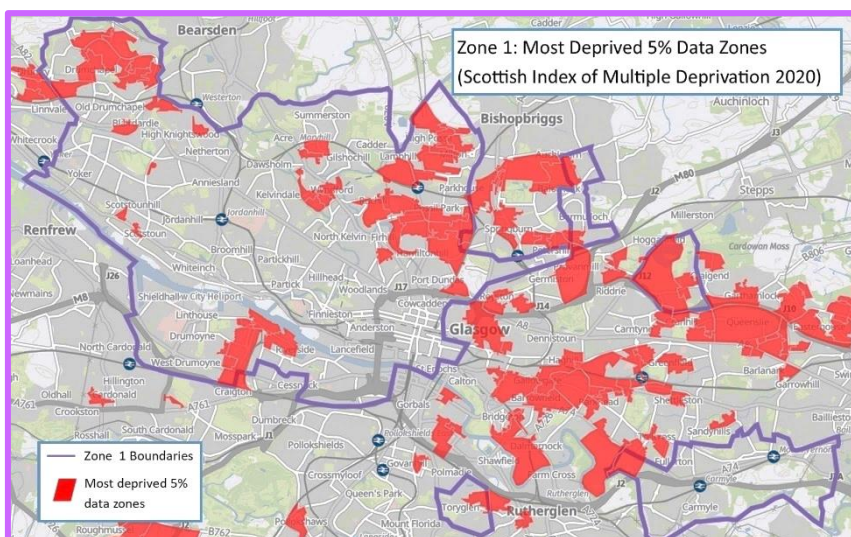


Total population:  
**264,336**

**20%** are income deprived, with individual clusters ranging from 9-28% income deprived.

Under 45s  
Population: 166,034  
(63%)

**The second highest share - 35%** (approximately 34,573 people) of the Presbytery of Glasgow's most deprived 5% areas, (Scottish Index of Multiple Deprivation: 2020 (SIMD)) live in Zone 1.



If Zone 1 was a community of 100 **people**:

- 14 would be aged under 16;
- 12 would be aged over 65;
- 6 would be in primary school;
- 4 would be of pre-school age.

If Zone 1 was a community of 100 **households**:

- 43 households would have one person living alone;
- 22 would have dependent children living there;
- 12 would have one person aged over 65.

35% state that they have no religion;  
24% describe themselves as Roman Catholic;  
23% as *Church of Scotland*;  
5% as *Other Christian*

## Zone Overview

Although there is significant diversity in the communities the congregations within this zone serve, there are some consistent themes in how they are approaching mission that, with different expressions, seeks revival and transformation. There is a clear desire to understand their communities and engage intentionally with them to build relationships, to explore new ways of worshipping and sharing the Gospel, and to empower and train people to take a more active part in worship. Hospitality and food feature heavily as a means of engagement, creating spaces of inclusion, and in providing dignified means of addressing food poverty. Joined-up worshipping and working, sharing learning and pooling resources is also a strong theme. Consistently, the zone is committed to using their indoor and outdoor spaces with good stewardship and ecology in mind.

## Planned focus on the Five Marks of Mission – a summary

The following points seek to summarise and highlight some of the missional objectives for the Zone contained in the Cluster Mission Plans and give a sense of the missional trajectory of the zone as a whole.

### To proclaim the Good News of the Kingdom

- Develop ways of working and worshipping together that enables shared learning and experience and intentional outreach into the communities we serve, including exploring a range of expressions of worship in existing services, fresh expressions and pioneering opportunities.
- Continue to work towards the whole people of God being actively engaged and involved in worship.
- Continue to explore different expressions of worship and outreach that is relevant to the communities served, including distinct people-groups such as students, asylum seekers or the Gaelic community.
- Continue to pray that individuals will experience a transforming move of the Spirit in their lives, relevant to their context.

### To teach, baptise and nurture new believers

- Continue to explore and develop discipleship opportunities that enable people to move from taking their first steps in faith to maturity in Christ
- Continue to work in partnership with schools and other agencies to develop youth and children's ministry, and thinking creatively about collaborative innovations that are appropriate to the context. An example of this would be the art ministry project developed in collaboration amongst schools, church and community groups.
- Encourage volunteering and getting involved, providing a framework in which people can be empowered, grow skills and talents, and serve, including mentoring, team-building and providing opportunities to lead and learn.

### To respond to human need by loving service

- Continue to develop and provide spaces for healing and wellbeing, including hosting recovery groups, addiction support, capacitar- trauma healing, healing ministry, promoting positive news from the community through partner agencies, spiritual fayres, and providing pastoral care and support.
- Continue to develop and provide spaces to learn and grow, including guitar classes, ESOL and STEM classes.
- Continue to develop and provide spaces of hospitality, including social inclusion, community meals, foodbanks, groups
- To grow our church family by intentionally building relations with community groups.

To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

- Continue to provide prayerful, financial and material partnership support to frontline local, national and international charities and mission partners that seek to transform unjust structures, such as Christian Aid, Lodging House Mission, Tearfund, Church of Scotland HIV project.
- Continue to build identified partnerships and advocate for and with those whose voice is not heard
- Explore the possibilities of joint fundraising and other initiatives across clusters.

To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Encourage cultures of repurposing and recycling through, for example, hosting pre-loved shops and creating opportunities to recycle.
- Encourage cultures where produce is sourced locally and/or Fairtrade/Traidcraft or equivalent, including the creation of community gardens as a direct source of food production.
- Continue to work towards energy-efficient and sustainable spaces.



## Zone 1 – Plan for Ministry and Buildings

	<b>Totals</b>
Total Population	264,336
Allocation	18.5
Additional Priority Area resource	3.3
Total Allocation	21.8

## Congregational Self-Appointed Clusters

Cluster	Congregation	Population	M&M Contribution	Allocation	Additional Priority Area Allocation	Total Allocation
1A	<b>Cluster 1A</b>	<b>25,696</b>	<b>43,697</b>	1	1	2
	Yoker	8,990	11,730			
	Drumchapel St Andrew's	9,683	26,486			
	Drumchapel St Mark's	7,023	5,481			
1B	<b>Cluster 1B</b>	<b>24,036</b>	<b>131,995</b>	2	0	2
	Knightswood Anniesland	15,827	83,572			
	Knightswood St David's	8,209	48,423			
1C	<b>Cluster 1C</b>	<b>27,111</b>	<b>154,780</b>	2	0	2
	Whiteinch	6,016	32,748			
	Balshagray Victoria Park	9,043	55,790			
	Scotstoun	6,362	33,651			
	Partick South	5,690	32,591			
	<b>Cluster 1D</b>	<b>16,784</b>	<b>225,665</b>			
	Broomhill Hyndland	9,155	100,860			

1D	<del>St John's Renfield</del>	<del>9,115</del>	<del>87,366</del>	<del>3.5</del> 2.5	0	<del>3.5</del> 2.5
	Jordanhill	3,826	94,968			
	St Columba Gaelic	0	16,493			
	Blawarthill	3,803	13,344			
1E	<b>Cluster 1E</b>	<b>35,905</b>	<b>187,962</b>	2.5	0	2.5
	Kelvinside Hillhead	4,977	41,131			
	Kelvinbridge	15,134	30,924			
	Wellington	7,692	65,346			
	Partick Trinity	8,102	50,561			
1F	<b>Cluster 1F</b>	<b>55,915</b>	<b>271,755</b>	3 4	0.5	<del>3.5</del> 4.5
	St Andrew's West	16,991	49,765			
	Sandyford Henderson Memorial	9,019	86,998			
	Toryglen	5,035	11,773			
	Ruchazie	2,486	4,063			
	Wallacewell	5,604	1,489			
	St Rollox	3,038	27,539			
	St George's Tron	4,627	2,762			
	<del>St John's-Renfield</del>	<del>9,115</del>	<del>87,366</del>			
1G	<b>Cluster 1G</b>	<b>36,826</b>	<b>78,923</b>	2	1.2	3.2
	Possilpark	7,206	17,596			
	Maryhill Ruchill	23,210	51,516			
	Colston Milton	6,410	9,811			
1H	<b>Cluster 1H</b>	<b>23,123</b>	<b>63,385</b>	1	0.6	1.6
	Kinning Park	5,912	20,380			
	Govan and Linthouse	17,211	43,005			

1l	<b>Cluster 1l</b>	<b>18,940</b>	<b>99,315</b>			
	Trinity Possil and Henry Drummond	4,337	37,360	1.5	0	1.5
	Gairbraid	5,877	13,871			
	Kenmure Mount Vernon	5,995	35,932			
	Carmyle	2,731	12,152			



## Cluster 1A – Missional Aims

Yoker and Drumchapel churches shall form one parish, with one minister of Word and Sacrament and one Kirk Session, and with worship and service shared in three centres. These centres shall be places to engage with local people, work alongside them in their need, offer collaborative and complementary opportunities for worship and to proclaim the Kingdom.

The following will help us achieve our missional aims:

- Simplification of property, including St Mark's building becoming a SCIO and Yoker selling its building and funding an alternative presence in Yoker.
- Joint meetings, including worship services, fellowship groups, and events for children and young people.
- Enabling and training volunteers in leading worship and pastoral care, including Sunday services and worship in a variety of forms and varied times of the week. Some will operate in a single worship setting and others across the three venues. There may also be opportunities to lead events in other community settings.
- Deployment of MDS resource for anti-poverty work in the local community, co-ordinated across the Priority areas.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority area allocation	Form of Adjustment	Planned Buildings designation
Yoker	1 MWS	No	A	1 MWS	1 MDS	Union between St Andrew's and Yoker by June 2023	Yoker – B disposal June 2023
Drumchapel St Andrew's	1 MWS 0.5 MDS	PA	A			forming 'new charge A'	St Andrew's - A
Drumchapel St Mark's	1 MWS 0.5 MDS	PA	A			Union of 'new charge A' with St Mark's in 2025.	St Mark's - B provisional December 2025

## Cluster 1B – Missional Aims

In developing our missional aims, we have recently united two charges and have formed a parish grouping, exploring the needs in the area, the capacity of congregations, and are seeking to build up teams, especially in the areas of family work, nurture, discipleship and community links.

Our missional objectives are to

- Nurture the faith of those in church and community
- Engage with our families and young people
- To grow our church family, using our community audit to identify new ways forward and intentionally building relations with community groups
- To develop our cafés and social events, offering a friendly and listening ear and to reach out to our local community

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Knightswood Anniesland Trinity	1MWS	No	D	1 MWS 1 MDS (may be part-time posts)	n/a	Union in 2024 at point of retiral of minister of Knightswood St David's	Anniesland – B disposal.
Knightswood St David's	1MWS	No	A				Knightswood St Margaret's – A.  St David's – A.  Following a congregational vote on 26 <sup>th</sup> March 2023.

## Cluster 1C – Missional Aims

Our missional aims are:

- To support one another through this period of great transition, through fellowship, prayer, worship and Bible study.
- To build on our individual strengths for the benefit of the cluster.
- To work together to pool resources and look for opportunities to target specific areas of the cluster for mission.

Our future hope is that we as the cluster committee will grow in faith from the support of other leaders in adjoining churches, united in Jesus, sharing the day to day challenges of leadership and necessity of meeting the challenges we face in the Church of Scotland

To help us achieve this, we aim to:

- Develop a feeling of togetherness, transparency, respect, prayer, and communication.
- Commit to meeting together on a regular basis.
- Train members in aspects of community engagement, sharing the gospel, responding to complex needs.
- Develop shared communication of events and prayer requests.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Balshagray Victoria Park	1 MWS	No	D	2 FTE	n/a	Union between BVP and Partick South taken place on March 2023 and be known as "Partick Victoria Park"	B – provisional review annually. Decision March 2024, disposal March 2025
Partick South	1 MWS	No	A				A

Scotstoun	1 MWS	No	A		n/a	Deferred Linkage of Scotstoun and	A
Whiteinch	1 MWS	No	(Lease)		n/a	Whiteinch on the demission of either minister on Unrestricted tenure.	n/a

## Cluster 1D – Missional Aims

Using the 5 marks of mission as a framework we will undertake a planned series of joint initiatives, over the next 5 years, with the aim of demonstrably showing a growth in faith within the cluster community. We will measure this by looking at attendance and involvement in the Cluster, how income is being sustained and the extent to which our initiatives provide a lasting benefit to our communities. These initiatives, which are in addition to the ongoing work of each of the churches, are located in the detailed Plan and will have a particular emphasis on outreach and the under 40 demographic. While the cluster will provide its own investment in these initiatives, it will require support from the Presbytery and national Church in terms of access to the appropriate resources, e.g. the Presbytery Specialist Ministry staff.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Broomhill Hyndland	1 MWS	No	A (Broomhill) D (Hyndland)	1 x MWS	n/a	Form a parish grouping to achieve joint working  Linkage of Blawarthill with St Columba's Gaelic - February 2023.	Broomhill Hyndland Naseby Park 1 - A B H Kingsborough Gardens Category - B B H Naseby Park Halls Category - A B H Novar Drive Halls Category - A
St John's Renfield	1 MWS	No	A	3.5 MWS across parish grouping			St John's Renfield Church Category - A St J R Halls Category - A
Jordanhill	1 MWS	No	A				Jordanhill Church Category – A Jordanhill Halls Category - A
St Columba Gaelic	0	No	C	2.5 MWS			St Columba's Church Category - B
Blawarthill	1 MWS	No	A	0.5 x MWS			Blawarthill Church and Halls Category - A

				0.5 FTE locally funded (fixed term reviewable)		Union of Jordanhill, Broomhill Hyndland and Blawarthill. Linkage with St Columba Gaelic (2027 interim position linkage)	
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## Cluster 1E – Missional Aims

Recognising the many kinds of ministry in our congregations, there is a need to form one coherent team from our teams of stipendiary and non-stipendiary ordained staff, the employed youth, community and family workers, and worship leaders (through a process of union and parish grouping.) That team needs to provide lively, varied worship in a range of styles and at a range of times (requiring flexibility from everyone) across the cluster, and quality pastoral care. We have identified shared areas of mission work, with the concern for less affluent areas of the parish being of special importance, along with concern for the university community, asylum seekers and new Scots, developing our online presence and shared work in areas of environmental and social concern. We need to prioritise mission potential over historic building maintenance. To achieve these aims we need to have:

- Vision and prayer
- Willingness to change on the part of everyone: no-one can continue with an unchanged pattern.
- Flexibility—we need to rethink what church is, to get away from old models which no longer serve our communities well.
- Regular communication between congregations as we work towards the five-year end point as detailed in the Mission Plan Narrative Document.

We also seek to retain our local appointments of a Youth and Community Outreach worker in Kelvinbridge, and a Youth and Children's Worker in Partick Trinity and we envisage employing locally funded staff in our planned outreach hub in the eastern part of the Cluster.

The Cluster are considering innovative plans using non-stipendiary resources locally and may bring these forward for approval by Presbytery in the near future. This does not alter the plans for paid stipendiary ministry, however time has been permitted for this to be explored and developed as part of the transition ministry period until 2025.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Kelvinside Hillhead	0	No	D	0.5 MWS	n/a		KH - B review. Decision 2025, disposal 2027.
Kelvinbridge	1MWS	No	D	1 MWS		Union Kelvinbridge and Wellington 2023	Kelvinbridge – B disposal September 2023.
Wellington (Transition Ministry)	1 MWS	No	A				Wellington - B review. Decision 2025, disposal 2027.
Partick Trinity	1 MWS	No	A	1 MWS			A



## Cluster 1F – Missional Aims

This cluster reaches a number of geographically disconnected communities. Further, 5 out of ~~its 7~~ **its 8** member congregations have recently been replanted, representing a significant investment by the National Church over recent years; an investment that requires to be protected and developed. Our Mission Plan for the cluster chimes closely to the aspiration contained within the Kirk's Radical Action Plan of exploring and developing new forms of expressing church and has two main areas of focus:

a) The development of a city-centre hub that provides a Church of Scotland presence to minister to people who live, work and play within the city centre.

b) A focus on supporting mission through the development of church replants, new forms of being church and working with communities of interest like the Student Population or Asylum Seekers and Refugees.

To achieve this, we will strive to utilise resources across the cluster, seeking opportunities to work alongside other like-minded groups.

Many of the congregations are in some form of transition and, whilst people are full of enthusiasm and keen to see growth, there is a desire and recognition that the congregations are interdependent on each other, needing to work together, sharing experience, expertise and good practice. Those embarking on a new ministry or replant need to

- consult with the community in which they hope to work, learning from those who have been on a similar path before them.
- Those congregations with a wealth of experience can share expertise in
- church organisation and other governance skills that will build capacity in congregations with less experience in some areas.
  - being church in disadvantaged or more challenging communities with those for whom the demographics are unfamiliar.

In order to further explore a proposal by St John's Renfield Church to join the cluster PMPCG have arranged for facilitated conversations to commence immediately (17<sup>th</sup> April 2023). On the understanding a cluster proposal should be brought to presbytery implementation committee no later than June 2024.

The ministry allocation for the cluster is 4 FTE and 0.5 MDS PA Toryglen.

Buildings:

'B review by June 2024 disposal Dec 2024' for St Andrews West and St George's Tron.

'A' for the remaining buildings.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
St Andrew's West	1 MWS	No	A	4 FTE	0.5 MDS PA Toryglen	Cluster has been referred for facilitated conversation.	St A's West – B review Decision June 2024 disposal end December 2024
St George's Tron	1 MWS	No	A				St G's T – B review. Decision June 2024, December 2024.
Sandyford Henderson Memorial	1 MWS	No	A				A
Wallacewell (NCD)	1 MWS 0.6 MDS	Yes	n/a				A
Toryglen	1 MDS	Yes	D				A Toryglen
Ruchazie	1.5 MDS	Yes	D				A Ruchazie
St Rollox (Transition Ministry)	1 MWS	No	A				A
St John's Renfield	1 MWS	No	A				St John's- Renfield Church Category- A St J R Halls Category-A

## Cluster 1G – Missional Aims

To come together as a group of parishes, developing and mobilising towards a shared vision. Within the cluster there are already numerous areas of strength, and we begin with each existing congregation and its building already being a centre for different areas of mission, ensuring that all 5 marks of mission are addressed across the cluster. By coming together in unity, we will:

- offer a deeper nurturing experience for new and old believers alike in terms of mentoring and developing new members, alpha courses, bible study, opportunities for volunteering and service, encouraging our leadership team.
- work towards a common worship life which underpins all our work, using the strength and encouragement that unity brings.
- better develop work across the NW Glasgow area in the use of the arts and creativity using social media, physical installations, creative projects and film making.
- continue to offer sought after funerals and bereavement care, weddings and spiritual care for those living in NW Glasgow.

To work in partnership with other Christian churches in our area where possible, eg sharing worship, staff resources, activities (Roman Catholic, Methodist, Scottish Episcopal Church, Praying Hands Asian Fellowship, Clay Community Church), always with creation care and ecological sustainability in mind and a priority to the poorest.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Maryhill	1 MWS 1 DCS	n/a	A	2 MWS	1.2 MDS	Union between Maryhill and Ruchill Kelvinside effected 14 <sup>th</sup> July 2022.	A
Ruchill Kelvinside	1 MWS	n/a	A			A linkage of Colston Milton and Possilpark by Dec 2023.	A
Colston Milton	1 MWS 0.5 MDS	PA	D			This will be followed by a further adjustment;	B decision date

						<p>either</p> <ul style="list-style-type: none"> <li>• Union of Colston Milton and Possilpark</li> <li>• Union of linked charge of Colston Milton and Possilpark with Maryhill Ruchill with a Team Ministry</li> </ul> <p>The decision on the form of the further adjustment will be taken by the congregations by Dec 2026 and the adjustment will be effected by the December 2027.</p>	<p>December 2023</p> <p>Disposal date December 2025</p>
Possilpark	1 MWS 0.5 MDS	PA	A				A

## Cluster 1H – Missional Aims

The adopted strapline for GLPC says: ‘Loving God, Loving Govan.’ We want to extend that to include: ‘Loving Kinning Park’. To do so will involve harnessing all that’s outlined in terms of ‘assets’, in conjunction with all that’s outlined in terms of ‘what we can do together which will generate energy and enthusiasm’.

Mix these with prayer and the potential ingredients will exist for the Church to grow, flourish and be of influence for good within the Cluster communities. External funding will be required to supplement cost of ministry provision. Initial exploration of establishing a SCIO as a platform for fundraising is underway although this approach will require time and resources which would otherwise be ministry focussed. GLPC is also separately seeking to appoint a Facilities Worker to act administratively as well as practically in terms of the letting of our premises with this being funded locally. It is envisaged that this could be a resource shared between KPC and GLPC.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Kinning Park	1 MWS	n/a	A	1 MWS	0.6 MDS	Union on the retiral of the incumbent of Kinning Park	Kinning Park- B review. Decision date Dec 2023, disposal 2024
Govan and Linthouse	1 MWS 2 MDS	PA	A				A

## **Cluster 1I – Missional Aims**

To see mission opportunities as the priority in everything we do. To encourage and enable the congregations to share the Gospel in their everyday activities through training and encouragement. The priority is not just to save the church, but to save souls.

- Proclaim Christ Jesus as Lord.
- Think about how to foster a new expression of mission and Church.
- Promote Ministry within Parishes, advertising Services and community projects.
- Collaborate with like-minded evangelical denomination/organisations.
- Each building 'A'.
- Each with ministry post and the PA weighting shared equally between TPHD and Gairbraid.
- Each minister and Kirk Session administer their own discreet congregation and cooperate fully and equally when the need arises.

To achieve this, we seek:

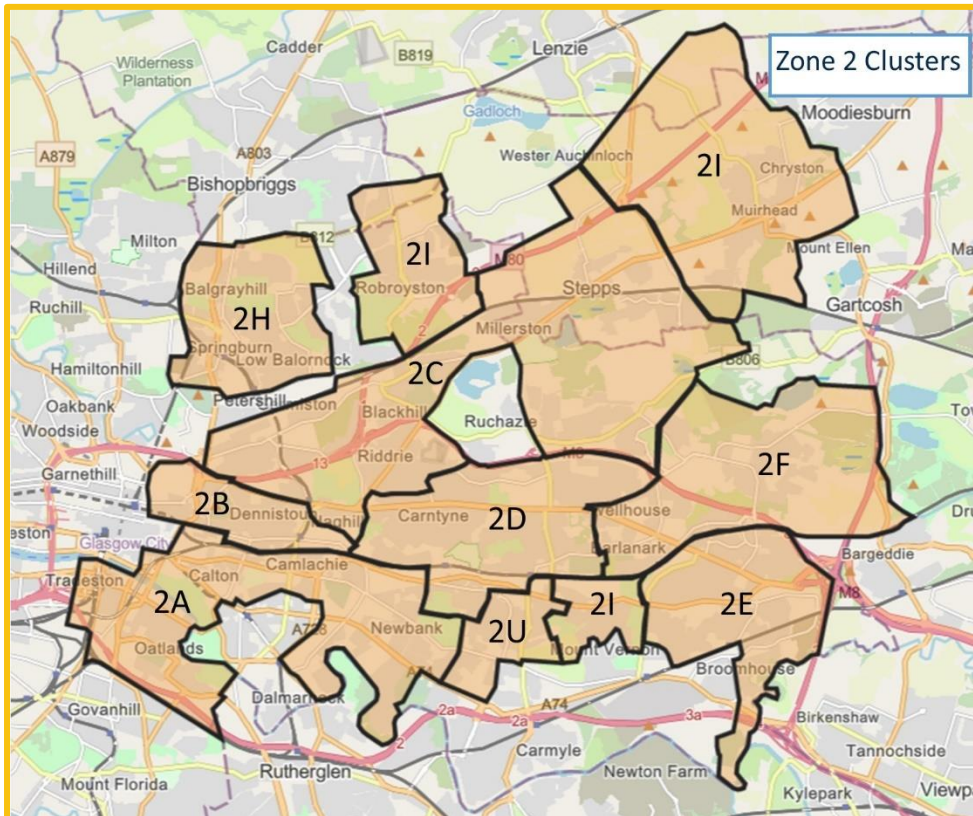
- To understand today's society.
- To provide training and encouragement of the congregations to engage with Mission and engage in exercising the priesthood of all believers.
- To see evangelism as the priority in our local situations.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Trinity Possil & Henry Drummond	1 MWS 0.5 MDS	PA	A	1.5 FTE  1 MWS 0.5 MDS	0.6 MDS – to be allocated only if the cluster Ministry dropped below its total allocation 2.1 FTE (1.5+ 0.6 MDS).	<del>Cluster does not anticipate adjustment in the lifetime of the plan with 3 FTE MWS on unrestricted tenure.</del>  <b>Union</b>	TPHD - A
Gairbraid	1 MWS 0.75 MDS	PA	D				Gairbraid - B disposal Dec 2023.
Carmyle I/w Kenmure Mount Vernon	1 MWS 1 OLM	n/a	Kenmure Mt Vernon – A Carmyle - D				Carmyle - B review. Decision Dec 2023, disposal June 2025.  Kenmure MV- A



## Zone 2

Zone 2 is largely made up of clusters in the North-East of Glasgow but also includes the Gorbals, located south of the River Clyde, which accounts for 6% of the zone population.

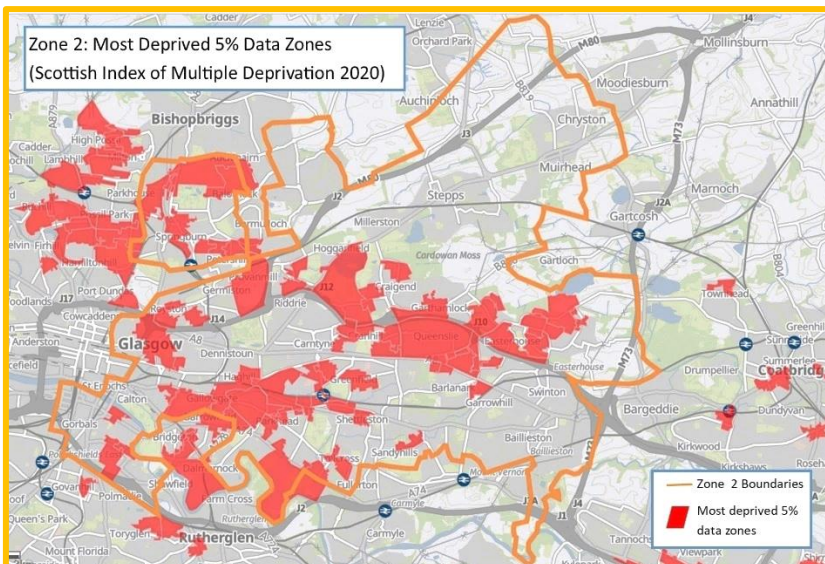


Total population:  
**186,371**

**23%** of the population are income deprived, with the individual clusters ranging from 11% - 34% income deprived.

Under 45s  
Population: 114,392  
(61%)

**The highest share at 39%** (approximately 12,108 people) of the Presbytery of Glasgow's most deprived 5% areas, (Scottish Index of Multiple Deprivation: 2020 (SIMD)) live in zone 2.



If Zone 2 was a community of 100 **people**:

- 17 would be aged under 16;
- 14 would be aged over 65;
- 8 would be in primary school;
- 6 would be of pre-school age.

If Zone 2 was a community of 100 **households**:

- 41 households would have one person living alone;
- 26 would have dependent children living there;
- 14 would have one person aged over 65.

32% describe themselves as *Roman Catholic*;  
27% state that they have no religion;  
26% as *Church of Scotland*;  
3% as *Other Christian*.



## Zone Overview

Many of the clusters have articulated that their sharing the Good News of the Kingdom is expressed in everything they do, in word and action. Having thought creatively about partnering with congregations who share an ethos or vision, some of the congregations have expressed a need to get to know one another better. However, there is already a clear recognition of the depth of experience their partner churches have gained in particular ministries that have been established and developed to be relevant to the communities they serve, with strong partnership networks. This experience of partnership working is evident in the planned congregational partnerships across clusters. Their Mission Plans have a particular focus on determining practical ways of sharing learning and experience, and to work collaboratively through sharing resources. This joined-up approach is being employed in areas as diverse as establishing cluster-wide preaching plans, planning a co-ordinated approach to discipleship activities, drawing on the experience of long-established projects that serve and empower the community and providing a Guild that draws its members from five congregations. As with other zones, some buildings are also used for worship services by ecumenical partners and there is a concerted effort to continue to improve energy efficiency. Congregations are also growing their own food to use in times of fellowship, promoting fairtrade, recycling and limiting plastic use.

## Planned focus on the Five Marks of Mission – a summary

The following points seek to summarise and highlight some of the missional objectives for the Zone contained in the Cluster Mission Plans and give a sense of the missional trajectory of the zone as a whole.

### To proclaim the Good News of the Kingdom

- Source training and provide opportunities for greater involvement in leading worship
- Build up capacity to work with young people, enabling the cluster to engage with youth, children and families with an aim of helping them to develop a faith of their own.
- Continue to explore and develop ways to take the gospel to where the people are, including schools, online streaming, zoom worship and fellowship opportunities, community events, coffee shops, parks, and sheltered housing and care home services, providing special services for particular people groups as appropriate.

### To teach, baptise and nurture new believers

- Develop the provision of pastoral groups to provide support networks
- Provide a range of discipleship resources both online and face-to-face, that encourages a culture where people feel enabled to grow in faith and in confidence to share their faith.
- Establish group working to share the development of discipleship materials, outreach events, best practice and to co-ordinate human resources.

### To respond to human need by loving service

- Continue to develop how we engage in the community, discerning how we can bless, support and develop relationships with a range of people-groups.
- Continue to develop visibility in the community as a place that is linked into networks and able to effectively give direct support or signpost individuals to specialist agencies.
- Recognising many congregations have a particular missional focus on and expertise in contextually relevant fields of service, nurture existing collaborative working and further develop cross-fertilisation of good practice and learning, identifying opportunities to work together.

To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

- Continue to provide prayerful, financial and material support, including hall space, to specialist charities.
- Continue to develop partnership networks with agencies and mission partners locally, nationally and overseas.
- Develop safe spaces to hear each others' stories and build meaningful relationships.

To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Continue to explore and develop creative use of outdoor spaces, including growing food and providing wildflower gardens.
- Create cultures of sustainable and ethical shopping, including providing a focus on sustainable food use, fairtrade and nearly new shops.
- Developing a common attitude of respect for and stewardship of creation and a shared recognition of the climate emergency.

## Zone 2 – Plan for Ministry and Buildings

	<b>Totals</b>
Total Population	186,371
Allocation	13
Additional PA resource	4.7
Total Allocation	<b>17.7</b>

## Congregational Self-Appointed Clusters

Cluster	Congregation	Population	M&M Contribution	Allocation	Additional PA Allocation	Total Allocation
2A	<b>Cluster 2A</b>	<b>37,624</b>	<b>44,673</b>	1.5	0.8	2.3
	Gallowgate	11,566	17,026			
	Gorbals	11,839	19,870			
	Calton Parkhead	14,219	7,777			
2B	<b>Cluster 2B</b>	<b>16,115</b>	<b>124,544</b>	1.5	0	1.5
	Cathedral	5,497	74,759			
	Dennistoun New	10,618	49,785			
2C	<b>Cluster 2C</b>	<b>36,182</b>	<b>83,836</b>	2	0.9	2.9
	St Andrew's East	6,092	18,215			
	St Paul's	10,091	5,973			
	St Enoch Hogganfield	5,302	19,920			
	Garthamlock and Craigend	6,822	6,278			
	Stepps	7,875	33,450			

2D	<b>Cluster 2D</b>	<b>24,092</b>	<b>99,994</b>	2	0.9	2.9
	Carntyne	9,172	45,049			
	Shettleston New	10,625	46,628			
	Cranhill	4,295	8,317			
2E	<b>Cluster 2E</b>	<b>17,012</b>	<b>90,997</b>	1.5	0	1.5
	Ballieston St Andrews l/w	9,979	40,696			
	Ballieston Mure Memorial	7,033	50,301			
2F	<b>Cluster 2F</b>	<b>14,729</b>	<b>24,361</b>	1	1.2	2.2
	Barlanark Greyfriars	6,065	14,515			
	Easterhouse	8,664	9,846			
2H	<b>Cluster 2H</b>	<b>17,378</b>	<b>80,185</b>	1.5	0.9	2.4
	Tron St Mary's	4,356	24,794			
	Colston Wellpark	3,647	20,131			
	Springburn	9,375	35,260			
2I	<b>Cluster 2I</b>	<b>14,912</b>	<b>122,340</b>	1.5	0	1.5
	Sandyhills	3,694	41,340			
	Chryston	3,939	75,493			
	Robroyston	7,279	5,507			
2U	<b>Cluster 2U</b>	<b>8,327</b>	<b>30,997</b>	0.5	0	0.5
	Causeway Tollcross	8,327	30,997			

## Cluster 2A – Missional Aims

We intend to work together across our three priority area parishes, reaching out to the populations of the parishes in relevant expressions of service and ministry.

To help us achieve this we will

- Get to know each other, developing relationships and synergies across the cluster, at ministry, Kirk Session and congregational levels.
- Encourage each other in our endeavours.
- Share experience and ideas, with the ambition of developing joint and complementary community projects.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Gallowgate	1 MWS	PA (until 2023)	n/a	1.5 FTE	0.8 MDS	Stage 1: Linkage of Gorbals and Gallowgate Stage 2: Deferred union of Calton Parkhead with Gallowgate linked with Gorbals	n/a
Gorbals	1 MWS 1 MDS	PA	A				A
Calton Parkhead	1 MWS	PA	D				A

## Cluster 2B – Missional Aims ( as described in Section 2.3)

The congregation of Dennistoun New have indicated they are unable to continue working as part of this cluster and have requested a period of Guardianship. In line with other congregations who have been unable to complete cluster conversation the cluster has been identified with the placeholder of Guardianship.

Guardianship has been used in a very limited number of cases and in this case where the congregations have not submitted a completed and approved joint cluster proforma. It is understood that this short-term adjustment will allow Presbytery (via the Presbytery Mission Plan Review Committee) to consult with relevant parties to define the mission, role and purpose of Glasgow Cathedral within Presbytery and provide the necessary breathing space to complete cluster conversations.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Cathedral	1 MWS	n/a	n/a Historic Scotland	(1.5 FTE) 0.25 for each whilst in Guardianship	n/a	Guardianship for both. To be reviewed Dec 2023	n/a Historic Scotland
Dennistoun New	1 MWS	n/a	A		n/a		A

## Cluster 2C – Missional Aims

Our shared overriding desire is to be a dedicated Christian presence in the North East of the City of Glasgow and through love and compassion for our communities to display the love of God through our actions over our five parishes. We aspire towards sharing resources and talents/skills as a Cluster ~~and aim to develop one Kirk Session comprising Elders from all five churches.~~

We hope to support and learn from St Paul's award-winning success with its Youth Forum. Over time, we expect more of our Church members to engage in training to help deliver alternative forms of worship across our Cluster, recognizing that traditional MWS ministry will be difficult to maintain over such a diverse and widespread cluster area. We recognize that a period of adjustment will be essential to allow congregation members and communities to get to know each other and to adapt to the new ways of 'doing church'.

First and foremost, our congregations need to get to know each other in order to recognise our Cluster's strengths and weaknesses.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
St Paul's	1 MWS 1 MDS	PA	A	1 MWS St Paul's St Andrew's East St Enoch	0.7 MDS  St Paul's	Union of St Andrew's East and St Enoch then linked with St Pauls. With Move towards Union May 2023.	B review Dec 2023, disposal June 2025
St Andrew's East	1 MWS	PA	D				St A E - B review. Decision Dec 2023, disposal June 2025.
St Enoch Hogganfield	1 MWS	n/a	D				St E H - B review. Decision Dec 2023, disposal June 2025. (And all 5 manse buildings retained as an A as fund raising assets.)

Garthamlock and Craigend	1 MWS 0.5 MDS	PA	A	1 MWS Stepps Garthamlock & Craigend	0.2 MDS Garthamlock & Craigend	Linkage between Stepps and Garthamlock & Craigend (PA).	Garthamlock - B review. Decision Dec 2023, disposal June 2025.
Stepps	1 MWS	n/a	A				Stepps – A



## Cluster 2D – Missional Aims

We will seek to go forward as a parish grouping as two congregations: Carntyne & Cranhill and Shettleston New. We will seek to build upon the good relationships formed amongst the cluster group and look for opportunities to work together. (E.g. we are looking at the possibility of the 'Come and Sing' dementia-friendly music sessions that used to run at Cranhill restarting at Shettleston New). As things stand, the three congregations are beginning a journey together. Our main focus so far has been looking at how to continue existing missional activities and we are sure that new ideas will arise as we go forward together.

The existing Discipleship Facilitator role will transition into a more outward facing Community Outreach Worker worker while the work of the Development Worker for Older People will continue, although the scope for both positions is dependent on 'top-up funding'. (see PA Allocation pro-forma for more detail on all this.)

To achieve our aims we will seek to:

- Obtain additional funding to maintain MDS staffing at current levels or higher – i.e to top up the Outreach Worker position to full-time and the Development Worker for Older People up to at least 0.5 FTE, although the hope is that this could be increased to a full-time position.
- Explore a variety of funding options – both within the Church of Scotland and externally.

The plan is for both MDS workers to work across both congregations and the communities which they serve.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Carntyne	1 MWS 1.5 MDS	PA	A	1 MWS	0.9 PA MDS [0.3 MDS (Cranhill) 0.6 MDS (Shettleston New)]	Stage 1: Union of Carntyne and Cranhill Stage 2: Form Parish Grouping	Carntyne Sanctuary – A Carntyne Halls - B
Cranhill	1 MWS 0.5 MDS	PA	(lease)				B
Shettleston New	1 MWS 1 MDS	PA	A	1 MWS			A

## Cluster 2E – Missional Aims

Having recently concluded a period of Interim Ministry, we are now looking forward to increased opportunities to work and worship together.

To do this, we will engage in good communication, looking at our community together and projecting a joint church approach across the parishes, and hold Kirk Session meetings to discuss shared issues.

For this linkage to be missional, extra support is needed so that some creative energy can be given to outreach and development and so that the work done by both congregations during the interim ministry becomes strongly established.

### Time Line

1 Permission to call a minister When Faith Nurture Committee gives its approval

2 Work on shared vision Ongoing

3 Appointment of 0.5 worker As soon as job description is drawn up but that will require input from our new minister.

Clearly, more specific time targets will be required in due course but everything is subject to input from our new leaders when they are appointed.

- Change the age profile of our congregations by developing a strategy for working with young people and families.
- Expand the informal outreach opportunities offered by Thrift Shop and Café.
- Create a discipleship strategy by encouraging elders to develop their skills through training.
- Develop our work amongst older members of the community.

We will do this by;

- Good communication between the churches, particularly through the Liaison Committee
- Joint Kirk Session meetings to discuss shared issues.

- Looking at our community together and projecting a joint church approach across the parishes
- Improving the skill sets of our elders and other leaders by encouraging training , possibly at a local level.
- Appointment of 0.5 FTE worker

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Ballieston St Andrew's l/w Mure Memorial	1 MWS 0.5 MDS 1 OLM	n/a	St Andrew's - A Mure Memorial - A	1 MWS 0.5 MDS	n/a	n/a	St Andrew's – A Mure Memorial - A

## Cluster 2F – Missional Aims

For both congregations, mission is understood to be anything at all that helps people take one or more steps towards the development of their own personal faith in Jesus Christ. This is prayer-based and informed by scripture, as well as involving a practical outlook where the physical and spiritual needs of those in a priority area are met sensitively.

We recognise that a paradigm shift is needed in both congregations, and indeed in the wider Church of Scotland. People who have been used to “doing” church in a certain way for many years will have to be helped to embrace new ways of working. This is challenging, but not impossible. However, it may seem like a bereavement process for some as they mourn the loss of something very dear. We wonder if there is a role for Presbytery and the national church in this. It is hugely important that we have the staffing and resources to deepen and extend the work we are already doing across both congregations and parishes. Those working outside of priority area congregations perhaps have little appreciation of how challenging it can be to gather a group of capable volunteers. The responsibility often falls on a small number of committed folk. They are getting older and not a little weary. Some account must be taken of this, as people are asked to take on more and more in light of reducing numbers of paid staff. Furthermore, there is a safeguarding issue here, as new people will have to go through the PVG scheme. Delays in achieving that could hold us back.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Barlanark Greyfriars	1 MWS 1 MDS	PA	A	1 MWS of linked charge	1.2 MDS	Deferred Linkage of Easterhouse with Barlanark Greyfriars on retiral of minister at Easterhouse on unrestricted tenure.	B Barlanark decision by 2023  Disposal by 2025
Easterhouse	1 MWS 2 MDS	PA	A				A

## Cluster 2H – Missional Aims

Our aim is to have one congregation, made up of all three current congregations. The same number of elders from each existing KS will make up the new KS, ie 10 from each, making 30 on the KS. All 3 buildings will be used, with two remaining as community hubs and one will be both community based and the main place of worship on a Sunday morning, with potential for weekday/evening services to be held in other two churches.

To help us achieve this aim, we will implement

- Training for additional worship leaders and for those who wish to conduct funerals.
- Training in creating pastoral care teams.
- Better communication, through the use of social media.
- Prayer support for those engaged in the process.
- Facilitator support in selecting the Sunday place of worship early 2023.
- Developing new teams with a range of key skills e.g., treasurer and ensuring that there is backup so that if one person becomes ill or is unavailable, the projects can continue without pause.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Tron St Mary's	1 MWS	PA	A	1 MWS	0.9 MDS	Union of Tron St Mary's, Colston Wellpark and Springburn on reviewable tenure to 2025.	A
Colston Wellpark	1 MDS 1 OLM	PA	D	0.5 DCS/MWS			B review Dec 2023, disposal June 2025
Springburn	1 MWS 1 MDS	PA	A				A

## Cluster 2I – Missional Aims

Our aim is to take clear and challenging Gospel messages out into our Community, and strongly encouraging them to join our Fellowships and seek Pathways to Faith. Further, we seek to grow, make, care for and send disciples, alongside developing effective plans for caring for those in need in our communities

To achieve this,

- Biblical preaching is crucial as it challenges the individual to become involved in the above
- We need much greater freedom to grow our own financial resources to invest in local Gospel Mission activities
- To further develop our teams and make best use of our Congregational skills

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Sandyhills	1 MWS	n/a	A	1.5 FTE	n/a	Cluster does not anticipate adjustment in the lifetime of the plan with 3 FTE MWS on unrestricted tenure.	A
Chryston	1 MWS	n/a	A				A
Robroyston	1 MWS	n/a	A	1 MWS 0.5 MDS			A
						3-way union (no approved cluster plan submitted)	

## Cluster 2U – Missional Aims ( as described in Section 2.3)

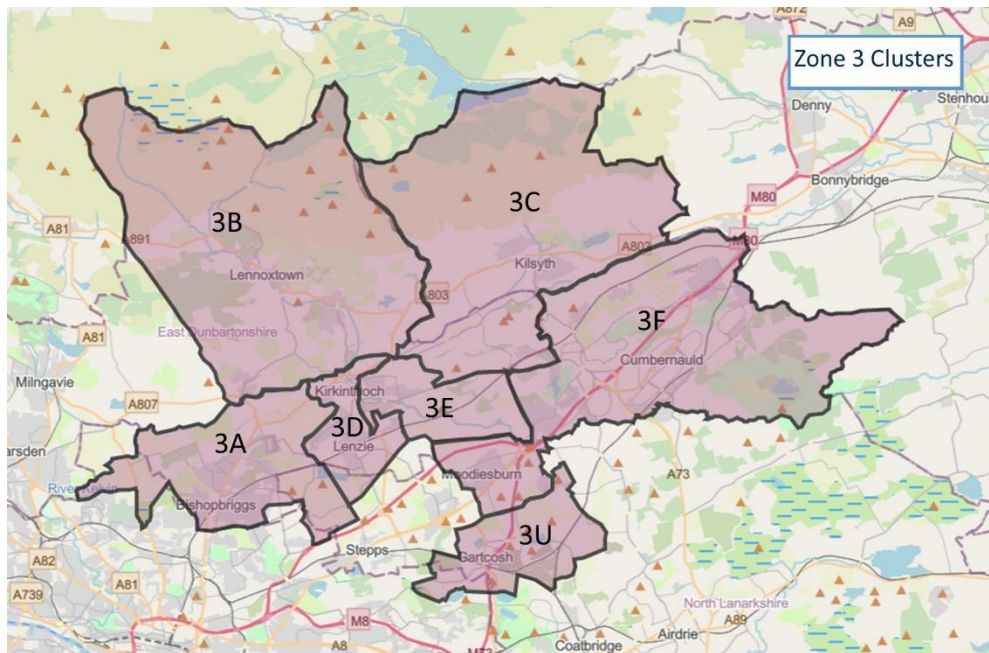
Guardianship has been used in a very limited number of cases and in circumstances where the congregations have been unable to complete cluster conversations and submit a proforma. It is understood that this short-term adjustment provides the necessary breathing space to complete cluster conversations. Other clusters are encouraged to respond positively to approaches from those in Guardianship. These are given the cluster designation of 'U' in the Presbytery mission plan.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	PA Charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Causeway Tollcross	1 MWS 0.25 MDS	n/a	A	0.5 FTE (temporary 0.25 FTE whilst in Guardianship	n/a	Guardianship while considering other options	B review Dec 2023, disposal June 2025



## Zone 3

Zone 3 is located in the north-east of the Presbytery of Glasgow and lies mainly within East Dunbartonshire and North Lanarkshire and, to a small extent, Glasgow Local Authority.



Total population:  
**145,094**

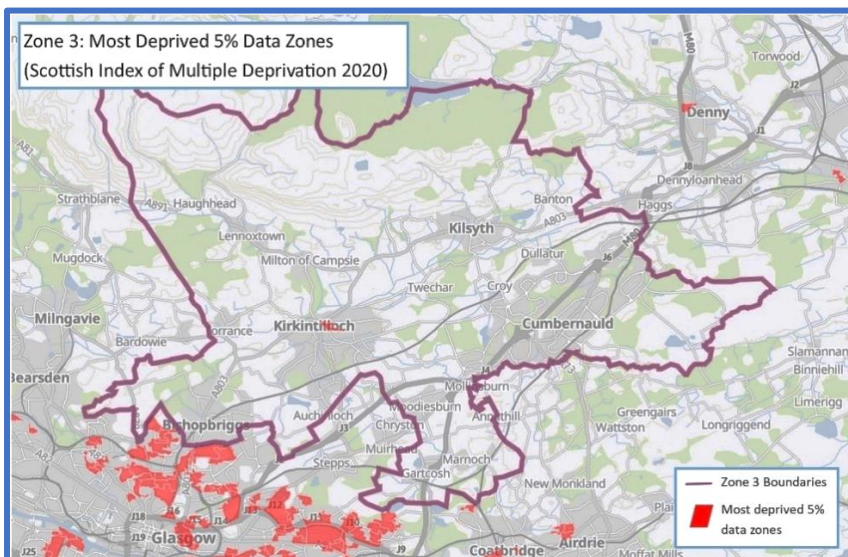
**72%** of the total population live in the four main towns of Cumbernauld, Lenzie, Kirkintilloch and Bishopbriggs.

**35%** of people live in the Cumbernauld area alone.

The remaining population live in smaller towns and villages.

Under 45s Population:  
76,325 (53%)

**Only one data zone in cluster 3E is within Presbytery of Glasgow's most deprived 5% areas, (Scottish Index of Multiple Deprivation: 2020 (SIMD)).**



If Zone 3 was a community of 100 **people**:

- 19 would be aged under 16;
- 17 would be aged over 65;
- 9 would be in primary school;
- 6 would be of pre-school age.

If Zone 3 was a community of 100 **households**:

- 30 households would have one person living alone;
- 30 would have dependent children living there
- 12 would have one person aged over 65.

32% describe themselves as *Church of Scotland*;  
29% as *Roman Catholic*;  
29% state that they have *No Religion*.  
4% as *Other Christian*.



## Zone Overview

Across the zone, there is a strong sense of churches finding ways to take the Gospel into the community through instigating and collaborating in events, by being in the marketplace, in exploring potential pioneering opportunities, and in making existing worship and outreach initiatives more accessible. There is a sense of balance between listening and discerning what God is already doing in the community and recognising what is in their own hands that would enable them to join in. Supporting wellbeing, social inclusion and accessibility features strongly in the plans, as does partnership working. There is a desire to be good stewards of their resources that includes developing creative ways of using their outdoor spaces.

## Planned focus on the Five Marks of Mission – a summary

The following points seek to summarise and highlight some of the missional objectives for the Zone contained in the Cluster Mission Plans and give a sense of the missional trajectory of the zone as a whole.

### To proclaim the Good News of the Kingdom

- Training and development of members and elders who feel called to lead worship, including appropriately encouraging people to undergo discernment and explore a call to recognised ministry.
- Determining the most effective mechanism to facilitate continued collaboration in shared missional activities, including the development of pioneering opportunities in identified areas within the cluster.
- Exploring the possibility of virtual worship leading and flexible service times.
- Continue to develop existing innovations that take the church into the community, such as coffee shops in retail units, prayer trees in local shops, and engagement with (or instigation of) high profile community events, such as Christmas lighting up, Plaza Praise, Praise in the Car Park, and Gala days.

### To teach, baptise and nurture new believers

- Develop services of worship to make these more accessible to the unchurched, children and families, whilst maintaining a strong Bible teaching focus and enabling them to come to an understanding of Christian faith.
- Continue to develop existing house groups, Bible studies, prayer meetings, new communicants' classes, and other spaces in which to grow and learn, including forming shared discipleship courses, such as Alpha, within clusters, and working in partnership with church, para-church and community organisations.
- Continue to engage with schools eg. SU groups, and other youth outreach and discipleship programmes, including the ongoing development of shared outreach events within clusters.

### To respond to human need by loving service

- Undertake community audits to listen and better understand the post-covid community, including looking at where people gather, how we can engage and how our buildings could be developed to better serve the community.
- Increased partnership working with expert agencies, schools, community councils and youth organisations, eg. reviewing and developing engagement and support of children and adults with learning difficulties and additional needs, partnering with the new local ASN school and the continuing provision of a live catering training space to enable ASN students to develop employability skills.

- Continue to develop and provide local practical support, including pastoral care, dementia care and diverse ministry in care homes, school chaplaincy, Youth Café study space and breakfast/after-school clubs, medicine collection, transport to hospital appointments and shopping service, delivery of flowers, bereavement services, groups for widowers, and funeral teas.

To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

- Continue to support local, national and overseas agencies, including other CofS churches, working for justice through financial and material donations, fundraisers, making initiatives, Guild projects, ongoing prayer, and the provision of premises.
- Continue to develop, provide and support a diverse range of social and fellowship activities that help promote good mental health and wellbeing and prevent loneliness, social isolation, and food and fuel poverty. These include partnering with agencies such as CAP, CAB Cruse Bereavement Counselling, G64 Support Group, to provide help and advice.
- Continue to develop accessible services for those with additional support needs to ensure the buildings and service provision are spaces for all.

To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Continue to explore and develop opportunities to be role models in good stewardship of creation and reducing our impact on the planet, both locally e.g. through being a Eco-church or equivalent, and internationally eg by supporting the work of Christian Aid.
- Develop ways to use church grounds and other open spaces, including wild gardens, and intergenerational and children's garden projects, Muddy church and partnerships with eco-projects such as nursery Forest schools.
- Engage in projects that support the wider community to be good stewards alongside partners such as community councils and community restoration projects. These include, litter picking, uniform recycling, becoming a recycling hub for items such as dental products, developing "Warm Space" projects with good wifi, to allow people to gather to work and have fellowship, whilst saving energy.
- Engage in building studies to review the ongoing sustainability of buildings that are fit for purpose and support an outward focus.

## Zone 3 – Plan for Ministry and Buildings

	<b>Totals</b>
Total Population	145,094
Allocation	10.5
Additional PA resource	0
Total Allocation	10.5

## Congregational Self-Appointed Clusters

Cluster	Congregation	Population	M&M Contribution	Allocation	Additional PA Allocation	Total Allocation
3A	<b>Cluster 3A</b>	<b>22,069</b>	<b>232,390</b>	2	0	2
	Bishopbriggs Kenmure	3,811	58,657			
	Bishopbriggs Springfield Cambridge	9,772	82,395			
	Cadder	8,486	91,338			
3B	<b>Cluster 3B</b>	<b>11,072</b>	<b>144,256</b>	1	0	1
	Campsie	4,668	34,888			
	Milton of Campsie	4,084	49,054			
	Torrance	2,320	60,314			
3C	<b>Cluster 3C</b>	<b>14,067</b>	<b>102,470</b>	1	0	1
	Kilsyth Burns and Old	5,897	49,136			
	Kilsyth Anderson	6,793	42,927			
3D	<b>Cluster 3D</b>	<b>14,965</b>	<b>306,018</b>	2	0	2
	Lenzie Old	5,251	76,342			
	Lenzie Union	3,863	107,453			
	Kirkintilloch St Mary's	2,708	72,032			

	Kirkintilloch St David's Memorial Park	3,143	50,191			
3E	<b>Cluster 3E</b>	<b>15,916</b>	<b>75,362</b>	1	0	1
	Kirkintilloch St Columba	8,334	59,042			
	Kirkintilloch Hillhead	7,582	16,320			
3F	<b>Cluster 3F</b>	<b>58,743</b>	<b>222,163</b>	3	0	3
	Cumbernauld Old	16,349	44,824			
	Cumbernauld Abronhill	8,104	40,739			
	Cumbernauld Kildrum	6,554	32,216			
	Cumbernauld St Mungo's	10,327	25,360			
	Cumbernauld Condorrat	10,450	44,422			
	Moodiesburn	6,689	34,602			
3U	<b>Cluster 3U</b>	<b>8,532</b>	<b>22,794</b>	0.5	0	0.5
	Gartcosh	5,220	13,634			
	Glenboig	3,312	9,160			

## Cluster 3A – Missional Aims

Across Bishopbriggs in 5 years' time, our churches will be working closely together, developing spiritual leadership and fellowship opportunities and providing Jesus-centred outreach to our community. The spiritual life of our church family will be strong and deep, and our churches will be places where everyone, regardless of age or experience, feels they have a part to play in sharing Jesus' message. We believe that we are called to serve our Lord by building up disciples and reaching the parish community in a range of endeavours in line with the 5 marks of mission. We have strong ambition to use all our premises to further develop relationships with our neighbours in the parish by providing a range of family-friendly events and worship opportunities so that we can share the gospel with them. We have set realistic and achievable goals aligned to available resources (people, finance, buildings)

We will be helped in this by a shared Jesus-centred vision of what we hope to achieve, alongside effective leadership and good working relationships across the congregations. We look to have effective communication between the churches and out into the community and, as we identify, share and develop the skills required to take forward our mission in the community, we also bring a willingness to share resources.

The local appointment of a Family and Development Worker at Kenmure church could be extended across the cluster, sharing costs and therefore being able to extend the duration of the post.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Bishopbriggs Kenmure	1	No	A	2 MWS	n/a	Team Ministry 2027 or earlier in the event of demission and translation of the minister.	A
Bishopbriggs	1	No	A		n/a		A
Springfield Cambridge							
Cadder	1	No	A		n/a		A

## Cluster 3B – Missional Aims

As a cluster we will live out the 5 Marks of Mission within our communities. We will achieve this by: -

- Sharing the Good News of the Lord Jesus Christ.
- Prayerfully seeking God for a powerful move of the Holy Spirit that would lead many people in and towards a vibrant profession for Christian Faith and a growing expression(s) of church.
- Increasing our impact within the three communities.
- Proclaiming the Word and administering the sacraments.
- Rationalising our infrastructure to support the release of energy and resources.
- Twinning.      • Grouping.
- Overseas support.
- Youth work.

We will be helped in this by shared prayer, encouragement, accountability, discernment, and training. We will draw upon support from church, para-church and community organisations.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Campsie	1 MWS	No	A	1 MWS	n/a	Deferred Union of Campsie and Milton of Campsie on the demission of either minister.	A
Milton of Campsie	1 MWS	No	A				A
Torrance	1 MWS	No	A			Further adjustment on any subsequent demission of the ministers on unrestricted tenure.	A

## Cluster 3C – Missional Aims

~~Kilsyth Burns & Old Parish Church, working with Kilsyth Anderson Parish Church would become a deferred Linkage working towards a Linkage and ultimately a 'Deferred Union / Union' in order that the Church of Scotland maintains a strong presence in Kilsyth that fulfils the requirements of all the members of the churches we have at present. This could be achieved by cluster group members from both churches working together over the period of time, to consolidate the transition to provide a single Church of Scotland church that is best suited to our community missional needs.~~

~~Working as a single cluster group, we could initially bring the congregations together (joint Session meetings, joint services, etc.) interspersed with the normal activities of both churches, but with the aim of getting the message to all members of our congregations that a single Church of Scotland church in Kilsyth is the way forward.~~

Kilsyth Burns & Old Parish Church, working with Kilsyth Anderson Parish Church would become Linkage working towards Union' in order that the Church of Scotland maintains a strong presence in Kilsyth that fulfils the requirements of the mission plan. We will explore new ways of being church, including Messy Church, midweek gatherings, cafe church and evaluate the efficacy of these activities as ways of reaching out in a new way. We will establish Bible Study groups and aim to form a youth choir.

This will be achieved by cluster group members from both churches working together, to consolidate the transition to provide a single Church of Scotland church that is best suited to our community missional needs. We will reimagine the use of our buildings and assess the benefit of their use for activities which respond to the needs of the town such as foodbank, meeting space, café, as well as working with civic partners in shared areas of concern and new initiatives. This will include a community survey working in partnership with the town developers to identify the place of the church within the ongoing redevelopment of the town, and our wider parish area of Banton and Twechar.

We will develop chaplaincy models including to schools and workplace chaplaincy as well as care homes. We will enable local skills by training people in pastoral roles including conducting funeral services. Local leaders will also be trained to run Bible Study groups, Alpha Course, worship development etc.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Kilsyth Burns and Old	1MWS	No	A	1 MWS	n/a	Linkage by Easter 2024	B review Dec 2023, disposal Dec 2027
Kilsyth Anderson	1MWS	No	A			Union by Easter 2025	B review Dec 2023, disposal Dec 2027



## Cluster 3D – Missional Aims

Our plan is built on working, learning and worshipping together, sharing resources to become more effective in participating in the mission of God in the community and the world.

We will be helped in this by communicating with each other and the community eg Local authorities and other local groups, to understand local needs, and to form joint working groups delegated by Kirk Sessions. We seek to share skills and resources and to learn together, training volunteers to lead worship and funerals, and to provide bereavement support.

To share the good news of Jesus Christ in our communities as we seek to grow in faith

We will look to do this by:-

1. Sharing and developing skills to encourage and grow discipleship
2. Engaging beyond church walls to be a more visible presence within our communities
3. Exploring new ways of worshipping and praying together within our communities

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Lenzie: Old	1 MWS	No	D	2 MWS	n/a	Lenzie Old and Lenzie Union linkage /union to be effective end 2027.	B review Dec 2023, disposal Dec 2027
Lenzie: Union	1 MWS	No	A				B review Dec 2023, disposal Dec 2027
Kirkintilloch: St Mary's	1 MWS	No	A				B review Dec 2023, disposal Dec 2027

Kirkintilloch: St David's Memorial Park	1 MWS	No	A			Union of Kirkintilloch SDMP and St Mary's by end December 2023.  Final stage: parish grouping of the two new charges	B review Dec 2023, disposal Dec 2027
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## Cluster 3E – Missional Aims

Our mission plan is to continue to make use of missional opportunities presented in the personal circumstances of individual church members, through the important work of the groups and activities of the church, and in the regular services, all supported by prayer.

Whilst remaining receptive to the leading of God's Spirit we are hoping to develop our missional strategy in the following three areas:

- the appointment of a Children and Families Worker and the missional opportunities this may lead to
- exploring how we might be able to support people with learning difficulties/additional needs, including through the new ASN school due to be completed by August 2023;
- considering whether there might be further ways in which we can support young families that might run in conjunction with the Little Fishes and Busy Bees groups.

Alongside this, we will look to make the regular services of the church more accessible to people who are unchurched, to children and to young families.

The following will help us to achieve this:

**Teaching/Discipleship:** having a culture of discipleship where we seek to grow in faith and devotion as we respond in love and obedience to the teaching of God's Word including through the regular services of the church (Sundays and Midweek) and Small Group Bible Studies.

**Community Engagement:** for the groups and activities of the church to continue and grow in being outward-looking, seeking to engage not only with those inside the church but also those outside the church. To dedicate ministry resources to school chaplaincy work. To seek to respond to the needs of the community where possible and as the opportunity arises.

**Communication:** to continue to explore and develop ways of communicating with our community as effectively as possible.

The local appointment of a Children and Families Worker is being actively pursued, with fundraising underway.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Kirkintilloch: St Columba	1	No	A	1 MWS	n/a	Union (already effected)	St Columba Sanctuary: A Hillhead Sanctuary: B review Dec 2023, disposal Dec 2025
Kirkintilloch: Hillhead	0 (Guardianship)	No	A				

## Cluster 3F – Missional Aims

This cluster will be a vibrant local-church, showing and telling the gospel of Jesus Christ to the people of Cumbernauld and Moodiesburn, and to encourage and grow God's kingdom here and now. We seek to achieve this through pooling the human resources and Spirit-given gifts of enthusiastic people, with a confidence in the gospel, caught up in a positive vision, and in concerted prayer.

As we pool resources, we will be helped by the removal of unnecessary admin and governance burdens and will seek to ensure we have well-equipped spaces in the right places, appropriate to the purpose for which we want to use them. As we seek to deepen our understanding of the people who make up the communities of Cumbernauld and Moodiesburn, we will be willing to take risks and even to fail in some areas and to undertake training to develop our skills and gifts.

We will also seek to employ a Community Outreach Worker / Pioneer worker and will explore local and external funding.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Cumbernauld Old	1 MWS 1 DCS	No	A	1 MWS	n/a	<u>Stage 1:</u> Union between Kildrum and St Mungo's <u>Stage 2:</u> Union between Kildrum St Mungo's & Old	A
Cumbernauld Kildrum I/w Cumbernauld St Mungo's	1 MWS	No	Kildrum: A? St Mungo's: A?				Kildrum Sanctuary: B disposal December 2023  Kildrum Halls: A St Mungo's: A
Abronhill	1 MWS 1 MDS?	No	A				Abronhill Sanctuary: A
Condorrat	1 MWS	No	A	1 MWS	n/a	Deferred Union	Condorrat Sanctuary: A Condorrat Halls: A
Moodiesburn	1 MWS	No	A	1 MWS	n/a		A

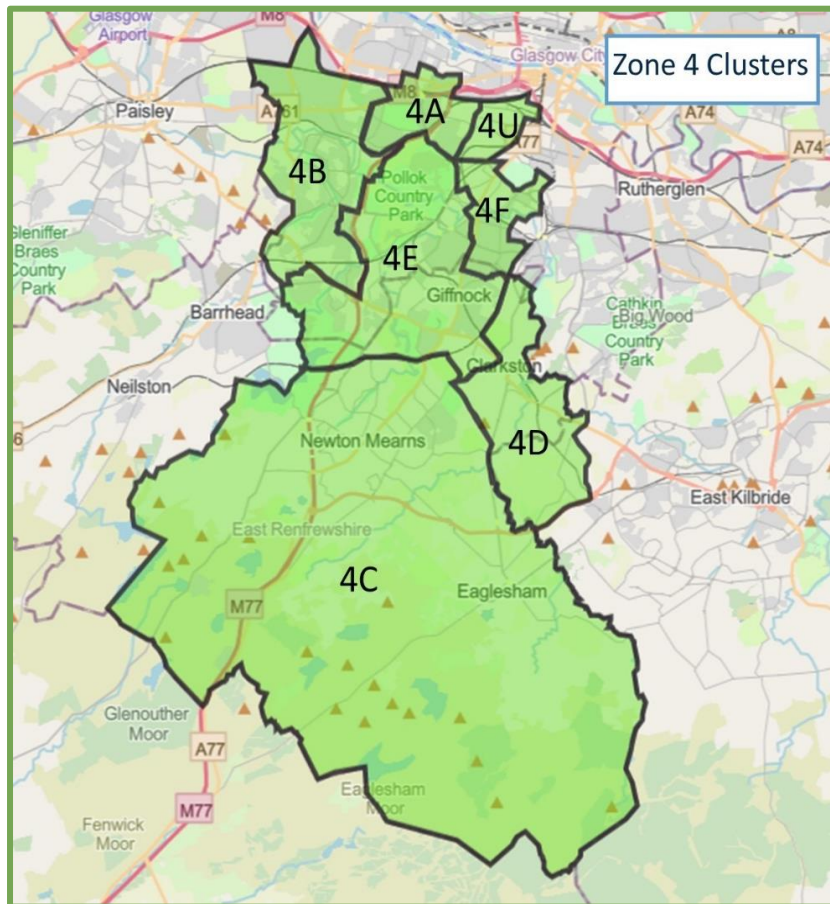
### Cluster 3U – Missional Aims (as described on Section 2.3)

Guardianship has been used in a very limited number of cases and in circumstances where the congregations have been unable to complete cluster conversations and submit a proforma. It is understood that this short-term adjustment provides the necessary breathing space to complete cluster conversations. Other clusters are encouraged to respond positively to approaches from those in Guardianship. These are given the cluster designations of 'U' in the Presbytery mission plan.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Gartcosh I/w Glenboig	1 MWS	No	Gartcosh A Glenboig A	0.5 FTE (temporary 2 x 0.25 FTE whilst in Guardianship)	n/a	Guardianship while considering other options	Gartcosh - A Glenboig - B, disposal Dec 2027.

## Zone 4

Zone 4 is on the south-side of Glasgow and its clusters lie within Glasgow and East Renfrewshire local authorities.



Total population: **193,248**

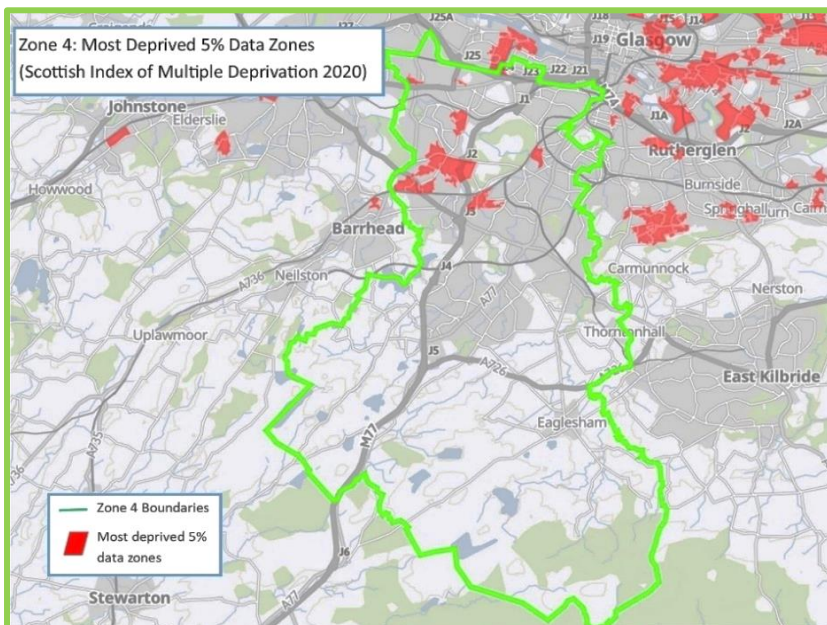
**19%** of people are aged under 16 – the highest percentage in the Presbytery.

**17%** are aged over 65.

**2.5%** are aged over 85 - the highest percentage of this category in the Presbytery.

**12%** share (approximately 12,108 people) of the Presbytery's most deprived 5% areas, (Scottish Index of Multiple Deprivation: 2020 (SIMD)). These areas are located in the north of the zone.

Under 45s Population: 110,099 (57%)



If Zone 4 was a community of 100 **people**:

- 9 would be in primary school;
- 19 would be aged under 16;
- 17 would be aged over 65;
- 6 would be of pre-school age.

If Zone 4 was a community of 100 **households**:

- 34 households would have one person living alone;
- 29 would have dependent children living there;
- 15 would have one person aged over 65.

28% describe themselves as *Church of Scotland*;  
27% state that they have *No Religion*;  
23% as *Roman Catholic*; and  
4% as *Other Christian*.



## Zone Overview

Across this Zone, there is both a broad theological and demographic spectrum that creates great diversity in missional focus, priorities and partnership working appropriate to the communities they serve, and in how they share the gospel in word and life. Within this Zone a number of clusters are exploring new ways of being church which include 3 potential team ministries and an ecumenical grouping. There are, however, several areas of commonality. It is encouraging to note that 8 congregations volunteered to cluster together to further the mission of Christ in this part of the city. Music, and particularly singing, features regularly across the zone in expressions of worship, missional outreach and pastoral care and there is active exploration into different styles of worship. Covid has affected youthwork in many of the congregations and finding ways to re-engage and develop existing initiatives features heavily in the missional plans. Similarly, serving people with dementia and their carers, providing respite and activities, also features strongly across the zone, alongside financial and practical support to a wide range of local, national, and international charities. There are a significant number of larger buildings, and these have provided opportunities to develop specialist community projects, nurture on-site partnerships, host the work of specialist agencies and provide space for a range of community ventures. Across the cluster, inclusion and accessibility are strong themes, expressed in a range of ways. Many of the congregations are involved in social activism and advocacy, and are actively working towards more eco-friendly spaces.

## Planned focus on the Five Marks of Mission – a summary

The following points seek to summarise and highlight some of the missional objectives for the Zone contained in the Cluster Mission Plans and give a sense of the missional trajectory of the zone as a whole.

### To proclaim the Good News of the Kingdom

- Continue to take expressions of church and outreach to where the people are, eg Care Homes, Retirement Homes, cafés, in-school cafés, and online streaming and telephone services.
- Continue to explore and develop a varied and contextually appropriate diet of worship, including reviewing times and styles of worship and ongoing development of eg. café church, use of choirs, musical sermon series, outdoor worship festivals, bereavement services, Praise in the Park, and other services and outreach activities that are accessible and inclusive to the wider communities we serve.
- Develop youth, children and family engagement, making good use of locally employed staff, where applicable, and existing opportunities where relationships have been built up, such as SU groups, Sunday clubs, school and air-cadet chaplaincies, in-school Cosy café's, Messy/Muddy Church, Boys' Brigade, summer clubs and street evangelism.
- Continue to develop innovative adult and all-age outreach activities, including local initiatives and national programmes, such as Christianity Explored and Alpha
- Explore how to be a co-ordinated Christian presence in the community with CofS and ecumenical neighbours, building on existing partnerships and good relations.

### To teach, baptise and nurture new believers

- Develop a range of contextually appropriate discipleship opportunities such as prayer meetings, sermon discussion groups, Lenten courses, online and physical Bible Study groups, Men's breakfasts, topical discussion groups, and community specific groups eg Bible studies for parents of Sunday School children, new-communicants classes and pre-marital counselling.
- Continue to develop skills and gifts of congregation, including already accredited worship leaders, praise bands and choristers.
- Create opportunities for congregational members to be involved in the planning and development of worship.



### To respond to human need by loving service

- Provide practical, emotional and financial pastoral support, developing and nurturing pastoral teams and exploring collaborative pastoral care across a cluster.
- Continue to support professional agencies and charities, materially, such as providing office space and halls for groups and financially through fundraising and giving.
- Develop provision for the elderly, those with dementia and their carers, such as singing groups, lunch clubs and respite support, partnering with local authorities and expert agencies to promote best practice.
- Develop opportunities to enable wellbeing, including the ongoing work of Finns place, healing groups and blessing services, provision of peace gardens, NHS-led exercise groups, and groups that provide social inclusion and empowerment, such as the Guild, knitting clubs, walking groups, toddler groups and coffee and chat groups
- Develop musical and arts initiatives that provide inclusion and a sense of belonging, including community choirs, community carol services, drama and art groups and singing for fun groups.

### To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

- Continue to engage in ecumenical Peace and Justice forums, social justice marches, advocacy for those on the margins and the provision of practical support
- Continue to support overseas mission work and international agencies seeking to address poverty and injustice and their effects on communities.
- Continue to provide initiatives and engage with agencies that work with people on the margins both financially and in volunteering. The extensive work, appropriate to the diverse communities within the zone, is detailed more fully in the individual plans.

### To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Set a visible example of a commitment to addressing climate challenge, including sourcing ethical energy suppliers, improving energy efficiency, recycling protocols, using fairtrade products, and moving towards paperless meetings.
- Promote a culture of recycling including facilitating children's clothing, toys and childcare equipment swap events and bring and buys.
- Arrange Eco-challenge events, forums and other opportunities to demonstrate good stewardship of creation.

## Zone 4 – Plan for Ministry and Buildings

	<b>Totals</b>
Total Population	193,248
Allocation	13.5
Additional PA resource	0.7
Total Allocation	14.2

## Congregational Self-Appointed Clusters

Cluster	Congregation	Population	M&M Contribution	Allocation	Additional Priority Area Allocation	Total Allocation
4A	<b>Cluster 4A</b>	<b>14,503</b>	<b>124,546</b>	1	0	1
	Ibrox	5,205	28,183			
	Sherbrooke Mossspark	9,298	96,363			
4B	<b>Cluster 4B</b>	<b>50,428</b>	<b>191,532</b>	2.5	0.2	2.7
	St Andrew's and St Nicholas	10,446	44,472			
	Hillington Park	6,451	37,262			
	Cardonald	6,686	63,467			
	St James' Pollok	9,271	26,365			
	St Christopher's Priesthill & Nitshill	17,574	19,966			
4C	<b>Cluster 4C</b>	<b>33,908</b>	<b>441,461</b>	3	0	3
	Newton Mearns	8,030	70,110			
	Maxwell Mearns	8,477	94,300			
	Mearnskirk	7,310	115,770			
	Eaglesham	4,058	83,434			

	Broom	6,033	77,847			
4D	<b>Cluster 4D</b>	<b>18,811</b>	<b>322,260</b>	2	0	2
	Netherlee and Stamperland	8,247	152,305			
	Busby	5,044	43,440			
	Greenbank	5,520	126,515			
4E	<b>Cluster 4E</b>	<b>39,819</b>	<b>427,860</b>	3	0.5	3.5
	Eastwood	7,364	60,375			
	Thornliebank	7,351	27,526			
	Carnwadric	6,971	20,912			
	Orchardhill	5,825	93,038			
	Giffnock: South	2,835	102,147			
	Giffnock: The Park	2,691	39,356			
	Williamwood	3,529	60,134			
	Pollokshaws	3,253	24,372			
4F	<b>Cluster 4F</b>	<b>26,154</b>	<b>233,677</b>	1.5	0	1.5
	Merrylea	4,661	43,678			
	Newlands South	2,437	77,425			
	Langside	6,285	56,802			
	Shawlands Trinity	12,771	55,772			
4U	<b>Cluster 4U</b>	<b>9,625</b>	<b>39,501</b>	0.5	0	0.5
	Pollokshields	9,625	39,501			

## Cluster 4A – Missional Aims

- We will begin to share worship with one another and have multiple opportunities/events to build relationships.
- We will work together and hopefully with other community partners to launch 'Warm Welcome Project' over the winter, which will allow us to work alongside each other putting our faith into action.
- We will develop a cross-congregational messy church to build on our youth engagement.
- We will continue to consider how we can build on our sustainable church environments from both a church building and wider locality perspective.

To support these aims we would:

- Encourage elders to upskill and take on more worship leadership, including the accredited worship leader training course.
- Community engagement/volunteer training: to establish the best approach to the Warm Welcome project, eg Food hygiene training.
- Communication: develop communication between each congregation, eg Group WhatsApp, posters, websites.
- Recruitment: of further volunteers to expand the volunteer base for Messy Church.
- Sharing resources: in key support areas, eg Safeguarding.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Ibrox	1 MWS	No	A	1 MWS	n/a	Union	A
Sherbrooke Mossspark	1 MWS 0.5 MDS	No	A				A

## Cluster 4B – Missional Aims

We will work together

- as a Christian Community to share the Good News of Jesus, nurture faith and fulfil our calling as disciples of Christ.
- to become a Parish Grouping with the intention of eventual Team Ministry and the development of Missional Communities.
- through shared worship events and missional outreach, with shared use of buildings and joint Youth and social events.
- To form a parish grouping and complete process by end of March 2024 with consultation

To achieve this, we will move first towards a Parish Grouping, developing cross-cluster working parties, and then towards a Team Ministry. We will conduct a missional audit of our buildings and create missional teams. Alongside this, we will continue to provide outreach opportunities, such as Alpha.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
St Andrew's and St Nicholas	1 MWS	No	A	2 MWS	0.2 MDS St James' Pollok	Stage 1: Parish Grouping Stage 2: Team Ministry Stage 2: a form of team ministry either formal or through parish grouping of 2 or 3 charges	A
Hillington Park	1 MWS	No	A	0.5 MWS			A
Cardonald	1 MWS	No	A	Pioneer			A
St James' Pollok	1 MWS 0.75 MDS	Yes	D	Minister March 2024			B St James' Pollok disposal Dec 2027
St Christopher's Priesthill & Nitshill	1 MWS 1 MDS	Yes	D	Team ministry by 2027.			A Dove St – B disposal June 2023

## Cluster 4C – Missional Aims

The cluster of 5 congregations serve the area of Newton Mearns and the village of Eaglesham. The challenges facing the church nationally in terms of supporting ministry of word and sacrament and the constraints of ageing congregations including future finances have informed the cluster's desire to create a sustainable mission to the Mearns and Eaglesham in the following way:

1. Engage with our congregations and communities to proclaim the Good News of Jesus Christ in a relevant, meaningful and challenging way
2. Engage with young people and families where they are, bringing the love of Christ to them
3. Engage with communities and those in need, locally, nationally and internationally offering support, love and care
4. The response to these aims for each congregation is detailed in the original mission plan submission and will be monitored at Kirk session level and discussed at cluster meetings between the congregational representatives through 2023

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Mearnskirk	1 MWS	No	D	3FTE	n/a	<b>Stage one:</b> Proposed union with Broom P.C and Mearns Kirk PC will create 'United Congregation A'.	B date of decision end 2023  Date of disposal end 2027
Broom	1 MWS	No	D				B date of decision end 2023

						<b>Stage two:</b> Union between the 'united Congregation A' and Newton Mearns P.C.	Date of disposal end 2027
Newton Mearns	1 MWS	No	D		n/a	Deferred until the retiral of the incumbent ministers, current plans are; Rev. Joe Kavanagh from Mearns Kirk in 2023 and the Rev. Jim Boag from Broom PC. in 2025.	B date of decision end 2023  Date of disposal end 2027
Maxwell Mearns Castle	1 MWS	No	D		n/a		B date of decision end 2023  Date of disposal end 2027
Eaglesham	1 MWS	No	A		n/a		B date of decision end 2023  Date of disposal end 2027

## Cluster 4D – Missional Aims

For the congregations of St Aidan's Scottish Episcopal Church; Busby; Greenbank and Netherlee & Stamperland to grow and work together in the service of the Gospel to further the mission of Christ's Church and to make God's love known in our communities and beyond.

- Recognition that we are stronger together than as individual congregations.
- Collaboration and pooling of resources to enable us to do more than we can on our own.
- Serving the Gospel; love and support to four Christian Faith to fulfil God's mission.
- Pool resources to provide a Christian purpose to our community/ in our communities.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Netherlee and Stamperland	1 MWS 0.5 MDS	No	A	1 MWS	n/a	Stage 1: Union between Greenbank & Busby following demission or translation of either minister creating 'new charge A'.	A
Busby	1 MWS	No	D	1MWS	n/a	Stage 2: Union of 'new charge A' and Netherlee & Stamperland and Episcopal Church within the lifetime of the plan.	Busby - B review. Subject to : the result of an appeal that has been made by a property developer to Scottish ministers is pending
Greenbank	1 MWS	No	A				Greenbank - B review. Subject to : the result of an appeal that has been made by a property developer to Scottish ministers is pending.



## Cluster 4E – Missional Aims

The mission plan for the cluster is:

1. To maintain and grow a worshipping presence throughout the cluster: By determining which congregations will enter into Union or Linkage to ensure the population of the cluster has access to worship and is served  
**Initial Decisions to be taken no later than 31<sup>st</sup> December 2024. Decisions to be implemented by 31st December 2027**  
By determining which buildings are required to ensure that the population of the cluster has access to a worshipping and suitable Community space  
**Initial Decisions to be taken no later than 31<sup>st</sup> December 2024. Decisions to be implemented by 31st December 2027**
2. To support the congregations in the cluster to deliver the mission plan: By sharing ministers/ministry staff allocated to the cluster  
To ensure worship and community support is delivered throughout the cluster  
**Initial Decisions to be taken no later than 31<sup>st</sup> December 2024. Decisions to be implemented by 31st December 2027**  
By determining which additional roles will be required to support delivery of worship, community support and delivery of the Mission plan.  
**Initial Decisions to be taken no later than 31<sup>st</sup> December 2024. Decisions to be implemented by 31st December 2027**
3. To address social inequalities throughout the cluster: By providing foodbanks, warm spaces, CAP, befriending services, addiction And bereavement support, and addressing any new inequalities that may arise throughout the cluster  
**Review of current provision to be completed by December 2024, followed by annual reviews and implementation of new Initiatives when required throughout the lifetime of the plan and beyond**
4. to heighten awareness of environmental responsibilities : By enrolling and working the eco congregation scheme throughout the cluster  
**All congregations to have enrolled in the ECO Congregational scheme by 1st September 2024. Environmental checkups to be completed by 31<sup>st</sup> December 2024 and all other levels completed by 31<sup>st</sup> December 2027**
5. through all things to proclaim the Good News of The Kingdom of God and The Gospel of Jesus Christ.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Eastwood	1 MWS	No	D	3MWS Decision date Dec 2024. Implementation date no later than December 2025.	n/a	Initial Decisions on Union/linkages within cluster by December 2024.  Implemented by December 2027	B Date of decision Dec 2024 Date of disposal Dec 2027
Thornliebank	1 MWS	No	D		n/a		B Date of decision Dec 2024 Date of disposal Dec 2027
Orchardhill	1 MWS	No	A		n/a		B Date of decision Dec 2024 Date of disposal Dec 2027
Giffnock: South	1 MWS	No	D		n/a		B Date of decision Dec 2024

							Date of disposal Dec 2027
Giffnock: The Park	1 MWS	No	D		n/a		B Date of decision Dec 2024 Date of disposal Dec 2027
Williamwood	1 MWS	No	D		n/a		B Date of decision Dec 2024 Date of disposal Dec 2027
Carnwardic	1 MWS 0.75 MDS	Yes	A				B Date of decision Dec 2024 Date of disposal Dec 2027
Pollokshaws	1 MWS	Yes	A		0.5 MDS		B Date of decision Dec 2024 Date of disposal Dec 2027

## Cluster 4F – Missional Aims

We see ourselves as a vibrant group of local churches, who will work collaboratively in responding to the faith, social and demographic needs in our parishes and beyond. We will continue to develop visible centres of faith. These will be safe, inclusive and welcoming spaces for worship and community engagement and well-being.

We will achieve this by:

- Developing worship teams locally and jointly across congregations
- Creating a range of opportunities to interact with people at all stages of the faith journey and paying particular attention to the under 40s
- Expanding existing youth ministry across the congregations
- Nurturing pastoral care teams across the congregations
- Furthering the current work in areas of justice, peace and environmental issues
- Extending a holistic well-being model across the congregations
- Initiating fora for office bearers
- Experiencing opportunities to develop spirituality together and ecumenically
- Developing a joint communication and digital strategy.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Merrylea	1 MWS	No	D	1.5 MWS	n/a	Merrylea and Newlands South will enter into a union by Dec 2023	B Date of Decision December 2023
Newlands South	1 MWS	No	D				B

						Shawlands Trinity and Langside will enter into a linkage by Dec 2023	Date of Decision December 2023
Langside	1 MWS	No	A				A
Shawlands Trinity	1 MWS	No	A			The 3 charges will enter into a triple union by December 2027.	A

## Cluster 4U – Missional Aims (see section 2.3)

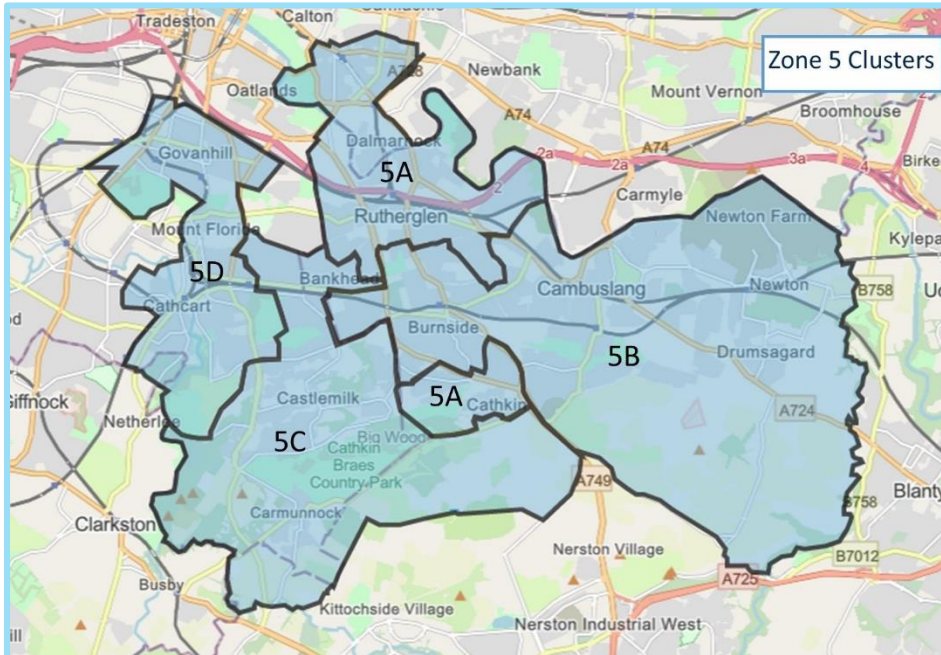
In this case the congregation opted for dissolution

Guardianship has been used in a very limited number of cases and in circumstances where the congregations have been unable to complete cluster conversations and submit a proforma. It is understood that this short-term adjustment provides the necessary breathing space to complete cluster conversations. Other clusters are encouraged to respond positively to approaches from those in Guardianship. These are given the cluster designations of 'U' in the Presbytery mission plan.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area Charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Pollokshields	1 MWS	No	A	0.5 FTE (To be reallocated when presbytery redraws the boundary)	n/a	Dissolution on the demission of the Minister	B disposal June 2027

## Zone 5

Zone 5 is located predominately on the south-east of Glasgow, with a smaller area of Bridgeton (located north of the River Clyde) which accounts for 6% of the total zone population. The clusters lie within Glasgow and South Lanarkshire local authorities.

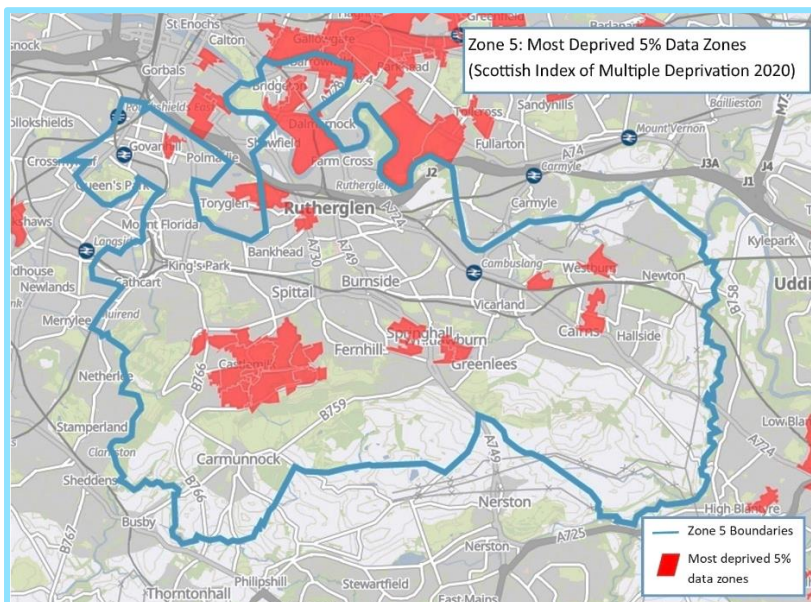


Total population:  
**131,749**

**17%** of the population are income deprived with the percentage of people income deprived within clusters ranging from 12% to 24%.

Under 45s Population:  
76,205 (58%)

**14%** share (approximately 13,716 people) of the Presbytery of Glasgow's most deprived 5% areas, (Scottish Index of Multiple Deprivation: 2020 (SIMD)). Pockets of deprivation are found throughout Zone 5, with the highest concentration in Bridgeton & Castlemilk.



If Zone 5 was a community of 100 people:

- 8 would be in primary school;
- 18 would be aged under 16;
- 16 would be aged over 65;
- 4 would be of pre-school age.

If Zone 5 was a community of 100 households:

- 39 households would have one person living alone;
- 26 would have dependent children living there;
- 13 would have one person aged over 65.

31% describe themselves as *Roman Catholic*;  
28% state that they have *No Religion*;  
27% as *Church of Scotland*; and  
3% as *Other Christian*.



## Zone Overview

Within this zone, there is a strong focus on discipling, training and empowering members to explore and develop their gifts so that churches embrace the gifts of all God's people, and to work in partnership with other congregations, prayerfully discerning how to meet the needs of the diverse communities they serve and share the Good News. There is a desire to develop new expressions of worship and outreach, both inside the church and in the open air, with congregations already exploring a creative range of initiatives. Engaging with the community is a high priority, where they seek to build on the existing relationships built up with agencies, schools, community groups and other churches. Advocacy and social justice also feature strongly, with direct action being taken in areas such as addressing food and fuel poverty, creating spaces of social inclusion and supporting emotional and mental wellbeing, with several congregations exploring developing healing ministries within a range of contexts. Congregations are also engaging with creating sustainable, energy efficient spaces and seeking to influence their surrounding communities to become more green.

## Planned focus on the Five Marks of Mission – a summary

The following points seek to summarise and highlight some of the missional objectives for the Zone contained in the Cluster Mission Plans and give a sense of the missional trajectory of the zone as a whole.

### To proclaim the Good News of the Kingdom

- To continue to explore and develop new expressions of worship and missional outreach, including Café church in church, cafes and gardens, puppet ministry, concerts, ensuring an online/recorded presence for those unable to attend in person.
- Children and youth ministry is a high-priority theme in this zone. For some clusters, this is an existing area of strength they seek to build upon, whilst others are committed to exploring new ways to develop youth and children's ministry post-covid.
- To engage with diverse communities who live or gather in our clusters, including outreach to new migrant communities, providing space for other denominations to worship, and feeding the football fans who gather for major matches.
- To develop a co-ordinated approach to outreach and missional events.

### To teach, baptise and nurture new believers

- To develop cluster-wide discipleship opportunities.
- To encourage whole-life discipleship, including helping others to identify and use the skills of all God's people.
- To provide opportunities for people to grow in God, in their understanding of scripture and in confidence to share their faith.
- To develop a culture that is less minister-dependant, including encouraging more people to be involved in leading worship

### To respond to human need by loving service

- To continue to provide and nurture a culture of practical pastoral care that also makes the church visibly engaged, including pastoral networks, prayer groups, partnerships with Health centres, looking out for neighbours, day-to-day encounters, delivering flowers and Christmas gifts to local children
- To continue to partner with local agencies, gala groups, community groups and forums to inform our response.



- To continue to provide chaplaincy and build relationships with communities such as local schools, Police Scotland, RAFA and the Royal Marines
- To continue to provide contextually relevant spaces for the community to find fellowship and respite in common interest groups, offering practical support social inclusion, and a means of collective empowerment, such the Guild, parent and toddler groups, qualified day care, dementia-focussed outreach, knitting and craft groups, and cafés.
- Provide appropriate training for those involved in working with vulnerable people, including bereavement and counselling training.

### To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation

- To continue to provide local support to those affected by violence and domestic abuse, through initiatives such as trauma healing and support for torture victims and supporting individuals in our congregations and agencies who work in these fields.
- To continue partnering with local and national agencies, to engage directly in supporting those experiencing fuel poverty, food poverty and social isolation through initiatives such as Christmas Day meals, Holiday food programme, community meals, thrift shops, and hosting space for agencies such as CAB, foodbanks, pantries, AA and action groups.
- Recognising our collective voice is louder, to collaborate in advocacy with other churches, including sharing information and understanding, and developing a cluster approach in our engagement with local authorities, MSPs, MPs, NHS and Education
- To continue to provide material and financial support to local, national and international expert agencies who are engaged in social justice, such as LHM, Glasgow the Caring City, Christian Aid, Tearfund, Release International Network and Trussell Trust.

### To strive to safeguard the integrity of creation and sustain and renew the life of the earth

- Explore fresh expressions of church that engage more directly with nature and wellbeing eg Outside park, Muddy Church, forest church, fit church.
- Continue to develop an eco-focus, including participation in the Eco-church programme, selling Fairtrade products, providing practical eco-tips in community-accessed publications, making our buildings more energy efficient, recycling, moving towards a paperless environment, and providing eco-friendly and Fairtrade hospitality.
- Continue to engage with local gardening groups, schools and congregations in ways that demonstrate God's care for creation and our stewardship responsibilities.

## Zone 5 – Plan for Ministry and Buildings

	<b>Totals</b>
Total Population	131,749
Allocation	10.0
Additional PA resource	1.7
Total Allocation	<b>11.7</b>

## Congregational Self-Appointed Clusters

Cluster	Congregation	Population	M&M Contribution	Allocation	Additional Priority Area Allocation	Total Allocation
5A	<b>Cluster 5A</b>	<b>24,079</b>	<b>130,882</b>	2.0	0.5	2.5
	Rutherglen West and Wardlawhill	3,931	45,351			
	Bridgeton St Francis in the East	7,491	21,432			
	Rutherglen Old	7,637	37,719			
	Fernhill and Cathkin	5,020	26,380			
5B	<b>Cluster 5B</b>	<b>42,463</b>	<b>340,093</b>	3.5	0	3.5
	Burnside Blairbeth	8,691	136,385			
	Cambuslang	17,186	84,845			
	Cambuslang Flemington Hallside	13,305	40,015			
	Rutherglen Stonelaw	3,281	78,848			

5C	<b>Cluster 5C</b>	<b>26,517</b>	<b>169,998</b>	2	1.2	3.2
	Carmunnock	3,909	27,881			
	Castlemilk	12,390	16,178			
	Croftfoot	4,500	48,805			
	King's Park	5,718	77,134			
5D	<b>Cluster 5D</b>	<b>38,690</b>	<b>265,584</b>	2.5	0	2.5
	Queen's Park Govanhill	19,924	65,158			
	Clinicarhill	6,175	51,166			
	Cathcart Trinity	7,147	99,665			
	Cathcart Old	5,444	49,595			

## Cluster 5A – Missional Aims

Our missional aim is to share the Gospel of Jesus Christ and show the love of God in action. Based in the heart of our local community we will be inclusive and welcoming for the whole community, providing a variety of worship experiences and opportunities for personal and communal growth.

The following will help us reach these aims.

**Prayer** - Taking a prayerful approach to moving forward together.

**Communication** - Communicating effectively within the cluster and the wider community, including using social media

**Vision** - Developing a collective vision and agenda and a willingness to embrace change, adapting to changing circumstances together and undertaking to re-visit and evaluate our aims.

**Resources** - Make best use of the talents, technology and other resources available, sharing these across the cluster to have the greatest impact and secure funding for congregational training and for cluster events.

**Involving People** – Securing volunteer training in a variety of areas and evaluating required staffing levels, that demonstrates an understanding of the role of Church House within the cluster.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Rutherglen West and Wardlawhill	1 MWS 0.5 MDS	No	A	1MWS 0.5 MDS  0.5 MDS CHURCH HOUSE	0.5 MDS (Church House)	Union of Fernhill and Cathkin with Rutherglen	B Rutherglen West and Wardlawhill
Bridgeton St Francis in the East	1 MWS 1 MDS	Yes	D				A Bridgeton and SF in E

Rutherglen Old	1 MWS	No	A	(from specialist ministry posts)		West and Wardlawhill	B Rutherglen Old
Fernhill and Cathkin	1 MWS 0.5 MDS	No	A			on retirement of minister of Rutherglen West and Wardlawhill Easter 2023.  Union of Rutherglen Old with Bridgeton St Francis in the East.  Stage two: Union of the two united charges on the demission of either minister.	B Fernhill and Cathkin  All buildings review Dec 2023 disposal Dec 2026

## **Cluster 5B – Missional Aims**

Our mission plan aims to focus on engaging with each other to meet the needs in our communities as an out-pouring of our commitment to Christ. We will endeavour to support each other in discipleship and sharing of the Good News of Jesus Christ.

As our congregations face unprecedented change, we agree to do so prayerfully, looking to Jesus. We agree to continue Cluster meetings, sharing outcomes with Presbytery, Sessions and congregations. We agree to explore examples of Christian ministry which are less minister-centric and seek to use the gifts of all God's people. We agree to nurture and encourage our congregations towards becoming fully devoted followers of Jesus. We agree to refocus our activities on engaging with our communities afresh.

A culture of encouragement and empowerment, alongside teaching, discipleship, communication and training will help us achieve our plan.

### **1. Work with Children**

- to run two sets of holiday clubs within the cluster a) Cambuslang/Flemington Hallside and B) Burnside/Blairbeth/Stonelaw
- work with Cambuslang and Rutherglen Reachout Trust to set up Summer Holiday Clubs to run in August, before school returns (confirm dates/programme/format by Easter 2023)
- review attendance and feedback to help planning for 2024
- publicise across the cluster additional one day events taking place in individual churches. Some of these are initiated by individual churches, others by the Reachout Trust
- plan and review as above

## 2. Youth Work

- encourage young people from all four churches to attend separate and joint events. Some are already planned (5/2/23,/5/3/23) and a weekend away in September
- additional events will be planned throughout the year. Joint communications will be used to raise awareness in congregations to ask for support through prayer
- review attendance and feedback to help planning 2024

## 3. Establish a CAP (Christians Against Poverty) Debt Centre within the cluster

- meet with a speaker from CAP to find what is involved with running a CP Debt Centre ( before summer 2023)
- identify what is already happening in our area
- establish the viability of such a venture ( including if we have sufficient resources eg volunteers and finance) to set up a debt centre

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge ?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Burnside Blairbeth	1 MWS	No	A	1.5 FTE 1 MWS 0.5 MDS	n/a	Deferred linkage between Burnside Blairbeth and	Burnside building – A Blairbeth building – B
Rutherglen Stonelaw	1 MWS	No	A				A

Cambuslang	1 MWS 1 DCS	No	A	2 MWS		Rutherglen Stonelaw, upon vacancy of either existing charge.	A
Cambuslang Flemington Hallside	1 MWS	No	A				A



## Cluster 5C – Missional Aims

The basis of our mission plan is to establish a successful linkage between Castlemilk & Carmunnock and work and grow together to further the mission of the Gospel message through action and love to our joint community and further afield. To grow in faith and strengthen our own spiritual confidence. (At this time we remain open to continue discussions with King's Park and Croftfoot and finalise the relationships within our cluster when they are ready to do so). Our missional aims are to

- See the church as relevant and active working at the heart of the communities we serve - a visible and respected presence.
- Build on relationships from secondary, primary and special needs schools through to community activities and grow as congregations both spiritually and practically through sharing, training, prayer, worship and outreach.
- Do these things in innovative ways to maximise resources and ministry, mindful of costs, ECO considerations.
- Be a voice for Christian concerns in society with courage and competence, when opportunity arises and within the limit of our knowledge and resources.
- Work on our own and with other partners to support those in need. Assist them build resilience in life's journey through a greater understanding of the love of Christ.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned PA allocation	Form of Adjustment	Planned Buildings designation
Carmunnock	0.5 or 1 MWS??	No	D	1 MWS	1.2 MDS (Castlemilk)	Linkage (process to begin 2023)	A
Castlemilk	1 MWS 1 DCS 1 MDS	Yes	A				A

Croftfoot	1 MWS	No	D	1 MWS	n/a	Deferred Union of Kings Park with Croftfoot on demission of minister in unrestricted tenure.	A
King's Park	1 MWS	No	D			Exceptional right to call on reviewable basis for Kings Park until end 2027.	A

## Cluster 5D – Missional Aims

For our National Church of Scotland to continue to be the Church in Scotland we must endeavour to have a positive outcome from all the clusters across our Presbyteries.

God sent his Son, our Lord Jesus. He took on his Mission, called the 12 and nurtured, cared, encouraged and taught them all they needed to know, to form his Church. Yes they had problems and disagreements along the way, but they succeeded. 2000 years later it is now OUR TURN to show we are God's People and through prayer and encouragement, WE CAN MAKE THIS PLAN WORK.

For the 0.5 MDS role our aim is to secure additional funding from such as the Pioneer Ministry Fund to create a 1 FTE post as stated above. Other funding opportunities may arise along with help from the 4 congregations. The two ministers will be supported by worship teams. We have a detailed staged plan of adjustment and, as we move forward together, we will develop a shared missional focus, based on the many potential opportunities identified in our Plan.

While our 4 congregations have not traditionally worked together, as relationships have built during cluster discussions, we have found in each other a shared desire to glorify God, and to participate in the building of His Kingdom through the missional activity of His Church.

On page 11 of our original submission, we provided a select list of missional activities which we felt generate energy and enthusiasm in our cluster. While our aim over the 5-year implementation period is to embark on as many of these as possible, we have identified the following as priorities for 2023:

1. Times of Shared Worship: both between the two forming linkages/union, and cluster-wide, at appropriate times during the year (e.g. Easter, Pentecost). This will help build relationships between congregations, and act as a form of shared witness to our communities.

2. Youth Work: we already have examples of good practice in our cluster through the Radiate Youth Ministry. We seek to learn from this good practice and support the broadening of youth work across the cluster.

3. Wellbeing: we recognise there are broad wellbeing needs within our communities. We have begun to address this in a narrow sense with the recent establishment of warm banks. We seek to raise awareness in our cluster of the needs in the communities we serve; share how we are already addressing those needs; recognise areas which would benefit from a Church response; and learn how we might support one another in responding to such human need with loving service.

Congregations	Current Position			Planned Position			
	Current Ministry allocation	Priority Area charge?	Current Buildings Designation	Planned Ministry allocation	Planned Priority Area allocation	Form of Adjustment	Planned Buildings designation
Queen’s Park Govanhill	1 MWS 1 MDS	Yes (Govanhill)	A – Queen’s Park B - Govanhill	1 MWS 0.5MDS (Govanhill)	n/a	By End December 2023:  Stage One: in three parts.	Queens Dr - A Daisy Street – B (sold)
Clinicarhill	1 MWS	No	A			Linkage between Cathcart Old and Cathcart Trinity.	A
Cathcart Trinity	1 MWS	No	A	1 MWS		Linkage between Clinicarhill and	A
Cathcart Old	1 MWS	No	A				

						<p>Queen's Park Govanhill.</p> <p>Agreement of the basis of Parish Grouping.</p> <p>Further stages by the end December 2025:</p> <p>Union between Cathcart Old and Cathcart Trinity.</p> <p>Union between Clincarthill and Queen's Park Govanhill.</p> <p>*We note that we opt for linkage first: in recognition of the recent history of readjustments in our cluster; as a means of building relationships between congregations making union a less daunting prospect.</p>	
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# Part 3 Buildings

## 3.1 Background

Presbyteries are charged as part of their Presbytery Mission Planning Act (PMPA) to categorise their buildings into either A or B, A being those to be retained for the next five years or B, those to be disposed of/repurposed in the same period. We summarise below how this work was carried out across all churches in the Presbytery.

## 3.2 Asset Management Buildings Audit (AMBA)

### 3.2.1 Background

The PMPA stipulates that Presbyteries should use the recently developed Asset Management Building Audit (AMBA) process/Questionnaire for assisting in this important assessment. Under the General Trustees (GT) guidelines for the roll out of this work across all churches in Scotland, it is recommended that each church AMBA Questionnaire be completed “face to face” at each church between, in our case, a member of our Presbytery Property Committee with either the church Fabric Convener and or nominated officer. Once completed, it was left for our Property Committee to pass all completed AMBA Questionnaires to the GTs for scoring and uploading to the main GTs AMBA Database. Reports on the progress of the AMBA work were regularly passed from the GTs to the Property Committee for review and appraisal to ensure progress was being made in accordance to plan.

### 3.2.2 Resources

Presbytery have ~~130~~ over 126 church buildings so planning, controlling, and carrying out the AMBA work was quite a challenge.

Presbytery has a well-motivated Property Committee of 14 members who meet monthly and are familiar with the requirements of the PMPA and AMBA priorities. In addition to this, Presbytery have a full-time Buildings Officer who is a qualified Architect who provides advice and support to local churches and members of our Property Committee. Our Buildings Officer has also carried out over 65 detailed property reviews for certain churches where there may have been specific property issues which was also used as part of the audit assisting in the A and B categorisation process.

### 3.2.3 Methodology

As part of the planning of carrying out the work our Property Committee received an induction on the AMBA process by a member of the GT team responsible for the project. We developed our local “master” AMBA database to record and track the progress of all church audits.

From our regular scheduled AMBA project team meetings we agreed that each Property Committee member would be allocated 12-15 churches, usually in a local geographic area to contact each church and arrange for a face-to-face visit to complete their AMBA Questionnaire.

We had regular “AMBA team meetings” to discuss and monitor progress as well as ensuring we had a consistent approach to the audit across all churches in Presbytery. This work was carried out early in the year.

### 3.2.4 Issue of AMBA Scores

After the completion of all the church AMBA Questionnaires we agreed with the AMBA Officer that each church's data be grouped into their respective Clusters.

It was further agreed by Presbytery that we could release each church summary AMBA scores on a cluster-by-cluster basis which we believed would assist with local planning issues.

The Property Committee was pleased that only 9 out of a population of 126 churches disputed their AMBA score. We are further pleased to say we have been able to reconcile these differences.

## 3.3 Mission Priorities and Categorisations

### 3.3.1 Mission

The initial local planning process in Glasgow Presbytery is that each Cluster should be "mission-led" and once these priorities were determined discussion should be had as to which buildings were best placed to deliver this. Clusters were asked to score their own buildings (A or B) in the first instance.

### 3.3.2 Categorisation

Building categorisations are an unavoidable part of Mission Planning, however, there is some flexibility built into the act, through the Annual Reviews. If the circumstances surrounding a church or hall change significantly, for example a church becomes more viable due to a swelling in congregation numbers or gains access to new resources, and this can be demonstrated at the Annual Review and evidenced, then there is no reason why a building could not be recategorised.

During the initial process of Clusters completing their Mission Plan submissions to Presbytery we became aware that there were a significant number of churches who felt that whilst they had carried out significant work, they were not ready to categorise their buildings as either A or B as they were genuinely still carrying out building appraisal work and felt that they required more "thinking time" to carry out further work and this was supported by their congregations in their respective clusters. As an example of this, one group of three well established churches in Glasgow considered they would have to close one building but were still carrying out extensive work to determine which one but at this stage they were not able to do so.

~~We also became aware that one or two clusters wished to categorize their buildings as "A" as being essential to their local mission, whilst knowing that a significant amount of work required to be done to ensure that these buildings could be developed and maintained at an appropriate standard.~~

~~In view of both of the above cases, we felt that we should categorise these church buildings as "B (Provisional)" indicated in the table below by "B\*" i.e. more options/work being considered with the objective of completing this work by the end of the first year of implementing the plan (2023) at the latest.~~

In view of the above, we considered initially that we should categorise these church buildings as "B (Provisional)", i.e. more options/work being considered with the objective of completing this work by the end of the first year of the plan (2023) at the latest. The view of the PMPIG group was

that this categorization, whilst understandable, did not conform to the provisions of the Mission Planning Act and we should now instead categorise all buildings as follows:

- A – retention for the next five years
- B – deemed for release with an indicative date of disposal within the next five years
- B.....with a review date of 31<sup>st</sup> December 2023 to allow churches in Clusters to have more time to finalise their option appraisal work (as B (Provisional) above) and at the end of this period to determine where their buildings are categorised finally as either an A or B. This will be subject to review and agreement with the Presbytery Mission Plan being updated accordingly.
- In addition to the above the categorisation of buildings can be reviewed at the Presbytery "Annual Review"
- For Clusters currently carrying out further work to 31<sup>st</sup> December 2023, Presbytery is required to give an indication of the number of buildings that Cluster requires. Church names need not be given and this can be subject to review.

We are very conscious that this should not be an excuse for churches/clusters from taking known difficult decisions and we have taken that into consideration before we allow this categorisation to be used.

### 3.3.3 Audit Process

The Convener and Vice-convener of the Property Committee together with the Presbytery Building Officer were invited to review each cluster's submission with particular reference to the categorisations used A, B (Provisional) or B of the buildings. The appraisal work involved the following on each church's categorisation used was as follows:

- Reference to each church AMBA score
- Buildings Officer review report
- Local Property Committee member knowledge

The summary of the church categorisations results as determined by the Property Committee are highlighted in the schedule below. The overall results of this are as follows:

		%
Category A	76	58
Category B (Provisional)	36	28
Category B	18	14
	130	100

It is anticipated that of the B (Provisional) categorisations, these will split to either A or B in 2023 as the mission plan progresses.

In the following table “#” indicates that a local cluster grading differs from the Presbytery's Property Committee designation.



As stated, clusters were asked to score their own buildings (A or B) in the first instance, and these designations were passed to the Property Committee, the Presbytery Buildings Officer and the General Trustees. After detailed discussions some amendments were agreed and these were incorporated in the final table. In a small number of cases agreement could not be reached and Presbytery is being asked by the PMPCG to accept the building designations as shown by the Property Committee in the table below.

The attached register of churches and their categorisations are attached to this report.

ZONE 1							
CL ID	Name	Assessable Income £k	A	B	Review Date	Release Date	Comment
1A	Drumchapel St Andrew's	70	*				Proposed main place of worship
	Drumchapel St Mark's	17		*		Dec-23	Building may be leased/disposed of to SCIO
	Yoker	22		*		Dec-25	Disposal agreed
1B	Temple Anniesland	116		*		Dec-27	Cluster option appraisal finalised March 2023.
	Knightswood St Margaret's		*				Temple Anniesland to be released. Other buildings to be A and retained.
	Knightswood St David's		*				
							Consider 2 buildings required
1C	Partick South	51	*				Union with BVP 31.03.23
	Balshagray Victoria Park	73		*	Mar-24	Mar-25	Building now assessed on an annual basis to assess need
	Whiteinch (Rented)	52	*				Rented building, agreed linkage with Scotstoun
	Scotstoun	44	*				Agreed
1D	Broomhill Hyndland	135	*				Recent Union. Agreed
	Hyndland Sanctuary	40		*		Feb-23	Agreed to be released
	Jordanhill	171	*				Agreed
	St Columba Gaelic	10		*		Jan-23	For sale.Under offer
	Blawarthill	25	*				Agreed
1E	Kelvinside Hillhead	64		*	Dec-25	Dec-27	To be assessed with Wellington
	Wellington	107		*	Dec-25	Dec-27	To be assessed with Kelvinside H
	Kelvinbridge	36		*		Sep-23	Proposed Union with Wellington
	Partick Trinity	89	*				Viable
							With regard to Wellington and K H, only 1 maybe required
1F	St Andrew's West	59		*	Jun-24	Dec-24	Possible Union with Tron
	St George's Tron	54		*	Jun-24	Dec-24	Possible Union with St Andrew's West
	Toryglen	19	*				Agreed
	Sandyford Henderson	144	*				Agreed
	Wallacewell	0	*				Possible Union with Tron Church
	Ruchazie	24	*				Agreed
	St Rollox	44	*				Agreed
	St John's Renfield	136	*				Agreed
							StG T and StA W, only one building required in long term. 7 buildings required given location and capacity

1G	Possilpark	21	•				Agreed
	Colston Milton	17		•	Dec-23	Jun-25	Review of future viability by Dec 2023 in relation to plan
	Maryhill Ruchill	87					Recent Union, no change
	Maryhill Building		•				Agreed
	Ruchill Building		•				Agreed
1H	Govan Linthouse	81	•				Possible Union with Kinning Park. Viable
	Kinning Park	30		•	Dec-23	Jun-24	Review ongoing viability on repairs
1I	Trinity Possil and H Drum	65		•	Dec-23	Dec-25	Agreed. Sanctuary not used, consider disposal
	Gairbraid	18		•		Dec-23	H&S issues, closed,to be released. GTs
	Kenmure Mount Vernon	72	•				Agreed
	Carmyle	19		•	Dec-23	Jun-25	Linked with Kenure MV, review long term future

ZONE 2							
CL ID	Name	Assessable Income £k	A	B	Review Date	Release Date	Comment
2A	Gorbals	38	*				Agreed
	Calton Parkhead	19	*				Agreed, def. Union with Gallowgate
	Gallowgate (no building)	28					No change, def. union with Calton Park.
2B	Dennistoun New	71	*				Agreed
	Cathedral						(Historic Scotland)
2C	St Enoch	37		*	Dec-23	Jun-25	large COS charity takes 90% of building (SCIO?)
	St Paul's	24		*	Dec-23	Jun-25	PA, proposed Linkage with St Enoch
	Garthamlock Craigend	16		*	Dec-23	Jun-25	Newbuild PA, Proposed Linkage with Stepps
	St Andrew's in the East	22		*	Dec-23	Jun-25	Proposed Linkage with St Enoch
	Stepps	57	*				Agreed, possible Linkage with Garth. Craigend
							Consider four buildings required
2D	Carntyne	69	*				Agreed
	Carntyne Halls	5		*		Jan-23	Agreed to be released
	Cranhill	5		*		Jan-23	Being sold to Cranhill Development Trust
	Shettleston New	68	*				Agreed
2E	Baillieston Muir Memorial	87	*				Agreed
	Baillieston St Andrew's	56	*				Agreed
	Baillieston St Andrew's Hall			*		Dec-27	Surplus to requirements
2F	Easterhouse	18	*				Agreed, Union with Balanark Greyfriars
	Balanark Greyfriars	45		*		Dec-24	To be released, building in poor condition
2H	Tron St Mary's	33	*				Agreed
	Colston Wellpark	36		*	Dec-23	Jun-25	Need to carry out repairs to secure A
	Springburn	60	*				Agreed
							All buildings required, given location and capacity
2I	Sandyhills	67	*				Agreed
	Chryston	153	*				Agreed
	Robroyston	35	*				Agreed
2U	Causeway Tollcross	43		*	Dec-23	Jun-25	Large and poor condition, possible release

ZONE 3							
CL ID	Name	Assessable Income £k	A	B	Review Date	Release Date	Comment
3A	Bishopbriggs Kenmure	75	*				Agreed
	Bishopbriggs Springfield Camb.	123	*				Agreed
	Bishopbriggs Cadder	154	*				Agreed
3B	Campsie	48	*				Agreed
	Milton of Campsie	79	*				Agreed
	Torrance	102	*				Agreed
3C	Kilsyth Burns and Old	78		*	Dec-23	Dec-27	Churches very close together
	Kilsyth Anderson	84		*	Dec-23	Dec-27	Churches very close together
	Twecher	25		*		Jun-23	Release Agreed
							Consider only one building required
3D	Lenzie Old	102		*	Dec-23	Dec-27	Consider only one building required, given close proximity
	Lenzie Union	199		*	Dec-23	Dec-27	Consider only one building required, given close proximity
	Kirkintilloch St Mary's	134		*	Dec-23	Dec-27	Consider only one building required, given close proximity
	Kirkintilloch -St David's	78		*	Dec-23	Dec-27	Consider only one building required, given close proximity
							Consider only two buildings required
3E	Kirkintilloch St Columba	131	*				Agreed, recent Union with Hillhead
	Hillhead			*	Dec-23	Dec-25	In PA, significant Outreach, small building
3F	Cumbernauld Old	67	*				Agreed . Proposed Union with St Mungo
	Abronhill	70	*				Agreed. Proposed Union with Condorrat
	Condorrat	62	*				Agreed. Proposed Union withAbronhill
	St Mungo	45	*				Agreed. Proposed Union with Cumbernauld Old
	Kildrum	50		*		Jun-23	Release agreed
	Kildrum Hall	5	*				Retain for local community use
	Moodiesburn	67	*				Agreed
3U	Gartcosh	22	*				Agreed
	Glenboig	16		*		Dec-27	Proposed release

ZONE 4							
CL ID	Name	Assessable Income £k	A	B	Review Date	Release Date	Comment
4A	Ibrox	48	*				Agreed
	Sherbrooke	164	*				Agreed
4B	St Andrew's St Nicholas	59	*				Agreed
	Hillington Park	64	*				Agreed
	St James' Pollok	37		*		Dec-27	Release agreed
	Cardonald	98	*				Agreed
	St Christopher Priesthill	33	*				No change
	Dove Street			*		Jun-23	Release agreed
Consider four buildings required							
4C	Mearnskirk	185		*	Dec-23	Jun-26	Possible Union with Broom and NM
	Newton Mearns	109		*	Dec-23	Jun-26	As above.
	Broom	121		*	Dec-23	Jun-26	As above
	Eaglesham	131		*	Dec-23	Jun-26	To be reviewed with Cluster
	Maxwell Mearns Castle	167		*	Dec-23	Jun-26	To be reviewed with Cluster
Consider four buildings required							
4D	Netherlee and Stamperland	257	*				Agreed
	Greenbank	256	*				Agreed, proposed Union with Busby
	Busby	73		*	Dec-23	Dec-27	Joining Greenbank in a Union, possible release
Consider two buildings required							
4E	Eastwood (E/W)	100		*	Dec-23	Jun-25	Cluster actively being reviewed in terms of; mission buildings, resources. Possible Union E/W, P/S & T/B
	Pollokshaws ( P/S)	37		*	Dec-23	Jun-25	
	Carnwadric	57		*	Dec-23	Jun-25	
	Thornliebank ( T/B)	44		*	Dec-23	Jun-25	Possible Union as above
	Giffnock Orchardhill	163		*	Dec-23	Jun-25	
	Giffnock Park	54		*	Dec-23	Jun-25	
	Giffnock South	167		*	Dec-23	Jun-25	
	Williamwood	87		*	Dec-23	Jun-25	
Consider five buildings required							
4F	Merrylee	81		*	Dec-23	Dec-26	Proposed Union with Newlands
	Newlands	105		*	Dec-23	Dec-26	Proposed Union with Merrylee (one required)
	Shawlands	81	*				Agreed
	Langside	90	*				Agreed, large SCIO
Consider three buildings required							
4U	Pollokshields	56		*		Jun-27	Likely closure

ZONE 5							
CL ID	Name	Assessable Income £k	A	B	Review Date	Release Date	Comment
5A	Rutherglen West Wardlawhill	63		*	Dec-23	Dec-26	Proposed Union with Fernhill Cathkin
	St Francis in the East	37		*	Dec-23	Dec-26	Proposed Union with Rutherglen Old
	Fernhill and Cathkin	37		*	Dec-23	Dec-26	Proposed Union with Rutherglen WW
	Rutherglen Old	70		*	Dec-23	Dec-26	Proposed Union with St Francis in the East
							Consider all buildings required in short term
5B	Rutherglen Stonelaw	169	*				Agreed
	Burnside Blairbeth	220	*				Agreed
	Blairbeth Building			*		Dec-23	Release agreed
	Flemington Hallside	36		*	Dec-23	Dec-25	Review in relation to other Cluster members
	Cambuslang	149	*				Agreed
5C	Castlemilk	33	*				Agreed
	Croftfoot	80	*				Agreed
	Carmunock	36	*				Agreed
	King's Park	137	*				Viable
5D	Queenspark Govanhill	117	*				Agreed. Proposed Union with Clintcarthill
	Clintcarthill	79	*				Agreed. Proposed Union with Queenspark Govanhill
	Cathcart Trinity	153	*				Agreed, proposed Union With Cathcart Old
	Cathcart Old	85	*				Agreed, proposed Union with Cathcart Trinity

## Glossary of Terms

Abbreviation	Terms	Further information
PMPIG	Presbytery Mission Plan Implementation Group	A subgroup of Faith Nurture Forum which recommends adjustment to, or approval of, Presbytery Mission Plans and assists Presbyteries with implementing the Mission Plan Act. <a href="#">Presbytery Mission Plan Implementation Group (PMPIG) Facilitators   The Church of Scotland</a>
PMPCG	Presbytery Mission Plan Creation Group	Presbytery's committee tasked with producing the required draft Mission Plan
FNF	Faith Nurture Forum	General Assembly agency supporting ministries, Presbytery planning and developing new ways of being church across Scotland. <a href="#">Forums, committees and departments   The Church of Scotland</a>
GA	General Assembly	Highest court of the Church with around 400 ministers, 400 elders, and members of the diaconate representing the presbyteries. <a href="#">General Assembly   The Church of Scotland</a>
GTs	Assembly Trustees	Trustee body providing high level management of the General Assembly agencies and resources for stipends and salaries. <a href="#">The Assembly Trustees   The Church of Scotland</a>
AMBA	Asset Management Building Audit	The technique mandated by the Mission Plan Act and produced by the General Trustees to assist building retention and release decisions. <a href="#">General Trustees (churchofscotland.org.uk)</a>
PMPA	Presbytery Mission Plan Act ( ACT V111 2021)	The Act governing the Mission Plan process and forms of adjustment. <a href="#">2021 Act 8: Presbytery Mission Plan Act (churchofscotland.org.uk)</a>
	Presbytery Mission Plan Act: Guidance and code of Practice	Guidance to assist operation of the Act. <a href="#">Presbytery Mission Plan Act: Guidance and Code of Practice   The Church of Scotland</a>
Third Article Declaratory	Declaratory Article III	The Church's constitutional commitment to territorial ministry across Scotland <a href="#">Church Constitution   The Church of Scotland</a>
	Act V 2010 Anent the third article declaratory of the constitution of the church of Scotland in matters spiritual.	Affirms the commitment to territorial ministry <a href="#">Acts of the General Assembly   The Church of Scotland</a>



	Declaratory Article VII	Directs the Church and its agencies to work ecumenically <a href="#">Church Constitution   The Church of Scotland</a>
MWS	Minister of Word and Sacrament	For more information on the recognised ministries follow the link: <a href="#">Recognised Ministries in the Church   The Church of Scotland</a>
OLM	Ordained Local Ministers	
	Deacon	
	Readers	
IM	Interim Ministers	A short-term appointment into a charge with considerable need or opportunity. <a href="#">Interim ministry   The Church of Scotland</a>
	Transition Ministry	A longer term but fixed appointment to stimulate change within a charge. <a href="#">Comparison-between-interim-and-transition-ministry.pdf (churchofscotland.org.uk)</a>
MDS	Ministry Development Staff	Employees of the Faith Nurture Forum serving in parishes and including Associate ministers, outreach workers, and youth and families workers.
	Associate Ministers	
	Worship leaders	Those authorised to lead worship across Presbytery who do not have recognised ministries of the Church such as Minister, Deacon, OLM and Reader.
FTE	Full time Equivalent	Working full time, either in one charge or 35-40 hours per week as an employee
	Presbyterian Governance	Rule by elders in a conciliar (committee) structure with collective decision making.
	Kirk Session	The decision making body in a congregation, consisting of Minister and ruling elders. <a href="#">Our structure   The Church of Scotland</a>
	Session Clerk	Clerk to the Kirk Session.
	Moderator	Presides over the meeting of the court. Is invariably the inducted Minister or Interim Moderator in a vacancy.
	Interim Moderator	Acts as Moderator when inducted Minister is absent or during a vacancy.
	Congregation	Those who gather for Christian worship, fellowship, instruction, mission and service.
	Charge	A sphere of pastoral duty to which a minister is inducted and may consist of one or more congregations.
	Cluster	Self-formed groupings of congregations for Mission Plan purposes
	Zone	Subdivision of the Presbytery into five areas, largely based on geography, for the purpose of high level allocation of ministries numbers.

		See 1.6.11 above
	Glasgow Presbytery	The decision-making, supervisory and support structure of the Church of Scotland in the greater Glasgow area consisting of ministers and representative elders from all congregations, and others. <a href="#">Our structure   The Church of Scotland</a>
	Adjustment and other Arrangements	These are defined by the Presbytery Mission Plan Act
	1. Union	Section 7 Page 7-10  <a href="#">2021 Act 8: Presbytery Mission Plan Act (churchofscotland.org.uk)</a>
	2. Linkage	
	3. Deferred Union or Deferred Linkage	
LMC	4. Local Mission Church	
	5. GUARDIANSHIP	
	2. NEW CHARGE DEVELOPMENT	
	3. TRANSPORTATION	
	4. PARISH GROUPINGS	
	5. DISSOLUTION	
	6. TEAM MINISTRY	
	7. NEW FORMS OF CHURCH LIFE	
	8. PRESBYTERY MISSION INITIATIVE	
PA	Priority Area	The 64 Church of Scotland parishes where deprivation rates are most significant across all of the social and economic indicators. <a href="#">Priority Areas   The Church of Scotland</a>
SIMD	Scottish Index of Multiple Deprivation	A measure of relative deprivation across 6,976 small areas across Scotland. Identifying the extent to which an area is deprived across seven domains: income, employment, education, health, access to services, crime and housing. <a href="#">Scottish Index of Multiple Deprivation 2020 - gov.scot (www.gov.scot)</a>
SCIO	Scottish Charitable Incorporated Organisation	A legal entity able to enter into contracts, employ staff, incur debts, own property, sue and be sued and which provides a high degree of protection against liability. <a href="#">OSCR   Becoming a SCIO</a>

Churchy	Church House	Family Support Centre in Glasgow's east end. <a href="#">Church House   Facebook</a>
LHM or Trotters	Lodging House Mission	Charity working to support people affected by homelessness <a href="#">Lodging House Mission - Home (lhm-glasgow.org.uk)</a>
	The Well	Resource centre which serves the ethnic minority communities in South East Glasgow. <a href="#">The Well Multi-Cultural Resource Centre – Serving ethnic minority communities in South East Glasgow</a>
	Fairtrade	An organisation supporting farmers and workers so they can improve their living standards, invest in their communities and businesses, and protect our shared environment. <a href="#">Home - Fairtrade Foundation</a>
	Capacitar	An organisation which teaches body-mind-spirit practices to empower healing, wholeness and peace, both in the individual and in the world. <a href="#">About Capacitar - CAPACITAR UK</a>
	Ecumenical	Activity which promotes collaboration among the world's Christian Churches <a href="#">Ecumenical relations - relations with other Churches   The Church of Scotland</a>
	Ecclesiastical building	Any property used by a congregation for its worship or mission. <b>For the purpose of this document the term does not include Manses.</b>