

Kiltarlity linked with Kirkhill - Local Congregational Review Joint Report (Draft 02)

The Presbytery's committee for the Local Congregational Review comprised: Rev. Dr. Bruce Ritchie (Convenor), Rev. Alison Mehigan, Mr. Duncan Chisholm and Mr. Roger Glead-Gates. The full committee met with the office-bearers of the linked congregations of Kiltarlity and Kirkhill in the early autumn of 2016 when the procedures were discussed and explained. Because the Rev. Alison Mehigan took over as Convenor of the Presbytery's Congregational Support Committee, she did not come to subsequent meetings.

Under the leadership of their new minister, the Rev. Jonathan Humphrey, the two Kirk Sessions had already engaged in a review of congregational life and the development of possible future goals. They were able to dovetail this into the Presbytery's requirements. Consultation with the wider congregation in each parish took place through questionnaires and congregational meetings. Progress was inhibited through concerns raised by the Presbytery Planning Review which also took place at this time. The Planning Review was, to a degree, unsettling, especially for Kiltarlity, though the Presbytery Planning Conference in January 2017 did assuage some fears. When the Kirk Sessions did submit their results to the Local Congregational Review Committee, the Committee was very impressed. The analysis, vision, recommendations, and SMART goals, were clearly laid out, and pointed to bold thinking with a concern for the Gospel at their heart. The reports submitted by the Kirk Sessions show real determination to address substantial issues such as: evangelism, ministry to children and young people, as well as deep pastoral ministry with individuals and couples with Jonathan and his wife Kate engaged in marriage ministry. There is also a commitment to the wider work of the Church in both parish and farther afield. A major theme in both reports is a commitment to building team ministry within the congregation. The Committee is confident that these are no mere aspirations, but clear determined goals. Working with other churches also features highly.

Since Jonathan started his ministry in Kirkhill and Kiltarlity, the congregations have been challenged by the style of ministry now experienced. On the negative side this has resulted in the loss of a few members and office-bearers. But on the positive side, there have been people coming to faith, greatly increased attendance especially at Kiltarlity, and a deep engagement with spiritual and social issues. Readjustment of congregational life always occurs with the advent of a new ministry, and the Local Congregational Review Committee are confident that, under wise leadership, the future will see a blessing by God's Spirit.

Each congregation has its own challenges. In Kiltarlity, despite the Sunday attendance moving from the mid-20s to the mid-40s, the congregation feels threatened by the recommendation made to Presbytery by the Planning Review that Kiltarlity Church may not be used. The Local Congregational Review Committee cautions against making such a recommendation hard and fast.

The following are the specific SMART goals for each congregation.

Kirkhill SMART Goals

Kirkhill Worship goal 1: by end Dec 2017 increase the number of members involved in service preparation and leading, including readings/prayers, children's' addresses, catering, preaching and music.

Kirkhill Worship goal 2: in partnership with Kiltarlity, establish a regular pattern of café church services; initially 3 joint services on the first Sunday of Feb, May and October in 2017; pattern to be reviewed in conjunction with Kiltarlity by end Jan 2018; regular logistic team to be identified and set up by end Feb 2017.

Kirkhill Worship goal 3: Jonathan and Session Clerks to review the aim and format of Third Sunday praise evening service by end April 2017 and to encourage everyone to pray for a worship leader to replace Alasdair Morrison; recommendations to Session meeting in May 2017.

Kirkhill Local Mission goal 1: put in place a Medical Services Transport team by May 2017; working procedures to be piloted over summer 2017; feedback to Session Sept 2017 with a view to making this a permanent initiative.

Kirkhill Local Mission goal 2: in partnership with Kiltarlity, form a new team for delivering a yearly Alpha course. Location and team to be agreed by April 2017; training June 2017; course to run Sept-Dec 2017; review Jan 2018.

Kirkhill Local Mission goal 3: in partnership with Kiltarlity, identify tools available for carrying out a community mission audit and form a team to undertake it. Team and tools to be decided by March 2018, with audit carried out over June- Dec period of 2018; reporting to Session in January 2019.

Kirkhill Communication goal 1: formalise procedure for putting together monthly forward plan of services; publish on web site, and post on notice boards in both churches and community; procedures to be streamlined by June 2017.

Kirkhill Discipling Goal 1: to have at least one sermon series per annum focusing on discipleship starting with a series on Acts running from April-June 2017.

Kirkhill Discipling Goal 2: in conjunction with Kiltarlity, and building on previous success, continue with plans to hold regular fellowship/discipling evenings; plans to be put forward by end Dec 2017

Kirkhill Discipling Goal 3: in partnership with other Inverness churches and Inverness Presbytery, encourage involvement of the congregation in the Church of England's UK initiative on 24/7 prayer in June 2017 and in future years.

Kirkhill Children and Youth goal 1 – identify and recruit two additional Sunday Club leaders by end April 2017; ensuring they, and all other Sunday Club leaders have carried out PVG disclosures in accordance with our Safeguarding policy.

Kirkhill Children and Youth goal 2 – Jonathan and Iain Clyne to continue to play active role on Young Life Local Committee and contribute to induction of Young Life Area Director Richard Dahl in 2018, ensuring good relationships and information exchange with the congregation and encouraging participation in Young Life Activities as volunteers.

Kirkhill Pastoral Goal 1: Mary Bell to be appointed as head of new Pastoral Care team by end Aug 2017 and to actively encourage non-elders to get involved in visiting and be part of the team by end Nov 2017

Kirkhill Pastoral Goal 2: after new elders are appointed, Jonathan and Frances Grant to review the districts and ensure that each elder has a manageable pastoral visiting workload by end June 2017

Kirkhill World Mission Goal 1: Continue to hold at least 3 fund-raising events (e.g. music concerts) per annum in support of the Highlands Supports Refugees (Jan); Christian Aid (May); Church of Scotland HIV/AIDS project (June); these events to be held in partnership with Kiltarlity

Kirkhill World Mission Goal 2: Linked to goal 1, Kirk Session to review our fund raising for charities in January each year and agree a yearly short list of our “preferred” charities on which we can focus our efforts.

Kirkhill Wider Church of Scotland Goal 1: in October 2017, jointly with Kiltarlity, invite Trevor Hunt, Presbytery Clerk (or another Presbytery Office Bearer) to an information evening to give an overview of the workings of the Church of Scotland

Kirkhill Financial goal 1: to increase financial giving by an average of 12% per annum with the aim of generating an income of ~£40,000/annum by end 2021; regular calls for folk to review their giving (and move to direct debit and Gift Aid) through regular stewardship teaching (3 Sundays autumn each year), the Anchor magazine and end of year “Big Wins” service

Kirkhill Buildings goal 1 – replace soffits and facias on manse porch and utility room by June 2019; 3 quotes obtained by March 2019

Kirkhill Buildings goal 2 – renovate church bell tower by end Dec 2018; survey and quotes to be obtained by July 2018

Kirkhill People and leadership goal 1: Jonathan to review different approaches to identifying and discipling leaders and make recommendations to Session in June 2017; pilot approaches by end Dec 2017, with a view to establishing a leadership development programme across both churches in January 2018; programme likely to include a mix of meetings, private study, face to face meetings etc.

Kirkhill People and leadership goal 2 – by end August 2017 erect a new notice board with photographs of minister, elders and other ministry leaders and short bios for each

Kirkhill Structure and Organisation goal 1: together with Kiltarlity, set up a joint working group to explore a possible union between Kirkhill and Kiltarlity; the remit of the group being to consider the benefits or otherwise of a union, to explore future provision of worship centres and patterns of worship, and make recommendations for consideration by both Kirk Sessions; group to comprise Jonathan and one office bearer and a non-office bearer from each congregation; working group approved by end March 2017; reporting by end November 2017.

Kiltarlity SMART Goals

Kiltarlity Worship goal 1: by end Dec 2017 increase the number of members involved in service preparation and leading, including readings/prayers, children's' addresses, preaching and music.

Kiltarlity Worship goal 2: to establish a regular pattern of café church services in the village hall; initially 3 services on the first Sunday of April, June and October in 2017; pattern to be reviewed in conjunction with Kirkhill by end Jan 2018; regular logistic team to be identified and set up by end Feb 2017.

Kiltarlity Worship goal 3: Jonathan and Session Clerks to review the aim and format of Third Sunday praise evening service by end April 2017 and to encourage everyone to pray for a worship leader to replace Alasdair Morrison; recommendations to Session meeting in May 2017.

Kiltarlity Local Mission goal 1: to explore with Tomnacross School the possibility of starting a weekly Friday after school club in the church in the autumn 2017; considering also the possibility of building in a children's choir/organ lessons; Ethna Ferguson and Tonya Clement to take lead in developing proposals and reporting to Session in May 2017.

Kiltarlity Local Mission goal 2: in partnership with Kirkhill, form a new team for delivering a yearly Alpha course. Location and team to be agreed by May 2017; training June 2017; course to run Sept-Dec 2017; review Jan 2018

Kiltarlity Local Mission goal 3: in partnership with Kirkhill, identify tools available for carrying out a community mission audit and form a team to undertake it. Team and tools to be decided by March 2018, with audit carried out over June-Dec period of 2018; reporting to Session in January 2019.

Kiltarlity Communication Goal 1: Anchor publishing team to consider the value, and cost, of sharing the magazine to areas outwith the parishes by end June 2017.

Kiltarlity Communication Goal 2: Kirk Session to establish a "Worship & Communications" team/committee by June 2017 to be led by Jonathan and David.

Kiltarlity Discipling Goal 1: to have at least one sermon series per annum focusing on discipleship starting with a series on Acts running from April-June 2017.

Kiltarlity Discipling Goal 2: explore interest in “whole of life discipleship” (and other discipling approaches) within the congregation and make proposals to Session before end Oct 2017

Kiltarlity Discipling Goal 3: in conjunction with Kirkhill, and building on previous success, continue with plans to hold regular fellowship/discipling evenings; plans to be put forward by end Dec 2017

Kiltarlity Discipling Goal 4: in partnership with other Inverness churches, and Inverness Presbytery, encourage involvement of the congregation in the Church of England’s UK initiative on 24/7 prayer in June 2017 and in future years.

Kiltarlity Children and youth goal 1 – explore scope for partnering with Scouts and Beavers and holding a yearly joint service; Sheila Moir to investigate and report back to Session by end June 2017.

Kiltarlity Children and youth goal 2 – Jonathan and Ellenor Thomas to continue to play active role on Young Life Local Committee and contribute to induction of Young Life Area Director Richard Dahl in 2018, ensuring good relationships and information exchange with the congregation and encouraging participation in Young Life Activities as volunteers.

Kiltarlity Pastoral Goal 1: Kirk Session to consider establishing a Pastoral Care Team by Sept 2017; non-elders will be invited to volunteer for this by end Dec 2017 with appropriate training by mid-2018.

Kiltarlity Pastoral Goal 2: after new elders are appointed, Jonathan and David Garvie to review the districts by June 2017 and ensure that each elder has a manageable pastoral visiting workload.

Kiltarlity World Mission Goal 1: Continue to hold at least 3 fund-raising events (e.g. music concerts) per annum in support of the Highlands Supports Refugees (Jan); Christian Aid (May); Church of Scotland HIV/AIDS project (June); these events to be held in partnership with Kirkhill.

Kiltarlity World Mission Goal 2: Linked to Goal 1, Kirk Session to review our fund raising for charities in January each year and agree a yearly short list of our “preferred” charities on which we can focus our efforts.

Kiltarlity Wider Church of Scotland Goal 1: in October 2017, jointly with Kirkhill, invite Trevor Hunt, Presbytery Clerk (or another Presbytery Office Bearer), to an information evening to give an overview of the workings of the Church of Scotland.

Kiltarlity Financial goal 1: to increase financial giving by an average of 12% per annum with the aim of generating an income of over £40,000/annum by end 2021; regular calls for folk to review their giving (and move to direct debit and

Gift Aid), through regular stewardship teaching (3 Sundays autumn each year), the Anchor magazine and end of year “Big Wins” service.

Kiltarlity Buildings goal 1: Property and Finance Committee in partnership with Highland Council to draw up plans for installing lighting along the two paths leading to the church; install lights by end September 2017 before winter.

Kiltarlity Buildings goal 2: Property and Finance Committee to arrange before Easter 2017 the removal of three pews at front of church to allow flexible seating to be installed and creation of wheel-chair space.

Kiltarlity Buildings goal 3: Property and Finance Committee to arrange installation of water purification unit to water supply by end Feb 2017.

Kiltarlity People and leadership goal 1: Jonathan to review different approaches to identifying and discipling leaders and make recommendations to Session in June 2017; pilot approaches by end Dec 2017, with a view to establishing a leadership development programme across both churches in January 2018; programme likely to include a mix of meetings, private study, face to face meetings etc.

Kiltarlity Structure and Organisation goal 1: together with Kirkhill, set up a joint working group to explore a possible union between Kirkhill and Kiltarlity; the remit of the group being to consider the benefits or otherwise of a union, to explore future provision of worship centres and patterns of worship, and make recommendations for consideration by both Kirk Sessions; group to comprise Jonathan and one office bearer and non-office bearer from each congregation; working group approved by end March 2017; reporting by end November 2017.

The Local Congregational Review Committee proposes the following Deliverances:

The Presbytery:

1. Receives the report
2. Commends the Kirkhill and Kiltarlity minister, office bearers, members and adherents for worthily continuing a long history of worship and witness into the 21st century, especially in a commitment to meeting current challenges.
3. Commends the clear visionary thinking contained in the Action Plan.
4. Commends the congregation for their many church activities, mission outreach, and engagement with the world-wide work of the Christian church.
5. Notes concern regarding the future of the church building.
6. Assures minister, office-bearers and congregation of the wholehearted support of the Presbytery as they continue their work and witness, and as they discuss the shape of future collaboration