Killin & Ardeonaig Parish Church of Scotland

Forward in Faith 2020…

…the Church in the Community, the Community in the Church

Updated January 2021 to chart progress made so far

Introduction This paper is an attempt to prompt thinking, decision making *and action* to consolidate the growth of Killin and Ardeonaig Parish Church and to attempt to carry forward the vision of our church and the Church of Scotland against a tide of challenge and seeming decline. Not only is it an imperative of our faith and the nature of a church to be a thriving, discipling and inclusive body of people, part of the body of Christ, but at a much more fundamental level the support for the church in Killin and Ardeonaig from Presbytery is likely to be dependent on the health of the congregation as we seek to fulfil our vision. **Summary** 1. Killin and Ardeonaig Parish Church has an exciting vision of the future with the purpose of being the Church in the Community and the Community being in the Church. 2. There are clear aims and objectives to help realise the vision. 3. Growth in the life of the congregation would bring more opportunities for mission in the community. 4. Growth in the life of the congregation would provide more resources to continue the church's work in meeting its aims, objectives and fulfilling its vision. 5. The church building does not engender growth in the life of the congregation. 6. The church building does not meet modern standards for health and safety, inclusive access and use, environmental standards. It could be said not to be fit for purpose. 7. The church building survey reveals many areas needing repair and maintenance. **Immediate action** 1. Confirm agreement with this paper. 2. Communicate the intentions of this paper to the congregation. 3. Communicate the intentions of this paper to Presbytery. 4. Proceed to replace the pews with chairs as soon as possible. 5. Work with the minister to introduce new ways of worship and engender Christian growth. 6. Implement a time scaled action plan for the urgent repairs and maintenance. 7. Appoint an architect to help develop proposals for development.	Notes and progress January 2021 **Immediate Action** 1 Agreed and adopted by the Kirk Session 25th Jan 2020 2 Distributed May 2020 and followed up with updates 3 April 2020 4 Pews removed November 2020, chairs not yet ordered 5 In progress 6 In progress pending review of architect's feasibility study 7 Feasibility study received 22nd December 2020

Vision of Killin and Ardeonaig

For a number of years we have said:

We aim to be a Christ centred family

- Bible based in our discipleship
- Together in our worship
- Caring in our community
- Serving with our God given gifts.

None of this need change, it certainly lays out an aspiration for the future. In the context of our current situation it might be helpful to develop an action plan to help realise the vision and to put some detail on what it means when considering our current circumstances.

- Bible based in our discipleship
  We have a minister who holds the Bible in high regard and teaches from it.
- Together in our worship
  Currently we are a small enough church numerically and managing to hold in balance the various needs and some of the aspirations of many but probably not all of those attending. But any flexibility or opportunity to 'do church' in a different way from time to time is limited by the layout of the church. We started looking at this on the 'church tour' some of us went on in 2011.
- Caring in our community
  We may be caring in our community. In order to welcome people into the church and help people to feel as though it is a welcoming place where they can go without encountering a rigid way of doing things, sitting and relating to others are obvious changes to be made. Providing more toilets in a more available way for example, or storage for the groups who already use the church/community rooms.
- Serving with our God given gifts.
  There are various ways we can do this but basically we either make it easy for people to come in for us to serve or we go out to serve where they are. The church having a higher profile in the community and creating facilities and services for all in the parish may be a difficult thing to see but we have a fine unusual building that is more or less used for an hour a week and we have the glebe.

Themes from Presbytery are helpful to frame progress towards our vision over the next five years and beyond:

- Life of the congregation - worship, evangelism, service, discipleship, fellowship.
- Wider church – partnerships with other congregations, community groups or agencies, or mission partners. Involvement with Presbytery.
- Resources – people, buildings, money.
- Communication, with the congregation, keeping in touch with one another, others living in the parish, advertising what the church is doing.
- Leadership development and staff training.

Aim

To be a Christian community pointing to Jesus, growing in discipleship, drawing others in and placing itself at the centre of village life.

Objectives

1. For the congregation
   to provide ways of *worship, fellowship* and *being together* that encourage *discipleship* and a sense of moving together towards the fulfilment of our vision. Flowing from congregational growth in these areas will be a readiness to *talk about our faith*.
   i. To identify ways, perhaps other meeting groups, for members of the congregation to share stories about their own Christian life and learn more about the day to day business of being a Christian.
   ii. To create opportunities for informal fellowship such as a men's breakfast, after church service discussions, fellowship meals to encourage a 'gossiping of the gospel'.
   iii. To use these and other means to form a community of discipleship from where the church can grow in service and evangelism.
2. For the parish
   to increase the visibility and ways in which the church *serves* the community. To *inspire the community* to see new ways the church can effectively serve and meet needs.
   i. To make the church accessible both physically and socially / emotionally / spiritually so that the community will continue to think of the church as 'theirs' but also for what goes on in the church to be 'theirs'.
   ii. To use informal contacts and occasional events within the church building as an opportunity for evangelism, drawing on the discipleship developed in Objective 1.
3. For the congregation and the parish
   to tell the *heritage story* of the church in Killin and how it came to be at the heart of the village. To add meaning to the buildings and to locate the existing and future congregation and church in time and society. To provide for increasing numbers of visitors coming to the church on holiday or *pilgrimage* that they will be refreshed in their faith and take blessing back to their own communities. In this sense to be a sending church.

Underlying principles

- Pray constantly
- Keep everything in the public eye of the congregation
- To change what we do to meet the changing experiences of the congregation and local community. To grow in informality, to experiment with different ways of worship, changing the structure of worship to bring other things and people in thereby growing discipleship in the congregation.
- Stage the developments in two ways:
  - Those things that encourage the congregation – something that can be seen to be happening.
  - Those things of fabric that provide the space but are not exciting, the exciting things are those that happen within the space.
- Establish fundraising milestones with the end in sight.
- Demonstrate success along the way in order to release the next wave of funds.
- 'Next we are fundraising for…..'
- Adopt the notion of Future Proofing.

Future proofing based on:

- mission
- where we would like to be in five years' time, or 10 years
- future flexibility
- long term forward plan circa 45 years (the accepted life of a building in the form it is in).

What will the church / society's need be in 2065? What changes can be anticipated?
Therefore, we need buildings that are adaptable.

An **informal survey** at a gathering of 100 church members from a number of parishes in October 2019 showed their priorities in a building to be:

Warm halls / sanctuary
Toilets
Places to meet.

Other priorities included:
Welcoming space; hospitality; gathering size; intimacy; economy and efficiency.
It was noted that "if we get it wrong no one will want to undo the work that has been done with the best of intentions".

Problems and solutions

	Problem	Solution	Objective	Action	Notes and progress January 2021
1	There are individuals within the congregation who barely know each other.	Create more fellowship opportunities. .	1	Prepare and maintain an annual calendar of events of sufficient variety to attract different people	Not undertaken due to the Covid 19 pandemic
2	It can be difficult to translate the teaching of the Sunday morning service into practical and/or personal things for daily life.	Establish ways appropriate to groups of individuals at different stages of their Christian lives to have follow up from Sunday mornings, nurturing and discipling them in their faith.	1	Consult with the congregation about how best to do this, whether it is a mid week meeting, an after church meeting or something else.	Not undertaken due to the Covid 19 pandemic
3	The present Community Rooms are too crowded for some after the Sunday service for them to stay for informal fellowship.	Find a way for the tea/coffee/fellowship to take place in the main sanctuary.	1	Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	LDN Architects appointed to undertake a feasibility study
4	Understandings of evangelism are underdeveloped, there is a lack of confidence in the congregation when talking about their faith.	On the basis that evangelism flows from discipleship create a culture where each member of the congregation knows their personal Christian life is something to nurture.	1 2	Embed the theme in the Sunday morning teaching. Ensure the actions in points 1-3 are achieved.	Included in Dr Moffat's ministry week by week

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5	The Abernethy team are a unique part of the congregation for whom we may not be encouraging a sense that this is their church	Meet at least annually with the leadership team at the Centre to gain insight into how the church can respond to their being there.		Include as a minimum a welcome event when the gap years start.	No longer needed as Abernethy Ardeonaig closed
6	The church is designed to be used only as a church or in the way a church was when it was furnished in the 1830s.	Remove the pews and replace with chairs	1	Raise funds to buy chairs Remove the pews	Pews have been removed. Chairs soon to be ordered. Some donations received for chairs, the remainder of the funding to come from the church's own funds.
7	The internal arrangement of the church imposes a particular form of behaviour on the congregation	Remove the pews and replace with chairs	1	Raise funds to buy chairs Remove the pews	See progress on item 6. Re orientation of existing chairs awaiting new AV arrangements.
8	Alternative forms of service such as café church, have been well received but have had to be held in another public building. The alternative can be made to work occasionally but is not ideal.	Remove the pews and replace with chairs. Re-configure the inside of the church to create a variety of spaces for different uses.	1 2	Raise funds to buy chairs Remove the pews. Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	Pews have been removed, chairs soon to be ordered. Feasibility study from architect has been received and will soon be made available to the congregation and acted upon.

	Problem	Solution	Objective	Action	Notes and progress January 2021
9	The facilities of the church are not versatile and do not lend themselves to a variety of uses or by more groups of people.	Other users who have expressed interest in using the church and have different needs of the building are the community choir, the music festival, the flower and quilt festival and others. Re-configure the inside of the church to create a variety of spaces for different uses. Install more toilets including a fully accessible toilet that is big enough for those who need help to use the toilet. Ref www.changingplaces.org	2	Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	Feasibility study from architect has been received and will soon be made available to the congregation and acted upon.
10	The church building is neither inclusive nor accessible for all.	Remove access problems such as steps, gravel, narrow doorways, install a door that can be opened by those in wheelchairs.	1 2	Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	See progress on item 9
11	There are a number of health and safety shortcomings that can only be resolved through significant works.	Install a fire alarm system, fire doors, smoke detectors etc	1 2	Engage an architect to design a new layout for the interior of the church.	See progress om item 9

	Problem	Solution	Objective	Action	Notes and progress January 2021
12	The fabric of the church needs renovation and repair.	See survey report which includes essential work to the roof and windows	1 2 3	Engage a building supervisor or similar, refer to the General Trustees for professional support and ideas for funding.	Works included in the architect's feasibility study. The bell cote has been comprehensively restored.
13	Life of the church within the building is obscured from the community – windows are frosted, doors are solid, nothing is visible from outside.	Replace frosted glass in some of the windows with clear glass. Create a glazed vestibule welcome area.	2 3	Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	Works included in the architect's feasibility study
14	The building has poor environmental standards, it uses fossil fuel for heating, takes a long time to warm up and is not insulated.	Repair and insulate the roof and windows. Install a green energy heat source. Install underfloor heating, zoned to meet the future needs of the church.	1 2 3	Engage an architect to design a new layout for the interior of the church using these 'problems and solutions' as part of the brief.	Works included in the architect's feasibility study
15	The church building is unique but the 'story' of its uniqueness, its heritage, and change through time is hidden from the community and visitors. The Tiffany window is of national interest and is	Provide interpretation boards. Install glass security cabinets in which the church's artefacts and story can be displayed.	2 3	Consult with the General Trustees, Historic Environment Scotland and the engaged architect to find a solution.	Consultation underway with Historic Environment Scotland, pending with the General Trustees Finnigan and Shaw Stained Glass have been liaised with and

	waiting to be installed in the church.				will continue to store the window until it is installed in the church
16	The building may tell the story of where the church has come from but does not make hope for the future explicit.	Present the heritage of the building, the life of the congregation and the vision of the congregation in a display and in the actual welcome and facilities of the church.	1 2 3	The Minister and Kirk Session to plan a way forward	Pending implementation of feasibility study
17	Use the church's other assets for the general benefit of the community	The glebe could be developed. An access route should be created through the manse garden to the upper glebe. The riverside glebe merits consideration as a resource other than the small amount of funds derived from the present letting arrangement.	2 3	Consult with the General Trustees. Seek to alter the title deed of the manse. Plan a new driveway into the upper glebe.	The Killin Vista Project has been granted access across the upper glebe and will create a new access route that means the manse garden need not be used. A Forward in Faith The Glebe paper has been adopted by the Kirk Session. The Glebes Committee of the General Trustees has been engaged with and lessees written to to give early notice that things might change

Key funding ideas

1. Listed places of worship scheme which allows VAT to be reclaimed. The scheme will run to 2021. (A bridging loan is available from the General Trustees to cover the period while the VAT repayment is awaited.
2. Is Killin & Ardeonaig a 'priority area'?
3. Listed buildings are listed for the benefit of the public – can we demonstrate the public benefits of our listing?
4. Heritage Lottery Fund (HLF). We may choose to apply for this on the basis that it is for 'public benefit' rather than for the realisation of our vision. What can we point to in our church that demonstrates a significant part in the country's history?
5. Historic Environment Scotland has in the past match funded grants from HLF. HES will give grants for urgent repairs and support the cost of conservation standard repairs.
6. It is easier to get money for repairs than for a new project, therefore in the masterplan we should separate repairs and development.
7. This plan will give the congregation "a chance to thrive".
8. Look for outcomes that will bring in the non-religious funders e.g. the Robertson Trust.
9. The Go For It Fund of the Church of Scotland has become the Special Capital Fund or Growth Fund and can be applied to for grants.
10. Links with the local Council can be beneficial.
11. Scottish Government allocates a Town Centre Capital fund to local authorities which may be available to draw on in rural areas.
12. City Deal funds are likely to be available for some rural causes.
13. Community development is likely to attract funds and may prompt thinking to recreate the church as a community hub
14. Central Fabric Fund (CFF) of the Church of Scotland gives loans and grants. Applications are to be made through Presbytery. The CFF is part of the General Trustees. They are clear that our own funds must be used first. We are expected to keep 50% of our annual running costs after spending whatever else there is in the church's reserve. This is the rainy day for which we might have been keeping funds
15. A grant will be more likely to be made once local funds are expended and an urgent capital cost arises.
16. (The General Trustees do not need to know about any works undertaken below a value of £50,000. E.g. £6k on rainwater goods GT and Presbytery don't need to know. Alterations and larger projects need to go through Presbytery to the General Trustees.)

Appendix 1

Background • For a number of years there have been a various of 'pressures for change' growing in the church at large and in Killin and Ardeonaig in particular. • As early as 2011 a small group from the Kirk Session and Congregational Board visited several other church buildings in order to see how they were adapting their buildings for use in the 21st century. • In early 2012 a presentation was made to the congregation in which it was highlighted Killin & Ardeonaig would be likely to have a deficit budget for the year. A deficit budget could follow in each subsequent year until our reserves were used up. Perhaps it would take five or six years to have nothing left. • Some progress has been made to rationalise our commitments and reduce our liabilities by selling the church hall and Morenish Chapel. • Investment was made in the manse to bring it up to modern standards and to treat any incoming minister fairly. • John Lincoln retired as minister and after a vacancy of two years we were able to call Russel Moffat to be our minister. Russel is scheduled to retire in 2021. • Presbytery planning continues to look at how parish churches can be sustained without ministers and, often, without any funds. • Proposals for 'hub ministries are being evaluated. • The General Assembly of 2019 approved a Radical Action Plan to stem an apparent decline in the church and to stimulate growth. As part of the Radical Action Plan the General Trustees have noted 'the church is not a building preservation organisation…buildings should be managed…so they are not a distraction to the call to "Follow me".' The Radical Action Plan endorses the initiative of the General Trustees to have **Well Equipped Spaces in the Right Places.** The Radical Action plan places an emphasis on engaging with people under 40. In an effort to coalesce thinking the Minister, Session Clerk and Property Convenor met over two years ago to discuss needs and hopes for the church directly affected by the physical building of the Kirk. They agreed nine areas need to be addressed in any plans for development, and for any plans to be judged against. 1) Retirement/ New Minister – Russel due to be retiring before long, currently ministers in short supply, effort should be made to show to C of S and prospective ministers that Killin and Ardeonaig are forward thinking, making it an attractive and flexible place to work. 2) Dynamic Building – A building that is able to be flexible in its use may mean fellowship can take different forms, making it appealing to a wider spectrum of believers, and incidentally to other organisations. 3) Safety – Much work is needed to bring the church up to a standard that keep users safe and to ensure legal requirements are met.	Russel has delayed his retirement in order to see through the Forward in Faith project

4) Environment – New Technology would enable the church to be more environmentally friendly, and potentially to save money on energy use, 5) Accessibility – Ensure the church and toilet facilities are accessible to all, regardless of any mobility or health issues. 6) Transparency – Enable those outside of the church find the fellowship to be attractive, transparent, and easily accessed, not secretive, mysterious or hidden away. 7) Costs – Reduce on-going maintenance and general running costs. 8) Storage - Various ministries and user groups require significant space to store equipment, space should be made available to store securely and safely. 9) History – Need to look after the church history through maintenance, storage and display of items of interest, and the church building in general. Many of these things have not gone away and are included them in the Problems and Solutions table above.	