



## THE CHURCH OF SCOTLAND

### JOB DESCRIPTION

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Title of Post:	<b>Transition Minister – Bonhill I/w Renton Clyde Presbytery</b>
Responsible to:	<b>Ministries Development Manager – Faith Action</b>
Date:	<b>April 2025</b>
Purpose of Post:	<b>To lead the kirk sessions and congregations of an existing linkage into a closer worshipping and missional relationship. To establish strong values and ways of working as the first step towards an eventual team ministry with Lomond Parish Church.</b>

#### **Transition Ministry**

The Church of Scotland employs a national team of Interim and Transition Ministers to provide specialist ministry support for local congregations and presbyteries across the Church. As part of this team, a Transition Minister works in a specific charge to lead on and deliver a set of identified and negotiated aims and objectives to support the shape of ministry across an area of presbytery to effect change and sustain the future mission of the Church.

All Interim and Transition Ministers are highly experienced Church of Scotland Parish Ministers with a broad range of skills and ministry attributes, who undertake additional specialist training, where required. Transition Ministers are appointed on fixed term employment contracts, by the Ministries Council (on behalf of the Faith Action programme), and are line managed by a member of the national office management team.

Transition Ministers usually live in the Parish Manse.

#### **Context of the Role**

- Providing strong and visionary leadership to both congregations.
- Developing and implementing effective strategies to increase the visibility of both worshipping communities, promoting Christian values and mission, and guiding them through the challenges and opportunities they face as they seek to connect with one another and serve the broader communities.
- Leading the people in planning to identify needs and opportunities for meaningful community engagement as both congregations work to increase the church's involvement in their local communities, building relationships and partnerships with relevant organisations and initiatives.
- Working with and alongside the new Minister at Lomond Parish church (currently in the process of being recruited) to ensure all are working towards the longer-term vision of a team ministry.

- Introducing and developing a variety of worship styles and services, reflecting the diverse needs and preferences of the congregations and the communities and incorporating the use of IT equipment and digital platforms to enhance worship experiences.
- Supporting church members to actively participate in community activities and volunteer opportunities through the development of outreach programs targeting local schools, parent teacher councils, addiction support and working with other agencies to combat poverty.
- Providing careful and sensitive leadership to support office-bearers in financial planning.
- Developing and leading creative and engaging initiatives which cross parish boundaries to revitalise the churches, engaging both existing and potential members of each uniquely small and special urban and rural communities to foster vibrant, growing and outward looking congregations.
- Cultivating a welcoming and inclusive atmosphere which encourages active participation and involvement from all members as they move towards a long-term team ministry in the Vale of Leven.
- Leading and supporting the congregations through a ministry of transition, enabling others to participate and lead in worship, mission and the life of the church.

#### **Key aspects of the transition will include:**

- Both congregations finding a common focus for themselves while developing ways of working together as they mutually move forward, bringing a sense of connection within both congregations and with the various communities that are served
- Preparing and planning for working towards a new parish grouping that will include Lomond Parish Church
- Developing and implementing achievable and sustainable longer-term plans for buildings that will serve the eventual team ministry in the Vale of Leven
- In the short-term promoting the churches as welcoming and accessible spaces for various forms of community events and meetings

The provision of able leadership will be key not just to offering the two linked congregations the necessary ongoing support, but also to engaging and enabling them to work effectively with external groups and the wider parish grouping.

#### **Key relationships and interfaces**

Congregational office bearers and kirk sessions; Lomond Parish Church; Presbytery of Clyde; Transition Support Group, National Interim & Transition Ministry Team, Ministries Development Manager.

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#### **Main Duties**

- Through worship, prayer and praise, to lead, motivate, build and inspire the local congregations to develop a common positive vision for future mission, as individual parishes with diverse communities and as part of a future wider team ministry.
- To manage a process of dynamic change which will lead to development and implementation of plans to optimise the use of the buildings for both church activities and community gatherings
- To develop and implement methods of mission in order to support outreach to people of all ages, recognising the individual needs of rural and urban communities by empowering office-bearers and members to go forward in faith
- To provide inspiring and compassionate leadership in exploring ways of reconnecting with

established community groups, demonstrating the value of church and community working in partnership

### **Additional Duties**

- To communicate to the Presbytery, information, and vision for the work at least half yearly
- To contribute to and engage with the national Interim & Transition Ministry team, drafting and sharing progress reports, attending 1:1 supervision with the line manager and annual CPD events and supporting team colleagues as and when required.

### **Role Objectives**

#### **Congregation Priorities:**

- Affirm, sustain and develop the existing congregational communities in their worship and witness
- Develop new and creative forms of outreach to local communities
- Provide innovative and visionary leadership in planning and executing efforts to rejuvenate local mission and outreach, making each church building a vibrant and functional space for both church and community events
- Work with both kirk sessions to develop a comprehensive five-year vision and strategic plan for the church's growth and development as they move towards a team ministry.

#### **Community Priorities:**

- Development of outreach to communities in need including, for example, to primary and secondary schools, care homes and other community groups
- Rebuild the church's visibility among all who live and work in the parishes
- Work in partnership with both congregations to develop new forms of community outreach and social concern

#### **Presbytery Priorities:**

- Offer a template to presbytery and build confidence in congregations who wish to explore the possibilities of developing future team ministries
  - Determine long-term and sustainable accommodation plans for all church buildings
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**Person Specification:** Transition Minister – Bonhill I/w Renton – Clyde Presbytery

Skills, Abilities and Knowledge	Essential	Desirable
<p>Broad theology and acknowledged preaching skill</p> <p>Commitment to the life, work and witness of the Church of Scotland</p> <p>Experience of planning and leading effective mission and outreach</p> <p>Experience of planning and implementing change initiatives in a Parish context</p> <p>Experience of initiating and leading congregational development through worship and moderating Kirk Sessions</p> <p>A strategic thinker and effective planner</p> <p>A high standard of verbal and written communication skills</p> <p>Understanding of, and proven ability in, creatively engaging with established community groups.</p> <p>Proven experience in establishing and managing multiple projects</p> <p>Effective and strong leadership style</p> <p>Experience in motivating and encouraging office-bearers and volunteers</p> <p>Highly developed interpersonal skills</p> <p>Excellent influencing and negotiating skills with sensitivity to achieve mutually satisfactory outcome</p> <p>Ability to effectively oversee budget management and implement cost saving strategies</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<b>Personal Qualities</b>		
<p>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).</p> <p>Effective team leader and team member</p> <p>Sensitivity and an empathetic nature</p> <p>Drive and enthusiasm, a positive attitude and resilience</p> <p>Working knowledge of MS packages and generic social media platforms</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>

Educational requirements		
A minimum of 5 years' recent experience in full time, ordained Parish Minister ministry within the Church of Scotland	✓	
Mediation and problem-solving training and/or skills		✓
Post-graduate or further study / commitment to study in relevant discipline	✓	
Training in conflict resolution and management		✓
Training in managing change and transition		✓

### Terms and Conditions

- The salary for this post is £50,018 per annum.
- 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 their duties and responsibilities and these will vary from week to week. The working pattern will include evening and weekend work, with Sunday worship as a core activity.
- In line with principles of Transition Ministry, this post is fixed term for five years from date of appointment.
- You shall be entitled to six weeks annual leave per calendar year. You shall be entitled to six days off in lieu of public holidays if you work on those days. Seven Sundays' Pulpit Supply is 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.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the Employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the [right to work in the UK](#) before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

For a confidential discussion regarding the role, please contact Daran Golby, Ministries Development Manager [dgolby@churchofscotland.org.uk](mailto:dgolby@churchofscotland.org.uk)

**Closing date: Thursday, 1 May 2025 at 12 noon.**

## How to Apply

Applications should be sent by email to [recruitment@churchofscotland.org.uk](mailto:recruitment@churchofscotland.org.uk) and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.
- Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact [recruitment@churchofscotland.org.uk](mailto:recruitment@churchofscotland.org.uk)