The Church of Scotland
Nomination Committee

INFORMATION FOR POTENTIAL NEW MEMBERS IN 2027

NAME OF STANDING COMMITTEE/AGENCY: People and Training Programme Group	
CONVENER/CHAIR:	Rev David Clarkson

REMIT:

• Alongside Presbyteries, the recruitment, training and formation of those in the National Ministries of the Church of Scotland, namely National Ministers of Word and Sacrament, the Diaconate, OLM and the Readership, whilst maintaining strong and working relationships with our Academic Partners.

- The ongoing development of a Church led IME programme to complement the core academic provision through Glasgow/Trinity for Candidates of NMWS.
- The ongoing development of a CPD programme of learning, formation and support for those in their First Five Years.

• The encouragement, discipleship and support of members, elders, ministers, deacons and readers of the Church of Scotland and maintaining key partnerships including Presbyteries and others as appropriate through the development of Church of Scotland Learning.

• Supporting ministries and learning through the ASCEND programme.

SKILLS AND EXPERIENCE SOUGHT AT THIS TIME:

Experience **(NB we are not expecting people to have experience of all of these)**

- Training for mission and discipleship at a local level
- Recruitment strategies and workforce planning
- Theological education
- Recognised ministry training (including academic education and development)
- Discernment and Assessment for the recognised ministries
- Experience of online learning platforms
- Experience of the Church of Scotland Learning platform
- Development of continuous professional development
- Understanding of the experiences of those in the national ministries (Readership, the Diaconate, OLM, FTWAS) and the similarities and differences of each role
- Understanding of the place of Pastoral Supervision, Coaching and Spiritual Direction in the continuous development of those within ministry
- Understanding of the support provisions required by those in the recognised ministries

Skills

- Leadership
- Strategic thinking
- Education
- Collaboration
- Creativity
- Active listening
- Diplomacy and mediation

EXPECTATIONS OF MEMBERS:
It is hoped that meetings of this group will be characterised by honest, inspiring, passionate and rigorous discussion.

To enable this, there is an emphasis on

- Good preparation (and papers being delivered to members in good time)
- Valuing the presence of each member
- Openness to new ways of thinking
- Commitment to creative approaches

Induction and training are provided.

MEMBERSHIP AND ANTICIPATED VACANCIES:
One Programme Group Leader and six members, with additional co-opting powers. Each member is responsible for an area of the existing Implementation Group.

It is anticipated that there will be two member vacancies to be filled with a start date of June 2027.

FREQUENCY, TIMING AND VENUE OF MEETINGS:
6 to 8 meetings per year for members between the months of June – April. The expectation is that the meetings will last 2hrs maximum and normally held online.

The Programme Group Leader is expected to attend the meetings as detailed above along with additional half-day Faith Action Programme Leadership Team meetings as required. These meetings are also held in person.

DETAILS OF SUB-COMMITTEES/GROUPS:
Short-term project groups may be set up to focus on specific elements of the work; participation would be optional.

FURTHER DETAILS:

See details on the Assembly Trustees webpage including:

- Extended version of the Report of the D10 Group, which shows the Group's detailed working (an Appendix to the Trustees' Report to the General Assembly May 2022)
- Faith Action Leadership Team Report to the General Assembly 2025
- Faith Action Programme Leadership Team - Additional Information

Also see the Faith Action webpage