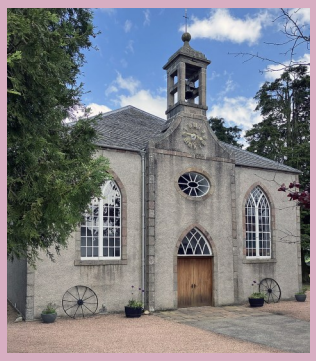
Bennachie Parish Church



Parish Profile

Vacancy for Team Minister











Bennachie Parish Church of Scotland

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Welcome

We would like to thank you for taking the time to consider our charge and we hope this profile answers the majority of the questions you will have about our parish. Bennachie Parish Church is a team charge worshipping in churches in five locations. It is situated in the foothills of the Bennnachie range of mountains in the Northeast of Scotland.

Mission

Our plans for the parish are founded on the Five Marks of Mission as adopted by the Church of Scotland.

The Five Marks of Mission are:

1. To proclaim the Good News of the Kingdom.
2. To teach, baptise and nurture new believers.
3. To respond to human need by loving service.
4. To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

The Marks cover all aspects of mission and are a clear indication that mission must be holistic, encompassing evangelism as well as concrete acts of service and social justice.

Bennachie Parish Church of Scotland

Ministry and Person Specification

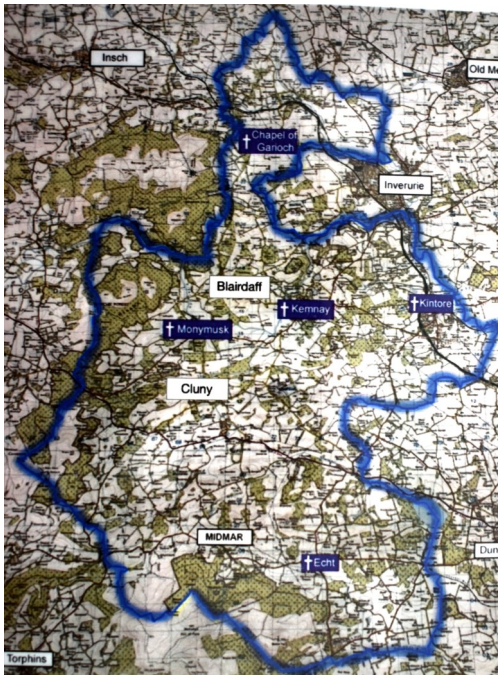


Our allocation of ministry from the presbytery is two FTE ministers of word and sacrament and a 0.5 FTE MDS appointment. Neil Meyer is the remaining minister from the amalgamation and is the Moderator of Session. We are seeking a colleague to share with him in the ministerial work of the congregation. The 0.5 MDS post is also currently vacant.

Our ideal candidate will: -

- Offer visionary leadership
- Lead, inspire, encourage us in our faith
- Work well within a team to effect positive change
- Imagine new possibilities while respecting values and tradition
- Develop and strengthen the bond between our congregation and the wider communities across the parish
- Give pastoral care with compassion and spiritual understanding
- Be flexible, creative, dynamic and forward-thinking
- Recognise and use personal talents and strengths while recognising those in others
- Understand personal vulnerability and have coping strategies

The Parish



Bennachie Parish Church, part of the Presbytery of North-East Scotland and the Northern Isles, was formed in September 2023 by the union of what was originally eight congregations: Blairdaff, Chapel of Garioch, Cluny, Echt, Midmar, Kemnay, Kintore and Monymusk.

At the time of union in 2023, the enlarged Parish decided to follow two principles:

To work together as a single congregation rather than as five separate churches.

To try to maintain a missional presence in as many locations around the parish as possible.

While the challenges to be faced were obvious, the huge blessing has been the deep parish-wide desire to make this union not only work but truly flourish. From the very beginning we have been encouraged and uplifted by a spirit of generous, willing co-operation in every area of our church life. Our monthly united services offer regular opportunities to strengthen the bonds of fellowship and remind us that we belong to one another in Christ. Even when events are centred in one particular worship centre, they are embraced and supported warmly by the whole parish. It is a joy to appreciate how much progress there has been towards us feeling as one body in Christ and we look forward with enthusiasm to this continuing and developing further. The Basis for Union is included in Appendix A.

There are 9 Primary schools within the parish including one in the village of Monymusk where the designated manse for this post is situated. The only secondary school within the parish is Kemnay Academy but children from Monymusk and Echt are zoned for Alford Academy. The Aberdeen – Inverness rail line runs through Kintore where there is a busy station. There are good roads throughout the parish providing access to Aberdeen airport, the city and the route south, via the recently completed Aberdeen Western Peripheral Route.

Although shopping is limited in the smaller villages, the two larger centres have a good range of shops and the main shopping centres for the parish are Inverurie and Westhill. Both are close to the parish.

Worship

Worship is conducted every Sunday in the five worship centres, apart from the first Sunday of the month when a united service is held in one of our churches on a rotational basis. These services have become a real celebration of community and are always highly anticipated and well attended from across the whole parish.

On the remaining Sundays we are currently using a mix of solutions which includes the use of recorded sermons, live streaming from one church to another and Community Led Worship, where much of the service is delivered by lay people.

There is a monthly service in Overdon Care Home and monthly services are held in the sheltered housing complexes at Provost Lawrence Court and Airlie House. Our weekly Sunday service is live streamed to Littlewood Court sheltered housing complex.

Traditionally, the parish hosts an annual Bible study, lasting 6 – 8 weeks, which is open to all local churches. This happens either during Lent or in the autumn.

Media and Communication

The parish has an active social media presence on Facebook and You Tube. Each worship centre has the technology to allow us to stream services both out and in. This allows us not only to communicate with our members on You Tube and Zoom but gives us the ability to stream whole or part services into each church, as required. Also each Sunday morning we post a pastoral Facebook chat which has a world-wide audience as well as a large local audience. We also have a prayer chain which is hosted weekly on our website.

Chaplaincy

Our ministers are chaplains for Kemnay Academy and share the chaplaincy for Alford Academy. They have regular input through assemblies and other meetings at the majority of primary schools within the parish.

Church Organisation

Bennachie Parish Church has a session comprising of 61 elders derived from the previous sessions of our constituent charges. Neil moderates the bi-monthly Session meetings which rotate round the 5 localities. The session is supported, as is the ministry team, by an administrator who is based in the Church Centre at Kemnay. Committees of the session include Finance, convened by the church treasurer, Administration, Communications, Information Technology, Pastoral Care, Property and Worship. Each worship centre is additionally supported by a local leadership team which is made up of current elders, retired elders and local church members.

Ecumenical Relationships

Bennachie Parish is a member of Inverurie and District Churches Together, an organisation which represents many different faith groups in and around Inverurie, and has a close working relationship with St. Anne's Episcopal church in Kemnay.

Manses

We have two manses at Kintore and Monymusk, the latter of which is currently vacant for the new post. The manse at Monymusk is situated within the village and comprises of a vestibule/entrance hallway, sitting room, downstairs toilet, study, dining room, kitchen, utility room, 5 bedrooms (of which the master bedroom has an en-suite) and an upstairs toilet and bathroom.



Monymusk Manse

Worship Centres



Chapel of Garioch



Echt



Monymusk



Kemnay



KIntore

Bennachie Parish Church of Scotland

Pastoral Care

There are pastoral care teams in place in Chapel of Garioch, Echt, Kemnay, Kintore and Monymusk. The administration of pastoral care has been centralised (currently one person looks after the roll, but plans are in place to form a small team, to share the workload). The way pastoral visiting takes place in each church is slightly different. There may be an opportunity at some point to share "best practice" across the parish, but there is no urgency for this at this time. Pastoral care is carried out by elders and non-elders, depending on circumstances

Stewardship & Finance

Since amalgamation, we always meet our contribution to Giving to Grow. A Stewardship Campaign has not been carried out for some time, and it is hoped to do such a campaign in the near future.

Outreach

Outside of Sunday worship, five congregations working together have injected new life and hope into their outreach and care for their communities.

Youth Outreach

Sunday School

Two worship centres provide regular provision for children during worship. The Sunday school in Kemnay meets weekly within the scope of the service and the Cluny/Monymusk Sunday School meets roughly once a month and actively participates in the service.

Little Lambs, Kemnay Church Centre

Little Lambs is a weekly playgroup for parents with pre-school children, providing a friendly and happy environment for little ones to have fun and for parents to relax and chat.

Messy Church, Kintore Church

This family event happens monthly on a Sunday afternoon. Through story, song and messy crafts, a different Bible story is explored each time. The afternoon ends with a shared light supper.

mainly music, Monymusk Church

mainly music offers fun, weekly sessions of music and activities to families with babies and pre-school children in a welcoming, caring group. It is an opportunity for new families in the wider community to get to know each other.

Scripture Union

Kemnay Academy's Scripture Union group provides pupils with opportunities to explore values and beliefs from a Christian perspective through classroom work, assemblies and residential experiences and is supported by Bennachie parish.

Annual Holiday Club

During the school summer holiday period, we run a week long holiday club for primary school children based in a different location each year, catering for children from across the whole parish. This has proved successful and increases in popularity year by year.

Community Outreach

Loaves and Fishes Café, Kemnay Church Centre

Loaves and Fishes Café is open Tuesday to Friday weekly and is run by volunteers under the management of paid staff. It currently supports several people by providing work experience, which it is hoped will boost their confidence and give them skills to help them move forward. Proceeds support charitable causes. A wide variety of homemade soups, light lunches and baked goods are on offer daily.

Hope Café, Echt Church

The Hope Café operates in Echt every Tuesday morning, offering coffee, tea, toast and chat as well as a play area for children. It acts as a warm space, as well as a place for support and friendship. Donations are used for various charitable activities. For example, they have recently made contributions to education in Zimbabwe and Water Aid, as well as Aberdeenshire North Food Bank.

Drop In Café, Kintore Church

A drop in café runs in the Church Hall in Kintore on Thursdays. Teas, coffees and home bakes are served from 10am and soup and rolls from 11.30am. There is no charge, but food items and monetary donations are accepted for the Aberdeenshire North Foodbank.

Hospital Transport

A small team of volunteers offers transport for individuals across the parish who need to attend hospital/health-related appointments but have no transport and cannot travel by bus.

Charitable Work

Christian Aid

All five worshipping communities within Bennachie Parish church support Christian Aid and have done so for many years.

Toilet Twinning

Bennachie Parish members save up their "LOOse" change in 'wee' jars, and their combined donations allow a toilet or tap to be twinned when the £60 total is reached. To date, we have twinned over 120 taps and toilets in communities around the world where families are living in desperate poverty without access to clean water and proper sanitation.

FROM (Famine Relief for Orphans in Malawi)

Founded in Chapel of Garioch in 2005 from a personal connection with Malawi, this charity provides free meals every day to over 600 children in Malawi. It has also funded the construction of medical, educational and critical infrastructure to promote health and wellbeing.

Aberdeenshire North Food Bank

The Aberdeenshire North Foodbank is based in Inverurie and is part of the Trussell Trust which supports communities and churches to open foodbanks across the UK, working to combat poverty and hunger. The Foodbank provides three days' nutritionally balanced emergency food and support to local people in food poverty.

In summary

We are looking for someone who is a good leader and team player. The successful candidate, in conjunction with Neil, will encourage, challenge and inspire us to develop and strengthen our faith and pastoral care and guide us in the future mission of our church. It is very important to us that the successful candidate relates well to people of all ages and is enthusiastic about being active in the community, reaching out to all.

Additional detail about the congregation, Parish history, recent church events and future planned activities are available on our website. Link below

www.bennachieparish.church

PRESBYTERY OF THE NORTH EAST AND THE NORTHERN ISLES

BASIS OF TEAM MINISTRY referred to in the foregoing Basis of Union

Blairdaff & Chapel of Garioch, Cluny, Echt & Midmar, Kemnay, Kintore and Monymusk to become Bennachie Parish Church of Scotland

As agreed in the Basis of Union for Bennachie Parish Church of Scotland within the Presbytery of The North East and Northern Isles, a Team Ministry shall operate there as follows:

1 TEAM ROLES

The Team Ministry will comprise four Full Time Ministers of Word and Sacrament (FTMWS) and one 0.5FTE Mission Development Staff (MDS) worker.

Charge A will be a FTMWS with Rev Neil Meyer inducted to this office.
Charge B will be a FTMWS with Rev Euan Glen inducted to this office.
Charge C will be a FTMWS with Rev Sheila Mitchell inducted to this office.
Charge D will be a FTMWS with Rev Joshua Mikelson inducted to this office.

The MDS, when appointed, will be line managed by the Moderator of the Kirk Session.
The Ministers (FTMWS), shall operate collegially, sharing equally in the Ministerial responsibilities and duties of the whole parish. Individual ministers may however take primary responsibility for particular tasks, projects or ministries as determined from time to time by the whole ministry team in consultation with the Kirk Session. The four FTMWS referred to above all have and will continue to have Unrestricted Tenure.
The job description of the 0.5FTE MDS post will be agreed by the Kirk Session and by approval of the Presbytery and the Faith Nurture Forum.
All of the roles together constitute the team and each person is a team member. It shall be the duty of all team members to work collaboratively to further the mission of the Church, sharing or covering for each other's duties where necessary and permissible in terms of Church law but not so as to make any material alteration to the terms of service of any team member working under a contract of employment without the agreement of that person.

All roles within the team which are for FTMWS shall, if vacant, be subject to the Vacancy Procedure Act (Act VIII 2003).

2 MODERATOR OF THE KIRK SESSION

The incumbent of Charge A will be the moderator of the Kirk Session.

3 TEAM MEETINGS AND CO-ORDINATION

The members of the team shall meet regularly [and at least monthly] in order to co-ordinate and carry out the work of the team as effectively as possible and discuss matters of common interest. Meetings may take place in person or via videoconference or a hybrid of the two and shall be chaired by an agreed team member. The Chair will be responsible for circulating an agenda, where possible, at least three days prior to each meeting. Any team member may request that an item is added to the agenda. Matters requiring a decision by the team shall be decided by a simple majority. If a member is unhappy with a decision, he or she may invoke the dispute resolution procedure set out below. A secretary should be appointed from the team membership and will be responsible for taking minutes, circulating them amongst the members and retaining copies.

One member of the team will take on the role to co-ordinate the work of the team; this will include making sure any gaps in the work of the team are filled. The team will themselves decide who fulfils this role from time to time.

4 DISPUTE RESOLUTION

4.1 If a dispute arises out of or in connection with this Team Ministry then (subject to section 4.7 below) the procedure set out in this clause shall be followed.

4.2 Any member of the team shall be entitled to give to all or some other members of the team ("the relevant team members") written notice of the dispute, setting out its nature and full particulars, together with any relevant supporting documents. The relevant team members shall attempt in good faith to resolve the dispute at this stage.

4.3 If the relevant team members are unable to resolve the dispute within 30 days of such written notice having been given, the dispute shall be referred to the Presbytery Clerk,

4.4 If the Presbytery Clerk is for any reason unable to resolve the dispute within 30 days of it being referred to him or her, the relevant team members agree to enter into mediation in good faith to settle the dispute. The mediator will be nominated by the Presbytery Clerk having consulted with the Principal Clerk. To initiate the mediation, one of the relevant team members must give written notice to the other relevant team members, referring

4.5 If there is any point in relation to the logistical arrangements for the mediation on which the relevant team members cannot agree, the Presbytery Clerk will be entitled to decide that point, having first consulted with the relevant team members.

4.6 If the dispute is not resolved within 30 days of commencement of the mediation, the matter shall be referred by the Presbytery Clerk to the Presbytery's Complaints Committee, or other equivalent Presbytery Committee, subject to any issues of discipline which arise and any other matters which may require to be resolved in terms of the employment contract(s) of the relevant team members. Except in relation to matters which properly fall to be dealt with in terms of the employment contract(s) of one or more relevant team members, there shall be no appeal against the decision of the Committee.

4.7 Where the relevant team members include one or more employees, this dispute resolution procedure is without prejudice to the grievance and discipline procedures set out in their contract(s) of employment. For the avoidance of doubt, any team member who is serving under a contract of employment shall be entitled to raise with their employer any matter which they wish to have treated as a grievance, and the employer shall be entitled to raise with the employee any matter which it considers to be disciplinary in nature.

5 PRESBYTERY'S POWER TO ADJUST TEAM MINISTRY

The Presbytery shall be free to adjust arrangements relating to the Team Ministry, subject to matters of tenure, as Presbytery may determine from time to time. Any material change to this Basis shall require to be agreed by all members of the team.