GREYFRIARS
an inspiring community

Parish Assistant/Associate Minister

- Greyfriars Kirk, EH1 2QQ
- £28,137- £34,577
- A full time role or two part time roles

Title of Post:	Parish Assistant / Associate Minister
Responsible to:	The Parish Minister of Greyfriars Kirk, Edinburgh
Main Purpose of post:	To work as a member of the ministry team with the Minister, Rev Dr Richard Frazer, and the Kirk Session over the full range of parish ministry and community outreach activities
Terms	Salary in accordance with the stipend scale of the Church of Scotland of £28,137- £34,577 per annum. This is a full time role but could be split into two part time roles, with salaries pro rata It is a locally funded appointment, offered on the basis of an initial **fixed term of three years**, extendable The Kirk Session of Greyfriars Kirk has resolved that all applicants for the vacancy will be considered, including ministers or ordinands who are in a civil partnership or a same-sex marriage. A post holder may, but need not be, an ordained minister of the Church of Scotland. A candidate for the ministry who has completed their probation could be ordained into the role.
Closing Date	Wednesday 31 March 2021
Required	CV and covering letter, including what attracts you to the role; and why you are a good match for it with your skills, experience and personal characteristics. The covering letter

should also include whether you are an ordained minister (or seeking ordination); also whether you are applying for a full time or part time role, and flexibility in that respect.

Send to contact@greyfriarskirk.com for the attention of Jo Elliot, Session Clerk. Enquiries may be addressed to Richard Frazer through the same route.

The Vision

As the Church emerges out of the Covid19 pandemic and a long period of decline in its traditional patterns and structures, the time is right for us to be bold and innovative in finding new patterns for ministry and outreach and to do so with a new vocabulary of belonging and a fresh approach to spiritual formation.

Besides being a parish church in the centre of Edinburgh, over many years Greyfriars has developed a ministry to people on the 'edge'. We are looking for someone with experience in and a focus on pastoral care who will take forward that ministry, not only walking alongside our remarkable, outward looking and generous congregation, but serving the other groups that make up the Greyfriars community.

Introduction & Background

Greyfriars operates out of three locations:

- **Greyfriars Kirk**
  greyfriarskirk.com
- **Grassmarket Community Project**
  grassmarket.org
- **Greyfriars Charteris Centre**
  charteriscentre.com

Greyfriars Kirk

Greyfriars Kirk has a healthy worshipping congregation with a broad age range of regular worshippers. There are strangers and visitors from around the world at every service and we anticipate blessing from them. There are people who have been loyal members of the congregation through many years and there are others who move on but still think of Greyfriars as a spiritual home. The current pandemic has offered the opportunity of extending our reach through online services.

Our form of worship reflects a respect for good liturgy whilst embracing fresh ideas, and is supported by an enthusiastic choir. We have a preaching ministry firmly rooted in trying to give practical expression to faith in the context of contemporary realities.

Alongside a well-established traditional congregation, there is a 'fresh expressions' ministry of a monthly informal reflective communion service called Refugio and a Gaelic congregation. Over the years Greyfriars has developed itself as a major venue for the arts and a tourist/pilgrimage destination. We are looking forward to resuming all these activities once Covid-19 restrictions are lifted.

We work closely in an ecumenical partnership in the Old Town, seeking to be a progressive and inclusive community and a dialogue is currently underway with the cluster of local, city centre Church of Scotland congregations to determine future patterns of church life in the City.

Greyfriars Charteris Centre

Greyfriars Charteris Centre is a community hub, based in the former Kirk o' Field church and halls. It has been established as 'a safe place for all people to flourish within a just, tolerant and socially cohesive community'. It is a hub for social enterprise, health and well-being, community connection as well as ministry and outreach to the diverse community in the Dumbiedykes and Southside area of Edinburgh. More than 30 community groups were making use of the building before it closed in early 2020 for a major refurbishment, which is due to complete in mid-2021.

Grassmarket Community Project

The Grassmarket Community Project grew out of a traditional soup kitchen some 20 years ago and now supports 350 vulnerable adults in partnership with the Grassmarket Mission. It was voted Scottish Social Enterprise of the year in 2017 and now employs 35 staff in 5 social enterprises and offers ground-breaking and innovative support to enable people to flourish as they build the confidence and skills to contribute positively to society.

Heart Edge Partnership

Greyfriars has been invited by St-Martin-in-the-Fields in London to become a hub for the HeartEdge movement in Scotland. HeartEdge is 'people, churches and organisations

growing compassionate responses to need, cultural and commercial activity and congregational life'. Find out more at heartedge.org.

Purpose of the Role

- To continue the development of the Greyfriars outward facing ministry to those on the edge, whether on the edge of belonging to the church but with sincere, spiritual questions, or those who have experienced social exclusion, trauma and poverty
- To strengthen partnerships with non-church organisations who share the values of creating a just, inclusive and tolerant community and seek to deepen community networks in order to create better resilience and wellbeing
- To provide opportunities for spiritual nourishment and formation in new and creative ways
- To develop patterns of ministry and belonging that reflect people's aspirations in the current context and culture of post-Christendom Scotland

The Post

The parish assistant/associate minister will work across the three venues and act as the co-ordinator of the HeartEdge Hub.

Within this broad job description, the intention is to distribute roles amongst the ministry team, playing to the particular aptitudes, interests and strengths of the successful candidate.

Greyfriars Kirk is one of a cluster of local Church of Scotland congregations in the centre of Edinburgh. The post holder, along with all ministers and other staff in ministry teams, will take an active part in the cluster as members all seek to share ministry and resources across a wider area.

Greyfriars Kirk

At Greyfriars, the post holder will support our worship and embed themselves in a dynamic staff and volunteer team that works with people in our community, regardless of their faith, to nurture assets, encourage creativity and help build a genuinely inclusive and supportive community. They will develop new patterns of 'fresh expressions' within

the life of Greyfriars, seeking to inspire and develop our affirming ethos as a place of 'radical' welcome.

Greyfriars Charteris Centre

At the Greyfriars Charteris Centre, the post holder will be responsible for curating the multi-faith worship space, making the sanctuary available for prayer, mindfulness, meditation and reflection. Continue to develop partnership work with Edinburgh University and facilitate engagement of staff and students from various faculties and schools to build community outreach and social enterprise. Activities to include community storytelling and Heart for Art (a therapeutic community for those living with dementia). The post holder will manage and develop a network of community groups and organisations based at Greyfriars Charteris Centre.

Grassmarket Community Project

At the Grassmarket Community Project, the post holder will develop opportunities for spiritual formation through supporting mindfulness classes and discussion groups around trauma, belonging and community. The post holder will also build on outdoor activity work of the Grassmarket Community Project continuing to develop existing links with the Europe-wide Orchard Project, Eco-Congregation Scotland, the Iona Community and Camas Centre, the work of the walking and pilgrimage group and Gardening group.

HeartEdge Hub Church

The post holder will be the focus for the engagement of Greyfriars as a hub church in Scotland for the HeartEdge initiative. This will involve:

- acting as the lead liaison person with HeartEdge,
- promoting HeartEdge across a wide, network of churches and organisations
- playing a leading role in a diverse ecumenical Steering Group to help prioritise activities
- organising with others HeartEdge hub events to draw other churches into the network and explore aspects of the HeartEdge 4 Cs of commercial work, cultural activity, compassionate response to social need and congregational life
- communicating in particular the social enterprise strand of the HeartEdge initiative to the wider HeartEdge community in Scotland and beyond
- connecting usefully with other HeartEdge networks
- Participating as appropriate in supporting, facilitating or leading national / global HeartEdge online forums and gatherings

- developing opportunities for fundraising to support these activities and for the sustainability of this HeartEdge element of the broader role.

Job Specification: Parish Assistant/Associate Minister

	Essential	Desirable
Skills, abilities and knowledge		
Christian Commitment (this is a genuine occupational requirement in terms of the Equality Act 2010)	√	
Ability to preach, teach and minister to a membership with a broad range of understanding of their Christian faith		√
Ability to engage with people who have little or no Church connection	√	
A commitment to ecumenical work in an inclusive, progressive and developing Local Ecumenical Partnership	√	
Experience in pastoral care	√	
Experience in participating in and leading worship		√
Experience in working with children, young people and families		√
Experience in working with volunteers.	√	
Good administrative and IT skills	√	
Personal Qualities		
Well-developed interpersonal skills	√	

Good verbal and written communication skills Flexibility and adaptability Effective team member	√ √ √	
Educational requirements		
You must be one of the following: • Ordained Church of Scotland Minister OR • Probationer of the Church of Scotland, who is now eligible for ordination. OR • Ordained Minister of a partner Church in good standing with his/her Church. OR • Eligible for Ordination to the Ministry of Word and Sacrament of the Church of Scotland in terms of Act II, 2000 OR • Qualified to degree level, or similar, or accredited training in Theology / Pastoral Care, Community Development OR • significant, recent work experience and commitment to developing a role in ministry, pastoral care and community outreach, plus on-going commitment to continuing professional development including willingness to work towards qualifications and accredited training	√	

Terms and Conditions

- Salary is based on the current stipend scale of £28,137- £34,577 per annum.
- Pension contribution by employer at 4% of salary to a scheme of the employee's choosing
- Normal hours of work will be 37.5 hours per week
- The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day
- The post is based at Greyfriars Kirk, Greyfriars Place, Edinburgh EH1 2QQ
- The holiday year is from 1st January to 31st December. The annual paid holiday entitlement is 25 working days, in addition to the normal 9 public holidays.
- Reimbursement of travel expenses at Church of Scotland standard rates