

ARBROATH and DISTRICT CHURCH OF SCOTLAND



Vacancy for a Team Minister
Parish Profile

SC006482

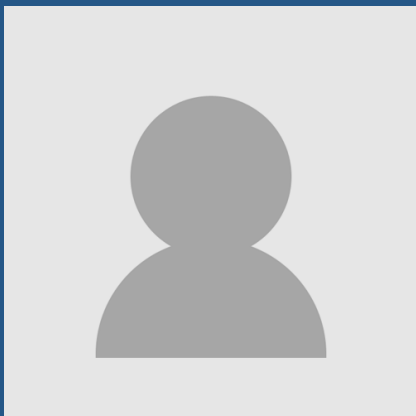


Are you our missing piece?

- We are looking to call a Minister of Word and Sacrament to join the existing team members in the Arbroath and District Church.
- This appointment will be on a 7 year Reviewable Tenure to serve alongside a team of elders and other leaders in a congregation of over 2000.
- Our aim is to develop mission across a large parish with six worship centres and an Admin and Outreach Hub.
- The Kirk Session has voted to depart in terms of Act 1 2015.



How might you fit in? We can tell you a bit about our new, unique set up and diverse backgrounds and try to be honest about the challenges but we hope that you will get a flavour of the opportunities too - not least about working in a team, getting in on the ground floor of developing and expanding a truly missional way of being God's people in the community. You will bring your own talents, experience, sense of call and insights for mission to join not only with the "official" ministry team but the wider group of elders, other leaders and the congregation as a whole. Yes, constraints on ministry allocation and finance were a factor but Arbroath and District chose to come together in a way that allowed for a meaningful core ministry team of four so we very much need you to be willing and excited about team working, focused on genuine and practical outreach and positive about what God can and is doing. You will lead worship and help to provide pastoral care and build up the people of God in faith and vision but you will also be key in working with others to support the congregation to take the good news out into the parish, showing as well as telling of God's love for everyone. Pray about it; reflect on your own situation; ask questions and if you sense a call, get in touch. We're praying - for you, whether or not you will be the one who will join us!



TEAM MINISTRY

The Basis of Team Ministry (Appendix 2) gives the formal framework for our way of working but we would like to emphasise the people aspects and the importance of collaborative working and good relationships.

Rev Christine Hay, is the Moderator of the Kirk Session and until the union was Minister of Arbroath West Kirk, having been ordained and inducted in the thick of lockdown. Rev Peter Phillips was Minister of Inverkeilor and Lunan lw Colliston lw Friockheim and Kinnell prior to the union and has ministered in the area for quite some time. Carla Ingram who has been Children and Families Worker for several years centered on St Andrew’s Church is extending her remit across the enlarged parish.

It was wonderful to see the obvious bond between Chris, Peter and Carla at the service of union and we trust that whoever is called to join the team will be party to that too.

In view of the importance of all this, it is the Nominating Committee’s intention to allow applicants who reach the later stages of the process some opportunity for a meeting (possibly online) with the existing ministry team. For the avoidance of doubt, the choice of nominee will lie solely with the Nominating Committee.

It is envisaged that each MWS will normally conduct services in two of the worship centres and share pastoral responsibility, with a team, across the parish. The congregation is fortunate to have a number of experienced worship leaders and is expanding the worship and pastoral teams. It would be important that the new appointment is comfortable with contemporary worship and, ideally, experienced in leading such, as well as being able to conduct more traditional styles of worship. The Ministry Team (of which the new appointment will be part) is committed to making full use of all the varied gifts and talents within the team and to making adjustments to the specific spheres of service within the parish in line with folks’ gifts and the needs of the congregation and parish as per the Basis of Team Ministry. There is a balance to be struck between being known among the whole parish and having a closer connection with particular worship centre(s).

With this appointment comes the opportunity to work closely in the development of the Admin and Outreach Hub and missional work within it and from it. Also, to build on our use of Friockheim Community Hub and increase our contribution to the life of the village and community at Friockheim and the other villages in the parish. The Ministry Team will be ably supported by three part-time administrators who are already in post.

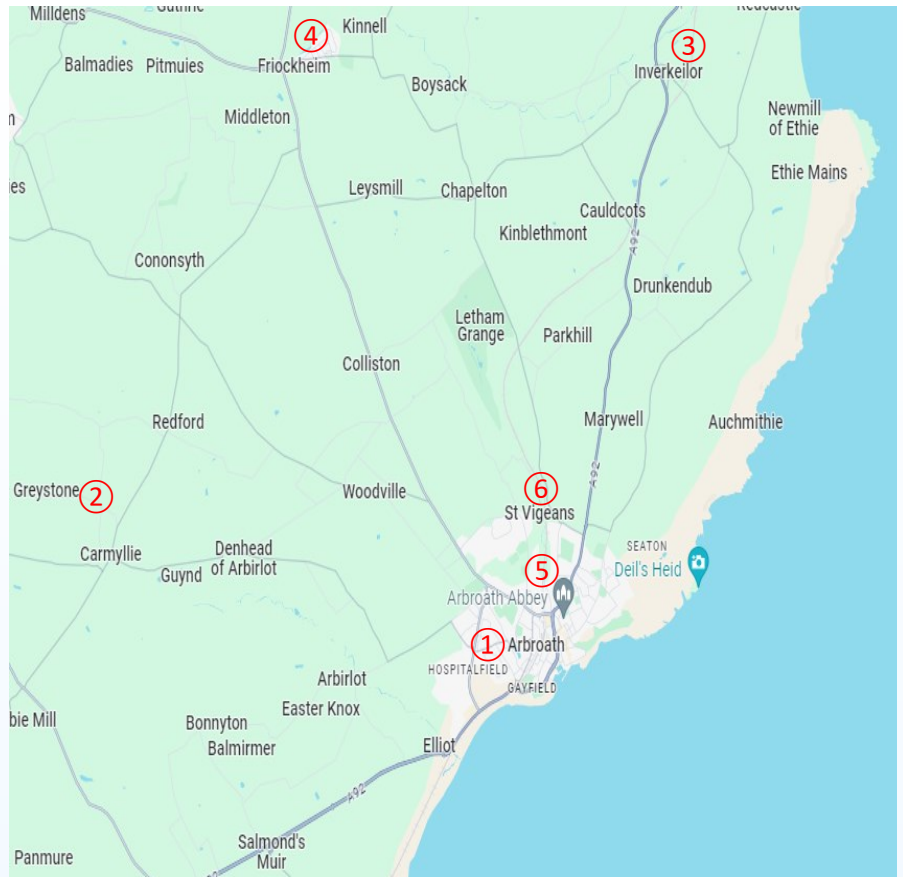
While the focus of this section has been on the core Ministry Team, it is important that full account is taken of the ability to work with, encourage and develop missional working by the eldership, other leaders and the whole congregation.



Nine Parishes into One

The nine original churches were:

- The former Arbirlot Parish Church
- Arbroath West Kirk ①
- Carmyllie Parish Church ②
- The former Colliston Parish Church
- Inverkeilor and Lunan Parish Church ③
- The former Friockheim and Kinnell Parish Church which has been replaced as a worship centre by Friockheim Community Hub ④
- The former Old and Abbey Parish Church
- St Andrew's Parish Church ⑤
- St Vigean's Parish Church ⑥



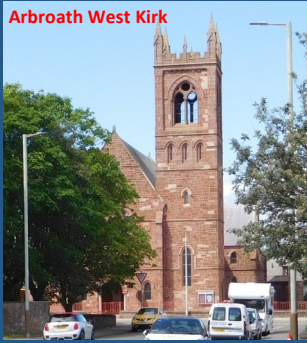
If ever a theme from the General Assembly of the Church of Scotland resonated in the parishes, this year's theme *Building Together* describes perfectly what is happening at Arbroath and District Church of Scotland.

The Perth Presbytery Mission Plan stated the following:

“Arbroath and District Church of Scotland serves a population of almost 30,000, with 24,000 in the town itself. Ministering to that area with three MWS represents a considerable decrease from previous plans and thus a significant challenge - but will be possible with the three ministers and an MDS worker working in a collaborative team and with a mobilisation of elders and members.”



Former Arbirlot Church



Arbroath West Kirk



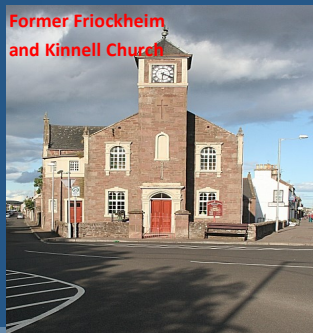
Carmyllie Church



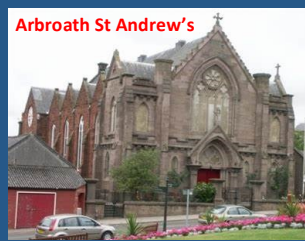
Former Colliston Church



Inverkeilor and Lunan Church



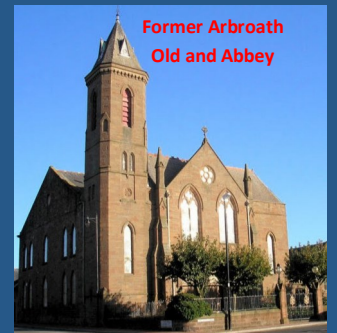
Former Friockheim and Kinnell Church



Arbroath St Andrew's



Arbroath St Vigeans



Former Arbroath Old and Abbey



A Heritage to build on Together

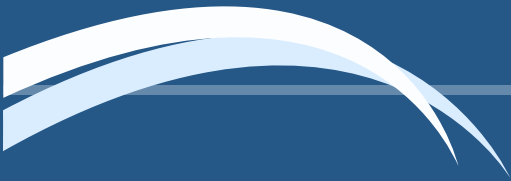
The foundations of Christian worship around Arbroath and district go back to the Celtic period with Pictish Christians around St Vigeans worshipping God perhaps as early as 725. This heritage may be the reason the Abbey of Arbroath, dedicated to St Thomas the Martyr, was located near to St Vigeans. Several of the rural churches were served by the Abbey's monks so the links that bind the churches in Arbroath and District Church of Scotland go back a long way.

Are you called to accept the challenge of helping to build a vital Christian presence for today and tomorrow on the foundations of this Christian heritage?

Arbroath and District Church of Scotland came into being on 29th February 2024 when eight churches in the town of Arbroath and the surrounding area were united. A few weeks later, on 1st May, a ninth church joined them. Nine church communities are now one - a formidable challenge but one we want to address with hope.

How do we manage such a transition? How do we support people to let go of what they have done for so long and begin again? How do we affirm the good in the various traditions and weave it into the fabric of the new canvas? How do we generate the new energy that is needed to build this new community?

We are just one of many churches across Scotland faced with such a major change so what makes us different? We recognise that we must find ways of engaging with a society where the majority see the church as irrelevant and we are ready to listen and to try to embed ourselves in the culture of our community showing the Christian faith to be real and vibrant.





Friockheim Community Hub



Would you fit?

To assist us in realising our vision we are looking for a team minister who will

- be a team player who will work collaboratively with the Ministry Team and wider congregation utilising and developing their own and others' gifts and talents;
- be intent and committed to helping the congregation make the 5 marks of mission an evident reality and not merely a glib headline;
- interpret the message of the scriptures and make them relevant to our daily lives;
- inspire, motivate and challenge us by their preaching, their passion, their presence and their sense of humour;
- along with others keep us together as a church family, finding ways to unite the different age groups and varied ethos;
- be committed, through pastoral care, to reaching out to our whole church family with a partnership between the Ministry Team and relevant core groups responding to needs regardless of age;
- use the gifts and abilities within the congregation to help us grow, motivating and getting the best from groups and individuals;
- show enthusiasm for helping us to continue to be mission-oriented, engaging more widely in Arbroath and District and with the wider and global communities;
- be open, approachable and frank with us, allowing us to share their faith journey as they share ours.

Our Vision

Emerging from the transition group which was instrumental in putting together the Arbroath section of the Presbytery Mission Plan there came the following:

Our vision to serve the demographic of the parish has the following key objectives:

- Proclamation of the Good News of new life in Jesus Christ - worship and evangelism
- Inclusion and nurture of children, young people and families - prioritising under-40s
- Practical support towards the alleviation of poverty - meeting needs through service
- Friendship solutions addressing isolation and poor mental health - building community.

At our Kirk Session meeting in June 2024 we approved a draft core group structure which has the Five Marks of Mission as its framework making clear that Arbroath and District Church is intent on making mission in its broadest sense integral to its life and work.



THE CONGREGATION

The combined roll of Arbroath and District Church of Scotland is currently about 2350. These members now worship at any one of the six worship centres where services are offered each Sunday.

These worship centres are in the following places:

Carmyllie Centre Friockheim Community Hub

Inverkeilor Centre St Andrews Centre

St Vigeans Centre West Kirk Centre

In addition, the Admin and Outreach Hub is based in what were the Old and Abbey Church Halls.

At various times during the few months the church has been in existence united services have been held in one location which have greatly helped to bring members from across the congregations together. It is hoped that this would continue to be a feature of our worship.

It is important to recognise that Arbroath and District congregation is in its infancy. There is much yet to be worked out but we are committed to collaborating and moving forward in faith. We take a rich and varied heritage into our united congregation derived from the ethos of each of our legacy congregations, expecting to establish a new, vibrant and effective identity that can honour the past but be vitally committed to the present and hopeful for the future.

MISSION and OUTREACH

Having gathered nine churches together there is already a significant range of Mission and Outreach activities in existence within our new church.

A very well established Foodbank is widely used by local people and Havilah, a centre supporting those with addictions, is also notable for the work it does.

During the last two years 'Fun, Food and Friendship' has offered meals and companionship to those in need and Warm Spaces Soup lunches were also well received over the winter months.

Toddler groups, a Dementia café, Youth and Girls' groups, Prayer groups and Bible Studies are all on offer to church members and local people and are well supported.

There are very good relationships with local primary schools and relationships with the two secondary schools are developing.

Our aim is to bring what is happening across the centres together and to listen to what is most needed in our town and area. We want to be a significant player in our local community and so we will be working with the Cinnamon Trust to learn how to become a missionally listening congregation which can engage effectively with the community.

There are also other established links with projects and organisations abroad to help us to learn from the World Church and play our part in world mission and we hope to build on these.



The Admin and Outreach Hub



The Manse

The former Old and Abbey Manse has been selected to be the manse for Charge C as this post has been designated. It is centrally situated at 51 Cliffburn Road, Arbroath, DD11 5BA.

Work to upgrade the property is being put in hand and there is every expectation that the property will make a very suitable base and home for the new minister.



The Manse was built in 1967. It is half-a-mile from the Outreach and Administration Hub and sits in Cliffburn Road, in the corner of Springfield Park which separates it from the sea.

Accommodation consists of Downstairs: hall, cloakroom, bedroom, study, lounge, dining-room and kitchen. Upstairs: bathroom and three bedrooms.

Work is currently underway to upgrade some of the facilities and make some improvements to the property in preparation for the new minister. Interior photos will be made available when this work is completed.

The garden consists of grass and borders with bushes and an area that could easily be turned back to vegetable production.

Views are impressive!



Appendix 1 : Basis of Union

The congregations of Arbroath and District Church of Scotland (SC0006482) and Arbirlot Parish Church of Scotland (SC017413) shall be united from a date to be determined by Presbytery, and that on the following terms and conditions:

1. Name: The name of the united charge shall be Arbroath and District Church of Scotland and charity number SC 006482 will be retained.
2. Transference of Property and Funds: The property and funds belonging to or held on behalf of each congregation shall belong to or be held on behalf of the united charge and any transference necessary shall be duly effected.
3. Places of Worship: The united congregation shall have six places of worship and a mission centre. The places of worship shall be those formerly used as the congregational buildings of Arbroath: St Andrew's, Arbroath: West Kirk, Arbroath: St Vigeans, Carmyllie and Inverkeilor and Lunan with a new venue to be sought for Friockheim and Kinnell upon resolution of its congregational buildings. The hall suite currently used and occupied by Arbroath: Old and Abbey shall be the Mission Centre of the united charge.

Services shall be conducted in Arbroath: St Andrew's, Arbroath: West Kirk, Arbroath: St Vigeans, Carmyllie, Friockheim and Kinnell and Inverkeilor and Lunan each Sunday at times to be decided by the Ministers and Kirk Session, subject to the approval of Presbytery.
4. Other Buildings and Land: The church and hall at present used by the congregation of Arbirlot shall be sold subject to the titles on which they are held, along with Glebe, subject to the approval of the Presbytery and, if necessary, the General Trustees or the General Assembly.
5. Territorial Responsibility: The bounds to be served by the united charge shall be designated as the bounds of the parishes of Arbroath and District Church of Scotland and Arbirlot Church of Scotland, or as the Presbytery shall determine.
6. Kirk Session: The elders of both Kirk Sessions shall form with the ministers in the Team Ministry the Kirk Session of the united charge. One minister shall be deemed to be the Moderator of the Kirk Session. At its first meeting, the Kirk Session shall consider the numerical size and composition of the united Kirk Session and also whether use might be made of fixed term appointments.
7. Congregational Management: The temporal affairs of the united congregation shall be administered by the Kirk Session in terms of the Unitary Constitution, the Delegation of Assembly being authorised to issue the appropriate Deed of Constitution to the said congregation.
8. Ministers: The ministry in Arbroath and District Church of Scotland shall be supplied by a Team Ministry with the roles, responsibilities and other relevant provisions applying to the Team Ministry being as set out in the accompanying Basis of Team Ministry.

The Rev Peter Phillips and the Rev Christine Hay, currently team ministers of Arbroath and District Church of Scotland, together with a third minister to be called (subject to the terms of the Vacancy Procedure Act VIII 2003) following the demission of the minister of the former charge of Arbroath: St Andrew's under a Basis of Reviewable Charge. All subsequent vacancies within the Team Ministry will also be under a basis of Reviewable Charge.

Appendix 1 : Basis of Union (continued)

9. Additional Posts: The approved 2022 Angus Presbytery Mission Plan appoints a Children and Families Worker to the parish to be 0.5 funded nationally and 0.5 locally.

10. Manse: The manses of the congregations of Arbroath: St Andrew's (*), Arbroath: West Kirk and Colliston, Friockheim and Kinnell and Inverkeilor and Lunan shall be the manses of the united charge.

The manses of the congregations of Arbroath: Old and Abbey (*), Arbroath: St Vigeans and Arbirlot, shall be sold, let or otherwise disposed of, subject to the titles on which they are held, and subject to the approval of the Presbytery and, if necessary, of the General Trustees or the General Assembly. The free proceeds of any such sales or lets shall: (a) if falling within the scope of Act VII 1995, be credited to the benefit of the congregation in the Consolidated Fabric Fund; or (b) if not falling within the scope of the said Act, be held and applied for fabric purposes in connection with the properties of the congregation.

11. Ministerial Support: All ministerial stipends of the charge shall be paid in accordance with the terms of the National Stipend Scheme.

12. Power to Readjust: While the articles and terms shall form the Basis of Union for the congregations now uniting, the united charge shall be free, like other congregations, to adjust arrangements under the authority of Presbytery as need may arise.

Notes

(*) Manse change approved by Kirk Session 24 June 2024 ; approved by Presbytery of Perth using powers.

Note The union between Arbroath and District Church of Scotland and Arbirlot Parish Church became effective on 1 May 2024, the earlier union of the other eight legacy congregations having been established on 29 February 2024.

Appendix 2 : Basis of Team Ministry

As agreed in the Basis of Union for Arbroath and District Parish Church within the Presbytery of Perth, a Team Ministry shall operate there as follows.

1. TEAM ROLES

There shall be three full-time Ministers of Word and Sacrament (FTMWS) and a full-time Ministry Development Staff (MDS) post focussed on Children and Families (0.5 paid for centrally and 0.5 locally.)

Charge A will be a FTMWS with Rev Christine Hay inducted to this office.

Charge B will be a FTMWS with Rev Peter Philips inducted to this office.

Charge C, being vacant, shall call a minister, subject to the terms of the Vacancy Procedure Act VIII 2003.

All three MWS will fulfil the range of duties outlined in the Parish Ministry Act (Act II 2018 as amended by Acts VI and XII 2022.) Thereafter, according to gifting and experience, each minister will lead in appropriate areas, complementing and supporting one another throughout. In broad terms, each minister will be responsible for two services of worship each Sunday, with additional seasonal and special services as appointed by the Kirk Session. While the ministers will work as a team and will seek to become known to congregational members across the six worship centres, to ensure continuity in worship, mission and pastoral care, each will have lead responsibilities for designated centres. The three MWS along with the MDS and the Kirk Session will share responsibility for activities at the Mission Centre.

The three MWS shall be responsible to the Presbytery of Perth and subject to its discipline; the MDS worker will be responsible to the Kirk Session and managed by a suitably qualified appointed Line Manager.

All of the roles together constitute the team and each person is a team member. It shall be the duty of all team members to work collaboratively to further the mission of the Church, sharing or covering for each other's duties where necessary and permissible in terms of Church law but not so as to make any material alteration to the terms of service of any team member working under a contract of employment without the agreement of that person.

2. MODERATOR OF THE KIRK SESSION

According to the present practice and procedure of the Church of Scotland, Minister A shall be appointed Moderator of the Kirk Session. Minister A may delegate authority in writing to moderate meetings if within the terms set out in the Kirk Session Meetings Act (Act VI 2004).

3. TEAM MEETINGS AND CO-ORDINATION

The members of the team shall meet regularly [at least monthly and more regularly as the team establishes itself] in order to co-ordinate and carry out the work of the team as effectively as possible and to discuss matters of common interest. The team shall be able to co-opt other members to sit with them, offering (for example) administrative support. Meetings may take place in person or via videoconference or a hybrid of the two and shall be chaired by an agreed team member appointed as coordinator and identified as such in the Kirk Session minutes and notified to Presbytery. The coordinator will be responsible for circulating an agenda, where possible, at least three days prior to each meeting. Any team member may request that an item is added to the agenda. Matters requiring a decision by the team shall be decided by a simple majority. If a member is unhappy with a decision, he or she may invoke the dispute resolution procedure set out below. If the team coordinator changes at any time, notification of this change shall be provided to Presbytery and noted in the Kirk Session minutes.

Appendix 2 : Basis of Team Ministry (continued)

4. DISPUTE RESOLUTION

4.1 If a dispute arises out of or in connection with this Team Ministry then (subject to section 4.7 below) the procedure set out in this clause shall be followed.

4.2 Any member of the team shall be entitled to give to all or some other members of the team (“the relevant team members”) written notice of the dispute, setting out its nature and full particulars, together with any relevant supporting documents. The relevant team members shall attempt in good faith to resolve the dispute at this stage.

4.3 If the relevant team members are unable to resolve the dispute within 30 days of such written notice having been given, the dispute shall be referred to the Presbytery Clerk, who shall attempt in good faith to resolve it.

4.4 If the Presbytery Clerk is for any reason unable to resolve the dispute within 30 days of it being referred to him or her, the relevant team members agree to enter into mediation in good faith to settle the dispute. The mediator will be nominated by the Presbytery Clerk having consulted with the Principal Clerk. To initiate the mediation, one of the relevant team members must give written notice to the other relevant team members, referring the dispute to mediation.

4.5 If there is any point in relation to the logistical arrangements for the mediation on which the relevant team members cannot agree, the Presbytery Clerk will be entitled to decide that point, having first consulted with the relevant team members.

4.6 If the dispute is not resolved within 30 days of commencement of the mediation, the matter shall be referred by the Presbytery Clerk to the Presbytery’s Complaints Committee, or other equivalent Presbytery Committee, subject to any issues of discipline which arise and any other matters which may require to be resolved in terms of the employment contract(s) of the relevant team members. Except in relation to matters which properly fall to be dealt with in terms of the employment contract(s) of one or more relevant team members, there shall be no appeal against the decision of the Committee.

4.7 Where the relevant team members include one or more employees, this dispute resolution procedure is without prejudice to the grievance and discipline procedures set out in their contract(s) of employment. For the avoidance of doubt, any team member who is serving under a contract of employment shall be entitled to raise with their employer any matter which they wish to have treated as a grievance, and the employer shall be entitled to raise with the employee any matter which it considers to be disciplinary in nature.

5. FURTHER PROVISIONS

TBD as the team ministry is established.

6. PRESBYTERY’S POWER TO ADJUST TEAM MINISTRY

The Presbytery shall be free to adjust arrangements relating to the Team Ministry, subject to matters of tenure, as Presbytery may determine from time to time. Any material change to this Basis shall require to be agreed by all members of the team.

[This Basis should be read and effected in conjunction with the relevant Basis of Union.]

Appendix 3 : Basis of Reviewable Charge

By decision of the Presbytery of Perth, permission is granted to the congregation of Arbroath and District Church of Scotland (SC0006482) to call a minister on a Basis of Reviewable Charge in terms of section 9.1.1 of the Presbytery Mission Plan Act (Act 8, 2021), and that on the following conditions:

- 1) While the Act specifies that an appointment to a Reviewable Charge may be reviewed by the Presbytery at any time and for any reason, its purpose as set out in the Presbytery Mission Plan is to maintain flexibility to implement the necessary changes to the composition and placement of ministry within the bounds.
- 2) The Presbytery shall review the appointment within six months of the end of the seven year period from the date of induction of the minister. The Presbytery confirms that it does not intend to review the appointment before then.
- 3) At the review, the Presbytery shall also consider with the Kirk Sessions the life and mission of the congregations, in particular:
 - whether the life of the congregations continue to exhibit the five marks of Mission;
 - whether the purposes of the church, ie worship, service, discipleship, fellowship and evangelism continue to be met; and
 - the extent to which the congregation demonstrates a community based church;
 - and such other matters as may be relevant by that time.
- 4) Following such review, the Presbytery shall take a further decision on the future arrangements for ministry to the congregation of Arbroath and District Church of Scotland (SC0006482). The options available to it will include renewing the tenure of the minister under reviewable charge for a further seven year period, while recognising that another option available to it is the termination of the tenure of the charge on giving the minister six months' notice in writing.

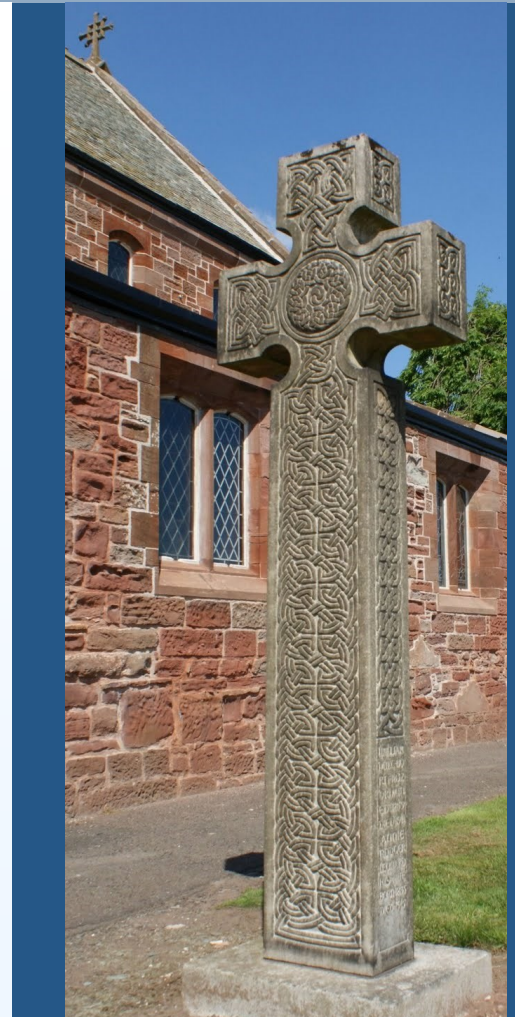
The minister shall be free to seek to demit or to be translated as in the ordinary case of any minister inducted to a charge, provided that, if this Reviewable Charge is his or her first charge, the Presbytery hereby agree that these conditions constitute exceptional circumstances in terms of Section 4 of the Vacancy Procedure Act (Act 8, 2003), and will accordingly issue the necessary Certificate if he or she seeks to be translated within five years.

Further Information

It might be of interest to applicants to view a short video produced by the Presbytery of Perth outlining the formation of Arbroath and District Church where Chris Hay and Peter Phillips share some of their hopes for the new union.

<https://youtu.be/6R1r1NqD1PA?si=9uRCaXjhUnk7-JOu>

A new website for the united congregation is currently under construction and will be ready very shortly. In the meantime some useful information might be gleaned from websites of some of the legacy congregations.



SC006482

Contact Details

Informal enquiries may be made to the Interim Moderator

Rev Dr Ian A McLean

Email: imclean@churchofscotland.org.uk

Tel: 07735 404524

Applications, with a brief outline of how you might see yourself being suitable for this vacancy, together with a CV and the names of two referees (one to provide a professional reference, the other a personal one), should be sent to -

Mrs Audrey Shepherd

Clerk to the Nomination Committee

Email: as1960@btinternet.com