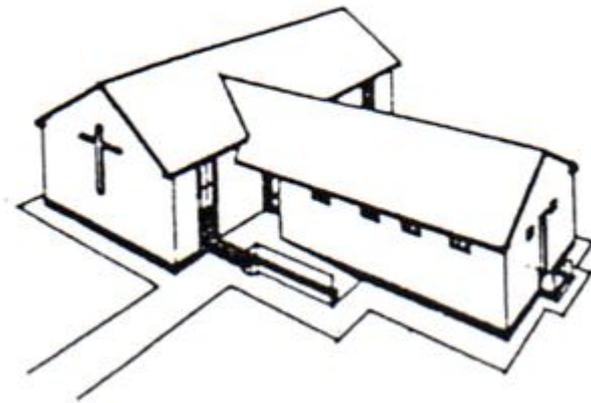


Newtonhill Parish Church

Kincardine & Deeside Presbytery



5 Year Plan

2016 - 2021

Growing Our Church

**We will be a caring family who are Faithful to God,
Outreaching, Forward Looking and prepared to
Listen and Communicate.**

Table of Contents

Introduction	2
Reference and Administrative Information	2
Trustees.....	2
Structure, Governance and Management	3
Objectives and Activities	3
Achievements and Performance.....	5
Financial Review	5
Reserves Policy.....	5
Current Status of Congregation.....	7
Forward Plans.....	8
Café	9
Stewardship Programme.....	10
Diversifying Sunday Worship	11
Bible Study Groups	12
Christian Learning	13
Pastoral Care	14
Management of Change	15
SWOT Analysis.....	15
Planning Meeting - 26th September 2011	15
Planning Meeting – 5th October 2011	17
Planning Meeting - 26 October 2011	18

Introduction

Reference and Administrative Information

Charity Name: Newtonhill Parish Church (Church of Scotland)

Charity Registration Number: SC 005679

Congregation Reference No: 321913

Contact Details:	<u>Session Clerk</u>	<u>Charity Contact</u>
	Ken Cruickshank 9, Cliff View Newtonhill Aberdeenshire AB39 3GX	Robin Middleton 7, St. Ternans Road Newtonhill Aberdeenshire AB39 3PF

Trustees

Kirk Session Members

The Rev Hugh Conkey, Moderator
Mrs Margaret Brooks
Mrs Elsie Bruce
Mrs Margaret Craven
Mr Ken Cruickshank
Mrs Kathleen Fraser
Mrs Jennifer Leighton
Mr Don McDonald
Mr Robin Middleton
Mr Phil O'Hara
Mr David Platt
Mrs Pauline Platt
Mrs Jenny Soper

Congregational Board Members

Mrs Roberta Annand
Mr Roy Browning
Mrs Wendy Croft
Mr Stephen Hill
Mrs Moira Hogg
Mrs Anne Howie
Mrs Norma Stephen
Mrs Myra Stewart

All members of the Kirk Session are also members of the Congregational Board.

Principal Office-Bearers

Minister:	Rev Hugh Conkey
Session Clerk:	Mr. Ken Cruickshank
Clerk to the Board:	Mrs. Myra Stewart
Church Treasurer:	Ms Zoë Ashby
Safeguarding Co-Ordinator :	Mrs Pauline Platt & Mr David Platt
Roll Keeper	Mr Ken Cruickshank
Charity Contact	Capt. Robin Middleton

Structure, Governance and Management

Governing Document

The Church is administered in accordance with the terms of the Model Deed of Constitution.

Recruitment and Appointment of Trustees

Members of the Kirk Session and the Congregational Board are the charity trustees. The Kirk Session members are the elders of the church and are chosen from those members of the church who are considered to have the appropriate gifts and skills. The minister, who is a member of the Kirk Session, is elected by the congregation and inducted by Presbytery. The Congregational Board is appointed from within the congregation and members of the congregation are invited to nominate individuals who are believed to have the skills and commitment to contribute to the management affairs of the Church, to become members of the Board. Board Members are then appointed at the Stated Annual Meeting and serve for a period of three years after which they must seek re-election at the next Stated Annual Meeting.

Organisational Structure

The Congregational Board is chaired by the minister and meets seven times in a year. Certain responsibilities are delegated to the Finance Committee and the Property Committee as appropriate. The Kirk Session which meets ten times a year is responsible for spiritual affairs within the church.

Objectives and Activities

The Church of Scotland is Trinitarian in doctrine, Reformed in tradition and Presbyterian in polity. It exists to glorify God and to work for the advancement of Christ's Kingdom throughout the world. As a national Church, it acknowledges a distinctive call and duty to bring the ordinances of religion to the people in every parish of Scotland through a territorial ministry. It co-operates with other Churches in various ecumenical bodies in Scotland and beyond.

Services of Worship were held every Sunday during the year, with additional services at Easter and Christmas. Communion was celebrated 5 times during the year. The minister conducted services at Clashfarquhar home for the elderly on 4 occasions. He is a member of the chaplaincy teams at Newtonhill Primary School and Portlethen Academy.

A 'Sunday Fun Club' for young people provided age-appropriate Christian education on Sunday mornings. Over the course of the year there was contact with 9 young people.

Simple lunches held after the service on 3 occasions in the year proved to be very popular occasions for fellowship and relaxing together. Attendance ranged from 25 to 35 of all ages from babies to senior citizens. Although these events contributed significantly to fund-raising for others, the sense of togetherness and belonging generated was even more important.

The Boys Brigade Company operated this year with a new structure which combined the Anchor Boys and the Junior Sections together in one session.

We operated with 6 Anchor Boys and 6 Junior Section boys and attendance has been regular from all the boys throughout the year.

The evening is divided into two elements ; From 6.30 pm to 7.30 pm, all boys are active in the hall and then Anchor boys go home, leaving the Junior Section to engage in some more age appropriate activity through to 8.00 pm.

A Girl's Brigade Company also operated, with all 3 sections meeting on a Monday evening. Twenty four girls from 5-16 were enrolled this year. The company was extensively involved in the life of the Division, with good success in various competitions as well as the life of the church, and the village and also helped at various fundraising events for all three. All girls were involved in working for the badges appropriate for their age and stage. Two ladies were commissioned as officers during the year.

A Gospel club called JAFFA (**J**esus **A** **F**riend **F**or **A**ll) operated on Thursday evenings during term time, providing bible based activities for up to 34 primary aged children with 3 Academy aged Young Leaders, 2 further education Young Leaders and 2 adult Leader. JAFFA continued to teach, through games, crafts, stories, songs and bible readings, God's plan for us and our lives in the world. During 2015, Jaffa also raised over £350 for other charities including Red Nose Day and Children in Need as well as supporting Newtonhill Parish Church at their Spring Fair and Christmas Fair.

A Summer Holiday Club entitled 'Polar Explorers', using exploring and adventure themes to look at how the lives of characters from the Acts of the Apostles illustrated God's loving welcome, ran in the mornings from Monday 3rd to Friday 7th August and provided craft, sporting and musical activities with Christian and Church-related themes for 54 children in Primaries 1-7 from the village and surroundings. Twenty one adults and young people were actively involved in leading and facilitating the club.

Only one bible study group ran this year involving 6 adults who looked at a variety of themes from the Old and New Testaments.

Communication with members was aided by Reachout, a church magazine produced 4 times in the year. This was also made available to visitors and in the local library. Greetings cards delivered to the whole parish at Easter, in conjunction with St Ternan's Episcopal Church, and at Christmas advertised special seasonal services.

A branch of the Church of Scotland Guild met 6 times, providing meetings around the national theme for the year for 14 members, currently all women.

The Church is a 'Fair Trade Church' using and promoting fairly traded goods.

The monthly Fly-Cup meeting which had been running for many years on a Wednesday morning had been suffering from an intermittent and reducing attendance. It was decided to discontinue this meeting from June 2015 in order to allow for development of more currently attractive successors.

A monthly 'Soupa Tuesday' Lunch, supplying soup, dessert and tea, ran in June, July, and September to November and regularly attracted over 20 people. A weekly café on a Wednesday afternoon, 'Café Kirk' ran throughout the year with holiday breaks, serving a variety of coffees, with cakes and scones. A monthly car-wash on Saturday mornings was instituted from April to November. All these trial projects brought in funds, but the congregation see them much more as ways to engage more with people in the community and on the fringes of the congregation. All made hopeful beginnings in this with people who were not otherwise much involved with the congregation - both attending and helping to staff these efforts. Since there is no other café in the village Café Kirk provides a useful service and has developed a regular clientele. It was judged that all these initiatives should be continued in 2016 after a mid-winter break.

Participation in social and community events this year included a 'Spring Fair' coffee morning, a Christian Aid coffee morning, running a coffee and cake 'café' at the village fair in June, a pub quiz organised in September, a Christmas Fair in November, A Christmas afternoon tea and Communal Carol-singing round part of the village at Christmas.

Achievements and Performance

The Congregation had 254 members at 31st December 2015 (The Church of Scotland has clarified its preferred method of reporting this year, to exclude people on the supplementary roll from the headline figure. On the same basis as last year the number would be 339.). There are about 18 adults who are significantly involved in the life of the congregation without being members. 73 young people under the age of 17 are associated with the life of the congregation in various ways. Most of these would be involved each week during term time and many attend more than one group.

All volunteers in young people's organisations are fully trained and accredited under the Church of Scotland's Safeguarding Policy and the Kirk Session, which has itself received appropriate training, is diligent in ensuring that all its provisions are complied with.

Two elders are Readers of the Church, frequently leading services in various congregations to cover for vacancies, illness and holidays. Another served as the Safeguarding Coordinator and Trainer for the Presbytery. The Minister is Presbytery Clerk. Thus the congregation contributes to the welfare of the wider church.

Fund-raising activities for other charities continued during the year, reflecting the interests and Christian concern of the congregation. Beneficiaries included, Christian Aid's relief work in the 3rd World, Aberdeen Cyrenians, Guild projects, the Earl Haig fund, and Charlie House in Aberdeen.

Financial Review

The principal source of income is voluntary income from weekly/monthly offerings given by church members and this has fallen by £763 or 4.3% on the previous year. Gift aid Tax Reclaim continues to be extremely important in contributing 15.72% of our unrestricted annual income. Gift aid donors number 49, falling from 50 in 2014. Those contributing by Standing Order number 25, falling from 28 in 2014 and all contribute via Gift Aid. Those donating via Free Will Offering envelopes numbered 37 envelopes remaining the same as 2014. Of these 24 contribute via Gift Aid, a rise of 1 from 2014.

We have been able to meet our obligations this year.

Risk Management

The congregation has declining voluntary income from weekly/monthly offerings given by church members, has a higher age profile than the community and few younger adults in membership and sometimes has difficulty in finding volunteers to take over roles from those who wish to give them up. The Trustees are seeking to engage with the Church of Scotland's stewardship programmes which are designed to encourage greater participation and giving. The initiatives described under Objectives and Activities are an attempt to develop further outreach to the local community and encourage involvement with the congregation in different ways.

Reserves Policy

It is the Trustees' policy to achieve and hold reserves of approximately twelve months expenditure in addition to designated funds. At the year end the Church held unrestricted cash funds of £28,634 of which £1,000 had been designated for fabric fund and £1,281 for the upkeep of the manse. The remaining balance of £26,353 represents just over twelve months' expenditure. The Trustees are aware of the continuing need for upkeep of the manse and the church as they age over the next few years and may use some of this reserve for this purpose.

The Church held £143 of restricted funds which have been provided for the purposes of upkeep and expansion of the organ and associated sound system and £10 of restricted funds for the purchase/maintenance of a Christmas tree in the church gardens and also £979 in the Café Kirk fund which is to maintain and expand the church for Café Kirk and other church users and also for outreach as agreed by the members of the Café Kirk committee and the Trustees. There were also £2,626 restricted funds held by other church organisations all as specified in Note 13.

The Sheila Shearer Fund is held in trust by the Church of Scotland and is currently standing at £9,986.

Current Status of Congregation

The previous section highlights the current status of the Newtonhill Church and indicates a fairly active life, both within the congregation and the wider community.

Over the past five years or so, we have also undertaken a number of activities in support of the general outreach and mission aims of the Congregation, again generally organized and managed by the “active” members of the congregation.

In addition to the very successful operation of activities noted in the previous section, some items of particular note within the church life have been the following

Stewardship Programme

Over the past few years, we have organized and implemented a programme of activities on an annual basis within the parish with the principal themes of Time, Talents and Money.

Time was the theme for 2014 – 15

Talents is the theme for 2015 – 16 with the aim of involving the Congregation and the whole parish in a number of activities.

Outreach is a key theme and particular success has been achieved with the Café Kirk, Soupa Tuesday and a new Monthly Car Wash

Money will be the theme we will concentrate on during 2017 and planning of this will be a key element to generate a good result.

Elder Districts

We will be re-organising the Elder districts following the retiral / resignation of two of our number. Given our restricted numbers, thought will need to be given to the duties and obligations of the Elders to the members of the Congregation and what can realistically be achieved.

Holiday Club

The Summer Holiday Club that is held annually for a week during the School summer holiday has proved to be particularly successful, attracting a wide range of children from within the village. The structured and themed activities are centred in the Church and generate much excitement and activity by the children. The only “disappointing” aspect of the activity is the lack of continuity of the children and their extended families in the wider activities of the church after the completion of the activity.

Our principal Objective is that over the next 5 years we will develop towards becoming a more truly Mission based and congregationally involved church for Christ.

An expanded description of the agreed activities is contained in the following pages.

Forward Plans

Our principal Objective is that over the next 5 years we will develop towards becoming a more truly Mission based and congregationally involved church for Christ.

An expanded description of the agreed activities is contained in the following pages.

Café

Activity

We have opened a facility within the church.

Café Kirk –opens weekly on a Wednesday afternoon, providing tea, coffee, cakes and an opportunity for fellowship within the village.

Soupa Tuesday – available on a monthly basis on a Tuesday, offering Soup & Sweets on the same basis.

There is, currently, no other location within the village that offers the opportunity for people to meet and socialize during the week, with the exception of the Newton Arms Public House which now does not offer food.

Organisation

Volunteers have been active in these initiatives and we continue to seek additional help from within and outside the Congregation.

This would have the benefit for “external” people to become involved to manage the project which would have the added benefit of extending our outreach into the village.

Assets Required

The facilities in the church are currently sufficient but consideration is being given to the need to upgrade the kitchen facilities at a later date.

Financial

There is little financial outlay required by the church at present as charges are made for the catering offered. Congregation members and volunteers donate their time and food very generously.

Community & Congregation Benefits

As the project develops, further opportunities to expand the offering to attract a wider audience would be possible.

Young Mothers with children are a feature of the events and a group of Child Minders has also started to use the church on a Thursday morning.

Extension events that have been considered as possible include Drop In Teenagers and Ad-Hoc Afternoon Teas.

Any extensions would need additional volunteer support and could not expect to be supported by the existing group.

Stewardship Programme

Activity

As required by General Assembly instruction, we are organizing and running a Stewardship Campaign that commenced during 2014/15 with the theme of "Time" and is continuing in 2016 on the theme of "Talents".

A series of events has been identified to be held during the year that will be used to support the campaign viz.

- Pub Quiz
- Car Washes
- Church Singing Group
- Talents Based Services
- Skateraw Fair
- Holiday Club
- Music Night
- Christmas Fair

The aim of the programme is to generally increase the numbers and level of people involved in all of the church based activities and therefore potentially the value of regular giving within the Congregation with such monies being Gift Aided to maximize tax rebate recovery. Individual, one off donations will also be welcomed.

Advice and guidance has been provided from 121 in Edinburgh to support our efforts.

Organisation

A small team has been heading up the initiative and all Members of the Session, Board and the regular church attendees will be utilized with the aim of ensuring that the individual workload does not become too onerous.

All organisations will be contacted to engage with the effort.

- Boys Brigade
- Girls Brigade
- JAFFA
- Sunday Fun Club
- Guild

Assets Required

No specific church assets will need to be utilized during this campaign.

Financial

Minimal financial outlay would be required to organize this campaign. The additional revenue realized from the campaign will be allocated to church funds.

Diversifying Sunday Worship

Activity

The conduct of Sunday Worship is entirely within the control of the Moderator and generally follows a “standard”, well recognized and established format. Opportunities exist to diversify and add variety to the service that might prove to be of interest to members of the congregation in general.

Suggestions that will be further investigated and implemented with the full approval of the Moderator are as follows.

- Guest Preacher Interchanges – e.g. Tony Paton
- More Involvement by Congregation
- More use of Music / bands – Margaret Dickson to be involved.
- Maryculter Band
- Extended use of projector and page turner

Organisation

No significant organisational needs will be required but will be identified on an individual case basis.

Only activity required will be to identify suitable congregations to participate in the preacher exchanges and volunteers to work during the morning worship.

Assets Required

No specific church assets will need to be utilized during this programme.

Financial

Minimal financial outlay would be required to implement this programme with only travelling expenses to the Moderator and exchange Preacher being required.

Bible Study Groups

Activity

A Bible Study Group meets on a Thursday evening and follows an appropriate programme of events.

Themes have included

- Lent
- Advent
- etc

More advertising would be beneficial and work is needed to identify how best to extend / expand the programme..

Organisation

Suitable volunteers will be sought to organize and manage the programme of activities.

Assets Required

Purchase of some study material might be necessary.

Financial

Minimal financial requirements will be needed.

Christian Learning

Activity

Little activity has been organised in this respect over the past few years..

We will investigate whether Alpha or Christianity Explored would be appropriate to run in the future.

Some form of Christian Education / Development would be welcome.

Organisation

Suitable volunteers will be sought to organize and manage the programme of activities.

Assets Required

Purchase of some study material might be necessary. Support may be available from 121 in Edinburgh.

Financial

Some financial requirements will be needed.

Pastoral Care

Activity

A number of activities are conducted by the members of the Congregation that are carried out generally on an informal basis and these will continue in this manner.

Weekly Flower Distribution

These are generally given to a member of the Congregation who has had some issue, illness, bereavement etc and who we believe will appreciate the thought. A short visit also generally results.

Elder / Congregational Visits

Regular visits are made by the Elders in combination with the main Communion Services and ad-hoc visits are made by others in the Congregation where requested, generally to older or infirm members.

Organisation

Suitable volunteers needed to deliver the care programme.

Assets Required

Nil.

Financial

Little financial requirements will be needed.

Management of Change

As described in the previous section, the activities that the Congregation will undertake during the coming 12 – 24 months will not involve any major changes to the current organization of the church, either in terms of asset utilization or financial requirements, with activities largely being held within the Church building and expenditure being covered by existing allocations or by revenue generated in the course of the activity.

As the activities develop, there is the potential for this situation to change and that will be subject of continuing review by the Kirk Session and Congregational Board.

The major challenge facing the Congregation in the development and implementation of these programmes is the need for people to engage with them, to organize and manage them and to encourage participation by others.

Much effort will be needed initially to identify suitable volunteers and this will inevitably involve people from outside the circle of those currently running the various activities within the church organization.

SWOT Analysis

(**S**trengths / **W**eaknesses / **O**pportunities / **T**hreats)

Planning Meeting - 26th September 2011

<u>Strengths</u>	<u>Weaknesses</u>
<ul style="list-style-type: none"> • Welcoming • Tolerant of change • Range of active Organisations including youth • Good Community Connections • Community involvement (Poppies / Christian Aid / Carols / Fairs / Plainstones / Pub Quiz) • Caring Church • Look after each other • Good response to appeals • Congregational Lunches • Holiday Club • School Relationship • Reachout • Tea / Coffee on Sunday • Safeguarding Trainer • Committed Core of attendees • All age services • Own Minister • Technology – Laptop & Projector • Prayer Leaders in some services • Session & Board • Web Page • Flowers / Pastoral Visits • Use Modern Hymns • Good Building - adaptable • Banners • Talented Members (Readers / Musicians / Cooks / bakers / cleaners / taxi) 	<ul style="list-style-type: none"> • Not outreaching enough • Lack of personnel – particularly willing personnel • Poor at communicating outwith the Church • Organisation youths do not come to church on Sundays • Little on Sundays to attract Youth / teenagers • Attracting youth on Sundays • Lack of new members – profession of faith / transfer • Numbers dropping esp. On Sunday • Don't use musicians enough • Getting all members to involve themselves • Not diligent in “missing week” people • No Worship leaders • No Prayer groups • Guild + Bible Study Groups struggling • Core members aging • Keeping new people involved • Technical support for all technologies • Missing 20's + 30's + 40's age groups • Nothing for Teenager / youth out-with organisations • Good at talking but not doing • No / Insufficient youth workers • No Mens Group

Opportunities

- Chapelton of Elswick New town – 4,000 houses by 2023
- Newtonhill New Houses
- Unchurched in Newtonhill
- Lapsed Members
- Holiday Club
- Organisation children's Families
- Skateraw Fair
- Reachout
- Mission
- Better Advertising / selling
- Better coordination

Threats

- New town Facilities
- Shortage of People
- Aging Congregation
- Burnout of existing members
- Lack of Member interest
- Other Sunday activities
- Changing Society
- Finances
- National / Presbytery Plan
- City Church / House Groups

Planning Meeting – 5th October 2011

SMART Review of the possibilities

(Specific / Measurable / Achievable / Relevant / Time Specific)

Targets

Young mums/ young families
Maintain level of congregation
Teenagers
People in the village during the day
Older people.

Ideas for Activities.

Mother and Baby Group

Worship at other times than Sunday am/ in other forms. Late Sunday afternoon?

Café

Bible study groups in daytime – focus on younger women

Develop Bible study groups

Develop prayer groups

Soup lunch with worship slot.

Praise band

Last Saturday night model (cf Aboyne previously)

Invite in young people who play instruments already

Follow up Holiday Club better; Club in Oct, at Easter/ monthly Saturday events

Is there an SU Group in Portlethen Academy?

Survey of congregation (what do you want from church, can you do for church?)

Survey of community

We have available space in Church every morning and afternoon; mums, pensioners, non-working

Run activities we can invite other village groups to

Coffee mornings every month as social provision and outreach

Contact and social provision for the socially isolated and lonely

Friendship group:- speakers, demonstrations, games, quizzes, just tea and chat.

Club for retired folk; sharing of hobbies etc.

Tea dance in an afternoon

Youth Fellowship / youth club

Drop in centre/club for Academy kids after school (gap in local provision)

Open Air Songs of praise; Sunday after Skateraw fair with guest Band; perhaps other times.

Band or visiting Preacher occasionally for services

Involve more people in the life of the congregation by getting them a job to do for it.

Get more volunteers by personally asking people to take on particular things instead of general appeals.

“Growing Our Church”

Mission Growth

holiday club (extension?)
alpha etc
songs of praise
special projects
village groups
missionary partner (Tony P)
survey

Spiritual Growth

Bible study
Sunday service
 guest preachers
 worship team
 praise band
 choir
 timing of services
 special services
 congregation participation
prayer group

Fellowship Growth

soup lunch
cafe
hobby group
village groups
mother & baby group
carer & baby group
guild

Financial Growth

stewardship
fundraising
sponsorship

Pastoral Growth

Young mothers
Child minders
Older folk

Attendance Growth

People

Cafe

Older
Younger
Time of day
volunteers
safeguarding

Fly Cup

Age Range Growth

youth club
drop-in club
tea dance
hobby group

Notes