



THE CHURCH OF SCOTLAND

JOB DESCRIPTION

Title of Post:	Transition Minister, Newbattle
Responsible to:	Partnerships and Development Secretary
Main Purpose of post:	To help develop a “mixed economy” church in the parish of Newbattle, with a combination of traditional elements and Fresh Expressions. In order to sustain this, the development and use of the buildings owned by the congregation will need to be addressed and resolving this will form a key part of this role.

CONTEXT FOR THE ROLE

In 2003, the boundary of Newbattle Parish (covering Newbattle, Mayfield and Easthouses) was extended to include the village of Newtongrange. The result was the creation of the largest parish in the Presbytery of Lothian with a population of circa 15,000 which is forecast to continue to grow significantly with planned new housing developments. Although one parish, it comprises three separate communities, each with its own distinct heritage and identity.

New work has developed in positive ways, with a real willingness to be creative in doing so. However, the infrastructure of the parish (financial giving, maintaining buildings etc) is weak and the situation is not sustainable. Much of this is caused by having three sets of buildings to heat, insure and maintain. Without this being addressed it will be difficult to sustain the good work which is developing in positive ways, with office bearers distracted from the work they feel most called to be involved in.

The church at Mayfield/Easthouses is currently being refurbished at a cost of £440,000 and will provide an excellent facility for the work and witness of the church in this community.

The buildings at Newtongrange require major work and the current plan is to sell the site of the church hall for housing and to redevelop the church building as a multi-use space. The planning for this involves significant work.

The buildings at Newbattle are the most historic but it has been acknowledged that the church building may not have a long term future without a creative solution being found.

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The Vision

The vision of the congregation is to serve the communities of the parish, meeting practical and spiritual needs whilst helping people explore and discover all that it means to be a disciple of Jesus Christ. All underpinned by a strong “family” ethos where there is a welcome and a place for everyone. Central to the vision is to be known as a place of hospitality and welcome at the heart of the communities.

Current Activities & Developments

The church has already developed a range of relevant church activities to allow people to connect with the church and one another. This includes opportunities for people to be nurtured in the Christian faith.

Alongside the more traditional Girls’ Brigade, Friendship Group for over 60’s, Summer holiday club, Guild, school chaplaincy and Mother & Tots Groups the following have developed over the last few years

A monthly Messy Church event is held in Mayfield/Easthouses. A team of young people aged 16 – 24 are being nurtured in leadership in this context, meeting weekly in a Fellowship Group, with a Sunday evening for those wanting to think about life and faith more seriously.

A charity shop and community café has been running in the church at Mayfield/Easthouses 2 days a week and when the refurbishment is completed later this year, plans are in place to extend this work. The church also provides a base to the Community Action Team (CAT), a day support group for adults with moderate to severe learning disabilities

The Connect Project at Newtongrange has developed a number of initiatives aimed at folk who have little or no church connection. This includes a Drop-in café on Friday mornings, Light & Life events and a Thursday evening meal giving folk an opportunity to explore faith.

Storehouse, a local foodbank is supported by the church. A dedicated team ensures items of food and other essential items, donated by the congregation and other supporters, are delivered to homes, providing emergency support for local residents who are in crisis.

All of these require ongoing support and nurture in order to mature and develop in appropriate ways. The input of the Transition Minister will be key in this.

Ministry Team

The Transition Minister will act as Team Leader, with part time staff already in place:

- An Associate Minister (0.6 FTE)
- A Mission and Outreach Worker (0.2 FTE)
- A Fresh Expression Worker (0.2 FTE)

To develop the use of the buildings owned by the congregation, helping to serve the community and bring financial stability for them a further post has recently been advertised:

- Community & Resources Development worker (0.4 FTE)

Input is also given from Presbytery with a member of the Congregational Development Team working closely with office bearers on the plans for the redevelopment of the buildings.

Presbytery Role

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Presbytery has a congregational development team who work with congregations across Presbytery to help them develop a missional approach. This includes leading Local Church Reviews. The Transition Minister will join this team and provide appropriate support to other congregations within Presbytery. The nature of this support will be determined by the gifts and interests of the transition Minister.

Aims and Objectives

- People are expressing a confidence about the future, with clarity of vision.
- New leaders are emerging and being developed and the transition to Unitary Constitution has been completed with the new workgroups operating effectively.
- The buildings owned by the congregation are all “fit for purpose,” widely used and with a sustainable plan for ongoing maintenance in place.
- The finances of the congregation on a firm footing.
- Patterns of worship are developed so that the worshipping congregation(s) on a Sunday include significant numbers of all generations.
- The fresh expressions and new developments are flourishing and have a recognised place in the heart of the work of the congregation.
- Opportunities exist for those in the Fresh Expressions and more traditional forms of worship to share together.
- The improvements are such that Presbytery would be willing to give the congregation permission to restart the process of seeking a minister.
- To serve as a member of Presbytery's Congregational Development Team and provide support to other congregations in developing missional strategy.

Outcomes

- An agreed plan for future work is in place, with a clear long term vision and action points for the following eighteen to twenty four months included as part of this.
- Each of the workgroups has taken full responsibility for their area of work with time at Kirk Session meetings available to discuss vision, study scripture and pray.
- At least five new leaders have been identified who will serve on the Kirk Session, with at least two potential new leaders involved with each of the workgroups.
- An ongoing plan for the use of the buildings at Mayfield/Easthouses is in place with wide use of the premises by the community, appropriate staff appointed and income from the use of the buildings meeting at least 80% of the running and maintenance costs.
- Redevelopment of the church and site at Newtongrange is completed and a plan is in place for the development of the use of the buildings to move towards at least 60% of the running and maintenance costs being met by user groups and activities
- Decisions about the long term future of the buildings at Newbattle have been made with a view to the use of any buildings retained being sustainable.
- With a £10,000 - £15,000 reduction in Ministry and Mission allocation by Presbytery, annual accounts showing a small surplus, without this being masked by outstanding expenditure required on buildings.
- The worshipping congregation on a Sunday includes at least five in each 10 year age group.

- A discipleship programme is in place and leaders are emerging from within the Fresh Expressions to take responsibility for this work.
- People within the existing congregation are committed to supporting the Fresh Expressions in an ongoing basis with at least six people providing mentoring support for new Christians.
- Quarterly events in place that are suitable for those from the existing congregation and those involved in Fresh Expressions to share together and attended by at least 25% from each of the existing congregation/Fresh Expressions.
- To have worked in an ongoing way with two congregations within Presbytery, enabling them to develop and implement a plan to initiate change towards becoming missional congregations.

Person Specification: Transition Minister

Skills, abilities and knowledge	Essential	Desirable
Broad theology and acknowledged preaching skill	✓	
Commitment to the life, work and witness of the Church of Scotland	✓	
Experience of planning and leading effective mission and outreach	✓	
Experience of successfully planning and implementing change initiatives	✓	
Experience of managing Congregational Development	✓	
Strategic thinking, planning and excellent oral and written communication skills	✓	
Understanding of, and proven ability in creatively engaging with diverse cultures	✓	
Proven experience in managing multiple projects	✓	
Line management experience	✓	
Ability and willingness to work with Christians from a range of theological and denominational perspectives	✓	
Experience in developing and motivating network groups to share information and develop best practice	✓	
Proven track record of working with groups of volunteers to achieve results		✓
Highly developed interpersonal skills	✓	
Excellent influencing and negotiating skills with sensitivity to achieve mutually satisfactory outcomes	✓	
Experience of action research and working in a peer learning environment		✓
Personal Qualities		

A personal commitment to the Christian faith expressed through active membership of a Christian community (this is a Genuine Occupational Requirement in terms of the Equality Act 2010).	√	
Effective team leader and team member	√	
Sensitively and an empathetic nature	√	
Drive and enthusiasm, a positive attitude and resilience	√	

Educational requirements		
At least 5 years recent experience in full time paid accountable ministry within the Church of Scotland	√	
Post-graduate or further study / commitment to study in relevant discipline		√
Mediation and problem solving skills		√

Vacancy: Transition Minister – Ministries Council

Terms and Conditions

- The salary for this post is £42,542 per annum, rising in line with any increase in the national stipend scale.
- This is a 5 year post in the first instance subject to review thereafter.
- Whilst the hours for the post are 37.5 hours per week the postholder will, however, be expected to work such hours as are required for the efficient and conscientious discharge of his/her duties and responsibilities and these will vary from week to week.
- Regular travel is involved and the working pattern will include evening and weekend work, with Sunday worship as a core activity.
- The employment shall be carried out within such other Parish or Parishes of the Church of Scotland as may from time to time be determined by the Ministries Council.
- A manse will be provided if required.
- You shall be entitled to 6 weeks annual leave per calendar year. You shall be entitled to 6 days off in lieu of Public Holidays if you work on those days. Seven Sundays’ Pulpit Supply are payable, and an additional Sunday when the minister is a Commissioner to the General Assembly.
- You shall be entitled to Study Leave under the terms of the Ministers’ Study Leave Scheme.

For further information on the post or discuss any queries, Daran Golby, Partnerships and Development Secretary, Ministries Council contacted through 0131 225 5722 or dgolby@cofscotland.org.uk

Application forms are available to complete online, on the Church of Scotland website, at http://www.churchofscotland.org.uk/about_us/vacancies_and_volunteering/ministries_council_vacancies

Please complete both [Application Form A](#) and [Application Form B](#)

Closing date 12 noon Friday 29 March 2019

Ministers and Deacons in Civil Partnerships and Same Sex Marriages

The General Assembly in 2015 affirmed the historic and current doctrine and practice of the Church of Scotland in relation to human sexuality, and the application of such doctrine and practice to the ministers and deacons of the Church, whilst recognising that these are points on which there is liberty of opinion in accordance with Article Declaratory V contained within the Church of Scotland Act 1921. Act I of the 2015 General Assembly therefore permitted Kirk Sessions to depart from such doctrine and practice in order to permit the ordination, induction or appointment of a minister or deacon in a civil partnership or a same sex marriage.

The Kirk Session of the congregation has considered this issue and has decided NOT to depart from the historic and current doctrine and practice of the Church in this area. Accordingly, candidates who are in a civil partnership or a same sex marriage will not be eligible for appointment to this post. This eligibility requirement is imposed in order to comply with the historic doctrine of the Church and to avoid conflict with the strongly held religious convictions of the members of the congregation and is accordingly in compliance with the Equality Act 2010.