



## THE CHURCH OF SCOTLAND

### MINISTRIES COUNCIL

#### JOB DESCRIPTION

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<b>Title of Post:</b>	Associate Minister, Baldernock linked with Milngavie St Pauls
<b>Responsible to:</b>	This is a Ministries Council Appointment but you will be responsible to the Parish Minister of Baldernock linked with Milngavie St Pauls Parish Church in the first instance.
<b>Date:</b>	July 2018
<b>Main Purpose of post:</b>	To work as part of a team to develop the witness of both congregations in the charge through worship and engagement with the communities in which they are placed. There will be a particular emphasis on work with children, young people and families. This will be worked out within present organisations but new initiatives will be encouraged as part of both congregations' outreach to their communities.

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#### MAIN DUTIES

- Development of the existing team ministry
- Involvement in the regular preaching and sacramental ministry and to undertake a proportion of funerals, weddings and pastoral visits in the home and in hospitals and Care Homes.
- Contribution to the fellowship of Office Bearers through attendance at Kirk Session and Congregational Board.
- Deepening of relationships with young people to encourage them in their faith and discipleship.
- Provision and development of teaching and pastoral care for young people.
- Encouragement and support for volunteer leaders.
- Involvement with inter-church youth events in the area as appropriate.
- Initiative in creating new ways of outreach to children, young people and families within the congregations and in the parishes.

**Person Specification: Associate Minister**

	Essential	Desirable
<b>Skills, abilities and knowledge</b>		
Ability to preach, teach and minister to a membership with a broad range of ages and understanding of their Christian faith	✓	
Ability to engage with people who have little or no Church connection		✓
Understanding of issues within the parish and ability to relate to those who face these issues		✓
A commitment to partnership working, maintaining and developing links with other churches and organisations	✓	
Experience in leading worship in different congregational settings including, formal, informal and interactive	✓	
Experience in conducting funerals		✓
Experience in work with families and young people	✓	
Experience in working in a school environment with experience in planning and delivering suitable material	✓	
Experience and expertise in the use of IT applications, especially the use of media and technology in a church context		✓
Experience in planning and developing initiatives from conception to implementation	✓	
<b>Personal Qualities</b>		
Committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010	✓	
Openness to and able to evidence different ways of working and trying new initiatives	✓	
Positive and enthusiastic with an ability to enthuse and encourage others	✓	
Ability to work unsupervised with readiness to use own initiative	✓	
Ability to work collaboratively with colleagues and contribute to effective team working	✓	



### **Terms and Conditions: Associate Minister Baldernock linked with Milngavie St Pauls**

- Salary is based on the current scale £27,044 - £33,234 per annum
- Normal hours of work will be 37.5 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 Baldernock linked with Milngavie St Pauls.
- There are 6 weeks annual paid leave in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also 5 statutory holidays.
- The successful candidate will have the opportunity to join a pension scheme.
- 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.

Informal enquiries can be made to Fergus Buchanan email:

[Fergus.buchanan@churchofscotland.org.uk](mailto:Fergus.buchanan@churchofscotland.org.uk)

### *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 Sessions of this charge have 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.*