

BASIS OF TEAM MINISTRY

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

1. TEAM ROLES

The Team Ministry will comprise two Full Time Ministers of Word and Sacrament (FTMWS) and, initially, one part-time Mission Development Staff (MDS) worker (contract in place until end 2025).

Charge A will be a FTMWS with Rev Peter Johnston inducted to this office.

Charge B will be a FTMWS with Rev David Stewart inducted to this office.

The MDS will be Mr John Amalanand who will be line managed by the office holder of Charge B.

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 the charge identified as 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.

The team will decide who will fulfil these roles and will provide a review each year with the opportunity for these roles to change.

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, who shall attempt in good faith to resolve it.
- 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 the dispute to mediation.
- 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. FURTHER PROVISIONS

The following provisions provide further detail for how the Team Ministry will integrate with the work of the congregation.

Organisational Structure

The organisation of the congregation’s mission shall be overseen by a Steering Group reporting to the Kirk Session. The membership of the Steering Group shall comprise the FTMWS, Session Clerk(s), team leaders, treasurer, and any other co-opted person. The MDS worker will be invited to attend, as appropriate, both the Steering Group and Kirk Session.

The teams will cover the areas of worship, mission and discipleship, property, finance, social relationships, and city centre ministry. Both FTMWS will be ex-officio members of all teams.

Voting In Kirk Sessions

As a member of the Kirk Session the minister of Charge B shall be free to speak to debates, submit motions and counter motions and bring forward business for discussion but shall not exercise their right to a vote.

Parish Grouping

The congregation will be part of a wider Parish Grouping with Fountainhall Church and the Ministry Team will contribute to the work of the grouping alongside other members of the congregation.

Places of Worship

The retained buildings of this new union are Ferryhill Parish Church, now known as Devana (Fonthill Road), and Aberdeen South Holburn now known as Devana (Holburn Street).

Worship

A Worship Team will be co-chaired by the two FTMWS. Worship will, in the first instance, be held in both places of worship and the Worship Team will develop new patterns of worship as required. A single united service on the first Sunday of the month will be part of the normal pattern, to include the Sacrament of Holy Communion.

Pastoral Care

This will be the responsibility of the Social Relationships Team, or equivalent, in consultation with the Ministry Team. The first point of contact should be the Church Administrator.

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

This will be carried out as a Chaplaincy Team with both ministers and co-opting other members who may wish to be involved.

Mission and Discipleship

The Ministry Team will work with a Mission and Discipleship Team, or equivalent, to provide opportunities for Bible Study, discussion groups, encouraging faith and the development of personal discipleship.

Ecumenical and City Partnerships

The Ministry Team will actively seek to develop partnerships with others and will arrange who will represent the congregation in any particular ecumenical work or with other groups working in the city centre.

Line Management of Employees

Line management of other staff will be determined by the Ministry Team and Kirk Session.

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/Basis of Reviewable Charge.]*
