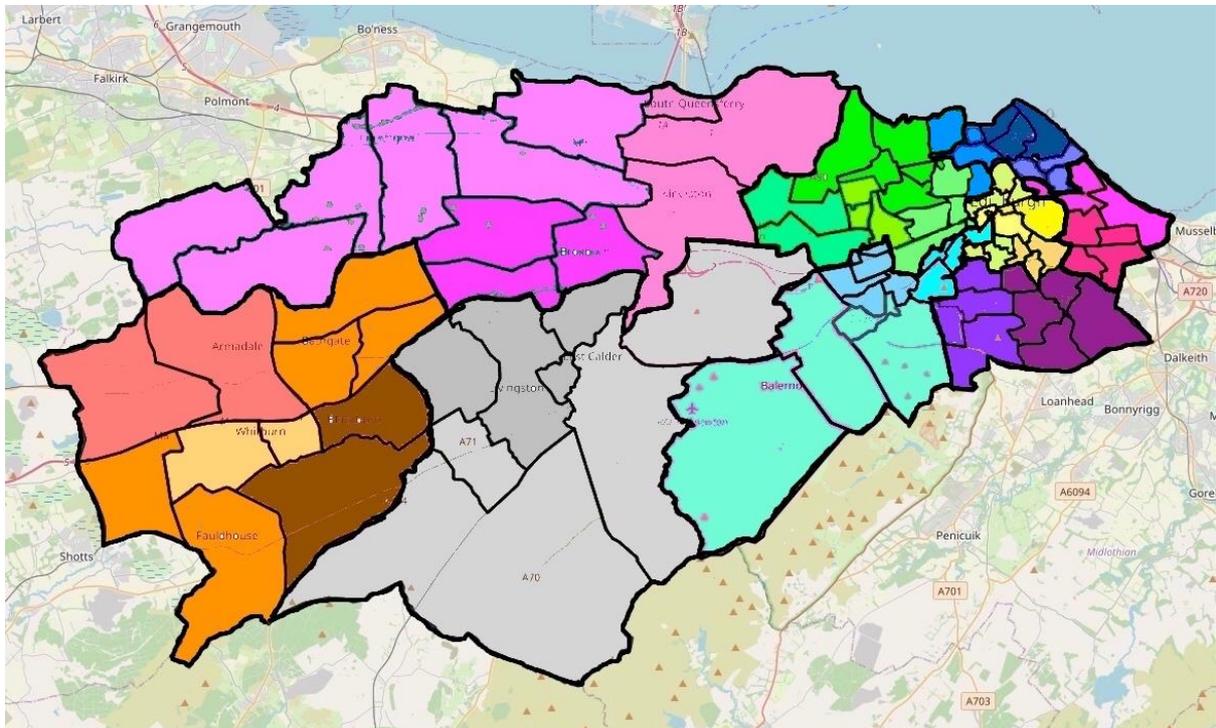


Presbytery of Edinburgh and West Lothian

# Presbytery Mission Plan Working Document



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# Background

‘Follow me.’ These words echoed through the introduction of the Radical Action Plan to the General Assembly of 2019. The Church of Scotland realised that substantive changes were required in order to share Christ’s message to the people of Scotland against the backdrop of fewer ministerial posts. Radical reforms were proposed and these continued into the General Assembly of 2021. The Presbytery Mission Plan Act (Act VIII/2021) required each Presbytery to configure itself in order to focus fully and faithfully on mission. Within a context of rapid change and straitened resources, especially of ministers, this Assembly also agreed that the Presbytery of Edinburgh should be allocated 48.5 ministry posts and the Presbytery of West Lothian 17 ministry posts in order to fulfil its missional calling. Moreover, each Presbytery was asked to present a Mission Plan by 31 December 2022 which set out the manner in which its mission would be pursued, ensuring that every parish in Scotland was faithfully served by the Church of Scotland.

On 1 January 2022, the Presbytery of Edinburgh and West Lothian came into being. This new Presbytery is marked by a wide variety of communities and contexts as would befit the joining together of a capital city with an area that includes towns, villages and rural settings. No one model could possibly address mission opportunities and challenges in such a diversity of settings. Yet, overarching principles provide a guide whereby choices can be made in order to ensure mission that is strong and effective in its local context.

## Five Marks of Mission

Underpinning the mission plan for the Presbytery of Edinburgh and West Lothian are the Five Marks of Mission. These were set forth by the General Assembly of 2021 as the primary drivers for any Presbytery Mission Plan. Any proposals regarding mission activities or adjustments are made with reference to them. The Five Marks are as follows:

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.

The proposals which follow and the mission narratives take as their starting point these five marks. It should be noted that many churches in the Presbytery fulfil these marks in some manner and yet with different emphases. Some balance all five relatively equally while some congregations are stronger in some areas and weaker in others. The faithfulness and mission of all congregations, small and large, thriving or struggling, is most encouraging. As congregations within Presbytery continue to work together and forge relationships, it is evident that the Five Marks of Mission are fully and faithfully manifested in Presbytery when it is viewed in its entirety. Which is the essence of the presbyterian system.

# Secondary Principles

In its report to the General Assembly in 2021, the Theological Forum noted the theology informing the Five Marks of Mission but also suggested that these alone would not provide the means by which practical decisions were required. Other criteria are needed. Secondary principles are provided by the national church and these include the following:

1. communities (every community in Scotland is part of a Church of Scotland Parish, thus fulfilling the Third Article Declaratory;)
2. ecumenism;
3. the poor;
4. the whole people of God;
5. outward looking congregations;
6. mixed ecology;
7. financial responsibility;
8. buildings appropriate for mission ('the well-equipped space in the right place').

Since conversations have begun regarding a Plan for Presbytery, particular principles have surfaced. The commitment to the poor has led to a conscious attempt to team congregations with evident physical resources with those that have few tangible resources but are equally strong in faith, commitment and inspiration. There is a recognition that, in these times of dwindling numbers for ministerial posts, drawing on the skills and talents of the entire people of God will be crucial. Although no specific allocations have been made, the Presbytery strongly encourages congregations to nurture local lay leadership and ministry. Working with other denominations on a local level to fulfil the Five Marks has been widely recognised and will continue to be encouraged.

Financial responsibility has also informed discussions, for the secondary principles indicate that each congregation is to be financially viable and realistic. Fortunately, ours is a wealthy presbytery that contributes a substantial amount to the national church, thus supporting ministry posts throughout the country. Part of the task, then, is to ensure that such generosity is maintained whilst also cognisant of the priority for the poor and the support of the vulnerable. Financial prudence is closely linked to our fabric, and the Asset Management Building Audit (AMBA) reports have allowed greater insights into the appropriateness of buildings for local mission.

Thus, any proposals are offered with due recognition of the multi-faceted nature of the criteria. In some cases, supporting a smaller congregation is of significant importance. In other cases, ensuring adequate geographical cover is important. In others, concerns over finance or fabric have informed proposals. Just as no one mission model will apply to every context, so no single mark of mission or secondary principle will drive any proposal.

One comment should perhaps be offered regarding ecumenism, mentioned above. Conversations with local congregations have highlighted the width, depth and variety of ecumenical interactions. In some areas, cooperation is evident; in other areas, less so. The focus of the current plan meant that less time could be spent discerning ecumenical possibilities beyond those already established. Nevertheless, two observations follow. Discussions are underway with other denominations at a Presbytery level to clarify the best means and structures by which cooperation can be achieved with other denominations. This may be precisely one of the areas which would benefit from robust yearly reviews. Moreover, the grassroots cooperation between denominations is not only recognised but greatly appreciated and strongly encouraged.

# Vision, Mission and Strategy

Previous documents shared with congregations have attracted feedback focussed on mission, vision and strategy. There was a perceived need to articulate these more clearly. In many respects, they are given to us. Mission is defined not only by the Five Marks but also by the Great Commission found in Matthew 28.19: ‘Go therefore and make disciples of all nations...’

Mission is at the heart of the church. Church and mission are inseparable. Mission is not peripheral to the church but is its very essence. To quote Emil Bruner: ‘A church that is not missionary, that is, which does not reach beyond itself, is no real church.’ Yet the church does not carry out its own mission but is called to be a part of God’s mission, the *Missio Dei*. This is ‘God’s redemptive activity in the world, enacted in cooperation with human persons’ (Paul Kolman). The final and real goal of God’s mission is not the church, but the establishment of God’s kingdom. The church, participating in God’s mission, is the body through which God’s mission is carried out in the world.

The Church of Scotland has provided a vision:

*The Church of Scotland seeks to inspire the people of Scotland and beyond with the Good News of Jesus Christ through enthusiastic worshipping, witnessing, nurturing and serving communities.*

It is therefore hoped that the proposals offered below contribute to sustainable faith communities and to a continuing, vibrant church presence in bustling urban areas and in rural communities of significant size. All congregations and churches will be encouraged to inspire each other and the world around them with God’s love as manifested in Christ. It is envisaged that this plan will facilitate churches as they engage with the communities in which they are placed. Then, transformation occurs.

This vision fits with the strategy. ‘Communities’ are mentioned above. This plan has been created through a process of visiting our congregations, who are our faith communities, in an effort to discover how the churches can more effectively undertake mission in their wider communities. The strategy, then, has been one of engagement, listening, discerning and proposing. That is consultation. The very process of consultation is relationship building. That is also mission.

## Theological Underpinning

Questions have also been raised regarding the theological underpinning of the planning process. The central focus on the Five Marks of Mission is, in and of itself, a focus on theology. To quote the Theological Forum: ‘the Five Marks function helpfully as a theological vision statement for Christian mission.’ It might therefore be suggested that a consistent focus on the Five Marks is in fact a consistent theological underpinning that has infused the current task.

Yet theology should blossom from the ground up. Mission cannot occur without building relationships, as stated above. Relationships were highlighted at the first meeting of the Presbytery of Edinburgh and West Lothian. They need to be established, nurtured, strengthened, refashioned. We are a Trinitarian Church, offering ourselves to a God who is Father, Son and Holy Spirit, a God who is Creator, Liberator and Sustainer, a God who is the Infinite One, the Immanent One and the Intimate

One. This God is thus the perfect relationship of love, ever dynamic, ever loving, ever sacrificing, ever self-emptying. In striving to create relationships of grace and love with each other and with our communities, we are participating in that triune God in whom we live and breathe and have our being. Trinitarian theology not only underpins this exercise but infuses it with love and grace.

## Mission Districts

Our congregations have been asked to work together and build relationships in Mission Districts. This relatively new idea provides a network of connections that are large enough to be supportive and yet small enough to allow personal contacts. Capacity has been mentioned in many conversations and it is hoped that congregations can support one another with practical tasks, such as building oversight, finance or safeguarding. Conversations have also emphasised the importance of using the talents of all of God's people: thus, training for worship or pastoral care or mission could be provided within a mission district. As one discussion paper has emphasised, congregations within these districts can support, inspire and encourage each other. While the formal structures of mission districts and their formal relationship to the wider Presbytery require more detailed proposals, the importance of creating and nurturing local partnerships for the sake of effective mission is 'exciting', to quote comments made by some congregations. Such mission districts are important within a presbytery as diverse as the Presbytery of Edinburgh and West Lothian, spanning more than 40 miles from east to west.

## Methodology

This paper relies significantly on the work of others. The Presbytery Planning Strategy Group of the previous Presbytery of Edinburgh provided a consultation document that provided a significant amount of information and initial proposals for planning. The Presbytery of West Lothian Mission Planning Group similarly provided ideas and proposals from which to start.

The current document builds on these previous documents. A team of 19 people from the new Presbytery, both ministers and elders, asked congregations for considered, written feedback from the first round of proposals. Equipped with the responses from this correspondence, teams of two representatives from the Deployment Group visited each congregation that requested a conversation. These discussions typically centred on the proposals that were put forward. Sometimes the suggestions were readily agreed and other times local congregations, with or without Deployment Group input, found others with whom they felt they could work more effectively for mission.

The conversations provided greater insight into the possibilities for mission inherent in each situation. Drawing on the insights gathered from visits as well as other information, such as that provided by the national church (the Presbytery Mission Plan Act (PMPA; Act VIII/2021), the Guidance for Presbytery Planning and AMBA forms), the representatives began the systematic process of thinking through the best formal structures to allow congregations to work together, the most suitable allocations of the 65.5 national ministry posts allowed by the General Assembly and the buildings that should be retained or released. All of this is being brought together in the necessary mission narratives and the proposed larger structures within the mission districts.

Recommendations and proposals are thus offered to Presbytery. The plan will be further honed to reflect more fully the mission narratives provided by congregations, for some of the work is ongoing. An ongoing process of discussion will ensure that the plan continues to reflect the significant input of Presbytery. It is, after all, the Presbytery's mission plan.

## Building Blocks

Early in the process it became evident that there were five building blocks required for the production of a plan: collaboration of congregations; allocation of ministry posts; delineation of mission districts; mission narratives; and designation of buildings.

Each of these areas has been thought about in great detail.

## Collaborations

Visits to the congregations uncovered those collaborations that might work well in the pursuit of mission and those that would perhaps work less well. In some cases variety was a benefit and manifested in complementarity; and in other cases variety meant that cooperation was difficult. Thus, the collaborations offered in this plan have attempted to ensure enough variety for mission but not so much that good work could not be accomplished. And, once the proposed collaborations took form and shape, the outlines of the mission districts followed naturally.

As mentioned above, the Presbytery Mission Plan Act provided a number of tools through which collaborations could be structured. Unions typically offer a single Kirk Session and single entity whereby a focus on mission can be accomplished. Parish Groupings and Team Ministry are appropriate in some settings where a balance between focus on mission and unique local expressions of mission by congregations can be achieved. Linkages have been discouraged by the national church because they are not 'resources light' but it is recognised that in some particular and special circumstances they may be the most practicable way forward for mission.

In pursuing collaborations, by whatever structure described above, many congregations have expressed concern regarding their ability to choose their own minister. The Church of Scotland emphasises the congregational right to call and this is expressly reaffirmed in the Presbytery Mission Plan Act. At Para. 2.4.3, it is affirmed that even in provisions for any adjustments to achieve mission plan goals, 'the Presbytery shall not be considered to be affecting the rights of an inducted Minister'. Furthermore, great care is taken to ensure the congregation's right to express its views through a detailed voting procedure (please see Para. 8 and esp. 8.4.1: 'A Presbytery may not effect an adjustment whereby a minister would be imposed on a congregation which has not voted in favour' (see 8.2.3ii or 8.2.4ii)). These conditions encourage congregations and presbyteries to work together to navigate a way forward.

In this context, a decision made by Presbytery in June of 2022 is important to note. The tenure of a Reviewable Charge will not be recalled nor a review initiated before 1 January 2024 unless such a charge is already vacant or becomes vacant before that date. If, however, a congregation in Reviewable Charge agrees, a review can be initiated before that date. This timeframe allows Presbytery to undertake this task as sensitively as possible whilst also cognisant of the need to progress the plan itself.

## Allocations

Allocations of scarce ministry resources required significant time and thought. A variety of criteria informed the proposals offered and these include the following:

Population	Population growth areas	Theology
Priority for the poor	Under 40s	Congregational compatibility
Rural settings	Geography	Current mission initiatives
Ecumenical links	Congregational feedback	Congregational strengths

These criteria, and others, coupled with the information gleaned from local conversations, led to the proposed allocation of ministry posts.

A variety of ministry posts could be proposed: Full Time Minister of Word and Sacrament; Ministry Development Staff; Deacon; Ordained Local Minister. Others included Readers or local staff. In the proposals as they stand at the moment, primary focus has been given to the posts that are nationally funded.

Moreover, new forms of ministry have on occasion been put forward and these include Pioneer Ministry. Recent experiments in mission have indicated that a ministry post focussed on mission and without the added responsibilities that may adhere to other posts can reinvigorate the mission of an area and indeed in a presbytery.

All of the above led to the proposed allocation of ministry posts.

## Mission Narratives

Mission narratives have been written and crafted through the cooperation of members of the Deployment Group and the individual congregations. These are short, succinct descriptions of the mission to be pursued, and especially as it fits into the broader trajectory of mission in mission districts and in the Presbytery. In some cases, the individual congregations have taken the lead; in other cases it has been finely balanced; and in other cases, the representatives have taken the lead. In every instance, however, the dialogue between the regional and the local has been emphasised and honoured.

## Buildings

Lastly, the designations of buildings as 'A' (retention) or 'B' (release) has required significant input by the Resources Committee, which includes representatives from the Finance Team, the Property Team and the Deployment Group. The effort expended by these people, not to mention the General Trustees and the members of the congregations, has been exemplary and is very much appreciated. Decisions were required and thus difficult proposals are offered based upon local conversations, mission narratives, fabric and finance concerns and the AMBA reports, which were based on forms drawn up by the General Trustees and filled out by Presbytery-appointed auditors who visited each

building. The AMBA reports provided summary scores for every building. They were to be used as a baseline, in conjunction with local knowledge and mission narratives to ensure that a building is fit for mission. Designating the ‘well-equipped space in the right place’ has been a monumental task and it is hoped that the proposals will provide the right building tools to further mission. No proposal is put forward lightly given the importance of buildings in our community lives and yet, to journey forward in faith and to share the healing love of God, Christ’s followers may need to travel more lightly.

In some cases, a number of buildings in a particular area have been designated ‘B’. This does not mean all such ‘B’ category buildings are surplus. It is intended to allow time for local discussion of building requirements in the context of local mission. A timeframe is thus provided by which a decision should be reached regarding the retention of buildings in an area. Congregations can then make proposals to Presbytery and these can then be considered for final approval. It should be noted too that the evaluation of buildings is part of the yearly review and thus, if appropriate, a building that is currently designated ‘A’ could be designated ‘B’ if it no longer contributes to mission. Any monies received from the release of buildings may be used by the congregation for fabric related purposes, and the possibility of using such funds for wider missional purposes is currently being pursued with the General Trustees and the Faith Nurture Forum.

As part of the planning process, Presbytery are asked to designate particular buildings as ‘historic’. The General Trustees set clear criteria: Category ‘A’ Listed Building, cathedral style in proportions and in a prominent setting within a centre of population. Using these criteria, it has been suggested that Edinburgh: High St. Giles’ and Linlithgow: St. Michael’s should be designated ‘historic’.

It may be helpful to note at this juncture that manses are not included in this working document nor is any designation of manses required by the Presbytery Mission Plan Act. While some thoughts were offered in a previous consultation document, it is recognised that manses are a crucial part of the support of ministers in the provision of a home from which to work and in which to live. The General Trustees are currently devising a set of AMBA forms appropriate for manses to ensure, going forward, decisions can be made by congregations and Presbytery in order to ensure that one of our most valuable resources, the men and women who minister amongst us and our communities, are well supported.

## Yearly Reviews

The proposals offered in this plan are simply a means to structure mission in the current climate of reduced resources. There are, as stated at the beginning, constraints in ministry posts. The proposals nevertheless attempt to create the conditions in which local mission as formulated by local congregations may flourish. It is required that the plan is reviewed robustly each year. In many respects, then, this plan is simply a beginning.

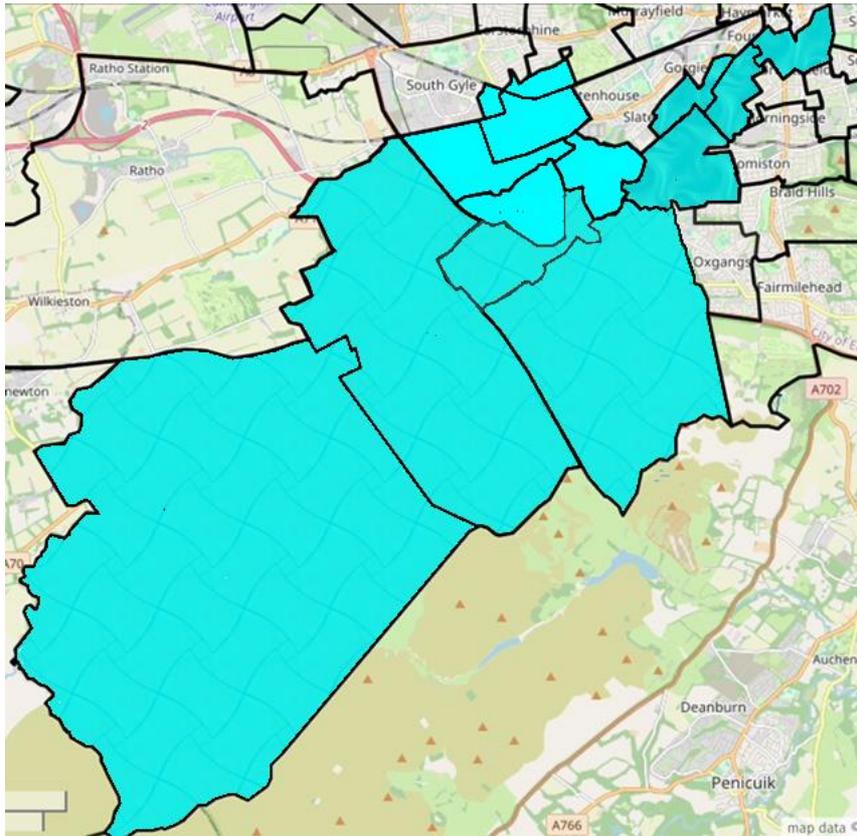
However, this plan is not an end in itself. Yearly reviews with changes and alterations should be viewed not as a weakness of the current plan but as a sign of the continuing engagement with an ever changing world and responding creatively and faithfully as the Spirit leads us forward.

# Summary for Introduction

The information above is an overview of the key elements that have contributed to the mission plan for the Presbytery of Edinburgh and West Lothian. The manner in which the Five Marks, the Secondary Principles and Mission Districts coalesce in order to create a plan that will enable mission are presented more fully in the information below.

## Acronyms for Mission Narratives and Tables

(ch.):	Church
FTE:	Full Time Equivalent
FTMWS:	Full Time Minister of Word and Sacrament
G:	Guardianship
LEP:	Local Ecumenical Partnership
l/w:	Linked with
MDS:	Ministry Development Staff
OLM:	Ordained Local Minister
PMPA:	Presbytery Mission Plan Act (Act VIII/2021)
RC:	Reviewable Charge
TM:	Team Ministry
UT:	Unrestricted Tenure
V:	Vacant



## Edinburgh Mission District A/Southwest

Many of the congregations here have already cultivated connections with each other. There is a variety of congregational strengths, gifts, and approaches for mission. Some of these congregations exist within areas of significant need and others, while located in less challenging socio-economic circumstances, have manifested an awareness and engagement in supporting people locally, nationally and internationally. Some congregations exist in areas with more rural characteristics and some are located in areas that might be considered more suburban. Whatever the context, there is an enthusiasm and energy in several of the congregations that can motivate all of the congregations in the district. There are a variety of styles of leadership, as well as different financial circumstances; and a need to address the potential use of buildings alongside fabric issues that require addressing. Working across the boundaries of current congregations and future collaborations will allow mission to flourish in this geographical area.

1. **Summary:** Edinburgh Mission District A/Southwest will contain six congregations by the end of the plan. There will be a total of 8.5 FTE ministry posts. It will be complemented by locally appointed staff as necessary and other forms of ministry, such as OLMs or Readers as available and required.

2. **Balerno, Currie, Colinton and Juniper Green** will be served by 2 FTMWS. Colinton and Juniper Green, who are working well together, will form a Union with 1FTMWS, working with Balerno and Currie, who will enter a Deferred Union with 1FTMWS. Balerno and Currie will serve and care for their communities, ‘spreading the Word of God by traditional means and new contemporary approaches.’ This they will do through community engagement and working in partnership to meet pastoral and social needs. They will also focus on reaching young families and youth, and the under 40s, through relevant worship, but still aiming to connect with all ages in exploring faith. Currie share a youth worker with Juniper Green, and thus there are connections on which to build. Juniper Green and Colinton will share the Gospel of Christ in the newly connected neighbourhoods through collective leadership, working together to shape the way forward and look for opportunities to work together. They will nevertheless retain a sense of continuity as they connect with their neighbourhoods. The four congregations are thus asked to build upon the Water of Leith locale, pursuing the mooted idea of a ‘pilgrimage route’ and, given the connections created with the local schools, to continue sharing mission in and with the school communities. These congregations are well-resourced and are encouraged to identify resources (not just financial) which could be used to support those less resourced congregations in the mission district. They should also be encouraged to fund a local post that would build on existing community involvement.

**Buildings:** In light of the missional possibilities described above, it is proposed that all of the buildings in this area be designated ‘A’.

3. **Barclay Viewforth, Craiglockhart, Polwarth and St. Michael’s** will be served by 2 FTMWS ministry posts and 1 OLM. These four congregations are working well together and will move towards a Union, structured as a Team Ministry as set out in the PMPA, as soon as practicable. They have committed to fulfil Christ’s commandment ‘to love God and your neighbour as yourself.’ They will thus offer worship in a variety of forms (Messy Church, dementia friendly), nurture discipleship in order to grow into fuller maturity in Christ’s likeness (Alpha Course, holiday club, Bible study) and reach out appropriately to the local community (student population, fighting isolation and supporting wellbeing). Each of these threads interlink in order to support and strengthen the Five Marks. Given their proximity and the size of the buildings, discussions and decisions will be required regarding those that should be retained and those that should be released.

**Buildings:** In light of a mission narrative that emphasises worship, discipleship and reaching out, maintaining four buildings may not be the best use of resources. Thus, it is proposed that all be designated ‘B’ at the moment and a decision regarding rationalisation be reached by 31 December 2024, leading to the release of buildings by 31 December 2025. The others can then, after an annual review, be designated ‘A’ as appropriate.

4. **Carrick Knowe, Holy Trinity Wester Hailes (a priority area with double weighting), St. David’s Broomhouse, St. Nicholas Sighthill and Slateford Longstone** will be served by 4.5 FTE ministry posts. Carrick Knowe and St. David’s Broomhouse will initially form a Union served by 1FTMWS and 1 0.5 MDS (youth), and St. Nicholas Sighthill and Slateford Longstone, served by 1FTMWS and 1OLM, too will form a Union. These congregations will then work together with Holy Trinity Wester Hailes, served by 1FTMWS, 1MDS and 1 OLM seeking to build upon each other’s strengths as appropriate, sharing skills and expertise. There is significant socio-economic need and it is suggested that the congregations work together ‘closely and collaboratively’ as a ‘visible and present’ manifestation of priority to the poor (building on current food provision) and the vulnerable,

including the elderly (through IT support, lunch clubs, dementia initiatives) and children (through Home for Good or similar initiatives). There is a strong sense of discipleship found within these congregations and thus an excellent opportunity to deepen a faith which will sustain mission amongst the people ‘God has gathered around us’, including the unchurched. Pastoral care can thus be provided through counselling or bereavement support. These congregations are also asked to establish relationships with others in the mission district in order that such partnerships may be mutually supportive in order to share faith ‘in the community by word and action’.

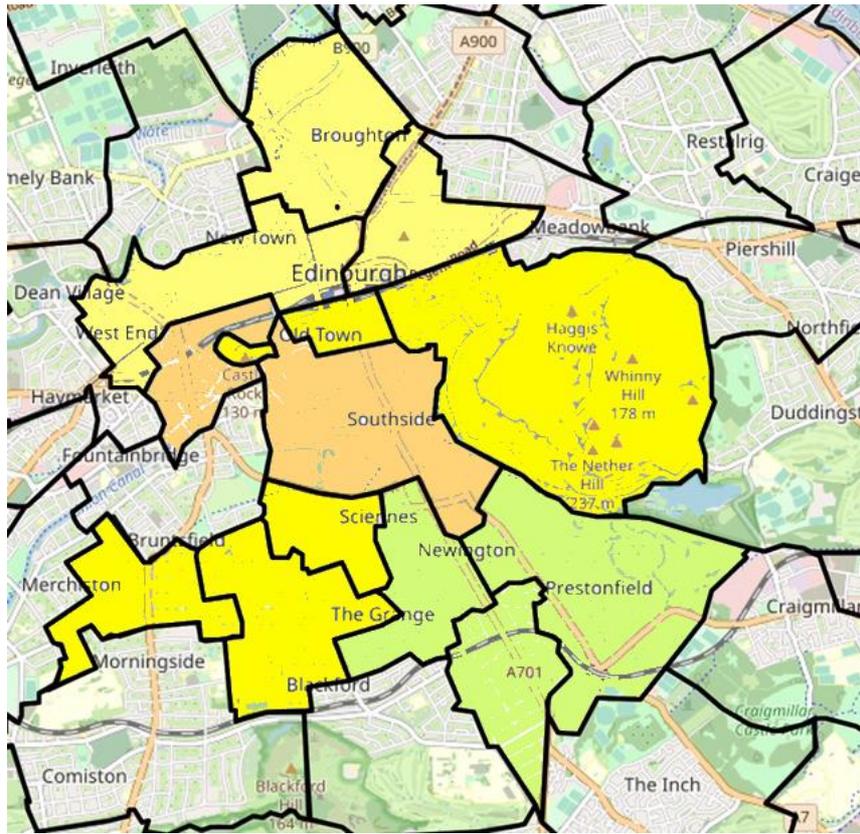
**Buildings:** With significant fabric concerns, Jubilee Hall (Carrick Knowe) should be designated ‘B’ and disposed of by 31 December 2026 (subject to building inspection). The good condition of Carrick Knowe and the mission work centred there argues for its retention. Several factors indicate that St. David’s Broomhouse should be released: the good condition of Carrick Knowe; the proposed Union; the alternative community meeting space nearby; and the indication from the AMBA form that it is not prominently located in its community. It is proposed that St. David’s Broomhouse should be designated ‘B’ and released by 31 December 2026. Holy Trinity Wester Hailes and Slateford Longstone are in good condition and are centres of effective mission. They should be retained with an ‘A’ designation. The mission work at St. Nicholas Sighthill indicates an ‘A’ designation but necessary investment in windows and roof suggest a close eye is kept on it during annual reviews.

## Table for Edinburgh MD A/Southwest

Edinburgh MD A/Southwest (pop’n)	Current Status	Current National Posts	End of Plan Status	Future Nat’l Posts	AMBA Score	Bldg. Des’n
<b>Balerno (6080)</b>	UT	1 FTMWS			80% (ch); 84% (hall)	A (both)
<b>Currie (9389)</b>	UT	1 FTMW			77% (ch); 76% (halls); 86% (G-C Hall)	A (all)
			Deferred Union of Balerno and Currie	<b>1 FTMWS</b>		
<b>Colinton (8341)</b>	UT	1 FTMWS			82% (ch); 79% (hall)	A (both)
<b>Juniper Green (4841)</b>	UT	1 FTMWS			80%	A
			Union of Colinton and Juniper Green	<b>1 FTMWS</b>		

Edinburgh MD A/Southwest (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
				2 FTMWS (total)		
Barclay Viewforth (12,644)	UT	1 FTMWS			82%	B
Craiglockhart (4581)	UT	1 FTMWS			80%	B
Polwarth (8677)	RC	1 FTMWS 1OLM			80%	B
St. Michael's (7627)	RC	1 FTMWS			82%	B
			Union (TM) of Barclay Viewforth, Craiglockhart, Polwarth and St. Michael's	2 FTMWS 1OLM (total)		(decision by 31 Dec. 2024/release by 31 Dec. 2025)
Carrick Knowe (3618)	UT	1 FTMWS			83% (ch); 71% (hall)	A (ch) B (hall) (release by 31 Dec. 2026)
St. David's Broomhouse (9691)	RC	1 FTMWS, 1 0.5 MDS, 1 0.5 MDS			79%	B (release by 31 Dec. 2026)
			Union of Carrick Knowe and St. David's Broomhouse	1 FTMWS 0.5 MDS (youth)		
St. Nicholas Sighthill (6856)	RC	1 FTMWS, 1 OLM			84%	A
Slateford Longstone (4259)	RC	1 FTMWS			80%	A
			Union of St. Nicholas Sighthill and Slateford Longstone	1FTMWS 1OLM		

Edinburgh MD A/Southwest (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
Holy Trinity Wester Hailes (8578 (double weighted))	UT	1 FTMWS, 1 MDS, 1 OLM		1 FTMWS 1 MDS 1 OLM	82%	A
				3 FTMWS 1.5MDS 2 OLMs (Total)		
Population Total 95,182				Total Nat'l Posts 8.5FTE 3 OLMs		



## Edinburgh Mission District B/Central

A rich tradition of history and community engagement is mixed with a clear recognition of, and response to, contemporary issues. Congregations in this district have welcomed thousands of tourists and visitors, offered space for concerts and choirs, enriched the city with their history and offered a variety of worship. The homeless and outcast have been cared for, the LGBTQ+ community has been engaged with, Christian Aid has been a real focus, students have been welcomed and the elderly supported. The role of ministry in the city centre is therefore one influenced by ‘traditional’ ministerial tasks alongside wider responsibilities. Some of the congregations in this Mission District are strong and healthy while others are struggling with buildings, finances and/or numbers. Cluster discussions as well as recommendations offered in the consultative document have paved the way for these congregations to provide a vibrant heartbeat of mission from the centre of Edinburgh.

1. **Summary:** Edinburgh Mission District B/Central will be served by 8 FTEs and local staff as necessary by the end of the plan.
2. **Canongate and High St Giles’** should work together in a Parish Grouping as a stepping stone towards a Deferred Union. It will be served by 2 FTMWS, and will undertake a city-wide missional role to Parliament, Council and Armed Forces, using local staff as necessary. These congregations will respond to common challenges and synergies along the central axis of the Old Town from the Palace to the Castle: these are historic buildings active in tourism (with more than a million visitors each year), pilgrimage, daily services, musical events and concerts, civic and armed services’ responsibilities and ecumenical working. Links already exist and there is active planning to share nationally and internationally recognised facilities as well as local knowledge. High St. Giles’

community of online worshippers from around the world and Canongate's participation in the 'Faith at the Heart of the Nation' programme will strengthen outreach and mission. Both congregations are supportive of parish grouping but accept that full union is not possible at this time as the complexities are discussed and considered.

**Buildings:** The two churches, given their role in community and civic life, should be retained and designated 'A'. Canongate Hall can serve both congregations and the new congregation, as well as the community, and is thus designated 'A'.

3. **Greyfriars and St Cuthbert's** will also work together in a Parish Grouping leading to a Deferred Union. It will be served by 1 FTMWS and local staff as necessary (2 x 0.5 posts). Both congregations are addressing the city centre issues of homelessness and poverty by engaging with this community. Both have buildings of major importance and are a draw for tourism. They also hold regular concerts and musical events.

Greyfriars executes much of its outreach activity through legally separate charities (Grassmarket Project, Charteris) which are designed to operate independently. They aim to transform the lives of those excluded, promote wellbeing and community, and minister to visitors, tourists and the arts. These charities fund some outreach resources. St. Cuthbert's has engaged fully in ecumenical work and contributed to and made its premises available gratis for homeless initiatives and to house chaplaincy resources. These initiatives are run by separate charities independent of the church but supported financially and spiritually, along with others such as the Ukrainian community support and Sanctuary First. However, the charities are distinct entities with their own priorities. Continuing some of the work undertaken or supported may not require a FTMWS. Alternative forms of resourcing and resources should be considered.

The viability of the core church congregations suggests an allocation of one minister, supported by appropriate outreach support staff which would allow current activities to continue. The level of additional ministerial or lay resources required to meet the mission challenge, and how that is met from the church or the charitable activities, needs further discussion with the two churches. Hence the proposal for a parish grouping and deferred union. Both churches are well placed to be a focus for outreach to people of all faiths and none, including the homeless, and potentially a base for a pioneer ministry with wider Presbytery responsibilities. It is an idea which Presbytery should seriously consider.

**Buildings:** St. Cuthbert's has recently been renovated with flexible space and it is thus proposed that it is 'A'. Similarly, the fabric associated with the mission work of Greyfriars, which includes the Kirk, the Grassmarket Community Project and the Charteris Centre, is well used and in good condition. These clearly merit 'A'.

4. **Broughton St Mary's (BSM), Greenside and St Andrews 'and St George's West (STAGW)** are being asked to work together towards a Union, structured as a Team Ministry as set out in the PMPA. The first stage will be a Union of BSM and Greenside. In due course a Deferred Union with STAGW can follow once its position clarifies.

This planned grouping combines the city centre activity of STAGW, reaching tourists and the business/work place community whilst also hosting the Albany Deaf Church, the suburban parish of BSM with its interfaith and LGBTQ links and the congregation of Greenside, which has been in Guardianship for over a decade. The congregations are motivated by mission targeted at the east end of the city centre, as well as the housing to the north which is seen the source of a welcome injection of younger people, and there are plans to focus on their pastoral needs, including isolation and loneliness. Developing the role of the Arts Outreach worker, funded locally, may be a priority in the new grouping, as is working ecumenically and responding to community needs (dementia friendly contact points,

food bank). This activity is motivated by a commitment ‘to see a fairer world shaped by the life, love and example of Jesus’ by nurturing ‘outward-looking’ communities striving towards ‘justice and peace.’

Initially, it is proposed that BSM and Greenside enter into a Union as part of a Parish Grouping including STAGW. Once the position of STAGW, shortly to be in vacancy, is clearer, a Deferred Union of the three churches may progress. 1 FTMWS will serve BSM and Greenside and in the shorter term 1 FTMWS will serve STAGW. This will be reviewed as the plans for bringing STAGW into the Union are further advanced.

STAGW and BSM buildings offer synergies given both sites are constrained. With regard to the Greenside building, either BSM and Greenside will propose how the building can be put to congregational use and/or for outreach for the new union or it will have to be released to facilitate the new entity.

**Buildings:** Greenside’s congregation have accepted that the building may not play a long term part of the future of this union. It is thus designated ‘B’ and, absent agreed mission need, should be released as soon as practicable. The other two buildings, BSM and STAGW, are in good condition and provide good centres for mission. They are thus both designated ‘A’.

5. **Craigmillar Park, Mayfield Salisbury and Priestfield** are being asked to work together in a Union, structured as a Team Ministry as set out in the PMPA. It will be served by 1 FTMWS and 1 Pioneer FTMWS. This will be supported by local staff (local youth worker, pastoral worker). A thorough knowledge of the area has already established mission priorities: pastoral care, students, charitable engagement, foodbank, listening service, worship experimentation, recovery cafe, pilgrimage and eco-priorities. From this base, these congregations will pursue fresh expressions of church, possibly focussed on students and artistic expression and perhaps working with Greyfriars Charteris and university chaplaincy. A building may be renovated as a hub for pioneer ministry, developed along the Heartedge model. Southside Faiths Care, supporting the elderly, will balance work with families through established programmes and a youth worker. Work with Newington Churches Together will continue.

**Buildings:** Mayfield Salisbury is an excellent complex for mission and should be designated ‘A’. Craigmillar Park and Priestfield are relatively close and thus retaining both may not be the best use of missional resources. It is proposed that both Craigmillar Park and Priestfield be designated ‘B’ in order to begin careful consideration regarding not just ‘the well-equipped space in the right place’ but the mission ideas mooted above. A choice should be made by 30 June 2024, with a release date of 30 June 2025, at which time an annual review can designate the other ‘A’ as appropriate.

6. **Marchmont St Giles’ (MSG), Morningside United Church (MUC) and St Catherine’s Argyle (St.CA)** are being asked to work together in a trilateral Union. This will involve accommodating Local Ecumenical Partnership (LEP) considerations. The Union will be served by 1 FTMWS and, it is hoped, a second FTMWS from the URC, ideally working together in a Team Ministry. Local staff will assist (at present, there is one family worker and one Reader). The proximity of MSG and StCA and the commonality in mission narratives across the three churches supports the logic of union. The LEP that forms MUC adds complexity, although there is a history of collaboration between MSG and MUC. Developing ecumenical work already initiated, such as that with the Orthodox community, can continue. This new congregation will deliver a ministry to families and children with an intentional multi-generational approach, drawing on the skills of a children’s worker and the families and children who are currently regular worshippers. A Christian after-school club may be pursued. There will be a ministry to the elderly through initiatives such as Butterflies Plus and

Southside Faiths Care (set up with Mayfield Salisbury, Priestfield and Craigmillar Park). They will also deliver a ministry to the students of Napier and Edinburgh Universities through the chaplaincy already established at Napier, and in cooperation with other churches. The 'English Corner' conversation classes can contribute to this mission focus.

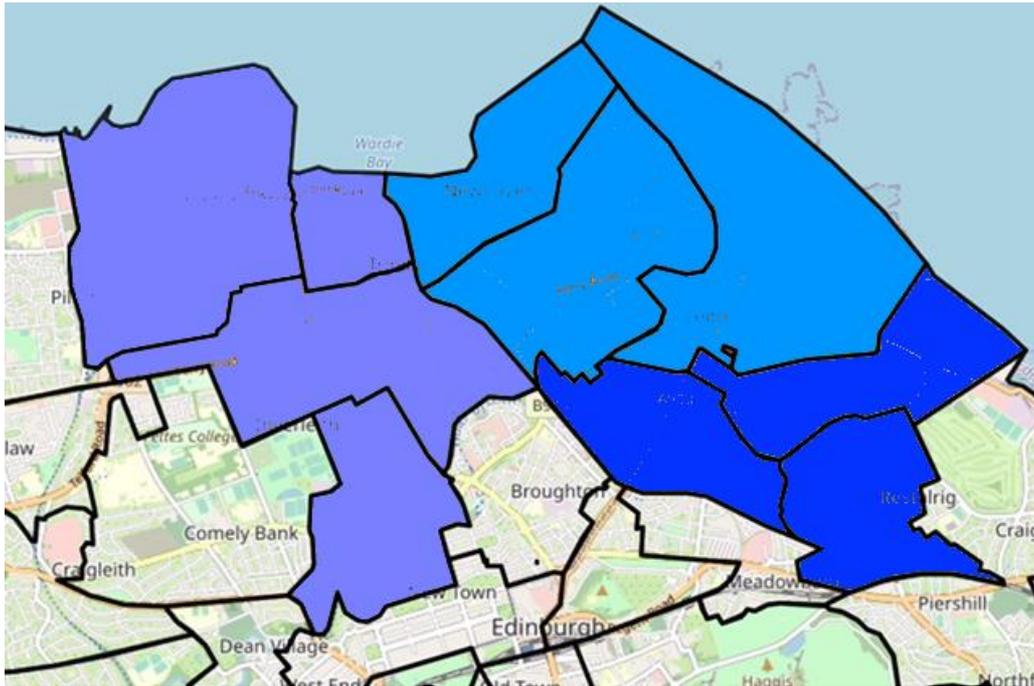
**Buildings:** With ecumenical discussions regarding MUC ongoing but increasing utilisation for Napier students, MUC looks a potentially valuable mission base but it is not within the power of the Church of Scotland to make a decision in relation to the building unilaterally. MSG is a well appointed church and busy community centre. St.CA sits very close by and, even although there is current and potential mission work, the union with a nearby church and fabric concerns require a 'B' designation. However, with ecumenical discussions continuing it makes sense to give some space to confirm the three way Union and Team Ministry is proceeding and to obtain input from the combined congregations on mission priorities and needs. In order to facilitate forward movement, a date of 31 Dec. 2023 is proposed to agree shared mission priorities and needs, including release of buildings not required for mission plans, for implementation by 31 December 2024.

## Table for Edinburgh MD B/Central

Edinburgh MD B/Central (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts		
Canongate (4771)	RC	1 FTMWS			76% (ch); 72% (hall)	A (both)
High St. Giles' (2310)	UT	1 FTMWS			81%	A
			Parish Grouping leading to Deferred Union between Canongate and High St. Giles'	2 FTMWS		
Greyfriars (16278)	UT	1 FTMWS			76% (ch); 87% (Chart.) ; 83% (Grmkt)	A (all)
	St. Cuthbert's (2796)	RC	1 FTMWS			80%
			Parish Grouping leading to a Deferred Union between Greyfriars and St. Cuthbert's	1 FTMWS		
Broughton St. Mary's (12,048)	UT	1 FTMWS			80%	A

Edinburgh MD B/Central (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts		
Greenside (4278)	G				71%	B (release asap)
St. Andrew's and St. George's West (3307)	RC	1 FTMWS			81%	A
			Union of Broughton St. Mary's, Greenside and Deferred Union with St. Andrew's and St. George's West, leading to Union (TM)	2 FTMWS		
Craigmillar Park (3714)	RC	1 FTMWS (l/w Reid Memorial), 1 MDS (shared with Reid Memorial and Priestfield)			71%	B
Mayfield Salisbury (6432)	UT	1 FTMWS			90%	A
Priestfield (6512)	RC	1 FTMWS, 1 MDS (shared)			81%	B
			Union (TM) of Craigmillar Park, Mayfield Salisbury and Priestfield	1 FTMWS 1 Pioneer FTMWS		Decision on B's by 30 June 2024/release by 30 June 2025
Marchmont St. Giles' (4187)	UT	1 FTMWS, 1 Reader			87%	A
Morningside United (3639)	LEP	1 FTMWS			75%	TBC
St. Catherine's Argyle (5103)	V				71%	B (release by 31 Dec. 2024)
			Union of Marchmont St. Giles', Morningside Utd. and St. Catherine's Argyle	1 FTMWS		

Edinburgh MD B/Central (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts		
<b>Population Total</b>  <b>75,375</b>				<b>Total Nat'l Posts</b>  <b>8FTE</b>		



## Edinburgh Mission District C/North

Geographical proximity, shared interests and complementary gifts and skills mark this mission district. Some congregations are set within areas of noticeable need whilst others are located in areas of abundance. Small parishes connect with larger parishes. There are congregations that have worked together for years and others that have only more recently begun to interact with each other. Some possess resources that welcome local groups; others have been looking to consolidate and focus their outreach to the Leith community; and others have used, and are planning to use, their buildings in new and creative ways. The combination of well-established relationships with new connections will create a mission dynamic.

1. **Summary:** Edinburgh Mission District C will be served by 7.5 FTE and local staff as necessary.
2. **Granton, Inverleith St. Serf's, Stockbridge and Wardie:** Granton, Inverleith St. Serf's and Stockbridge would move towards a three way Union served by 1 FTMWS and 1MDS (to new builds). This collaboration would then work initially within a Parish Grouping with Wardie, served by 1FTMWS, with a view towards greater integration. There would be a pooling of resources that would allow mission to continue through the facilities offered in the buildings but most especially through the shopfront on Raeburn Place and into the new builds in the Granton area.

**Buildings:** The mission work and possibilities notwithstanding, retaining all five buildings, though they are in good order, would not be the best use of resources. Therefore, in order to ensure that those buildings required for mission are retained, it is proposed that all of the buildings initially be designated 'B'. This designation should initiate in-depth discussions about fabric necessary to advance mission in the area, with first proposals offered by 31 December 2024. Thereafter, robust

annual reviews overseen by Presbytery will ensure that the well equipped spaces in the right places are retained. Any buildings designated 'B' should be released by 31 December 2025.

3. **Leith North, Leith South and Newhaven** will be served by 2 FTMWS and local staff as necessary working in a Union, structured as a Team Ministry as set out in the PMPA. Leith North and Leith South have been part of wider conversations regarding mission in Leith and have previous connections with Newhaven. These three congregations have been working well and the shared missional energy is palpable. They are encouraged to fulfil their commitment to 'serve those in need' in the local area and in particular 'the poor and disadvantaged.' The churches are encouraged to use their buildings not only for priority to the poor but to experiment with worship. This worship should build on the energy found in Newhaven's focus on discipleship and will contribute to the churches' emphasis on a 'people centric model'.

**Buildings:** The South Leith church and halls are centrally located in Leith. The halls in particular offer an excellent missional base. Both have thus been designated 'A'. Newhaven too is in good condition and offers another space from which and in which to pursue mission. It too has been designated 'A'. Given the number of churches in the area, concerns regarding the sustainability of North Leith itself and the difficulty of retaining the hall while releasing the church itself, it is proposed that both of these, as well as the Session House, be designated 'B'. They should be released by 31 December 2024.

4. **Leith St. Andrew's, Pilrig St. Paul's and St. Margaret's** will be served by 2 FTMWS and 0.5 MDS (youth) working together in a Union, structured as a Team Ministry as set out in the PMPA. Leith St. Andrew's and Pilrig St. Paul's have been engaged in ongoing conversations regarding mission in Leith. St. Margaret's looks more naturally towards Leith and is situated in an area with similar needs. These congregations should make use of the possibilities inherent in St. Margaret's effective outreach and the historicity of its building in order to engage in mission. They too should grasp the possibilities inherent in the location of Pilrig St. Paul's, at the centre of Leith Walk, and its experience in providing cinema and cafe.

**Buildings:** Pilrig St. Paul's sits right on Leith Walk and provides a church presence and community space in what otherwise would be a significant geographical gap. St. Margaret's and its hall sits in a village area and is in a good missional context at some distance from Pilrig St. Paul's. By contrast, Leith St. Andrew's sits close to South Leith and its hall and thus retaining two buildings so close to each other is not the best use of missional resources. It is thus proposed that Pilrig St. Paul's and St. Margaret's church and hall are designated 'A'. Leith St. Andrew's should be a 'B', with a release by 31 December 2024.

Edinburgh MD C/North (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
Inverleith St. Serf's (8131)	V				89%	B
Granton (12,793)	V	1 MDS			84%	B
Stockbridge (8611)	V				85% (ch); 76% (shop)	B (both)

Edinburgh MD C/North (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
			Union of Inverleith St. Serf's, Granton and Stockbridge	<b>1 FTMWS</b> <b>1 MDS (new build)</b>		
<b>Wardie (1703)</b>	UT	1 FTMWS		<b>1 FTMWS</b>	83%	B
			Inverleith St. Serf's, Granton and Stockbridge in Parish Grouping with Wardie	<b>2 FTMWS</b> <b>1MDS (total)</b>		Decide on bldgs. by 31 Dec. 2024/release by 31 Dec. 2025
<b>Leith North (12,939)</b>	V				74% (ch); 84% (halls); 74% (sess'n)	B (all) (release by 31 Dec. 2024)
<b>Leith South (9281)</b>	RC	1 FTMWS			79% (ch); 84% (halls)	A (both)
<b>Newhaven (5945)</b>	UT	1 FTMWS			84%	A
			Union (TM) of Leith North, Leith South, Newhaven	<b>2 FTMWS</b>		
<b>Leith St. Andrew's (7360)</b>	RC	1 FTMWS			76% (ch); 78% (halls)	B (both) (release by 31 Dec. 2024)
<b>Pilrig St. Paul's (15,594)</b>	RC	1 FTMWS			74% (ch); 75% (hall)	A (both)
<b>St. Margaret's (7554)</b>	RC	1 FTMWS, 0.5 MDS			76% (ch); 74% (hall)	A (both)

Edinburgh MD C/North (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
			Union (TM) of Leith St. Andrew's, Pilrig St. Paul's and St. Margaret's	2 FTMWS 0.5 MDS (youth)		
<b>Population Total</b>				<b>Total Nat'l Posts</b>		
89,911				7.5FTE		

Table for Edinburgh MD C/North



**December 2024 and release date of 31 December 2025. The discussions regarding buildings should take place in conjunction with Corstorphine Craigsbank and Corstorphine Old, as required by the General Trustees.**

3. **Corstorphine Craigsbank and Corstorphine Old:** These two congregations will move forward into a Union, structured as a Team Ministry as set out in the PMPA. It will be served by 2FTMWS. One of these posts will be a Pioneer minister looking to establish a strong presence in the new builds in the western expansion, an area of significant new housing, and one post will focus on parish ministry and the building up of an ecclesiastical community as well as continuing the missional presence in the local community. This work will be founded firmly on a faith nurtured in worship, and building on their history and heritage. The congregations will continue to strengthen school and community relationships, collaborate with other churches, reach out to current and new communities, offer a variety of worship and pursue justice. A commitment to the arts and chaplaincy to schools and workplaces will be central. The congregations too recognise the importance of growing organically, discerning through trial and error God's will and Christ's call in this area.

**Buildings:** Corstorphine Old serves as a focal point for the congregation and community in the old village centre. It has a substantial congregation, provides a base for workplace chaplaincy to local shops and to the Gyle Centre, and its halls are well used. Corstorphine Craigsbank serves the west of Corstorphine and hosts a variety of mission initiatives, and East Craigs is a mission presence in newer housing where there is a lack of other community facilities. Both could provide good bases from which to reach out to the westward expansion, a large area of new housing development to the west of Maybury road, which straddles the Craigsbank and Corstorphine Old Parishes. The two congregations share a mission to the wider area including Craigmount High School and the local primary schools, and all the buildings have a part to play in this. It **could** therefore be proposed that Corstorphine Old, Craigsbank and East Craigs be retained with 'A' designations, **with** the congregations strongly encouraged to assess their fabric requirements. **This would include** improvements to accessibility and facilities at Corstorphine Old and the possible need for a physical presence in the new residential area, as the Union and its mission evolves. This should be a key aspect of the yearly reviews. **However, given the number of buildings in the Corstorphine area and the stipulations laid out by the General Trustees, all are designated 'B' with a decision date of 31 December 2024 and release date of 31 December 2025. The discussions regarding buildings should take place in conjunction with Corstorphine St. Anne's, Corstorphine St. Ninian's and St. Andrew's Clermiston, as required by the General Trustees.**

4. **Gorgie Dalry Stenhouse (GDS), Murrayfield, Palmerston Place Church (PPC) and St. Stephen's Comely Bank (SSCB):** GDS and PPC would move towards a Union with each other served by 1FTMWS, 0.5MDS and 1OLM. They would then work in a Parish Grouping with Murrayfield and SSCB, each served by 1FTMWS, who would work in close cooperation with the new Union, building on previous connections and cooperation formed through cluster conversations. The churches could thus pool their strong missional approaches not only for discipleship but also for those who are in need. Of particular note would be the following: GDS and PPCs work with the homeless; Murrayfield's work with the elderly, families and the wider church, alongside its strong ecumenical connections; and the discipleship emphasis at SSCB. This collaboration would be served by 3.5 FTEs.

**Buildings:** St. Stephen's Comely Bank and Murrayfield both offer good facilities in distinct areas of this Parish Grouping. Their buildings should thus be designated 'A' and retained. The Union of GDS and PPC brings with it fabric concerns, with four sets of buildings, which may not be the best use of missional resources. Recent conversations have suggested that Diadem be designated B with a release by 31 December 2023 while Saltyard and Palmerston Place Church be designated A. Gorgie Dalry Church too should be designated A, but issues highlighted in the AMBA report should be addressed and monitored through the annual reviews.

5. **Cramond, Davidson’s Mains, Drylaw, St. Columba’s Blackhall and The Old Kirk Muirhouse:** Recent conversations have indicated that Cramond and The Old Kirk Muirhouse should move forward and create a Union in which the resources of both churches could create a partnership with a strong missional presence in an area of some need while continuing ongoing missional work. They will build relationships with each other and the wider community through shared activities, such as worship, pastoral care and outreach, creating ‘areas of new connection in Christ’s name’, so important in a large area with a ‘variance in socio-economic need.’ This Union would be served by 1 FTMWS. Drylaw and St. Columba’s Blackhall would also move forward towards a Union and they too would combine their resources and their strong local presence within their areas to serve a diverse locale. This Union would be served by 1 FTMWS. Davidson’s Mains, served by 1 FTMWS, would join these congregations, sharing their resources and missional energy in a Parish Grouping. Meantime, their mission focus would be a working with the other two unions in the areas where there is greater socio-economic need. Given the size of this area and the socio-economic need, it is further proposed that 1 Pioneer MDS be based at The Old Kirk Muirhouse and Drylaw in order to work across the entire area and with the congregations in order to ensure a strong, missional presence in communities with fewer resources.

**Buildings:** Most of the buildings in this Parish Grouping are well equipped spaces in the right places, offering the fabric and the location for mission. They are therefore designated ‘A’. Concern has been expressed regarding The Old Kirk Muirhouse. There are fabric issues and resolving these may distract from other missional possibilities in the area. It is therefore proposed that it be designated ‘B’ while those missional possibilities are explored, with a view to release by 31 December 2025 unless it is concluded that upgrading on the present site offers the best solution to providing a physical mission presence in the area. For a church presence in the area is vital for mission.

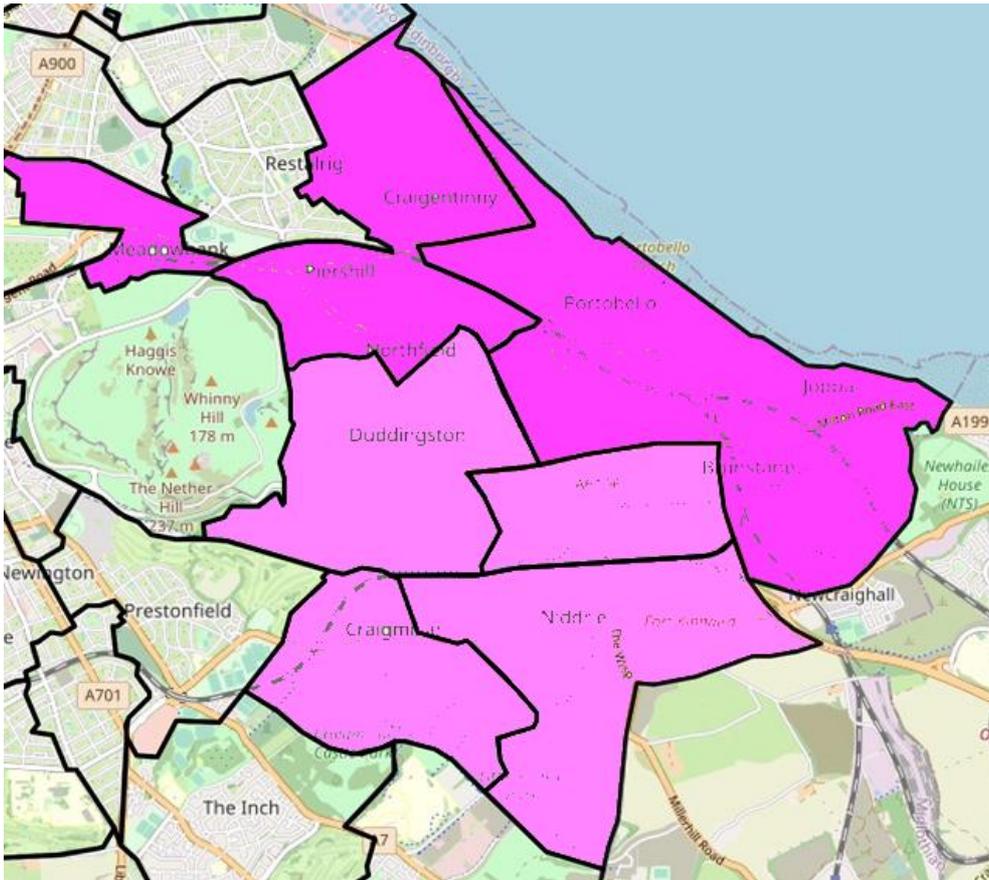
## Table for Edinburgh MD D/West

Edinburgh MD D/West (pop’n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des’n.
Corstorphine St. Anne’s (5120)	UT	1 FTMWS			84%	<b>B</b>
Corstorphine St. Ninian’s (4462)	UT	1 FTMWS			87%	<b>B</b>
St. Andrew’s Clermiston (6782)	V				78% (ch); 71% (hall)	<b>B (both)</b>
			Union of Corstorphine St. Anne’s, Corstorphine St. Ninian’s and St. Andrew’s Clermiston	<b>1 FTMWS 0.5 MDS (Comm’y Project)</b>		<b>Decide on bldgs. by 31 Dec. 2024/release by 31 Dec. 2025</b>

Edinburgh MD D/West (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n.
Corstorphine Craigsbank (9799)	UT	1 FTMWS			78% (ch); 85% (hall) 83% (Ea. Craigs)	<b>B (all)</b>
Corstorphine Old (8933)	UT	1 FTMWS			64% (ch); 79% (hall)	<b>B (both)</b>
			Union of Corstorphine Craigsbank and Corstorphine Old	<b>2FTMWS (1x to be Pioneer)</b>		<b>Decide on bldgs. by 31 Dec. 2024/release by 31 Dec. 2025</b>
Gorgie Dalry Stenhouse (17,429)	V	1 MDS			73% (ch); 80% (Diad.); 76% (Salt)	A (ch/Salt) B (Diad.; release by 31 Dec. 2023)
Palmerston Place (6593)	V				79%	A
			Union between Gorgie Dalry Stenhouse and Palmerston Place	<b>1FTMWS 0.5 MDS 1OLM</b>		
Murrayfield (6957)	UT	1 FTMWS		<b>1 FTMWS</b>	85% (ch); 85% (hall)	A
St. Stephen's Comely Bank (8354)	UT	1 FTMWS		<b>1 FTMWS</b>	85%	A
			Union of Gorgie Dalry Stenhouse and Palmerston Place + Parish Grouping with Murrayfield and St. Stephen's Comely Bank	<b>3FTMWS 0.5 MDS 1OLM (total)</b>		

Edinburgh MD D/West (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n.
<b>Cramond (7098)</b>	V				75% (ch); 81% (hall)	A (both)
<b>The Old Kirk Muirhouse (14,092)</b>	V	2 MDS FTEs			66%	B (release by 31 Dec. 2025)
			Union of Cramond and The Old Kirk Muirhouse	<b>1FTMWS</b>		
<b>Blackhall St. Columba's (6154)</b>	UT	1 FTMWS			81%	A
<b>Drylaw (5776)</b>	V		Union of Blackhall St. Columba's and Drylaw	<b>1FTMWS</b>	79%	A
				<b>1 Pioneer MDS to work across Drylaw/T OKM</b>		
<b>Davidson's Mains (7247)</b>	UT	1 FTMWS		<b>1FTMWS</b>	80% (ch); 91% (So. Hall); 90% (No. Hall); 81% (Oasis)	A (all)
			Cramond/The Old Kirk Muirhouse and Blackhall St. Columba's/Drylaw working in Parish Grouping with Davidson's Mains	<b>3 FTMWS 1 Pioneer MDS (total)</b>		
<b>Total Population</b>				<b>Total Nat'l Posts</b>		
<b>114,796</b>				<b>11FTE 1 OLM</b>		

Edinburgh MD D/West (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n.



## Edinburgh Mission District E/East

This Mission District combines congregations with a variety of histories and a range of connections. Congregations that have had a long, stable history are asked to work with those that have seen significant change in the recent or less recent past. Congregations that know each other well, whether historically or through recent discussions, can now widen their horizons with more in-depth imagining with others. Placing these congregations within a single mission district creates a framework in which the mission work that is currently done in a variety of settings can stimulate new, fresh and focussed thinking. Caring for those who struggle, whether with mental health or bereavement, is set alongside the reaching out to younger generations, the unchurched and local community groups. Established relationships and faithful experience, combined with fresh and wider perspectives, will allow this mission district to wide and deepen its mission commitment.

1. **Summary:** Mission District E will be served by 5 FTE and locally appointed staff. Current vacancies will prompt in-depth discussions regarding the release of buildings in order to allow a faithful stewardship of resources and a focus on mission.
2. **Meadowbank, Portobello and Joppa Parish Church (PJPC) and Willowbrae** are suited to fulfill the Five Marks based on a history of previous engagement. A Union of Meadowbank and Willowbrae under 1 FTMWS will enable previous and current cooperation to be continued but with

greater stability, focus and purpose. It is proposed that the congregations will continue their excellent involvement of lay people for worship, pastoral care and service, and thus will be able to support each other, developing and strengthening mission. They can also draw on recent examples of innovative mission (Dinner Church, Cook Club), which has drawn volunteers from both congregations. This missional cooperation will be especially important because the area includes a high percentage of a younger demographic and new housing is being built. The newly unified congregation will also work with PJPC, served by 1 FTMWS, in order to strengthen burgeoning relationships, which has already included the sharing of pastoral and worship resources, thus drawing together a strong, stable congregation with one that is newly created in order to form a Parish Grouping and a new Union, structured as a Team Ministry as set out in the PMPA. The newly formed congregation of Meadowbank and Willowbrae will need to release one of its churches with a decision based on a variety of factors, including AMBA reports, but driven primarily by mission within this context.

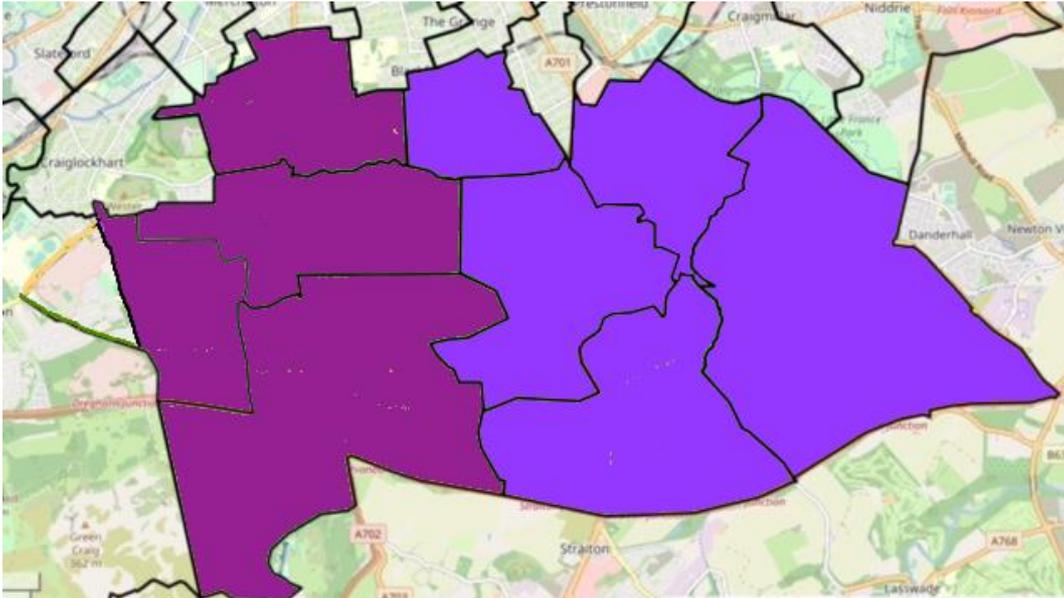
**Buildings:** With small congregations and buildings relatively close to each other, it is proposed that Meadowbank and Willowbrae are both designated 'B'. A decision between them should be made by the first annual review based on missional possibilities and released within a year. One should then be released and one can be retained if deemed appropriate. An active church with a location some distance away from Meadowbank and Willowbrae, it is proposed that PJPC be designated 'A'.

**3. Bristo Memorial, Duddingston, Richmond Craigmillar (a Priority Area with double weighting for posts) and St. Martin's** also fully reflect the Five Marks and the secondary principles and will be served by 2 FTMWS and 1 Pioneer Minister. Cluster conversations strengthened connections amongst these congregations. Bristo Memorial has united with Richmond Craigmillar (with effect from 4 Nov. 2022) and the General Trustees have agreed the sale of the Bristo Memorial church building. The Union of these two congregations strengthens their mission and their ability to reflect more strongly and fully the Five Marks and the secondary principles. The worship now blends together varied approaches, pastoral care has been duly expanded and yet has remained personal, and their service to the community will continue. The latter is perhaps most fully manifested in food poverty work, involvement in local schools and with community groups, The Richmond Café Project and bereavement work including Richmond's Hope. Lay involvement is strong and encouraged, and work with the under 40's evident. The Union and bringing together of the congregations informally has brought a worship and missional energy that will ensure strong, relevant and focused mission in the area. This will be particularly important in an area not only with significant social needs but that is experiencing change in the form of substantial new housing. The work of Richmond Craigmillar echoes the service and community outreach of Duddingston and St. Martin's. The former hosts the Glebe Project, which supports people in the community. This and other connections with Duddingston argue for a Union, structured as a Team Ministry as set out in the PMPA, between Duddingston and Richmond Craigmillar. Working with St. Martin's, with its community cafe, community cinema and bread deliveries in a Parish Grouping focussing on shared concerns, can strengthen connections for mission, ultimately leading to a Union. The other Five Marks are fully reflected in these congregations and the secondary principles, especially lay involvement and priority for the poor, are evident. Releasing one ministry into a Pioneer role should ensure a strong missional presence in this area.

**Buildings:** The decision to release Bristo Memorial has already been made. Duddingston, Richmond Craigmillar and St. Martin's are all well placed for mission and the congregations active in mission. They should all thus be designated 'A'.

## Table for Edinburgh MD E/East

Edinburgh MD E/East (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n
Meadowbank (10,000)	V				74% (ch); 79%	B
Portobello and Joppa (13,358)	UT	1 FTMWS 1 MDS			87% (ch); 85% (hall)	A
Willowbrae (11,570)	V				76% (ch); 80% (hall)	B
			Union of Meadowbank and Willowbrae working in Parish Grouping with Portobello and Joppa, leading to Union (TM)	<b>2FTMWS</b>		Decision on B's by first annual review
Duddingston (4891)	UT	1 FTMWS			85%(ch); 83%(hall)	A (both)
Richmond Craigmillar (incl. Bristo Memorial) (12,359: double weighted)	UT	1 FTMWS, 1 MDS			85%	A
St. Martin's (5049)	RC	1 FTMWS			82%	A
			Union (TM) of Duddingston and Richmond Craigmillar (incl. Bristo Memorial) working in Parish Grouping with St. Martin's, leading to Union.	<b>2FTMWS</b> <b>1Pioneer Minister</b>		
<b>Total Population</b>				<b>Total Natl Posts</b>		
57,227				<b>5FTE</b>		



## Edinburgh Mission District F/South

This mission district is marked by the juxtaposition of churches set in areas of affluence, with others in areas of socio-economic challenge or seeing the construction of new housing. Major arteries radiating from the centre of Edinburgh southwards create corridors and connections. The congregations in this cluster have used churches, halls and manses for imaginative mission, and the sharing of insights gained across the district will assist in missional effectiveness. Support for the worldwide church is set alongside selfless and sacrificial support for local people struggling with the pressures of modern life. Such outward looking perspectives will assist in the mission to the new housing being built in the district.

1. **Summary:** Mission District F/South will be served by 6 FTE and local staff as necessary.
2. **Gracemount, Liberton, Liberton Northfield, Reid Memorial and Tron Kirk Moredun/Gilmerton** are asked to work closely together in a Union, structured as a Team Ministry as set out in the PMPA. This collaboration will be served by 2 FTMWS, 1 Pioneer Minister/MDS and 2 OLMs. There is a long history of working together in this area. Liberton is already linked with Gracemount, and Tron Kirk is a union of Moredun and Gilmerton. Along with Liberton Northfield these congregations have positively embraced the prospect of working as a team focussing on collective leadership. There is an evident willingness to engage together in worship, discipleship training, mission and evangelism. They have a strong missional focus and a passion to reach out in different ways to their communities. They continue to meet and have covenanted together. They are asked to continue reaching out into the new builds in the area, aware that ‘new builds’ are not one homogenous community and thus require variety of worship in various location. They are also asked to continue their work with communities that are less well resourced (some areas are within the top 20% in terms of the Scottish Multiple Deprivation Index). The latter is particularly evident in the exciting pioneer work done through Gracemount Church. There are missional possibilities of working with Reid Memorial. It is located near the Kings Buildings, which has many students from abroad, and, though a distance from the other church buildings, the geography is coherent given the radial

routes in the city. It has therefore been suggested that Reid Memorial become a Local Mission Church and this proposal may be of great missional value. The scope and imagination of the mission work envisaged suggests that conversations should be undertaken to ascertain greater support for ministry in this area.

There are key buildings issues to be resolved. Primary is the missional desire of the grouping to use the Gracemount Church site for a new building which would serve as a hub for the communities of Gracemount, Burdiehouse, and Southouse. There is full understanding that a worked-up business plan will be required alongside discussion with the Property Committee and General Trustees. The sale of a manse, and potential sale of a church building(s), make this an interesting proposal.

With such a variety of churches and congregations coming together, discussions regarding buildings are required. Presbytery suggest that decisions be made cognisant of the Five Marks.

**Buildings:** Conversations are already underway regarding the best way to use the fabric in this area and all could contribute to mission. It is thus proposed that every building and site be designated 'B' in order to encourage further these in-depth discussions. A decision should be reached by 31 December 2024. Those no longer required for mission should then be released by 31 December 2025 and the others designated 'A' as appropriate.

3. **Fairmilehead, Greenbank, Morningside Parish Church and St. John's Colinton Mains (SJCM)** are being asked to work together with the final form of this collaboration as yet still to be determined. Detailed conversations about particular areas of mission will be a key stepping stone, as will developing relationships from the ground level up. This will allow sufficient space so a clear direction of travel may emerge. This approach takes cognisance of the existing dynamic between the congregations and also their willingness to work out a solution together. A specific framework will be agreed by the first annual review of the Mission Plan and this will delineate greater integration, including the number of Kirk Sessions. For this to be achieved each congregation will be required to engage fully with the process. This framework needs to demonstrate each of the four congregations are formally part of the new collaboration. This partnership will be served by 3 FTMWS.

These congregations have strong missional histories and thus there are possibilities for partnership in their different contexts. All of them can join together to reach out to the community and in particular the many schools in the combined area. Morningside have historical connections with Fairmilehead and Greenbank, and thus there is a strong basis for wider cooperation and a diversity of approaches to church life and to worship. Traditional styles of worship, including choral scholars and concerts, will be balanced with more relaxed styles, aimed at ages ranging from toddlers to elderly. There is a good basis from Greenbank to strengthen online worship. Learning programmes for all ages too can be offered, quite important with so many local primary schools and SJCM's mission priority to families with young children. Current buildings in this area are a significant community resource, offering space for lectures, training, education and community groups, such as Fairmilehead's youth singing project. SJCMs planned redevelopment will be a welcome addition. Good practice in effective missional use of buildings can thus be shared and the churches can be 'welcoming and open to all'. Experience in pastoral care can also be shared, building perhaps on the Morningside Hope project, the Wednesday Club and Fairmilehead's proximity to the local hospice. Such immediate and practical mission can be complemented by the financial and practical support for a variety of local and international charities, such as Mediterranean Hope, in which all the congregations could be involved. All can thus be 'prophetic' communities.

**Buildings:** Fairmilehead, Greenbank and Morningside are all well used for mission and in good condition. They are thus designated 'A'. SJCM is also designated 'A'. It is situated some distance from other church buildings and is the product of a recent union which resulted in the sale of a church building. They have developed an impressive refurbishment scheme, which included

conversation with local groups, to be funded through monies of this previous sale. The current economic context, as well as some remedial works, will necessitate a modifying of the current scheme but they are now invited to proceed with this new chapter in their mission to the local communities.

## Table for Edinburgh MD F/South

Edinburgh MD F/South (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n.
<b>Gracemount (8282)</b>		1 MDS (l/w Liberton)			67% (house) 24% (site)	B (both)
<b>Liberton (7553)</b>	UT	1 FTMWS (l/w Gracemount)			79% (ch) 85% (centre)	B (both)
<b>Liberton Northfield (6687)</b>	V				79%	B
<b>Tron Kirk Gilmerton/Moredun (14,219)</b>	RC	1 FTMWS, 1 MDS, 1 OLM			77% (Mor'n) 75% (Gilm'n)	B (both)
<b>Reid Memorial (4009)</b>	RC	1 FTMWS (l/w Craigmillar Park), 1 MDS (shared with Cr. Pk. and Priestfield)			79%	B
			Union (TM) of Gracemount, Liberton, Liberton Northfield, Reid Memorial and Tron Kirk	<b>2 FTMWS 1 Pioneer Min./MDS 2 OLMs</b>		Decide by 31 Dec. 2024/rel ease 31 Dec. 2025
<b>Morningside Parish Church (12,124)</b>	UT	1 FTMWS			83%	A
<b>Fairmilehead (7892)</b>	UT	1 FTMWS			80% (ch) 88% (halls)	A

<b>Edinburgh MD F/South (pop'n)</b>	<b>Current Status</b>	<b>Current National Posts</b>	<b>End of Plan Status</b>	<b>Future Nat'l Posts</b>	<b>AMBA Score</b>	<b>Bldg. Des'n.</b>
<b>Greenbank (4445)</b>	V				87%	A
<b>St. John's Colinton Mains (8612)</b>	UT	1 FTMWS			77%	A
			Framework to be agreed by first annual review.	<b>3FTMWS</b>		
<b>Total Population</b> 73,823				<b>Total Nat'l Posts</b> <b>6FTE</b> <b>2OLMs</b>		



St. Michael's are working with Abercorn l/w PKW doing exciting youth work in the Bridgend area and there are also school links between these parishes. The 1 FTMWS provided to Abercorn l/w PKW will help to facilitate this missional opportunity in the area. Therefore, to ensure a focus on mission, it is proposed that Abercorn form a Union with PKW, necessary in light of building proposals below. Moreover, in order to integrate the staffing resources, this ministry will join the Team Ministry mentioned above in a Parish Grouping, formed by 31 December 2024. It is envisioned that there will be a fulcrum within Linlithgow itself, looking westwards in order to facilitate mission in a more rural area and eastwards, facilitating mission in an area in which there is significant new housebuilding, especially near Winchburgh. Discussions regarding the most appropriate type of staffing are ongoing.

**Buildings:** Abercorn Church is remote, hosts only a small congregation, is not well equipped and, at 44%, received one of the lowest AMBA scores in the Presbytery. It is thus proposed that it be designated 'B' with a release date of 31 Dec. 2026. Fabric issues in Winchburgh are currently being addressed and, once structural issues are completed, it is well placed for mission and new housing. It should be designated 'A'. Once this work is complete, the need for Kingscavil is less persuasive and this fact, combined with fabric issues, suggest a 'B' designation and release by 31 December 2025. The distant location of Avonbridge, combined with concerns over fabric and a small congregation, suggest a 'B' designation. Because there are no other community facilities in the village (the local URC church was recently sold), and in order to develop a model based on Ruchazie, it is proposed that there be a decision on Avonbridge by 31 December 2023 and, if designated B, released by 30 June 2024. Torphichen serves a wide, rural area and as a historic church, should be designated 'A', as should the hall, which serves the local community. The two Linlithgow churches, St. Michael's and St. Ninian's Craigmalen, and their halls will contribute significantly to mission in this area and should be designated 'A'. Bridgend Mission Hall is the locus for exciting missional activities and should be designated 'A'.

3. **Broxburn, Strathbrock and Uphall South** are asked to form a three way Union overseen by 1FTMWS and 0.5 MDS (Community Project). The churches have a history of working together and promoting community involvement. A number of initiatives, such as the BUSY project, should continue to reach into schools. Ecumenical links continue to be encouraged as are other outreach projects, such as SOYA. The congregations are encouraged to use their missional energy and drive to reach out to the new housing in the area (Bangour) and the growing population. A wise use of the buildings is important here, with a mix of the older and the refurbished. Choices will be required in order to find the well-equipped space in the right place.

**Buildings:** With these congregations moving towards closer cooperation and Union, decisions regarding buildings are vital. It is proposed, therefore, that St. Machan's, which is used less fully and located less centrally, be designated 'B' and released by 31 December 2025. The other churches provide complementary mission locales and should be designated 'A'. It is envisioned that Broxburn and Strathbrock will offer traditional worship centres while Uphall South moves towards a flexible community space within which worship takes place.

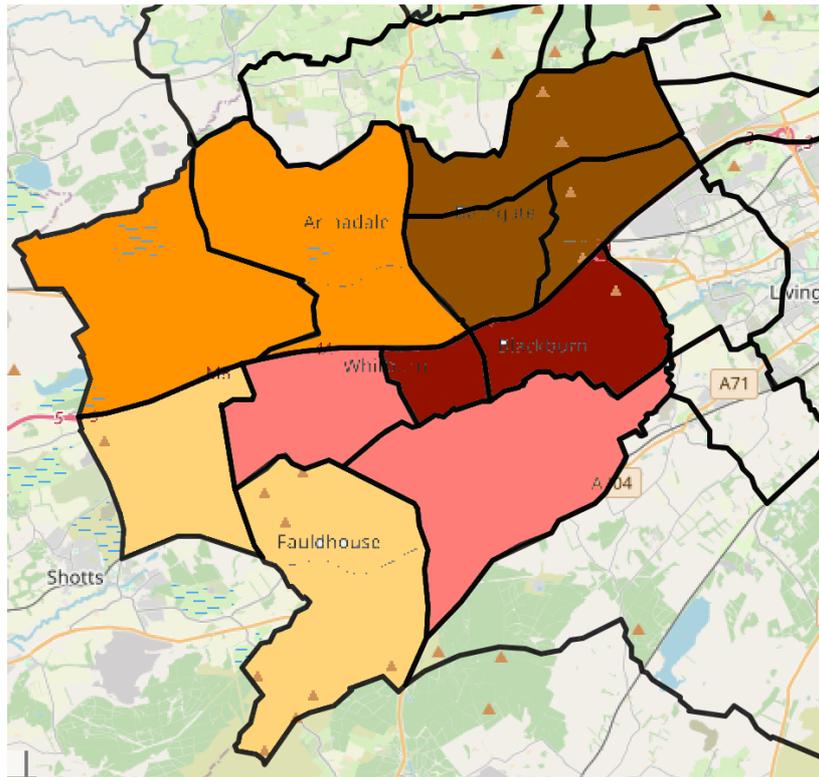
4. **Dalmeny, Kirkliston and Queensferry** are asked to work together initially in a Parish Grouping served by 2FTMWS. Dalmeny and Queensferry have worked together in a linkage for many years and will in particular focus on working with the local schools, especially in light of the new schools being built locally. They are asked to expand their bereavement care, using their cafe to strengthen pastoral connections. A Union between Dalmeny and Queensferry, served by 1FTMWS with the specific task of establishing a presence in the new builds and/or with families, would progress mission in the area. Working together with Kirkliston, served by 1FTMWS, the congregations are encouraged to build on previous cooperation and to concentrate especially on youth in a Parish Grouping. This will allow the congregations not only to serve their communities but to reach out to the new housing. They are asked to draw on a 'people centric model' in order to ensure volunteers as they work towards greater integration.

**Buildings:** The placement of Queensferry Church and its missional possibilities suggest that it be retained with an ‘A’ designation. The central location of Kirkliston, its history, its missional energy and the use of the Thomas Chalmers Centre suggest retention with an ‘A’ designation. Dalmeny’s Halls are in good condition and a community resource and thus merit an ‘A’ designation. Dalmeny Church is central to a community and a unique example of medieval architecture. It is thus proposed that it be designated ‘A’.

## Table for Forth/Northwest Mission District

The Forth District (pop'n)	Current Status	Current National Posts	End of Plan Status	Future Nat'l Posts	AMBA Score	Bldg. Des'n
Dalmeny (4402)	UT	1 FTMWS (l/w Queens'y)			66% (ch) 80% (hall)	A (both)
Kirkliston (5613)	UT	1 FTMWS			74% (ch) 85% (hall/centre)	A (both)
Queensferry (7056)	UT	1 FTMWS (l/w Dalmeny)			79%	A
			Union between Dalmeny and Queensferry and Parish Grouping with Kirkliston	<b>2FTMWS</b>		
Abercorn (737)	V	l/w PKW			44%	B (release by 31 Dec. 2026)
Pardovan, Kingscavil and Winchburgh (PKW) (4198)	V	l/w Abercorn			55% (Kg.) 64% (Winch) 66% (Br.)	B (Kg.) (release by 31 Dec. 2025);  A (Win.); A (Br.)
			Union of Abercorn and PKW	<b>1 FTMWS</b>		
Avonbridge (862)	V	l/w Torphichen			62%	B (release by 30 June 2024)

<b>Linlithgow St. Michael's (7611)</b>	UT	1 FTMWS, 1 MDS, 1 OLM (Aux.)			74%(ch) 84%(hall )	A (both)
<b>Linlithgow St. Ninian's Craigmalen (5756)</b>	UT	1 FTMWS			67%(ch) 79%(hall )	A (both)
<b>Torphichen (1804)</b>	V	l/w Avonbridge			63%(ch) 69%(hall )	A (both)
			Union (TM) of Avonbridge l/w Torphichen, Linlithgow St. Michael's and Linlithgow St. Ninian's Craigmalen	<b>2FTMWS, 1OLM (Aux.), 1 OLM</b>		
			Abercorn/PKW Union in Parish Grouping with Team Ministry of Avonbridge l/w Torphichen, Linlithgow St. Michael's and Linlithgow St. Ninian's Craigmalen	<b>3FTMWS 2 OLMs</b>		
<b>Broxburn (7899)</b>	V				79%	A
<b>Strathbrock (5499)</b>	UT	1 FTMWS			63%(St. M) 62%(St. N)	A (St. N.); B (St. M.) (release by 31 Dec. 2025)
<b>Uphall South (4112)</b>	UT	1 FTMWS			82%	A
			Union between Broxburn, Strathbrock and Uphall South	<b>1 FTMWS 0.5 MDS (comm'y work)</b>		
<b>Total Population 55,549</b>				<b>Total Nat'l Posts 6.5FTE 2 OLMs</b>		



## West Lothian Mission District 2/Central

This mission district combines a number of distinct features that call for the Presbytery to think imaginatively about the possibilities of mission. Towns such as Bathgate or Whitburn are joined alongside more rural areas such as Blackridge or Harthill. Travel is assisted by the M8 and yet servicing the more rural areas can require far more time. Much work has been done here over the years to develop connections and links between congregations. Some are working well and striving towards a strong, team-orientated mission presence; some are truly using the gifts of all of God's people; and some are working to relate more fruitfully in an environment that provides many challenges. In the midst of these, mission opportunities include housebuilding and population growth in the western and eastern reaches of the mission district. Working in teams that reflect cultural and geographical links and differences will allow mission to thrive.

1. **Summary:** West Lothian Mission District 2/Central will be served by 6.5 FTEs and local staffing as necessary.
2. **Armadale and Blackridge** are asked to create a Linkage leading to a Union served by 1 FTMWS and 0.5 MDS. The previous linkage between Blackridge and Harthill St. Andrew's has recently been broken, thereby allowing an east/west connection between Armadale and Blackridge. The relative strength of Armadale will combine well with the presence of Blackridge in its village. Both congregations provide the necessary centres for mission and a church presence in their communities. Armadale, in mixing hospitality and outreach via its thrift shop, is a vital presence and these initiatives and similar ones should continue. Blackridge in particular has been refurbished and provides a multi-use space. It provides an excellent basis from which to continue its relationship with the local primary school and it is encouraged to continue in its efforts to host community events. In particular, both are asked to respond to local needs, identified by both congregations, which will only

be heightened in the coming years. They are also asked to pursue cooperation with other congregations in the Mission District.

**Buildings:** Armadale is a vital part of community life and contributes significantly through its missional efforts. It is therefore proposed that it be designated 'A'. Blackridge is also invaluable to its community life and is in fact an excellent example of an older building that has been repurposed. It too should be designated 'A'.

3. **Bathgate High, Bathgate St. John's and Boghall** will work together and be served by 2FTMWS. All three congregations are currently vacant and it is envisioned that there will be a Union between Bathgate High and Bathgate St. John's and a Parish Grouping formed with Boghall. Bathgate High and Bathgate St. John's have worked together over the years and there has been cooperation with Boghall. They are aware of the changing demographics and the loss of sense of community in the town. There are particular challenges associated with the new Wester Inch development with a younger and more fluid population. The congregations are encouraged to work with each other and with their ecumenical partners to address issues linked to poverty and social injustice. They should use their experience to continue to develop relevant forms of worship, especially using IT. The churches should continue to promote the involvement of the congregation in planning and leading worship and producing on-line resources. Strong ties have developed with local charities and support offered to groups within the community who are in need. This model should be adopted within the Parish grouping as all move together to reach out in the most appropriate way to all communities in the town, including the new housing that is being developed in the area at Wester Inch. Conversations regarding the most effective staffing are ongoing.

**Buildings:** Bathgate Boghall is in good condition and not only offers an excellent example of missional work but serves a distinct community. It is therefore proposed that it be designated 'A'. Bathgate High and Bathgate St. John's are both located within Bathgate and thus some rationalisation would be an appropriate use of resources. Given recent conversations and the recognition of the difficulty of this decision, it is proposed that both buildings be designated 'B' and a decision reached by 31 December 2023. The 'B' designated building should be released by 31 December 2024.

4. **Blackburn/Seafield and Whitburn Brucefield** will move forward in a Union served by 1FTMWS. This journey has been facilitated by the close connections already established between the two congregations. The combination of a focus on community life in the Blackburn and Seafield parish with the life and energy found in the Whitburn Brucefield congregation suggest that this combination will be missionally effective. The emphasis on education and discipleship through courses is certainly to be encouraged and in particular building on the recent community questionnaire in order to focus effective mission. Building up a team to support worship and pastoral care is critical, especially as these congregations move forward. This Union will work closely with Breich Valley and Whitburn South to create a Union, structured as a Team Ministry as set out in the PMPA, serving this mission district south of the M8.

**Buildings:** Not only does Blackburn/Seafield serve an area with some need but it is a building in good condition. It should thus be designated 'A'. Whitburn Brucefield offers a distinct missional approach within Whitburn and its halls are in good condition and well used. Thus, it is proposed that these should be designated 'A'.

5. **Breich Valley and Whitburn South** will also move forward into a Union served by 1FTMWS. Again, this journey has been facilitated by two churches that have worked together already. Connections have been made between the two congregations, joining together a more rural charge with a new building and an older, historic building in the town of Whitburn. These congregations have already been engaged in initiatives with Blackburn/Seafield and Whitburn Brucefield in order to facilitate the creation of a Union, structured as a Team Ministry as set out in the PMPA. The

congregation is encouraged to continue with community events and, in particular, those that encourage education and discipleship. The upbuilding of teams to support worship and pastoral care is important and to be pursued. Crucial to these conversations are a recognition of different theological approaches to contemporary issues and the Team Ministry will allow a diversity of opinion within a unity of mission focus.

**Buildings:** Breich Valley is well placed to serve several communities and is a modern, well appointed building in good condition. It is thus proposed that it be designated ‘A’. The hall at Whitburn South is modern with good parking and an asset to the church and community. The Whitburn South church is a well cared for, historic church and offers a balance for mission not only in relation to Breich Valley but within Whitburn itself. It is proposed that both be designated ‘A’.

6. **Fauldhouse St. Andrew’s and Harthill St. Andrew’s** will move towards a Union served by 1 FTMWS. In the first instance, and recognising the ideas percolating for wider cooperation, conversations with other neighbouring congregations are encouraged. As such, there should be an emphasis on the building of a local team to support worship and pastoral care. So too there should be a focus on education and discipleship that will be a base not only for missional work in the community, drawing ideas from other local congregations such as Armadale’s thrift shop, but ensure links with other congregations.

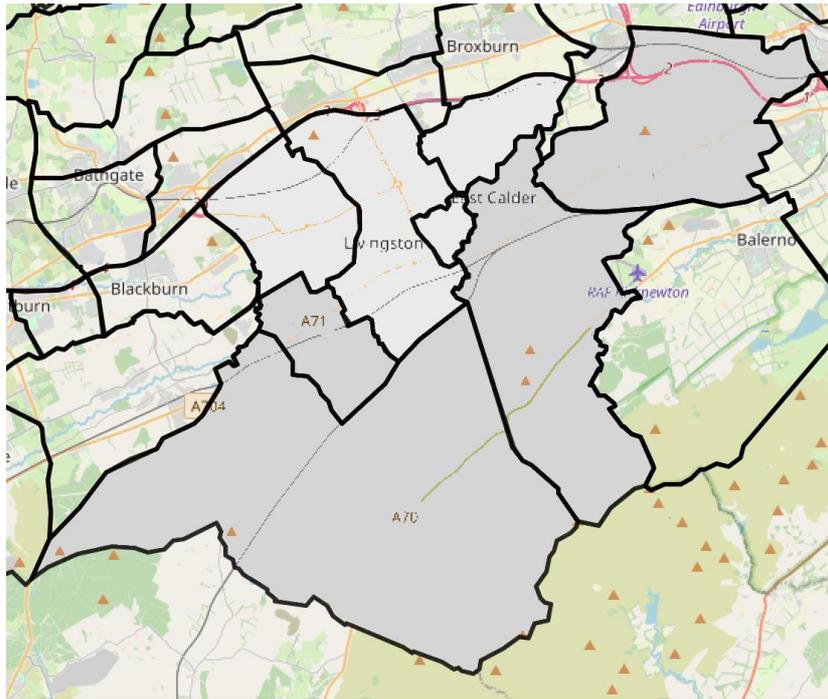
**Buildings:** Fauldhouse St. Andrew’s is well maintained and, because it is in a good location close to other community facilities, it should be designated ‘A’. Despite fabric issues, the Forrest Memorial Hall has reasonable facilities and is located at the centre of the community. It offers good missional possibilities, especially through the hosting of youth organisations. It should thus be designated ‘A’.

## Table for West Lothian MD 2/Central

West Lothian MD 2/Central (pop’n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des’n
Armadale (11,945)	UT	1 FTMW, 1 MDS			79%	A
Blackridge (5482)	V				66%	A
			Link between Armadale and Blackridge leading to Union	<b>1FTMWS 0.5 MDS</b>		
Bathgate Boghall (4775)	V				78%	A
Bathgate High (6585)	V				75%(ch) 85%(hal l)	B (both)

West Lothian MD 2/Central (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n
Bathgate St. John's (12,563)	V				83% (ch) 80% (hall)	B (both)
			Union of Bathgate High and Bathgate St. John's + Parish Grouping with Bathgate Boghall	2FTMWS		Decide by 31 Dec. 2023/release by 31 Dec. 2024
Blackburn and Seafield (7314)	UT	1 FTMWS			83%	A
Whitburn Brucefield (5581)	V				75%	A
			Union between Blackburn/Seafield and Whitburn Brucefield	1FTMWS		
Breich Valley (7899)	UT	1 FTMWS			81%	A
Whitburn South (7780)	V				63% (ch) 78% (hall)	A
			Union Between Breich Valley and Whitburn South	1FTMWS		
			Union (TM) of Blackburn/Seafield, Whitburn Brucefield, Breich Valley and Whitburn South	2FTMWS (total)		
Fauldhouse St. Andrew's (4960)	UT	1 FTMWS			76%	A
Harthill St. Andrew's (3706)	V				67% (F.M. Hall)	A
			Union between Fauldhouse St. Andrew's and Harthill St. Andrew's	1FTMWS		

West Lothian MD 2/Central (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n
<b>Total Population</b>  <b>78,590</b>				<b>Total Nat'l Posts</b>  <b>6.5FTE</b>		



## West Lothian Mission District 3/South

This mission district, like so many in the Presbytery, combines a rich variety of contexts. Livingston is one of the largest towns in Scotland and contains within it one of the largest parishes (in terms of population) in the Church of Scotland. Around Livingston, as in much of West Lothian, there is significant new housing being built, drawing in new and often younger generations. Alongside such concentrations of population and new developments sit other more rural areas, in which geographical size of the parish is an important missional issue, but also where there are significant changes due to housebuilding. There is a mixture of older, historic church buildings and more contemporary buildings. So too, there is a mixture of socio-economic need alongside areas that are not lacking in tangible resources.

1. **Summary:** West Lothian Mission District 3/South will be served by 6.5 FTEs and local staff as necessary as it reaches out in mission to such a varied and yet extended mission district.
2. **Kirknewton and East Calder, Polbeth Harwood l/w West Kirk of Calder and Ratho** will work together in a Parish Grouping served by 2 FTMWS and 1 OLM. There is new housing in this area, such as Calderwood development, and these congregations are encouraged to reach out to these developments. Connections between Polbeth Harwood and West Kirk of Calder are strong due to a linkage that has worked well. The energy, drive, outward orientation and resources of West Kirk of Calder has complemented the presence of Polbeth Harwood, an important resource within an area that has its share of socio-economic need. Given the new housing in the area the focus of Polbeth Harwood l/w West Kirk of Calder on children, families and youth makes sense. These congregations are asked to forge stronger relationships with Kirknewton and East Calder, as well as Ratho. Kirknewton and East Calder have focussed their missional work on discipleship and nurturing new believers and this approach can not only mesh with the outward orientation of Polbeth Harwood l/w West Kirk of Calder,

but with discipleship opportunities at Ratho. The latter is situated in another area of new housing with plans for further development in the Ratho area. The different approaches to the Five Marks should therefore be put to good use in the Parish Grouping. It will therefore be important for Presbytery to review the allocation in the yearly review to ensure adequate support for mission.

**Buildings:** Because fabric concerns have been raised by the AMBA report and Deployment Group visits indicated that it could be more fully used, it is proposed that Kirknewton be designated 'B' and released by 31 December 2024. East Calder would thus be more of a locus for mission and, because it is in good condition and well maintained, its proposed designation is 'A'. Ratho is a historic building with good hall space and is in an area that is witnessing change and growth. It is thus proposed that it be designated 'A'. West Kirk of Calder church and halls are in good condition, well used by the community and a good base for mission. It is thus proposed that they be designated 'A'. Polbeth Harwood and its hall are vital to the local community and it too should be designated 'A'.

3. **Kirk of Calder, Livingston Old and Livingston United** are asked to work together in a Parish Grouping served by 3FTMWS, 1 MDS (Community Project) and 0.5 MDS (Community Project). Discussions are underway on the ecumenical initiative at Livingston United and conversations with the relevant denominations are taking place. This large parish, which includes numerous schools, will work alongside Livingston Old, which combines the village kirk and a more modern building in the Deans area of Livingston. Of particular note is the social deprivation in areas of Livingston and the concomitant needs. The opportunity to combine the ecumenical experience of Livingston United and the presence of schools in the parish, alongside the missional energy of Livingston Old and its initiatives, will complement the work of the Kirk of Calder. Many of the members of Kirk of Calder reside in Livingston and thus working together in a Parish Grouping will allow more seamless mission. A recent initiative has emphasised the importance of an outward orientation from a building of historic and civic importance. All of these missional threads can be drawn together to reach out to the new housing in this area. Any new ministry posts in the area should be required to engage in wider opportunities as well as local initiatives. The size of the population, the evident need and the new builds require not just the ministry posts proposed but cooperation at all levels.

**Buildings:** The historic nature of Kirk of Calder, its centrality to the community and the gathered congregation (many from Livingston) suggest that it, along with its halls, be designated 'A' despite some of the concerns raised by the AMBA report. Livingston Old Village Kirk is centrally situated in the village and offers good, flexible space for worship and mission. It is thus recommended that it be designated 'A'. St. Andrew's Deans Church and halls are in good condition and offer an excellent base for mission in a distinct area of Livingston. It too should be designated 'A'. As mentioned above, there are ongoing discussions regarding the best manner to move forward for Livingston United and it is not within the power of the Church of Scotland to make a decision in relation to the building unilaterally.

## Table for West Lothian MD 3/South

West Lothian MD 3/South (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n
<b>Kirknewton and East Calder (7883)</b>	UT	1FTMWS			67% (Kirk.); 73% (EC ch); 76% (EC hall)	B (Kirk.) (release by 31 Dec. 2024)  A (E.C.; both)
<b>Polbeth Harwood (2529)</b>	UT	1 FTMWS (link with West Kirk of Calder) 1 OLM			74% (ch); 81% (hall)	A (both)
<b>Ratho (4043)</b>	UT	1 FTMWS			77% (ch); 84% (hall)	A (both)
<b>West Kirk of Calder (3566)</b>	UT	1 FTMWS (link with Polbeth Harwood)			77% (ch); 84% (hall)	A (both)
			Parish Grouping of Kirknewton/East Calder, Polbeth Harwood l/w West Kirk of Calder and Ratho	<b>2FTMWS</b> <b>1OLM</b>		
<b>Kirk of Calder (5073)</b>	V				58% (ch); 70% (Glen); 62% (Malt)	A (all)
<b>Livingston Old (15,370)</b>	UT	1 FTMWS, 1 MDS			92% (Deans); 74% (Vil.)	A (both)
<b>Livingston United (39358)</b>	UT	1 FTMWS, 1 MDS			78%	TBC

West Lothian MD 3/South (pop'n)	Current Status	Current National Posts	End of Plan Status	Future National Posts	AMBA Score	Bldg. Des'n
			Parish Grouping of Kirk of Calder, Livingston Old and Livingston United	3 FTMWS 1MDS (Comm'y outreach) 0.5 MDS (Comm'y outreach)		
<b>Total Population</b>				<b>Total Nat'l Posts</b>		
77,822				6.5FTE 1 OLM		

## Summary Table

Mission District	Mission District Pop'n	Mission District Future National Posts
Edin. A/Southwest	95,182	8.5FTE 3 OLMs
Edin. B/Central	75,375	8FTE
Edin. C/North	89,911	7.5FTE
Edin. D/West	114,796	11FTE 1 OLM
Edin. E/East	57,227	5FTE
Edin. F/South	73,823	6FTE 2 OLMs
Forth/Northwest	55,549	6.5FTE 2 OLMs
West Lothian 2/Central	78,590	6.5FTE
West Lothian 3/South	77,822	6.5FTE 1 OLM
<b>Total</b>	718,275	65.5FTE 9 OLMs

