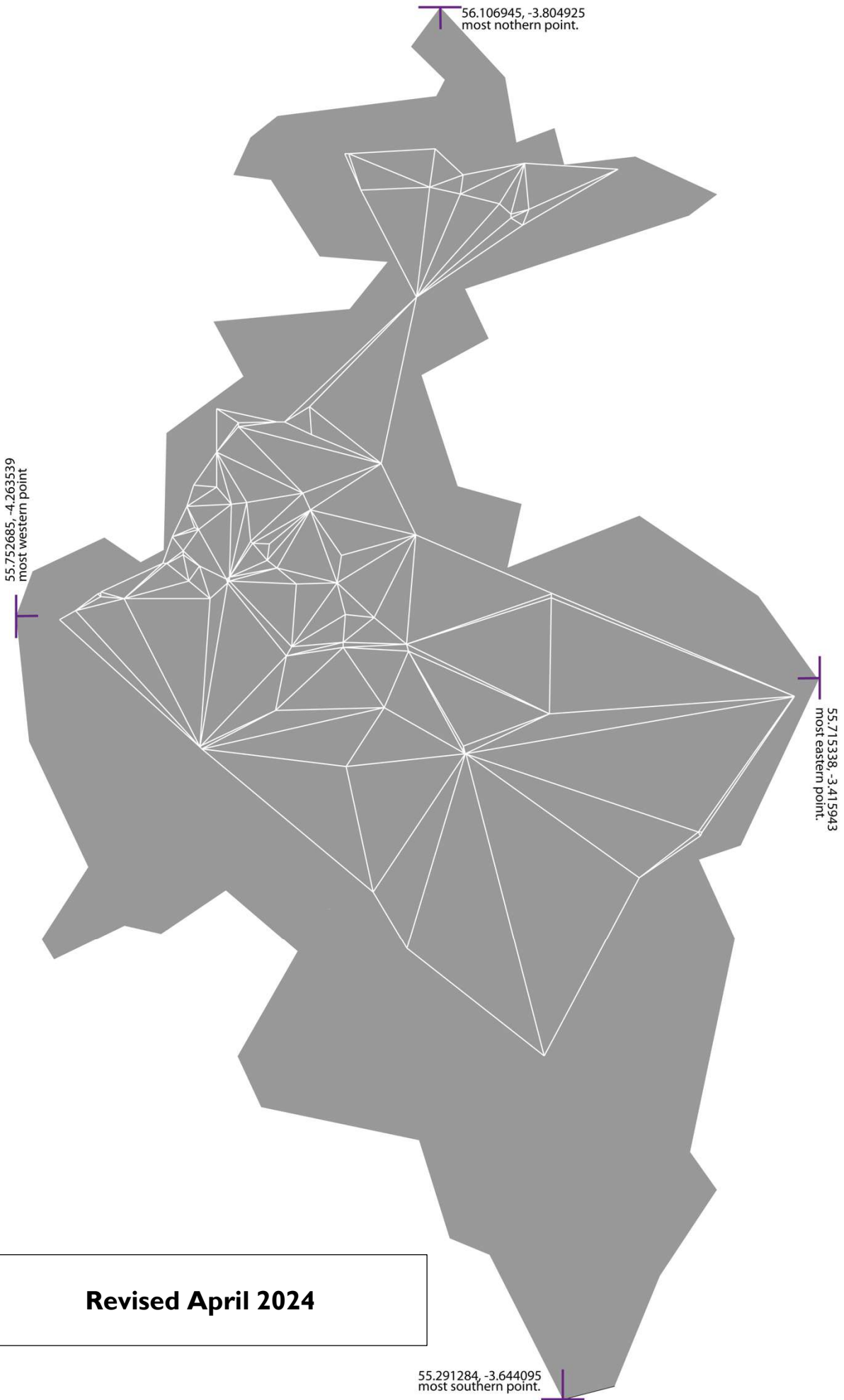


# THE PRESBYTERY OF FORTH VALLEY AND CLYDESDALE MISSION PLAN 2022 - 2027



**Revised April 2024**

# THE PRESBYTERY OF FORTH VALLEY AND CLYDESDALE MISSION PLAN 2022 - 2027

## TABLE OF CONTENTS

<b>PREFACE</b>	<b>4</b>
<b>GLOSSARY</b>	<b>6</b>
<b>EXECUTIVE SUMMARY</b>	<b>7</b>
<b>I: INTRODUCTION</b>	<b>8</b>
<b>1.1 THE PRESBYTERY OF FORTH VALLEY AND CLYDESDALE</b>	<b>8</b>
<b>1.2 PRESBYTERY MISSION PLAN ACT (2021)</b>	<b>8</b>
<b>1.3 FORTH VALLEY AND CLYDESDALE PLANNING PROCESSES</b>	<b>8</b>
<b>2: THE ETHOS OF PLANNING</b>	<b>10</b>
<b>2.1 THE FIVE MARKS OF MISSION</b>	<b>10</b>
<b>2.2 THE CODE OF PRACTICE</b>	<b>10</b>
<b>2.3 THE ETHOS OF THE PRESBYTERY</b>	<b>11</b>
<b>2.4 SUPPORTING MISSION</b>	<b>12</b>
<b>3. PLANNING ESSENTIALS</b>	<b>14</b>
<b>3.1 CONGREGATIONAL ENGAGEMENT</b>	<b>14</b>
<b>3.2 MINISTRY ALLOCATION</b>	<b>14</b>
3.2.1 PRESBYTERY'S ALLOCATION	14
3.2.2 PRIORITY AREA AND RURAL WEIGHTING	15
3.2.3 CLUSTER ALLOCATIONS	15
3.2.4 MPAG DISCERNMENT	15
3.2.5 OLM AND READERS	16
<b>3.3 BUILDINGS FOR MISSION</b>	<b>16</b>
3.3.1 PRESBYTERY MISSION PLAN ACT ON BUILDINGS	16
3.3.1 MPAG METHODOLOGY	17
3.3.3 PURPOSE OF BUILDINGS	18
<b>3.4 CONGREGATIONAL SHAPE</b>	<b>19</b>
3.4.1 READJUSTMENTS	19
3.4.2 PARISH BOUNDARIES	20
<b>SECTION 2: THE RESHAPING AND RESOURCING OF THE PRESBYTERY OF FORTH VALLEY AND CLYDESDALE</b>	<b>21</b>
MAP OF PRESBYTERY AREA	22
<b>WEST AND CROSS AREAS</b>	<b>24</b>
<b>W1 – COATBRIDGE</b>	<b>27</b>
<b>W2 – HAMILTON CENTRAL AND SOUTH</b>	<b>30</b>
<b>W3 – MOTHERWELL</b>	<b>32</b>
<b>W4 – HAMILTON AND BLANTYRE</b>	<b>35</b>
<b>W5 – EAST KILBRIDE: CLAREMONT, MOSSNEUK, AND SOUTH</b>	<b>38</b>
<b>W6 – BELLSHILL &amp; BOTHWELL</b>	<b>39</b>
<b>W7 – UDDINGSTON OLD AND BURNHEAD</b>	<b>40</b>
<b>W8 – HAMILTON OLD AND WEST</b>	<b>41</b>
<b>W9 – UDDINGSTON: VIEWPARK</b>	<b>42</b>

<b>W10 – EAST KILBRIDE: GREENHILLS AND WESTWOOD</b>	<b>44</b>
<b>W11 – EAST KILBRIDE: MONCREIFF, OLD, STEWARTFIELD AND WEST</b>	<b>46</b>
<b>CA1 – HAMILTON: ST JOHN’S &amp; LANARK: GREYFRIARS</b>	<b>49</b>
<b>CA2 – HOLYTOWN, NEW STEVENSON, NEWARTHILL, KIRK O’S HOTTTS</b>	<b>51</b>
<b>EAST AREA</b>	<b>53</b>
<b>E1 – BONNYBRIDGE, DENNY, DUNIPACE AND HAGGS</b>	<b>56</b>
<b>E2 – UPPER BRAES (BRIGHTONS, BLACKBRAES, ETC)</b>	<b>59</b>
<b>E3 – LOWER BRAES</b>	<b>60</b>
<b>E4 – GRANGEMOUTH</b>	<b>62</b>
<b>E5 – AIRDRIE: CAIRNLEA, CALDERBANK, CLARKSTON AND CHAPELHALL</b>	<b>64</b>
<b>E6 – BO’NESS</b>	<b>66</b>
<b>E7 – FALKIRK: GRAHAMSTON UNITED LEP AND BAINSFORD</b>	<b>67</b>
<b>E8 – CAMELON AND FALKIRK TRINITY</b>	<b>68</b>
<b>E9 – LARBERT</b>	<b>70</b>
<b>E10 – LARBERT, FALKIRK AND BOTHKENNAR</b>	<b>72</b>
<b>E11 – AIRDRIE: JACKSON, NEW WELLWYND, ST COLUMBA’S</b>	<b>75</b>
<b>E12 – AIRDRIE: CENTRAL AND VILLAGES</b>	<b>77</b>
<b>SOUTH AREA</b>	<b>79</b>
<b>S1 – CARLUKE &amp; LAW</b>	<b>82</b>
<b>S2 – STONEHOUSE: ST NINIAN’S LEP</b>	<b>84</b>
<b>S3 – STRATHAVEN AND VILLAGES</b>	<b>86</b>
<b>S4 – KIRKMUIRHILL, COALBURN AND LESMAHAGOW</b>	<b>88</b>
<b>S5 – BIGGAR &amp; VILLAGES</b>	<b>90</b>
<b>S6 – SOUTH LANARKSHIRE VILLAGES</b>	<b>92</b>
<b>S7 – CLYDE VALLEY</b>	<b>94</b>
<b>S8 – WISHAW, NEWMAINS TO SHOTTTS</b>	<b>96</b>
<b>S9 – CARNWATH, LANARK ETC</b>	<b>99</b>
<b>S10 – LARKHALL</b>	<b>101</b>
<b>SECTION 3: APPENDICES</b>	<b>103</b>
<b>APPENDIX A – BLANK CLUSTER MISSION PLAN FORM</b>	<b>104</b>
<b>APPENDIX B – METHODOLOGY FOR CLUSTER ALLOCATIONS</b>	<b>110</b>
<b>APPENDIX C – RECORD OF INTERESTS OF MPAG MEMBERS</b>	<b>116</b>
<b>APPENDIX G – CONFLICT OF INTEREST POLICY</b>	<b>117</b>

#### **Note**

In the interests of readability, some of the material contained in the appendices of the September 2023 draft has been omitted. All such material is retained, and available to members of Presbytery on request.

All indications of the current ministry in charges are as of 1st March 2024

## Preface

Mission is the purpose of the Church. Inaugurated by Jesus coming to bring the good news (particularly to the poor), it is given to us in his Great Commission to make disciples of all nations, baptising and teaching them all that he has commanded. As the Mission Planning Action Group this has been on our minds as we have sought to create a mission plan for our Presbytery: how are we to be disciples of Jesus telling, teaching, tending, transforming and treasuring in our local communities?

Our planning needs to be honest about our context. There is nothing to be gained by denying that we have less resources, fewer ministers, too many ageing buildings, strained finances, and often tired office-bearers struggling to maintain structures designed in another age. Some will say that this plan is really all about cuts. Well, yes, in a sense it is. But as we seek to make those inevitable cuts, how do we “prune” in a way that best shapes us for mission? How do we wisely deploy what we do have in a way that honours the calling God has given us? How do we ensure sustainable congregations, with appropriate buildings, who are able to focus their strengths on seeking a future and not simply on preserving a past?

Our Presbytery planning is also defined by decisions of our General Assembly. We are constitutionally committed to a territorial ministry where every community is served by a parish church. We are committed to the pooling and sharing of our resources (through Giving to Grow) with a particular priority for our poorest communities. The plan must reflect this. It must also reflect the decision of the General Assembly to allocate 59.5 posts as our Presbytery’s current share of ministries available to our national Church. These are givens that our committee has had to work with as we have wrestled with our mission.

However, our most critical decision, endorsed by the Presbytery, was that planning should start from below, and not from above. We wanted local congregations to cluster together to shape their local mission. For that reason, Presbytery approved a formula – based on population and congregational finances – that would allocate part of our 59.5 posts to each locality. This allowed local discussions to have a realistic picture of the resources available to them. We then invited you, who know your communities best, to plan the mission and future shape of the Church in your area. It’s been hard work, often involving difficult – sometimes frustrating – conversations, but we are grateful for all that you have invested in it. Your submissions have been vital, and often positively inspiring.

Our committee’s role has been to shape these various local submissions into a coherent plan for the whole Presbytery. We’ve had to test what was sent, and sometimes fill in the blanks. We’ve had to keep in view our responsibility to present a plan that might be agreeable to the Presbytery, but also might pass the subsequent scrutiny of the General Assembly’s Committee and the General Trustees. That means sometimes – although not usually - we have been unable to recommend all that local conversations might have wanted. We are aware that this will disappoint.

Time has been a challenge. We have asked you to conclude discussions, and make responses, in what has often seemed unreasonable timescales. However, the General Assembly set a two-year deadline that expired at the end of 2022. Due to delays caused by the formation of this Presbytery and the resignation of the earlier Planning Group, we were already almost nine months beyond that national deadline when we presented a draft in September 2023. That caused us to rush aspects of it, and Presbytery – rightly – told us to take a little longer, and so here we are some sixteen months beyond the deadline. Timing has been hard for all of us.

We now offer you our final draft plan. It’s not perfect (although we believe it better than what was presented in September). It includes some very hard choices. It may not always seem inspirational. Sometimes it is simply the art of the possible. It will certainly need to evolve over time (but that’s always been the intent). However, we do believe, as a group, that we now offer to you the best that we can give, within the constraints that we had, to shape the mission of our Church.

The Committee are grateful to the Presbytery staff, who have worked on this beyond all reasonable expectations. Responsibility for this plan (and its inevitable shortcomings), however, lies entirely with us, and not with them.

Humbly then, we commend this document to you for your prayerful deliberation, as we commend our Presbytery and its mission to our gracious God.

On behalf of the Mission Planning Action Group,

Rev Alistair May  
Co-Convener

Rev Keith Ross  
Co - Convenor

April 2024

## Glossary

**FTE:**

Full Time Equivalent. An allocation sufficient to employ one full time worker, although it may also be divided to employ more than one part-time worker.

**GTs:**

The General Trustees of the Church of Scotland, whose concurrence with our plan is also required.

**GTG:**

Giving to Grow. The financial contribution that every congregation pays towards ministry and mission of the Church

**LEP:**

Local Ecumenical Partnership

**MDS:**

Ministries Development Staff. Denotes salaried parish posts (possibly including deacons or assistant ministers)

**MPAG:**

The Mission Plan Action Group. The committee of the Presbytery of Forth Valley and Clydesdale responsible for producing the Presbytery's Mission Plan

**MWS:**

Minister of Word and Sacrament. Denotes posts reserved for inducted parish ministers.

**OLM:**

Ordained Local Minister. Non-stipendiary Ministers of Word and Sacrament.

**PMPIG:**

Presbytery Mission Plan Implementation Group. Part of the General Assembly's Faith Action Programme Leadership Team, whose concurrence with our plan is required under Church Law.

## Executive Summary

- Introduction:** This Draft Mission Plan is effectively the 3<sup>rd</sup> iteration being brought to Presbytery, and this perhaps reflects the challenges and real difficulties facing the National Church, the Presbytery of Forth Valley and Clydesdale and the individual congregations that are directly affected by its recommendations.
- Timeline:** The General Assembly instructed all Presbyteries across Scotland to have a Mission Plan in place by **December 2022** and this deadline has clearly been missed placing the Presbytery in violation of the General Assembly instruction. The earliest that the plan can be in place is June 2024 **some 18 months late**. Any further delays will exacerbate this situation.
- Ministry Allocations:** The instructions received from the General Assembly were for this Presbytery to prepare a plan based on **59.5 funded posts** (MWS and MDS). A request was made of PMPIG for a relaxation of this figure and MPAG were advised that there could be no alteration of this number.
- Tenure:** The Plan focussed on the missional needs of the Presbytery and no account is taken of the specific tenure arrangements of individual Ministers.
- Clustering Process:** The first iteration of the Plan sought a more “top down” approach which was not progressed and learning from this experience, MPAG recommended a “clustering approach” being more “bottom up” which built on the knowledge and experience of those in local situations, who would know better what their congregations required from this process. This has worked generally quite well, but there have been challenges which have required various forms of intervention.
- Methodology:** Once the clustering approach was agreed, the basic methodology was to focus on Ministry allocation, and this was derived as a matrix of the relevant population figures coupled with the Giving to Grow figures of the constituent congregations. Adjustment was made to the population figures in relation to congregations within “priority” and “rural” areas. It should be noted that this methodology has worked “fairly well” in arriving at the Ministry allocation and whilst some congregations consider that they should have additional Ministry resources, this can only come from the overall figure of **59.5 funded posts** i.e. if additional resources are given to one, they must be taken from another.
- Building Designations:** Whilst the Presbytery was given an allocation of funded Ministry posts, there was no such target figure for buildings. MPAG are aware of the impact that Church closures will have on congregations and communities, but the planning process must take account of the realities of owning and occupying such a large number of buildings set against diminishing income and falling attendances. Next to Ministry costs, the most significant revenue costs the Church has is in occupying and running our buildings. Accordingly, the Plan has been developed based on what buildings are considered necessary for the delivery of mission, having regard to the sustainability of retaining so many buildings and the practicalities of a reduced number of Ministers to “cover the ground.”

# 1: Introduction

## 1.1 The Presbytery of Forth Valley and Clydesdale

Welcome to the Mission Plan for the Presbytery of Forth Valley and Clydesdale. This plan will detail the Presbytery Mission Plan for the 120 congregations from the most northerly point of the Presbytery in the parish of Airth, north of Falkirk; to the southernmost point of Upper Clyde within Dumfries & Galloway Council; from its most easterly point at Black Mount near Scottish Borders; to its most westerly point within Strathaven next to East Ayrshire. The Presbytery covers roughly 900 square miles mainly within the council areas of South Lanarkshire, North Lanarkshire and Falkirk. It covers rural places and urban places; it is home to both places of affluence and places where poverty is an everyday reality.

We are a very new Presbytery. The Presbyteries of Hamilton and Lanark formed the Presbytery of Forth Valley and Clydesdale on the 1st of January 2022, with the Presbytery of Falkirk formally joining in June of that year.

## 1.2 Presbytery Mission Plan Act (2021)

In 2021, recognising the rising number of vacancies, falling numbers of ministers, increasing financial restrictions, and the need for the Church to reshape its life prioritising its participation in Christ's mission, the General Assembly passed the Presbytery Mission Plan Act. This Act provides a framework for each presbytery to form a rolling five-year Mission Plan, making the best use of ministry posts allocated to it by the General Assembly. The Act insists that, in doing so, Presbyteries must also take decisions about the future of buildings. Each Presbytery was required to have an approved Mission Plan in place by 31 December 2022. Approval required a decision of Presbytery but also the final concurrence of the Faith Action Programme Leadership Team (through its Presbytery Mission Plan Implementation Group (PMPIG)) and the General Trustees (GTs).

## 1.3 Forth Valley and Clydesdale planning processes

The new Presbytery of Forth Valley and Clydesdale appointed a Mission Plan Team in November 2021. This first team diligently collected information from each individual congregation, grouped congregations, and then produced initial proposals for consideration. The Team is to be commended for its work, particularly in the face of the disquiet the process raised, and the criticism it faced. The Team, however, resigned in September 2022 before a draft plan could be completed.

On 25 October 2022, Presbytery appointed the Mission Plan Action Group (MPAG), with 11 members and the Rev Ian Galloway, of Glasgow Presbytery, as its independent convener. MPAG began work immediately and has met nearly every week since. It was initially hoped to appoint a full-time member of staff specifically to assist the committee: this post, however, was never filled, and existing members of Presbytery's staff have been used to assist the committee in addition to their other duties. MPAG are grateful for all this invaluable support but would stress that the decisions throughout this process, and responsibility for this draft plan, sit with MPAG and MPAG alone.

Presbytery approved a "bottom up" process, in which each congregation was asked to form a "cluster" with others that they would wish to work with. Each cluster was invited to complete a joint proforma, expressing their common vision for mission in their area, their assets, strengths, and weaknesses, and what shape of congregational life and ministry might best achieve it. The proforma also invited proposals on adjustments, future ministry, and buildings. At the same time, Presbytery approved a formula allowing MPAG to allocate a share of the Presbytery's total ministry to each cluster area. This was intended to allow clusters to plan realistically together. Facilitation was provided for clusters who requested it.

Whilst this "bottom up" approach was the starting point for mission planning – MPAG could never be bound by it in constructing a draft plan for submission to Presbytery. The plan is ultimately Presbytery's



plan, and it is Presbytery that bears the obligation to ensure that it is coherent, realistic, and meets the national criteria. Also, it was quickly evident that not all clusters could agree – particularly in relation to difficult buildings decisions – where some were quite explicit in declining to discuss this and leaving the matter to MPAG and Presbytery. MPAG therefore had a substantial task in “filling in the gaps”.

The clustering process also took far longer than initially anticipated. While many congregations returned to clusters that had been recommended by the previous committee, and started discussions quite quickly, some congregations found the process of creating or entering a cluster challenging. The result of this was that not all clusters were able to submit proformas even by June 2023. For clusters who could not produce an agreed proforma, each Kirk Session was asked to submit comments as to where they felt the discussions so far had led. Those few congregations outwith the clustering process were asked to contribute ideas in a similar manner.

In September 2023, nine months beyond the national deadline, and after substantial drafting over that summer, MPAG finally presented a draft Plan to Presbytery. Presbytery received this draft; however, it considered the proposals to offer inadequate rationales at critical points, particularly where MPAG had departed from the cluster submissions. Presbytery thus did not approve nor debate the draft but instructed MPAG to do further work in producing more detailed rationales, and then to submit this work to Kirk Sessions, giving them the opportunity to comment in writing, and offering refinements, before MPAG submitted a final draft plan to Presbytery.

At this point, MPAG’s convenor, the Rev Ian Galloway resigned. Presbytery expressed its gratitude to Ian for his service and leadership through so many months, and for getting the process to this advanced point. MPAG, however, continued its work, with two co-convenors being subsequently appointed by Presbytery from within the remaining team.

In November 2023, MPAG provided an updated report to Presbytery. Reflecting on the draft presented in September, MPAG acknowledged a number of deficiencies in it: in particular, situations where, on further consideration, some of the building's decisions had been rushed. Subsequent conversations with PMPIG and the General Trustees had also raised points of concern, and aspects – particularly dissolutions suggested in the draft – that had caused widespread unease among Presbyters. MPAG indicated to Presbytery that they were doing further work, especially on buildings decisions, and were working to revise certain aspects of the plan and would send a note of all revisions to Kirk Sessions for comment prior to finalising recommendations and bringing a full revised plan to Presbytery for consideration. These were issued to Kirk Sessions in December 2023 and January 2024 with comments to be returned in February.

Following completion of this additional work, this is now our finalised and revised draft Plan, offered to Presbytery for consideration in April 2024.

## 2: The Ethos of Planning

### 2.1 The Five Marks of Mission

The Presbytery Mission Plan Act 2021 is underpinned by the 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
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth;

During the initial clustering process clusters were asked to complete a proforma, the first stage allowed each congregation to initially examine what they currently do for each mark of mission, this was then shared with the other congregations in the cluster which allowed them to share similarities and to see where areas, when combined, could flourish. The plan was then “grown” from a combined summary of what the cluster could achieve under each mark of mission.

While most churches will do work that embodies all five marks of mission across Church life, certain marks of mission take more prominence in mission plans than others due to the unique missional activities of each congregation. The Presbytery has a variety of expressions of church and all 5 marks of mission are evidenced across the breadth of the plan.

### 2.2 The Code of Practice

The national Code of Practice further develops eight key factors that the Church needs to reflect on while engaging in mission planning. MPAG believe that each of these is reflected in our process albeit to varying degrees:

- **Communities:** *“While population should no longer be the only principle in shaping Presbytery Plans, it still remains the starting point. Our calling as a church is not primarily to resource congregations: it is mission to everyone in the land.”*

This is reflected in that every part of our Presbytery will continue to be served by a Church of Scotland presence, albeit different in form than we have now and that ministry resources are, in part, deployed based on the community population they serve, and not on congregational strength alone. A weighting of 1.5 has also been applied to rural areas, reflecting the particular challenges of delivering mission in these communities.

- **Ecumenism:** *“If a particular community is well served by another denomination, there may be no need for the Presbytery to duplicate that.”*

This is not explicitly developed within the plan, although each cluster was encouraged to reflect on local ecumenical working.

- **The Poor:** *“The General Assembly has repeatedly affirmed that the gospel imperative is priority to the poor.”*

This is reflected in the double weighting of priority areas, but also in the priorities of our local congregations: work among the poorest featured prominently in many of our cluster submissions.

- **Whole People of God:** *“how they [ministries] might be used to encourage and enhance the ministry of the whole people of God.”*

This is reflected in deploying ministries partly based on congregational strength. We would also note how clusters reflected on ministries not just as those who do ministry, but also as those who equip congregations for it.

- **Congregations:** *“identify congregations that are outward looking, which engage with their communities and the wider church and consider how they might build on these strengths.”*

MPAG noted several congregations that were particularly outward looking and have much to offer the Church. Sharing of such with other congregations was one of the striking features offered by the submission at W9.

- **Mixed Economy:** *“to create new spaces for new communities and different opportunities for differentiated niche groups.”*

This is, in part, reflected in the online presence valued in many cluster submissions. Developing a hybrid model was also one of the striking features offered by the submission at CA1.

- **Financial Responsibility:** *“It is essential for Presbyteries to consider the complex financial picture and allocate ministerial resources to congregations that take their financial stewardship seriously. The Presbytery ... should also take account of the effect of a Mission Plan on the aggregate amount of Ministry and Mission Contributions which the Presbytery’s congregations remit to the national Church.”*

This is reflected in taking Giving to Grow contributions as one of the factors when deploying ministry. MPAG have also been aware that while the plan must be just, there is also the need not to undermine congregations who's giving already heavily supports ministry elsewhere.

- **Buildings:** *“the Church of Scotland has too many buildings, numerous buildings that are underutilised, buildings that are too large for present-day needs and buildings that are in the wrong place. At a local level, however, almost every church building is deemed essential by those who worship there week by week.... Presbyteries will want to consider which buildings are essential and useful for the mission they envisage and offer to local parties a means by which they might look more objectively at the bricks and mortar which they possess.”*

Reflecting on this has perhaps been one of the hardest parts of this plan. Our attachment to buildings meant many clusters, while recognising the need for realism, felt unable or unwilling to make choices and passed decisions back to the Presbytery’s committee. Others expressed unrealistic desires to maintain everything. Elsewhere delays were suggested, appeals for more time, studies, and further processes.

### 2.3 The ethos of the Presbytery

When our Presbytery came together it agreed a mission statement. This must also be applied to our Mission planning together:

*“Supporting congregations to share the Good News of Jesus Christ through working with each other, working for each other and being with each other.*

- *We work with each other by providing resources, knowledge and training based on learning and receiving from each other and also being accountable to each other.*
- *We work for each other by doing the things Presbytery can do in order to free up congregations to do what they are energised to do.*
- *Being with each other means knowing each other, listening to each other, learning from each other and supporting each other collaboratively.*

*We encourage and support congregations to provide:*

- \*Opportunities for worship, fellowship, the teaching of the Christian faith, the enriching of community life, ensuring that the views of the local Church are heard on matters of wider concern;*
- \*Pastoral care, advice and support to people in each parish."*

Our Presbytery vision commits us to work in a way in which subsidiarity is key. This means local congregations should be able to take decisions which affect them (wherever possible). As the saying goes *"Nothing about us, without us, is for us"*. Our process encouraged people to come together and plan for the future of mission in their own locality. The process asked for people to talk to each other, to dream with each other and to commit to each other.

The Mission Planning Action Group was also drawn from among us, and from members of churches within the presbytery. We are Elders, Ministers of Word and Sacrament, and Readers. MPAG members worked through this process as part of their own congregation, working out what it means to follow Jesus while this process is ongoing. Some committee members have seen their congregation unite, and some committee members have seen their buildings categorised for disposal and many have had to consider new ways of delivering mission. They brought this to the Presbytery, knowing this process will change all of us; some will be relieved, some will be upset, and some will be confused by the process. The MPAG members lived in this; they pray because of/despite this; and share this experience with readers of this Plan.

We are also, together, part of something larger than the local. Presbytery is us working and deciding together. Presbytery aims to work in places where the task is too challenging for people. MPAG found itself taking some decisions which some Kirk Sessions did not suggest, could not suggest or offered something other. This is not an easy or light responsibility. It is also a hard place to be when congregations provide little guidance. Yet it is a place often MPAG has found itself. In presenting this to Presbytery for our consideration and approval, MPAG were conscious of the strain of this task and its responsibilities.

## 2.4 Supporting Mission

It will be clear to Presbytery that this Mission Plan comprises a substantial document made up of lots of "words, numbers and statistics" some of which are used in part/whole to determine the outcome for all congregations. MPAG are conscious that not all congregations will receive these proposals well, and it is understandable that some may choose to question and challenge the methodology, including the "words, numbers and statistics," and the proposals contained within the Plan. It should however be stressed that the main determining factor, which was considered, amongst all the information presented, is the Missional activity and future Missional needs for the life of the Plan.

The Group looked at and discussed the missional plans and aspirations for each cluster, which are summarised at the top of each Cluster sheet as detailed below. For many the focus is on maintaining worship and other current activities, however, for others, there were clear visions and plans of how mission could be delivered creatively, and this highlighted a clear opportunity for a sharing of these skills and resources.

Whilst the location, affordability, and suitability of buildings for delivering the current and planned missional and worship activity was important, the deciding factor in determining the future for buildings

was based primarily on the missional needs of each cluster within the wider context of the needs of the Presbytery. The clustering process appears to have worked well in certain instances, where in many cases those within the cluster were encouraged to consider innovative ways to worship and this approach is to be encouraged Presbytery-wide moving forward. This will ensure that we actively promote Mission and ensure that this creativity is delivered from a viable and sustainable base.

## 3. Planning Essentials

### 3.1 Congregational Engagement

This planning process began from the bottom-up. However, the Plan must be agreed by Presbytery rather than by congregations, and it must comply with the requirements of the national Church, thus a bottom-up approach cannot be the last word. Nevertheless, we took the view that local congregations best know their communities, and best understand the resources and vision of the people of God in their locality. Moreover, on the principle of “nothing about us, without us, is for us”, any plan that began locally would have the greater chance of local consent when it came to implementation.

Clustering has had its challenges. Congregations were not organised into clusters but asked to decide for themselves who they saw as their most natural partners. But to choose partners is to choose some relationships over others. Some found choosing hard, and some choices disappointed neighbours. What for many was a simple matter of gathering the churches in an obvious community became for others a long, frustrating, and sometimes hurtful, process. Sometimes clusters felt a little artificial: consisting of those who had been unable to partner in ways that felt more natural. Yet, overall, MPAG are still of the opinion that this process was more beneficial for most than having a Presbytery committee, with less local knowledge, dictate what the partnerships should be.

Around 35 clusters were finally formed, with most being geographically based. There were, however, exceptions: Lanark Greyfriars and Hamilton St John’s despite geographical distance choose to cluster (CA1), and Holytown, Newarthill & Carfin, and Wrangholm Kirk, clustered with Kirk O’Shotts (CA2). Larkhall New, a very recent union, argued that it should be regarded as a cluster, leaving Larkhall Trinity unable to cluster; Falkirk St Andrew’s West did not cluster; and Uddingston Viewpark, despite numerous creative attempts to partner with neighbours, and even looking beyond the Presbytery bounds, was unable to cluster. During this process, the Kirk Sessions of two congregations (Cleland and Carriden) determined that they did not see their congregations participating in readjustment and elected to dissolve. (These dissolutions were approved by Presbytery, voted for by the congregations, and proceeded in late 2023.) Falkirk:Grahamston (E7) and Stonehouse (S2) are two Local Ecumenical Partnerships (LEPs) within the Presbytery and whilst these required a slightly different approach, they broadly followed the methodology adopted elsewhere.

Most clusters submitted agreed proformas regarding their current situations and plans, which were subsequently ratified by minutes of the individual Kirk Sessions. Where agreement could not be reached, or clustering had failed, Kirk Sessions were invited to make submissions to MPAG, indicating where they thought there was agreement, and views on future shape. Where proformas or submissions were submitted in good time, MPAG reviewed these, offered feedback, and invited further clarifications. MPAG then worked on a comprehensive plan, which was submitted to Presbytery in September 2023. As has been detailed above, Presbytery asked for further clarification and the opportunity for congregations to feedback.

Since September 2023, MPAG has consulted directly with a number of congregations where the September readjustment outcomes were particularly problematic. MPAG has also extensively reviewed and revised buildings and some ministry outcomes. Every Kirk Session was then sent a draft of MPAG’s proposals for their cluster, particularly highlighting any changes from the local submissions. Feedback has been received from most congregations which has allowed further refinements prior to this current revised draft being submitted to Presbytery – where congregations are cited for their interests and have the right to comment, according to the ordinary process of the Church.

### 3.2 Ministry Allocation

#### 3.2.1 Presbytery’s allocation

The Presbytery of Forth Valley and Clydesdale was allocated 59.5 FTE centrally funded posts by the General Assembly’s process. These centrally funded posts may be filled by either inducted Ministers of Word &

Sacrament (MWS), and/or Ministries Development Staff (MDS) which may also include assistant minister or diaconate posts. Detailed discussions took place with PMPIG on this allocation, but MPAG were advised that no adjustment or relaxation was possible.

### 3.2.2 Priority Area and Rural Weighting

The plan seeks to apply these in a manner consistent with how they were given by the General Assembly of the Church of Scotland. The plan does not seek to adjust these.

#### Priority Areas

We have 6 congregations in the Presbytery who are considered priority areas. Priority Areas have been accorded double weighting 2.0 x for population, in accordance with the General Assembly's regulations, and reflecting the Church of Scotland's commitment to the poorest communities. A congregation or building in a priority area can be identified throughout the Mission Plan from their name being in a purple shaded box.



Priority Area

#### Rural areas

The General Assembly made significant allowances for the rural context. The legacy Presbytery of Lanark has an urban/rural area status which allows a 1.5 x population figure weighting. This weighting is applied to congregations within the former Lanark Presbytery. A congregation or building in this category can be identified throughout the Mission Plan from their name being in a green shaded box. Again, our Presbytery's Plan is conforming to General Assembly decisions.



Rural

### 3.2.3 Cluster Allocations

A requirement of allowing clusters to plan together was the ability to indicate to them at an early stage the ministry resources that would be available. MPAG also concluded that any process that invited a single Committee to discern how resources ought to be deployed across a new and diverse Presbytery would likely result in resentment, disagreement, and challenge. A transparent methodology was advantageous.

Several ways to allocate ministry resources to the clusters were considered by MPAG, but it was decided to use a combination of the weighted parish population of the cluster, along with the combined Giving to Grow assessment of its congregations. Parish population reflected the Church's commitment to the whole community, in line with the Third Article Declaratory of the Church of Scotland (also Code of Practice: Communities). Giving to Grow reflected financial realities (Code of Practice: Financial Responsibility) but was also the best objective indicator of congregational strength, and the calling of ministry to serve and equip the people of God (Code of Practice: Whole People of God). MPAG were aware that alternative criteria could have been applied, and would have produced differing results, but the methodology of combining population figures with Giving to Grow figures was proposed by the Group and agreed by Presbytery in January 2022.

As clusters formed, the agreed methodology was used to allocate a share of the Presbytery's ministry resources. As detailed above this was done by considering the cluster's weighted population and Giving to Grow as a proportion of that of the entire Presbytery and allocating a similar proportion of the 59.5 posts. In each case the post allocation was rounded to the nearest 0.5 FTE. This was done consistently across all areas of Presbytery.

### 3.2.4 MPAG discernment

Due to rounding, some discrepancies which arose as a result of dissolving congregations, and the fact that allocations were made before the shape of every cluster had emerged, there was always the possibility that the sum of allocations under the formula would not precisely reach 59.5 posts, and some limited level of discernment might be required by MPAG in recommending how the allocation was met.

In the September 2023 draft, cluster allocations totalled 58.0 posts. MPAG thus had 1.5 FTE ministry posts remaining. However, Presbytery required to fulfil the instruction of the General Assembly of 2022 which stated that former Presbytery areas which had received a rural weighting should be allocated those additional resources, this meant that the former Presbytery of Lanark area was due an additional 0.5 FTE. This was reserved to support ministry and mission in its rural areas. The other 1.0 FTE was allocated at that time as two 0.5 posts given to the two cluster areas that had been most affected by the rounding process (clusters E3 and W11).

However, following the review of the plan outcomes, the calculation of ministry allocations in this current draft differs from that of September 2023. Adjustments to cluster plans in this draft (required to address dissolutions that had caused disquiet in the previous draft) have resulted in an extra 0.5 FTE allocation being made to the Larbert/Falkirk area. This, plus the continued need to allocate an extra 0.5 FTE to rural Lanark, meant the Committee was left with only 0.5 FTE to allocate.

After detailed consideration, MPAG unanimously concluded that this 0.5 FTE allocation should be made to address what was perceived as another inadequacy in the September draft in relation to W9 (Uddingston: Viewpark). This “planning unit” consisted of one single congregation that had been, despite its diligent efforts, denied the ability to cluster. This meant it was the sole “cluster” that, under the allocation formula, had only 0.5 FTE with which to plan. The congregation has also impressed MPAG in being one of our more mission focused. It has a vision, and some experience, of using its missional strength to encourage and resource other congregations. Thus, the allocation for Uddingston Viewpark has been raised up from 0.5 to 1.0 FTE. This utilises the entire 59.5 allocation (and, unfortunately, means no additional posts can be allocated to clusters E3 and W11).

### 3.2.5 OLM and Readers

The initial proposals brought forward by the Mission Plan Team, prior to their resignation in September 2022, included the deployment of OLMs and Readers as part of the plan. MPAG have considered this but took the view that including OLMs and Readers within the planning process was premature and problematic. Unlike the allocation of the main FTE posts, we do not know how many Readers and OLMs will be available. Further, their deployment is dependent on the geographical location, and the sense of call, of individual “volunteers.” Thus, we would be promising within the plan something which, in probability would too often not be delivered.

However, Presbytery will note that in some limited situations, where MPAG discern a particularly high level of discrepancy between the ministry allocation and the workload envisaged, we have indicated that a particular congregation should be considered as a priority when OLM/Reader deployment may be available. This has been used very sparingly in order to make the prioritisation meaningful, and to increase the likelihood of delivery.

## 3.3 Buildings for Mission

### 3.3.1 Presbytery Mission Plan Act on Buildings

The Act insists “*that a Presbytery take decisions about the future of Church buildings*” and requires that a Presbytery categorises each ecclesiastical building as either:

*A: “to be retained beyond the five years from the date at which the Mission Plan is approved or annually reviewed” or*

*B: “to be sold, let or otherwise disposed of by a specified date which is within five years from the date at which the ecclesiastical building is first categorised as (b).”*



This categorisation is to be decided in conjunction with advice from the General Trustees and requires their approval before the Plan proceeds to implementation.

**Category A:** A building which is to be retained for the mission of the Church beyond 5 years. As the plan is reviewed each year, that 5-year designation rolls on year after year, unless at that review the Category is changed.

**Category B:** A building to be disposed of within 5 years, with the target date of disposal specified. However, because the Plan was supposed to be finalised by the end of 2022, the longest permissible target date MPAG is permitted to give is December 2027. In practice, however, the disposal may be delayed, for instance if it depends on a union occurring that may take significantly longer.

**Category B\* (B star):** This category does not exist under the Act. However, MPAG have made the case to PMPIG and the General Trustees that there are some limited instances where there is an unknown factor, or a short-term piece of work, required before a final determination can be given. In such cases we have designated the building B\*, specifying the necessary decisions to be taken, and giving a timeframe (usually before the next annual review). We believe that B\* is defensible in specified limited circumstances. However, B\* is a building that must become either an A or a B, after those conditions are met. It cannot simply be used to grant an extension or delay a difficult decision.

In the September 2023 draft, because time constraints and late cluster submissions often left MPAG with too little time to offer Presbytery any buildings proposals where clusters had failed to do so, B\* was used more frequently. Having now taken more time to review these buildings, and aware that decisions are now further behind the General Assembly's instructed date, we have avoided B\* except where we feel it strictly necessary.

### 3.3.1 MPAG methodology

It was recognised at the outset of planning that the issue of buildings would perhaps be the single issue which would polarise congregations in the various clusters. Whilst agreement on buildings was achieved by many clusters, failure to agree on the outcome was reflected in several of the submissions received. In some clusters, there was an expectation that all buildings should be retained with no real thought or rationale as to practicality or financial sustainability; others "ducked" the question and others wanted more time. As part of the review process of proforma submissions, where building issues were unresolved, clusters were given a further opportunity to clarify, but some still left MPAG with unresolved building outcomes.

While the reduction in ministries and a reduction in buildings are linked in the planning process, there has never been any sense of a "quota" of buildings to be closed. However, next to ministry costs, the revenue required to run and operate our buildings is the second highest cost facing the Church and the sustainability, stewardship, and missional purpose of this must be considered carefully.

The methodology that MPAG took was to critically evaluate the submissions made by the cluster, considering their missional needs. Where there was clear agreement amongst the congregations, and their proposals were realistic regarding the number of buildings, MPAG were content to submit these arrangements to Presbytery for approval. In other situations, a process was required to appropriately assess which buildings should be retained. Consideration was given to devising an objective process; however, it was recognised that this was problematic due to the large number of variables that would be involved and the difficulties of weighting each factor.

Accordingly, the approach adopted in assessing buildings retention was to focus on the missional needs of the cluster having regard to several factors:

- **Five Marks of Mission**

Key here is the relationship between the buildings and the cluster's missional vision.

- **Condition**

The overall condition and state of repair of the buildings was considered, including such matters as the AMBA score; anticipated lifespan of the building; Buildings that are "listed" by Historic Environment Scotland (may affect future costs); any known serious/outstanding repairs etc.

- **Suitability**

Matters considered included, is the accommodation flexible in its current and future use; is the accommodation provided within the one building; the location within the proposed cluster; the layout of the accommodation; are the facilities adequate for the future use e.g. toilets, kitchen etc.

- **Utilisation**

Consideration was also given to the current use (where known) and anticipated future use of the building. This tended to flow from the information provided in relation to the missional activities detailed in the cluster submissions.

- **Finance**

Where relevant, information was interrogated from the annual accounts (albeit this was treated with a degree of caution) to ascertain if running costs were abnormally high which might affect future financial viability of the cluster.

- **Accessibility**

The accessibility to the accommodation was considered including such matters as drop off areas; ramps; accessible toilets; loop systems etc. always having regard to the "reasonable adjustments" provisions of the Equality Act.

MPAG would have welcomed the opportunity to be able to inspect and assess all buildings within the Presbytery. However, given time constraints, and that we have more than 150 buildings this was not considered practical, thus a level of discernment has been used concentrating on where local decisions were absent or in need of further consideration.

In the feedback provided by individual congregations a number have requested that the Plan consider some form of community asset transfer. MPAG took the view that this was not a planning matter, and any request of this nature should be addressed as part of the disposal process via the General Trustees.

### 3.3.3 Purpose of buildings

Where two or more congregations are uniting it is a legal requirement that the Basis of Union specifies a place (or, in exceptions, places) of worship. This is important because a union is the formation of a new united congregation, not several existing congregations continuing under a shared ministry: a union is not a linkage. This requirement, of course, has never restricted a minister and Kirk Session holding worship in other places and times as decided locally. However, it manages expectations, settles potential disputes, and defines the new congregation and its ministry.

Several unions proposed in our planning process will continue to use two or more buildings. The General Trustees have asked, in such cases, that we are clear about the missional purpose of all retained buildings: such as being place of worship or for other missional activities.

In a small number of unions, more than one place of worship may be specified in the plan. The reason will be geographical (often rural) and contextual: but consideration must also be given to the coherence of the

new united congregation, the expectations on future ministry, and whether the congregation has the people and financial resources to offer attractive worship, accessible to all ages, in more than one location.

## 3.4 Congregational Shape

### 3.4.1 Readjustments

Cluster submissions demonstrated that when local congregations planned together and were invited to articulate the shape of congregational life that they felt best served mission they often chose a single united charge served by more than one ministry. This was often even where the cluster was large enough, and had a ministry allocation large enough, that they might have chosen to remain as more than one congregation and charge. There are, of course, exceptions.

This tendency, if nothing else, demonstrates a general sense that simply staying as close to the current congregational forms as possible often did not best serve local mission: rationalising resources, and creating stronger units, was discerned as being preferable. As might be expected, the harder choices have been in rationalising buildings, while some clusters were bold, others struggled.

Responses from Kirk Sessions occasionally indicated to MPAG a lack of clarity as to the implications of some forms of readjustment. In the case of unions, where two or more congregations are uniting into a single congregation, we need to communicate the fundamental change to the constituent congregations. A union is not a linkage. The Presbytery Mission Plan Act (7.1) summarises this *“Two or more congregations may be united to form one congregation under the Unitary Constitution, and such union shall involve the union of charges, parishes, Kirk Sessions, Financial Boards, property and funds and, except in special circumstances where provision is made to the contrary in the Basis of Union, all congregational agencies and organisations.”*

Perhaps more important to communicate, since it involves a new form of Church ministry, is Team Ministry. Here it is vital to distinguish between two forms. One is the familiar form of a single inducted parish minister, working alongside one or more other appointments. The other is a new concept where a charge may have two (or more) inducted ministers who share the task and status of being the parish minister. The Mission Plan Act (10d) helpfully lays this out:

*(d) A Team Ministry may be created in one or other of the following two ways:*

- (I) a Presbytery may create a Team Ministry with an inducted parish minister (who shall be the moderator of the Kirk Session) and which may include a deacon, MDS appointments, the appointment of an Ordained Local Minister or such other appointment as may be deemed appropriate in Mission Plan discussions, or*
- (II) alternatively, the Presbytery may create within the charge a Team Ministry consisting of two or more Team Ministry Charges, to each of which a parish minister shall be inducted, provided always that one of the Team Ministry Charges shall be identified in the Basis as the one providing the moderator of the Kirk Session. The Team may also include a deacon, MDS appointments, the appointment of an Ordained Local Minister or such other appointment as may be deemed appropriate in Mission Plan discussions.*

In addition, where uniting congregations will have more than one place of worship and a team ministry, congregations must be encouraged to understand the full implications of the Act when it stipulates (10e.A) *“The Team Ministry Charges shall share the same congregation and Kirk Session and be part of the same Church life.”*. The places of worship do not function as separate congregations each with their own

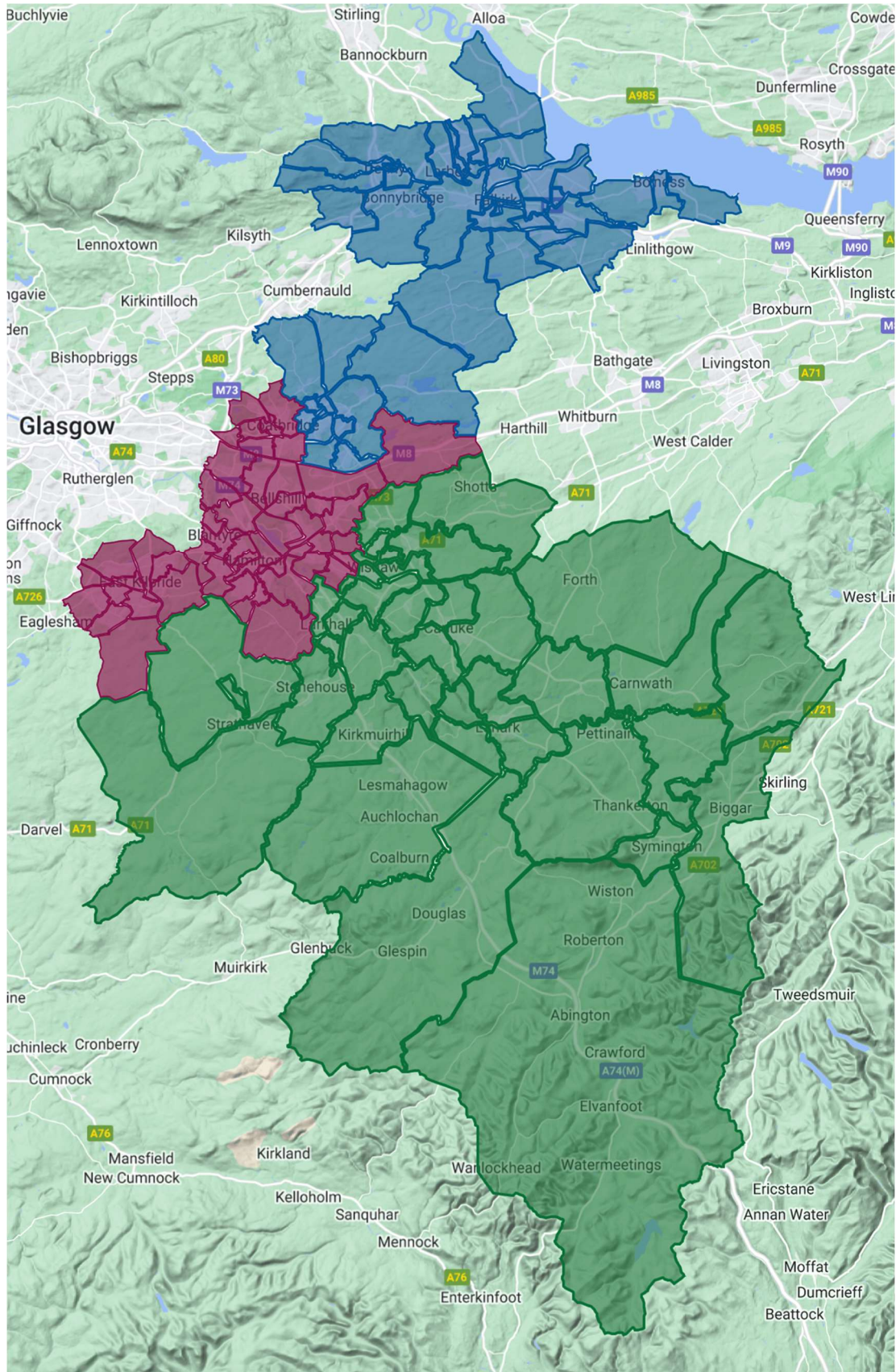
minister. This again is something that must be stressed and explained during the implementation discussions.

#### 3.4.2 Parish Boundaries

The Plan does not contain any proposals for parish boundary changes. Clusters were not asked to comment on such, nor has MPAG generally considered such. Where a union is recommended, the new united charge is assumed to maintain the combined territory of the uniting congregations. Presbytery is always free to readjust boundaries to better serve the mission of the Church, and in some areas, this may be highly desirable, but we have viewed any such review as being beyond the scope of this current planning exercise.

## Section 2:

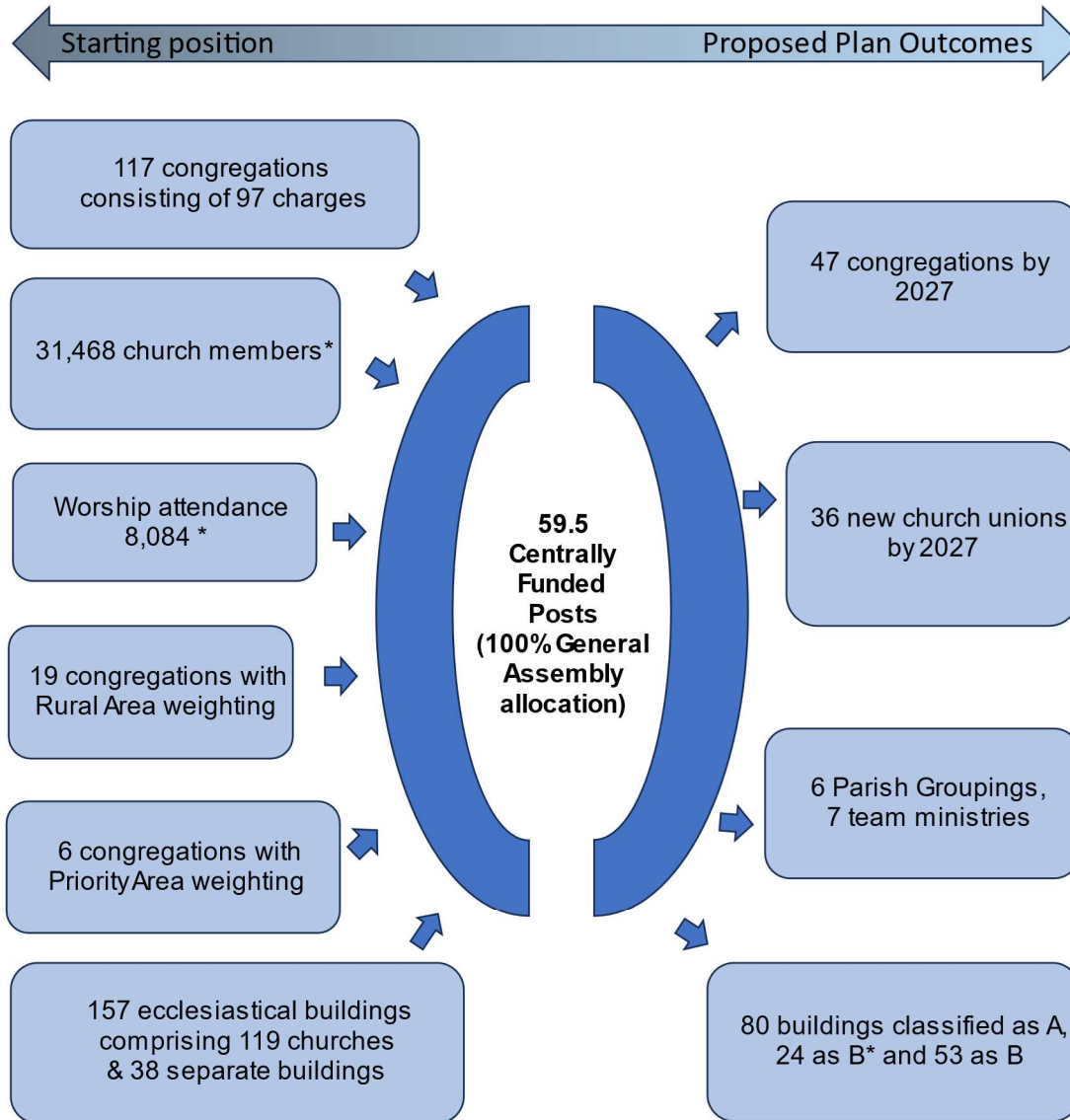
The reshaping and resourcing of  
the Presbytery of Forth Valley and Clydesdale



For the purposes of the Plan, the Presbytery has been split into three main areas:  
West (Red), East (Blue) and South (Green)

## Summary

### Forth Valley & Clydesdale Presbytery Mission Planning process and proposed outcomes



2023 Statistics pre mission plan (included congregations(s) undergoing dissolution processes and Local Ecumenical Partnerships)

\*Figures from all churches' annual statistical returns 2022, excludes online attendance

## West and Cross Areas



## West Area Overview

The west area of the Presbytery comprises the largest population including the large towns of East Kilbride, Hamilton, Coatbridge, and Motherwell as well as many smaller towns and villages. The border of the area is observable at the north-eastern end by the division between Coatbridge and Airdrie, beyond this the border is around the M8, however, the border with the south area is more “ambiguous” and does not conform to a major piece of geographic infrastructure.

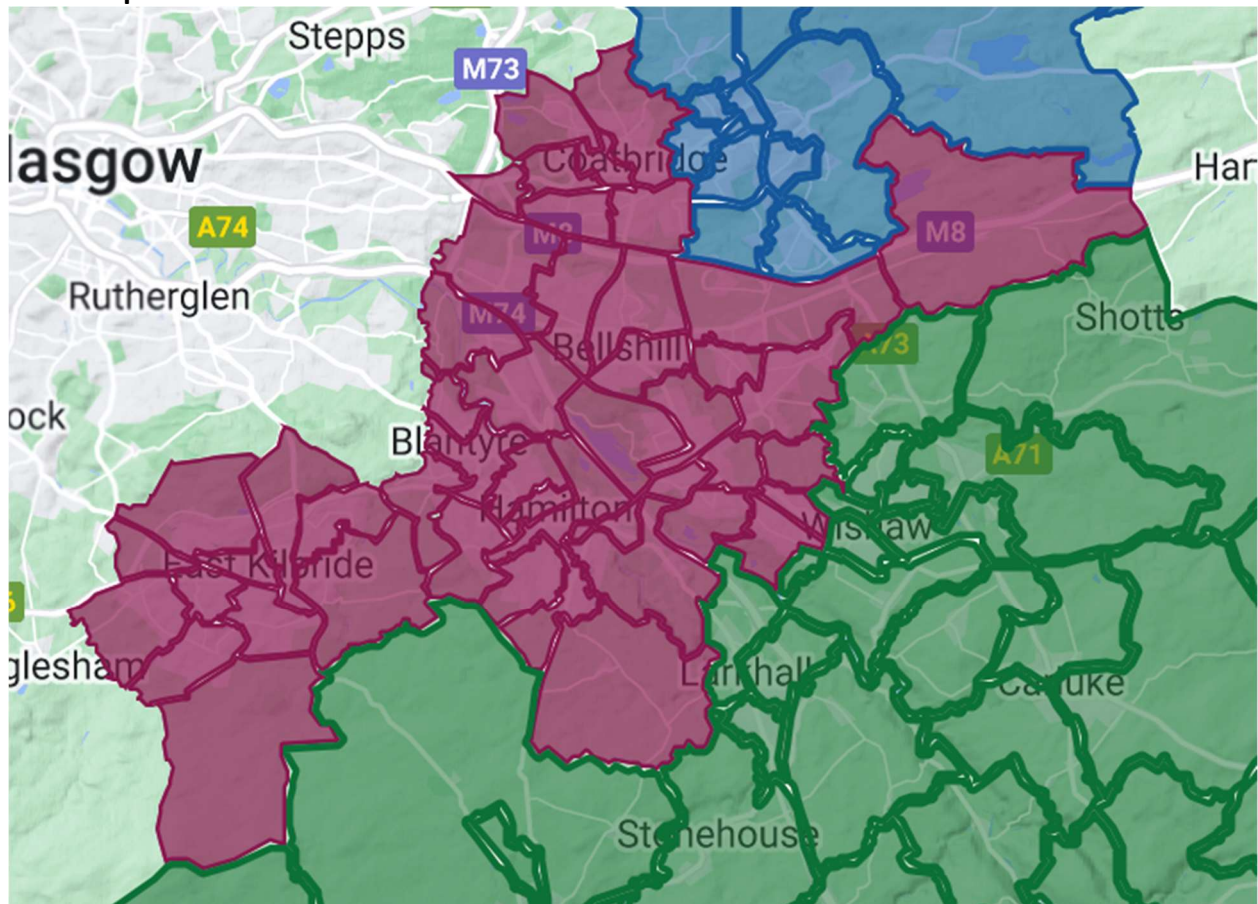
Historically Hamilton and Motherwell were ancient settlements dating back to Roman and medieval times. The area of East Kilbride village dates to Neolithic settlements, however it was significantly developed as a new town under the Clyde Valley Regional Plan in the 1940s to deal with Glasgow’s population overspill.

The west area of the Presbytery is a mix of urban and suburban areas, including some sections with high levels of deprivation and some areas with significant wealth. The local infrastructure routes via both road and rail makes this area popular for commuters working in Glasgow City Centre and the rest of the central belt. This location leads to a significant investment in the west area in terms of new housing, creating communities on the outskirts of towns, where churches do not currently have a physical presence.

## Clusters

At the start of Mission Planning every congregation were asked to form into clusters of two or more congregations. Most clusters that have formed are of geographically adjacent Parishes that have much in common. This plan will consider within the West area two cross area clusters, one that is a non-contiguous, cross border cluster of South and West areas, and one contiguous cross border cluster the West and East areas.

## West Area Map



## West Area Allocations

<b>West</b>		
<b>Identifier</b>	<b>Congregations within cluster</b>	<b>cluster Allocation</b>
W1	Coatbridge: Blairhill-Dundyvan, Coatbridge: Calder, Coatbridge: Middle, Coatbridge: New St Andrew's, Coatbridge: Old Monkland, Coatbridge: Townhead	<b>2.5</b>
W2	Hamilton Central and South - Hamilton: Cadzow, Hamilton: South, Hamilton: Trinity, Quarter	<b>2</b>
W3	Motherwell: Crosshill, Motherwell: Daziel St Andrew's, Motherwell: North, Motherwell: South, Motherwell: St Margaret's, Motherwell: St Mary's, Wishaw: Craigneuk & Belhaven	<b>4</b>
W4	Hamilton and Blantyre - Blantyre: Livingstone Memorial, Blantyre: Old, Blantyre: St Andrew's, Hamilton: Gilmour and Whitehill, Hamilton: Hillhouse	<b>2.5</b>
W5	East Kilbride: Claremont, East Kilbride: Mossneuk, East Kilbride: South	<b>2</b>
W6	Bellshill and Bothwell - Bellshill: Central, Bellshill: West, Bothwell	<b>2</b>
W7	Uddingston: Burnhead, Uddingston: Old	<b>1</b>
W8	Hamilton Central and West - Hamilton: Old Hamilton: West	<b>1</b>
W9	Uddingston: Viewpark	<b>1</b>
W10	East Kilbride: Greenhills, East Kilbride: Westwood	<b>1.5</b>
W11	East Kilbride: Old, East Kilbride: Moncreiff, East Kilbride: Stewartfield, East Kilbride: West	<b>2</b>
CA1	Cross Area 1 (Hamilton: St John's, Lanark: Greyfriars)	<b>1</b>
CA2	Cross Area 2 - Holytown, Kirk O' Shotts, New Stevenson: Wrangholm Kirk, Newharthill and Carfin	<b>1.5</b>
	<b>TOTAL</b>	<b>24</b>

This plan will consider within the West area two cross area clusters, one that is a non-contiguous, cross border cluster of South and West areas, and one contiguous cross border cluster the West and East areas.

## W1 – Coatbridge

### Missional Statement – To bring together the congregations of the town under one banner.

- Continue to offer traditional mission and care to our town, through worship, youth organisations, senior citizens, community café, Guild, Bible classes.
- To address youth issues and encourage wider youth engagement.
- Work collaboratively, plan effectively, pull together resources/finance.
- Vary the type, time and location of services to support the whole town through lay worship teams, and joint services, alternative worship (breakfast church, afternoon/evening, care homes, schools, etc).
- Offer more effective pastoral care and community engagement.
- The united charge would offer a comprehensive Church presence throughout the town to reach those on the fringes of Church and those in vulnerable settings, providing food banks, fellowship activities and care provision.
- Make more use of technology in our church settings.

### Current situation

Name of congregation	Status	Staffing	Buildings
Coatbridge: Blairhill-Dundyvan	Linked congregations	Vacant	One building at Coatbridge: Blairhill-Dundyvan,
Coatbridge: Middle			Two buildings at Coatbridge: Middle.
Coatbridge: Calder	Linked congregations	Vacant,	One building at Calder,
Coatbridge: Old Monkland			One building at Coatbridge: Old Monklands
Coatbridge: New St Andrews	Independent charge	1 MWS	Two buildings
Coatbridge: Townhead	Independent charge	1 MWS	One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Team Ministry of 6 existing congregations 2 x 1.0 inducted MWS, 1 x 0.5 MDS on Basis of Team Ministry	Single united charge with a basis of team ministry	Same
Staffing		2 x 1.0 inducted MWS, 1 x 0.5 MDS on Basis of Team Ministry	Same

### Commentary

MPAG are in broad agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Coatbridge: Blairhill-Dundyvan church	B*	A	Different
Coatbridge: Calder separate halls, same site	B*	A	Different
Coatbridge: Middle church	B*	B	Different

Coatbridge: Middle Halls separate halls, same site	B*	B	Different
Coatbridge: New St Andrews church ( <i>B Listed</i> )	B*	A	Different
Coatbridge: New St Andrews separate halls same site	B*	A	Different
Coatbridge: Old Monkland separate halls, separate site	B*	A	Different
Coatbridge: Townhead church	B*	B	Different

*Note - Coatbridge: Calder church, Coatbridge: Old Monklands church, and Coatbridge: Old Monklands Session House, have been previously given permission for sale by Presbytery as such are not included in this classification.*

### Commentary

It was clear from the submissions made by the cluster, that agreement had not been reached in relation to the issue of which buildings should form the basis of the plan going forward. It was noted however, that the cluster had asked that two places of worship should be retained to cover this large area of Coatbridge and MPAG are happy with this proposal. Accordingly, the relevant buildings were inspected and MPAG considered the missional needs for this part of Coatbridge. The recommendations of MPAG are that as requested, there should be two places of worship serving the town, these being the church and halls at New St Andrews and the church at Blairhill-Dundyvan. However, it is also proposed that New St Andrews act as the principal place of worship and that another sanctuary at be utilised for additional services in order to provide alternative patterns of worship when and where appropriate. Additional missional space will be delivered from the halls at both Calder and Old Monkland. This outcome will provide the appropriate accommodation for the anticipated needs of this part of Coatbridge.

In arriving at this recommendation, it was considered that the New St Andrews Church and Halls were ideally located within the town and would serve the ongoing missional needs of the town. It was also noted that the buildings were in reasonable condition and of a suitable size to accommodate the anticipated needs going forward. In terms of the second/other main place of worship, this largely came down to a choice between Blairhill-Dundyvan and Coatbridge Middle. This proved to be a difficult choice for MPAG to make, given the ongoing activities underway at both, but on balance the decision was taken to retain Blairhill-Dundyvan given the relatively good state of repair of the building compared with Middle, which was noted to be in need of upgrading and decoration. It was also noted on inspection, that Middle has ongoing problems associated with its roof and the site was more constrained than at Blairhill-Dundyvan. In addition, the halls at Middle are considered to be in need of upgrading and decoration and access to the top hall would need to address accessibility issues, all of which will require additional expenditure. MPAG explored the possibility of retaining Middle in part or whole for additional missional activities, but it was considered that the accommodation at Calder and Old Monkland provided better well-located space for the wider needs of Coatbridge. Accordingly, it is recommended that Coatbridge Middle should close by June 2025.

In terms additional missionary accommodation detailed above, Presbytery will recall that the decision has already been taken to close the Sanctuary and Session House at Old Monkland and the halls serving the Church are located some distance from the main church building. These halls were recently refurbished following a flood and have since been maintained in good repair and are ideally located to cover this section of the town. It is recommended that these are retained. MPAG also considered that a presence should be maintained within the Whifflet area of the town and accordingly, are recommending that the halls at Calder should be retained for this purpose, and disposal of the main Calder sanctuary building should be implemented as soon as possible with a closure date of June 2025.

Whilst the original plan had proposed to retain the Townhead Church building, this proposal has been reconsidered as part of the wider review of the needs of this cluster. Notwithstanding its location within

this part of Coatbridge, the building was noted to be in need of a programme of upgrading works to address decoration and accessibility issues, and this coupled with its size when set against those worshipping regularly and its somewhat disjointed layout, has led MPAG to recommend closure. In addition, a further factor considered is that it is not clear if the appropriate funds are in place to undertake the works that would be required in the short to medium term. Accordingly, it is recommended that the Church should close by June 2025 or on the date when the Union takes place.

### **Summary**

**The cluster are to be commended for coming together in the way they have, to plan together for the future needs of the Church in Coatbridge. The challenges that come with bringing together such a large number of Churches are not lost on MPAG and Presbytery should note that the cluster were able to agree the shape of Ministry for the future. Regrettably, agreement was not achieved amongst the cluster on which buildings are to be retained which is understandable given the size and spread of the cluster and MPAG have had to make these decisions.**

## W2 – Hamilton Central and South

### Missional Statement – To develop a Church that is at the heart of its community.

- Encouraging common factors across the congregations by responding to human needs, including caring for the elderly, the sick, the infirm and the homeless – and providing spiritual and practical nourishment for those being helped and their helpers.
- Increase participation by young people – supporting them through the provision of services and safe spaces particularly for those in disadvantaged circumstances. Expand use by the Scripture Union; build on Trinity’s proximity of the school to the Church which allows engagement with the children at Easter, Christmas etc.
- Much of the collective Mission involves providing affordable or in many cases free accommodation to Community groups who have either had venues closed or rendered unaffordable.
- Church in the heart of the community including the provision of a community café, community support group for Primary School children, guitar and mandolin concerts for community. Development of a worship band.
- To foster existing church projects including use of the Community Garden; midweek worship, Tearfund; supporting the Iona Community and providing support to ministers in their work at Dungavel with refugees.

Name of congregation	Status	Staffing	Buildings
Hamilton: Cadzow	Independent charge	1 MWS	One building.
Hamilton: South Quarter	Linked congregations	1 MWS (reviewable tenure)	One building at Hamilton: South. One building at Quarter.
Hamilton: Trinity	Independent charge	Vacant	One building.

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	No firm agreement.	Single United Charge either on 1) Basis of Team Ministry with 2 inducted MWS	Different
Staffing	No firm agreement.	or 2) 1 MWS and 1 MDS	Different

### Commentary

Initial considerations by MPAG were that the cluster were looking towards agreement of a single united charge on the basis of a Union, however this does not appear to have been “agreed” by all congregations within the cluster. Having considered the matter, MPAG are of the view that this should remain the long-term aim for ministry in this part of Hamilton on the basis of either, 1) a team ministry comprising two inducted MWS or, 2) 1 MWS and 1MDS both working towards a Union. At the time of initial cluster submissions, it was suggested that an executive group should be formed to take decisions on structure, adjustment and staffing later in 2023, however MPAG considered that such a delay was not in line with the timeframes of the Presbytery Mission Plan Act and that the plan needed to be formalised now. Accordingly, the respective congregations should move quickly towards agreeing the basis of Union as detailed above.

There were initial considerations by MPAG which would have involved the dissolution of Quarter, however this has been reviewed and the Plan proposal is that the long-term aim is for a Union of all 4 congregations on the basis detailed above.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Hamilton: Cadzow church ( <i>B Listed</i> )	B*	B	Different
Hamilton: Trinity church	B*	A	Different
Hamilton: South church ( <i>C Listed</i> )	B*	A	Different
Quarter church ( <i>B Listed</i> )	B*	B	Different

### Commentary

Given that the cluster were unable at the initial timeframe to agree which buildings should be retained and an alternative solution is now considered appropriate for Quarter, MPAG have reviewed the entire issue following inspection of all buildings.

The Quarter building largely serves the village and appears to have relatively low attendances and there was little evidence that it is pulling members from a wider area. In addition, at this stage it is not apparent that an influx of new members has resulted from the new developments on the outskirts of Hamilton, nearby. This coupled with the age and lack of flexibility of use has led MPAG to recommend closure of this building, which should take place by June 2025 or the date of Union if sooner. Whilst closure is the recommended option, the Kirk Session have indicated that should this be approved by Presbytery, they would like to explore the possibility of a community buy out. MPAG consider that any proposals regarding the possible buy out sit outwith the planning process and will need be addressed by the Implementation Group/GTs.

In relation to Cadzow, this comprises a substantial building located within the centre of Hamilton and whilst the building is in reasonable condition it is considered that it is of a size which is better suited to a significantly larger congregation, and, if retained, it is likely to become a major drain on finances in future years. MPAG consider that the delivery of mission for this cluster would be better served by shifting the focus to Trinity and South as being the preferred location for the delivery of mission. By virtue of its location within the town centre, the Cadzow site was noted to be somewhat constrained and lacked flexibility of use looking to future missional activity, and Presbytery should note that as there are other buildings in very close proximity (St John's and Hamilton Old) and that retention of the Cadzow building could create duplication of resources within a very small geographic area. Accordingly, the recommendation is to close this building which should take place by June 2025 or the date of Union if earlier.

In light of the above, MPAG consider that Hamilton Trinity and Hamilton South are ideally placed to refocus missional activity to this section of Hamilton covered by the cluster and can meet the future during the lifetime of the plan. This is on the basis that the Trinity building, is large enough to accommodate the anticipated future needs for the delivery of mission, and this coupled with its condition mean that it is well placed to deliver this. Similarly, the South building was noted to be in good condition well located and should also be retained.

### Summary

**Accordingly, it is proposed that the plan proceed on the long-term basis of a Union of Cadzow, South, Trinity and Quarter to create a single united charge on the Basis of Team Ministry. Both the Hamilton Trinity and Hamilton South buildings shall be retained. Should facilitation be required as the congregations work through the process, this should be utilised if necessary.**

## W3 – Motherwell

### Missional Statement – To *move closer together to serve the needs of the Church in Motherwell.*

- To continue through the constituent parts of the Town churches to offer ministry and mission through Sunday and other worship, church organisations, uniformed groups, youth clubs etc.
- To foster special community outreach projects such as New Opportunities Project, Reach Out, Befriend Motherwell, Glencassels Project. Chaplaincy in schools and care homes.
- As a medium to long term ambition to develop wider missional activities across the town and to investigate appropriate sources of revenue.

#### Current situation

Name of congregation	Status	Staffing	Buildings
Motherwell: Crosshill (Priority Area)	Linked congregations	Vacant	One building at Motherwell: Crosshill
Motherwell: St Margaret's			One Building at Motherwell: St Margaret's
Motherwell: Dalziel St Andrews	Independent charge	1 MWS	One building at Motherwell: Dalziel St Andrew's
Motherwell: North	Linked congregations	1 MWS	Two buildings at Motherwell: North
Wishaw: Craigneuk & Belhaven (Priority Area)			One Building at Motherwell: Craigneuk and Belhaven
Motherwell: South	Independent charge	1 MWS	One Building at Motherwell: South
Motherwell: St Mary's	Independent charge	1 MWS	One Building at Motherwell: St Mary's

#### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Phase one <i>Charge one</i> Union of Motherwell: Crosshill & Dalziel St Andrews	Phase one <i>Charge one</i> Union of Motherwell: Crosshill & Dalziel St Andrews	
	<i>Charge two,</i> Existing linked charge of Motherwell: North and Wishaw: Craigneuk & Belhaven	<i>Charge two,</i> Union of Motherwell: North and Wishaw: Craigneuk & Belhaven	
	<i>Charge three</i> Union between Motherwell: South and Motherwell: St Margaret's	<i>Charge three</i> Union between Motherwell: South and Motherwell: St Margaret's	Different
	<i>Charge four</i> Existing charge of Motherwell: St Mary's	<i>Charge four</i> Existing charge of Motherwell: St Mary's	
	<u>Phase two</u> Parish Grouping between some charges.	<u>Phase two</u> Parish Grouping between all charges	



Staffing	Staffing	Staffing	
	<i>Charge one</i>	<i>Charge one</i>	
	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	
	<i>Charge two</i>	<i>Charge two</i>	Same (except Parish Grouping)
1 x 1.0 inducted MWS	1 x 1.0 inducted MWS		
<i>Charge three</i>	<i>Charge three</i>		
1 x 1.0 inducted MWS	1 x 1.0 inducted MWS		
	<i>Charge four</i>	<i>Charge four</i>	
	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	

### Commentary

MPAG are in broad agreement with the cluster proposals detailed above and are happy to recommend these to Presbytery. As part of ongoing and subsequent discussions within the cluster between Motherwell North and Craigneuk & Belhaven they have agreed that the appropriate shape on ministry going forward shall be best served by a union rather than a linkage, with the closure of the Craigneuk & Belhaven building. MPAG are happy to recommend this to Presbytery.

It should be noted that it is planned that the Ministry adjustments proposed by the cluster will take place in two phases moving towards a parish grouping of some of the charges in phase two. Given the size of this cluster, effectively covering all the Motherwell area, MPAG consider that a Parish grouping should include all congregations in the cluster, however, given the challenges of bringing this together during the life of the plan, it is recommended that the focus initially is on delivering the unions detailed in phase one above.

The cluster are also to be commended in seeking to explore the development of further missional outreach amongst some of the parish grouping, which is a project that will sit across the whole of the Motherwell area. Presbytery should note that this requires the sourcing of additional funding which is not currently in place. The cluster are encouraged to continue with this ambitious project and report back to Presbytery as appropriate in the future.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Motherwell: Crosshill church (Priority Area)		B	Different
Motherwell: Dalziel St Andrews church ( <i>B Listed</i> )		A	Different
Motherwell: North church		A	Different
Motherwell: North separate halls, same site		A	Different
Wishaw: Craigneuk & Belhaven church (Priority Area)		B	Different
Motherwell: South church		A	Different
Motherwell: St Margaret's church		B*	Different
Motherwell: St Mary's church		A	Different

*Note – the cluster did not make any suggestion on buildings through the cluster process.*

### Commentary

It was clear from the submission made by the cluster, that agreement could not be reached in relation to the issue of which buildings should form the basis of the plan going forward. Given that no proposals were received, MPAG have considered the missional needs for this part of Motherwell.

As detailed above, whilst there are plans to move towards a Parish Grouping in phase two, MPAG focussed their deliberations on the building requirements for the first phase of implementation whilst also having consideration to the long-term needs for the Church in Motherwell.

In connection with charge one, the Union comprising Motherwell Crosshill and Dalziel St Andrews, it was noted that both churches are located within relatively close proximity to each other in the centre of the town, resulting in a certain degree of duplication of resources should both be retained, and whilst the Crosshill building is in reasonable condition, the facilities provided by the Dalziel building were considered to better meet the future needs of the union and the wider Motherwell area. As such the recommendation is that Crosshill should close with a proposed date of closure being June 2025 or the date of union if earlier. Whilst closure is the recommended option, the Kirk Session have indicated that should this be approved by Presbytery, they would like to explore the possibility of a community buy out. MPAG consider that any proposals regarding the possible buy out sit outwith the planning process and will need be addressed by the Implementation Group/GTs.

With regard to Charge Two of the proposals, the recommendation is that the Motherwell North building should be retained, and serious consideration was given to the possibility of retention of the Craigneuk and Belhaven building for missional purposes. Whilst this currently serves a priority area, MPAG were conscious of the retention of other buildings within Motherwell, and it was considered that these would better serve the missional needs of this area. It was also noted that the Craigneuk buildings suffer from several access issues and are likely to require a programme of upgrading works in the medium to longer term. As detailed above, following further discussions with Motherwell North and the proposals for a union rather than a linkage, there is now broad agreement from the parties that these buildings should close. Accordingly, it is recommended that the Craigneuk and Belhaven building should close by June 2025 or the date of Union.

Presbytery will see that the plan proposes a union between Motherwell South and St Margaret's, and the recommendation is that the South building be retained as the main place of worship and St Margaret's being used for missional purposes. It was noted that the South building comprises a modern, fit for purpose sanctuary with plans to upgrade the halls in due course and is well located within this part of the town. Detailed discussion took place in relation to the future of the St Margaret's building and given its location within the heart of a large housing area and as detailed above it was considered that this should be retained for missional purposes. This is a material difference from the proposals outlined in the initial draft of the Mission Plan. In the interim, the GTs have expressed concern in relation to emerging issues relating to the condition of this building and the available funds required to remedy these defects. This is a "live" issue (March/April 2024) and until such time as these matters can be resolved, MPAG's recommendation is that the building should be categorised as B\* at this stage to allow a full report with costings and funding arrangements to be brought to Presbytery by June 2025, at which time a definitive decision can be made on its future.

Finally, MPAG were satisfied to recommend the retention of the Motherwell St Mary's building as meeting the missional needs for this part of the town.

### **Summary**

**The clustering process for the Motherwell area has been extremely challenging given the number of congregations involved, however, the outcome for the town demonstrates that despite these challenges, the Church in Motherwell is in good shape both in terms of the number of ministries provided and the buildings considered necessary for the future needs of the town.**

## W4 – Hamilton and Blantyre

### Missional Statement

- In creating our Mission Plan, “we express our willingness to work together in faith recognising the talent across the cluster to support one another in our mission for Christ.” Our vision will be delivered in two phases to proclaim the gospel by word and action: -
- Phase 1 – Comprising two Parishes. Blantyre Old; Livingstone Memorial; St. Andrew’s Church will form one parish. Hillhouse Parish and Gilmour and Whitehill Parish will form another.
- Phase 2 – will see the cluster moving towards one parish/team ministry.
- This will focus on strengthening our worship at different times and in different settings.
- Reach out with the Word to our communities, targeting young people.
- Nurture discipleship within the parishes offering opportunities to develop spiritually through bible study and alpha courses and offering pastoral support.
- Enhance our engagement with community, offering service responding to need

### Current situation

Name of congregation	Status	Staffing	buildings
Blantyre: Livingstone Memorial	Linked congregations (Reviewable Tenure)	1 MWS	One building at Blantyre: Livingstone Memorial
Blantyre: St Andrews			Two buildings at Blantyre: St Andrews
Blantyre: Old	Independent charge	Vacant	Two building at Blantyre: Old
Hamilton: Gilmour & Whitehill (Priority Area)	Linked congregations (outwith cluster)	Vacant	One building
Hamilton: Hillhouse	Independent charge	1 MWS	One building

*Note- Hamilton: Whitehill and Gilmour is currently linked outwith cluster with Hamilton: West, these congregations have chosen to engage with different clusters.*

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	<u>Phase one</u> Charge one Union of Blantyre: Livingstone Memorial, Blantyre: St Andrews and Blantyre: Old.	<u>Phase one</u> Charge one Union of Blantyre: Livingstone Memorial, Blantyre: St Andrews and Blantyre: Old.	
	Charge two Union of Hamilton: Gilmour & Whitehill and Hamilton: Hillhouse	Charge two Union of Hamilton: Gilmour & Whitehill and Hamilton: Hillhouse	Same
	<u>Phase two</u> Single united charge with a Basis of Team Ministry.	<u>Phase two</u> Single united charge with a Basis of Team Ministry.	
	<u>Phase one</u> Charge one 1 x 1.0 inducted MWS	<u>Phase one</u> Charge one 1 x 1.0 inducted MWS	Same
Staffing	Charge two	Charge two	

1 x 1.0 inducted MWS	1 x 1.0 inducted MWS
<i>Shared staff</i> 1 x 0.5 MDS	<i>Parish grouping shared staffing</i> 1 x 0.5 MDS
<u>Phase two</u> 2 x 1.0 inducted MWS, 1 x 0.5 MDS, on Basis of Team Ministry	<u>Phase two</u> 2 x 1.0 inducted MWS, 1 x 0.5 MDS, on Basis of Team Ministry

### Commentary

MPAG are in broad agreement with the cluster proposals detailed above and are happy to recommend these to Presbytery. The readjustments will take place in two phases. In phase one: a union of the three Blantyre congregations, and a union of the two Hamilton congregations, with these two united congregations forming a Parish Grouping. In phase two: a union of these two united congregations to form one single congregation, served by a Team Ministry. MPAG consider that delivery of phase two within the life of the current plan may prove to be challenging and would recommend that the focus initially be on delivering the unions in phase one. In terms of the 0.5 shared MDS post, MPAG consider that this resource should initially work across the Parish Grouping, and thereafter serve the Team Ministry of the single united congregation.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Blantyre: Livingstone Memorial church (B Listed)	B*	B	Different
Blantyre: Old church (B Listed)	B*	A	Different
Blantyre: Old separate hall, same site	B*	A	Different
Blantyre: St Andrews church	B*	A	Different
Blantyre: St Andrews Nazarene separate hall, separate site.	B*	B*	Same
Hamilton: Gilmour & Whitehill church (Priority Area) (C Listed)	B*	A	Different
Hamilton: Hillhouse church	B*	A	Different

### Commentary

Presbytery should note that the cluster were unable to agree within the initial timeframe which buildings should be retained and accordingly, given that no detailed proposals were received, MPAG have considered the missional needs for this cluster. The Group's deliberations have focussed on the building requirements for the first phase of implementation, whilst also having consideration to the long-term needs for the Church going forward. Whilst the initial draft of the Mission Plan agreed to allow further time to consider the possible outcomes, following inspection, MPAG are now able to bring forward a recommendation to Presbytery on which buildings should be retained.

In relation to the proposed Union of the three Churches in Blantyre, having regard to the proximity of each within the town and the levels of Church activity across all, it is clear that retention of all buildings would be impractical and prove financially challenging moving forward. Following inspection by MPAG, it was considered that both St Andrews church and Blantyre Old church and halls should be retained as meeting the future needs of this part of the Presbytery. Detailed consideration was given to the retention or closure of the St Andrews halls and the recommendation is that these should be categorised as B\* at this stage with a report on its future missional use to be delivered to Presbytery in consultation with the Implementation Group. This will set out the future missional needs and need for retaining this accommodation and shall be delivered to Presbytery by June 2026. Regrettably, given the proximity of

Churches within Blantyre, the recommendation to Presbytery is that Livingston Memorial shall close given its lack of flexibility of layout and use; proximity to other buildings within the town; the tightness of access of the site, and MPAG consider that any capacity issues can be met by other building in the cluster. And this coupled with anticipated future revenue implications of retaining all buildings, has led to the recommendation of closure of the Livingstone Memorial church which should take place by June 2025 or the date of union.

Despite initial problems associated with the wider clustering process and in particular the challenges it presented for this cluster, MPAG are pleased to note that following on from the assistance and facilitation provided, that good progress has been made in establishing and forming good relations between Hillhouse and Gilmour & Whitehill, which has now resulted in a proposed Union. It is clear that Mission is flourishing within both congregations as witnessed by the extensive outreach projects being undertaken and, because of this, it is recommended that both buildings should be retained given that they serve distinct communities. MPAG would encourage the sharing of this knowledge and experience from both congregations to be further developed as the Union takes place and this in turn is shared with the other congregations within the cluster. One of the buildings is to be designated as the main place of worship and this shall be negotiated at the time of the Union.

### **Summary**

**Despite initial problems associated with the clustering process, MPAG are encouraged to note the good progress made in arriving at the ministry proposals detailed above and the good relations that have been developed amongst all those involved. The Group are aware of the challenges that potentially lie ahead in arriving at a union of the three Churches in Blantyre and MPAG would encourage these churches to work closely with the Implementation Group to help facilitate a smooth transition for all concerned, if this is required.**

## W5 – East Kilbride: Claremont, Mossneuk, and South

**Missional Statement – “We are deeply committed to God’s Word being the central part of all we do”, and we seek to streamline our events, our outreach, mission, and prayer life around the prompting of the Spirit, “rather than being all things to all people”.**

- Continue to focus on Youth Ministry.
- Enabling of eldership to fulfil their roles as spiritual leaders; street mission; speaking at doors; using social media more effectively accompanied; invest in developing social media.
- A renewed focus on delivering mission in the Murray and in Jackton.
- Find ways to develop better relationships with schools and work closer with foodbanks.
- Continue new forms of worship catering for a variety of worship styles.
- Focus groups to be developed by building on existing relationships and offering Jesus to all, targeting those who are isolated physically, mentally and spiritually.
- Bring the teaching ministry to impact on all the above.

### Current situation

Name of congregation	Status	Staffing	Buildings
East Kilbride: Claremont	Independent charge	Vacant	One building
East Kilbride: Mossneuk	Independent charge	Vacant	One building
East Kilbride: South	Independent charge	Vacant	One building

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge with Basis of Team Ministry	Single United Charge with Basis of Team Ministry	Same
Staffing	2 x 1.0 inducted MWS, on Basis of Team Ministry	2 x 1.0 inducted MWS, on Basis of Team Ministry	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
East Kilbride: Claremont church	A	A	Same
East Kilbride: Mossneuk church	A	A	Same
East Kilbride: South church	B	B	Same

### Commentary

MPAG are similarly in agreement with the cluster proposals in relation to the buildings, that both Claremont and Mossneuk should be retained. In relation to the closure of the South Church, this should take place by June 2025 or the date of union if sooner. Presbytery will be aware that due to H&S issues the South Church has now been closed and is unlikely to reopen.

### Summary

**This is a clear example of how the clustering process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing these challenges.**

## W6 – Bellshill & Bothwell

**Missional Statement – “For the Church To be present for Christ, in our community and for one another.”**

(The missional statement for the cluster will be updated following resolution of the issues detailed below.)

### Current situation

Name of congregation	Status	Staffing	Buildings
Bellshill: Central	Independent charge	1 MWS (reviewable tenure)	One building
Bellshill: West	Independent charge	Vacant	Two buildings
Bothwell	Independent charge	1 MWS	Two buildings

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge with Basis of Team Ministry	Single United Charge with Basis of Team Ministry	Same
Staffing	2 x 1.0 inducted MWS, on Basis of Team Ministry	2 x 1.0 inducted MWS, on Basis of Team Ministry	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Bellshill: West church ( <i>B Listed</i> )	B	<b>B*</b>	Different
Bellshill: West separate halls, same site.	A	<b>B*</b>	Different
Bellshill: Central church	A	<b>B*</b>	Different
Bothwell church ( <i>A Listed</i> )	A	<b>A</b>	Same
Bothwell separate halls, different site ( <i>C Listed</i> )	A	<b>A</b>	Same

*Note - The Orbiston Neighbourhood Centre building is on long term lease (FRI) by Bellshill: Central and has not been categorised by the cluster.*

### Commentary

MPAG are satisfied in terms of future missional activity that the Bothwell Church and halls should be retained. However, for pastoral reasons, no decision is to be made at this stage in relation to the issue of buildings within Bellshill. It is anticipated that these concerns will be resolved in due course, at which point decisions on building matters can be addressed by the Implementation Group as appropriate. MPAG would ask that Presbytery respect the sensitivity of the situation here. It should be noted that the designation of B\* for Bellshill is made without prejudice to the final outcome for these buildings.

### Summary

**MPAG are encouraged that broad agreement was reached by the cluster in relation to the shape of Ministry, however as detailed above the decision on the buildings within Bellshill is to be deferred.**

## W7 – Uddingston Old and Burnhead

**Missional Statement - To bring the two congregations of Uddingston Old and Burnhead into a union where the Mission of God will always be at the forefront.**

- To combine the resources and talents of both congregations, taking the best from each and rolling this out across the unified Parish as a means of establishing our growth agenda from inception of the union.
- To continue to be a focus within our communities as we “walk” with people on their faith journey as well as nurturing the faith of all ages.
- Foster Prayer, time to build relationships and teach discipleship: Alpha courses, prayer courses, Messy church, Godly play and monthly evening services.
- Community engagement: i.e. Care homes /schools/community events.
- Communication: Adoption of IT best practice, targeting social media and streaming services.
- Training: Targeted leadership training and skills training to support the consolidated Unitary Constitution workgroups, raise the overall skills across the Union with special focus on youth leadership training and retention.

### Current situation

Name of congregation	Status	Staffing	Buildings
Uddingston: Burnhead	Independent charge (Vacant from Feb 24)	1 MWS	One building
Uddingston: Old	Independent charge	1 MWS	One building

### What this will look like in five years' time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Uddingston: Burnhead church	A	A	Same
Uddingston: Old church ( <i>B Listed</i> )	A	A	Same

### Commentary

Whilst the initial plan proposals were for both building to be categorised as B\*, after further consideration MPAG have concluded that both should be retained with Uddingston Old being the main place of worship and Burnhead being retained for missional purposes due to its location within an area of Uddingston requiring additional missional and social outreach.

### Summary

**This is a clear example of how the clustering process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing the challenges that this has created.**



## W8 – Hamilton Old and West

**Missional Statement – To allow the union of these two congregations to flourish in delivering mission to the people of Hamilton.**

- Offer the traditional ministry and mission through worship, pastoral care, baptism, weddings, funerals, uniformed organisations.
- Continue ministries and outreach through DramaKirk, Digital ministry, Holiday Club.
- Foster Chaplaincies: Local Authority, Legion, Cadets, Schools, Businesses etc.
- Support Christian outreach by Drop-In Centre, Hyzone, Jubilee Key Scheme, Foodbank.
- Offer fellowship through Monday Club and Thursday Film Club.
- Wayside Pavement Mission (outside and around Church and West Station) – Conducted during the week running up to Christmas or Easter Week.

### Current situation

Name of congregation	Status	Staffing	Buildings
Hamilton: Old	Independent charge	1 MWS	Two buildings
Hamilton: West	Linked charge	Vacant	One building

*Note- Hamilton: West is currently linked outwith this cluster with Hamilton: Gilmour and Whitehill and these congregations have chosen to engage with different clusters.*

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Hamilton: Old church ( <i>A Listed</i> )	A	A	Same
Hamilton: Old separate halls, separate site ( <i>B Listed</i> )	A	A	Same
Hamilton: West church ( <i>B Listed</i> )	B	B	Same

### Commentary

MPAG are generally content with the proposals submitted by the cluster in relation to their buildings. It is noted that whilst Hamilton West is designated for closure, a request has been made by the cluster to undertake a study to consider repurposing this accommodation for more innovative forms of mission and have been asked for some time to undertake this. Accordingly, MPAG recommend that this review is undertaken by the cluster in consultation with the Implementation Group and a report submitted by the united Kirk Session to Presbytery. The longstop or final date for completion of this review is June 2027.

### Summary

**The cluster process has worked well for this cluster and builds on work already carried out working towards a Union of both congregations.**

## W9 – Uddingston: Viewpark

**Missional Statement:** To continue strong work as a community Church following the teachings of Jesus Christ and being an example of who He is to their local community, and to develop this in ways where the congregation can walk alongside other congregations within the Presbytery, using learned experience to pass on gained knowledge and support other churches in their mission plan.

- Supporting the poor in the parish through the Viewcare Project.
- A SCIO (Scottish Charity) are running a food and clothes bank.
- Work is being undertaken with P7+ through Teen Space, an ecumenical team ministry to dozens of local children, many troubled or unchurched.
- Varied worship opportunities are provided including, digital ministry, neurodiverse awareness, spiritual growth and discipleship.
- There is a particular focus on ministry to those under 40.
- All these activities are accompanied by a detailed plan to maintain, grow, and develop this mission.
- A daily café is available to all within the Viewpark area.

### Current situation

Name of congregation	Status	Staffing	buildings
Uddingston: Viewpark	Independent charge	1 MWS	One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	n/a	Existing Single Charge	n/a
Staffing		1x1.0 inducted MWS	n/a

*Note – Regrettably the clustering process did not work for this congregation despite extensive efforts being undertaken involving contacting neighbours, congregations in other parts of Presbytery, and even pro-actively exploring options for ministry sharing across Presbytery lines, all without success. Having regard to the missional activities being undertaken by Uddingston Viewpark, MPAG invited the Kirk Session to think creatively, and it responded with an impressive business plan.*

### Commentary

Presbytery will recall that the initial draft of the Mission Plan proposed that the outcome for this part of Viewpark was to allocate 0.5 MWS and effectively leave the congregation in a standalone situation. However, following receipt of the details provided and an inspection of the buildings, this along with full consideration of the missional activities being undertaken, has led MPAG to review the proposed outcome.

It was evident to MPAG that the congregation of Uddingston Viewpark has a vision for community ministry and that this vision is being delivered in a meaningful way. The list of missional activities as detailed above are impressive and it was noted that its building is widely available and open to the public.

Viewpark have also been sharing their experience and vision to assist other congregations who have come to learn from its ministry. Its plan is to continue to deliver its vision of becoming a pioneering outreach and mentoring hub, where the staff and volunteers of Viewpark Parish Church will “walk” alongside other churches who are responsive and eager to build on their mission but may lack resources, capacity, volunteers, encouragement, experience and connections. This would build on the assistance already provided to many churches and would be a project where the transferrable activities of Viewpark Parish Church are available to be recreated at any other church with the support and assistance of the Proactive Outreach Team. The Outreach Team are happy to share their experience with all Churches within the

Presbytery who can come along and observe the activities being undertaken and discuss any ideas they have and how they can practically support these proposals by providing volunteers, resources, contacts, expertise and encouragement. A plan will then be agreed upon by all parties and work will commence for new outreach activities to begin in the partnered church, fully supported by the Proactive Outreach Team.

**Ministry**

Applying the allocation formula, if this congregation were to remain as a “cluster” on its own, it would only allocate this parish and congregation a 0.5 MWS ministry and, significantly no partner with which to share or readjust, an outcome which is not of their choosing.

After consideration of the outcome with regard to ministry allocation that the methodology provides here, this coupled with the missional activities being undertaken at Viewpark and the potential that exists to share this experience across the Presbytery, MPAG strongly recommend that Presbytery allocate an additional 0.5 FTE to this congregation, which will allow it to develop the Proactive Outreach Project under the leadership of the Parish Minister. This additional 0.5 FTE is being allocated from the posts that remain after the initial ministry allocations were made (as a consequence of rounding) as part of the overall clustering process. MPAG have considered the effects of this proposal in the context of the overall plan outcomes and are satisfied that this additional 0.5 FTE allocation is both missional and appropriate. This issue was discussed and considered in detail, and it was clear that the missional activities being undertaken at Viewpark are impressive and this should merit this resource having regard to the activities that are being delivered.

Buildings	Cluster agreement	Presbytery Mission Plan outcome
Uddingston: Viewpark Church		A Different

*Note - This congregation were unable to plan in a cluster, therefore they could not reach cluster agreement for what any change may look like in accordance with the plan methodology.*

**Commentary**

MPAG are satisfied that this building should be retained as it is well used, and appropriate for the ministry of this congregation.

**Summary**

**It is regrettable that the clustering process did not work for this congregation given the extensive range of missional activities that are being undertaken. MPAG have reviewed the proposed outcome and having regard to the details provided above and are satisfied that the allocation of the additional 0.5 FTE post reflects the outcomes being delivered and the difference that the congregation are making to the people of Viewpark.**

## W10 – East Kilbride: Greenhills and Westwood

**Note:** The clustering process was extremely challenging for these and other congregations within East Kilbride and gave rise several iterations of how the Mission Plan should be delivered, none of which could be agreed by the respective Kirk Sessions. Following intervention by MPAG, individual submissions from all the Kirk sessions were received for consideration by MPAG and a workable plan was developed. The proposals for this section of East Kilbride are detailed below.

**Missional Statement – This will be developed by the united congregation when the Mission Plan is approved by Presbytery. However, based on the submissions made this will be:**

- Developing the use of targeted media for outreach to different age groups.
- Development of an introduction to faith that is member/elder led accompanied by a pastoral care programme.
- Development of a system for the baptism and nurture of new adult believers.
- Development of websites as a tool for members and elders for training study etc.
- Develop Eco-Congregation as a missional tool working towards wider partnerships.
- Develop hospitality as a missional tool.
- Develop partnerships with community groups that share a common concern.

### Current situation

Name of congregation	Status	Staffing	Buildings
East Kilbride: Greenhills	Independent charge	Vacant	One building
East Kilbride: Westwood	Independent charge	1 MWS	One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment		Single United Charge	n/a
Staffing		1 x 1.0 inducted MWS, 1 x 0.5 MDS	n/a

### Commentary

Given that these congregations did not plan together, there was no agreement from the cluster. Following review by MPAG, it is recommended that the United Charge as detailed above is the appropriate missional shape for the life of the plan. MPAG recommend that the 0.5 MDS post is focussed on developing fresh expressions of worship and disciple making in particular exploring opportunities in the Greenhills area.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
East Kilbride: Greenhills church		<b>B*</b>	Different
East Kilbride: Westwood church		<b>A</b>	Different

### Commentary

Given that these congregations did not plan together, there was no agreement from the cluster on the issue of which buildings should be retained. MPAG were satisfied that the Westwood building was the appropriate main place of worship for this united charge but required further details in relation to Greenhills. An inspection ascertained that the property is in reasonable condition for the short term but

will require significant expenditure in the medium to long term. MPAG considered in detail the benefits of retaining the Greenhills building as a missional hub given its location within the town, but expressed reservations that there may be challenges in delivering mission having regard to the capacity of the congregation. Notwithstanding this, MPAG recognise the merits of retaining this building given its locational advantages and would strongly recommend that the united charge investigate and develop proposals for its future retention. Accordingly, it is recommended that the building is categorised as a B\* with a report on its future being made to Presbytery in consultation with the Implementation Group by June 2026.

### **Summary**

**Despite the challenges in developing a Mission Plan for certain parts of East Kilbride, a workable solution appears to have been reached for these congregations. MPAG would encourage the new united congregation to fully embrace the opportunities presented by the Greenhills building and consider innovative ways of delivering mission to this area of the town.**

## W11 – East Kilbride: Moncreiff, Old, Stewartfield and West

**Note:** The clustering process was extremely challenging for these and other congregations within East Kilbride and gave rise a number of iterations of how the Mission Plan should be delivered, none of which could be agreed by the respective Kirk Sessions. Following intervention by MPAG, individual submissions from all the Kirk sessions were received for consideration by the MPAG and a workable plan was developed. The proposals for this section of East Kilbride are detailed below.

**Missional Statement – This will be developed by the united congregations when the Mission Plan is approved by Presbytery. However, based on the submissions made this will be:**

- To work with young people especially using the medium of music. Music assisting our expression and response to God and to the church.
- Engage in worship in a diverse way through social media, music that connects to local groups such as Sea Cadets, meeting in local locations Museum of Rural Life, outreach to Morrisons, open days.
- Develop Church life through prayer, faith builders, youth organisations, new members classes, café services, Bubble-gum and Fluff and Easter code.
- Continue strong links to local foodbanks- EK Foodbank, Loaves and Fishes.

### Current situation

Name of congregation	Status	Staffing	Buildings
East Kilbride: Moncreiff	Independent charge	1 MWS	One building
East Kilbride: Old	Independent charge	1 MWS	Three buildings
East Kilbride: Stewartfield	Independent charge	Vacant	None
East Kilbride: West	Independent charge	1 MWS	One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment		<i>Charge One</i> Existing charge East Kilbride: Moncreiff	n/a
		<i>Charge two</i> Union of East Kilbride: Old, East Kilbride: Stewartfield, and East Kilbride: West	
Staffing		<i>Charge one</i> 1 x 1.0 inducted MWS	n/a
		<i>Charge two</i> 1 x 1.0 inducted MWS	

### Commentary

Given that these congregations did not plan together, there was no agreement from the cluster. Following review by MPAG, it is recommended that the Plan proceed as detailed above which is considered will deliver a workable solution for the cluster. Initial considerations by MPAG were on the basis of a two-phase approach in relation to ministry working towards a single charge made up of a Parish Grouping, however on

reflection, MPAG consider that this will be undeliverable during the life of the current plan and accordingly it is suggested that this should remain as an ambition to be considered at the appropriate time in the future. Presbytery will note that the previous draft plan allocated an “additional” 0.5 x MDS post which was unallocated as a result of the methodology used to allocate ministry and this additional post was made to address “rounding issues.” However, following review of the proposed dissolutions which caused concern to Presbytery, regrettably this “additional post” now needs to be reallocated for this purpose.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
East Kilbride: Moncreiff church		A	n/a
East Kilbride: Old church ( <i>B Listed</i> )		A	n/a
East Kilbride: Old halls, separate halls, same site		A	n/a
East Kilbride: Old Glebe St halls, separate halls, separate site		B	n/a
East Kilbride: West church ( <i>B Listed</i> )		A	n/a
Stewartfield (no building)		n/a	n/a

### Commentary

Given that these congregations did not initially plan together, following MPAG intervention the congregations made individual submissions in relation to the issue of which buildings should be retained.

MPAG’s initial considerations were that due to the condition of the Moncreiff building, this should close due to ongoing repair issues. This however has been reviewed by the Group along with further discussion which has taken place with the GTs whose advice is that independent advice around the fabric of the building and the financial commitments associated with this require to be obtained. This will determine the extent of the fabric issues and the scale of the remedial works required and it is considered that this will be clarified early in the next stage. Now and until these matters are resolved, any significant building expenditure will require to be approved by Presbytery and in turn the GT’s. Notwithstanding this, in terms of a mission planning outcome, it is recommended to Presbytery that this building should be categorised as an A to be retained.

In relation to the proposed union of The Old Parish and the East Kilbride West, the issue of which buildings are to be retained for the future requires detailed consideration. Presbytery should note the proximity of these buildings within the Village and it is clear that there is duplication within a very confined area. It was noted that in discussions between these congregations the cluster “agreed” that the Glebe Street Halls should be closed and sold, and MPAG are content with this proposal however, the cluster wish to continue to utilise this building until the union is agreed and accordingly the recommendation is that it should close by June 2027 or such sooner date as agreed amongst the cluster.

The decision on the other remaining buildings is more problematic, given that the sanctuary of both are traditional sandstone buildings under slated roofs and may require extensive repairs in due course. Notwithstanding this, the West Halls are considered to be ideal for future use and their proximity to the Old Parish buildings allows their use for this united charge. Accordingly, MPAG recommend that both the West and Old Parish buildings should be retained.

### Summary

**Despite the challenges in developing a Mission Plan for certain parts of East Kilbride, a workable solution appears to have been reached for these congregations. Whilst it may be considered that Moncreiff are largely “untouched” by the planning process, Presbytery should note that there are challenges to be faced in the future in maintaining their building; MPAG consider that, notwithstanding this, it is well located in the town to continue to deliver mission to this part of East Kilbride. In relation Stewartfield**

**this congregation does not have a building to consider and the proposed union with the Old/West makes sense both practically and geographically. Detailed consideration was given to which buildings should be retained for use by the proposed union of Old/West/Stewartfield and it is considered the recommendation above delivers a workable solution for this new union. MPAG would recommend that all the congregations within the cluster continue their dialogue and work closely with the Implementation Group to review the issue of workload which may arise as a consequence of boundary changes and consider any further modifications that may be required.**



## CA1 – Hamilton: St John’s & Lanark: Greyfriars

### Missional Statement – The development of New Forms of Church Life model: St John’s and Greyfriars = “Destination Church”

- Continue to deliver mission to the heart of Hamilton and Lanark.
- Work with schools and other community partners to develop the cafe space.
- Development of Digital Ministry including hybrid and online approach to pastoral care, faith development, nurture and community.
- Development of a digital creative hub and studio for use by community, church and Presbytery.
- Train lay members to undertake worship and pastoral functions to assist Ministry team.
- To assist with development of Digital Ministry, explore mixed economy and financial models to increase resources.
- Foster online/hybrid work re pastoral care – the life of a “new generation” is more frequently lived online.
- Linking of online worship to community events/activities, development of ‘on-demand’ content to explore faith.
- The planting of new ‘micro communities’, experimenting with new types of membership.

#### Current situation

Name of congregation	Status	Staffing	Buildings
Hamilton: St Johns	Independent charge	1 MWS	One building
Lanark: Greyfriars	Independent charge	1 MWS	One building

#### What this will look like in five years’ time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	New forms of church life	Charges continue unadjusted with a review and evaluation of the project in Year 2 to allow decisions to be made on the future shape of the project at the third annual review of the Mission Plan.	Different
Staffing	2 x 0.5 MWS	2 x 0.5 MWS	Same

#### Commentary

The proposals being developed by St John’s and Greyfriars allow for a pioneering approach to delivering mission in the digital age within the context of a parish ministry. The decision on how these proposals should proceed has challenged MPAG in our deliberations, largely as it is contrary to conventional Church thinking, but there is also a recognition that innovation is not a new phenomenon, and our recommendation to Presbytery is that this opportunity should be given time to develop during the currency of the plan. It was noted in the initial proforma submissions made, that both congregations considered that these proposals could be delivered with the allocation of the 2 x 0.5 FTE posts as detailed above. To assist Presbytery in considering both this proposal and the wider opportunities that it may present in other areas, the recommendation is that this proposal should be given time to develop but is to be the subject of a full review by year three of the plan.

At annual evaluation MPAG would recommend that the Implementation Group develop a close working relationship to review how it can assist in its development and consider what other wider developments might contribute to its success. MPAG would also suggest that consideration is given to how this proposal could be developed to cover other parts of the Presbytery. As with all other congregations in the Presbytery, a status report can be made to Presbytery as part of the annual review.

We note that the agreed Proforma indicated that the Kirk Sessions were confident that the two 0.5 MWS would be able to meet the congregation and parish responsibilities of ministry. At the event of a vacancy, the Implementation Committee should review whether the Kirk Sessions and the Presbytery retain this confidence, or whether a further review of the plan is required.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Hamilton: St Johns	A	A	Same
Lanark: Greyfriars	A	A	Same

### Commentary

Given the pioneering nature of this proposal, both buildings are to be categorised as A with the proviso that any expenditure associated with the project is reported back to Presbytery for approval.

Given the pioneering nature of this proposal, MPAG’s initial considerations were that both buildings should be categorised as B\* in the previous draft. However, on reflection MPAG have concerns in relation to the wider implications that this categorisation may have for both Lanark and Hamilton and the wider missional needs for these parts of the Presbytery. The Group have spent some considerable time reconsidering this issue and would recommend to presbytery that both the Greyfriars and St John’s buildings should now be categorised as A at this stage, still subject to the proviso that any significant expenditure associated with these proposals are to be reported to and approved by Presbytery. This is not a decision that MPAG have taken lightly, however, it is the considered opinion of the Group that building matters as they affect these important towns should not be “clouded” by the pioneering project being proposed.

Notwithstanding this, MPAG are conscious of the wider planning proposals as they apply to both Lanark and Hamilton and should a material change occur at some point during the life of the plan, Presbytery may choose at that time to review the entire proposals for both towns.

### Summary

**The proposals being developed by this cluster have challenged MPAG in our considerations and we are conscious of the wider scrutiny that is coming from elsewhere in the Presbytery and the central church. Both congregations are to be applauded for seeking to develop a fresh and innovative approach for the delivery of Mission. Accordingly, having considered the details submitted, MPAG recommend that Presbytery approve this proposal subject to the conditions shown above which is that it is subject to formal review commencing at the end of year 2 and finalised at the end of year 3 and subject to ongoing dialogue with the Implementation Group.**

## CA2 – Holytown, New Stevenston, Newarthill, Kirk O’Shotts

### Missional Statement

- Perform the traditional outreach of the Church by preaching God’s word, caring for our communities, communicating regularly with the congregations.
- Engage in providing Community facilities Foodbank Larder, Community Coffee Morning (Newarthill & Carfin) partner with NHS run Adult Keep Fit Classes (Holytown) Slimming World (Holytown). Allowing Community Works – Isolation (Kirk O’Shotts) AA etc.
- Provide a digital “Thought for the Day” 3 times per week (Wrangholm and Holytown).
- Reaching children/youth by school chaplaincy and youth outreach activities.

### Note

Presbytery should note that whilst this cluster is categorised as “Cross Area” the congregations of Holytown, New Stevenston and Newarthill are geographically located close together, whereas Kirk O’ Shotts is situated some distance away. This however is allowed for in the clustering process to deliver innovative solutions to arise from the “bottom up.” The cluster considered that the inclusion of Kirk O’ Shotts provided additional synergy to the other Churches, and this would assist in the sharing of knowledge.

### Current situation

Name of congregation	Status	Staffing	buildings
Holytown			Two buildings at Holytown
New Stevenston: Wrangholm Kirk	Linked charge	Vacant	One building at New Stevenston: Wrangholm Kirk
Kirk O’Shotts	Linked charge	Vacant	One building
Newarthill & Carfin	Independent charge	1 MWS	One building

*Note- Kirk O’Shotts is currently linked with Chapelhall outwith this cluster and these congregations have chosen to engage with different clusters.*

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single united charge	Single united charge	Same
Staffing	1 x 1.0 MWS 1 x 0.5 MDS	1 x 1.0 MWS 1 x 0.5 MDS	Same

### Commentary

MPAG are in broad agreement with the Cluster proposals detailed above and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Holytown church	B*	B	Different
Holytown separate halls, separate site	B*	A	Different
Kirk O’Shotts church ( <i>B Listed</i> )	B	B	Same
Kirk O’Shotts Salsburgh separate halls separate site	A	A	Same
Newarthill & Carfin church	B*	A	Different
New Stevenston: Wrangholm Kirk church	B	B	Same

## **Commentary**

In relation to the cluster proposals, these provide for the closure of Kirk O' Shotts Church along with retention of its hall; and the closure of Wrangholm Kirk. MPAG are happy to recommend these to Presbytery with closure of the Wrangholm and the Kirk O'Shotts church buildings which should take place by June 2025. In addition, whilst currently outwith this cluster, the development of an ongoing dialogue with the Shotts Calderhead and Erskine/Allanton congregation is to be encouraged to ascertain if skills and resources might be shared.

As part of MPAG's deliberation's, consideration was given to the future of both the Newarthill and the Holytown buildings. Following inspection, the Halls at Holytown were noted to have been extensively rebuilt/refurbished and were found to be in good condition. The Holytown Church which comprises a separate building was noted to be of traditional construction providing limited flexibility outwith Sunday worship and this coupled with the likely strain of retaining an additional building of this type would place on the new congregation, it was considered for closure.

A review of the Newarthill buildings was undertaken and whilst MPAG are aware of certain outstanding repairs issues which are now being progressed, the Group did not consider these to have an impact on the planning outcome. In addition, when viewed beside Holytown, Newarthill was noted to be of more modern construction and has better flexibility of use, and this has led MPAG to recommend closure of the Holytown Church but retention of the Halls. MPAG consider the accommodation Newarthill and Carfin has the capacity to meet the current and future missional needs of the new charge and regrettably this will mean the closure of the Holytown Church which should take place by June 2025 or the date of Union if earlier.

Whilst the proposals received from the cluster designated Newarthill and Carfin as B\* as detailed above the recommendation from MPAG is that this should be categorised as A and would form the main place of worship for the cluster.

## **Summary**

**This is an example of how the clustering process has been embraced by congregations to share resources and synergies in ways perhaps not initially thought possible. There are still challenges ahead in establishing an identity for this new united charge covering an extensive area and utilisation of the 0.5 x MDS post will be key to taking matters forward. MPAG would recommend that this post is filled as quickly as possible after the Union takes place. There may be a requirement for facilitation to be provided to achieve a smooth transition towards this new single united charge and this should be provided and utilised if necessary.**

East Area

## East Area Overview

The East area is made up of the charges from the Airdrie area to the top north and east section of the Presbytery. This is not easily/clearly defined in terms of the geography of the Presbytery. The main towns of Airdrie and Falkirk can date their history back to 1141 for Airdrie, and at least to a Roman fort along the Antoine wall in the case of the Falkirk area. The East area is governed in civil law by part of North Lanarkshire Council and most of Falkirk Council.

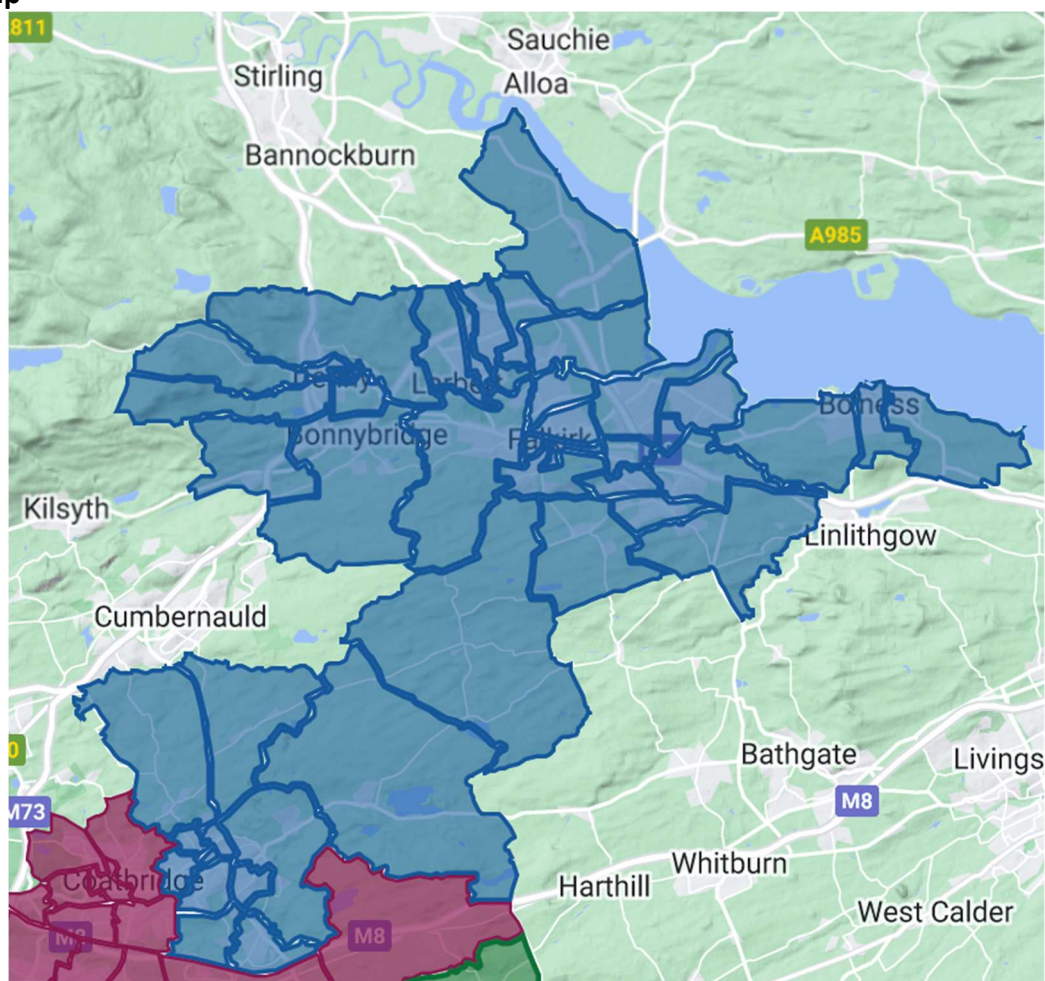
Historically Airdrie was known for its weaving trade, whilst Falkirk was once an industrial area based around Iron Works, cotton mills, coal mines and foundries. In the East area these have disappeared over the last hundred years and the only heavy industries that remain are to be found along the Forth in Grangemouth and Bo'ness and are mainly petrochemical related. Within Airdrie, historic immigration from the Highlands and Ireland in the mid-1800s coupled with large unemployment in the post war era, created a town where industrial estates of small companies which provide a significant amount of employment. Mass employment opportunities centre around employers such as the Albert Bartlett and Son factory in Airdrie, the INEOS petrochemical plant in Grangemouth, and the NHS via the Monklands hospital in Airdrie and the Forth Valley Hospital, based in Larbert, just outside Falkirk. Within the East area there is also a significant farming community.

The area is dominated by good commuter links, via road and rail to the major cities and towns of the central belt, including Edinburgh, Glasgow, Stirling, Paisley, Motherwell and Hamilton. This has led to the East area becoming largely a commuter zone, with many people travelling for work, east and west to the major cities of Edinburgh and Glasgow.

## Clusters

As the new planning group started its work, every congregation was asked to form into clusters of two or more congregations. Most clusters that have formed are of geographically adjacent Parishes that have much in common. The non-contiguous cross border cluster between the West and East areas will be considered by MPAG within the West Area.

## East Area Map



## East Area Allocations

<b>East</b>		
<b>Identifier</b>	<b>Congregations within cluster</b>	<b>Cluster Allocation</b>
E1	Bonnybridge, Denny etc: St Helens, Denny: Old, Denny: Westpark, Dunipace, Haggs	<b>2.5</b>
E2	Upper Braes - Blackbraes and Shieldhill, Brightons, Muiravonside, Slamannan	<b>2</b>
E3	Lower Braes: Falkirk: Laurieston, Polmont: Old, Redding and Westquarter	<b>1</b>
E4	Grangemouth: Abbotsgrange, Grangemouth: Kirk Of The Holyrood, Grangemouth: Zetland	<b>1.5</b>
E5	Airdrie: Clarkston, Airdrie: Cairnlea, Calderbank, Chapelhall	<b>2</b>
E6	Bo'ness: Old, Bo'ness: St Andrews	<b>1</b>
E7	Falkirk: Grahamston, Falkirk: Bainsford LEP	<b>.5</b>
E8	Camelon and Falkirk: Trinity	<b>2</b>
E9	Larbert: Airth, Larbert: East, Larbert: Old, Larbert: West, Stenhouse and Carron	<b>2</b>
E10	Larbert, Falkirk and Bothkennar	<b>1</b>
E11	Airdrie: Jackson, Airdrie: New WellWynd, Airdrie: St Columbas	<b>2</b>
E12	-Airdrie Central and Villages: Caldercruix, Longriggend, Airdrie: High, Airdrie: New Monklands, Greengairs	<b>1.5</b>
	<b>TOTAL</b>	<b>19</b>

Please note – The Cross Area cluster which includes Kirk O’Shotts will be considered in this plan within the West Area.

## E1 – Bonnybridge, Denny, Dunipace and Haggs

### Missional Statement

- **Promote The Good News:** Engaging all ages, with age and setting appropriate mission for Messy Church, uniformed organisations, care homes etc. School chaplaincy, use of social media in preaching, prayer support and Bible study generating enthusiasm and growth. Encourage and develop Lay led services etc.
- **Nurture:** make people feel welcome, nurture gifts and talents, engage in active prayer life and Bible study.
- **Loving Service:** Partner with other community groups Support for local organisations e.g. foodbank and hospice etc.
- **Prophetic Voice:** Regular prayer time, supporting charities, speaking out against injustices, raising awareness of injustices at home and abroad. Giving to Christian Aid, Crossreach, Driving Force etc.
- **Creation:** Raising awareness of God’s creation and good stewardship across the community. Educating all in eco-practice, teaching Christian stewardship and ensuring that all users of church premises embrace the stewardship ethos.
- **Working together:** Practices such as transport sharing, sending emails etc.

### Current situation

Name of congregation	Status	Staffing	buildings
Bonnybridge: St Helens	Independent charge	Vacant	One building
Denny: Old (linked with Haggs) Haggs (linked with Denny Old)	Linked charge	1 MWS	One building at Denny: Old Two Buildings at Haggs
Denny: Westpark	Independent charge	1 MWS	One building at Denny: Westpark
Dunipace	Independent charge	1 MWS	One building at Dunipace

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Final outcome of Single United Charge with Basis of Team Ministry	Final outcome of Single United Charge with Basis of Team Ministry	Same
Staffing	Interim steps <i>Either</i> 2 x 1.0 inducted MWS 1 x 0.5 MDS or 1 x 1.0 inducted MWS 1 x 1.0 MDS 1 x 0.5 MDS	Interim steps <i>Either</i> 2 x 1.0 inducted MWS 1 x 0.5 MDS or 1 x 1.0 inducted MWS 1 x 1.0 MDS 1 x 0.5 MDS	Same

### Commentary

MPAG are in broad agreement with the cluster proposals detailed above and are happy to recommend these to Presbytery. MPAG have noted that it is planned that the Ministry adjustments will require an implementation phase moving towards a single united charge. The cluster has agreed a possible shape for



this implementation phase as: *charge one* Union of Denny: Old and Haggs with 1 minister MWS; *charge two* Union with Bonnybridge: St Helens with either Denny: Westpark or Dunipace, with 1 minister MWS; *charge three* comprising the other congregation not in Charge two (Denny: Westpark or Dunipace) remaining unadjusted, with 0.5 FTE MWS.

MPAG would recommend that the cluster meet as quickly as possible to “agree” the shape of ministry in the implementation phase, which can then be delivered early in the next stage.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Denny: Old church ( <i>B Listed</i> )	B*	B*	Same
Haggs church ( <i>C Listed</i> )	B*	B	Different
Haggs separate halls, separate site	B*	B	Different
Bonnybridge: St Helens church ( <i>C Listed</i> )	B*	A	Different
Denny: Westpark church	B*	B*	Same
Dunipace church	B*	B*	Same

*The cluster were unable to agree which buildings should be retained and MPAG have had to decide on the proposed outcome.*

### Commentary

It is clear to MPAG that for the delivery of mission, this will require the Church to maintain a strong presence within Denny. However, in order to address this requirement and accommodate the initial phased approach, the Group were unable at this stage to ascertain if this should be delivered from Denny Westpark or Denny Old. Accordingly, in this instance and to allow full consideration on this important aspect, a decision on this is to be made before the date of the final union. On this basis, both shall be categorised as B\* with a choice being made by the parties in consultation with the Implementation Group following which the other building will close. In addition, MPAG are happy to recommend the retention of Bonnybridge St Helen’s due to its location to the south of the town and the missional need to retain a presence within this part of Bonnybridge. MPAG also noted that the building was in reasonably good condition.

MPAG were extremely encouraged by the proposals that came from the cluster in considering the possibility of a new build suite of halls which would better serve the needs of this part of the Presbytery. These proposals appear to be at a very early stage in their development and MPAG would commend the cluster for these bold proposals, but given the extensive work required to secure a suitable site; agree on the design and specifications; costings; arrange planning and statutory consents; along with securing an appropriate funding mechanism; it is unlikely that this could be delivered during the currency of this mission plan. It should be stressed that the recommendations detailed above should not preclude these proposals being explored and developed further and brought back to Presbytery if appropriate at subsequent reviews.

MPAG also considered the retention of the Dunipace church building, but due to its close proximity to others nearby which, coupled with the revenue costs associated with running so many buildings, has led to a recommendation that it should close. Having regard to the long-term aim of a single united charge, MPAG consider that the Church may be required during the implementation stages and accordingly to accommodate this it shall be designated as B\* until the position is clarified, following which it will close.

The Haggs church is situated on a busy road close to the entrance and exit from the M80 nearby and has limited parking available adjacent to the sanctuary. It is also considered that the halls will require a

programme of upgrading works and this coupled with the split layout has led MPAG to recommend that these should both be categorised as B. Accordingly, the Higgs church and halls shall close by June 2025 or the date of union when agreed.

### **Summary**

**It is encouraging that the cluster have been able to agree the shape of ministry for this part of the Presbytery, however, further work is required in relation to the implementation stages. It is recommended that the cluster engage quickly to address these issues and if necessary that the appropriate assistance is provided to facilitate this in early course.**

## E2 – Upper Braes (Brightons, Blackbraes, etc)

### Missional Statement -

- Develop Worship, Prayer Baptisms, Children's Ministry, Youth Work, utilising Elders' districts/pastoral groupings to deliver mission including home communion etc.
- Support Young people's activities: Belong, Pre 5's, Martha's Pantry, Baby baskets, Friends of Jesus Knitting/clothing gifts.
- Sustain Alpha and Bible Study across the congregations.
- Foster Prayer circles.

### Current situation

Name of congregation	Status	Staffing	Buildings
Blackbraes & Shieldhill	Linked charge	Vacant	One building at Blackbraes & Shieldhill
Muiravonside			One building at Muiravonside
Brightons	Independent charge	1 MWS	One building at Brightons
Slamannan	Sisted Vacancy	n/a	One building at Slamannan

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge with a Local Mission Church	Single United Charge with a Local Mission Church	Same
Staffing	1 x 1.0 inducted MWS, 2 x 0.5 MDS	1 x 1.0 inducted MWS, 2 x 0.5 MDS	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Blackbraes & Shieldhill church	B	B	Same
Brightons church ( <i>C Listed</i> )	A	A	Same
Muiravonside church ( <i>B Listed</i> )	B	B	Same
Slamannan church ( <i>B Listed</i> )	A	A	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery. The closure of both Blackbraes & Shieldhill and Muiravonside shall take place by June 2025 or the date of union when agreed.

### Summary

**This is a clear example of how the clustering process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing the challenges that this has created.**

## E3 – Lower Braes

**Missional Statement - To achieve a mission plan for the area that “tunes” in with the plan God has for us. Mission will be delivered in the midst of ongoing community engagement and communication, and our connection with God remains the heart of the plan.**

- Taking time to grow together.
- A shared desire to respond to human need, of our communities.
- Increase the involvement of children and young people.
- Maintaining relationships with non-members who use the church and/or hall.

### Current situation

Name of congregation	Status	Staffing	buildings
Falkirk: Laurieston	Linked charge	Vacant	Two buildings at Falkirk: Laurieston
Redding & Westquarter			Two buildings at Redding & Westquarter
Polmont: Old	Independent charge	1 MWS	Two buildings

### What this will look like in five years' time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS,	1 x 1.0 inducted MWS,	Same

### Commentary

MPAG are in broad agreement with the cluster proposals and are happy to recommend these to Presbytery. Presbytery will note that the previous draft plan allocated an “additional” 0.5 x MDS post which was unallocated as a result of the methodology used to allocate ministry and this additional post was made to address “rounding issues.” However, following review of the proposed dissolutions which caused concern to Presbytery, regrettably this “additional post” now needs to be reallocated for this purpose. Given the changes being recommended for these congregations, MPAG would strongly recommend that Presbytery consider the allocation of an OLM or Reader to assist with the anticipated workload.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Redding & Westquarter church	B*	A	Different
Redding & Westquarter separate halls, same site	A	A	Same
Laurieston church	B*	B	Different
Laurieston separate halls, same site	A	A	Same
Polmont Old church ( <i>B Listed</i> )	B*	B	Different
Polmont Old separate halls separate site	A	A	Same

### Commentary

In its deliberations, MPAG were conscious that the ministry outcome for this cluster was for the allocation of 1 x 1.0 MWS and this brings with it a practicality in terms of the minister “covering the ground” and this coupled with the costs of retaining a number of buildings has led MPAG to focus on the needs for the delivery of mission. Notwithstanding these challenges, the recommendation is that the main place of worship for the cluster shall be at Redding and Westquarter where the church and halls will be designated as A. This is on the basis that they provide relatively modern well-equipped accommodation which was noted to be in fairly good condition and is ideally situated within the community to meet the future needs for this area.

The wider missional needs for the area were considered in detail and the recommendation to Presbytery is that both the Laurieston Halls and Polmont Old Halls shall be retained for missional purposes. In terms of the Laurieston church and halls, whilst these are situated on the same site, they comprise two separate buildings and it is considered that disposal of the church should not be an issue. This outcome means that a missional presence is being maintained in all places. Regrettably, due to the practicalities of retaining additional buildings and the financial aspects associated with this, the recommendation of the Group is for closure of the Laurieston Church building and similarly the closure of the Polmont Old Church building. This is on the basis that both buildings are larger than required for the needs of the cluster and has led MPAG to recommend closure. These building shall close by June 2025 or the date of Union if earlier.

### **Summary**

**The cluster are to be commended for the manner in which they have arrived at agreement on the shape of ministry for this part of the Presbytery. Whilst closure is being recommended in relation to the Laurieston and Polmont Old Churches, it should be noted that a missional presence is being retained at both which will allow mission to continue and flourish.**

## E4 – Grangemouth

### Missional Statement - “To reach the people of Grangemouth to know the love of our Saviour Jesus Christ”

- Create Worship that is diverse, inclusive, and relevant for all.
- Encourage interaction with youth and the wider community, centred around the school chaplaincy, uniformed organisations, youth groups, toddlers’ groups, friendship crew (teens) etc.
- To provide community outreach through the Community pantry, CAP, Prison outreach, Strathcarron Hospice, local foodbank provision.
- Engage with the issues relevant to the wider community through links with Street Pastors, setting up more house groups based in local cafés.
- Join together as Churches to promote the musical mission through choirs, musical evenings and events, and other social events e.g. film nights, garden activities etc.

### Current situation

	Status	Staffing	Buildings
Grangemouth: Abbotsgrange church	Independent charge	Vacant	One building
Grangemouth: Kirk of the Holy Rood church	Independent charge	1 MWS	One building
Grangemouth: Zetland church	Independent charge	1 MWS	One building

### What this will look like in five years’ time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	
	<u>Phase one</u> Charge One Union of Grangemouth: Zetland and Grangemouth: Abbotsgrange	<u>Phase one</u> Charge One Union of Grangemouth: Zetland and Grangemouth: Abbotsgrange	
Adjustment	Charge two Existing charge Grangemouth: Kirk of the Holy Rood	Charge two Existing charge Grangemouth: Kirk of the Holy Rood	Same
	<u>Phase two</u> Union of charge one and charge two 1 x 1 inducted MWS 1 x 0.5 MDS	<u>Phase two</u> Union of charge one and charge two 1 x 1.0 inducted MWS 1 x 0.5 MDS	Same
Staffing			

### Commentary

MPAG are in broad agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Grangemouth: Abbotsgrange church	B	<b>B</b>	Same
Grangemouth: Kirk of the Holy Rood church	B	<b>B</b>	Same
Grangemouth: Zetland church ( <i>B Listed</i> )	A	<b>A</b>	Same

### Commentary

MPAG are in broad agreement with the cluster proposals and are happy to recommend these to Presbytery. MPAG would recommend the closure of the Abbotsgrange Church by June 2025 or as soon as practicable to allow for an orderly transition. In relation to the Kirk of the Holy Rood, this should close by June 2027 or the date of union when agreed.

### Summary

**During the clustering process both facilitation and mediation were employed to enable to creation of the proforma submission. On the recommendation of Place for Hope there is a phased progression towards the ultimate aim of one united charge for Grangemouth.**

## E5 – Airdrie: Cairnlea, Calderbank, Clarkston and Chapelhall

### Missional Statement – To proclaim the good news of the Kingdom.

- Worshipping together lies at the heart of the largest gatherings in each area and fuels the involvement of members in additional activities e.g. Sunday Family lunches etc.
- Youth organisations in all 4 churches are well attended and flourishing. Holiday Clubs are delivered in 3 of the churches along with Messy Church, Toy Library.
- Continue to foster the various Guilds and Senior Citizen groups which are well attended and appreciated by those who attend.
- Making the buildings available for wider community use, working together in the community – community fun days and events, remembrance services at local memorial summer & Christmas Fetes and Entertainment evenings and fundraising.
- Develop A 'Seasons for Growth' Project operating on both church and school sites.

### Current situation

Name of congregation	Status	Staffing	buildings
Airdrie: Cairnlea	Linked charge	1 MWS	One building at Airdrie: Cairnlea
Calderbank			One building at Calderbank
Airdrie: Clarkston	Independent charge	1 MWS	Two buildings
Chapelhall	Linked charge	Vacant	Two buildings

*Note- Chapelhall is currently linked outwith cluster with Kirk O'Shotts, these congregations have chosen to engage with different clusters.*

### What this will look like in five years' time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge with Basis of Team Ministry	Single United Charge with Basis of Team Ministry	Same
Staffing	2 x 1.0 inducted MWS on Basis of Team Ministry	2 x 1.0 inducted MWS on Basis of Team Ministry	Same

### Commentary

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Airdrie: Clarkston church ( <i>C Listed</i> )	B	<b>B</b>	Same
Airdrie: Clarkston separate halls, same site	A	<b>A</b>	Same
Airdrie: Cairnlea church ( <i>B Listed</i> )	A	<b>A</b>	Same
Calderbank church ( <i>C Listed</i> )	B*	<b>B*</b>	Same
Chapelhall church ( <i>B Listed</i> )	B*	<b>B*</b>	Same
Chapelhall separate halls, same site	B*	<b>B*</b>	Same



## **Commentary**

The cluster are to be commended for the manner in which they have approached the process and Presbytery should note that MPAG are in agreement with the proposals submitted in relation to the buildings to be retained subject to the comments detailed below.

The Cairnlea church and halls are an exemplar for the Church in securing external funding which has resulted in the upgrade and modernisation of its buildings which are well placed to take the mission of the Church forward within Airdrie. Presbytery would encourage any other congregations seeking to develop similar projects to learn from Cairnlea's experience.

In addition, the retention of the halls at Clarkston are recommended to Presbytery with closure of the church by June 2025.

Whilst the initial draft plan recommended closure of both Calderbank and Chapelhall, inspections have taken place and MPAG have reviewed the proposed outcome. After review, both have been designated as B\* with a report on the future to be made to Presbytery by June 2027.

In relation to Chapelhall, it was noted that the church and halls are located within an extremely constrained site with poor access and limited parking available, and this coupled with the changes in levels makes access to the halls challenging for those with mobility issues. The buildings were noted to be in fair condition but will require expenditure in the medium to long term. Notwithstanding this, MPAG consider that there are sufficient missional needs to retain a presence within Chapelhall, however this has to be based on a defined plan of missional activities along with building and funding proposals which are to be developed and reported to Presbytery by June 2027.

Calderbank is similarly located within one of the outlying Airdrie villages and comprises a larger suite of buildings than are ideally required for the future needs in this location. Following inspection, it was noted that the main sanctuary is of traditional construction with fixed pews with the halls to the rear. The congregation are looking to explore ways of rationalising their accommodation to better meet the needs of this part of Airdrie and this could potentially involve the demolition and sale of an area of ground to the rear for residential development, with the capital receipt being used to fund the repurposing works for the main sanctuary. This proposal has to be based on a defined plan of missional activities as opposed to simply reconfiguring and retaining the building. Accordingly, it is recommended that the congregation develop a detailed plan for the missional activities and building proposals for this part of Airdrie and this is to be delivered to Presbytery by June 2027.

## **Summary**

**MPAG would commend the cluster for the manner in which they have worked together in delivering a plan which has the broad agreement of MPAG. It is clear that mission is flourishing within this part of Airdrie.**

**Missional Statement - To deliver mission within the Bo’ness area of the Presbytery**

- Provide welcoming & inclusive worship services in varied styles & times to allow growth and exploration of faith.
- Create opportunities for people to use their gifts in worship & service.
- Strengthening existing, valued activities and outreach to the community; e.g. The Boys' Brigade, Youth Café, Messy Church, Cray Café, Food Pantry, Toilet twinning, Tuesday Club, Breakfast Club, 24-hour prayer vigils, Bounce Higher/Youthwork programmes, Raised Beds/gardening group, Tesco Fair-share scheme, Alcoholics Anonymous, Homestart Programme, Cafe Connect etc.
- Become an eco-congregation.
- Expand the work being undertaken with other denominations and agencies locally, nationally & internationally promoting peace and justice.

**Current situation**

Name of congregation	Status	Staffing	buildings
Bo’ness: Old	Independent charge	1 MWS	One building
Bo’ness: St Andrews	Independent charge	Vacant	One building

**What this will look like in five years’ time**

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

**Commentary**

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery. This union is among very few charges that have been designated as a priority for the deployment of an additional OLM or Reader which reflects the likely increased workload.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Bo’ness: Old church ( <i>B Listed</i> )	A	A	Same
Bo’ness: St Andrews church ( <i>B Listed</i> )	B	B	Same

**Commentary**

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery. Bo’ness St Andrews to close by June 2025 or the date of union.

**Summary**

**This is a clear example of how the clustering process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing the challenges that this has created.**

## E7 – Falkirk: Grahamston United LEP and Bainsford

### Missional Statement – Falkirk Bainsford uniting with existing Ecumenical Partnership.

- Promote the work of the Pastoral Care Teamwork under the direction of the Minister to enhance friendship group, to bring into fellowship the two congregations.
- Develop the work of the Church organisation from Sunday School, Guild, 1st Falkirk Boys' Brigade Company, which was founded in 1889, meets weekly in the Church halls and consists of Senior, Company, Junior and Anchor Boys Sections. 8th Falkirk Brownies.
- Reach out to the parish with regular communication through a Christmas card, Christmas activities, website, Facebook and twitter along with a brief notice in the local press.
- Support outreach including supporting Charities such as Christian Aid, Blythswood Care, Falkirk Foodbank, Salvation Army Christmas Gift Initiative, Alzheimers UK, Crossreach through used stamps, Falkirk Homeless Project and The Leprosy Mission.
- Enhance the eco-congregation award recently awarded.

Note: As a Local Ecumenical Partnership, Falkirk: Grahamston United lies outwith the Presbytery Mission Planning process. However, as Falkirk Bainsford has requested to be incorporated into the LEP, MPAG includes this outcome within the draft Presbytery Mission Plan.

#### Current situation

Name of congregation	Status	Staffing	buildings
Falkirk: Bainsford	Independent Charge	Vacant	One building

#### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome
Adjustment	Incorporation of Bainsford into existing Falkirk: Grahamston United LEP.	Incorporation of Bainsford into existing Falkirk: Grahamston United LEP.
Staffing	Allocation of 0.5 FTE MWS already made to LEP	Allocation of 0.5 FTE MWS already made to LEP

#### Commentary

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome
Falkirk: Bainsford church	B	B Same

#### Commentary

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery. The Falkirk Bainsford building shall close at the time of the incorporation into the Local Ecumenical Partnership. Presbytery should note that whilst the Grahamston building is within the LEP, ownership sits with the General Trustees.

#### Summary

**Whilst the Cluster outcome here differs from the methodology applicable elsewhere in the Presbytery, by virtue of this being an LEP, it still demonstrates a clear example of how the process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing the challenges that this has created.**

## E8 – Camelon and Falkirk Trinity

**Missional Statement: to serve God and the community of Falkirk in many diverse and imaginative ways.**

- Continue to offer and invite all, especially newcomers to join in shared worships that is welcoming, relevant, and inclusive.
- Under the umbrella of our Family Life Centre support several wellbeing and community initiatives - Seasons for Growth Bereavement Support, Play Therapy, Tots and Toddlers, Men's Shed, Music Shed, Age Concern etc.
- Provide regular and active support to groups such as AA, GA, CA. Included also is “Labelled with Love,” an initiative providing school uniforms/clothing and food for those in need but also now responding, where possible, to needs identified by partner agencies of which there are a number.
- Use the informal cafe for a gathering as a point of contact and support in the community and beyond, of any faith or none.
- Foster the traditional church organisations as part of the Church fellowship from Girls' Brigade and Boys Brigade, and Guild and continue to support local charities such as the local foodbank
- Host the local Street Pastors each weekend and make contact with town centre businesses through Christmas and Easter cards, and involvement in Workplace Chaplaincy.
- Our Wider World Group supports various charities including Christian Aid, Vine Trust, Water Aid, Tradecraft, Mary's Meals and others through prayer, donations and practical support. e.g. A group has been to Tanzania to work on a project with the Vine Trust at Kazunzu.
- Continue to provide a Charity shop in the Main Street in Camelon, offering clothes and household goods etc for families with a limited income. Also encouraging interaction with many vulnerable and lonely individuals. This also provides a valuable opportunity to share information on social events within the church and informing about church groups.
- Work closely with Falkirk Foodbank, allowing the giving and distribution of furniture, household goods and clothes to those in most need.
- Use community events such as Remembrance Day service, Christmas Carols at Tesco, in order to connect with the community and invite them to Church events such as the monthly lunches where a guest preachers conduct a short act of worship prior to the discussion and meal.

*Note: Clustering has not worked for these congregations, therefore individual submissions from the Kirk Sessions were received by MPAG and after consideration the following recommendations were made in relation to the plan outcome.*

### Current situation

Name of congregation	Status	Staffing	buildings
Falkirk: Camelon	Independent charge	Vacant	Three buildings
Falkirk: Trinity	Independent charge	1 MWS	One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome
Adjustment		2 Independent Charges Different
Staffing		1 x 1.0 inducted MWS 1 x 1.0 MWS (Transitional Ministry) Different

*Note - These congregations could not reach cluster agreement for what any change may look like.*

## Commentary

Although a union of these congregations was proposed in the previous draft, MPAG have reflected further on the failure to reach a local agreement, and significant divergences in the mission focus, strengths and challenges of each congregation. Falkirk Trinity has town centre ministry and a congregation more widely drawn, while Camelon ministers within a large and distinctive housing area. Given the two ministry posts available to this cluster, it is concluded that two distinct congregations better serve their mission at this time – although both congregations are urged to seek deeper relationships with other local congregations that may lead to further ministry adjustments beyond the lifetime of this plan.

In the case of Trinity, it is recommended that this congregation remain unadjusted, as a congregation with the resources and ministry to continue to build on its flourishing town centre ministry.

In the case of Camelon, it is recommended that Presbytery work with the congregation to process an application for a Transition Ministry. The terms of this application should be to assist the congregation in developing a sustainable and revitalised worshipping community within the Camelon area and, over its course, to develop strong relationships with other congregations in the greater Falkirk area, where shared ministry or readjustment might occur beyond the lifetime of this plan. Informal conversations with the Interim and Transition Ministry Team lead MPAG to believe that Camelon would be well placed for a Transition ministry application. However, should this be unsuccessful further reflection would be required by the Implementation Committee, and a revaluation of this part of the Presbytery before the first annual review

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Falkirk: Camelon church		B*	Different
Falkirk: Camelon Dorrator Road separate halls, same site		B*	Different
Falkirk: Camelon Brown Street separate building, separate site		B*	Different
Falkirk Trinity church (A Listed)		A	Different

*Note - These congregations could not reach cluster agreement for what any change may look like.*

## Commentary

MPAG have considered the distinct needs of these congregations. The mission of Falkirk Trinity in the town centre requires that building be retained. In the case of Camelon, the mission within this large area, makes it vital that a physical presence be retained. However, to ensure the longer-term sustainability of such a presence, we recommend that buildings be rationalised, and only one retained. We had previously made a recommendation here on which building be retained. However, the General Trustees have more recently raised practical and legal concerns that require further exploration before a decision can be made. We therefore recommend that all the Camelon buildings are categorised B\*, with a determination to be made, with the assistance of the General Trustees within six months. The buildings not chosen should be categorised B and disposed of by June 2025 or sooner. This process need not necessarily await the outcome of the Transition Ministry application.

## Summary

**Notwithstanding the challenges that the clustering process has presented to both congregations, MPAG were extremely encouraged by the distinct opportunities each has presented for the delivery of mission in this part of the Presbytery. Whilst the recommendations detailed above provide exciting opportunities, this is simply the first stage of this journey for these congregations and as part of this process, both are encouraged to explore the opportunities presented and look wider to consider forging links with other congregations on the area which could in turn lead to further opportunities being developed.**

**Missional Statement - To proclaim the Good News of the Kingdom in varied and innovative ways**

- Engage all the local communities in the life and work of the new congregation
- To move the new congregation forward in a supportive and sensitive way to respond to local needs.
- Foster all aspects of pastoral care- visits, remembering special occasions + services
- Working with young people Larbert Churches Youth Trust- with SU school activities and the holiday clubs Support of pupils at LHS suffering from deprivation and supporting ‘the Diner’
- Keep Larbert Stenhousemuir Beautiful- work with local community, foodbank
- Have a Parish Outreach Worker working in primaries and with families

**Current situation**

Name of congregation	Status	Staffing	buildings
Airth*	Independent Charge	0.5 MWS (reviewable tenure)	One building
Larbert: East	Independent Charge	Vacant	One building
Larbert: West	Independent Charge	Vacant	One building
Stenhouse & Carron	Independent Charge	Vacant	One building

**What this will look like in five years’ time**

Ministry	Cluster agreement*	Presbytery Mission Plan outcome	
Adjustment	Single united charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS 1 x 1.0 MDS	1 x 1.0 inducted MWS 1 x 1.0 MDS	Same

**Commentary**

Within the initial draft plan, it was suggested that Larbert Old be placed within this cluster. On reflection MPAG are content to revert to the original proforma proposals for a single united charge retaining a presence at Larbert East. \*It was noted that whilst there was general agreement from the Cluster, the congregation of Airth were not in agreement with the “proposals”, however after due consideration MPAG are content to recommend the consensus position as agreed by the other Churches for a single united charge.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Airth church ( <i>B Listed</i> ) *	B	B	Same
Larbert East church ( <i>B Listed</i> )	A	A	Same
Larbert West church	B	B	Same
Stenhouse & Carron church ( <i>A Listed</i> )	B	B	Same

**Commentary**

MPAG are in broad agreement with the consensus position as agreed by the cluster (noting the position of Airth) but are happy to recommend these to Presbytery.

**Summary**

**This outcome demonstrates some of the challenges that have arisen in the clustering process, where it has often proved to be difficult to secure full agreement across what is a “Broad Church” and it should be stressed that there is no criticism of any of the congregations involved, but this perhaps highlights the issues that the wider Church faces in planning for the future.**

## E10 – Larbert, Falkirk and Bothkennar

### Missional Statement

- To share the time talent and wealth to support congregations and outreach within the community.
- Enriching our mission, spiritual and practical outreach across the area.
- Strengthen links with our congregations.
- Build up the church by sharing our practical and theological skills, combining traditional and contemporary forms of worship.
- Bring the gospel of Christ to people by social media, magazine drops, open days, with a revival ministry based on faith, pastoral care, discipleship and mission.
- Attract families in ‘new build estates’ to disseminate the message of Good News.

### Current situation

Name of congregation	Status	Staffing	buildings
Bothkennar & Carronshore	Independent charge	1 MWS	Two buildings
Falkirk: St Andrews West*	Independent charge	1 MWS	One building
Larbert: Old	Guardianship	Vacant	Two buildings

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge*	Single United Charge	Different*
Staffing	1x1.0 inducted MWS*	1 x 1.0 inducted MWS	Different*

**\*Note** - Falkirk St Andrews West did not participate in the Clustering process, and within the September 2023 draft were considered for dissolution. However, on review MPAG have adjusted the Cluster proposals from Larbert Old and Bothkennar & Carronshore to include Falkirk: St Andrews West. On this basis, it should be stressed that the adjusted cluster did not meet to reach any agreement on building or ministry.

### Commentary

Presbytery will recall that in the draft plan of September 2023, MPAG recommended including Larbert Old in the proposed wider Larbert union (E9), along with the dissolution of both Bothkennar & Carronshore and St Andrews West. However, after further reflection, and a wider consideration of the missional needs of this area this has been reviewed and it is no longer proposed to dissolve these congregations. MPAG consider that these revised proposals before Presbytery meet the missional needs of the Plan.

In the initial phase of clustering, Larbert Old and Bothkennar & Carronshore clustered together and their submission to MPAG suggested a union, creating a non-conjoined parish lying at the east and west of Larbert. However, Larbert Old did express misgivings about the Cluster submission, particularly concerning the retention of two buildings. Similarly, Bothkennar & Carronshore also indicated concerns, including anxiety over increased ministerial workload, which seemed to be based on an assumption that both Churches would continue as places of worship. It appeared to MPAG that there was an underlying assumption that the Union would function more like a linkage, and this could only function with “more” ministerial resources than were available to the cluster.

Falkirk: St Andrews West did not engage in the clustering process and had declined to become involved with this proposal. The Kirk Session appeared unable to envisage any suitable partner for readjustment



and only the continuation of their status-quo has been suggested. Given the available resources as part of the planning process, MPAG could not recommend a ministry allocation for this congregation without readjustment, which coupled with the extremely close proximity of the building to that of Falkirk Trinity means that maintaining the status quo could not be justified.

Notwithstanding the challenges involved in this process, MPAG were encouraged by the expression of shared missional endeavours between Larbert Old and Bothkennar & Carronshore, who articulated aspects of a common vision, which included “combining our common values, qualities and practices of theological, (combining traditional and contemporary) styles of worship... making use of social media, magazine drops, “open days” and other forms of communication ... to develop a revival ministry based on faith, spirituality, pastoral care, discipleship and mission.” Both congregations spoke of a desire to identify and train members to assist with funerals.

Following review, it is proposed that the appropriate missional shape for this part of the Presbytery is a union of all three congregations, concentrated in one place of worship. In doing this, MPAG are reflecting the past evangelical heritage of all three congregations who are committed to a distinctive preaching ministry, strong discipleship, prayer and bible study, motivating Christian engagement, service and mission. This union would also end Larbert Old’s Guardianship status.

In proposing this, Presbytery should note the non-engagement of Falkirk St Andrews West in the initial and subsequent clustering process and would recommend that the Implementation Group engage with the congregation to ensure their future participation working towards a smooth transition. Should this prove to be problematic, it should not in any way delay the Union or prejudice the ministry allocation of the other two congregations. A phased approach or alternative outcomes for Falkirk St Andrews West may have to be considered.

MPAG consider that this outcome is focused on the needs of the congregations and the mission of their members, with a lesser emphasis on territorial ministry and, for that reason, parish size is not as pertinent in ministry allocation. MPAG would also note that a future revision of parish boundaries in the Falkirk/Larbert area may be desirable as the plan grows and develops.

### Summary

The clustering process has been challenging in arriving at an appropriate shape for the ministry within this part of the Presbytery, not helped in part by the initial proposals made by MPAG. However, having reviewed the matter in some detail, it is proposed that the allocation of 1 x FTE MWS should be deployed across this Union. Having regard to the potential additional workload across all three congregations uniting, it strongly recommended that an OLM or Reader is deployed to assist and to serve the distinctive mission of enabling the people of God in this part of the Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Bothkennar and Carronshore church ( <i>B Listed</i> )		<b>B</b>	Different
Bothkennar and Carronshore separate halls, same site		<b>B</b>	Different
Falkirk: St Andrews West church ( <i>C Listed</i> )		<b>B</b>	Different
Larbert Old church ( <i>B Listed</i> )		<b>A</b>	Different
Larbert Old separate halls, same site		<b>A</b>	Different

## Commentary

MPAG consider that this new united congregation should have one single place of worship which would free it up to concentrate on mission rather than having regard to the realities of funding and the need to constantly focus on building maintenance. This would give rise to the possibility of the new congregation being able to explore other ways of resourcing additional staff. Presbytery should note that all three current congregations are within reasonable driving distances of each other.

In considering which buildings should be retained, it was noted that the Larbert Old church and halls were the most suitable in terms of their location, and this along with the scope that they offer for the future delivery of mission, has led to the recommendation that they are both categorised as A. Whilst the recommendation before Presbytery is for the retention of the Larbert Old buildings, MPAG consider that in the medium to longer term there is further scope to repurpose/redesign these buildings going forward. In addition, in the wider context of Larbert it is considered a town of this size is sufficient to justify the retention of the Larbert Old buildings, in addition to the other Larbert congregation in cluster (E9).

MPAG consider that the Bothkennar & Carronshore buildings are not particularly well located being situated to meet the future needs of this new united charge. The church was noted to be situated in a peripheral part of the town where both access and location are problematic; the age and condition of the church would indicate the need for a programme of upgrading in the medium to longer term; the retention of the building would also place financial constraints on the new united charge and this coupled with their lack of flexibility has led MPAG to recommend closure which should take place by June 2026 or at the time of the union.

Similarly, it should be noted that the Falkirk St Andrews West building is located in extremely close proximity to Falkirk Trinity building and given that retention would result in a duplication of resources in a very close proximity, which coupled with its relatively small parish size has led MPAG to recommend closure by December 2027 or at the time of the union.

## Summary

**As detailed above, the clustering process has proved to be extremely challenging for all of these congregations for differing and varied reasons. Both Larbert Old and Bothkennar & Carronshore are to be commended for the positive way that they have engaged with what was, admittedly, a Cluster of necessity, and for their gracious responses after MPAG's miss-steps. The points of common purpose and shared vision that they have found are a starting foundation for a future union. Falkirk St Andrew's West are encouraged to engage with this opportunity and to embrace the challenges that lie ahead for all congregations within the Presbytery and work with their neighbours and with the Presbytery's implementation process.**

## E11 – Airdrie: Jackson, New Wellwynd, St Columba’s

### Missional Statement – “To proclaim the love of God in our parishes”

- Engage in the traditional tasks of ministry and mission through worship, baptism, uniformed organisation along with live streaming of services, Bible study groups.
- Support initiatives that foster children and youth through ‘Santa brunch’, ‘Baptism Bags’, holiday clubs, parish cards for Christmas and Easter, school projects/links.
- Support Compassion, Seasons for Growth Companion programme, Annual Remembering service, Christian Aid, Harvest overseas project, Poppy Scotland, Christmas Appeal, Bereavement remembering services, Maggie’s Centre.
- Offer local snack bar in New Wellwynd
- Continue with charitable events, Fairtrade Fortnight, One World Week, Christian Aid, Earth Hour, Eco Issues and Climate Change link with Airdrie Academy project for needy families.
- Worship and Welcoming Service to introduce community groups and congregation fellowship, fund raising etc.

### Current situation

Name of congregation	Status	Staffing	buildings
Airdrie: Jackson	Independent Charge	1 MWS	One building
Airdrie: The New Wellwynd	Independent Charge	Vacant	One building
Airdrie: St Columba’s (Priority Area)	Independent Charge	1 MWS	One building

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment		Charge one Existing parish of Airdrie Jackson	Different
		Charge two Union of Airdrie: The New Wellwynd and Airdrie: St Columba’s	
Staffing	2 x 1.0 inducted MWS	Basis of Parish Grouping with charge one and two	Different
		Charge one 1 x 1.0 inducted MWS	
		Charge two 1 x 1.0 inducted MWS	

*Note – the submission of the cluster did not specify any type of adjustment.*

### Commentary

At the time the initial draft plan was prepared there were three MWS in place, however, Presbytery should note that the minister of New Wellwynd has recently demitted, and this charge is currently vacant. MPAG

would recommend to Presbytery a phased approach to ministry, on the basis of two charges; the first being Airdrie Jackson; and the second being a union of New Wellwynd and St Columba's. This should be the priority for the cluster who can then consider the development and establishment of a parish grouping in due course.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Airdrie: Jackson church		A	Different
Airdrie: The New Wellwynd church ( <i>B Listed</i> )		A	Different
Airdrie: St Columba's church (Priority Area)		B	Different

*Note – the submission of the cluster did not specify any building classification.*

### Commentary

Whilst the cluster were unable to reach agreement on which buildings should be retained, MPAG are happy to recommend the retention of the Jackson and New Wellwynd buildings as meeting the needs of this part of Airdrie.

During the planning process serious concerns were raised in connection with the repair and safety of the St Columba building, which resulted in this being closed for immediate repairs to be undertaken. These initial repairs have now been completed and the building has, reopened however, it is considered that the long-term rectification of the underlying issues will involve significant expenditure in the medium to longer term. In addition, retention of the church would result in duplication of resources within the town, and this, coupled with its size has led MPAG to recommend that it should close by June 2025 or the date of Union if earlier.

### Summary

**MPAG would commend the cluster for the manner in which they have worked together in delivering a plan which has the broad agreement of MPAG. It is clear that mission is flourishing within this part of Airdrie.**

## E12 – Airdrie: Central and Villages

### Missional Statement

- Work with young people inside and out with the church, through the BB, GB, Guides, Brownies, Rainbows and Mothers and Toddlers Groups etc.
- Foster activities that involve the wider community, for example the Warm Spaces initiative and an outreach café.
- Support groups that the congregations organize, for example the Get Together Group (for ‘senior’ members and non-members), a Men’s Club and the Guild.
- Opportunities for learning (e.g. Lent and Advent study courses), worshipping (special services for the Church year) and socializing (CAMEO – Come And Meet Each Other events) together.
- Embracing social media to spread information about church activities and reach people out with the parish. This includes recorded services.

### Current situation

Name of congregation	Status	Staffing	Buildings
Airdrie High	Linked charge	1 MWS	One building
Caldercruix & Longriggend			One building
New Monkland	Linked charge	Vacant	One building
Greengairs			One building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same
	1 x 0.5 MDS	1 x 0.5 MDS	

### Commentary

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Caldercruix church ( <i>C Listed</i> )	B*	<b>B</b>	Different
Caldercruix separate hall same site	B*	<b>B</b>	Different
Greengairs church	B*	<b>B</b>	Different
Airdrie: High church	B*	<b>B</b>	Different
Airdrie: New Monkland church ( <i>B Listed</i> )	B*	<b>B*</b>	Different
Airdrie: New Monkland separate hall same site (Watch House) ( <i>B Listed</i> )	B*	<b>B</b>	Different
Airdrie: New Monkland separate hall different site (Glenmavis Hall)	B*	<b>B*</b>	Different

### Commentary

Presbytery should note that the cluster categorised all buildings as B\* which left MPAG having to consider the appropriate buildings outcome for the Plan. After detailed consideration, the initial conclusion was that

none of the buildings were ideally suited to deliver mission to this part of Airdrie and the recommendation was that an alternative building should be sought to meet the current and future needs of this new united charge. It is recognised that the costs of a new build will be challenging and may prove to be impractical, but suitable solutions should be explored.

This proposal presents the cluster with an exciting and ambitious opportunity to shape the future of the Church within this part of Airdrie. It should be stressed that this brings with it considerable challenges in terms of sourcing a suitable site/property, which coupled with design and technical requirements, along with an appropriate funding model may present significant hurdles to be overcome. In the short term whilst these plans are being developed, the cluster will require to initially come together in one single building which will be the temporary place of worship until such times as an alternative building can be sourced/developed. All buildings were considered for this temporary place of worship which broadly came down to a choice between Airdrie High and New Monkland. Given the location of Airdrie High within the town and the proximity of other Churches nearby, after due consideration, MPAG are recommending that the New Monkland church and halls are designated for this purpose and in relation to the other buildings these should be closed by June 2025.

It should be stressed that the proposals detailed above to explore the delivery of an alternative building for this new united charge should remain the focus going forward. However, MPAG are conscious of the challenges that an exciting project such as this will involve and the cluster are encouraged to make contact with Cairnlea who have experience of delivering a similar project within Airdrie. The GTs have also indicated that they will be able to assist with any forward looking proposals. All of this has to be tempered with the reality of the delivery of a new church during the currency of this Mission Plan and it is recommended that proposals are brought back to Presbytery no later than June 2027 setting out the basis of the development to include location, design, missional outcomes and the appropriate funding for the project. Whilst it is detailed above that the remaining buildings will close by June 2025, should the cluster consider that any of these buildings need be retained in the short or longer term for missional purposes, a report on this aspect should be brought to Presbytery in consultation with the Implementation Group.

### **Summary**

**Exciting opportunities lie ahead for the congregations within this cluster in terms of shaping the future of the Churches missional outreach in this part of Airdrie. Those involved should ensure that they source the appropriate assistance required to develop and in turn deliver this.**

## South Area

## South Area Overview

The south area of the Presbytery comprises the largest geographical area, with the lowest population density. It comprises a mix of urban towns, market towns, country towns, rural villages, former mining communities and widespread small settlements. The borders of this are not clearly defined and not easily observable. The area is governed administratively mainly by South Lanarkshire Council, and to a small extent, by Dumfries and Galloway Council.

The main industry in these places were historically centred around mining, heavy engineering, and steel production. Scottish gold mining is a surprising but small element for the south, area, within the main production of coal throughout the south area and neighbouring areas of Ayrshire and Lothian. Nowadays major industry is absent from this area. Generally, the large employers are council based, but mostly, small size businesses are the norm. The creation of Windfarms in the South area has created jobs and generated some income for communities within the windfarm's locality.

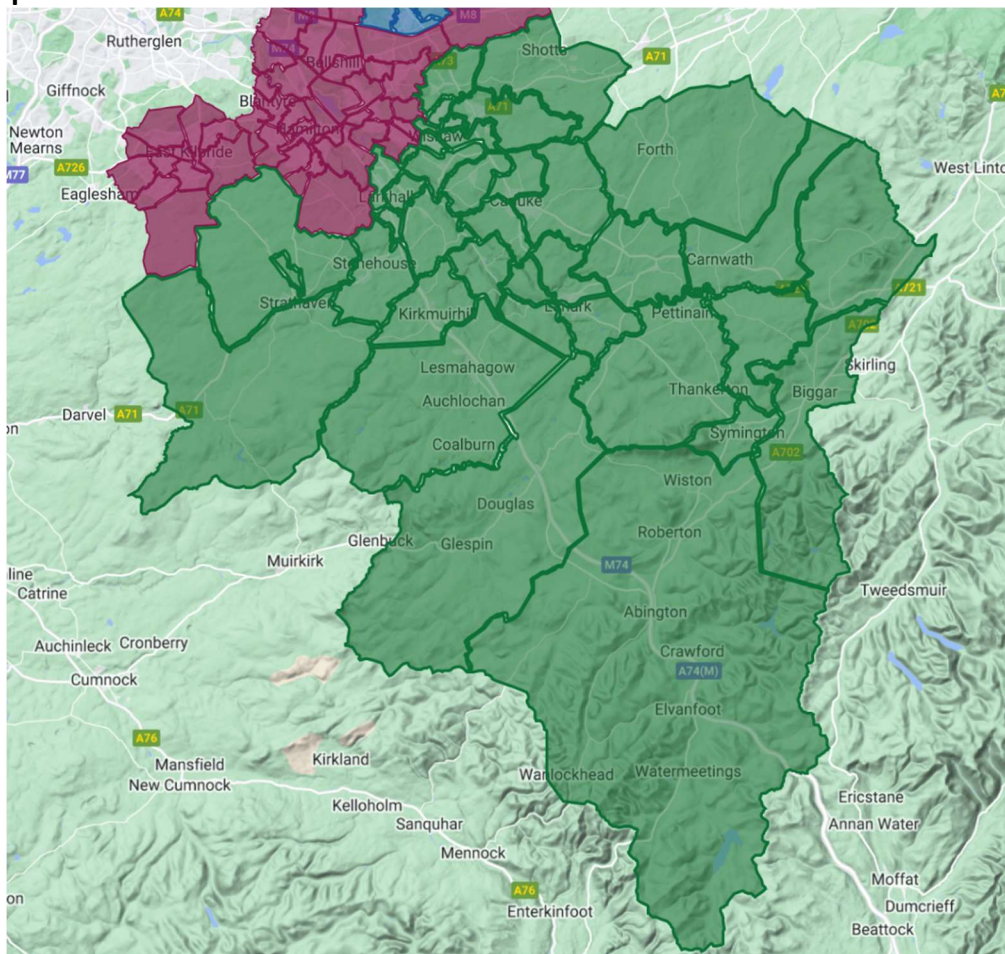
The South area is well supported by the M74 which runs south to north across the region, as such, it has become part of the commuter belt for both Edinburgh and Glasgow and many of the towns and villages have a sense that they have become dormitory communities. Although the area is large, most of the population is split between the 4 main towns of Lanark, Carluke, Wishaw and Strathaven, all of which are in the northern part of this area.

There is significant history of Christianity in the area with worshipping communities going back to the 10<sup>th</sup> century and many places have a strong Covenanting history. For many of the country towns and villages, churches provide a key facility where communities can come together and where voluntary organisations can access spaces to provide additional community services.

## Clusters

As the new planning group started its work, every congregation was asked to form into clusters of two or more congregations. Most clusters that have formed are of geographically adjacent Parishes that have much in common. The South area includes one non-contiguous, cross border cluster of South and West areas, this cluster will be considered by MPAG within the West Area.

## South Area Map





## South Area Allocations

<b>South</b>		
<b>Identifier</b>	<b>Congregations within cluster</b>	<b>Cluster Allocation</b>
S1	Carluke: Kirkton, Carluke: St Andrew's, Carluke: St John's, Law	<b>2.5</b>
S2	Stonehouse: St. Ninian's LEP	<b>0.5</b>
S3	Strathaven: Avendale Old & Drumclog Memorial, Strathaven: Trinity	<b>1.5</b>
S4	Kirkmuirhill, Coalburn and Lesmahagow Parish Church	<b>1.5</b>
S5	Biggar, Black Mount, Symington, Libberton & Quothquan	<b>1</b>
S6	South Lanarkshire Villages - Cairngryffe, Upper Clyde, Douglas Valley	<b>1</b>
S7	Clyde Valley - Crossford, Dalserf, Kirkfieldbank, Overtown	<b>1</b>
S8	Cleland, Newmains: Bonkle, Newmains: Coltness Memorial, Shotts: Calderhead & Erskine, Wishaw: Cambusnethan North, Wishaw: Cambusnethan Old and Morningside, Wishaw: Old, Wishaw: St Mark's, Wishaw: South Wishaw	<b>3.5</b>
S9	Carnwath, Carstairs, Forth: St Paul's, Lanark: St Nicholas	<b>2</b>
S10	Larkhall: New, Larkhall: Trinity	<b>1.5</b>
	Former Lanark Presbytery area General Assembly Instruction Commitment	<b>0.5</b>
	<b>TOTAL</b>	<b>16.5</b>

Please note

- The Cross Area cluster which includes Lanark: Greyfriars is considered in this plan within the West Area.

## S1 – Carluke & Law

**Missional Statement - Spread the love of God and his word to anyone who crosses our path. Engage with them and show that we are there to love and care for them as Jesus loves and cares for us.**

- Continue to develop the Dementia Hub with support from all four current congregations.
- Develop existing work of Youth & Children’s Worker. Make it our objective to grow the church by encouraging people of all ages to attend worship, Sunday & Thursday.
- Engage in areas “beyond church” achieved by developing our relations with outside agencies such as local care services and charities e.g. Carluke Listeners, Lanarkshire Carers, Clydesdale Foodbank, Street Level, Choices etc.
- Develop our already strong ecumenical relations with other churches through partnerships like Christian Aid and World Day of Prayer.
- Continue to develop our relationships with international partners e.g. through twinning.

### Current situation

Name of congregation	Status	Staffing	Buildings
Carluk: St Andrew’s (rural)	Deferred union	2 MWS	1 at Carluk: St Andrew’s
Carluk: St John’s (rural)			1 at Carluk: St John’s
Carluk: Kirkton (rural)	Independent charge	Vacant	One building
Law (rural)	Independent charge	Vacant	One building

### What this will look like in five years’ time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge with Basis of Team Ministry	Single United Charge with Basis of Team Ministry	Same
Staffing	2 x 1.0 inducted MWS, 1 x 0.5 MDS	2 x 1.0 inducted MWS, 1 x 0.5 MDS	Same

### Commentary

MPAG are in agreement with the cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Carluk: St Andrews church (rural) ( <i>B Listed</i> )	B*	B*	Same
Carluk: Kirkton church (rural)	A	A	Same
Carluk: St Johns church (rural)	B*	B	Different
Law church (rural)	A	A	Same

### Commentary

MPAG are in broad agreement with the cluster proposals, with the exception of Carluk St John’s where the recommendation is now for closure. In order to allow the proposed works at Kirkton to be completed, it is recommended that closure of this building (Carluk St John’s) should take place by June 2026.

MPAG were in agreement with the cluster proposals that the Kirkton Church should be retained as the main place of worship within Carluk and that the Law Church building should be retained for missional purposes. Consideration was given to the retention of the St John’s building and whilst this was designated

by the cluster as B\*, MPAG were of the view that its long-term retention would result in duplication of accommodation given its proximity to Kirkton within the town and accordingly, the recommendation is that this should be designated as B, with closure by June 2026.

The future use of the St Andrews building raised a number of issues for MPAG, largely in relation to the delivery of a Dementia service via the “Dementia Hub.” Having regard to the duplication of resources within the town, ordinarily the recommendation would be to simply relocate this service to the Kirkton building and close St Andrews, however, MPAG are sensitive to the practicalities and impact this approach could have on service users and did not consider that they had the appropriate experience to recommend this course of action to Presbytery. Similarly, the Group did not consider that it had sufficient knowledge to recommend that the Kirkton building could accommodate this relocation and accordingly, the recommendation is that the St Andrew’s building should be designated as B\* to allow further local consideration of this with a report being made to Presbytery by June 2026 on the future use of the building as it relates to the practicalities of relocating the Dementia Hub.

### **Summary**

**The cluster are to be commended for the way that they have worked together to arrive at an agreement for the shape of ministry within the town of Carluke and within the village of Law. There are clear challenges ahead in particular relating to the relocation and continuity of the Dementia Hub service which appears to be an extremely valuable missional activity being delivered in Carluke. The cluster are encouraged to source the appropriate assistance that may be required in taking this forward.**

## S2 – Stonehouse: St Ninian’s LEP

### Missional Statement – To continue to deliver mission through this Local Ecumenical Partnership.

- “To seek to engage with the mission of Christ in this parish.”
- To encourage the spiritual life of our congregation by Weekly: bible study (which is online and is also attended by people in Canada), Morning Prayers (Tuesday and Thursday), elders have promoted a telephone service to keep in contact with our membership.
- Enhance and develop the organisations of the Church e.g. Sunday School, Girls’ Brigade, Boys’ Brigade, Pastoral Care and Flower Mission Annual: Holy Week Services (shared with the other church within the village), Christian Aid events, World Day of Prayer, Remembrance Day commemoration, Kids Holiday Club.
- Building upon the monthly: Night Church, Guild, Regular visits to local hospital, care homes services and our Online attendance supporting the 10% of our congregation who live outside the parish.
- Foster through our minister School Chaplaincy to Stonehouse and Newfield Primary Schools
- Build the fellowship of the church and community in supporting Hope Café, peer support, breakfast club, afterschool, Christian Aid lunches, Auld Stonehouse Café, Friend of Stonehouse Park Scout and Guides.
- Promoting the church children through ‘The Acting Bairns of Stonehouse’ to visit care homes.

Presbytery should note that as a Local Ecumenical Partnership, Stonehouse St Ninians lies outwith the main methodology of the Presbytery Mission Planning.

### Current situation

Name of congregation	Status	Staffing	Buildings
Stonehouse: St Ninian’s	Independent Charge (LEP)	1MWS	

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome
Adjustment	Independent Charge (LEP)	Independent Charge (LEP) Same 0.5 MWS
Staffing	Independent Charge (LEP)	Independent Charge (LEP) Same 0.5 MWS

### Commentary

MPAG are in agreement with the 1x 0.5 MWS being allocated to the LEP and are happy to recommend this to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome
Stonehouse: St Ninian’s	A	A Same

### Commentary

MPAG are agreement with the local proposals and are happy to recommend these to Presbytery.

## **Summary**

**Whilst the Cluster outcome here differs from the methodology applicable elsewhere in the Presbytery, by virtue of this being an LEP, as a Local Ecumenical Partnership the congregation of Stonehouse St. Ninian's will continue broadly as before.**

## S3 – Strathaven and Villages

**Missional Statement – The delivery of Mission is well served in Strathaven and the surrounding villages by the Churches in this Cluster. This has allowed for two different and complementary ministries to have developed over time and this serves God’s people well.**

- Both Congregations engage with the Strathaven community effectively. “Our strength and success lie in the diversity of our styles of worship.”
- Continue to work with external groups including; the Bethany Group for the bereaved and widows; the Craft Club which operates for companionship; toasties/hot chocolate for academy pupils over two lunchtimes; Memory Club – for individuals (and their families) with memory issues.
- Develop of “Haven” as a multi-faceted Centre -Homework Club/cafe/prayer/young people.
- Employment of a children/youth worker reaching out into the community in new ways
- Provide worship in a diverse way to proclaim the Good News,
- Continue to support Christian youth organisations and continue to support many local and international charities.

### Current situation

Name of congregation	Status	Staffing	Buildings
Strathaven: Trinity	Independent charge	1 MWS 0.5 MDS	Three buildings
Strathaven: Avendale Old and Drumclog Memorial	Independent charge (Reviewable Tenure)	1 MWS	Two buildings

### What this will look like in five years’ time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Parish grouping	Parish grouping Strathaven Trinity 1 x 0.75 inducted MWS	Same
Staffing		Strathaven: Avendale Old and Drumclog Memorial 1 x 0.75 inducted MWS	Different

*Note – the cluster did not reach any staffing agreement.*

*The allocation for the whole grouping is 1.5 FTE, in the first instance this is recommended as 2 x 0.75 MWS in order that each congregation has a minister, however, should at any point in the future the area wish to review how the 1.5 is utilised this can be considered under the annual evaluation as the plan develops working with the Implementation Group.*

### Commentary

MPAG have considered the request by the Cluster for additional staffing resources given the nature and situation of missional activities being undertaken in Strathaven and the surrounding villages. It was noted that the Cluster recognised the need for local funding to maintain 2 x MWS at the end of the reviewable tenure of the Avendale Old and Drumclog Memorial ministry. The Cluster also proposed that local funding could support the increase in current MDS post of 0.5 FTE to 1 FTE in order to support the missional aims of the Cluster. Having considered the representations made, MPAG could see no persuasive reason to divert from the methodology applied in allocating ministries contained within the plan. The issue of additional funding can be developed with the Implementation Group.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Strathaven: Avendale Old and Drumclog Memorial - Avendale Old church ( <i>B Listed</i> )	A	<b>A</b>	Same
Strathaven: Avendale Old and Drumclog Memorial - Drumclog church ( <i>B Listed</i> )	B*	<b>B*</b>	Same
Strathaven: Trinity Chapelton church	B*	<b>B*</b>	Same
Strathaven: Trinity Glassford church ( <i>B Listed</i> )	B*	<b>B</b>	Different
Strathaven: Trinity church	A	<b>A</b>	Same

### Commentary

Initial considerations for this Cluster were that the main buildings within Strathaven should be retained and those located within the villages would close. However following inspection and review of the condition of the buildings and the activities being undertaken within those villages, it was noted that there is a firm connection to the communities served and there is potential for further growth. MPAG are content to designate Chapelton and Drumclog as B\* to allow the missional work requested to be developed. This should be reviewed by the Implementation Group with a report to Presbytery before June 2027.

Following inspection and review, it is recommended that the Glassford building should close due to the extent of internal and external works required, alongside the limited activities supported by the building and small congregation. Accordingly, the recommendation is that it should close by June 2026.

### Summary

**It is clear that mission is thriving in Strathaven and is being delivered from the main centre of the town from both Churches. However, challenges exist for the delivery of mission from the villages and whilst there is good interface with the local communities, MPAG are encouraging the congregations to develop a detailed plan to ensure that the missional activities undertaken in the town are similarly and realistically developed in the villages.**

## S4 – Kirkmuirhill, Coalburn and Lesmahagow

**Missional Statement – Mission is being delivered well from this part of the Presbytery despite the challenges which arise from their rural location within the Presbytery.**

- Continue to engage in Prayer, Teaching, Worship, Discipleship and capture a renewed vision for our area and a revitalised focus on mission.
- Exploring alternative ways of “doing and being church” - for example, café church.
- Foster Schools Chaplaincy – A chance for a continuous chaplaincy programme within all the feeder primaries along with Lesmahagow High School.
- Opportunity for collegiate working on projects, e.g. holiday club musical teas etc.
- This change allows for a chance to utilise skills, talents and abilities across a wider area.
- Second Chance Charity shop is unique to Kirkmuirhill and this congregation, giving them an effective platform to reach out to the villages.
- Other activities include Men’s Games Night – A monthly event which gathers men from the community; Messy Church; and a seasonal service also seeks to involve people who might not otherwise engage with church.
- Continue Easter & Christmas Labyrinth – this gathers the community and the school community to explore the Easter and Christmas stories.

### Current situation

Name of congregation	Status	Staffing	Buildings
Kirkmuirhill (rural)	Independent charge (Vacant from 1 <sup>st</sup> March 2024)	1 MWS	3 buildings
Coalburn & Lesmahagow (rural)	Independent charge	1 MWS	2 buildings

### What this will look like in five years’ time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS 1 x 0.5 MDS (Assistant Minister)	1 x 1.0 inducted MWS 1 x 0.5 MDS (Assistant Minister)	Same

### Commentary

MPAG are in agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Coalburn church (rural)	A	A	Same
Kirkmuirhill church (rural) ( <i>C Listed</i> )	A	A	Same
Lesmahagow church (rural) ( <i>B Listed</i> )	B	B	Same

### Commentary

MPAG are in agreement with the Cluster proposals and are happy to recommend these to Presbytery. It should be noted that the Lesmahagow building is currently closed due to serious structural issues and a separate report will be made to Presbytery on this issue in due course. In the event that the structural issues can be resolved at minimal cost and the Church reopens, MPAG would still recommend that closure should take place by June 2025 at the latest.



**Summary: This is a clear example of how the clustering process has worked well in securing agreement on both ministry and building issues and all concerned are to be commended for embracing the challenges that this has created.**

## S5 – Biggar & Villages

### Missional Statement –

- Undertake the traditional tasks of church and ministry in the areas of Pastoral Care and engage in new ways of worship, Café church, Church & Community Choir, Messy Church etc.
- Continue to develop Worship Leaders/Worship Teams; Small/Home Group's, Prayer Ministry etc.
- Focus on outreach with YP (e.g. Holiday Clubs) Support regular Schools Work
- Support outreach into the Community (e.g. Gillespie Centre, Messy Church)
- Maintaining Current Church Fellowships / Communities & encouraging these to grow

### Current situation

Name of congregation	Status	Staffing	Buildings
Biggar (rural)	Linked charge	1 MWS	Three buildings
Black Mount (rural)			Two buildings
Libberton & Quothquan (rural)	Linked charge	Vacant	One building
Symington (rural)			Two buildings

*Note- Libberton & Quothquan and Symington is currently linked outwith this cluster with Cairngryffe, these congregations have chosen to engage with different clusters.*

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

### Commentary

MPAG are in agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Biggar church (rural) (A Listed)	A	A	Same
Biggar separate halls, separate site (rural)	A	A	Same
Biggar Gillespie centre, separate halls, separate site (rural)	A	A	Same
Black Mount church (rural) (B Listed)	A	A	Same
Black Mount halls, separate halls, same site (rural)	B	B	Same
Libberton & Quothquan church (rural) (B Listed)	A	B	Different
Symington church (rural) (B Listed)	A	B*	Different
Symington halls, separate halls, same site (rural)	B	B	Different

### Commentary

MPAG are extremely conscious of the rural location of the churches within this cluster and the challenges that this brings in terms of member retention and growth of the church in these areas. The rural weighting applicable in the methodology assists in the ministry allocation but given that this only provides for 1 FTE post this gives the Minister an extensive area to cover. Taking into account the needs of this part of the

Presbytery, MPAG recommend the retention of a Church presence in all areas with the exception of Libberton & Quothquan.

The main centre for worship in the Parish will be based at Biggar, but it should be stressed that this does not exclude the use of local teams delivering worship from elsewhere in the parish as decided locally. Whilst the initial draft plan suggested that as the Biggar Church comprises an “A listed Building” and should be designated as B\* this recommendation has been reconsidered and the building reclassified as A (for Mission Planning purposes). Notwithstanding the historic nature of the church building, MPAG were satisfied that the missional activities being undertaken in Biggar merit the retention of this building. MPAG strongly recommend that the congregation at Biggar engage with the GTs to develop an appropriate funding mechanism to cover the additional costs associated with retaining and maintaining this historic building. Feedback from the GTs has also indicated that in early course the accessibility issues at the church will require to be addressed and MPAG are conscious of the challenges this may involve in securing the appropriate permissions and getting the works completed. Accordingly, the recommendation is that these works should be programmed and completed by June 2026.

The initial draft plan recommended the closure of Black Mount Church and the retention of the halls, however, after review and inspection, MPAG are happy to reverse this outcome (in line with the initial Cluster proposals). Closure on the halls shall take place by June 2025.

An inspection of the Church and halls at Symington was undertaken and this concluded that there is potential to develop a greater missional presence within this part of the Parish. Both church and halls were noted to be in need of expenditure in early course, but given the location and opportunities this presents, the recommendation is that the church at Symington is designated as B\* at this stage to allow for a more detailed missional plan to be developed for this area, along with a costed programme of repairs which has to be justified to Presbytery in terms of overall affordability. This plan shall be brought back to Presbytery by June 2026. It was noted that the halls at Symington have not been used for some time and on this basis the recommendation is that this should close by June 2025.

Given the extensive size of this parish, along with the availability of only 1 MWS, regrettably it is not considered practical to retain all buildings and the recommendation is that the church at Libberton shall close given its location within the parish and the need to choose amongst the other buildings. Accordingly, it is recommended that Libberton and Quothquan, the Black Mount halls and the halls at Symington shall close at the date of union.

### **Summary**

**The cluster are to be commended for the manner in which they have worked together to deliver a missional plan for this rural part of the Presbytery. Regrettably the new Parish creates a large area to be covered by one Minister and MPAG would encourage the development of internal and external resources to assist in delivering mission.**

## S6 – South Lanarkshire Villages

### Missional Statement – To deliver mission to the southern areas of the Presbytery.

- To serve this new parish would cover just on 300sq miles, and comprise 18 villages and scattered settlements, 8 primary schools, 1 cottage hospital, etc.
- Continue to support the Farming and Anna Chaplaincies with the assistance of a development worker.
- Foster church worship groups along with other activities including, “Baby Buggies”, “Blether” at Rigside, gardening projects, Lent/Advent study groups etc.
- Continue to offer traditional mission through Baptisms, funerals, school chaplaincies, etc.

### Current situation

Name of congregation	Status	Staffing	Buildings
Cairngryffe (rural)	Linked charge	Vacant	One building
Douglas Valley (priority Area)	Guardianship	1 MDS (shared across area)	One building
Upper Clyde (rural)	Independent charge	1 MWS	One building

*Note- Cairngryffe is currently linked outwith cluster with Libberton & Quothquan and Symington, these congregations have chosen to engage with different clusters.*

### What this will look like in five years’ time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	Status
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

### Commentary

Whilst MPAG were in broad agreement with the proposals submitted by the Cluster on Ministry, serious consideration was given to the previous closures in this part of the Presbytery and the delivery of future missional activities. Having regard to the current situation and activities being undertaken across the Cluster, MPAG concluded that whilst these appear to be demonstrating relatively low levels of activity, there is considerable scope for growth and development across this extensive area of the Presbytery. It should be noted that whilst the population figures have been adjusted to reflect the rural weighting for this Cluster, it is considered that there is scope to allocate additional staffing resources to assist in the development of mission and new and fresh expressions of worship. Accordingly, MPAG are recommending that the 0.5 MDS post to be allocated to the rural areas of the former Lanark Presbytery should be targeted to work closely with the local Ministry team for the development of mission and fresh expressions of worship. This resource shall be directed by the Presbytery Mission Officer.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Cairngryffe church (rural) (B Listed)	A	B	Different
Douglas Valley church (Priority Area) (B Listed)	A	A	Same
Upper Clyde church (rural)	A	B*	Different

### Commentary

Whilst there is support from MPAG to target this area for growth, this has to be tempered by the reality of the pressures placed on the whole of Presbytery and on this basis, it is considered that the future sustainability of the Cluster will not be enhanced by retaining all buildings. Accordingly, it is recommended

that Douglas Valley shall be retained as the main place of worship given its location within what is the largest of the villages, however the Kirk Session are encouraged to bring forward their plans for developing and improving the flexibility of the accommodation to expand on the missional activities being currently undertaken.

In addition, the Upper Clyde (Abington) building shall be categorised as B\* at this stage, to be used for missional activities along with the development of new expressions of worship as detailed above. The GTs have indicated that any works associated with remodelling or altering this building will need to be costed and suitable funding identified before these can proceed. This categorisation shall be reviewed by Presbytery in consultation with the Implementation Group and a report being submitted by the new charge by June 2026 at which time a decision on its future will be made.

A detailed inspection of the Cairngryffe building (Carmichael) was undertaken and the Kirk Session are to be commended for maintaining the building in its current state of repair. However, due to its location within the Presbytery and the relatively low levels of activity/attendance, MPAG consider that having regard to the need to balance our resources that this building should close. Accordingly, it is recommended that the building should close by June 2025. MPAG would encourage the Cluster to explore innovative ways of engaging in worship within the Carmichael area.

### **Summary**

**MPAG recognise the challenges faced by rural Churches across the Presbytery and in particular the number of closures that this area has witnessed in the recent past, which coupled with the low levels of activity being undertaken would suggest further closures may be appropriate. It should be noted that MPAG recognise these challenges and additional support is being targeted to allow this to be turned around and this resource will be directed by Presbytery in conjunction with the local congregation to promote growth in this area of the Presbytery.**

### **Addendum:**

A supplementary submission has been made by the cluster drawing MPAG's attention to the proposed closures by South Lanarkshire Council of a number of community facilities across the Council area and how these closures may impact on this cluster. The Group were aware of these proposals which extend across the whole Council area, and in turn other parts of the Presbytery, and whilst MPAG are sympathetic to the effects this may have, in the absence of sound missional and financial justification for their retention the recommendation is that the Church cannot effectively subsidise the provision of community accommodation.

**Missional Statement – To deliver mission across the Clyde Valley.**

- Develop relationships amongst the churches within this Cluster, sharing the Good News of God’s love with each other and extending that love outwards into the wider community by building on, and further developing, combined missional activities.
- To move progressively towards becoming one parish utilising the skills and talents of elders, congregational members and adherents, with a view to growing the church community.
- Build on existing relationships with external agencies, e.g. NHS, Social Work etc.
- To continue the ministry and mission expressed through worship, pastoral care, uniformed organisations and community involvement including supper club and games nights, support for foodbank, parish Christmas card, school chaplaincy, Holiday Club, Messy/Craft, Seasonal Services etc.

**Current situation**

Name of congregation	Status	Staffing	Buildings
Crossford (rural)	Linked charge (Vacant from 1 <sup>st</sup> March 2024)	1 MWS	One building at Crossford
Kirkfieldbank (rural)			Two buildings at Kirkfieldbank
Dalserf	Independent charge	Vacant	Three buildings
Overtown	Independent charge	1 MWS	One building

**What this will look like in five years’ time**

Adjustment	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Single United Charge	Single United Charge	Same
Staffing	1 x 1.0 inducted MWS	1 x 1.0 inducted MWS	Same

**Commentary**

MPAG are in agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	Status
Crossford church (rural)	B*	A	Different
Dalserf church ( <i>A Listed</i> )	B*	B*	Same
Dalserf Hamilton hall, separate building, same site	B*	A	Different
Dalserf Rorison hall, separate building, separate site	B*	B	Different
Kirkfieldbank church (rural)	B*	B	Different
Kirkfieldbank hall separate building, separate site (rural)	B*	B	Different
Overtown church ( <i>C Listed</i> )	B*	A	Different

**Commentary**

Presbytery should note that in their deliberations, the Cluster designated that all buildings should be B\* requiring further consideration. On this basis, given no decision on buildings had come from the Cluster a full review was undertaken by MPAG resulting in certain of the buildings being inspected. Following this review, the recommendation from MPAG is that the Overtown Church; Crossford Church; and Dalserf Halls

should be retained. The choice of these buildings gives coverage across the whole of the Clyde Valley from Overtown through to Crossford, with Dalsersf in the middle. It should be stressed that from both a practical and financial perspective retention of any of the other buildings within the cluster is likely to present this new united charge with significant challenges.

The decision to recommend closure of Kirkfieldbank was taken largely as a result of having to make a choice between it and Crossford at the south-eastern end of the valley. The Crossford building was considered the preferred option, given the locational and access challenges that Kirkfieldbank presents. In addition, the closure of Rorison Halls (part of Dalsersf) is recommended due to its location outwith the valley being much closer located to the Larkhall conurbation.

The retention of the main Dalsersf Church building, this created serious debate amongst the MPAG group, who understand the historical and architectural significance of this building as expressed by the GTs in discussion on this issue. As a result of these issues, MPAG struggled to reconcile the need to retain historical buildings, when set against the delivery of mission. This challenge has to be considered in the “round” and whether the retention of a category A listed building is an asset or indeed a liability. Notwithstanding these considerations, MPAG are conscious of the Church’s wider responsibility for the retention of historically significant buildings of this type and accordingly have recommended that this building should be categorised as B\*. This is on the basis that discussions need to be undertaken amongst the Cluster, the Implementation Group and the GTs to arrive at a sustainable future and appropriate funding model for the building. It is recommended that the Cluster provide a report to Presbytery on this issue by June 2026.

### **Summary**

**The development of this Cluster and the growth of this new charge will be challenging for all the congregations as they come together as a single united charge given the area to be covered along the length of the Clyde Valley. There is evidence of good missional activity being undertaken which can be shared across the new charge.**

## S8 – Wishaw, Newmains to Shotts

### Missional Statement –

- Worship is at the heart of mission (different types, different experiences), and continuation of the streaming of services
- Create Community outreach through warm spaces, food banks, people in need etc.
- Pastoral care & responding to human needs to be delivered in traditional and innovative ways
- Community cafes & hosting/partnership with different agencies
- Build upon shared experiences; Coltness Memorial - the Listening Lounge, and Mental Health support to the community; Cambusnethan North - Godly Play; St Mark's - Messy Church and community pantry; Shotts Calderhead Erskine - community drop in and signposting advice; South Wishaw - ministry to people with addictions and other community support; Cambusnethan churches have connections with MADE4UINML2, a charity that grew out of church community work; Wishaw Old - community café.

Name of congregation	Status	Staffing	buildings
Newmains: Bonkle	Linked charge	vacant	Two buildings at Newmains: Bonkle
Newmains: Coltness Memorial			One building at Newmains: Coltness Memorial
Shotts: Calderhead & Erskine	Independent charge	Vacant	Three buildings
Wishaw: Cambusnethan North	Independent charge	Vacant	One Building
Wishaw: Cambusnethan Old & Morningside	Independent charge	Vacant	One Building
Wishaw: Old	Independent charge	Vacant	
Wishaw: St Marks	Independent charge	Vacant	
Wishaw: South Wishaw	Independent charge	I MWS	

*Cleland was a part of this discussion but has been dissolved (late 2023) under the Presbytery Mission Plan exceptions process. As such Cleland and its buildings have been removed from this cluster discussion document.*

### What this will look like in five years' time

Adjustment	Cluster agreement	Presbytery Mission Plan outcome
	Charge one Union of Newmains: Bonkle, Newmains: Coltness Memorial, Shotts: Calderhead & Erskine and Wishaw: Cambusnethan: North.	Charge one Union of Newmains: Bonkle, Newmains: Coltness Memorial, Shotts: Calderhead & Erskine and Wishaw: Cambusnethan: North.
Adjustment	Charge two Union with Wishaw: St. Mark's, Wishaw: Cambusnethan: Old & Morningside, Wishaw: Old, Wishaw: South Wishaw.	Charge two Union with Wishaw: St. Mark's, Wishaw: Cambusnethan: Old & Morningside, Wishaw: Old, Wishaw: South Wishaw.
	Parish grouping of charge one and charge two	Parish grouping of charge one and charge two



Staffing	Charge one 1 x 1.0 inducted MWS	Charge one 1 x 1.0 inducted MWS	Same
	Charge two 1 x 1.0 inducted MWS	Charge two 1 x 1.0 inducted MWS	
	Staffing shared across Parish grouping 1 x 1.0 MDS & 1 x 0.5 MDS	Staffing shared across Parish grouping 1 x 1.0 MDS & 1 x 0.5 MDS	

### Commentary

The clustering process has proved to be extremely challenging in this instance, largely as a consequence of the number and diversity of congregations involved, which coupled with the large geographic area of the Presbytery that the cluster covers created difficulties in developing a missional plan. With the assistance of facilitation, MPAG are encouraged that agreement has been reached in relation to the future shape of the Ministry for the cluster and this reflects the hard work and faith of all those involved.

On this basis, MPAG are happy to recommend these Ministry proposals to Presbytery, however, given the number of congregations involved and the area to be covered, the Group have concerns that delivery of this will prove to be equally challenging, in particular, the use and deployment of the 1.5 MDS to be shared across the cluster. Accordingly, the recommendation is that the cluster work quickly to formalise the shape of Ministry going forward and liaise closely with the Implementation Group and ensure that, if required, facilitation is made available and used. Any changes or adjustments to the proposals for Ministry can be reported to Presbytery in due course.

Buildings	Cluster agreement	Presbytery Mission Plan outcome	
Newmains: Bonkle church ( <i>B Listed</i> )	B*	B	Different
Newmains: Bonkle separate hall, same site ( <i>B Listed</i> )	B*	B	Different
Newmains: Coltness Memorial church ( <i>B Listed</i> )	B*	A	Different
Shotts: Calderhead & Erskine church (Shotts)	B	B*	Different
Shotts: Calderhead & Erskine church (Allanton) separate building, separate site	A	A	Same
Shotts: Calderhead & Erskine Memorial hall (Shotts) separate hall, separate site	A	B	Different
Wishaw: Cambusnethan North church ( <i>C Listed</i> )	B*	B	Different
Wishaw: Cambusnethan Old & Morningside church ( <i>C Listed</i> )	B*	B	Different
Wishaw: Old church ( <i>B Listed</i> )	B*	B	Different
Wishaw: St. Marks church ( <i>C Listed</i> )	B*	A	Different
Wishaw: South Wishaw church ( <i>C Listed</i> )	A	A	Same

### Commentary

It is clear that given the size of the cluster, the area covered, and the number of buildings involved, when combined, this presented MPAG with significant challenges in ascertaining which buildings should be retained to deliver mission in this part of the Presbytery. Accordingly, a full review of the building outcomes was undertaken, and this has differed in many ways from the outcome detailed in the initial draft of the Plan.

MPAG focussed on two main areas for the cluster and looked in detail at their needs. It was considered that there was a requirement for a main place of worship within Wishaw town centre and this relates to the parish grouping of charge two comprising Wishaw South, Wishaw Old, Wishaw St Mark's and Cambusnethan Old & Morningside. It was clear to MPAG that the appropriate location for the main place of worship should be South Wishaw which is located in the town centre and comprises a recently refurbished building ideally suited for future missional needs. Wishaw Old is a traditional stone built and slated church, situated within an extremely limited site and in comparison, the South building offered greater flexibility of use.

Cambusnethan Old & Morningside is located on the periphery of the town centre and whilst the building is in reasonable condition, retention of the South building was considered the more appropriate option. The parish of Cambusnethan Old & Morningside is also located fairly close to Coltness which as detailed below is being considered for retention. The Wishaw St Mark's building was noted to be situated within a large housing area in a part of the town with limited alternative church coverage and the building was noted to be well located and in reasonable condition and on this basis MPAG considered that this should be retained for missional purposes to cover this part of Wishaw. Accordingly, the recommendation to Presbytery is that Wishaw Old and Cambusnethan Old & Morningside shall close with a closure date of June 2025 or the date of Union.

The considerations for charge two have presented MPAG with further challenges and this has led to the recommendation of a two-stage approach covering this area. After review and having regard to the geographic spread covered by this area, the recommendation to Presbytery is that the Coltness Memorial church should be retained, largely due to its location being situated between Cambusnethan and Bonkle. Whilst Cambusnethan North and Bonkle churches are considered to be in reasonable condition, the location and size of Coltness has led MPAG to recommend its retention.

The outcome for the Shotts area has caused serious debate amongst the group and MPAG are satisfied that the Church at Allanton should be retained. Presbytery will note that the initial Draft Plan proposed the closure of both the church and halls within Shotts, on the basis of their condition and anticipated likely repair costs in the short to medium term. After review, MPAG consider that the Church should retain a presence within a town the size of Shotts and the proposal to close the Church and halls here should be reconsidered. An inspection of the halls indicated that these have not been used for some considerable time, were in poor repair and on this basis should formally close by June 2025 or sooner. Accordingly, MPAG are proposing that the church building at Shotts should be classed as B\* to allow local consideration amongst all congregations within this new charge to look in detail at the possible role of these buildings as part of the delivery of mission to the Shotts area. A report shall be submitted to Presbytery by June 2025 and cover the missional activities that will be delivered, the costs of upgrading and repairing the church building, and an appropriate funding model for these works and ongoing revenue costs. The possible sourcing of alternative venues where mission could be delivered should also be explored.

## **Summary**

**The clustering process has proved to be challenging for the congregations involved and notwithstanding these problems, the cluster are to be commended in arriving at what is an innovative delivery of mission over what covers an extensive area of the Presbytery. MPAG are conscious of the challenges that lie ahead in the delivery and implementation of the plan outcomes and appropriate facilitation should be obtained to assist with this if required.**

## S9 – Carnwath, Lanark etc

- Having identified the many commonalities between the churches within this Cluster but acknowledging the difference between rural life and town life, the mission is to create 2 parishes which can remain at the heart of our areas yet work to share resources and encouragement whilst also being welcoming and friendly. Striving to converse, connect and commit to being a cluster together.
- Training of elders and worship leaders & in the use of technology
- Using different forms of communication to engage the wider community in the mission plan as well as developing joint services pulpit swaps, joint events for festivals such as Harvest, Christmas, Easter, Pentecost etc.
- In Forth- continue Community engagement, Youth work Café, Church shop, Prayer boxes, Easter Code foodbank.
- Carnwath and Carstairs continue Bereavement services Fellowship corner Easter crosses/stones, knit and natter, bible studies, prayer group.
- St Nicholas – continue community events (lunches, teas, concerts, flower festivals, town Christmas events) bereavement group counselling initiative walking group, warm space, choir and music etc.

### Current situation

Name of congregation	Status	Staffing	buildings
Carstairs (rural)	Linked charge	1 MWS	One building at Carstairs
Carnwath (rural)			
Forth: St Pauls (rural)	Independent charge	Vacant	Two buildings
Lanark: St Nicholas (rural)	Independent charge	1 MWS	Two building

### What this will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome	
Adjustment	Charge one Union of Carnwath, Carstairs, and Forth St Pauls	Charge one Union of Carnwath, Carstairs, and Forth St Pauls	
	Charge two Existing charge of Lanark: St Nicholas Basis of Parish Grouping with charge one and charge two	Charge two Existing charge of Lanark: St Nicholas Basis of Parish Grouping with charge one and charge two	Same
Staffing	Charge one 1 x 1.0 inducted MWS	Charge one 1 x 1.0 inducted MWS	Same
	Charge two 1 x 1.0 inducted MWS	Charge two 1 x 1.0 inducted MWS	

### Commentary

MPAG are in broad agreement with the Cluster proposals and are happy to recommend these to Presbytery.

Buildings	Cluster agreement	Presbytery Mission Plan outcome
Carstairs church (rural) ( <i>B Listed</i> )	A	A Same
Carnwath (no buildings)	n/a	n/a Same
Forth: St Pauls church (rural)	A	A Same
Forth: St Pauls, separate hall, same site (rural)	A	A Same
Lanark: St Nicholas church (rural) ( <i>B Listed</i> )	A	A Same/Different
Lanark: St Nicholas separate hall, separate site (rural)	A	A Same/Different

### Commentary

The clustering process as it relates to this part of the Presbytery has presented a challenge to MPAG in arriving at an appropriate decision on which buildings are to be retained for missional purposes, and this is complicated by the fact that the cluster covers both rural and “urban” areas which have differing needs. The proposals are further complicated by the challenges that are presented having regard to the Cross Area proposals involving Lanark Greyfriars/Hamilton St John’s. MPAG are in agreement with the proposals submitted by the cluster for the retention of all buildings and this is for specific and considered reasons.

In arriving at the recommendations on which buildings should be retained, the Group have focussed on the needs of both charges under phase one of the ministry allocation as detailed above. Presbytery will note that the plan outcome is for a union of Carnwath/Carstairs and Forth St Paul’s and that this will require a presence to be retained to cover this area and the recommendation is that the church and halls at St Pauls are to be retained, as well as church at Carstairs also being retained. (It should be noted that the Carnwath church building has been sold.)

Presbytery will be aware that Lanark St Nicholas is situated within the centre of Lanark town centre and serves part of what is a significant area of the town. Consideration was given to wider needs of the town beyond the proposals for Lanark Greyfriars as detailed at CA1 above and would recommend that in order to serve the missional needs of the town in the short to longer term, that the church and halls shall be retained and are designated as A. Notwithstanding this, MPAG are conscious of the wider planning proposals as they apply to Lanark and should a material change occur at some point during the life of the plan, Presbytery may choose at that time to review the entire proposals for Lanark.

### Summary

**MPAG would commend the cluster for the manner in which they have agreed the ministry and buildings outcome in the context of local challenges.**

## S10 – Larkhall

- Continue to offer ministry and mission through worship in Larkhall, offer recorded services to the housebound, reach the community through Facebook and web site, bereavement support team, care after funerals.
- Support the community through promoting and support volunteers with Machan Trust, Food Bank, Lighthouse, Braehead House.
- Continue Alpha courses, and explore development of Christian healing.
- Expand the Youth Ministry.
- Work with Larkhall Christians Together.
- Offer local groups the Hall facilities, esp at the Chalmers building.

*Note – The Clustering has not worked for the congregations within Larkhall.*

### Current situation

Name of congregation	Status	Staffing	Buildings
Larkhall: New (Priority Area)	Independent charge	1 MWS	Two buildings
Larkhall: Trinity	Independent charge	Vacant	One building

### What it will look like in five years' time

Ministry	Cluster agreement	Presbytery Mission Plan outcome
Adjustment		Single United Charge Different
Staffing		1 x 1.0 inducted MWS, Different 1 x 0.5 MDS

*Note - These congregations did not cluster together, therefore they could not reach cluster agreement for what any change may look like*

### Commentary

The clustering process has proved to be extremely challenging for the Churches in Larkhall and whilst there was general agreement that there should be one Church serving the people of Larkhall, delivery of this outcome proved to be unattainable when the initial draft of the plan was being prepared. As a consequence of these difficulties, the recommendation by MPAG was that the congregation of Larkhall Trinity should be dissolved and this was approved by Presbytery at its meeting on 19<sup>th</sup> June 2023. This decision did not receive concurrence from PMPiG and MPAG have taken time to reflect on these proposals and recognised that this was an insensitive proposal and have apologised to Larkhall Trinity. In addition, Presbytery should note that the original draft Plan designated Larkhall New as comprising a cluster “on its own” which is at odds with the methodology of encouraging Churches to cluster together.

As a result of these issues, MPAG have reconsidered the missional needs for Larkhall, and the conclusion is that there should be one Church serving the town. Accordingly, the recommendation to Presbytery is that this should be delivered by means of a union of both Parishes. The Group are aware of the challenges that this will involve and would recommend that both Kirk Sessions meet in early course to ascertain the most appropriate means of delivering this union using the appropriate facilitation if necessary. Whilst MPAG would not wish to predetermine the agenda for the Implementation Group, the strong recommendation is that these discussions on union should be completed as quickly as possible and a report with recommendations being made to Presbytery at that time.

Buildings	Cluster agreement	Presbytery Mission Plan outcome
Larkhall: New Chalmers church		A Different
Larkhall: New St Machan's church		A Different
Larkhall: Trinity church		B Different

*Note - These congregations did not cluster together, therefore they could not reach cluster agreement for what any change may look like*

### Commentary

As set out above, the proposed outcome for Larkhall is to have one Church serving the town. Regrettably, this has involved a simple choice between Larkhall New and Larkhall Trinity and having considered this in detail, MPAG considered that the building at Larkhall New along with the former Chalmers building were more appropriate for the future needs of the delivery of mission to the town. This is on the basis that the Trinity buildings are mainly of traditional construction located within a fairly constrained site and retention would simply result in duplication of accommodation. Accordingly, the recommendation is that closure of the Trinity building should take place by June 2025 or the date of Union if earlier. This should also allow suitable time to make arrangements on the future location of the foodbank that is operating from the Church. It was noted that there are accessibility issues to be addressed by Larkhall New and these should be dealt with in early course.

The former Chalmers Church building is located within the middle of a large Local Authority housing area and MPAG consider that the Church should retain a missional presence in the area and accordingly are happy to retain this building for missional purposes.

### Summary

**It is regrettable that the clustering process has not worked well for the Churches in Larkhall and MPAG would prayerfully ask that all concerned embrace the challenges that lie ahead with grace, to ascertain an appropriate missional outcome for the future of the Church in Larkhall. Whilst the recommendation from MPAG is for a union, this may not be achievable for a variety of reasons and this given the fragility of the congregation of Larkhall Trinity, has led MPAG to recommend that before the first review of the plan that the Implementation Group consider if a timeline to union is realistic. If this is not considered deliverable then a report should be made to Presbytery to consider other options on the future shape of the Church in Larkhall.**

# Section 3:

## Appendices



# The Church of Scotland

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The Presbytery of  
Forth Valley and Clydesdale

## Cluster Mission Plan form

Please fill out this Cluster Mission Plan pro forma, the completed proforma for your cluster should be saved with: **2023 proforma- name of cluster- name of contact person (2023 proforma forthvalley JRennick)** and return to [fvandc@churchofscotland.org.uk](mailto:fvandc@churchofscotland.org.uk) by 31<sup>st</sup> March 2023. Your completed Cluster Proforma should be accompanied by an extract minute from each Kirk Session in the cluster, indicating agreement.

This form provides the basis for discussion between local congregations within a cluster. By completing this Cluster Mission Plan form, a future mission shape and appropriate resourcing for the Church of Scotland where you are will be discussed and planned for by the congregations in your cluster.

The completed form will contribute to the final Presbytery Mission Plan which will be submitted to Presbytery for approval in Spring 2023. It will then be passed to the Faith Nurture Forum and the General Trustees for final approval.

Every cluster in the Presbytery is required to complete one, joint, Cluster Mission Plan form.

Thank you for taking time to complete this document.



**Section I - Five Marks of Mission**

*Please fill out your responses to section I for your congregation (individually)*

<p>Q1. Please share with the other cluster congregations what you do that is vital under each mark of mission, using around 10 words in each box.</p> <ul style="list-style-type: none"> <li>- You may choose to use your ten words to summarise previous submissions; or outline a few key things; or identify a weakness; or add say something new.</li> <li>- The response is for sharing with your neighbouring cluster churches initially, not the Mission Planning Action Group.</li> </ul>					
Congregation	To proclaim the Good News of the Kingdom	To teach, baptise and nurture new believers	To respond to human need by loving service	To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation	To strive to safeguard the integrity of creation and sustain and renew the life of the earth:

**Section 2 – towards participating in mission together.**

***This section is designed to provide conversations between congregations within each cluster.***

*- The facilitator, or the cluster congregations, will arrange for someone to take notes, fill this section in and circulate the document in advance of the next meeting date. By doing this all cluster congregations can see and agree anything written down in this section.*

*- We ask each individual congregation not to fill out section 2 in advance of a cluster meeting.*

Q2. Looking at the responses from each congregation, identify areas of common missional endeavour which could be building blocks for your mission plan, using around 10 words in each box.

To proclaim the Good News of the Kingdom	To teach, baptise and nurture new believers	To respond to human need by loving service	To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation	To strive to safeguard the integrity of creation and sustain and renew the life of the earth

Q3. Which particular common areas generate energy and enthusiasm? Use around 100 words.

Q4. Which particular common areas are time intensive and produce little missional endeavour? Use around 100 words.

Q5. Are there areas of unique missional endeavour in particular congregations, which are engaging effectively with the local community?  
Outline below, using around 100 words.

Q6. What do you consider to be the assets which each congregation in your cluster brings to the mission plan?  
Use around 100 words.

*e.g., people resources, buildings, teaching/discipleship, community engagement, communication*

Q7. What new things can you do together which will generate energy and enthusiasm? Use around 100 words.

### **Section 3 The journey ahead**

***This section is designed to provide conversations between congregations within each cluster.***

*- The facilitator, or the cluster congregations, will arrange for someone to take notes, fill this section in and circulate the document in advance of the next meeting date. By doing this all-cluster congregations can see and agree anything written down in this section.*

*- We ask each individual congregation not to fill out section 3 in advance of a cluster meeting.*

**Q8.** In one or two sentences and drawing on the information from answers in the previous section, outline the Mission Plan for your cluster. Use around 100 words.

--

**Q9.** What will help you achieve your cluster Mission Plan? Use around 100 words.  
*e.g. teaching/discipleship, community engagement, communication, volunteer training?*

--

**Q10.** Which resources will you need to help you achieve your cluster Mission Plan? Use around 100 words. *e.g., external funders, prayer support, buildings, personnel?*

--

**Q11.** Please outline the paid ministry roles which would help you achieve your cluster Mission Plan? Use around 100 words.

--

Q12. How would you designate each building within the cluster to achieve your cluster Mission Plan?  
Use around 100 words.

--

Q13. *Outline* the steps which you will take to achieve your cluster Mission Plan?

Step	Timeline Use around 10 words	What Resources are required? Use around 20 words	What will success look like? Use around 20 words
1			
2			
3			
4			
5			
6			

*Please add more steps if appropriate.*

Thank you for completing the form.

Please feel at liberty to add any other information below which you think may be helpful. (up to 250 words)

## Appendix B – Methodology for Cluster Allocations

The allocation given to each cluster at the outset rested on decisions of the 10<sup>th</sup> January 2023 Presbytery meeting. Presbytery agreed to “accept the population figures contained in Appendix I, and the financial contribution figures contained in Appendix 2, as the basis for the calculation of posts to be allocated to local clusters for planning purposes.” and “that posts be allocated to local clusters on the basis of 50% population (appropriately weighted) and 50% of the 2023 Giving to Grow contribution.” Appendix I (10 January 2023)

### Parish Populations 2023 (for Mission Planning Purposes)

Congregation	2021 population figure for planning	Weighting	Weighted Population 2021
Airdrie: Cairnlea	5400		5400
Airdrie: Clarkston	5256		5256
Airdrie: High	2276		2276
Airdrie: Jackson	4311		4311
Airdrie: New Monkland	3237		3237
Airdrie: New Wellwynd	3897		3897
Airdrie: St Columba's	1908	PA	3816
Airth	3035		3035
Bellshill Central	6965		6965
Bellshill West	5272		5272
Biggar	2890	R	4335
Black Mount	431	R	646
Blackbraes and Shieldhill	2833		2833
Blantyre: Livingstone Memorial	3221		3221
Blantyre: Old	2161		2161
Blantyre: St Andrew's	4738		4738
Bo'ness: Old	5234		5234
Bo'ness: St. Andrew's	4244		4244
Bonnybridge: St Helen's	9446		9446
Bothkennar and Carronshore	5290		5290
Bothwell	4159		4159
Brightons	6282		6282
Cairngryffe	1306	R	1959
Calderbank	1273		1273
Caldercruix, Longriggend	2302		2302
Camelon	10692		10692
Carluke: Kirkton	3458	R	5187
Carluke: St. Andrew's	2859	R	4288
Carluke: St. John's	5995	R	8992
Carnwath	2084	R	3126
Carriden	3740		3740
Carstairs	1958	R	2937
Chapelhall	3512		3512
Cleland	1507		1507
Coalburn and Lesmahagow	6219	R	9328
Coatbridge: Blairhill-Dundyvan	1423		1423
Coatbridge: Calder	5381		5381
Coatbridge: Middle	4497		4497
Coatbridge: New St. Andrew's	3395		3395

Coatbridge: Old Monkland	4877		4877
<b>Congregation</b>	<b>2021 population figure for planning</b>	<b>Weighting</b>	<b>Weighted Population 2021</b>
Coatbridge: Townhead	3119		3119
Crossford	931	R	1397
Dalserf	2562		2562
Denny: Old	3229		3229
Denny: Westpark	3748		3748
Douglas Valley	2209	PA	4417
Dunipace	2158		2158
East Kilbride: Claremont	6885		6885
East Kilbride: Greenhills	9402		9402
East Kilbride: Moncreiff	8000		8000
East Kilbride: Mossneuk	5620		5620
East Kilbride: Old	4047		4047
East Kilbride: South	6914		6914
East Kilbride: Stewartfield	4197		4197
East Kilbride: West	3059		3059
East Kilbride: Westwood	6339		6339
Falkirk: Bainsford	4574		4574
Falkirk: Laurieston	2466		2466
Falkirk: St. Andrews West	2434		2434
Falkirk: Trinity	6813		6813
Forth St. Paul's	3275	R	4912
Grangemouth: Abbotsgrange	5727		5727
Grangemouth: Kirk Of The Holy Rood	3665		3665
Grangemouth: Zetland	4059		4059
Greengairs	1635		1635
Haggs	2817		2817
Hamilton: Cadzow	4600		4600
Hamilton: Gilmour & Whitehill	5756	PA	11511
Hamilton: Hillhouse	6634		6634
Hamilton: Old	3843		3843
Hamilton: South	3872		3872
Hamilton: St. John's	1481		1481
Hamilton: Trinity	6993		6993
Hamilton: West	1939		1939
Holytown	3190		3190
Kirk O'Shotts	1111		1111
Kirkfieldbank	909	R	1364
Kirkmuirhill	4077	R	6115
Lanark: Greyfriars	3657	R	5485
Lanark: St. Nicholas	4490	R	6735
Larbert: East	5062		5062
Larbert: Old	4200		4200
Larbert: West	4162		4162
Larkhall: New	8628	PA	17256
Larkhall: Trinity	4189		4189
Law	2846	R	4269
Libberton and Quothquan	472	R	708

Motherwell: Crosshill	1226	PA	2452
<b>Congregation</b>	<b>2021 population figure for planning</b>	<b>Weighting</b>	<b>Weighted Population 2021</b>
Motherwell: Dalziel St. Andrew's	4793		4793
Motherwell: North	4527		4527
Motherwell: South	3946		3946
Motherwell: St. Margaret's	4501		4501
Motherwell: St. Mary's	2388		2388
Muiravonside	4314		4314
New Stevenston - Wrangholm Kirk	2342		2342
Newarthill and Carfin	6984		6984
Newmains: Bonkle & Newmains: Coltness Memorial	3895		3895
Overtown	2565		2565
Polmont: Old	4468		4468
Quarter	1291		1291
Redding and Westquarter	4179		4179
Shotts: Calderhead Erskine	7015		7015
Slamannan	1792		1792
Stenhouse and Carron	4163		4163
Strathaven: Avendale Old and Drumclog Memorial	4252		4252
Strathaven: Trinity	5695		5695
Symington	719	R	1079
Uddingston: Burnhead	3618		3618
Uddingston: Old	4034		4034
Uddingston: Viewpark	5239		5239
Upper Clyde	1592	R	2388
Wishaw: Cambusnethan North	2485		2485
Wishaw: Cambusnethan Old	3573		3573
Wishaw: Craigneuk & Belhaven	2370	PA	4741
Wishaw: Old	1541		1541
Wishaw: South	4874		4874
Wishaw: St. Mark's	3862		3862

Notes:

1. Weightings: R = Rural (150% weighting); PA = Priority Area (200% weighting)
2. Local Ecumenical Partnerships are not included in the above figures due to their statistics being worked out on a different basis and ministries for those congregations are provided for in a separate agreement as part of the overall Presbytery allocation.
3. Newmains: Bonkle & Newmains: Coltness Memorial: In years previous the Kirk Sessions asked the statisticians in the National Offices to deal with the two congregations population figures 'as one' and therefore the figure provided is combined. Should the two congregations seek to be placed in different clusters then a 50% split will be applied to each.



**Giving to Grow Contributions 2023 (for Mission Planning Purposes)**

<b>Congregation</b>	<b>2023 Giving to Grow Contribution</b>
Airdrie: Cairnlea	£73,873
Airdrie: Clarkston	£42,551
Airdrie: High	£34,144
Airdrie: Jackson	£56,776
<b>Congregation</b>	<b>2023 Giving to Grow Contribution</b>
Airdrie: New Monkland	£38,230
Airdrie: New Wellwynd	£88,646
Airdrie: St Columba's	£12,055
Airth	£16,391
Bellshill Central	£34,414
Bellshill West	£40,009
Biggar	£54,342
Black Mount	£10,256
Blackbraes and Shieldhill	£18,200
Blantyre: Livingstone Memorial	£28,571
Blantyre: Old	£38,419
Blantyre: St Andrew's	£25,073
Bo'ness: Old	£34,058
Bo'ness: St. Andrew's	£27,600
Bonnybridge: St Helen's	£25,294
Bothkennar and Carronshore	£17,764
Bothwell	£82,385
Brightons	£86,569
Cairngryffe	£19,612
Calderbank	£14,740
Caldercruix, Longriggend	£33,505
Camelon	£32,886
Carluke: Kirkton	£62,528
Carluke: St. Andrew's	£25,688
Carluke: St. John's	£45,583
Carnwath	£8,757
Carriden	£33,668
Carstairs	£26,945
Chapelhall	£23,968
Cleland	£3,138
Coalburn and Lesmahagow	£42,304
Coatbridge: Blairhill-Dundyvan	£32,837
Coatbridge: Calder	£24,727
Coatbridge: Middle	£16,235
Coatbridge: New St. Andrew's	£59,543
Coatbridge: Old Monkland	£25,176
Coatbridge: Townhead	£14,999
Crossford	£16,535
Dalserf	£42,030
Denny: Old	£31,562
Denny: Westpark	£49,226

Douglas Valley	£25,886
Dunipace	£37,406
East Kilbride: Claremont	£81,516
East Kilbride: Greenhills	£18,252
East Kilbride: Moncreiff	£61,852
East Kilbride: Mossneuk	£19,477
East Kilbride: Old	£68,905
East Kilbride: South	£34,463
East Kilbride: Stewartfield	£5,159
East Kilbride: West	£29,742
East Kilbride: Westwood	£43,859
Falkirk: Bainsford	£14,824
Falkirk: Laurieston	£21,962
Falkirk: St. Andrews West	£37,114
Falkirk: Trinity	£82,723
Forth St. Paul's	£31,534
Grangemouth: Abbotsgrange	£31,716
Grangemouth: Kirk Of The Holy Rood	£26,014
Grangemouth: Zetland	£50,412
Greengairs	£9,727
Haggs	£20,217
Hamilton: Cadzow	£63,418
Hamilton: Gilmour & Whitehill	£29,190
Hamilton: Hillhouse	£36,510
Hamilton: Old	£78,934
Hamilton: South	£28,084
Hamilton: St. John's	£69,931
Hamilton: Trinity	£28,242
Hamilton: West	£30,970
Holytown	£25,345
Kirk O'Shotts	£17,115
Kirkfieldbank	£10,987
Kirkmuirhill	£51,552
Lanark: Greyfriars	£52,043
Lanark: St. Nicholas	£63,310
Larbert: East	£73,282
Larbert: Old	£37,728
Larbert: West	£40,414
Larkhall: New	£65,524
Larkhall: Trinity	£24,743
Law	£22,007
Libberton and Quothquan	£11,177
Motherwell: Crosshill	£35,022
Motherwell: Dalziel St. Andrew's	£80,885
Motherwell: North	£38,312
Motherwell: South	£55,751
Motherwell: St. Margaret's	£17,293
Motherwell: St. Mary's	£81,727
Muiravonside	£15,914
New Stevenston - Wrangholm Kirk	£15,137
Newarthill and Carfin	£32,538
Newmains: Bonkle	£18,979
Newmains: Coltness Memorial	£29,667

Overtown	£34,672
Polmont: Old	£51,408
Quarter	£14,691
Redding and Westquarter	£14,874
Shotts: Calderhead Erskine	£50,812
Slamannan	£16,050
Stenhouse and Carron	£28,864
Strathaven: Avendale Old and Drumclog Memorial	£68,711
<b>Congregation</b>	<b>2023 Giving to Grow Contribution</b>
Strathaven: Trinity	£84,052
Symington	£16,398
Uddingston: Burnhead	£33,157
Uddingston: Old	£71,448
Uddingston: Viewpark	£59,345
Upper Clyde	£15,940
Wishaw: Cambusnethan North	£46,516
Wishaw: Cambusnethan Old	£33,954
Wishaw: Craigneuk & Belhaven	£23,837
Wishaw: Old	£21,956
Wishaw: South	£45,086
Wishaw: St. Mark's	£35,515

Notes:

Local Ecumenical Partnerships are not included in the above figures due to their financial contributions being worked out on a different basis and ministries for those congregations are provided for in a separate agreement as part of the overall Presbytery allocation.

## Appendix C – Record of Interests of MPAG members

### Presbytery appointed members

Name	Status	Congregation	Notes
Rev Ian Galloway	Minister	Glasgow Presbytery	Convener MPAG – Resigned 26th Sept 2023
Lesley Auld	Elder	Hamilton: St John's	Resigned 7 Sept 2023
George Barrowman	Elder	Denny: Westpark	
Anne Cochrane	Elder	Carnwath	
Eric Hislop	Elder	Strathaven: Trinity	Also locum for Hamilton Gilmour and Whitehill linked with Hamilton West
Rev Dr Alistair May	Minister	Motherwell: Dalziel St Andrews	Appointed Co-convener. 25th Nov 2023
John McGeary	Elder	Wishaw: South Wishaw	
Liz Murphy	Elder	Larkhall: Trinity	
Rev Keith Ross (Ret)	Minister	Wishaw: Craigneuk and Belhaven	Also Interim Moderator for Wishaw Old Appointed Co-Convener 25th Nov 2023
Harry Sergeant	Elder	Larbert: West	
Rev George Sneddon	Minister	East Kilbride: Mossneuk	Also, Interim Moderator for Coatbridge Blairhill-Dundyvan linked with Middle
Rev Beverley Stevenson	Minister (OLM)	Coatbridge: Calder	Also, Locum for Cambusnethan North, Transferred to Perth Presbytery and resigned March 2023

### Staff Team

Name	Status	Congregation	Role
Rev Julie Rennick	Minister	Law (member)	Clerk to the Presbytery
Rev Bryan Kerr	Minister	Lanark: Greyfriars	Depute Clerk to Presbytery
Scott Paget	Elder	Lanark: Greyfriars	Presbytery Mission Officer
Mhairi MacLeod	Elder	East Kilbride: Mossneuk	Presbytery Buildings Officer
Rev Sandra Black	Minister	Glasgow Presbytery	Interim Minister Transferred out of MPAG on 1 May 2023

**Staff Team:** worked with MPAG as needed; each worked in an advisory capacity.

## Appendix G – Conflict of Interest Policy

Each member of the MPAG and staff members recorded which congregation they were a member of, and, where relevant, where they serve as Interim Moderator, Reader, Locum or via other interest.

At each meeting when setting the agenda, all interests were declared and recorded, and at the relevant agenda items individuals left the room whilst that area was discussed.

### MPAG Members (appointed by Presbytery, determinative and voting role)

Name	Congregation	Comment
Auld, Lesley	Hamilton: St. John's (Elder)	Lesley did not contribute to the discussions or determinations for cluster CA1 or W8. Lesley is a member of the Drafting Subgroup, while providing general information about the west area she did not contribute to the discussion or write up for cluster CA1 or W8. Lesley resigned from the team on 7 September 2023.
Barrowman, George	Denny: Westpark (Elder)	George did not contribute to the discussions or determinations for cluster E1. George is also a member of the Drafting Subgroup and while providing general information about the east area, did not contribute to the discussion or write up for cluster E1.
Cochrane, Anne	Carnwath (Elder)	Anne did not contribute to the discussions or determinations for cluster S9 or CA1. Anne is also a member of the drafting group and while providing general information about the South area, did not contribute to the discussion or write up for cluster S9 or CA1.
Galloway, Ian	Glasgow Presbytery (Minister)	As the independent convener, Ian had no declared conflicts Ian resigned from the team on 26 September 2023.
Hislop, Eric	Strathaven: Trinity (Elder) Hamilton: Gilmour & Whitehill (Locum) Hamilton West	Eric did not contribute to the discussions or determinations for clusters S3, W4 or W8. As a member of the Buildings Subgroup Eric was not part of the building discussions or determinations for cluster S3, W4 or W8.
May, Alistair	Motherwell: Dalziel St Andrew's (Minister)	Alistair did not contribute to the discussions or determinations for the W3 area.
McGeary, John	Wishaw: South Wishaw (Elder)	John did not contribute to the discussions or determinations for cluster S8. John is also a member of the Buildings Subgroup he did not take part in the discussion or determinations for cluster S8.
Murphy, Liz	Larkhall: Trinity (Elder)	Liz did not contribute to the discussions or determinations for cluster S10 or Larkhall: Trinity. Liz is also a member of the drafting group and while providing general information for the west area did not contribute to the discussion or write up for cluster S10.
Ross, Keith	Wishaw: Old (Interim Moderator & Locum) Wishaw: Craigneuk & Belhaven (Member)	Keith did not contribute to the discussions or determinations for cluster S8. As a member of the Buildings Subgroup, he did not take part in the discussions or determination for cluster S8. Keith is a non-attending (due to Interim Moderator and Locum duties) member at Craigneuk & Belhaven and MPAG deemed that Keith did not have an active conflict of interest in cluster W3.
Sergeant, Harry	Larbert: West (Elder)	Harry did not contribute to the discussions or determinations for cluster E9 and E10. Harry is a member of the Buildings Subgroup he did not take part in the discussions or determination for cluster E9 and E10.
Sneddon, George	East Kilbride: Mossneuk (Assistant Minister)	George did not take part in the discussions or determination for cluster W1 or W5.

	Coatbridge: Blairhill Dundyvan l/w Middle (Interim Moderator)	
Stevenson, Beverley	Coatbridge: Calder (Member)  Cambusnethan: North (Locum)	Beverley served on the team until 20 April 2023. Beverley did not take part in discussions for cluster W3 or W1.

**Staff Members (supporting role only, non-determinative and non-voting role)**

Name	Congregation	Comment
Black, Sandra Interim Minister	Glasgow Presbytery	Sandra had no declared conflicts of interest when a staff member attached to Presbytery. Upon Sandra's appointment as Interim Minister in Newmains: Bonkle lw Newmains: Coltness Memorial her role in attending and supporting MPAG ceased (1 May 2023).
Kerr, Bryan Depute Clerk	Lanark: Greyfriars (Minister)  Carluke: Kirkton (Interim Moderator)	Bryan did not contribute to any discussion or determination for cluster CA1, S1, or S9.
Macleod, Mhairi Buildings Officer	East Kilbride: Mossneuk (Elder)	Mhairi did not contribute to any discussion or determination for cluster W5.
Paget, Scott Mission Officer	Lanark Greyfriars (Elder)	Scott did not contribute to any discussion or determination for cluster CA1 or S9. As Minute taker for the Buildings Subgroup, he was asked by members to remain in the meeting but sections of minutes with determinations for CA1, S9, W9 were adjusted and approved by those present to ensure no bias or conflict emerged.
Rennick, Julie Clerk	Law (Member) Lanark: Greyfriars (Worshipper)  Hamilton: St. John's (Worshipper)  Larbert: West (Previous Minister)	Julie did not contribute to any discussion or determination for cluster S1 or CA1. MPAG determined Julie should remain in the meeting as minute taker when CA1 was discussed. Julie declared an interest as a previous minister in Larbert: West but it was deemed by MPAG that Julie did not have an active conflict of interest in cluster E9.



# The Church of Scotland

The Presbytery of Forth Valley and Clydesdale

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