FIFE PRESBYTERY

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REVISED DRAFT
Presbytery Mission Plan
MAY 2022

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"Hopes for Fife Presbytery" - Word Cloud, February 2021

FIFE PRESBYTERY

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FIFE PRESBYTERY

Fife



15/03/2022

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FIFE PRESBYTERY

Moderator's Introduction

At the 2021 General Assembly the Presbytery Mission Plan Act was passed and it required every Presbytery to plan mission within their bounds. As a result, Presbyteries were charged with producing a Presbytery Mission Plan to be approved before the end of December 2022.

The Mission Plan Act sets out what the Presbytery Mission Plan should aim to achieve. It does not set out how the Presbytery should develop the plan. In the Presbytery of Fife our Mission Strategy & Planning Task Group have carried out much of the work reporting regularly to the Board of Mission. There have been many meetings with Ministers, Kirk Sessions, with congregations and groups of congregations. Research has been undertaken in to what congregations currently do and where and how their own plans for the future are realistic and achievable and can form part of the future for Fife. There have been questions over the sustainability of congregations and the long-term future of buildings being retained only as a place for weekly worship. Inevitably communities have also been asking questions around buildings as community assets with use by the church community being for Sunday Worship only. There has been the additional requirement to take account of the Asset Management Buildings Audit (AMBA) work seeking *"well equipped spaces, in the right places"* led by the General Trustees.

The framework and the building blocks for all Presbytery Mission Plans as set out in the Act, and therefore for our Plan in Fife, are the well recognised *Five Marks of Mission*:

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

In building a plan around the *Five Marks of Mission* recognition had to be given to the major reduction in the number of ministries that would be available throughout Scotland to take plans forward. In Fife we have been asked to ensure that the Plan takes account of the need to reduce the number of ministries from 55.5 to 44.5. The stark result being that fewer

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current charges will have "their own ministers" and the importance of the need to work together to fulfil Christ's plan for us across Fife is reinforced.

The word "mission" should bring excitement to us all, not fear. Yet many people have been expressing concern that they do not know what "mission" is so how can they know what the future will or should look like? This coupled with the short timescale within which to complete the work, the consequences of necessary decisions on ministries, words such a *pioneer ministry* and *fresh expressions of church* and the future of the physical spaces congregations know and love has left many feeling apprehensive, confused, hurt, sceptical and angry.

We recognise this and we all need to nurture, listen, guide and support each other through the coming months to sooth the hurt, reduce the fear and strive to bring everyone to a place of positive hope for the future. However, we are not starting from zero. Congregations are already being missional in many areas of their work but we can no longer rely on people making the first move to come in to our buildings on a Sunday morning.

We must go out in to our communities and find out what they want, and find out why they think church is "not for the like of them", why they have never pushed the door open and come in and joined us. We need to take the *Five Marks of Mission* and open the door wide, go out in to the community to show what the work of the church is and can offer them.

A lot of our current activities are our expression of mission in our congregation, parish or town. However, we often do not think of it as being *missional.* Messy Church in the local school or a village hall is mission, taking services for schools is mission, organising activities to assist the struggling and the hungry is mission, running bereavement groups is mission, running holiday clubs in a community space is mission. However, we also need to recognise that whilst being available as a physical resource for the community is part mission, it can no longer be our only reason to keep a building open that we struggle to maintain and heat and is actually in the wrong place for all the other new and missional activities we want to embrace.

However, no matter how much we do now as a church in Fife, every one of us must seek to do more to bring Mission to the forefront of our own congregation and our group of congregations whether it is a cluster, an

area or geographical group. If we look at the *Fife Marks of Mission,* can we honestly say that we demonstrate all of those to the best and fullest that we can? No, we can't. Usually because there just isn't enough of us to go round and that includes our Ministers of Word and Sacrament and Ministries Development Staff. We need to look to the opportunities that the new Presbytery Mission Plan may present to us in terms of opportunities for shared ministries, the chance to work together - *your strengths may not be our strengths; our strengths may not be your strengths* – but together we are strong through our shared love for God and the strength of our faith.

The pages that follow set out the proposed draft Presbytery Mission Plan for the Presbytery of Fife. The recommendations seek to intertwine the aspirations of congregations and groups of congregations and how these can best be realised whilst ensuring the *Five Marks of Mission* provide the framework and focus for all our work going forward. The Plan will be reviewed annually to measure progress, recognise the aspects that are going well and change what is not working for us and roll a further year forward to keep the structure as a five-year plan. There are some items that will only be worked out during the first year as plans are developed locally. Some of this relates to buildings and some of it will relate to giving groups of churches time and space to establish good working relationships to take work forward within a new structure of interdependent churches and congregations.

The Presbytery has had to embark on this complex process when we were only months into forming as a new Presbytery. We still don't know each other well because we have not been able to meet together in person. This has made the work of the Mission Strategy & Planning Task Group harder and more intense as numerous consultation meetings took place as well as meetings with Kirk Session and Congregation representatives to draft and revise the proposals. What has been achieved in the time-frame is commendable.

Throughout these discussions items were raised that the Mission Strategy & Planning Task Group could not fully answer, as we appear to be ahead of other presbyteries in terms of having a draft plan ready for consideration by the whole Presbytery in June with the view to our plan being finally approved for sign off locally and nationally by the end of September.

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The Mission Strategy & Planning Task Group could have spent many more weeks and months discussing issues, researching possible options and partners but the luxury of time is not on our side. We must keep moving forward by encouraging congregations, clusters and groups to keep the conversations going as we redefine what is "church" in a missional context. The words on the following pages are a starting point on a journey that will see the necessary building and rebuilding of the Church of Scotland in Fife, if we are to remain as the national Church for Scotland.

Lorraine Fraser

Moderator

The Presbytery of Fife

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FIFE PRESBYTERY

Definitions

For the purposes of this document the following terms are defined in the table below.

General Abbreviations	
FTE	Full Time Equivalent
G	Guardianship
HES A	Historic Environment Scotland A Listed Building
MWS	Minister of Word and Sacrament
MDS	Ministries Development Staff (employed nationally, deployed locally)
OLM	Ordained Local Minister
PMP	Presbytery Mission Plan
RT	Reviewable Tenure
UT	Unrestricted Tenure
V	Vacant
Legacy Plan Building Categories	
(a)	Expected to remain in use beyond lifetime of plan.
(b)	Expected to be closed during plan period.
(c)	Expected to be disposed of under an adjustment.
(d)	Presbytery unable to make a determination at this time because this phase of the plan is not completed yet.
(d*)	Presbytery unable to make a determination at this time because a building review is planned. The future of no building is guaranteed and all are subject to potential change.
Presbytery Mission Plan Building Categories	
(A)	To be retained beyond the five years from the date at which the Mission Plan is approved or annually reviewed
(B)	To be sold, let or otherwise disposed of by a specified date which is within five years from the date at which the ecclesiastical building is first categorised as (B).

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Adjustment & Other arrangements (*Section 7 of the Presbytery Mission Plan Act 2021*)	
UNION	Two or more congregations may be united to form one congregation under the Unitary Constitution (all assets and leadership merged into one entity).
LINKING	Multiple linkages are strongly discouraged in the Act and guidance. However, they are not ruled out if there are pressing and overwhelming local circumstances.
DEFERRED UNION OR LINKING	When it is not possible to unite or link a vacant congregation with another congregation under the minister of the other congregation, Presbytery may decide to defer it to take place as after that minister's interest has terminated.
LOCAL MISSION CHURCH	(Regs II 2021) - Nurturing a new form of Christian community, accountable to and supported by another charge: as a new venture, or, following a union or dissolution effected in terms of the Act
GUARDIANSHIP	A charge may continue without the right to call a minister under the Guardianship of the Presbytery. Interim Moderators will ensure appropriate arrangements to enable the ongoing ministry and Mission of the congregation(s). (A Guardianship shall count as 0.25 FTE in the allocation).
NEW CHARGE DEVELOPMENT	No new charges under Act XIII 2000 may be specified in a Mission Plan.
TRANSPORTATION	Moving a congregation from one place of worship to another (inc. change of parish)
PARISH GROUPINGS	Two or more charges given responsibility for a single area. A basis for which will define how worship, personnel, education resources, mission initiatives, congregational organisations, ecumenical partnerships etc will be shared.

DISSOLUTION	A charge may be dissolved by the Presbytery. In most such cases, all assets will be transferred to the national church.
TEAM MINISTRY	A Team Ministry may be created in one of two ways: (I) with an inducted parish minister (who shall be the moderator of the Kirk Session) and which may include a deacon, MDS appointments, the appointment of an Ordained Local Minister or such other appointment as may be deemed appropriate in Mission Plan discussions, or (II) as above, but within the charge a Team Ministry consisting of two or more Team Ministry Charges, to each of which a parish minister shall be inducted (one of which will provide the Moderator of the Kirk Session). The Team Ministry Charges shall share the same congregation and Kirk Session and the same Church life. It is presumed that Team Ministry will best be reflected in a standard basis of union, accompanied, where appropriate by a basis of reviewable charge for subsequent appointments within a team ministry of ministers of word and sacrament working alongside each other within a single charge.
NEW FORMS OF CHURCH LIFE	(In consultation with the Forum) - This may include the provision of online Church for worship and Mission by identifying congregations, partnerships or agencies which will be given lead responsibility. This may include the allocation of a Mission Plan post or posts.
PRESBYTERY MISSION INITIATIVE	(excerpt from PMI Act V 2015) 2.3 - …new forms of witnessing, serving and worshipping Christian communities may be established by means of PMIs... as a network or other non-location specific form provided that its main purpose is to witness, serve and worship within the bounds of the Presbytery. 2.4 - A PMI may include partnership with or alongside a congregation or community from another Christian denomination.

Other Definitions	
ANNUAL PMP REVIEW (202*n* REVIEW)	Each Presbytery shall carry out a process of annual evaluation and development of its Mission Plan so as to maintain in rolling form an accurate, comprehensive and up to date Mission Plan for the shape of church life in the next five years in that Presbytery. The opportunity to review the PMP on an annual basis provides the opportunity to evaluate progress of local mission, in terms of ministry numbers, adjustments and building categorisations and allows to adjust plans as circumstances change and/or develop.
AREA TEAM MINISTRY	As with Team Ministry described above, but adapted and created to reflect the requirements of ministry and mission over multiple communities AND/OR over a large geographical or rural area.
HISTORIC BUILDING/PROPERTY	Historic Properties shall mean those buildings specified by the General Trustees as being of special historic or architectural interest which are outstanding examples of a particular period, style or building type and "Historic Property" shall be construed accordingly. The General Trustees have provided the following definition for determining buildings to be specified as of special historic or architectural interest: • Historic Environment Scotland (HES) A Listed • Have a prominent townscape or rural location • Are "cathedral style" in size or proportions. For the purposes of this revised draft mission plan the Task Group have marked all HES A listed church buildings as being historic church buildings. However, the Task Group recognises that there are other church buildings that do not fit into the provided definition are also historic buildings.

NEW WAYS OF BEING CHURCH	New or alternative expressions of church life, distinct from inherited or established forms of church. Including: church plants / fresh expressions / mission initiatives or projects / missional communities / social enterprises.
PIONEER MINISTRY	Pioneer Ministry has been defined by the Church of Scotland as: "A ministry whose focus is primarily on establishing new ecclesial communities (rather than ministry in the context of already established ones); that is recognised and set apart by the Church for this specific role." (*Ministries Council Report, 2015*). It could be described as a ministry whose focus is on mission to establish a new way of being church within a specific community or context.

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FIFE PRESBYTERY

Preface

1.1 This is a Revised Draft Presbytery Mission Plan for Fife Presbytery, produced by the Board of Mission: Mission Strategy & Planning Task Group. It is intended to be recommended to Fife Presbytery in June 2022.

1.2 A first draft was produced for wide consultation and discussion, with Kirk Sessions, Clusters/Areas/Groups and Presbytery. It was produced following a period of consultation across Presbytery, with Kirk Sessions and facilitated Cluster Conversations with groups of churches across geographic areas.

1.3 The Task Group has listened carefully, and this draft plan has been revised following the wide-ranging conversations, feedback and responses received during the consultation on the first draft.

1.4 The Task Group would like to express sincere gratitude for the time taken by members of Presbytery, Kirk Sessions, Clusters and the wider community to prayerfully consider the first draft and submit responses.

1.5 The Task group has reflected on the feedback received and further information which was not originally available in developing a revised draft, while continuing to be informed by the Cluster/Area/Group Conversations. The primary driver is mission, as defined by the Five Marks of Mission. Revisions made from the first draft are highlighted.

1.6 The draft Presbytery Mission Plan recommends:

- Allocation of the 44.5FTE Ministries available to Fife Presbytery
- Structures and adjustments
- Categorisation of Church Buildings
- Next Steps

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1.7 The recommendations for allocation of ministries have been influenced and informed by:

- 5 Marks of Mission
- Consultation with Kirk Sessions
- Cluster/Area/Group Conversations
- Legacy Presbytery Plans
- Code of Practice: Framework for Application (as agreed by Presbytery)

1.8 The recommendations for church building categorisations have been influenced and informed by:

- Mission
- Legacy Presbytery Plans (where applicable)
- Guidance from the General Trustees (well-equipped spaces, in the right places)
- AMBA Reports

1.8 This revised draft remains open and subject to revision. It has not been agreed by Fife Presbytery.

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FIFE PRESBYTERY

Recommendations

Proposals

2.1 The recommendations contained in this revised draft Presbytery Mission Plan have been developed driven by mission, as defined by the 5 Marks of Mission. In setting out recommendations this draft Presbytery Mission Plan seeks to meet the requirements of the Presbytery Mission Plan Act 2021.

2.2 Fife Presbytery has been allocated 44.5 FTE ministries by the General Assembly, inclusive of all Ministers of Word & Sacrament and Ministries Development Staff. This number does not include Ordained Local Ministers, Readers or Locally Paid Staff.

2.3 The intention and scope of these draft recommendations, set out as proposed adjustments and next steps, are intended to set a direction of travel for the future mission and ministry of local churches and clusters. They are not designed to be imposed or prescribed but intended to reflect, as far as possible, the consultative dialogue that has taken place throughout Fife Presbytery's mission planning process.

2.4 Mission and ministry, with these draft recommendations, should be developed and shaped locally by clusters and congregations. The 5 Marks of Mission will continue to drive all developments and implementation of the Presbytery Mission Plan. Presbytery should continue to nurture local dialogue and discernment of local mission. Cluster Conversations could continue to be facilitated by Presbytery, as necessary. Progress reports are invited to be submitted to Presbytery to inform annual reviews of the Presbytery Mission Plan.

2.5 The requirement to annually review Presbytery Mission Plans provides space and time for ongoing discernment and the opportunity to respond to changing circumstances, new possibilities and emerging missional ideas.

Historic Churches

3.1 Fife Presbytery has a number of locally valued church buildings which are Historic Environment Scotland (HES) A listed, which bring with them unique issues in respect of maintenance, access etc. All church buildings should be assets for local mission. The Task Group recognises the sensitive nature of categorising historic church buildings and deep reservations that are held about categorising any of these buildings B. However, if historic church buildings are to be retained by the church then they should be used for mission beyond a Sunday morning - and not only as museums or tourist attractions.

3.2 In response to the first draft plan, some imaginative ideas have been suggested to develop historic buildings as assets for mission, drawing on their unique spiritual identities and seeking to connect the church of the future with our Christian legacy of the past. The Task Group appreciate the feedback and have listened carefully to the significant responses received and wish to encourage congregations with others to explore these missional ambitions. As the Presbytery Mission Plan is reviewed annually, historic church buildings currently categorised B could be reviewed if significant missional use and plans for the future can be demonstrated, and if any issues raised in the building surveys can be addressed.

3.3 The Task Group also acknowledges that in response to the consultation on the first draft plan, there was a significant reaction from local communities to proposals to categorise historic church buildings B. This has been interpreted by some as the church closing buildings of significant community importance with little consideration of community opinion. It has been described as "cultural vandalism".

3.3 In the course of developing the first draft Presbytery Mission Plan, historic church buildings were given no preferential treatment from other church buildings. Categorisations were reached using the same criteria. Some argue that AMBA unfairly disadvantages historic church buildings due to accessibility challenges and/or lack of modern facilities.

3.4 It has become clear that disposing of HES A listed historic church buildings could be especially complicated. In a number of instances, where historic church buildings are categorised B local communities, historic groups or preservation societies could acquire, develop and sustain their presence. They may even continue to be used as places of worship. However, the Task Group recognises that this would require time, consultation and significant discussion.

3.5 In conclusion, considerations about historic church buildings pose important questions for the future mission of the church. There is significant interest from local communities and interest groups. Also, a firm passion and desire has been expressed that historic church buildings should be preserved, could continue to be used as places of worship, and could be developed as assets for mission. These issues should be explored in more detail.

3.6 Therefore, the Task Group recommends that:

- The Board of Mission establish a Historic Churches Working Group to theologically reflect on the missional and practical possibilities for developing historic churches as assets for mission, engage with the General Trustees, and submit a report for the 2023 PMP Review.
- Historic church building categories should be kept under review pending a report from the Historic Churches Working Group.
- Congregations are encouraged to explore and develop use of historic church buildings for mission.

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Dates of Disposal

4.1 The Presbytery Mission Plan Act 2021 requires that all church buildings categorised B are marked with a date of disposal within 5 years of a plan being approved.

4.2 It is recognised, based on experience within Fife Presbytery, that disposing of a church building is an onerous and time consuming task. It is not a simple matter. Working to dispose of a building by a fixed date does not determine that it will. While some of our church buildings could, no doubt, be quickly sold or let; for other church buildings, disposal cannot be assumed to be straightforward. Any disposal should be processed properly, with due diligence and consultation, and not hastily to meet a deadline.

4.3 While disposal by means of a let arrangement could be established in some instances; it is presumed that a number of church buildings would be disposed of by sale. The details of disposal by means of "otherwise disposed" as described in the PMP Act is not sufficiently clear at present.

4.4 In seeking to dispose of church buildings by sale, it has been suggested that some of the proceeds could be used for mission. While other proceeds could be used for building development and improvements. This is an appealing prospect for furthering mission and the work of the church across communities in the context of reduced parish ministry numbers.

4.5 However, despite this question having been raised with the General Trustees previously, it is unclear if work is actively being undertaken to allow proceeds from the sale of buildings to be used for other purposes than fabric. The Task Group notes an instruction to explore this issue in the Assembly Trustees Report to the General Assembly 2022. Not being allowed to use at least some proceeds from sales for mission would fall short of aspirations expressed by some congregations.

4.6 Therefore, it is recommended that:

- Unless otherwise stated, the date of disposal set for church buildings categorised B is 5 years from approval: Dec 2027.
- Presbytery should urge the General Trustees with the Legal Questions Committee, in support of the General Assembly report from the Assembly Trustees 2022, to undertake work that would allow, at least some, proceeds from the sale of church buildings to be used for mission purposes.
- Future dates of disposal should be informed by local aspirations and contexts with progress being kept under annual review.

4.7 This recommendation does not prevent any congregation wishing to dispose of their building at an earlier date from doing so.

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Reviewable Tenure

5.1 A small number of ministers across Fife Presbytery were inducted on a basis of Reviewable Tenure, for 5 or 7 years. Some of these tenures extend beyond the Dec 2025 date for implementing the allocated number of ministries set for Fife Presbytery.

5.2 The Task Group appreciates the feedback and responses received expressing deep reservations and concern for ministers in Reviewable Tenures and the requirement to reach the fixed ministry allocation.

5.3 In feedback and responses received during the consultation on the first draft, some congregations and individuals have expressed their feeling that ministers in Reviewable Tenures are being disproportionately disadvantaged by the Presbytery Mission Plan requirements, compared to the majority of ministers in Unrestricted Tenures. Questions have been raised in responses asking if the process undertaken to develop a mission plan could be in breach of employment law or at least good employment practice. It has been described as "pastorally inept".

5.4 Fife Presbytery is already significantly under-staffed and well under the allocated 44.5 FTE ministries. It is expected that the current number of ministers in Presbytery will soon reduce further through upcoming retirements and moves.

5.5 The Church of Scotland expects that in future 10% of charges will be vacant at any one time. The Task Group consider it very likely that the total number of ministers serving in Reviewable Tenures will account for under 10% of Fife Presbytery's total allocation before Dec 2025.

5.6 The Presbytery Mission Plan process has proved particularly challenging and distressing for ministers in Reviewable Tenure and their congregations, who understandably perceive that where future allocation of ministries in clusters are less than the current number presently serving, that the position has in effect been made redundant before any review of the tenure has taken place.

5.7 It is undeniable that the circumstances and policy of the church have changed since these ministers entered into their reviewable tenures, thereby making their positions vulnerable given the requirement to meet the total allocated ministries by Dec 2025.

5.8 In considering the response to the consultation of the first draft plan, it is recognised that not enough consideration had been given to the effects on those serving in Reviewable Tenures. This consideration should now be driven pastorally.

5.9 Therefore, in seeking to develop a Presbytery Mission Plan which can be developed and shaped collaboratively; and one which is pastorally cognitive of the implications to ministers who entered into Reviewable Tenure, in good faith that they could be reviewed with the possibility of being extended; and a measured low risk to Presbytery otherwise meeting its allocated ministries, it is recommended that:

- Ministers currently serving in Reviewable Tenure be, at least, allowed to serve for the full term of their tenure.

5.10 This recommendation would not exclude these ministers, where applicable, from being invited to discern and consider current or future proposed adjustments.

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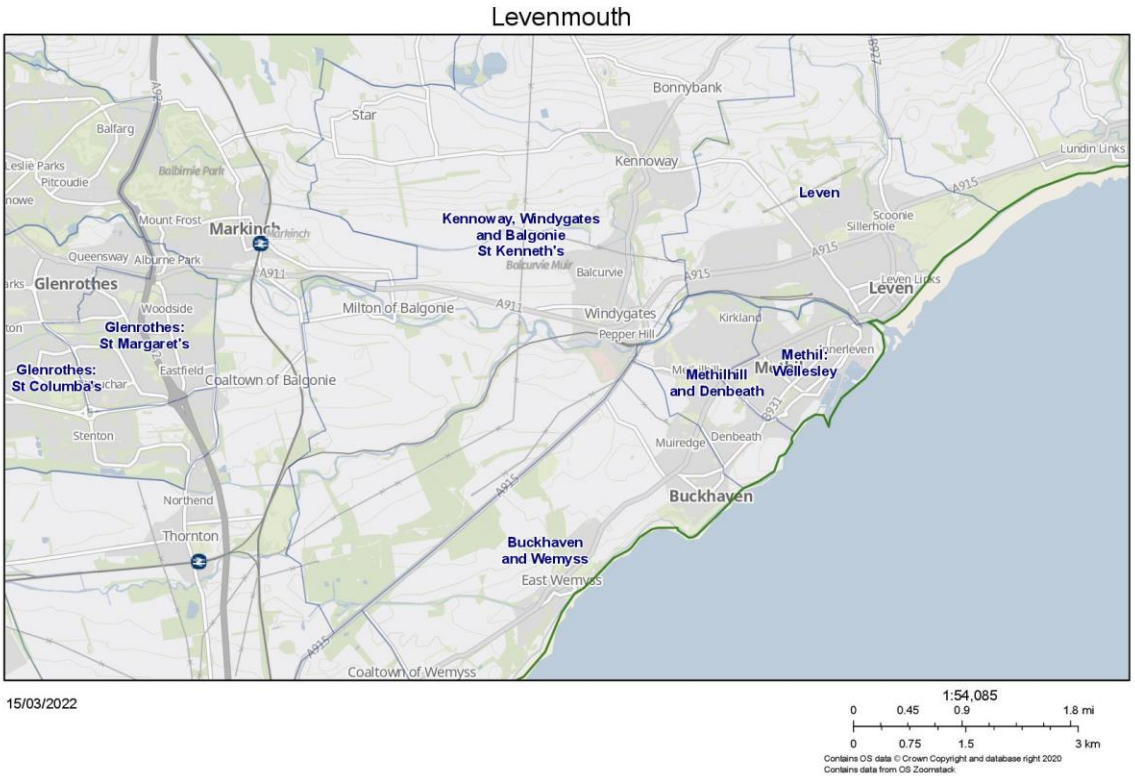
Presbytery Wide: Presbytery Mission Team

Requirement	Recommendations
Ministry Allocation	
Presbytery Wide Ministries	• 0.5 FTE, could include: ○ MDS Digital / Online Mission Development Worker ○ Pioneer Pilgrim Pastor (MWS or MDS) ○ Proposals idenitified from Mission Mapping ○ Other ideas
TOTAL ALLOCATION	• **0.5 FTE**
Structure and Adjustments	
Presbytery Wide Initiative	• To develop and form a Presbytery Mission Initiative for a Presbytery Mission Team of Presbytery wide ministries.
Next Steps	
Presbytery Mission Team	• To develop and form a Presbytery Mission Initiative. • To submit a progress report to Presbytery for 2023 PMP Review

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Levenmouth



Church	Gross Population at 2021	Roll at 31 Dec 2021
Buckhaven & Wemyss	6480	184
St Kenneth's - Kennoway, Windygates & Balgonie	7820	361
Leven	9315	382
Methilhill & Denbeath	5675	162
Methil: Wellesley	5910	252

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Legacy Plan:

Congregation Name	Legacy Plan Nos	Tenure	Buildings	Interim Steps/plans
Buckhaven & Wemyss	1	G + MDS (Deacon)	Buckhaven (d*); West Wemyss (a)	Congregations have agreed "deepening co-operation of the five congregations". Deacon and other MDS posts shall work collaboratively for the area. MDS for Wellesley is already in post, after relocation from another presbytery
Methil: Wellesley [PA]	2	UT + MDS	(a)	
Methihill & Denbeath [PA]	1	UT	(a)	
Kennoway, Windygates, & Balgonie: St Kenneth's	2	UT + MDS	Kennoway (a); Windygates (a)	
Leven	1 (70% MWS & 30% pioneer)	V	(a)	
Legacy Allocation	**7**			

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Buckhaven & Wemys; Methilhill & Denbeath	• 1 MWS • 0.5 MDS (Deacon)
Leven; St Kenneth's - Kennoway, Windygates, Balgonie	• 1 MWS • 1 MDS – *post to be adjusted to include developing mission and pioneering in Leven focus (50%).*
Methil: Wellesley *Methil Area*	• 1 MWS • 1 MDS (line manager Methil: Wellesley MWS) – *post to continue with priority area community focus*.
TOTAL ALLOCATION	**5.5FTE**

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Structure and Adjustments	
Cluster	• To work collaboratively and develop shared ministry, mission and resources across Levenmouth area.
Buckhaven & Wemyss; Methilhill & Denbeath	• To develop and form a linkage.
Leven; St Kenneth's - Kennoway, Windygates, Balgonie	• To develop and form a linkage. • MDS post to be adjusted to work across both Leven and St Kenneth's, and working collaboratively across wider cluster area, including 50% focus on developing mission and pioneering in Leven.
Methil: Wellesley	• MDS post to be adjusted to work across Methil and working collaboratively across wider cluster area, continuing with priority area community focus, based at Wellesley Centre - continuing to be line managed by Methil: Wellesley MWS.

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Buckhaven & Wemyss		
• Buckhaven Church & Hall	B	
• Buckhaven Theatre	A	*Subject to specialist survey.*
• Wemyss Church	A	
Methil Wellesley		
• Wellesley Parish Church	A	
• Wellesley New Hall	A	
• Wellesley Old Hall	A	
Methilhill & Denbeath		
• Methilhill Church	A	
• Methilhill Hall	A	
Leven		
• Leven Church	A	*To be developed and improved.*
• Leven Hall	A	
St Kenneth's - Kennoway, Windygates & Balgonie		
• Kennoway Church	A	
• Kennoway Hall	A	*Subject to urgent maintenance.*
• Windygates Church	B	
• Windygates Hall	B	

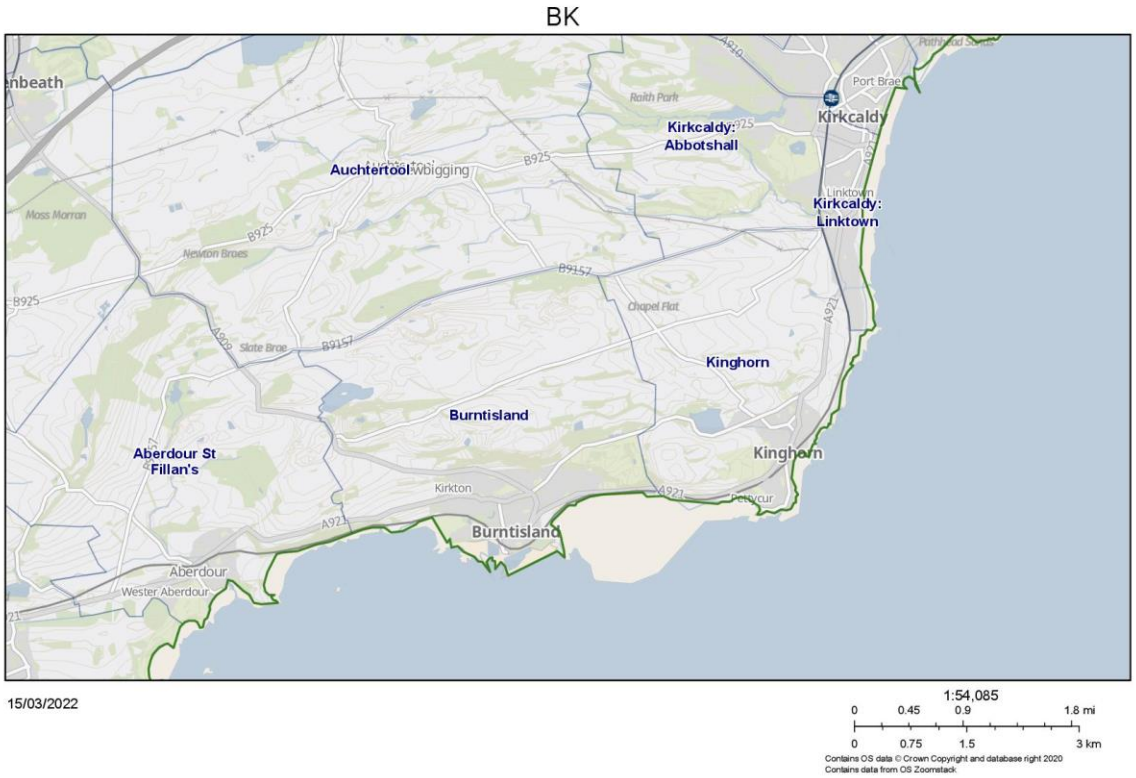
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Next Steps/Review

Cluster	• To develop collaborative working and sharing of ministry, mission and resources across Levenmouth area. • To continue with mission audit and develop priorities for shared mission.
Leven; St Kenneth's - Kennoway, Windygates, Balgonie;	• To develop and form a linkage. • To submit a progress report to Presbytery before 2023 PMP Review.
Buckhaven & Wemyss; Methilhill & Denbeath	• To develop and form a linkage. • To submit a progress report to Presbytery for the 2023 PMP Review.

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Burntisland & Kinghorn



Church	Gross Population at 2021	Roll at 31 Dec 2021
Burntisland Parish Church	6727	236
Kinghorn Parish Church	1959	196

Legacy Plan

Congregation Name	Plan Nos	Tenure	Other (locally funded) staff		Buildings	Interim Steps/plans
Burntisland Kinghorn	1	V UT	Erskine UF Church 1 MWS		Burntisland (d*) Kinghorn Church (a); Kirk by the Sea (d*)	Finalising of partnership arrangements with United Free Church Proposed locally funded CAP and Youth Workers
Legacy Allocation	**1**					

2022 Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Burntisland; Kinghorn	• 1 MWS
TOTAL ALLOCATION	• **1 FTE**
Other Suggested Ministries	

Burntisland; Kinghorn	• Ecumenical Partnership with Erskine United Free Church
	• 1 MWS (United Free Church)
	• Locally Funded
	  ○ Christians Against Poverty Worker
	  ○ Childrens, Youth & Families Worker

Structure and Adjustments	
Burntisland; Kinghorn	• To develop and form a union. • To continue to develop the BEK Ecumenical Partnership with Erskine United Free Church.

Recommended Buildings Categorisation:

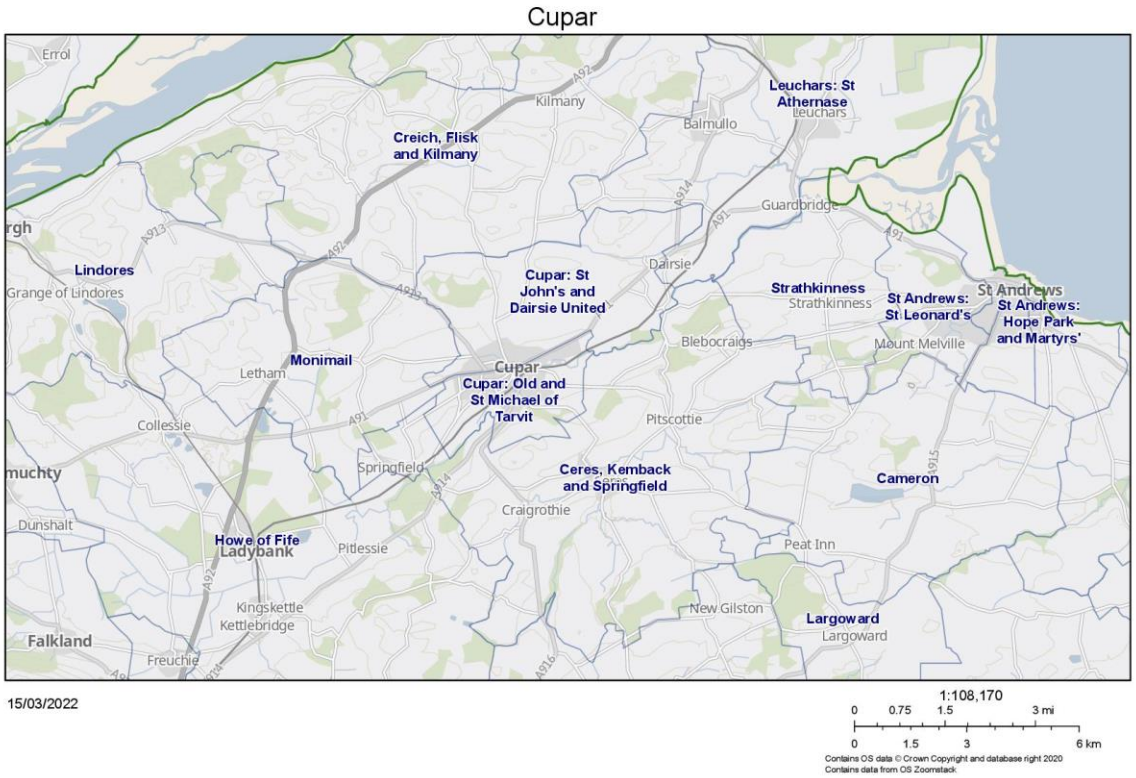
Church	Category	Comments (if applicable)
Burntisland		
• Church	B	*Historic – HES A Review pending Historic Churches Working Group.*
• Halls	A	
Kinghorn		
• Kirk by the Sea	B	
• High Street	A	

Next Steps/Review

Burntisland; Kinghorn	• To continue to develop local relationships, ministry, mission and shared resources as part of the agreed BEK Partnership. • To develop and form a union. • To submit a progress report to Presbytery for the 2023 PMP Review.

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Cupar



Church	Gross Population at 2021	Roll at 31 Dec 2021
Cupar Old – l/w Monimail	5840 698	447 91
Cupar St Johns & Dairsie United	4023	555
Ceres Kemback & Springfield	3553	287

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Legacy Plan:

Congregation Name	Plan Nos	Tenure	Buildings	Interim Steps/plans
Cluster 1 Cupar				
Cupar Old - l/w Monimail	3	UT	Church & Hall (a) Church (b)	
Cupar St John's & Dairsie United		RT - 7 year	St John's Curch & Hall (a); Dairsie Church & Hall (b)	
Ceres Kemback & Springfield		RT – 7 Year	Ceres Church (a); Springfield Church (a); Kemback Church (b)	Proposed 7 year reviewable tenure
Legacy Allocation	**3**			

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Ceres Kemback & Springfield; Cupar Old – l/w Monimail; Cupar St Johns & Dairsie United;	• 1 MWS • 0.5 FTE MDS or MWS
TOTAL ALLOCATION	• **1.5 FTE**
Other Suggested Ministries	

Ceres, Kemback & Springfield; Cupar Old – l/w Monimail; Cupar St Johns & Dairsie United;	• OLM or Reader
	• Locally Funded, could include:
	  ○ Administrator/Church Officer
	  ○ Children/Families/Youth worker(s)
	  ○ Mission Development Worker

Structure and Adjustments	
Cluster	• To work collaboratively and develop shared ministry, mission and resources across Cupar cluster area. • To develop and form a Team Ministry.

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Recommended Buildings Categorisation:

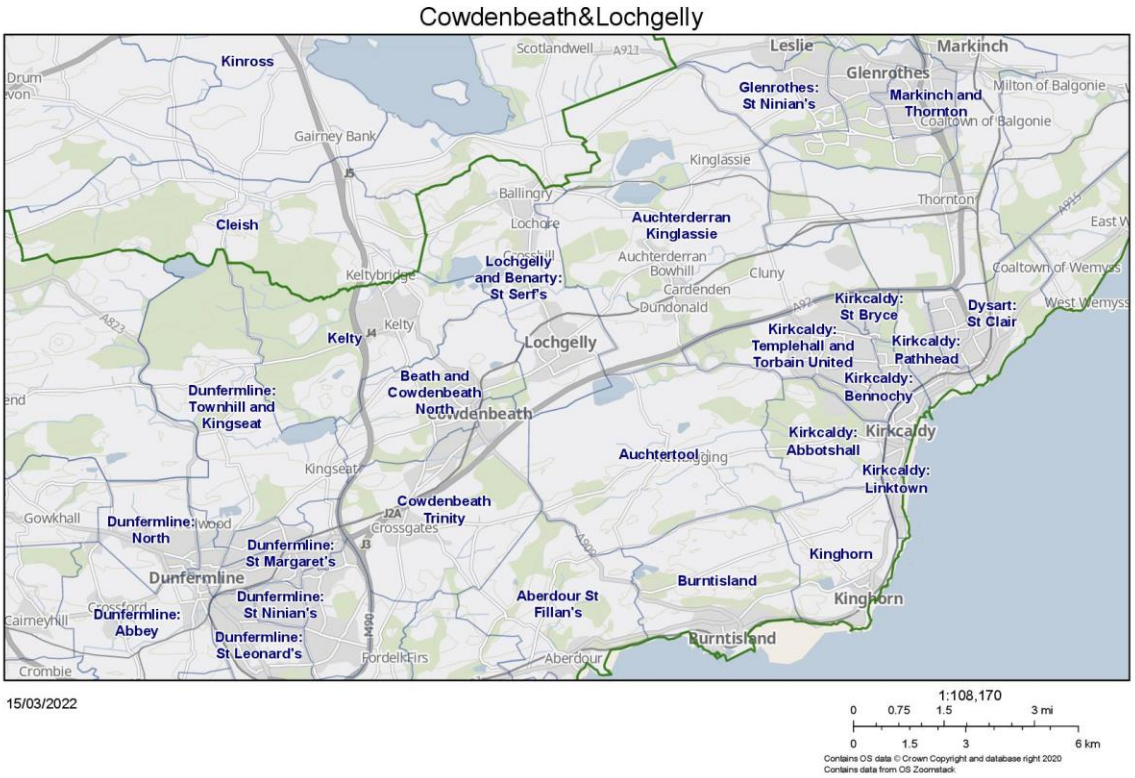
Church	Category	Comments (if applicable)
Ceres, Kemback & Springfield		
• Ceres	A	*Subject to development. To explore and develop ideas for Ceres Church as a Pilgrim Centre.*
• Kemback	B	*To consult and explore with Thomson Trust.*
• Springfield	A	
Cupar Old l/w Monimail		
• Cupar Old Church	B	*Historic – HES A* *Review pending Historic Churches Working Group.*
• Cupar Old Centre	A	
• Monimail	B	
Cupar St John's & Dairsie United		
• St John's Church	A	
• Dairsie	B	

Next Steps/Review

Cluster	• To work collaboratively and develop shared ministry, mission and resources across Cupar cluster area. • To develop and form a Team Ministry. • To submit a progress report to Presbytery for the 2023 PMP Review.

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Central Fife



Church / Congregation details

Church	Gross Population at 2021	Roll at 31 Dec 2021
Auchtertool	652	63
Auchterderran & Kinglassie	8373	267
Beath & Cowdenbeath North	5590	199
Cowdenbeath Trinity	9410	238
Kelty	7128	207
Lochgelly & Benarty: St Serf's	12668	178

Legacy Plan:

Cowdenbeath Trinity	4	V	4 buildings
Beath & Cowdenbeath North		UT	
Lochgelly & Benarty St Serf's		UT + Deacon + MDS	
Kelty		V	
Group Total	4		
Auchterderran & Kinglassie	1		
Auchtertool	*Linked with Kirkcaldy: Linktown*		
Legacy Allocation	**5 – 5.5**		

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Auchtertool; Auchterderran & Kinglassie; Lochgelly & Benarty: St Serf's	• 1 MWS. • 1 MDS: Mission Development Worker with a community and poverty focus, working collaboratively across wider cluster area
Beath & Cowdenbeath North; Cowdenbeath Trinity; Kelty;	• 1 MWS • 1 MDS (Deacon), working collaboratively across wider cluster area
TOTAL ALLOCATION	• **4 FTE**
Other Suggested Ministries	
Cluster	• Locally Funded, could include: ○ Administrator/Church Officer ○ Children/Families/Youth worker(s) ○ Mission Development Worker
Structure and Adjustments	
Cluster	• To work collaboratively and develop shared ministry, mission and resources across Central cluster area.
Auchtertool; Auchterderran & Kinglassie; Lochgelly & Benarty: St Serf's	• To develop and form a union
Beath & Cowdenbeath North; Cowdenbeath Trinity;	• To develop and form a union

Kelty;	

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Auchterderran & Kinglassie		
• Auchterderran Church	A	
• Auchterderran Hall	A	
• Kinglassie Church	B	
Auchtertool		
• Auchtertool Church	B	
Beath & Cowdenbeath North		
• Church	A	
Cowdenbeath: Trinity		
• Trinity Cowdenbeath Church	B	
• Trinity Crossgates Church	A	
• Trinity Crossgates Hall	A	
Lochgelly & Benarty: St Serfs		
• Benarty Church	A	
• Lochgelly Church	A	
Kelty		
• Church	A	
Kinglassie		
• Church	B	

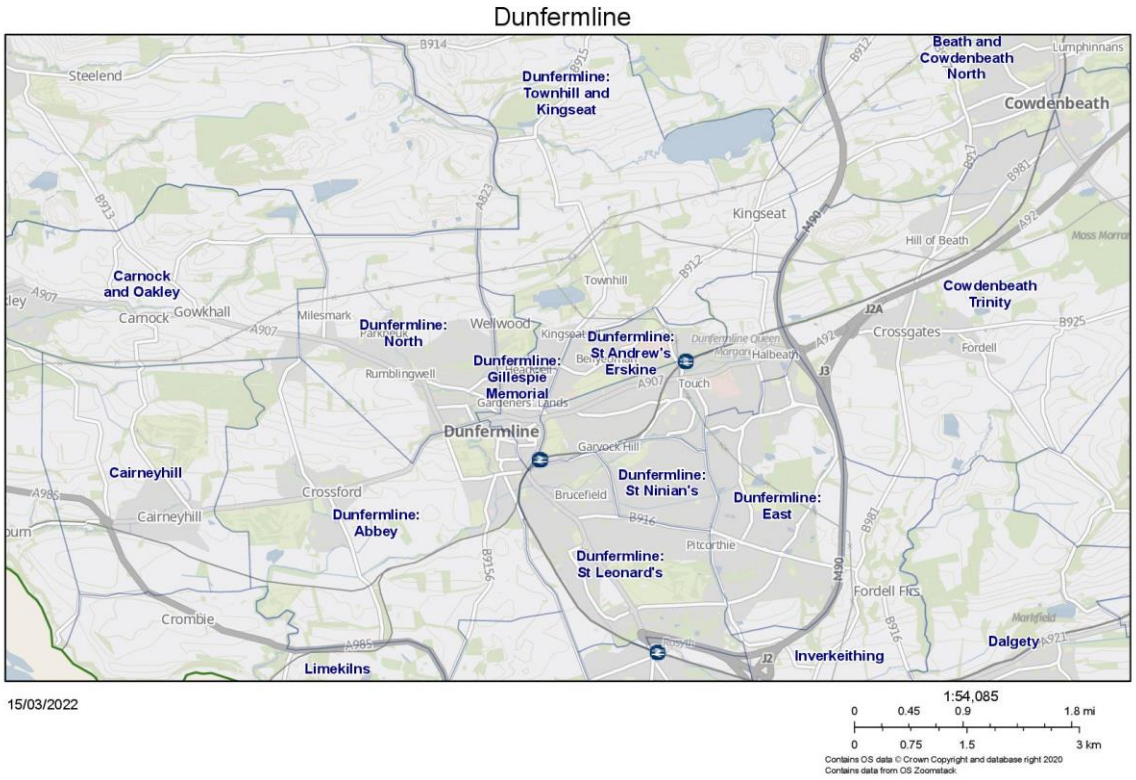
Next Steps/Review

Cluster	• To continue to develop and grow local relationships, including through shared worship and opportunities for mission. • To undertake a mission audit or research, identify and develop priorities for ministry and mission across the area.
Auchtertool; Auchterderran & Kinglassie; Lochgelly & Benarty: St Serf's	• To develop and form a union. • To submit a progress report to Presbytery for the 2023 PMP Review.
Beath & Cowdenbeath North;	• To develop and form a union. • To submit a progress report to Presbytery for the 2023 PMP Review.

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Cowdenbeath Trinity; Kelty;	

Dunfermline



Church / Congregation details

Church	Gross Population at 2021	Roll at 31 Dec 2021
Dunfermline Abbey	4360	467
Dunfermline East	13493	92
Dunfermline North	6784	131
Gillespie Memorial	3100	100
St Andrews Erskine	4125	153
St Leonard's	9801	259
St Margaret's Community Church	6626	180
St Ninian's	7595	128
Townhill & Kingseat	3448	148

Legacy Plan:

Dunfermline: St Andrew's Erskine	2	UT		2 buildings (down from 4 buildings)	Facilitated discussions by Presbytery with Place for Hope. Pioneer Ministry for Western Expansion ?
Dunfermline: Gillespie		UT	Youth Pastor - FT		
Dunfermline: Townhill & Kingseat [Rural]		V			
Dunfermline North		G		Possible Relocation	
Group 3				2 buildings *(down from 3 buildings)*	Facilitated discussions by Presbytery with Place for Hope.
Dunfermlilne: St Leonard's	2	V	OLM		
Dunfermline: St Margaret's Community Church		UT	Community Worker - FT; Reader		
Dunfermline: St Ninian's		UT			
Dunfermline East	1	UT	Children/Family/Youth Worker	1 building *(no change)*	

Dunfermline Abbey	1	UT	0.5 Childrens & Family worker	2 - buildings *(no change halls are not adjacent to church building)*
Legacy Allocation	**6**			

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
North & West Area:	Dunfermline Abbey; Dunfermline North; Gillespie Memorial; St Andrews Erskine; Townhill & Kingseat
• Dunfermline Abbey; Dunfermline North	• 1FTE MWS
• Gillespie Memorial	• 1FTE MWS

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• St Andrews Erskine; Townhill & Kingseat	• 1 FTE MWS
South & East Area	Dunfermline East; St Leonards; St Margarets; St Ninians
Dunfermline East; St Leonards; St Margarets; St Ninians	• 4 FTE Ministries to include: ○ 1 MWS based at Dunfermline East ○ 0.5 FTE MDS based at Dunfermline East ○ 1 MWS Transitional Ministry - 5 Year Reviewable Charge based at St Leonards
TOTAL ALLOCATION	• **7 FTE**
Other Suggested Ministries	
North & West Area: Dunfermline Abbey; Dunfermline North; Gillespie Memorial; St Andrews Erskine; Townhill & Kingseat	• OLM/Reader: For Area based at Abbey • Locally Funded: ○ Presbytery Mission Initiative with Pioneer Ministry for Dunfermline City Expansion.
• Dunfermline Abbey:	• Locally funded: ○ Could include Associate Ministry and/or Children's/Youth Worker
• Gillespie Memorial	• Locally Funded: ○ Could include Youth Pastor
South & East Area: Dunfermline East; St Leonards; St Margarets; St Ninians	• Reader: For Area based at St Margarets.
• Dunfermline East	• Locally Funded: ○ 0.5FTE MDS could be topped up locally to 1FTE
• St Leonards	• OLM: For area based at St Leonards
• St Margarets; • St Ninians	• Locally Funded: ○ Could include: Community/Families/Youth Worker(s)
Structure and Adjustments	
North & West Area: Dunfermline Abbey; Dunfermline North; Gillespie Memorial; St Andrews Erskine; Townhill & Kingseat	• To work collaboratively and develop shared ministry, mission and resources across Dunfermline North & West area.

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	• To develop, sponsor and support a Presbytery Mission Initiative for the Dunfermline City Expansion.
Dunfermline Abbey; Dunfermline North	• To develop and form a union. • Assets of Dunfermline North to be used as legacy for mission across Dunfermline City Expansion. • To support development of an area Presbytery Mission Initiative.
St Andrews Erskine; Townhill & Kingseat	• To develop and form a union.
South & East Area: Dunfermline East; St Leonards; St Margarets; St Ninians	• To work collaboratively and develop shared ministry, mission and resources across South & East area. • To develop local recommendations for closer collaborative working.
Dunfermline East	• MDS post should be developed informed by opportunities for mission and to work collaboratively across area.
St Leonards	• Transitional Ministry – 5 year reviewable charge based at St Leonards, to work collaboratively across area, and support development of local recommendations for closer collaborative working.

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Dunfermline Abbey		
• Abbey Church	A	*Historic – HES A* *To explore with General Trustees and Presbytery establishment of a trust and/or other options to manage and maintain Abbey Church building and to report progress to Presbytery for 2023 PMP Review.*
• Abbey Halls	A	
Dunfermline East Church	A	
Dunfermline North Church	B	*Disposal following union with Abbey.*

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Gillespie Memorial		
• Church	A	
• Centre	A	
St Andrews Erskine		
• Church	A	
St Leonard's		
• Church & Halls	A	*Subject to development.*
St Margaret's Community Church		
• Church	A	
St Ninian's		
• Church	A	
Townhill & Kingseat		
• Kingseat	A	
• Townhill	A	

Next Steps/Review

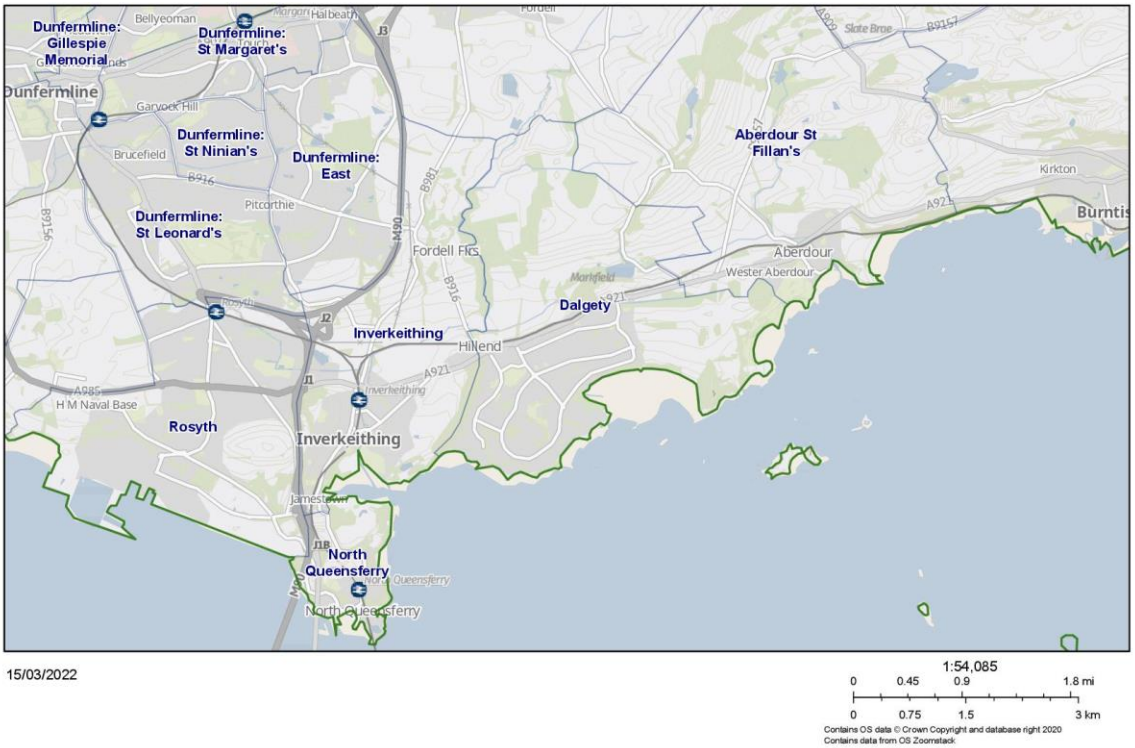
North & West Area: Dunfermline Abbey; Dunfermline North; Gillespie Memorial; St Andrews Erskine; Townhill & Kingseat	• To work collaboratively and develop shared ministry, mission and resources across Dunfermline North & West area. • To develop and support a Presbytery Mission Initiative for the Dunfermline City Expansion. • To identify and explore with General Trustees and Presbytery space for mission in expansion area(s). • To develop and agree an area partnership covenant, identifying (re)focus of mission for each church, and responsibilities for city centre ministries and mission. • To submit a progress report to Presbytery for 2023 PMP Review
Dunfermline Abbey; Dunfermline North	• To develop and form a union. • To sponsor development of Presbytery Mission Initiative for Dunfermline City Expansion. • To develop mission informed by recent community research in collaboration with area churches and local partners. • To submit a progress report to Presbytery for 2023 PMP Review.
St Andrews Erskine; Townhill & Kingseat	• To develop and form a union, including consideration of future building requirements.

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	• To submit a progress report to Presbytery for 2023 PMP Review.
South & East Area: Dunfermline East; St Leonards; St Margarets; St Ninians	• To work collaboratively and develop shared ministry, mission and resources across Dunfermline South & East area. • Transitional ministry based at St Leonards to lead development of collaborative working across area. • To consider local presence across South & West Dunfermline area and future building requirements for ministry and mission. • To submit progress report to Presbytery for 2023 PMP Review.
Dunfermline East	• To discern and develop mission informed by recent community audit. • MDS post to be developed informed by opportunities for mission and should work collaboratively across area.

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Forth



Church	Gross Population at 2021	Roll at 31 Dec 2021
Aberdour St Fillan's	2013	317
Dalgety	9402	431
Inverkeithing l/w North Queensferry	5262 1051	166 42
Rosyth Parish	13366	189

Legacy Plan:

Dalgety	2.5	UT	4 buildings
Aberdour St Fillan's [Rural]		UT	
Inverkeithing l/w with North Queensferry		UT	

Rosyth Parish	1.5	UT + Deacon (vacant)	1 building *(no change)*
Legacy Allocation	**4**		

2022 Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Aberdour St Fillan's; Dalgety; Inverkeithing l/w North Queensferry; Rosyth Parish	• 3FTE MWS as part of an Area Team Ministry
TOTAL ALLOCATION	• **3 FTE**
Other Suggested Ministries	
Aberdour St Fillan's; Dalgety; Inverkeithing l/w North Queensferry; Rosyth Parish	• OLM/Reader • Locally Funded could include: ○ Children/Community/Youth Worker(s)
Structure and Adjustments	
Aberdour St Fillan's; Dalgety; Inverkeithing l/w North Queensferry; Rosyth Parish	• To develop and form an Area Team Ministry

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Dalgety		
• Church	A	
Inverkeithing		
• Church	A	
North Queensferry		
• Church	A	
• Hall	A	
Rosyth		

• Church	A	
St Fillans		
• Church	B	*Historic – HES A Review pending Historic Churches Working Group.*
• Hall	A	

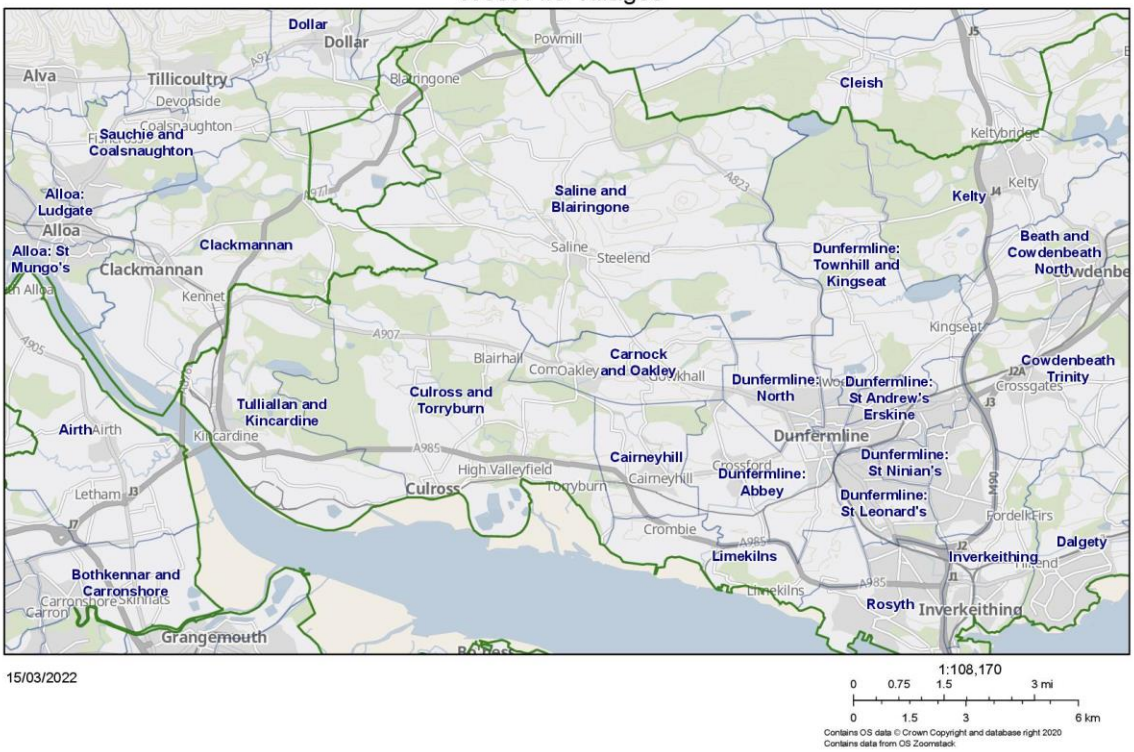
Next Steps/Review

Aberdour St Fillan's; Dalgety; Inverkeithing l/w North Queensferry; Rosyth Parish	• To work collaboratively and develop shared ministry, mission and resources across Forth Cluster area. • To continue to discern and identify mission needs across the communities of Forth Cluster to inform the shape of an Area Team Ministry. • To consider local presence across Forth Cluster area and future building requirements for ministry and mission. • To develop and form an Area Team Ministry. • To submit a progress report to Presbytery for the 2023 PMP Review.

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West Fife

West Fife Villages



Church	Gross Population at 2021	Roll at 31 Dec 2021
Cairneyhill l/w Limekilns	2399 2313	81 214
Carnock & Oakley	4386	132
Culross & Torryburn	4697	50
Tulliallan & Kincardine l/w Saline & Blairingone	3129 2387	188 129

Legacy Plan:

Carnock and Oakley	3	RT - 5 years	4 buildings (down from 7)
Tulliallan & Kincardine - l/w		UT	
Saline & Blairingone			
Culross & Torryburn		RT 5 years	
Cairneyhill l/w Limekilns		UT	
Legacy Allocation	**3**		

FIFE PRESBYTERY

2022 Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Cairneyhill l/w Limekilns; Carnock & Oakley; Culross & Torryburn; Tulliallan & Kincardine l/w Saline & Blairingone	• 2.5FTE to include at least 1MWS.
TOTAL ALLOCATION	• **2.5 FTE**
Other Suggested Ministries	
Cairneyhill l/w Limekilns; Carnock & Oakley; Culross & Torryburn; Tulliallan & Kincardine l/w Saline & Blairingone	• OLM or Reader
Structure and Adjustments	
Cairneyhill l/w Limekilns; Carnock & Oakley; Culross & Torryburn; Tulliallan & Kincardine l/w Saline & Blairingone	• To develop local recommendations for closer collaborative working, including consideration of an Area Team Ministry.

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Cairneyhill l/w Limekilns		
• Cairneyhill Church & Manse	A	
• Limekilns	A	
Carnock & Oakley		
• Carnock	B	
• Oakley	A	
Culross & Torryburn		
• Culross Abbey	B	*Historic – HES A Review pending Historic Churches Working Group.*
• Valleyfield Church & Hall	A	
Tulliallan & Kincardine l/w Saline & Blairingone		
• Saline Church & Hall	B	*Review following to Feasibility Study. Preference to categorise Hall and Session House A.*
• Saline Session House	B	
• Tulliallan & Kincardine Church	A	
• Tulliallan & Kincardine Hall	A	

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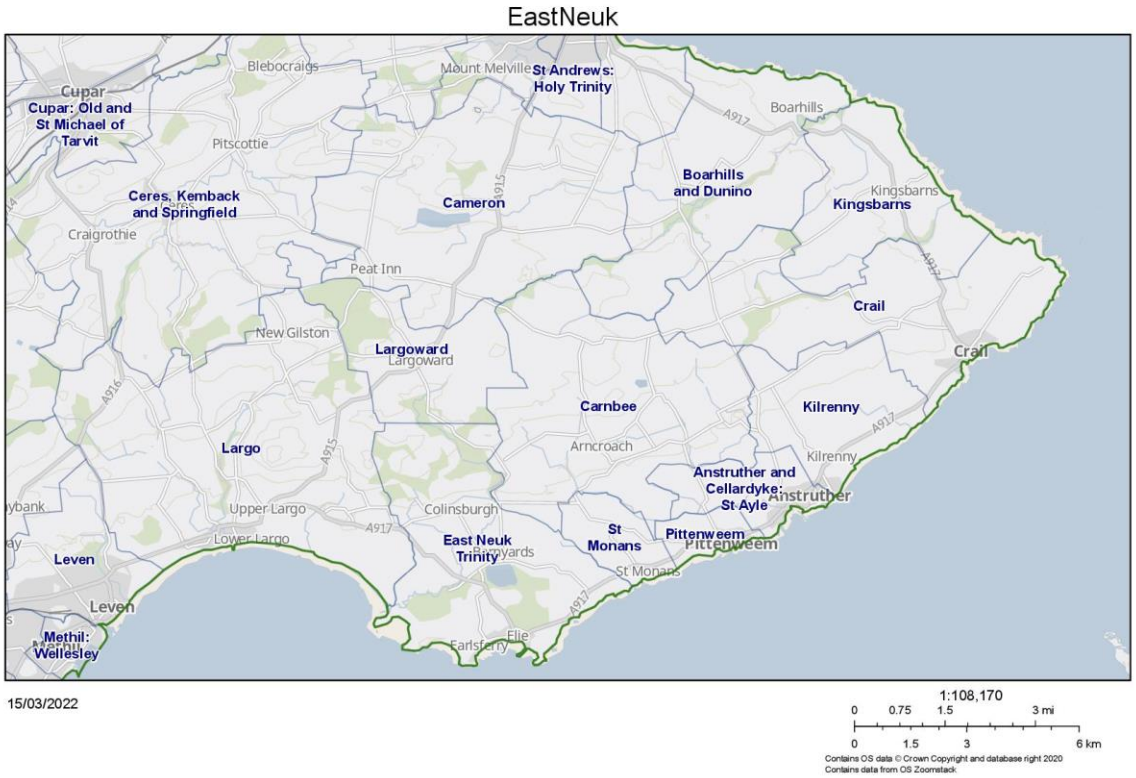
• Tulliallan & Kincardine Session House	A	

Next Steps/Review

Cluster	• To work collaboratively and develop shared ministry, mission and resources across West Fife area. • To develop local recommendations for closer collaborative working, including consideration of an Area Team Ministry. • To submit a progress report to Presbytery for 2023 PMP Review.

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East Neuk



Church	Gross Population at 2021	Roll at 31 Dec 2021
Crail l/w	1787	274
St Ayle Parish	3340	336
Carrnbee l/w	340	80
Pittenweem	1449	204
East Neuk Trinity l/w	1503	260
St Monan's	1462	190
Largo	3033	259
Largoward	507	44
Kingsbarns	486	62
Kilrenny	964	85

Legacy Plan:

Kingsbarns		2	G	Kingsbarns Church (a)	Guardianship interim review after two years and again at five years – 2023. *Interim Review delayed until 2021 due to Covid restrictions*
Kilrenny			G	Kilrenny Church & Hall (b)	Kilrenny Guardianship 1st January 2019 Interim Review due 2021 and five year review 2024
Crail l/w St Ayle Parish			RT - 7 year reviewable Tenure	Crail Church (a) Hall (b) St Ayle Church(a) Cellardyke Church & Hall (b)	7 year reviewable tenure, began July 2020
Carnbee l/w Pittenweem			UT	Carnbee Church (c) Hall (b) Pittenween Church & Hall (b)	
Largoward	2	G	Church (b)		Interim review took place in October 2019 and Presbytery agreed to a reduction in the Locum arrangements. Five year review due in 2022 . 1 day a week + Sunday locum as of 1st January 2020
East Neuk Trinity l/w		UT	East Neuk Trinity Elie Church & Hall (b); Toll Green Hall (c); Kilconquar Church (b)		
St Monans			St Monan's Church (b) Hall (a)		
Largo		RT - 7years	Largo Church & Hall (b); Durham Hall (a) - subject to redevelopment planning		Before the end of the 7 years' reviewable tenure, a congregational review will be held
Legacy Allocation	**4**				

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FIFE PRESBYTERY

2022 Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Crail l/w St Ayle; Carnbee l/w Pittenweem; East Neuk Trinity l/w St Monan's; Largo; Largoward; Kingsbarns; Kilrenny	• 2 MWS
TOTAL ALLOCATION	• **2 FTE**
Other Suggested Ministries	

Crail l/w St Ayle;
Carnbee l/w Pittenweem;
East Neuk Trinity l/w St Monan's;
Largo;
Largoward;
Kingsbarns;
Kilrenny
	• OLM / Reader
	• Locally funded, could include:
	  ○ Pioneer - Rural Area Ministry
	  ○ Community/Childrens/Youth Worker(s)

Structure and Adjustments	
Crail l/w St Ayle; Pittenweem; East Neuk Trinity l/w St Monan's; Largo;	• To develop and form 2 Coastal Parishes
Carnbee; Largoward; Kingsbarns; Kilrenny	• To develop an East Neuk Rural Area Presbytery Mission Initiative

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Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Crail l/w St Ayle Parish		
• Crail Church	B	*Historic - HES A.* *Requires urgent maintenance and repair.* *Review pending Historic Churches Working Group.*
• Crail Hall	A	
• St Ayle Anstruther	A	
• St Ayle Cellardyke	A	
Carrnbee l/w Pittenweem		
• Arncroach Hall	A	
• Carnbee Church	B	
• Pittenweem Church	B	*Historic – HES A* *Review pending Historic Churches Working Group.*
• Pittenweem Hall	B	
East Neuk Trinity l/w St Monan's		
• Elie Church	B	
• East Neuk Trinity Hall (Elie Church Hall)	A	
• Kilconquhar Church	A	
• St Monans Church	B	*Historic – HES A* *Review pending Historic Churches Working Group.*
• St Monans Hall	A	
• Toll Green Hall	B	
Largo		
• Largo Church	A	*Subject to development and improvement.*
• Durham Hall	A	
• The Stables	B	
Largoward		
• Church	A	
Kingsbarns		
• Church & Hall	A	
Kilrenny		
• Church	A	
• Hall	A	

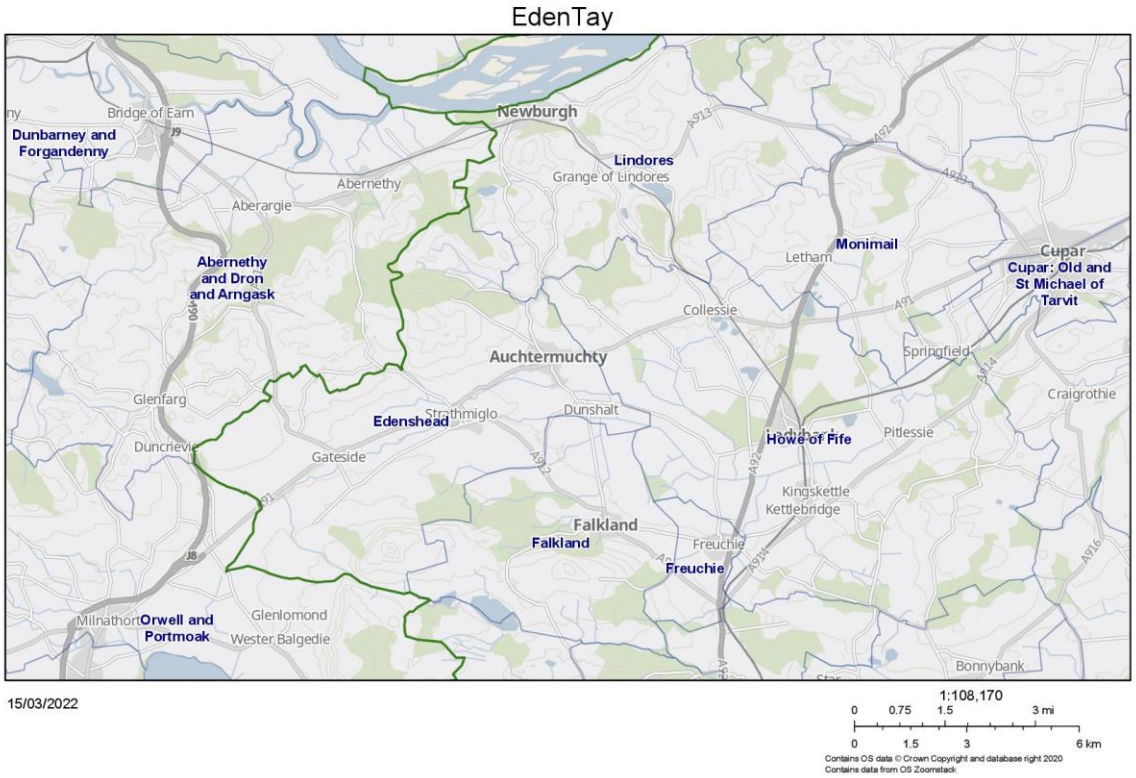
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Next Steps/Review

Crail l/w St Ayle; Carrnbee l/w Pittenweem; East Neuk Trinity l/w St Monan's; Largo; Largoward; Kingsbarns; Kilrenny	• To work collaboratively and develop shared ministry, mission and resources across the East Neuk area. • To continue with local conversations and explore ways of working together. • To develop and form 2 Coastal Parishes. • To develop an East Neuk Rural Area Presbytery Mission Initiative. • To consider local presence across East Neuk and future building requirements for ministry and mission. • To submit a progress report to Presbytery for 2023 PMP Review.

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Eden Tay



Church	Gross Population at 2021	Roll at 31 Dec 2021
Edenshead	3854	269
Falkland l/w Freuchie	1412 1266	98 109
Howe of Fife	3878	255
Lindores	2679	250

Legacy Plan:

Presbytery Mission Worker	3	MDS	An overall proposal is for a 5 year full time Pioneer type ministry with the Presbytery Mission Worker appointed to enable ministry across the cluster.	
Howe of Fife		UT	4 Churches 2 Halls 1 Manse Kirk Session has agreed to dispose of all Church and hall buildings, while seeking appropriate, alternative provision of worship centre	
Edenshead		V	Auchtermuchty Church and Hall (b); Strathmiglo Church (b)	Before the end of the 5 years' Pioneer Type ministry a review of the congregation and the functioning of Presbytery Mission Worker will take place
Lindores		G	Lindores Parish Abdie & Dunbog Church & Hall (b); Newburgh Church & Hall (b)	Interim review took place in and report and recommendations adopted by Presbytery 2020. Guardianship review in 2023. 5 years G/ship with 2 days' locum + Sundays
Falkland l/w		G	Falkland Church (b); Freuchie Church & Hall (b)	Before the end of the 5 years' G/ship a review of the linked congregations will take place. Interim Review due 2020. Delayed to 2021 due to Covid 19 restrictions. 5 years G/ship with 2 days' + Sunday locum
Freuchie				
Legacy Allocation	**3**			

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FIFE PRESBYTERY

2022 Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Edenshead Falkland l/w Freuchie Howe of Fife	• Area Team Ministry including: ▪ 1 MWS ▪ 1 MDS Mission Development Worker
Lindores	• 0.25 FTE MDS Pioneer Ecumenical Community Chaplain (based with Lindores and working as part of Area Ministry Team)
TOTAL ALLOCATION	• **2.25 FTE**
Other Suggested Ministries	
Edenshead Falkland l/w Freuchie Howe of Fife Lindores	• Locally funded posts could include: ○ Administrator/Church Officer ○ Associate Minister/Parish Assistant ○ Community/Childrens/Youth Work(s) ○ Top up 0.25 FTE Pioneer post
Structure and Adjustments	
Edenshead Falkland l/w Freuchie Howe of Fife	• To develop and form an Area Team Ministry. • To include close collaborative working with Lindores as part of Area Team Ministry. • To consider local presence across villages and future building requirements.
Lindores	• To continue close collaborative working as part of Area Ministry Team. • To extend Guardianship to Dec 2025, with a final review no later than the 2025 PMP Review. • To explore with support from Presbytery and the Ecumenical Relations Officer, all possibilities for a Newburgh Ecumenical Partnership.

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Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Edenshead		
• Auchtermuchty Church	A	*The church should be developed and improved with progress reviewed at 2023 PMP Review.*
• Edenshead Hall	A	*Plans to improve access and entry to the Hall should be developed with progress reviewed at 2023 PMP Review*
• Strathmiglo	B	
Falkland l/w Freuchie		
• Falkland Church	B	*Subject to confirmation of conservation area.* *To explore future options with local community.*
• Freuchie Church & Hall	A	
Howe of Fife		
• Kettle Church & Hall	B	
• Ladybank Church & Hall	B	
Lindores		
• Abdie and Dunbog Church & Hall	A	*Access to the Church and Hall should be upgraded. The hall should be upgraded. Progress and categorisation to be reviewed at 2023 PMP Review.*
• Newburgh Church	A	*The church should be developed and improved with progress reviewed at 2023 PMP Review.*

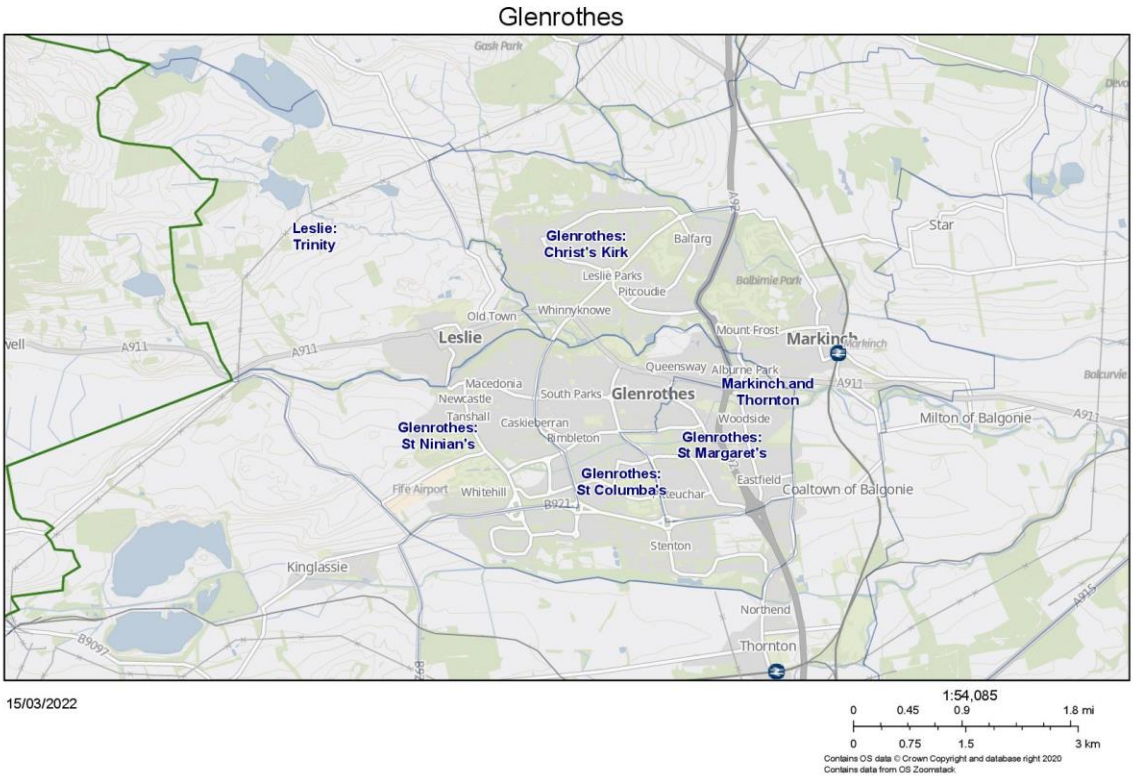
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Next Steps/Review

Edenshead Falkland l/w Freuchie Howe of Fife	• To develop and form an Area Team Ministry • To submit a progress report to Presbytery for 2023 PMP Review
Freuchie	• Could consider becoming a Local Mission Church
Lindores	• To continue close collaborative working with the Area Ministry Team • To develop the existing locally funded Parish Assistant post and form a Pioneer Ecumenical Community Chaplain MDS post, with support from Presbytery and HR. • To continue to develop missional outreach and pioneering ecumenical community ministry across the parish. • To explore, with support from Presbytery and the Ecumenical Relations Officer, an ecumenical partnership for Newburgh. • To submit a progress report to Presbytery for the 2023 PMP Review.

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Glenrothes



Church	Gross Population at 2021	Roll at 31 Dec 2021
Glenrothes Christ's Kirk	10816	154
Leslie – Trinity	3132	112
Markinch & Thornton	6848	394
St Columba's	10581	305
St Margaret's	8819	223
St Ninian's	6872	181

Legacy Plan:

Glenrothes and surrounding area				
Glenrothes Family Worker	1	MDS		
Glenrothes Partnership Coordinator	0.5	MDS		
Glenrothes Christ's Kirk	1.5	V + MDS	(d*)	Ministers have committed to spending around 30% of time on Covenanted Partnership activities. Regular Steering Group meetings established. Mission Audit started (Cinnamon Trust)
Glenrothes St Margaret's	1.5	V + MDS	(d*)	
Glenrothes St Columba's	1	UT	(d*)	
Glenrothes St Ninian's	1	UT	(d*)	
Leslie: Trinity		G	(d*)	
Markinch and Thornton	1	UT	Markinch (d*); Thornton (d*)	
Area Total	**7.5**			

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Glenrothes Christ's Kirk; Leslie: Trinity; Markinch & Thornton; St Columba's; St Margaret's; St Ninian's;	5.25 FTE Ministries to include: • At least 3 MWS • 0.5 FTE MDS Children's & Families Worker based at St Margaret's • At least 0.25 MDS Pioneer Ministry
TOTAL ALLOCATION	• **5.25 FTE**
Other Suggested Ministries	

Glenrothes; Christ's Kirk; Leslie: Trinity; Markinch & Thornton; St Columba's; St Margaret's; St Ninian's;	• OLM or Reader to serve across area covenanted partnership
	• Locally Funded posts could include:
	  ○ Administrator/Church Officer
	  ○ Top up of 0.25 FTE Pioneer Ministry
	  ○ Children's/Community Families Worker(s)

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Structure and Adjustments	
Glenrothes Christ's Kirk Leslie: Trinity Markinch & Thornton St Columba's St Margaret's St Ninian's	• To continue to develop shared mission, ministry and resources through the agreed Glenrothes Area Covenanted Partnership. • To develop local recommendations for closer collaborative working, including consideration of an Area Team Ministry.

Recommended Buildings Categorisation:

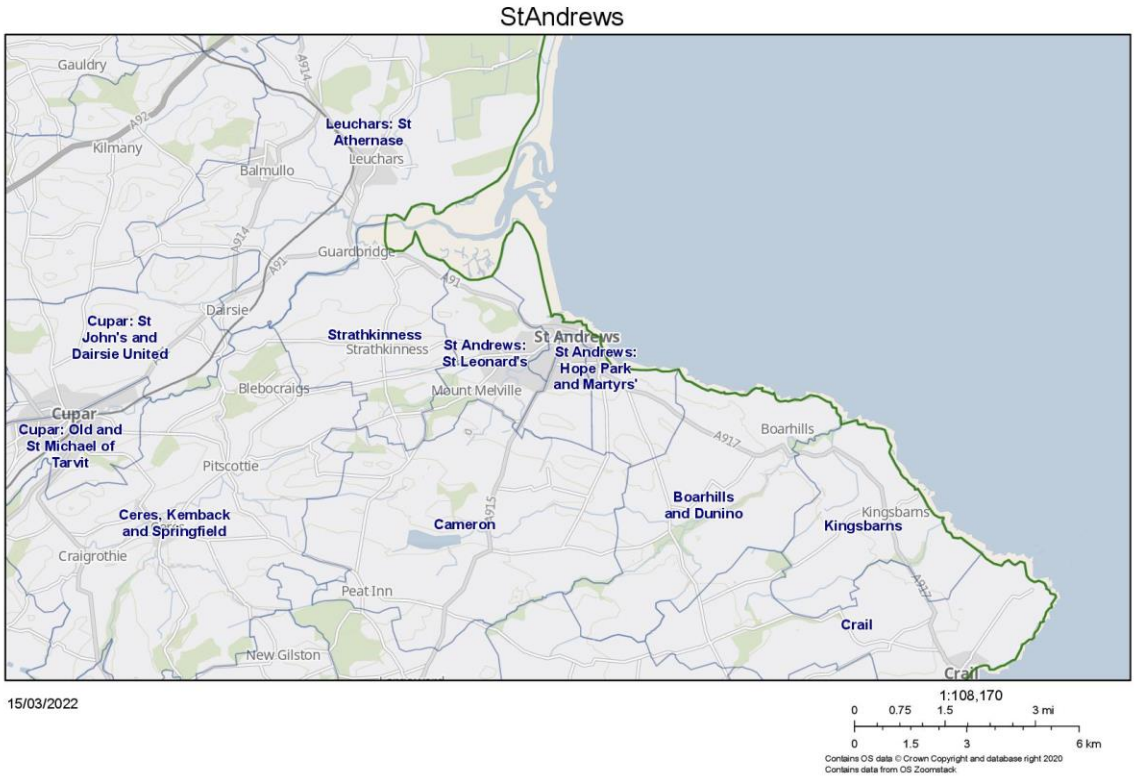
Church	Category	Comments (if applicable)
Christ Kirk		
• Church	A	
• Hall	A	
Leslie: Trinity		
• Church	A	
Markinch & Thornton		
• Markinch Church	A	*Historic – HES A*
• Markinch Hall	B	
• Markinch Session House	A	
• Thornton Church & Hall	B	
St Columbas		
• Church	A	*Historic – HES A*
St Margarets		
• Church	A	
St Ninians		
• Church	A	

Next Steps/Review

Cluster	• To continue to develop shared mission, ministry and resources through the agreed Glenrothes Area Covenanted Partnership. • To develop local recommendations for closer collaborative working, including consideration of an Area Team Ministry. • To consider local presence across Glenrothes and future building requirements for ministry and mission. • To submit a progress report to Presbytery for 2023 PMP review.

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St Andrews



Church	**Gross Population at 2021**	**Roll at 31 Dec 2021**
Boarhills & Dunino l/w St Andrew's – Holy Trinity	269 7000	118 258
Cameron l/w St Andrews – St Leonard's	451 6293	88 381
St Andrews - St Marks (*formerly St Andrews - Hope Park & Martyrs l/w Strathkinness*)	6669	424 72

Legacy Plan:

Cluster 2 St Andews					
Boarhills & Dunino l/w	3	G	Youth Worker - PT	Boarhills & Dunino Church (b)	A Presbytery Review of St Andrews Holy Trinity reported in 2019 with recommendations regarding its future life and witness. *The Presbytery of Fife is invited to engage with the Holy Trinity congregation regarding the recommendations*
St Andrew's: Holy Trinity				Holy Trinity Church & Hall (b)	
Cameron - l/w		UT		Cameron Church & Hall (b)	
St Andrew's: St Leonard's			Community Worker - PT	St Leonard's Church & Hall (a)	
St Andrew's:Hope Park & Martyrs l/w		UT	Development Worker - PT	Hope Park & Martyr's Church & Hall (a)	*Discussions are scheduled regarding a possible union of Strathkinness and Hope Pak and Martyrs*
Strathkinness				Strathkinness Church & Hall (b)	
Legacy Allocation	**3**				

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Cluster	2.5 FTE, could include: • 2 MWS • 0.5 FTE Pioneer Ministry
TOTAL ALLOCATION	• **2.5 FTE**
Other Suggested Ministries	
Cluster	Locally funded posts could include: • Administrator/Church Officer(s) • Associate Minister / Parish Assistant • Community/Childrens/Family/Youth Worker(s) • Top up of Pioneer Ministry

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Structure and Adjustments	
Holy Trinity; St Leonard's; St Marks	• To develop and form a Team Ministry.
Boarhills & Dunino; Cameron	• To each consider becoming a Local Mission Church.

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Boarhills & Dunino		
• Dunino Church	A	
Cameron		
• Church	A	
• Sunday School	A	
Holy Trinity		
• Church	A	*Historic – HES A.* *To continue to explore and progress future options and redevelopment by the Holy Trinity Action Group, with support from General Trustees and Presbytery.*
• Halls	A	
St Marks		
• Church	A	
St Leonards		
• Church & Halls	A	

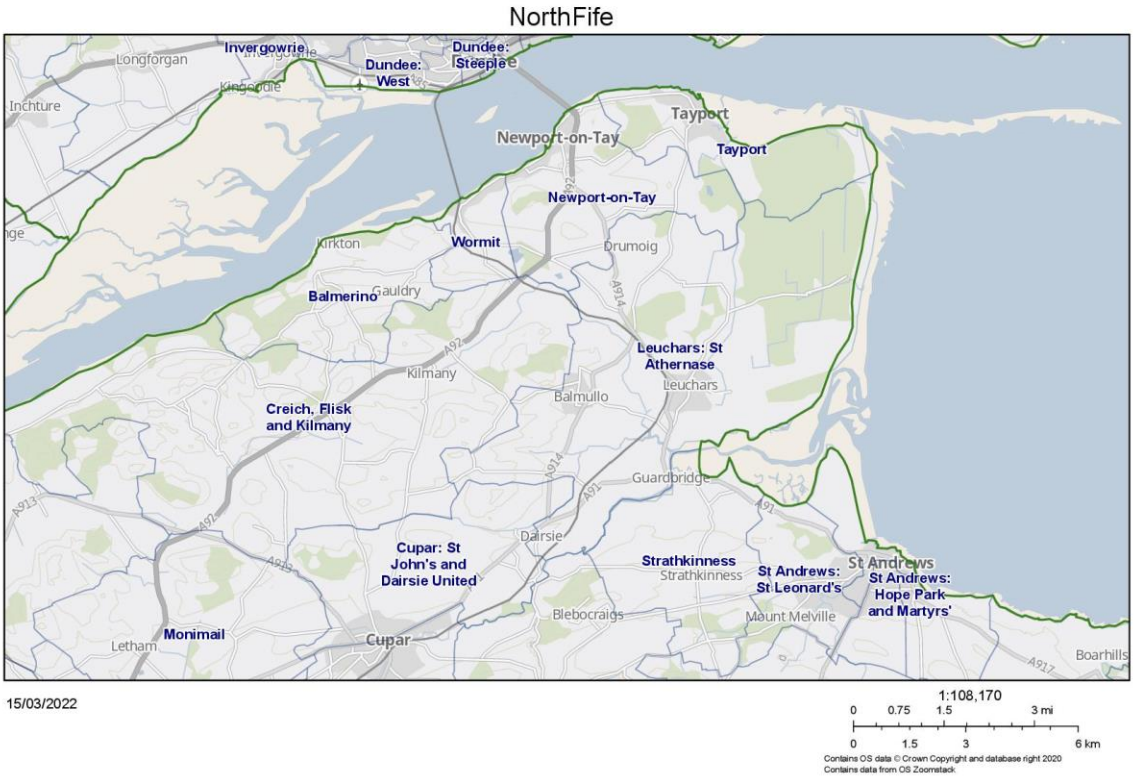
Next Steps/Review

Cluster	• To continue to build and grow local relationships by collaboratively working together with shared ministry, mission and resources. • To reflect on community research, discern and agree focus for Pioneer Ministry. • To develop and form a Team Ministry. • To consider local presence across St Andrews area and future building requirements for ministry and mission. • To submit a progress report to Presbytery for 2023 PMP Review.
Boarhills & Dunino; Cameron	• To each consider becoming a Local Mission Church.

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FIFE PRESBYTERY

North Fife



Church	Gross Population at 2021	Roll at 31 Dec 2021
Balmerino l/w	938	101
Wormit	1402	146
Creich, Flisk & Kilmany	778	71
Leuchars	6457	238
Newport	3115	317
Tayport	3750	203

Legacy Plan:

Tayport	2	G		Church & Hall (b)	
Newport		RT - 7 years		Church & Hall (a)	Before the end of 7 years' RT a review of the congregation will take place, ie in 2023
Balmerino l/w		V	Congregation to discuss the implications of recent intrusive survey	Balmerino Church & Hall - no decision	
Wormit				Wormit Church, East & West Halls (b);	
Creich, Flisk and Kilmany		G	congregation invited to reflect on implications of intrusive survey	Church (b)	Before the end of 5 years' G/ship a review of the congregation will take place
Leuchars		V		Leuchars Church (a) Hall (b)	
Legacy Allocation	**2**				

2022 Mission Plan:

Requirement	**Recommendations**
Ministry Allocation	
Leuchars; Tayport	• 1MWS
Balmerino l/w Wormit; Creich, Flisk & Kilmany; Newport	• 1MWS
TOTAL ALLOCATION	• **2 FTE**
Other Suggested Ministries	
Leuchars; Tayport	• Reader: based at Tayport

Balmerino l/w Wormit; Creich, Flisk & Kilmany; Newport	• OLM or Reader
	• Locally Funded Posts should include:
	  ○ Youth Worker based at Newport
	• Locally Funded Posts could include:
	  ○ Administrator or Church Officer
	  ○ Associate Minister / Parish Assistant
	  ○ Mission Development Worker

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Structure and Adjustments	
Leuchars; Tayport	• To develop and form a union. • To submit progress report to Presbytery for 2023 PMP Review.
Balmerino l/w Wormit; Creich, Flisk & Kilmany; Newport	• To develop and form a union. • To submit progress report to Presbytery for 2023 PMP Review.

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Balmerino l/w Wormit		
• Balmerino Church	B	
• Balmerino Hall	B	
• Wormit Church & East Hall	B	
• Wormit West Hall	A	
Creich, Flisk & Kilmany		
• Creich Church	A	
Leuchars		
• Church	A	*Historic – HES A*
• Hall (Coach House)	A	*To continue to consider possible sale*
Newport		
• Newport Church	A	
Tayport		
• Tayport Church	A	

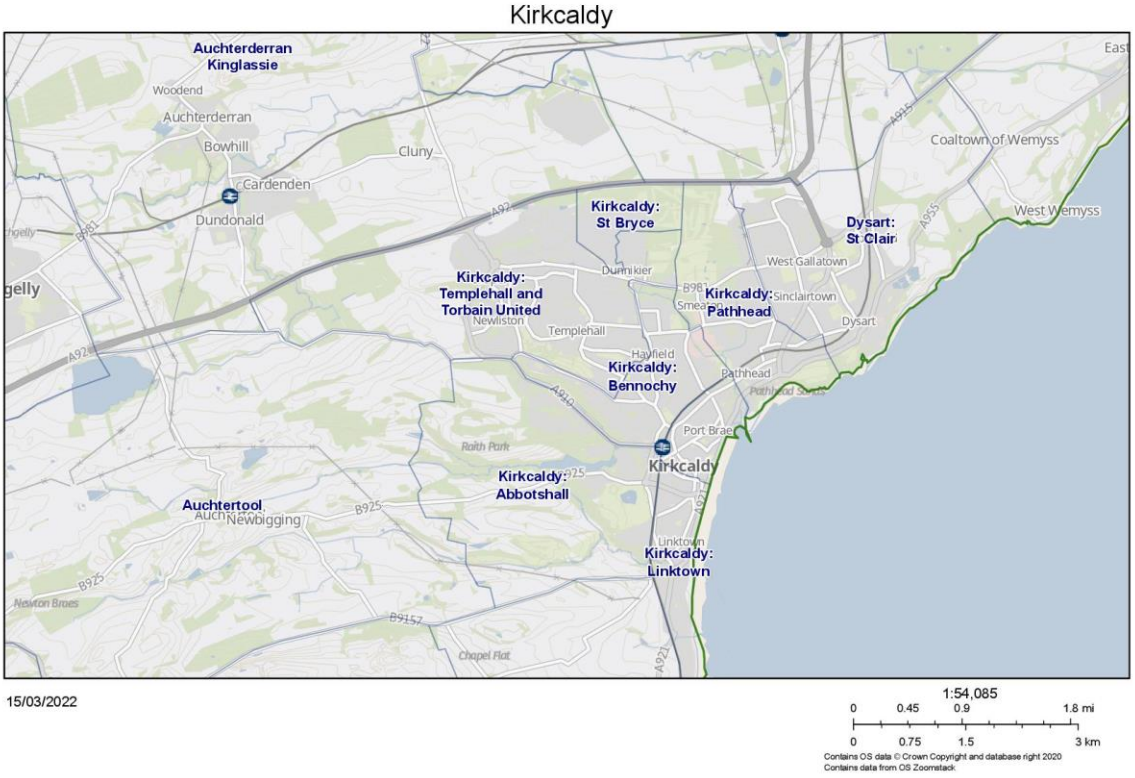
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Next Steps/Review

Cluster	• To work collaboratively and develop shared ministry, mission and resources across the North Fife area.
Leuchars; Tayport	• To develop and form a union. • To study the ecumenical partnership of Burntisland and Kinghorn CofS with Erskine United Free Church, and explore whether a similar local ecumenical partnership could be developed in Tayport. • To further ecumenical contact with the Chaplain to Leuchars Station (Army), and explore possibility for partnership working. • To submit a progress report to Presbytery for 2023 PMP Review.
Balmerino l/w Wormit; Creich, Flisk & Kilmany; Newport	• To develop and form a union. • To submit a progress report to Presbytery for 2023 PMP Review.

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Kirkcaldy



Church	Gross Population at 2021	Roll at 31 Dec 2021
Dysart St Clair	7275	361
Kirkcaldy: Templehall & Torbain United	17149	279
Kirkcaldy Abbotshall	2867	411
Kirckaldy Bennochy	7154	349
Kirkcaldy St Bryce	5131	289
Kirkcaldy Pathhead	5132	280
Linktown	5485	194

Legacy Plan:

Kirkcaldy: Templehall & Torbain United	1.5	V + MDS	OLM	Templehall (d*) Torbain (d*)	
Linktown (linked with Auchtertool)	4 moving to 3	V		Linktown (d*)	Ongoing local discussions. Mission Audit (Cinnamon Trust)
Kirkcaldy Abbotshall		UT		(d*)	
Kirckaldy Bennochy		UT		(d*)	
Kirkcaldy St Bryce		V		(d*)	
Kirkcaldy Pathhead	2	UT		(d)	Possible (Presbytery) Mission initiative including Kingdom Park Development
Dysart St Clair		V		(d)	
Legacy Allocation	**6.5**				

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FIFE PRESBYTERY

Mission Plan:

Requirement	Recommendations
Ministry Allocation	
Dysart St Clair; Pathhead	• 1 MWS • 0.5 FTE MDS/MWS Pioneer Community Minister
Abbotshall; Bennochy; Linktown; St Bryce	• 2.5 FTE Ministries to include: ○ At least 1MWS

Templehall & Torbain United	• 1.5 FTE Ministries to include:
	  ○ 1 MWS
	  ○ 0.5 FTE MDS Community Outreach Worker

TOTAL ALLOCATION	• **5.5 FTE**
Other Suggested Ministries	

Abbotshall; Bennochy; Linktown; St Bryce	• OLM / Reader
	• Locally Funded Posts could include:
	  ○ Administrator/Church Officer
	  ○ Community/Childrens/Youth Worker(s)
	  ○ Mission Development Worker

Dysart St Clair; Pathhead	• Locally Funded Posts could include: • Top up of Pioneer Community Minister from 0.5 FTE.
Templehall & Torbain United	• Locally Funded Posts could include: • Top up of Community Outreach Worker from 0.5 FTE
Structure and Adjustments	
Abbotshall; Bennochy; Linktown; St Bryce	• To develop and form a Team Ministry
Dysart St Clair; Pathhead	• To develop and form a union • To consider local presence across parish area and future building requirements for ministry and mission.

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FIFE PRESBYTERY

Recommended Buildings Categorisation:

Church	Category	Comments (if applicable)
Abbotshall		
• Church	B	
• Hall	B	
Bennochy		
• Church	A	
Dysart St Clair		
• Dysart Church	A	
• Viewforth Church	B	
• Viewforth Hall	B	*To consult with Kirkcaldy Foodbank to explore and ensure continued use, as appropriate, with support from Presbytery and General Trustees.*
Linktown		
• Church	B	
Pathhead		
• Church	A	
St Bryce Kirk		
• Church	A	
Templehall & Torbain United		
• Templehall	A	*To identify and develop options for a new church space with Presbytery and General Trustees.* *To submit progress report to Presbytery before 2023 PMP Review.*
• Torbain	A	

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Next Steps/Review

Cluster	• To work collaboratively and develop shared ministry, mission and resources across the Kirkcaldy area.
Abbotshall; Bennochy; Linktown; St Bryce	• To develop and form a Team Ministry. • To consider and develop local recommendations for the shape of a Team Ministry. • To submit a progress report to Presbytery for 2023 PMP Review.
Dysart St Clair; Pathhead	• To develop and form a union. • To discern and develop a job description for the Pioneer Community Minister with a focus around the Kingdom Park expansion and surrounding area. • To consider local presence across parish area and future building requirements for ministry and mission. • To submit a progress report to Presbytery for 2023 PMP Review.
Templehall & Torbain United	• To continue to progress recruitment of a MWS. • To continue to discern and develop local mission. • To identify and develop options for a new church space with Presbytery and General Trustees. • To submit progress report to Presbytery before 2023 PMP Review.

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FIFE PRESBYTERY

Total Ministries Allocation

CLUSTER	TOTAL ALLOCATION (FTE)
PRESBYTERY MISSION TEAM	0.5
LEVENMOUTH	5.5
BURNTISLAND & KINGHORN	1
CUPAR	1.5
CENTRAL FIFE	4
DUNFERMLINE	7
FORTH VALLEY	3
WEST FIFE	2.5
EAST NEUK	2
EDEN TAY	2.25
GLENROTHES	5.25
ST ANDREWS	2.5
NORTH FIFE	2
KIRKCALDY	5.5
TOTAL PRESBYTERY ALLOCATION	**44.5**

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