

North Ayrshire Team Ministry



Profile and Job Description

1- Introduction

A vacancy exists at the North Ayrshire Team Ministry, comprising St Andrew's Ardrossan, St Peter's Dalry and St Andrew's Irvine Episcopal Churches, for a full time Rector. The following information is intended to indicate features of the three churches, their congregations and pastoral aspects of the churches to any potential candidate.

The Diocese of Glasgow and Galloway extends from Helensburgh, north west of Glasgow to Gretna Green and Portpatrick in the south. The 65 charges are allocated to 7 geographical regions for consultation and mutual support. The Diocesan office and the Bishop's home are in Glasgow. There are 42 stipendiary clergy, a number of non-stipendiary and active retired clergy and lay readers. About half of the churches either share a Rector or are looked after as a group by team ministry. The Ayrshire region includes 10 charges and 9 ordained clergy.

2 - Description of Charge

The Charge, located 20 to 30 miles south west of Glasgow, covers an area of just under 100 square miles and has a total population of 135,510. Irvine, which was designated a new town in 1966, is the largest town with the towns of Ardrossan, Beith, Dalry, Kilwinning, Kilbirnie, Glengarnock, Saltcoats, and Stevenston being less populated.

Each church draws its congregation from the whole area of the charge, for example folk from Kilwinning are to be found in each congregation.

(Area map at Annex A)

3 - The Churches

Ardrossan



St Andrew's Ardrossan is a large red sandstone traditional church built 1875 on the sea front. It has a church hall situated at the rear. The buildings close by are mainly large detached properties divided into flats, holiday lets and hotels. Ardrossan is one of the 'three towns' Saltcoats and Stevenston being the other two, and has a mixed social profile.

Dalry



St Peter's Dalry is a small stone church set back off a main road on the edge of town and was built in 1889. It is set amongst trees. St Peter's does not have adequate parking close to the church which can be problematic. We do not have a church hall but are able to use local facilities should the need arise and we do have vestry area at the back of the church which is used for coffee and meetings. Dalry is a small town with mixed housing and social groups.

Irvine



St Andrew's Irvine is a large church building in an extensive housing scheme. Congregation members come from a wide geographical area. The church building is owned by the Church of Scotland and has been shared with the Episcopal Church for the last 34 years. This was formalized as a Local Ecumenical Partnership by the signing of a Covenant on 7th November 2010 (*copy at annex B*).

4 - Description of areas

Much of the area is scenic and coastal which attracts visitors. There are holiday homes and caravan sites.

The area as a whole has good educational facilities for pre-school, primary and secondary education. There are further and higher education facilities at Kilwinning, Ayr, Kilmarnock, Paisley and Glasgow.

All three areas have a number of group medical practices. Irvine has Ayrshire Central hospital which offers a range of services but does not have an A & E department. The nearest hospital with an A & E department is Crosshouse hospital which is about 7 miles from Irvine.

There are good bus, rail and road facilities in all charge areas. Prestwick and Glasgow airports are both within easy reach. The ferry to Arran leaves from Ardrossan.

The population estimate for North Ayrshire 2009 was 135,510 total persons; the land area is 885 square kilometers and the population density 153 persons per square kilometer.

Unemployment is several points higher than the national average.

5 - People – the congregations

Ardrossan

Ardrossan is a very relaxed, friendly, social congregation. The congregation is proactive in all aspects of church life. Our image of who we are (created at Parish Profile day with the Ministry Development Officer) was a smiling face with hands reaching out to others, with a light bulb above denoting 'Many hands make light work!' The congregation is of mixed ages from new babies to people over 90 years. The congregation has increased by 20% over the past two years. We have a well attended Junior Church. Members of the congregation serve on cleaning, coffee and flower rotas. We also have an annual Quiet Day a few days before Christmas which is open to the community. We have many groups and have outside organisations that use our hall facilities. We work ecumenically with Churches within Ardrossan attending services at a number of different churches during Holy Week in particular.

Dalry

The atmosphere at St Peter's has been described as reverential by visitors and congregation members. Our members come from a wide area spanning at least 7 geographical communities. Presently most members are drawn from Dalry and Beith. We have a small but committed congregation of mixed ages from three to over 70 years. Numbers have remained fairly stable over the past 20 years. Most members have a role in the church as vestry members, fundraisers, flower arrangers and coffee makers and gardeners. We play instruments / live music for our services. We have links with local churches in Dalry.

Irvine

The Irvine congregation shares the extensive building with the Church of Scotland. Services are normally held in the main church each Sunday. There is also an upper chapel which can also be used as a meeting room. We are a 'gathered' congregation mainly from the wider areas of Irvine and beyond the town boundaries e.g. Kilwinning, Crosshouse and Knockentiber. We have increased our small congregation by about 10% over the last three years or so. Members are mostly aged over 50 and come from various Christian traditions. We are a caring congregation, motivating each other in worship, praying for and helping each other. We are sociable to each other and welcoming to visitors and new people. Although mostly elderly and retired we play a full part in community activities. We enjoy fellowship with the Church of Scotland congregation with whom we occasionally share worship and communion of both rites.

Relationships between congregations

The three charges work well together as congregations and vestries. All three congregations are vibrant and enthusiastic and members attend very regularly.

We all get on well together at joint events and the Joint Vestry has particularly enjoyed working together in the production of this profile. We have joint finances (see 13. Finance). Our joint website is <http://www.standrews-stpeters.org.uk>. The website has separate areas for each charge.

We have a monthly newsletter / magazine and weekly pew sheets which give congregation members information about services and events.

We have three joint services every year, one in each of the churches. These are always well attended. We have a joint harvest supper where we share the catering. The Church of Scotland congregation at Irvine also takes part in this. The beetle drive and fund raising events for global issues are joint ventures.

6 - Who does what?

We have three Non-Stipendiary Ministers, one person training and a lay reader, who support the Rector and congregations by taking services, holding groups and visiting sick. They work as a team led by the Rector. The three congregations consider them to be an essential support to them and to the Rector.

Members of the congregations who are trained serve as worship leaders, Eucharistic Assistants and sacristans are crucial to the smooth running of the Sunday services.

Members of the congregations also serve as sidespeople, readers and intercessors on a rota basis. Currently intercessions are suggested by the clergy. The intercessor can interpret / ignore / use alternatives as they wish. There are training and support sessions held for sidespeople, readers and intercessors. (see glossary at end)

7 - Vestries

Each congregation has its own vestry which deals with issues relevant to that individual church, mainly fabric, worship and fundraising. We also have a Joint Vestry which comprises all members of the three vestries whose responsibilities include the rectory, stipend & expenses, utilities and insurances, social events and fundraising and links with the diocese and province. All vestries have a full complement, including secretary and treasurer. Meetings are chaired by the Rector. There is a Joint Vestry secretary and paying officer/joint treasurer. We have occasional Joint Vestry training days.

8 - Mothers' Union

Mothers' Union has members from all three churches. The focus of the programme is to explore Christian life to enable members to support each other, our congregations and the work of Mothers' Union worldwide. We have also set up and run an e mail / phone link prayer ministry to support members of all three congregations who are sick as well as their families. This prayer ministry was developed and opened to all members of the three congregations by request in August 2010.

9 - Pastoral care and prayer

The Pastoral Care Team is made up from members of the congregations. Each member prays for a list of other congregation members on a regular basis. Weekly updates of prayer needs and reminders to support members of the Care Team are included in the weekly pew sheet. We also have prayer request books in the churches as well as the prayer ministry described above.

10 - Junior Church

Junior Church meets during the service at Ardrossan. We have a regular group of children aged 5-14 years who attend. The children support a child in Tanzania through Plan International and are encouraged to take part in services occasionally. There is an annual Nativity play. We use music, Bible study and craft to encourage the children to develop their faith.

11 - Church groups include

Baking Table, Beith Ladies' Group, Bible Explorers, Book Group, Churches Together Group, Coffee Rota, Flower Rota, Ladies' Group, Men's Group, Fellowship of Meditation Group, House Groups (Lent & Advent), Rectory Fabric Committee, Webb Ivory, Women's Guild (*See Annex C for details*) and members of the congregations are involved with various community activities on both a professional and voluntary basis.

12 - Worship

Liturgy

All three congregations are open to a variety of approaches and are willing to try out new ideas. However, they are used to a dignified and reverential celebration of the Eucharist and retain their allegiance to the Scottish Episcopal tradition, using the 1982 Scottish Liturgy. Vestments are worn for the Liturgy and there is an expectation for liturgical preaching i.e. the addressing, in a short homily, the readings set for the day in the Scottish Lectionary.

Style

Irvine and Ardrossan have the same service, including hymns and sermon, on Sundays, using seasonal forms of the liturgy. Dalry do not use the seasonal forms. We reserve the sacrament for the communion of the sick.

At Ardrossan our churchmanship is middle of the road traditional.

At Dalry our worship is in the liberal Anglo-Catholic tradition.

At Irvine we are accepting of all backgrounds and traditions and this is reflected in our worship. We are relaxed, accepting and open to different styles of worship.

Music

We do not have professional organists. Pre-prepared music is used where live music is not available. Live music is currently offered in Dalry each Sunday, one Sunday per month in Ardrossan and occasionally in Irvine provided by one of our Non Stipendiary Ministers.

Services

There are Sunday Services at all three churches and other services in the week and at special times. There are three joint services each year, one in each church. Occasional joint services are held with the Church of Scotland in Irvine at which all three congregations are welcome. (*Service times are detailed in Annex D Appendix 1. Communicant, Baptism, Funeral numbers etc are detailed in Appendix 2*).

13 - Finance

About 10 years ago when St Peter's became linked with St Andrew's Irvine and Ardrossan, we took a great leap of faith and united our finances.

Previously, the treasurer / paying officer of St Andrew's Irvine paid the Rector's stipend and expenses, rectory insurance, rectory repairs and other shared expenses and billed the treasurer of St Andrew's Ardrossan. It was cumbersome and time consuming. Now we have a paying officer / joint treasurer and three charge treasurers.

All congregational giving is collected by the charge treasurers and banked in a joint churches account.

From this account the paying officer / joint treasurer pays all clergy costs, building insurances, all worship costs, all stationery costs, repairs to the rectory, utility bills and in the case of St Andrew's Irvine, a donation to the Church of Scotland for use of the buildings.

The individual charges retain their investment income and from this they are (except for Irvine) responsible for the fabric of their church buildings.

A sum is set aside each year for upgrades to the rectory should these be proposed by the Rectory Fabric Committee and approved by the joint vestry.

In addition to the joint account we have a business bonus reserve account and there is a minimum balance of £2000 in each of these accounts. There has been sufficient in these accounts for the past 2 years to meet our running costs.

We have become more financially secure since taking this step and perhaps more surprisingly, we have become a much closer unit.

14 - Mission, aspirations, strengths, weaknesses and vision

Our mission is

- to increase our congregations and encourage people to attend services regularly
- to encourage more joint working and worshipping within our three churches
- to improve community use of our halls
- to work together as a team ministry while maintaining the individual character of each church

Our aspirations are

- to take our Church more into the community
- to strengthen our ecumenical links
- to strengthen our faith

Our strengths are

- we have a support team in place consisting of NSMs, layreader, sacristans / setters-up, worship leaders and Eucharistic assistants
- we have a rota of sidespeople, readers and intercessors to assist at services
- we are part of a family of Churches
- we work well together, jointly and individually
- we all participate and generally get involved with services, events etc.
- we have family services
- we like and care for each other

Our weaknesses are

- our communication can sometimes let us down
- our buildings need constant maintenance

Our Vision Statement

Five years from now we would like to be

1. still together
2. growing and developing
3. sharing resources
4. working Ecumenically

15 - Our Rector

We would like a Rector who has.....

- An outgoing attitude with excellent communication skills
- Strong pastoral skills and likes working in a team and Ecumenically
- The ability to motivate, encourage and nurture
- Good organisational and administrative skills

Are you.....

- Attracted to working with a cross section of people who value traditional worship but are open to special services?
- Interested in encouraging and motivating people to use their talents to God's purpose?
- Enthusiastic and inspirational, willing to lead and involve our congregations in the life of the church?

We can offer you....

- Three churches who work together whilst maintaining individuality
- A reliable team of NSM, laypeople, sacristans / setters-up, worship leaders and Eucharistic assistants who can help with services
- A Charge which can pay a Rector's stipend and expenses
- Spiritual companionship, friendship and practical support
- A large detached rectory set in extensive mature garden grounds

16 - Rectory

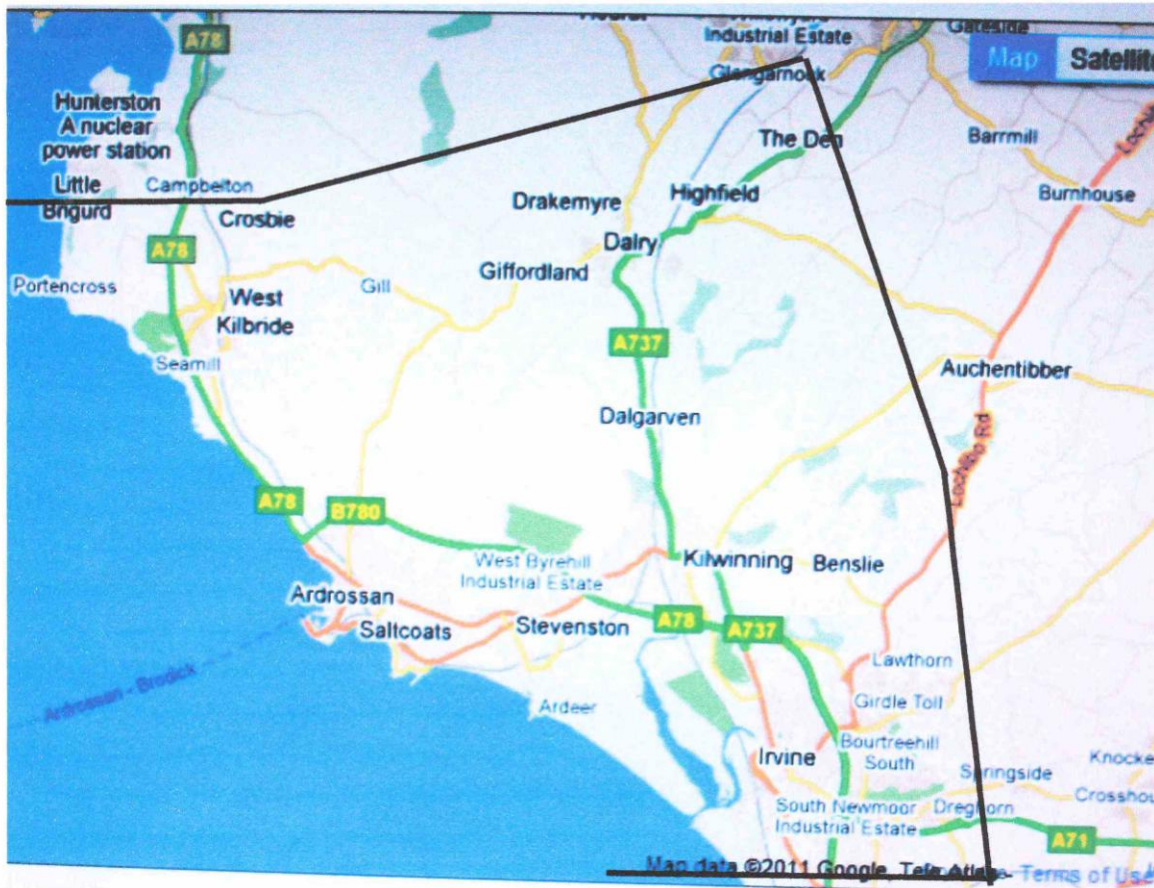
The rectory is in Irvine approximately one and a half miles from the church. It is a large detached modern house with a substantial garden, situated in a quiet residential estate. The building comprises: large hall, study, sitting room, cloakroom / toilet, kitchen, utility room and dining room on the ground floor. There are four bedrooms, boxroom and a bathroom upstairs. There is a single garage and a separate carport to the side of the rectory. The building has been deemed fit for purpose by the Diocese.



The Joint Vestry (that's us below!) would like to record their thanks to Bishop Gregor and Anne Tomlinson, Ministry Development Officer, for their advice and leadership and to our congregations for their support and contributions.



Map --- Delineation of North Ayrshire Team



ST ANDREW'S IRVINE ECUMENICAL PARTNERSHIP

COVENANT

We, members of the Kirk Session of St Andrew's Church of Scotland and members of the Vestry of St. Andrew's Scottish Episcopal Church at Irvine, representing our respective congregations, and professing faith in one God, as Father, Son and Holy Spirit and acknowledging our common belief in God as revealed in Jesus Christ,

do hereby covenant

to work and worship together as a Local Ecumenical Partnership recognised by the Church of Scotland and the General Synod of the Scottish Episcopal Church.

We will seek to deepen our relationship in accord with the attached Constitution by:

sharing the Church of Scotland facilities including the Church Sanctuary;

meeting and taking counsel with each other;

sharing together in acts of worship including Holy Communion;

sharing together in prayer, fellowship, study and mission;

working together with Christians and Churches in Irvine;

and supporting projects which will benefit the wider community.

WE PLEDGE OURSELVES TO THIS TASK IN THE PRESENCE OF GOD

Church Groups.

Baking stall - The ladies of St Andrew's Ardrossan hold a home baking bring & buy stall after the service in the hall on the last Sunday of every month. The monies raised from the stall go to supporting St Andrew's Church Ardrossan.

Beith ladies - An Ecumenical women's Bible study group which meets in various homes in Dalry & Beith.

Bible Explorers - Bible Explorers meets twice a month on a Thursday evening. This is an Ecumenical group who meet to study and discuss the Bible. The group has an annual retreat day at Smithstone House, Kilwinning.

Book club - The book club meets regularly to read and discuss books and is open to all congregations.

Churches together - Locally comes under the Ardrossan Churches Group which meets regularly to promote Christian unity within Ardrossan and comprises of clergy and lay people from each church in the town. Joint services in Holy Week, community Carol service, Remembrance Day, Christian Aid and other projects are initiated by the group.

Fellowship of Meditation group - This group meets monthly. This is an Ecumenical group which meets to deepen their relationship with God through meditation. The group is affiliated to the Fellowship of Meditation and is open to all congregation members.

Ladies' Group - The Ladies' Group of approximately 15 members meets on the first Monday of every month at 7:30 in St Andrew's Ardrossan. The group is open to all congregations. They have a varied programme of activities. Amongst last year's topics they had talks on fjords, lace making, a beetle drive, a fish & chips night and a murder mystery night. This group also raises money for St Andrew's Church Ardrossan.

Men's Club – The Men's Club is jointly run by members of the Episcopal Church and the Church of Scotland. The group is open to all congregations.

Mothers' Union – The Mothers' Union currently has 20 members from all three churches. They meet on the fourth Monday in the month and are involved in many projects at local, Diocesan and worldwide levels. Projects this year have included support to people within the local Women's Aid refuge, Crosshouse premature baby unit, Stillborn Trust and Bowhouse Prison. Members have made kneelers for the Dalry Church.

Rectory fabric committee - Is a small group which meets to discuss maintenance of the rectory and grounds, organises working parties and makes recommendations to the Joint Vestry as required.

Webb Ivory - From October every year - raises funds for St Andrew's Ardrossan by encouraging the congregation to purchase Christmas gifts & cards from Webb Ivory. Last year's profits went towards purchasing new hall tables.

Women's Guild - Members of the Irvine congregation attend the Church of Scotland's Women's Guild. This Ecumenical link is important in building relationships between the two congregations of St Andrew's Church.

Hall Users - The Ardrossan church hall is used by outside community groups including pipers, dancers and camera club as well as frequent Church usage.

Prayer Group – An Ecumenical home group in Irvine – although small has been running for over 25 years.

Annex D

Appendix 1

Typical Calendar for a week in North Ayrshire Churches

(All events in church or hall shown unless marked “at home”)

<u>Day</u>	<u>Activity</u>	<u>Irvine</u>	<u>Ardrossan</u>	<u>Dalry</u>
Sunday	Service	9:30am	11:15am	10:00am
Sunday	Junior Church		11:15am	
Sunday	Healing Service			7:00pm (occasional)
Monday	Guild - Joint with C of S	2:00pm (Oct-Mar)		
Monday (monthly)	Mothers' Union		2:00pm	
Monday (monthly)	Beith Ladies Group			1:00pm (at home)
Monday	Ladies' Group (Sept-Apr)		evening	
Monday	Pipe Band		evening (hall let)	
Tuesday	Prayer Group	afternoon		
Wednesday (as & when)	Book Club	7:30pm (at home)		
Wednesday	Camera Club		7:30pm (hall let)	
Wednesday	Communion		10:00am	
Thursday fortnightly	Bible Explorers		evening (at home)	
Thursday	Dancers		Church (hall let)	
Thursday	Men's Club Joint with C of S	7:30pm (Fortnightly)		
Thursday monthly	Fellowship of Meditation		At Home	

Other seasonal groups meet on an occasional basis in Homes – e.g. during Lent / Advent

Appendix 2

Baptisms/Weddings/Funerals/communicants /Attendance - 2009/2010

	Irvine	Ardrossan	Dalry
Baptisms	0	4	2
Weddings	0	3	1
Funerals	0	2	0
Av. Communicants	20	43	17
Av. Attendance	25	50	20

Note; the last confirmation was held in 2007 with 5 candidates (joint)

Glossary

Definitions

Eucharistic assistant

(Server) Licensed by the Bishop to administer the chalice and take the reserved sacrament to the sick

Intercessor

Leads prayers at Sunday Service

Lay reader

Assists / takes services and preaches within own congregations

NSM

Non stipendiary-minister

Paying Officer

Custodian and disburser of monies in joint account

Sacristan

Helps to set up for communion before the service and clears away after service

Sides people

Welcomes congregation, hands out / collect service books, organise elements & collect offertory

Reader

Reads first reading at Sunday Service in Ardrossan and Irvine and the first two readings and Psalm at Dalry

Vestry

Committee of elected members who make decisions on the running of the church

Vestry training days

Are an opportunity for the Joint Vestries to get together to share ideas and learn from each other on a range of subjects

Worship leader

Licensed by the Bishop to lead services including the use of the reserved sacrament within own congregation