



## THE CHURCH OF SCOTLAND

### JOB DESCRIPTION

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<b>Title of Post:</b>	Associate Minister, Thurso St Peter's & St Andrew's Church
<b>Responsible to:</b>	This is a Ministries Council Appointment but you will be responsible to the Minister of Thurso St Peter's & St Andrew's Church
<b>Date:</b>	July 2017
<b>Main Purpose of post:</b>	To work with the Minister, and members of the Outreach Team, and the Kirk Session to building new ministries which are more missional focused to our parish. To develop new forms of outreach to young people and families in the parish including the development of suitable strategies for evangelism. Also, to provide support to the minister in leading of public worship on a Sunday.

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#### **Main Duties of the Position:**

##### **Responsibility/Development**

- Participate in regular meetings of the Outreach Team.
- Along with the Minister, Kirk Session and Outreach Team develop new forms of outreach to young people and families in the parish including the development of suitable strategies for evangelism.

##### **Worship**

Work with the minister in an agreed sharing of public worship at the Sunday morning and Sunday evening services. This will include the sharing of preaching, prayers, communion. Leading Bible study and prayer meetings as agreed with the minister.

##### **Other Responsibilities**

- Communicate to the Kirk Session on a half yearly basis an update on the vision and implementation of the shared vision.
- To meet with the minister on a weekly basis and to gather for a time of prayer and encouragement.
- Contribute fully to the Ministries Council appraisal process.

### Personal Specification: Associate Minister

	Essential	Desirable
<b>Skills, abilities and knowledge</b>		
Christian Commitment (this is a genuine occupational requirement in terms of the Equality Act 2010).	√	
Ability to preach, teach and minister to a membership with a broad range of understanding of their Christian faith.	√	
Ability to engage with people who have little or no Church connection.	√	
A commitment to ecumenical work in an inclusive, active and developing Local Ecumenical Partnership.	√	
Ability to carry out effective and empathetic pastoral care in complex situations	√	
Experience in participating in and leading worship in different congregational settings including formal, informal and interactive	√	
Experience in working with children, young people and families.	√	
Demonstrable ability to encourage good practice in working with and motivating volunteers	√	
Experience in community development.	√	
<b>Personal Qualities</b>		
Ability to communicate effectively with others using highly developed interpersonal skills	√	
Good verbal and written communication skills	√	
Openness to and able to evidence different ways of working and trying new initiatives	√	
Proven ability to work collaboratively with colleagues and contribute to effective team working	√	
	Essential	Desirable
<b>Educational requirements</b>		

<p>You must be one of the following:</p> <ul style="list-style-type: none"> <li>• Ordained Church of Scotland Minister</li> <li>• Probationer of the Church of Scotland, who is now eligible for ordination;</li> <li>• Ordained Minister of a partner Church in good standing with his/her Church and who has undergone the Church of Scotland admission process;</li> <li>• Eligible for Ordination to the Ministry of Word and Sacrament of the Church of Scotland in terms of Act II, 200.</li> </ul> <p>Ongoing commitment to continuing professional development including willingness to work towards qualifications and accredited training</p>	<p>✓</p>           <p>✓</p>	
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**Associate Minister, Thurso St Peter's & St Andrew's Church**

**Terms and Conditions: Associate Minister**

- Salary is based on the current scale £26,644 - £32,743 pro rata per annum
- Normal hours of work will be 22.5 hours per week
- The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- The post is based at St Peter's and St Andrew's Parish Church, Thurso.
- There are 6 weeks annual paid leave pro rata in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 5 pro rata statutory holidays.
- Travel expenses by public transport or by use of own car at rates as agreed by your Employer and reviewed annually. Car mileage and allowance will be paid by the Employer in the first instance and re-claimed from the congregation on a quarterly basis.
- PVG membership will be required for this post.

Informal enquires can be made to Rev David SM Malcolm 01847 895186

### Ministers and Deacons in Civil Partnerships and Same Sex Marriages

The congregation of Thurso St Peter's and St Andrew's maintain the traditional stance of the Church of Scotland regarding Same Sex Relationships. 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.