

BASIS OF TEAM MINISTRY

As agreed in the Basis of Union for Forfar: All Souls Church of Scotland within the Presbytery of Perth, a Team Ministry shall operate there as follows.

1. TEAM ROLES

The Team Ministry will comprise 2 Full-Time Ministers of Word and Sacrament (FTMWS), as follows:

Charge A will be a FTMWS with Rev Dr Karen Fenwick inducted to this post;

Charge B will be a FTMWS with Rev Maggie Hunt inducted to this post.

The Rev Heather Gourlay, OLM, will also be part of the team providing ministry to the charge.

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.

The roles within the team which are for FTMWS shall, if vacant, be subject to the Vacancy Procedure Act (Act VIII 2003). Future appointments will be on the basis of Reviewable Tenure.

2. MODERATOR OF THE KIRK SESSION

The Rev Karen Fenwick will be the Moderator of the united Kirk Session in the first instance.

Voting In Kirk Sessions

As a member of the Kirk Session the ministers who are not the Moderator shall be free to speak to debates, submit motions and counter motions and bring forward business for discussion and shall have the right to a vote. The Moderator may invite the other ministers to moderate individual meetings of the Kirk Session in line with Church Law.

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. Meetings will ensure that parish responsibilities are shared on a reasonable basis and that cover is provided for holidays and time off for the Team Members.

3. OUTWORKING OF TEAM MINISTRY

Presbytery Mission Plan

The congregation will work towards a wider network within the Forfarshire area, and the Ministry Team will be expected to contribute to the work of the network, as provided for in any future Basis of Adjustment.

Places of Worship

The retained buildings of this new union are Aberlemno, Letham, Lowson and Rescobie. The role of Rescobie Church and Hall [currently Cat B+ and due to be reviewed] within the future mission of this union shall be established and agreed with Presbytery and the General Trustees, subject to the Presbytery's approved Mission Plan.

Worship

A Worship Team formed of trained local Worship Leaders and any retired Ministers willing to take part would be co-chaired by the ministers. Worship will, in the first instance, be held in three places of worship each Sunday and the Worship Team will develop new patterns of worship as required. **Joint or shared services** shall be arranged by the Worship team as desired or on a pattern agreed with the Kirk Session.

New Patterns of Worship and Church Planting

The Ministry Team will be responsible for taking the lead in exploring new patterns of Worship and Fresh Expressions of Church, including but not exclusive to Messy Church and Café Church, and other forms of outreach to the community.

Pastoral Care

Will be the responsibility of the Ministry Team and the Kirk Session. The first point of contact should be the Ministry Team. The development of a wider Pastoral Care Team will be undertaken.

Funerals, weddings and baptisms will be the shared responsibility of the Ministry Team and can incorporate any presbytery-recognised lay leaders for funerals. Each minister will seek to make themselves available, as best they can, on request.

School Chaplaincy and work in Residential Care Homes

These will be carried out as a chaplaincy team with ministers and co-opted other members who may wish to be involved.

Administrative Support

Paid Administrative Support may be sought. Support will be based in Lawson building in the first instance. The costs of administrative support will be paid for from local church funds.

Discipleship

The Ministry Team will work with the Discipleship Team to provide opportunities for corporate and individual prayer, Bible Study and discussion groups, encouraging faith and the development of personal discipleship.

Ecumenical and Town Partnerships

The Ministry Team will actively seek to develop partnerships with other Churches and will support those appointed by the Kirk Session who will represent the congregation in any particular ecumenical work or with other groups working in the parish area.

5. DISPUTE RESOLUTION

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

- C. 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, who shall attempt in good faith to resolve it.
- D. 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 the dispute to mediation.
- E. 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.
- F. 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.
- G. 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. .

6. 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.

*[*This Basis should be read and effected in conjunction with the relevant Basis of Union.]*