

## **Kinross-shire Parish Church**

### **Ministry Associate**

Closing Date for applications: Thursday 14th May

#### **About the Parish**

Kinross-shire Parish Church was formed in January 2025 by the union of the former parishes of Arngask, Cleish, Fossoway, Kinross, Orwell and Portmoak. The Rev Alan Reid, formerly minister of Kinross, became one of the team ministers of the united parish (and Moderator of the Kirk Session) and the Rev Alex Johnson was called in January 2026 as the second team minister. The Basis of Union allowed for the appointment of further part-time ministerial assistance to be locally funded and the current post is the fulfilment of that.

Worship is led every Sunday morning in three worship centres (Fossoway, Kinross and Orwell). There are monthly services in Cleish and Portmoak until those church buildings are sold and we will look to develop alternative opportunities for worship, fellowship and outreach in those areas of the parish and in Glenfarg where the church building has already closed.

There is a weekly Midweek Service at Kinross Day Centre, a fortnightly contemporary praise service at Kinross Church, monthly Messy Church at Orwell Church, and monthly services at two care homes.

New structures of pastoral care are being developed across the whole united parish and a wide variety of outreach events are led throughout the year in all corners of the united parish.

The parish profile drawn up last year can be viewed here:

[https://www.kinrossparishchurch.org/assets/uploads/docs/KPC\\_Parish\\_Profile\\_final\\_Sept\\_2025\\_w eb.pdf](https://www.kinrossparishchurch.org/assets/uploads/docs/KPC_Parish_Profile_final_Sept_2025_w eb.pdf)

#### **About the Team**

The ministry team includes:

- two full-time inducted Ministers of Word and Sacrament
- a soon-to-be-appointed full-time Pioneer Youth Minister working under the umbrella of KYTHE (See [www.kythe.org.uk](http://www.kythe.org.uk) & <https://bta.current.jobs/job/pioneer-youth-minister-kythe-515.aspx>)
- two elders who are Presbytery-accredited worship leaders
- the Kirk Session (trustees) and the wider eldership who undertake a variety of roles in the united congregation
- a good number of church members who participate in the leading of worship and in offering pastoral care and community outreach.

#### **Context of the Role**

The role will enable the congregation to sustain and develop ministry and mission across the united parish.

#### **Responsible to:**

The Moderator of the Kirk Session (as line-manager)

#### **Purpose of the Post**

To complement the gifts of the current ministry team, the eldership and congregation in sustaining and developing ministry and mission in the united parish. This will involve conducting worship in the three main worship centres, developing new forms of worship, offering pastoral care in a variety of contexts, and supporting ministry and mission across the parish in collaboration with the full time ministers.

#### **Main Duties**

The precise duties will be a matter for discussion within the ministry team depending on the gifts, interests and abilities of the successful candidate. These may include:

- Conducting worship when full-time ministers are on annual leave or fulfilling other commitments
- Supporting the development of alternative forms of worship and fresh expressions of church
- Offering pastoral care to church members and others, including conduct of funerals
- Supporting the training of elders and church members in aspects of ministry and mission
- Other reasonable duties as may be appropriate in discussion with the ministry team and the Kirk Session under the direction of the line-manager.

#### **Person Specification**

- It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of Equality Act

2010.

- Ability to relate to people with a broad range of understanding of their Christian faith
- Ability to engage with people who have little or no Church connection
- Experience in ministry in the context of the Church of Scotland
- A commitment to partnership working and maintaining and developing links with the local community and churches
- Demonstrable ability to encourage good practice in working with and motivating volunteers
- Proven ability to work collaboratively with colleagues and contribute to effective team working
- Ability to communicate effectively with others across all ages and types of people using highly developed interpersonal skills
- It is desirable (but not essential) that the post-holder be an ordained minister.

### **Employment Benefits**

The proposed salary is £17,959 per annum.

Normal hours of work will be 20 hours per week, times and days to be negotiable and may include evenings and weekends.

This post is for a fixed term of three years.

The post is based in the parish of Kinross-shire.

Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.

There are six weeks paid leave annually.

Membership of Disclosure Scotland PVG Scheme will be required.

Applicants must have the right to work in the UK and will be asked to provide proof of eligibility to work and remain in the UK if invited to attend for an interview.

In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

### **How to apply**

Applications should be sent by email to [areid@churchofscotland.org.uk](mailto:areid@churchofscotland.org.uk)

Applications must be received by 12 noon on Thursday 14th May 2026 and should include the following:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description and which areas of ministry you are particularly passionate about.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- Please provide reference contact details for two people who can vouch for your ministry experience and personal character. References will not be contacted until later in the process.

Each document should be a maximum of two sides of A4.

For more information or for an informal conversation, please contact Alan Reid ([areid@churchofscotland.org.uk](mailto:areid@churchofscotland.org.uk)) after 23<sup>rd</sup> April.