

1	Introduction
1.1	The General Assembly of 2021 instructed each Presbytery to have the Five Marks of Mission as integral elements in their Mission Planning. This paper outlines how the Presbytery of Dundee will accomplish that.
1.2	It is clear that in the cultural and social climate of the 21 st century, the church is in decline numerically in terms of regular worshippers, numbers of ministers of word and sacrament and that our buildings portfolio is no longer appropriate to meet the needs of the church.
1.3	<p>As a result, the church nationally and locally, has embarked upon a significant missional outreach exercise with the view of having its resources in the right place to help develop this work to win hearts and minds for Christ.</p> <p>This mission planning has involved all levels of the church and for the Presbytery of Dundee, this has included three categories of planning.</p> <ol style="list-style-type: none"> 1 Negotiations with five neighbouring presbyteries to develop a single presbytery covering the former presbyteries of Dundee, Angus, Perth, Stirling and Dunkeld and Meigle. This merged Presbytery will be known as the Presbytery of Perth. 2 The development of a Dundee Presbytery Mission Plan. 3 The development of Local Mission Plans for each of six groupings within Dundee Presbytery. These local groupings are identified within Dundee as follows: Central; Western; The Carse and North West Rural; Dundee North; Broughty Ferry and Dundee East; Monifieth and Rural.
1.4	<p>The recent pandemic has forced congregations and ministers to look differently at worship and how the spiritual needs of our people may be met in a meaningful and recognisable way.</p> <p>The national church has very helpfully shared a number of resources and local congregations in Dundee have used many of these to support their ongoing and changing practice.</p> <p>Much of this has resulted in “new ways” of doing. The development of online worship via YouTube, telephone and Zoom are but three examples. This has included, in some cases, the online celebration of Communion.</p> <p>These examples have been, in the main, embraced by congregations although access to the internet and the ability for some of our older members to fully engage has been difficult and challenging.</p>

<p>1.5</p>	<p>Our main driver for Presbytery planning, integrating the Five Marks of Mission, has been the adoption of the Mission Grouping approach and these have been identified as previously indicated in this report at 1.3.3. We will look at each of the groupings in detail later in the report.</p> <p>As part of the planning, we have taken cognisance of the opportunities afforded by retirals, impending retirals and the necessary closure of buildings over the past year. A number of opportunities to unite congregations have presented as a result and these, together with a careful consideration of the statistical data available through the census and parish profiles have helped to determine the makeup of the six groupings we propose in our plan.</p>
<p>1.6</p>	<p>Mission Groupings have been issued with guidance and planning templates to assist with their mission planning. These consist of a Guidance Document, a Planning Template and a Resourcing Template.</p> <p>The Planning Document is based principally upon the 5 Marks of Mission but also includes some sections from the Basis of Union template to encourage Mission Groupings to consider things like the development of Team Ministries etc.</p> <p>This documentation will be reviewed and adapted for future years.</p>
<p>1.7</p>	<p>The Presbytery of Dundee recognises that this type and level of planning is new to many and we are encouraging the Local Mission Groupings to concentrate, in the first instance, on developing in year one / year two, a firm foundation from which future mission planning can evolve as local need dictates.</p>
<p>1.8</p>	<p>The forthcoming Presbytery Merger of which Dundee will be a part has led to some challenges for Local Mission Planning in those areas of the Presbytery of Dundee on the margins of our bounds and those of neighbouring presbyteries.</p>
<p>1.9</p>	<p>Theologically, the church nationally has provided a number of resources on which those involved in Presbytery Planning can draw upon to support our planning. These have included the Church of Scotland Theological Forum, Five Marks of Mission Finalised Report – Thursday 20 August 2020.</p> <p>In addition, the Council of Assembly, May 2019 received the Radical Action Plan which clearly and simply sets out the theological position for change. It says,</p> <p>“Jesus said to them, ‘Follow me and I will make you fish for people.’ And immediately they left their nets and followed him” (Mark 1:17-18). From that moment at the edge of a Galilean lake, this call has encapsulated what Christian discipleship means: it is about following Jesus. Following Jesus takes us in two directions at the same time.</p>

	<p>When asked what the greatest commandment was, “Jesus said, ‘Love the Lord your God with all your heart, with all your soul, and with all your mind.’ This is the greatest and the most important commandment. The second most important commandment is like it: ‘Love your neighbour as you love yourself’” (Matthew 22:37-39). These two commandments cannot be separated from one another. In the life of Jesus, we see him living out his love and passion for God at the same time as he lives out his love and passion for God’s world.</p> <p>The call of the Church is to encourage people to follow Jesus: to discover for themselves the life transforming power of the Gospel; to know what it is to be loved by and to love God; and to share that love with all those who we meet and with all of creation.</p> <p>The 2001 Report of the Special Commission on the primary purposes of the Church (A Church without Walls, stated[1]): ‘Follow me.’ These two words of Jesus Christ offer us the purpose, shape and process of continuous reform of the Church at the beginning of a new Millennium and at any other time.”</p>
1.10	How we will support mission through the Five Marks of Mission
1.10.1	To proclaim the Good News of the Kingdom.
	<p>We will ensure that every community has the opportunity to engage in weekly worship; to hear the Good News proclaimed in different age and culturally specific ways and to support, where appropriate, the development of pioneering mission pilots and local mission churches.</p>
	<p>We will do this by allocating Presbytery resources proportionately across our area; providing opportunities to learn of new and innovative ways of worshipping and spreading the Good News. Our series of monthly online events – “Mission – Thinking Outside the Box” is one example of how we will support this. It is intended to provide opportunities to further explore the topics already covered and others in a future programme of events. We will promote the further development of technology in its various forms to reach out. This work will be supported by our Mission Development Officer.</p>
1.10.2	To teach, baptise and nurture new believers.
	<p>We will ensure that mission planning encourages a collaborative approach to sharing resources, knowledge, expertise and development of opportunities across our area to win hearts for Christ and provide continued encouragement and nurture for those who come forward.</p>

	We will do this by prioritising ministry to schools, creating welcoming spaces and supporting the development of innovative ways of outreach.
1.10.3	To respond to human need by loving service.
	We will ensure that our combined resources, including our people, buildings and finances will be available to support such activity that promotes health, wellbeing, provision of basic necessities and opportunity for social activity.
	We will do this by liaising at both Presbytery wide and Mission Grouping level with such organisations as work in these fields to promote, encourage and work alongside where appropriate. This will include the further development of ecumenical collaboration.
1.10.4	To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
	We will ensure that our resources are available to assist those organisations whose aims we share in the promotion of justice, violence reduction, peace and reconciliation.
	We will do this by sharing the Gospel teaching on love, service and forgiveness and bringing those teachings to reality in our daily living and working across Dundee.
1.10.5	To strive to safeguard the integrity of creation and sustain and renew the life of the earth.
	We will ensure that we reduce our carbon footprint and encourage action locally and globally to protect the environment.
	We will do this by ensuring our buildings maximise the potential to become carbon neutral, share the Gospel teaching on the environment, encourage involvement in the Eco Congregation movement and encourage congregations to become involved with and support locally based initiatives where appropriate.
2	Staffing Allocation
2.1	Staffing
2.1.1	Our future allocation has been determined at 18 FTE paid staff. In addition, there are a range of voluntary ministries within the Presbytery as follows: 5 Auxiliary Ministers and OLM's; 2 OLM's in training; 2 Readers; 1 Reader in training; 6 Worship Leaders; 7

	Retired Ministers still leading worship. It is our intention to utilise these ministries in a variety of ways across the Presbytery.
2.1.2	<p>The formation of a Peripatetic Team of active Auxiliary Ministers, OLM'S, Readers and Local Worship Leaders (where they are willing to work on a Presbytery wide basis) will support the further development of mission planning.</p> <p>Members of this team may be allocated by Presbytery to support specific mission initiatives or be requested by Mission Groupings to support specific mission initiatives in their grouping.</p> <p>Allocation of team members will be on a time limited basis (in the region of 18 months to 2 years) with a clear and agreed remit. Such placements to be reviewed annually by Presbytery.</p>
2.1.3	<p>Team Ministries</p> <p>It is clear that with a reduced number of ministries, the development of Team Ministry will become an essential part of the future planning and development of missional activity within Presbytery.</p> <p>In order that Team Ministries can be effective, it will be essential for each grouping to explore the feasibility of becoming a single parish within the life of the plan.</p>
3.0	<p>Permission to Call Protocol – Appendix A Headings</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
3.1	<p>Communities</p>
3.1.1	<p>Communities within Dundee are geographically, socially, economically and politically diverse. Known as the City of Discovery for its work over the years in exploration, science and the arts; we now believe it is time to make Dundee the City of Discovery in terms of the Gospel message ensuring the Word of God and His love for all reaches everyone within the bounds of the Presbytery of Dundee.</p> <p>In our planning, we have drawn together into mission groupings, those communities we believe sit well together and have the capacity to share the Gospel message in exciting and innovative ways.</p>

3.2	Ecumenism
3.2.1	<p>At a Presbytery level, ecumenical links within the bounds of Presbytery are well established and this is reflected locally in parishes across Presbytery. The Mission Grouping plans are demonstrating a desire to not only continue with this work but to actively look at ways of expanding this to meet missional goals. Some exciting and innovative ideas are being explored.</p>
3.3	The Poor
3.3.1	<p>Dundee has long had to deal with more than its fair share of poverty and the implications this has had for families, communities, the city and environs generally has been, in some cases, quite simply catastrophic.</p> <p>The church, in working together with local communities and other partners has been at the forefront of providing both relief and a voice for the poor. The development of Mission Plans across Presbytery has provided the opportunity for renewed focus to tackle the injustices in society caused by poverty, of whatever type, and to look at innovative and sensitive ways of addressing this.</p>
3.4	Whole People of God
3.4.1	<p>The Act and associated guidance in relation to Presbytery Mission Planning, makes it clear that if the Church is to effectively extend its mission and share the Good News, then it requires not just those in ministries paid by the Church of Scotland but also the effective participation of everyone who believes in God – the “whole people of God.”</p> <p>Throughout Presbytery, congregations and Mission Groupings are looking at the development of creative opportunities to equip more people to become involved and share the Gospel message. It is encouraging to see the emphasis in the mission grouping plans on this area of mission and discipleship.</p>
3.5	Congregations
3.5.1	<p>Presbytery encourage all congregations to be represented in the work of Presbytery through the Registered Ministries and Elder Commissioners; these individuals are encouraged to assist in the work of Presbytery Committees to which they feel a particular inclination or calling, and for these same individuals to keep their congregation apprised of the work of the Presbytery. In this way, all congregations will participate in the work of the regional church.</p>

3.6	Mixed Ecology
3.6.1	<p>Traditionally, the church has “recognised the importance of a sense of place” as in a building to which people come. The modern church requires to find new places and spaces – not necessarily physical, but perhaps virtual - in which to meet the needs of those asking and exploring the “big questions”.</p> <p>A number of our congregations have embraced the opportunities presented to them and at times created new opportunities to explore creatively how mission can be achieved using the range of technological advances available today. It is heartening to note that all mission grouping plans are looking at ways to embrace these opportunities positively.</p>
3.7	Financial Responsibility
3.7.1	<p>There are a number of congregations within the bounds of Presbytery struggling financially and for some, may currently not be financially viable although missionally they may be.</p> <p>The “Giving to Grow” criteria for financial viability are based on that of a charge. Each charge will require to have income at least twice the cost of parish ministry posts allocated in the Presbytery Plan. If there are two posts allocated, then this sum would be circa £180,000.</p> <p>Our calculations are based upon the proposed charges within the Presbytery Mission Plan.</p>
3.8	Buildings
3.8.1	<p>Effective mission planning requires “well equipped spaces in the right places and it is clear that within the Presbytery a rationalisation of the buildings is required to ensure we meet this aim.</p> <p>To inform the decisions about which buildings should be disposed of the Presbytery Mission Planning Group and the Stewardship Committee met to collate the available information and make the proposals as indicated in the following table. The information available included financial viability (see previous section), the AMBA reports and local knowledge.</p> <p>The AMBA Reports have not provided as much clarity as was mooted initially and so local knowledge has played an important part in developing the proposals.</p> <p>In making these proposals, those involved recognise the pain and grief that such decisions may cause within the congregations concerned and their wider communities.</p>

However, as difficult as the decisions are to make, they must inevitably be made to ensure a viable future for the Church.

Category 'A' indicates that the building is required.

Category 'B' indicates that a building should be "sold, let, or otherwise disposed of."

The table below provides a summary of the proposals and the rationale for each decision will appear in the grouping narrative.

Buildings Categorisation Summary

Grouping	Buildings	Categorisation	Date
Central	Coldside Church	A	
	Dundee Trinity	A	
	Dundee St Andrews	A	
	Stobswell	B	By end 2024
	Steeple	A	
	St Mary's	B	By end 2024
	MSP	B	By end 2024
Western	Menziesshill Church	A	
	Logie St John's	B	See rationale
	Dundee West	B	See rationale
	Lochee Church	A	
	Balgay Church	B	By end 2024
	Camperdown Church	B	By end 2024
	Menziesshill Hall	A	
	Lochee Hall	A	

	Carse NW Rural	Muirhead	A	By end 2024	
		Invergowrie	A		
		Inchture & Kinnaird	A		
		Abernyte	B		
		Auchterhouse	A		
		Longforgan Church	A		
		St Marnock's Fowlis Easter	B		By end 2024
		Invergowrie Hall	A		
		Longforgan Hall	B		See rationale
	Dundee North	Chalmers Ardler	A	See rationale By end 2024	
		Douglas/Mid Craigie	B		
		Strathmartine	B		
		Downfield Mains	A		
		Whitfield	B		See rationale
		Fintry	B		See rationale
	B/F & Dundee East	Barnhill St Margaret's Church	A	See rationale By 2024 See rationale See rationale See rationale See rationale See rationale See rationale	
		St Lukes & Queen St Church	B		
		New Kirk	B		
		St James	B		
		St Stephen's & West Church	B		
		St Luke's & QS Hall	B		
		Barnhill St Margaret's Hall	A		
		New Kirk Hall	B		
		St Stephen's & West Hall	B		
		St Aidan's Halls – New Kirk	A		

	Monifieth and Rural	Monifieth Church	A	
		Murroes Church	B	By end 2024
		Monikie Church	B	By end 2024
		Murroes Hall	A	
		Monifieth Gerard Hall	B	By end 2024
4.0	Statistics			
4.4.1	<p>To assist Mission Groupings with their planning, Presbytery has provided each grouping with an aggregate of the Census and Parish Profile information available for individual parishes. In addition, the Mission Groupings have been given links to the relevant Community Plans and Planning structures within the City of Dundee.</p> <p>Updated SIMD stats for each grouping are available to assist with micro planning mission initiatives where necessary.</p>			
5.0	Local Mission Groupings			
5.1	Central			
5.1.1	<p>The congregations in this grouping are St.David's High Kirk / Coldside / Trinity / Stobswell / St.Mary's / The Steeple / Meadowside St. Paul's / St. Andrews.</p> <p>These congregations are either situated in the City Centre or within a distinct community nearby. In addition, the statistical data and local knowledge supports the formation of these congregations into one mission grouping. Coldside has been designated as an area of priority need (UPA) and this also reflects the City Council view.</p> <p>The following unions within this grouping have been agreed to enable both the consolidation of resources and the development of mission planning. See Basis of Union documentation for greater detail. The statistical data (SIMD and C of S Mission for resources info) supports the formation of the unions as described.</p> <p><i>It is noted that the fact unions have been currently agreed, does not provide immunity from further readjustment if the mission planning process indicates that this is necessary and / or desirable.</i></p>			

Meadowside St. Paul's linked with St. Andrews

Both parishes sit within a few hundred metres of each other within the city centre. As the charge is linked, the sitting minister of the linkage will become the minister of the united charge. Worship will be conducted in the building currently known as St. Andrews Parish Church. The congregations have proposed that the Meadowside St. Pauls building be let as it is in a prime City Centre location. They anticipate that this will provide a source of income to support further mission initiatives.

The united charge will be known as Kingsgait Kirk, Church of Scotland.

Stobswell and Trinity

The parishes sit within close proximity and are on the margins of the city centre with both populations tending towards the city centre for activity. As the charge is linked the sitting minister of the linkage will become the minister of the united charge as per current church regulations. Trinity Church will be the building used for regular worship and Stobswell Church shall be sold or otherwise disposed of in consultation with the General Trustees.

It has been agreed that the Trinity manse will be kept and the Stobswell manse either sold or disposed of in consultation with the General Trustees.

The united charge will be known as Stobswell Trinity Church of Scotland.

Further Unions

Presbytery has agreed that consideration be given to the exploration of further unions within the grouping at this time including the Parishes of Coldside, St Mary's, St David's High and the Steeple.

Previous attempts to explore the potential for a number of two-way unions within the grouping between these four parishes have proved unsuccessful. It is clear that the status quo is not an option given the reduced number of ministries available within Presbytery and the allocation of four ministries to the Central grouping.

The following is therefore proposed:

The potential for a four-way union between Coldside, St Mary's, St David's High and the Steeple be explored over the coming months.

At the time of writing, meetings are being scheduled with the Kirk Session of all four congregations in the absence of any sitting minister as allowed for within the Mission Planning Act. Two of these meetings have already been held and both The Steeple and Coldside Kirk Sessions have agreed to progress on this basis. A meeting with St David's High has been scheduled for September 21st.

St. Mary's Kirk Session have refused to meet.

Other Considerations

In addition to the proposed unions, as previously indicated, Coldside Parish has been designated as an area of priority need (UPA). The statistical data indicates a complex range of needs in this area. Our planning rationale includes the need to bring together into a grouping both parishes which have limited resources and those which are deemed to be more resource intensive (not only financially) with a view to the parishes working together and sharing resources, experience, skills and knowledge. It is envisaged that the advantages for both will be positive and that the learning and exchanges will be a two-way process.

The parishes of Coldside, St David's High, The Steeple and St. Mary's, together with the other unions will be looking over years 1 and 2 of the plan to identify whether or not there is potential for further readjustment within the grouping and to determine the benefits of any such readjustment that may accrue to their missional goals.

It is clear that the grouping has demonstrated a consultative approach to the planning and has had the opportunity to undertake some "Blue Sky Thinking" both as a grouping and collectively within the Presbytery "Thinking out the Box Seminars".

Missional Goals for the grouping are based upon the 5 Marks of mission and are reflected within the planning documentation designed to serve the needs of the people of the City Centre, Hilltown and Stobswell areas.

Ministers, office bearers and members have had little or no opportunity prior to the mission planning guidance being issued to get to know each other.

It is imperative therefore, that those involved in this grouping take the time, to work together on building relationships, developing trust and ensuring that there is a solid foundation from which to develop mission planning. The formation of this work can be seen emerging through the initial planning stages.

The Presbytery of Dundee supports this approach and is keen to take a long-term view to successful mission planning and the five-year rolling plan and review process in place which is designed to allow situations to evolve organically.

This mission grouping is pretty much conterminous with the City Council Local Community Planning Areas and offers the opportunity to form close working links to progress issues related to the 5 Marks of mission.

The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.

	<p>This mission grouping has a total estimated population of 36,463 (approx. 21% of Presbytery Population). Age 0 - 4 1,482; Age 5 -11 1,666; Age 12 - 15 1,023; Age 16 - 24 8,182; Age 25 - 44 10,379; Age 45 – 64 8,123; Age 65 - 84 4,939; Age 85+ 699.</p> <p>Total number of data zones 353.</p> <p>Number in most 5% deprived 48.</p> <p>Number in 10% most deprived 105.</p> <p>Number in 15% most deprived 162.</p> <p>Number in 20% most deprived 178.</p> <p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
<p>5.1.2</p>	<p>Ministries Allocation</p> <p>The future ministries allocation for this grouping is 4 FTE. The allocation of 1 FTE is made on the basis of Coldside being an area of priority need with a recognition that this resource may also be shared across the grouping if this can be justified within the mission planning for the grouping.</p> <p>The allocation will be 4 MWS</p> <p>Stobswell Trinity – 1 MWS</p> <p>St Andrews Meadowside St Paul’s (Kirkgait) – 1 MWS</p> <p>Proposed four-way union – 2 MWS</p>
<p>5.1.3</p>	<p>5 Marks of Mission</p> <p>The grouping mission plan clearly references the 5 Marks of Mission and these are further detailed within the “Blue Sky Thinking” paper using the Tell, Teach, Tend, Transform and Treasure headings. This paper highlights the ambition of the group to develop both ecumenical links and links with other charities to create missional opportunities within the grouping. While some of these can begin quickly, the grouping is very clear that the connections to prepare the groundwork for some of these opportunities will take place in year 1 and 2 of the plan with more tangible outcomes showing in years 3 – 5.</p> <p>The following protocols highlight some of the missional opportunities being explored.</p>
<p>5.1.4</p>	<p>Permission to Call Appendix A Protocols</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of</p>

	<p>the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
5.1.5	<p>Communities</p> <p>The congregations in this grouping are very aware of the micro communities within the larger, more well-known, named communities. These micro communities may well cover only a few streets, or indeed, a few tenement or tower blocks. The provision of SIMD information for the area supports the identification and planning for potential outreach in future years of the plan.</p>
5.1.6	<p>Ecumenism</p> <p>This grouping is looking to develop strong ecumenical links in terms of their missional outlook towards the multis, city centre and the support of addictions in particular which is a key issue in the grouping area.</p> <p>City Centre chaplaincy is another area in which ecumenical collaboration is possible and all avenues will be explored to ensure the grouping consults and engages positively with ecumenical partners to encourage effective workplace chaplaincy in the city centre. Resources, particularly buildings, are available to support this area of work.</p>
5.1.7	<p>The Poor</p> <p>The grouping contains a UPA within the Coldside area and an additional allocation of 1 FTE ministry has been made to reflect this.</p> <p>However, the poor are not restricted to living in one geographical area but are often spread throughout the city centre and outlying areas in small pockets.</p> <p>The grouping is thinking creatively about how they share and best use the services of a Community Development Worker, (£30k grant funded) in addition to their 1 FTE allocation, to further develop services for the poorest in the area. The potential for linking in with the Local Authority Local Area Plans and other charities within the area is significant and could help to provide a seamless, well-resourced menu of opportunities for those on the margins of society. Attention is also being directed towards the longer-term funding of the Community Development Worker post to ensure continuity.</p>
5.1.8	<p>Whole People of God</p> <p>The mission plan for this grouping clearly shows how they intend to maximise the talents, energies and skills of the wider church and others within the grouping.</p>

	<p>The grouping clearly has a vision for the training of worship leaders, chaplains, those involved in the development of ministries for the young and the elderly to ensure that “ministry” does not remain the prerogative of staff paid for by the Church of Scotland.</p> <p>Their mission plan indicates the development of teams to progress areas of mission and to encourage the sustainability of this by providing training and appropriate support.</p>
<p>5.1.9</p>	<p>Congregations</p> <p>It is clear that within this grouping that some congregations are stronger than others in terms of human resources in particular and that some of the congregations have a broader range of missional activity in place than others.</p> <p>What is exciting about this mission plan, however, is the way in which the plan demonstrates a coming together and a willingness to draw everyone into the one “team” and look at how together, as a grouping, they can minister to the whole “worshipping, witnessing and serving Christian congregations” in their area.</p> <p>The plan specifically mentions being Spirit led and highlights the development of several engaging opportunities to share the Gospel, discipleship and love of Christ with all.</p>
<p>5.1.10</p>	<p>Mixed Ecology</p> <p>Traditionally, the church has “recognised the importance of a sense of place” as in a building to which people come. The modern church requires to find new places and spaces – not necessarily physical, but perhaps virtual - in which to meet the needs of those asking and exploring the “big questions”.</p> <p>The mission plan for this grouping has recognised both the potential opportunities to minister in new ways and the need to develop a menu of opportunities to support this including the use of technologies. The development of this area of work is planned to happen over years 1 – 3.</p>
<p>5.1.11</p>	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>
<p>5.1.12</p>	<p>Buildings Categorisation Rationale</p> <p>Two of the proposed unions within this grouping are already quite far along the process and have determined which buildings will remain as their centres for worship. This explains the reasons for allocating category ‘A’ to Trinity and St Andrews. It also explains the reason for allocating category ‘B’ to Stobswell and Meadowside St Paul’s. As Trinity has been agreed as the centre for worship the sale of Stobswell is proposed with a date</p>

by end 2024. The date of end 2024 for Meadowside St Paul's recognises the need for discussions with sitting tenants and the exploration of other possibilities which may take some time.

Regardless of the configuration of any future unions involving Coldside, St David's High, St Mary's and the Steeple, it would not be viable to continue with the remaining three sites of worship – St David's High Kirk is currently in the process of being sold.

Coldside has been categorised as 'A' reflecting its geography and the relatively recent upgrading works undertaken.

The remaining two churches, St Mary's and the Steeple, share one city centre site. It is difficult to rationalise an argument for this to continue and the proposal is to keep The Steeple as it has recently been modernised and has significant missional outreach operating from its premises. The Steeple has been categorised as 'A' and St Mary's as 'B' with a disposal date by end 2024.

Statistics

The following table highlights some of the key statistics within the grouping:

	Parish Pop	Membership
Meadowside	3,427	260
St Andrews	1,619	373
Trinity	5,998	349
Stobswell	5,136	309
St David's	5,747	137
Coldside	8,682	154
St Mary's	1,982	468
Steeple	1,862	136

5.2	Western
5.2.1	<p>The congregations in this grouping are Menzieshill, Camperdown, Lochee, Balgay, Logie and St. Johns Cross, Dundee West.</p> <p>These congregations are situated to the western part of Dundee City and south of the Kingsway. The statistical data and local knowledge support the formation of these congregations into one mission grouping.</p> <p>The following unions are currently being explored / proposed:</p> <p>Lochee and Camperdown</p> <p>The parishes in this proposed union are geographically, next to one another and the congregations have been working together for some time on a formal Basis of Partnership and have been progressing a number of joint projects. The congregations are positive about such a union and are actively engaged in discussion to prepare a Basis of Union and to be able to proceed as soon as the planning process allows. The area includes pockets of significant deprivation.</p> <p>Other Unions</p> <p>It had initially been suggested that two further unions be established. One between Menzieshill and Balgay and the other between Logie St John’s and Dundee West.</p> <p>However, in light of the updated information on financial viability and buildings, it has been determined that neither of these unions would be financially viable. It is therefore proposed that a four-way union be explored to include the rationalisation of buildings as described in the report. This could then become a financially viable union and be a stepping stone to one full union.</p> <p>The grouping is actively pursuing the goal of becoming one parish within a ten-year period.</p> <p>Other Considerations</p> <p>The congregations in this grouping are diverse and the planning rationale includes the need to bring together congregations with differing resources, skills and experience. The exchanges are expected to offer a two-way learning curve that supports missional development within the grouping.</p> <p>This grouping has 6.6 FTE and is overstaffed by 2.6 FTE currently compared to the new 4 FTE allocation. Some of the staff are engaged in discussion about how they may be able to create flexibility within their work patterns and be prepared to work across other groupings within Presbytery which will be understaffed.</p> <p>In such a large grouping it is important for people to spend time developing positive working relationships.</p> <p>This grouping is coterminous with a number of Local Community Planning Areas and the potential for joint working with other partners to develop a clear vision for working together on key areas is significant.</p> <p>The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.</p> <p>This mission grouping has a total estimated population of 39,748 (23% of Presbytery population) – Church of Scotland resources. Pre-school (0-4) 1,875; Primary School (5 - 11) 2,238; High School (12 – 15) 1,377; Young Adult (16 - 24) 8,788; Adult (25 - 44) 10,203; Mature Adult (45 – 64) 9,011; Elderly (65 – 84) 5,356; Very Elderly (85+) 900.</p> <p>Total number of Data Zones 361.</p>

	<p>Number in most 5% deprived 35.</p> <p>Number in most 10% most deprived 87.</p> <p>Number in most 15% deprived 87.</p> <p>Number in most 20% deprived 122.</p> <p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
<p>5.2.2</p>	<p>Ministries Allocation</p> <p>The future allocation for this grouping is 4 FTE. It is currently overstuffed by 2.6 FTE, however, a number of staff in this grouping are having discussions to explore what flexibility they can create to assist in ensuring cover across the Presbytery where groupings are currently understaffed. This is a most helpful and welcome development.</p> <p>The allocation will be 3 MWS and 1 MDS</p> <p>Lochee Camperdown – 1 MWS / 1 MDS</p> <p>Proposed four-way union – 2MWS</p>
<p>5.2.3</p>	<p>5 Marks of Mission</p> <p>The grouping plan clearly references the 5 Marks of Mission highlighting their vision for the development of a team ministry approach sharing skills, experience and knowledge. In addition, there is a pioneering element to their planning recognising the need to develop new approaches to sharing the Gospel message especially with the under 40's.</p>
<p>5.2.4</p>	<p>Permission to Call Appendix A Protocols</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
<p>5.2.5</p>	<p>Communities</p> <p>In addition to considering geographic communities, this grouping is looking at developing work across the demographic communities. It is apparent that the grouping is looking at developing a “best fit” approach to the utilisation of skills, knowledge and experience across the grouping in areas such as youth work, pastoral care, chaplaincy and other areas of mission.</p>

5.2.6	<p>Ecumenism</p> <p>Opportunities for developing ecumenical work across a number of areas such as work with refugees, community garden schemes, food and fuel insecurity and others is being explored. This work is likely to develop more in subsequent years of the plan due to the range of pressing issues for this group in terms of planning for readjustment.</p>
5.2.7	<p>The Poor</p> <p>A great deal of emphasis within this plan is placed on the development of support and love for those who find themselves most marginalised in society. A number of very positive initiatives have been developed across this grouping in previous years and there are exciting plans to further develop these in partnership, both across the grouping and with other appropriate partners.</p>
5.2.8	<p>Whole People of God</p> <p>The grouping plan places significant emphasis on the growth and development of worship leaders, OLM's and Readers. A range of opportunities are being planned to grow and develop the faith and confidence of people to share their faith and to take on more leadership roles within the grouping and beyond.</p>
5.2.9	<p>Congregations</p> <p>The congregations within this grouping have varied experience, skills, knowledge and strengths. Some are more missional in their outlook than others. The grouping plan both acknowledges this and is developing a direction of travel that will support and encourage all congregations to work together to both “express the Gospel and commend the Gospel.”</p>
5.2.10	<p>Mixed Ecology</p> <p>A number of congregations in this grouping are already engaged in the development of new and exciting ministries utilising a range of multimedia opportunities. The grouping plan is looking to develop Fresh Expressions of Church in a range of settings across both geographic and demographic situations.</p>
5.2.11	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>

5.2.12 Buildings Categorisation Rationale

Menziesshill church and hall have been allocated category 'A'. This reflects its location, the recent investment in the fabric of the building and its extensive missional activity.

Lochee church and hall have been allocated category 'A'. This reflects location, fabric condition including the significant recent refurbishment of the sanctuary and levels of activity.

Balgay and Camperdown churches have been allocated category 'B'. This reflects the extensive and expensive building works required which are beyond the means of current congregations and the grouping as a whole to sustain. These buildings to be disposed of by end 2024.

Financially, it is believed that this grouping will only be able to sustain one additional building. The congregations of Balgay, Logie St John's and Dundee West, with the rest of the grouping, are asked to determine the best way to achieve this and to ensure that the grouping has the right space in the right place. This may be by choosing one of the existing buildings and refurbishing to meet the needs of their missional goals or even to sell all three and use the funds to build a new space. Presbytery would expect to see significant progress towards this by end 2024.

5.2.13 Statistics

The following table highlights some of the key statistics within the grouping.

	Parish Pop	Membership
Lochee	6,294	350
Camperdown	4,624	64
Menziesshill	6,417	222
Balgay	5,838	222
Logie & St Johns Cross	7,191	187
Dundee West	9,384	233

5.3	<p>The Carse and North West Rural</p>
5.3.1	<p>The congregations in this grouping are Abernyte linked with Inchtute and Kinnaird linked with Longforgan; Invergowrie; Auchterhouse; Fowlis and Liff linked with Lundie and Muirhead.</p> <p>Other Considerations</p> <p>These congregations are more rural in nature and are situated on the western and northern extremities of Presbytery. At this stage it is unknown whether, in the longer term, some of them may have more natural and effective links with current neighbouring presbyteries as we become one larger presbytery in future.</p> <p>However, Presbytery would like to see the linked charges of Abernyte, Inchtute and Kinnaird linked with Longforgan become a union and to also explore the potential of including Invergowrie within this larger union. In addition, Presbytery would wish to see the congregations of Auchterhouse, Fowlis and Liff, Lundie and Muirhead explore the potential for Union.</p> <p>The congregations in the western part of this grouping sit within Perth and Kinross and those in the north, sit within Angus Council. The new development at Dykes of Gray lie within the bounds of Dundee City Council. Dykes of Gray was included as 30% of the work of the ministry of Invergowrie Church on the induction of the ministry team in 2021.</p> <p>There are currently 3 FTE ministries in this grouping and the future allocation is 2 FTE ministries. An allocation of 0.25 FTE is nominally made against Auchterhouse.</p> <p>The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.</p> <p>This mission grouping has a population of 9,861 (approx. 6% of Presbytery Population). Age 0 - 4 545; Age 5 - 11 822; Age 12 - 15 477; Age 16 - 24 811; Age 25 - 44 2,393; Age 45 - 64 3,039; Age 65 – 84 1,609; Age 85+ 165.</p> <p>Total Number of data zones 81. Number in most 5% deprived 0. Number in most 10% deprived 0. Number in most 15% deprived 0. Number in most 20% deprived 0.</p> <p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
5.3.2	<p>Ministries Allocation</p> <p>The grouping is currently overstaffed by 1.25 FTE. One FTE is likely to retire within the next 2/3 years.</p> <p>The allocation for this grouping is 2 MWS operating as a Team Ministry across the grouping.</p>
5.3.3	<p>5 Marks of Mission</p> <p>The grouping mission plan clearly references the 5 Marks of Mission highlighting a breadth of proposed activity to nurture new believers and includes exciting references to</p>

	<p>pioneering missionary activity. Proposals to bring the congregations within the mission grouping together, building positive relationships are also clearly referenced.</p>
5.3.4	<p>Permission to Call Appendix A Protocols</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
5.3.5	<p>Communities</p> <p>The grouping has clearly identified communities, mainly distinct villages with further dwellings more widely dispersed with significant farming and other rural businesses.</p> <p>There are 7 primary schools in the area with secondary schooling provided in Angus, Perth and Dundee.</p> <p>Although there are no data zones within the 5 – 20% most deprived, there are not insignificant numbers of individuals experiencing deprivation of one kind or another.</p>
5.3.6	<p>Ecumenism</p> <p>Opportunities for ecumenism are for the most part, linked to the Episcopal Church in Invergowrie which lies within the grouping although there are external links out with the grouping. There are no RC churches within the area and the majority gravitate to Dundee including the significant numbers of East Europeans who have lived and worked in the area over the years. Links with other Christian based organisations such as Teen Ranch, an international Christian activity centre based in the Carse, are strong and continue to grow.</p>
5.3.7	<p>The Poor</p> <p>The grouping is keen to ensure that their resources in terms of premises, people and finance are used to meet the needs of the poor and in particular, to work with those organisations that provide support, advice and resources to those in need. The grouping acknowledge that others may be better resourced to provide these services and will support them to do so, providing additional support as required.</p>
5.3.8	<p>Whole People of God</p> <p>This grouping already has a number of worship leaders locally known as “The Carsies” who have been leading worship for a number of years. It is intended to identify and encourage additional people from the local community to become involved in leading</p>

	<p>worship. Additionally, there are plans to encourage others to become involved in the wider work of the church e.g. with young people, the elderly and to promote the development of home groups and pastoral care. The use of technology to reach out has been used within the grouping and plans to extend this in exciting ways are being explored.</p>
5.3.9	<p>Congregations</p> <p>Congregations within the grouping are keen to further develop missional activity and their mission plan offers insight into how they plan to undertake this over the coming years working together and sharing knowledge, skills and expertise to do so. They seek to share the burden of administrative tasks and the excitement of sharing the Gospel message.</p>
5.3.10	<p>Mixed Ecology</p> <p>The congregations have recognised the need for people to connect with God in many different ways in addition to the more traditional. There are plans to extend this over the coming years to include the further development of technology, ideas such as Church in the Park and the use of more pioneering approaches to meet the needs of the differing demographics. The need to link the “big questions” to pioneering mission and action is evident within the grouping mission plan.</p>
5.3.11	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>
5.3.12	<p>Buildings Categorisation Rationale</p> <p>Muirhead Church, Invergowrie Church and hall, and Inchtute and Kinnaird Church have all been categorised as ‘A’. Location, condition of fabric and levels of activity justify this category. Auchterhouse has been categorised as ‘A’ due to location and condition of fabric.</p> <p>Longforgan Church has been categorised ‘A’ as plans for redevelopment of a multi-use community and church space in partnership with the local community trust are well advanced and consultations in the local community have been very positive. This had been agreed previously by both Presbytery and the General Trustees. Longforgan Church Hall has been categorised ‘B’ with a date of disposal by end 2025 as it is planned to dispose of as part of the funding package for redevelopment.</p>

Abernyte Church and St Marnock's Fowlis Easter Church have been categorised as 'B' with disposal by end 2024. This is due to levels of use and proximity to other places of worship.

5.3.13 Statistics

The following table highlights some of the key statistics within the grouping.

	Parish Pop	Membership
Abernyte	244	83
Inchture & Kinnaird	1533	136
Longforgan	1569	153
Invergowrie	1793	229
Auchterhouse	700	121
Fowlis & Liff	1585	131
Lundie & Muirhead	2437	256

5.4 Dundee North

5.4.1 The congregations in this grouping are Strathmartine / Chalmers Ardler / Downfield Mains / Fintry / Whitfield / Douglas Mid Craigie / Craigiebank.

These congregations are all situated north of the Kingsway or east of the Forfar Road. It was initially proposed to have these as two distinct groupings but following consultation, it was agreed to combine them into one grouping.

There are significant areas of deprivation across this grouping and it is envisioned that by working together across the grouping more support may be offered by those congregations with greater resources.

It has been agreed that the following unions will be explored across the grouping:

Stratmartine and Chalmers Ardler

The parishes lie adjacent to each other and both congregations are keen to explore the potential for union. Although the parishes have differing worship styles, they recognise they have far more in common and are looking to build upon what unites them.

Fintry, Whitfield, Douglas Mid Craigie, Craigiebank

These parishes do cover a large area of Dundee. However, Presbytery is looking for these parishes to consider the potential for one large union with the focus on exploring the development of a pioneering ministry pilot. To support the congregations in this endeavour, Presbytery has allocated the full 40% FTE of our Development Officer until plans are reviewed within the new Presbytery of Perth. In addition, Presbytery has placed a newly ordained OLM with part of her time in the North East and part in the Ardler area.

Downfield Mains will be supporting the further development of pioneering ministry across the area.

It should be noted that whilst, at the moment, Downfield Mains is not included in any discussion re unions, the grouping is asked to explore the feasibility of working towards becoming one parish and operating with a Team Ministry.

Other Considerations

Missional Goals for the area are based upon the 5 Marks of Mission and are reflected within the planning documentation. This recognises that the congregations, in some areas are without strong leadership and that work over years one and two will be focussed on developing leadership and skills to move forward in new ways, building relationships and trust.

This mission grouping is coterminous with a number of City Council Local Community Planning Areas.

The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.

This mission grouping has a total estimated population of 51,148 (approx. 30% of Presbytery Population). Age 0 – 4 3,506; Age 5 – 11 4,521; Age 12 – 15 2,840; Age 16 – 24 5,866; Age 25 – 44 12,953; Age 45 – 64 13,722; Age 65 – 84 6,846; Age 85+ 894.

Total number of data zones 453.

Number in 5% most deprived 79.

Number in 10% most deprived 146.

Number in 15% most deprived 195.

Number in 20% most deprived 227.

	<p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
<p>5.4.2</p>	<p>Ministries Allocation</p> <p>The allocation for this grouping is 4.5 FTE with 0.5 FTE allocated to support the development of a pioneering ministry pilot. If, after two years, it has been determined that this is not a feasible option, the 0.5 FTE may be reallocated across the bounds of the current Dundee Presbytery to support mission development elsewhere. The grouping is suggesting this take the form of 3 FTE MWS, 1 FTE MDS and 0.5 FTE Pioneering Ministry.</p> <p>The allocation for this grouping is 3.5 FTE MWS and 1 FTE MDS. (See caveat above for 0.5 FTE MWS.)</p> <p>Proposed union Chalmers Ardler with Strathmartine – 1 MWS.</p> <p>Downfield Mains – 1 MWS.</p> <p>Fintry, Whitfield, Douglas and Midcraigie, Craigiebank – 1 MWS 0.5 MWS (for up to two years initially) 1 MDS.</p>
<p>5.4.3</p>	<p>5 Marks of Mission</p> <p>This grouping requires to spend more time building relationships and trust as they have not yet had the opportunity to spend much time together. Whilst each of the congregations has a view of where they would like to progress their 5 Marks of Mission, at this stage they have not yet begun to look at this from a grouping perspective. This is to be a priority for the coming year with all congregations participating fully.</p>
<p>5.4.4</p>	<p>Permission to Call Appendix A Protocols</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
<p>5.4.5</p>	<p>Communities</p> <p>The grouping is aware of the differences in communities across the grouping and are aware of the micro communities, especially those requiring additional support. The provision of SIMD information for the area supports the identification and planning for potential outreach in future years of the plan.</p>

<p>5.4.6</p>	<p>Ecumenism</p> <p>This grouping has recognised the need to promote ecumenism and to look at existing links with a view to the further development of current work across the grouping.</p>
<p>5.4.7</p>	<p>The Poor</p> <p>A number of potential projects have been identified in relation to food poverty in particular. In addition, work to support refugees, period poverty and families has been highlighted. The grouping is looking at how they can support each other across the area to develop people and attract resources to support further development and services for the poor.</p>
<p>5.4.8</p>	<p>Whole People of God</p> <p>This grouping has clearly identified the development of those, other than MWS, to train for leadership within the congregations. This would include the leading of worship and other leadership roles. Some thought has been given to how this may be progressed.</p>
<p>5.4.9</p>	<p>Congregations</p> <p>It is clear that some congregations within the grouping are stronger than others in terms of leadership and resources. The grouping is looking to bring congregations together to build up on their strengths and help develop working more closely in areas such as working with young people. This requires the more stable congregations to be supportive of those less stable.</p>
<p>5.4.10</p>	<p>Mixed Ecology</p> <p>Traditionally, the church has “recognised the importance of a sense of place” as in a building to which people come. The modern church requires to find new places and spaces – not necessarily physical, but perhaps virtual - in which to meet the needs of those asking and exploring the “big questions”.</p> <p>The North grouping is looking to further develop and enhance the use of media across the grouping and to ensure enough people are adequately trained to take this work forward. In addition, the promotion of pioneering ministry within the grouping has been given a high priority.</p>
<p>5.4.11</p>	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>

5.4.12**Buildings Categorisation Rationale**

Chalmers Ardler and Downfield Mains churches have been categorised 'A' as a result of location, and levels of activity.

Strathmartine Church has been categorised as 'B' with a disposal date by end 2024. This is due to proximity to other sites of worship and the need to rationalise buildings in this part of the grouping. It also relates to the financial viability of the proposed union as a whole.

Douglas and Mid Craigie Church, Whitfield Parish Church, Fintry Parish Church have all been categorised as 'B'. These congregations will be exploring the potential for a pioneering ministry within the North East part of this grouping and the congregations are being asked to explore options for the rationalisation and development of the right spaces in the right places through the disposal of their current buildings.

5.4.13**Statistics**

The following table highlights some of the key statistics within the grouping.

	Parish Pop	Membership
Strathmartine	7,045	220
Chalmers Ardler	4,160	151
Downfield Mains	13,518	233
Fintry	7,834	86
Whitfield	5,773	33
Douglas & Mid Craigie	11,633	89
Craigiebank	6,610	122

5.5	<p>Broughty Ferry and Dundee East</p>
5.5.1	<p>The congregations in this grouping are Barnhill St Margaret's / St James' / New Kirk / St Luke's and Queen Street / St Stephen's and West.</p> <p>These congregations are situated to the east of the city and Broughty Ferry is considered to be one of the more affluent parts of the city. Together, the Broughty Ferry parish areas are coterminous with the City Council Local Community Planning Partnership and the potential for joint work on a number of issues is high.</p> <p>The following union is currently being progressed:</p> <p>New Kirk, St Luke's and Queen Street and St James'.</p> <p>These congregations have been in discussion for some time and significant progress has been made towards the development of a Basis of Union. The parishes are in close proximity geographically.</p> <p>Other Considerations</p> <p>As the Broughty Ferry area is fairly well defined and the number of future ministries is 2 FTE, it seems that the sensible option is for all congregations to unite into one parish serving the whole area. The Grouping is being urged to explore this in the coming months. It would be both desirable and sensible for this to happen within the initial 5-year plan i.e. by 2026 or earlier.</p> <p>The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.</p> <p>This mission grouping has a total estimated population of 19,463 (approx. 11% of Presbytery population). Age 1 – 4 890; Age 5 – 11 1,351; Age 12 – 15 842; Age 16 – 24 1,607; Age 25 – 44 4,231; Age 45 – 64 5,641; Age 65 – 84 4,155; Age 85+ 746.</p> <p>Total number of data zones 173.</p> <p>Number in 5% most deprived 0.</p> <p>Number in 10% most deprived 0.</p> <p>Number in 15% most deprived 0.</p> <p>Number in 20% most deprived 0.</p> <p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
5.5.2	<p>Ministries Allocation</p> <p>The future ministries allocation for this group is 2 FTE MWS. The current MDS post will remain until 2025.</p> <p>The allocation for this grouping is 2 MWS operating as a Team ministry across the grouping.</p>
5.5.4	<p>Permission to Call Appendix A Proposals</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of</p>

	<p>the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
5.5.5	<p>Communities</p> <p>The grouping is considering how they can become more widely integrated within the communities they serve and looking to create opportunities for engagement and development of missional opportunities. This is especially the case in relation to children, young people and young adults.</p>
5.5.6	<p>Ecumenism</p> <p>Ecumenism is clearly a high priority for this grouping and they are seeking to build upon existing good practice to develop opportunities for missional outreach across the 5 Marks of Mission. It is obvious that good relationships already exist and that the potential for further growth is significant.</p>
5.5.7	<p>The Poor</p> <p>As in many areas deemed affluent, poverty is often hidden and out of sight or mind. However, the grouping recognises this and seek to develop community-based approaches offering services to those most in need and covering a wide range of issues including health, financial support and families. The stigma of asking for help is real and it is hoped that this can be alleviated through the actions being developed</p>
5.5.8	<p>Whole People of God</p> <p>The grouping is keen to explore how best the Good News may reach everyone in the community and this is evident from the planning documentation. Recognising that the future ministry allocation is 2 FTE and that this will require the recruitment and training of others to take on leadership roles, the grouping is looking at ways to develop and nurture potential for this work.</p>
5.5.9	<p>Congregations</p> <p>In the main, the congregations in this grouping have a history of working together and now recognise the need to further develop this area of work to involve all congregations. There is much in the way of experience, skills, knowledge and understanding across the congregations and the grouping plan to harness this to develop strong and dynamic leadership for the grouping.</p>

5.5.10	<p>Mixed Ecology</p> <p>The congregations have recognised the need for people to connect with God in many different ways in addition to the more traditional. The planning documentation clearly identifies a number of different approaches to offering ways to connect and share the Good News. These opportunities combine the use of additional community based options with a blend of media based opportunities reaching out in different ways to different demographics in the community.</p>												
5.5.11	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>												
5.5.12	<p>Buildings Categorisation Rationale</p> <p>Barnhill St Margaret’s has been categorised as ‘A’. This is due to location (out with the main Broughty Ferry centre), fabric condition and levels of activity.</p> <p>The Broughty Ferry Grouping has been discussing a variety of options for rationalisation of their buildings. From the discussions, it has been clear that the St Aidan’s Halls – Broughty Ferry New Kirk is one building that should be kept and this has therefore been categorised as ‘A’.</p> <p>All other buildings within the grouping have been categorised as ‘B’. The grouping is asked to determine which two of the remaining buildings should be reclassified as ‘A’ to best meet their missional goals. This to be determined and steps taken to proceed with disposal of the remaining six buildings by end 2024.</p>												
5.5.13	<p>Statistics</p> <p>The following table highlights some of the key statistics within the grouping.</p> <table border="1" data-bbox="264 1570 863 2009"> <thead> <tr> <th></th> <th>Parish Pop</th> <th>Membership</th> </tr> </thead> <tbody> <tr> <td>Barnhill St Margaret’s</td> <td>6,301</td> <td>623</td> </tr> <tr> <td>St James’</td> <td>2,488</td> <td>125</td> </tr> <tr> <td>New Kirk</td> <td>5,318</td> <td>561</td> </tr> </tbody> </table>		Parish Pop	Membership	Barnhill St Margaret’s	6,301	623	St James’	2,488	125	New Kirk	5,318	561
	Parish Pop	Membership											
Barnhill St Margaret’s	6,301	623											
St James’	2,488	125											
New Kirk	5,318	561											

	St Luke's & Queen Street	3,237	261	
	St Stephen's & West	2,119	260	
5.6	Monifieth and Rural			
5.6.1	<p>This is a grouping of just 2 congregations: Monifieth and Monikie & Newbigging and Murroes & Tealing (MNMT).</p> <p>Both congregations sit within the Angus Council area, being to the north, north-east and east of Dundee itself. Relationships have been growing between the congregations for the last 18 months and it is likely that they will move towards union in short order.</p> <p>Other Considerations</p> <p>These congregations are quite different: one is suburban and the other rural-agricultural. However, in terms of local Council working and operating, there are strong links across the areas. For example, large parts of MNMT are in the Monifieth High School's catchment area; many in the eastern part of MNMT attend Monifieth for doctors, dentists, etc; the local Angus Council Communities Team covers the whole South Angus area of Carnoustie, Monifieth, and the Sidlaws. As such, and as part of the move to the larger Presbytery of Perth, the congregations have been in discussion with neighbouring congregations in Barry and Carnoustie, planning to work as a Parish Grouping, or even closer. This would provide 3.5 FTE across the grouping: a much more sustainable staffing plan than is possible within Dundee Presbytery planning alone.</p> <p>The relationships between Monifieth and MNMT have been growing, particularly between members of the Kirk Sessions, and many members know each other from alternative activities. It is key that these relationships continue to build and that there is a sense of parity across the rural and suburban areas</p> <p>As suggested above, the wider South Angus grouping is coterminous with a number of Local Community Planning Areas (as well as ecumenical partners' work) and there is strong potential for joint working across a key range of areas.</p> <p>The SIMD stats for the grouping are provided by Presbytery to assist mission groupings to further determine priority work in their respective areas.</p> <p>This mission grouping has a total estimated population of 13,397 (approx. 8% of Presbytery Population). Age 0 – 4 648; Age 5 – 11 1,060; Age 12 – 15 682; Age 16 – 24 1,144; Age 25 – 44 2,778; Age 45 – 64 4,158; Age 65 – 84 2,557; Age 85+ 370.</p> <p>Total number of data zones 107.</p>			

	<p>Number in most 5% deprived 0.</p> <p>Number in most 10% deprived 0.</p> <p>Number in most 15% deprived 0.</p> <p>Number in most 20% deprived 0.</p> <p>The grouping is asked to explore the feasibility of becoming one parish operating with a Team Ministry within the life of the plan.</p>
5.6.2	<p>Ministries Allocation</p> <p>The future allocation for this grouping is 1.5 FTE. It is currently overstuffed by 0.5 FTE, however, both staff members in this grouping (one MWS and one MDS) are open to exploring how the 1.5 FTE would be split between them, and also support a broader South Angus grouping.</p> <p>The ministries allocation is 1 FTE MWS and 0.5 FTE MDS operating as a Team Ministry.</p>
5.6.3	<p>5 Marks of Mission</p> <p>The grouping plan clearly references the 5 Marks of Mission highlighting their vision for the development of the skills, experience and passion of the congregations across the parishes. There is an emphasis on building relationships within and between the congregations, as well as with the surrounding communities and other organisations. There is a movement of development, building on what is currently working well, with aspirations that are manageable within the 5-year time frame.</p>
5.6.4	<p>Permission to Call Appendix A Protocols</p> <p>The following headings are taken from the Permission to Call Protocol and are used to justify any future requests to call ministers. Each heading provides a helpful summary of the key work planned in these areas and are used in this document to offer such a summary of the mission grouping plans which, if required in future, will also provide the necessary information if the mission grouping seeks to call at a future date.</p>
5.6.5	<p>Communities</p> <p>The grouping has a number of geographically distinct groups, with Monifieth being the centre of dense population. But, even there, there are communities based around housing developments, school catchments and age demographics. The aim of the grouping is not to centralise all that is being done but to centrally resource ideas and inspiration to meet with the various communities in their own locale, e.g. using local village halls or spaces in nature.</p>

<p>5.6.6</p>	<p>Ecumenism</p> <p>There is already grassroots ecumenical work happening in the grouping as, across both parishes, the only other denominations are SEC and RCC, both with buildings in Monifieth (with each priest residing in, and pastoring to congregations in, Carnoustie). Across Marks 3-5, there is a growing awareness to work with all Christians and not just in individual congregations. In Marks 1-2, there is a desire to increase ecumenical worship, prayer time, and Bible study.</p>
<p>5.6.7</p>	<p>The Poor</p> <p>Matthew 26:11 says, in the New Living Translation, “You will always have the poor among you”. In this grouping, poverty is often hidden. Those who work the land have struggled in many different ways for years, and the continuing impact of forces outwith their control (e.g. Brexit and covid) is making things even harder. Even in the seemingly affluent areas of the grouping, many families are struggling as bills continue to rise: many may be asset-rich, though cash-poor and facing the pressures of debt. One of the biggest issues facing this community is the stigma surrounding asking for help. A strategy of the plan based on the Five Marks of Mission is to make all forms of ministry open and inviting to everyone, whilst partnering with those who know the most vulnerable in our communities (especially our schools). There is also a recognition that poverty of access and amenities is a real one across the grouping, and this is reflected in some of the ‘softer’ approaches to ministry, through community-building.</p>
<p>5.6.8</p>	<p>Whole People of God</p> <p>The ministry of the parish grouping will only happen if everyone can do their little bit, where they are, as well as joining together. A theme that has emerged is “salt and light” across the whole area of the grouping. The plan seeks to encourage, equip and release all members of the grouping to be Christ-like salt and light in their own space. There are also plans to build on those who have been growing in leading worship and prayer across the grouping, taking advantage of training as Worship Leaders, as well as working in small teams using centrally-produced materials and ideas. Finally, technology will be used, wherever possible, to continue to allow people in different locations to come together and share in faith.</p>
<p>5.6.9</p>	<p>Congregations</p> <p>The congregations in the grouping have varied experience, skills, knowledge and strengths, both within and across them. The plan is to match people to ministry in a way that honours both skills and passions. It also seeks to use the strengths of both</p>

	<p>congregations to their fullest, whilst ensuring they are not held just in one location/person but shared across the whole grouping.</p>						
<p>5.6.10</p>	<p>Mixed Ecology</p> <p>Both congregations in the grouping have experimented with different ways, places and styles of worship, prayer and Bible study. In pooling resources and ideas, and using technology where appropriate, it is hoped to grow a range of types and places of worship so that each person within the grouping area can find a way to connect with God, and with the community around them. There is a recognition that what works in a very small village is not what will necessarily work on a busy High Street, and that this can also change over time. The breadth of experience means this can be reflected upon regularly, with permission being given to stop one thing and try another.</p>						
<p>5.6.11</p>	<p>Financial Responsibility</p> <p>Financial viability calculated using the Giving to Grow formula would indicate that the charges as proposed within the Presbytery Mission Plan for this grouping will be sustainable financially subject to the rationalisation of buildings as outlined below.</p>						
<p>5.6.12</p>	<p>Buildings Categorisation Rationale</p> <p>Monifieth Church has been categorised as ‘A’ due to location, significant investment in the new build and levels of activity.</p> <p>Monifieth Gerard Hall has been categorised as ‘B’ due to financial commitment required to maintain.</p> <p>Murroes Church and Monikie Church have been categorised as ‘B’ due to location and levels of use.</p> <p>Murroes Hall has been categorised as ‘A’ with a view to redevelopment as both a community space and place of worship in the rural part of this grouping.</p>						
<p>5.6.13</p>	<p>Statistics</p> <p>The following table highlights some of the key statistics within the grouping.</p> <table border="1" data-bbox="263 1697 863 1915"> <thead> <tr> <th data-bbox="263 1697 480 1834"></th> <th data-bbox="480 1697 660 1834">Parish Pop</th> <th data-bbox="660 1697 863 1834">Membership</th> </tr> </thead> <tbody> <tr> <td data-bbox="263 1834 480 1915">Monifieth</td> <td data-bbox="480 1834 660 1915">8366</td> <td data-bbox="660 1834 863 1915">893</td> </tr> </tbody> </table>		Parish Pop	Membership	Monifieth	8366	893
	Parish Pop	Membership					
Monifieth	8366	893					

	Monikie & Newbigging and Murroes & Tealing	5924	415	
6.0 Ministries Allocation Summary				
6.1	Grouping	Ministries Allocation		
	Central 4 FTE	Trinity Stobswell – 1 MWS St Andrews Meadowside St Paul's (Kingsgait) – 1 MWS Proposed four-way union – 2 MWS		
	Western 4 FTE	Lochee Camperdown – 1 MWS / 1 MDS Proposed four-way union – 2 MWS		
	Carse North West Rural 2 FTE	2 MWS operating as a Ministry Team across the Grouping.		
	North 4.5 FTE	Chalmers Ardler Strathmartine – 1 MWS Downfield Mains – 1 MWS Proposed Pioneering Ministry – 1 MWS, 0.5 MWS (2 years), 1MDS		
	Broughty Ferry 2 FTE	2 MWS operating as a Team Ministry		
	Monifieth Rural 1.5 FTE	1 MWS, 0.5 MDS operating as Team Ministry.		
	TOTAL ALLOCATION	18 FTE		
7.0	Mission Planning Reviews			
7.1	As these reviews will be required at the end of year following approval of the plan, this will take us into the realm of a united Presbytery. At this stage it is deemed sensible to			

	have further discussion with the united Presbytery of Perth to determine what the review process will look like going forward.
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