

**CULTS PARISH CHURCH ACTION PLAN 2025 – 2030** \*[See notes at end]

**WORSHIP & TEACHING:** Worship/teaching is at the heart of all that we do

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Regular Sunday Worship	Ongoing			
Maintain Care Home Services	Ongoing			
Maintain popular Bible Study	Ongoing			
Evening gatherings during winter months	To be reviewed 2026			
Maintain our Justice & Peace Core group, ensuring relevant issues e.g. social justice, environmental issues are kept in our consciousness	Ongoing			
Maintain and enlarge our Worship & Faith Journey Core Group	2026			

**PASTORAL CARE & FELLOWSHIP:** To ensure that all people from the oldest to the youngest feel that they are loved and cared for, as this helps to develop a sense of belonging

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Work to maintain care of members via Elders/Care Group, recognising a reducing number of elders, and an aging congregation.	Ongoing			
Family events	Ongoing			
Maintain after church refreshments	Ongoing			
Maintain prayer email circle	Ongoing			
Maintain Prayer Group	Ongoing			
Continue to develop the Window into Easter Event on Holy Saturday	Spring 2026			

Maintain Hub Café as a warm and welcoming space, where all are welcome.	Ongoing
Continuing to support our Guild	Ongoing
Continuing to support Music to Remember, our dementia friendly singing group.	Ongoing
Continue to offer private space for AA meetings	Ongoing

**YOUTH & CHILDREN: To support our younger Church family by providing a range of services and activities for young people, giving them a safe and fun place to learn, worship and grow their faith**

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Work to maintain Friday Youth Cafe	Ongoing			
Maintain Halloween Party event	Ongoing			
Maintain Santa's Grotto event	Ongoing			
Maintain Christmas Tree Festival	Ongoing			
Work to maintain JAM/JAM in a Bag (Sunday School)	Ongoing			
Continue involving children and young people in worship	Ongoing			
Continue links with primary schools through assemblies, Christmas Tree Festival etc	Ongoing			
Work to maintain links with uniformed organisations (Girl Guiding, Scout Movement) Our minister is a Rainbow leader.	Ongoing			
Develop new ideas to reach families and young people	Ongoing			

Build team to help run baby & Toddler Group to ensure its survival – as the group has struggled with leadership	2026
Recruit more members to our Youth Core Group	2026

**LOCAL MISSION/COMMUNITY OUTREACH: To reveal the love of God for all people in our parish and our wider area**

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Maintain facilities at the Kirk Centre making them available to community	Ongoing			
Develop outreach to Countesswells	2026/2027			
Maintain Food Bank/Aberneccesities collections	Ongoing			
Continue retiring collections at Christmas and Communion Sundays for local/national & international charities.	Ongoing			
Continue work of our Monday Squad in keeping our gardens and outside areas looking beautiful and the other work they do.	Ongoing			
Continue support of Strawberry Coffee Mornings during summer months	Ongoing			
Continue to build on our relationship with Four Pillars, the LGBT+ charity	Ongoing			

**WIDER MISSION, INCLUDING ECUMENISM AND INTERFAITH RELATIONS AND RELATIONSHIPS WITH THE WORLD CHURCH (AS APPLICABLE)**

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Continue hosting Ramadan Prayers	Ongoing			

Maintain shared chaplaincy at Cults Academy	Ongoing			
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## FINANCE

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
A balanced budget	2027			
Encourage increased personal financial giving	2026			
Recruit a new treasurer following retirement of incumbent	Early 2026			
Move all banking to internet-based services	Early 2026			
Work to maintain the 'business' side of being a busy church with many activities requiring support.				

## COMMUNICATIONS

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Continue use of social media/regular church magazine to share information with members and those in the community	Ongoing			
Continue advertising in MBC News	Ongoing			
Continue online worship opportunities, including for weddings and funerals	Ongoing			

## PROPERTY

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
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Development of a plan for the North Hall and surrounding area	Spring/Summer 2026
Maintain our properties to a high standard	Ongoing
Upgrade of sound system in church	When finances allow

### **HUMAN RESOURCES/STAFFING WITHIN THE CHARGE, eg MDS, Reader, locally employed staff**

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Appoint a replacement Property Maintenance Supervisor – self funded	February 2026			
Continue to self-fund office staff	Ongoing			
Continue employment of café managers	Ongoing			
Continue employment of organist/musical director	Ongoing			
As part of outreach to Countesswells, look at possibility of employing an outreach worker, will require outside funding (Seeds for Growth)	Late 2026/2027			

### **RELATIONSHIP WITH PROVISIONS OF APPROVED MISSION PLAN FOR PRESBYTERY**

AIMS/OBJECTIVES	Timescale	Progress Review Nov 2026	Progress Review Nov 2027	STATUS [Red, Amber or Green]
Outreach to Countesswells	2026/2027			
Continue with shared events with parish grouping partners e.g. Holy Week, pulpit swaps	Ongoing			

## Notes:

Following the General Assembly of 2025, a new section 2A has been inserted into the Presbytery Mission Plan Act (Act VIII 2021). It requires each congregation to have an Action Plan, and this Plan will be taken account of by the Presbytery in Mission Planning (section 2.1.1).

An Action Plan is defined as follows:

- a) “Action Plan” shall mean an Action Plan expressing the vision of a charge for its Mission over at least the next five years, taking account of the resources available in terms of personnel, property and finance, and also of the Approved Mission Plan for the Presbytery;

Section 2A reads:

### 2A. ACTION PLANS

“2A.1 Each charge shall have a five year Action Plan that brings together the vision of the charge for its mission, worship, life and service, taking account of its present position, its capacity and finances. The Action Plan shall set out aims/objectives, a timescale for achievement, notes of annual progress reviews and a traffic light indicator of status, in each of the following areas:

- Worship & Teaching
- Pastoral Care & Fellowship
- Youth & Children
- Local Mission/Community Outreach
- Wider Mission, including Ecumenism, Interfaith Relations and relationships with the World Church (as applicable)
- Finance
- Communications
- Property
- HR/Staffing within the charge e.g. MDS, Reader, locally employed staff
- Relationship with provisions of Approved Mission Plan for Presbytery

2A.2 The Kirk Session of the charge will initially prepare its Action Plan, and then submit it to the Presbytery for their evaluation, comment and support. After consultation with the Presbytery the Kirk Session will approve their five year Action Plan. Thereafter the Action Plan must be reviewed and updated annually in an ongoing process of reflection, planning & action by the Kirk Session with support, encouragement and input from the Presbytery as it sees fit and in light of the Presbytery’s Functions and Responsibilities as set out in section 10 of the Church Courts Act (Act VI 2023). The Action Plan must be submitted to the Presbytery as part of the annual attestation of records.”

While congregations are obliged to have an Action Plan, they are not obliged to use this template and can instead set up the Action Plan however they wish, locally, as long as it includes the new provisions as per the Act. It is expected that the Action Plan will be a living document which will evolve according to local circumstances.