

## **VI REGULATIONS ANENT MINISTERIAL STAFFING IN THE PRESBYTERY OF SHETLAND AMENDING REGULATIONS II 2000**

*Edinburgh, May 24 2007 Sess. VII*

Regulations II 2000 Anent Ministerial Staffing in the Presbytery of Shetland are hereby amended to read:

1. The Ministries Council (the Council) in consultation with the Presbytery of Shetland (the Presbytery) and the congregations within the bounds shall seek to recruit and appoint sufficient ministers to provide for the number of charges within the Presbytery as from time to time ascertained all in accordance with these Regulations.
2. These Regulations shall apply to all ministerial appointments to the Presbytery of Shetland and shall only be terminated by the General Assembly at the instance of the Presbytery or the Council. The Council shall report in any event on the working of these Regulations to a future General Assembly.
3. A Supervisory Committee, consisting of the Convener and Secretary of the Council and the Convener of the Planning and Deployment Committee, or any nominated alternate, two ministers and two elders appointed by the Presbytery, one being the Presbytery Clerk, shall supervise all aspects of these Regulations. The Convener of the Ministries Council will be the chairperson of the Supervisory Committee and shall have both a deliberative and casting vote.
4. The pastoral care and discipline of individual ministers shall be the responsibility of the Presbytery.
5. In the case of any vacancy arising in a charge in Shetland or three months prior to the end of any contract period, full consultation will be entered into by the Presbytery's Parish Appraisal Committee and in that regard shall be dealt with in accordance with the normal readjustment procedure in vacancies as from time to time agreed by the General Assembly. It must never be assumed that no readjustment is appropriate or necessary.
6. When it is agreed that a further ministerial appointment to Shetland is necessary the Council shall nominate four representatives who, together with the Clerk to the Presbytery and up to three representatives of the congregation or of each congregation concerned, shall bring forward a nomination for the Council to appoint to the vacant charge. The Council shall be responsible for meeting the travel costs involved in interviewing a candidate or candidates for a post, with responsibility for advertising and administrative costs being paid by the congregation or congregations concerned.
7. Prior to confirming any appointment to a vacant charge, the Council shall invite the congregation or congregations concerned to indicate whether or not the proposed appointee is acceptable.
8. In the event of a failure to appoint after 12 months, the Ministries Council, in consultation with the Supervisory Committee, shall have powers to appoint a minister for an initial period of up to five years.
9. All ministers appointed to Shetland under these Regulations (except in Regulation 8) shall undertake to serve for five years in the first instance and shall not be eligible to take up another charge prior to the expiry of that period without

the consent of the Presbytery who shall consult with the Council prior to deciding the matter.

10. All ministers appointed hereunder shall:
  - (a) be paid at the appropriate point on the Stipend scale plus the Outer Island Allowance (or Pro Rata in the case of a part-time appointment);
  - (b) be eligible to receive Travelling Expenses in accordance with the rates determined by the General Assembly from time to time;
  - (c) be entitled to six Sundays' Pulpit Supply in each calendar year. An additional Pulpit Supply will be paid when the minister is appointed as a Commissioner to the General Assembly.
11. At the end of a contracted period of service, each minister shall be asked to indicate to the Supervisory Committee whether or not he or she wishes to continue an appointment to Shetland.
12. If, after the completion of any readjustment undertaken by the Planning and Deployment Committee of the Council or the Parish Appraisal Committee of the Presbytery as referred to in Regulation (5) hereof, it is decided that no staffing changes are required, then the Presbytery, after consultation with the Kirk Session or Kirk Sessions shall indicate to the Council whether or not the minister should be reappointed.
13. If any party indicates, under Regulations (11) or (12) hereof, an unwillingness for a reappointment to be made the Council shall not so re-appoint.
14. If a minister, at the conclusion of a contract period, wishes to continue to serve in Shetland, but it is decided under Regulation (5) hereof that some re-adjustment shall be undertaken which nonetheless requires an appointment to be made, then the Council may propose that minister as appointee for the approval of the congregation or congregations concerned in the newly formed charge.
15. On completion of a full agreed period of service a minister shall:
  - (a) be entitled to request the Council to meet the full cost of returning to any place on the mainland of Scotland;
  - (b) following their return to the Scottish mainland, be paid the at the appropriate point on the Stipend scale (Pro Rata for Part-Time Ministries) in full for 12 months, or until obtaining another charge or other employment, whichever is the shorter period.
16. If, after 12 months from completion of a full agreed period of service a minister has not obtained another charge or other employment, the Council shall be deemed to have fulfilled its full responsibility to the minister under the Shetland Regulations.
17. In these regulations, the term "charge" shall be deemed to include all appointments to a pastoral charge, or Associate or Community Ministry, as agreed from time to time by the Council's Planning and Deployment Committee.