

Crieff Parish Church – Leadership

Operating under Unitary Constitution

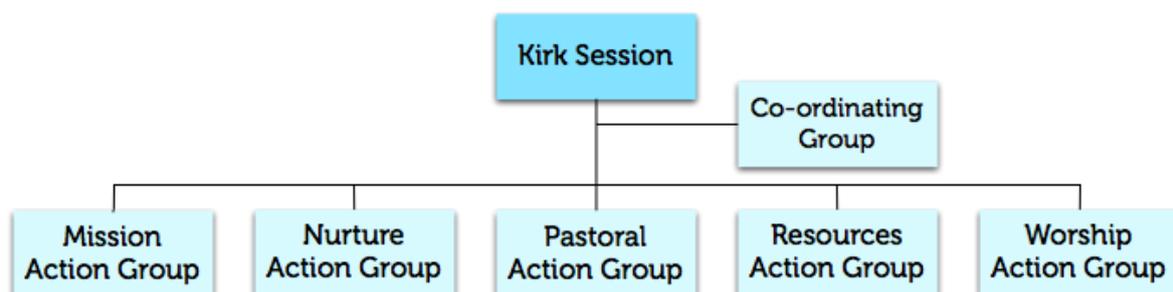
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As part of our strategy for the future leadership of our church, in consultation with the Congregational Board the Kirk Session has decided to adopt a new constitution – the Unitary Constitution of the Church of Scotland.

Within that constitution the Kirk Session will form a number of Action Groups made up of members of the Kirk Session and members of the congregation to ensure that the voice of the church family is heard by the Kirk Session. The Kirk Session will appoint a convenor for each Action Group. Other people with special skills from out-with the congregation may also be appointed to Action Groups. The Minister may be appointed as a member of any appropriate Action Groups and should be a corresponding member of all Action Groups.

Most of the work of the Kirk Session will be devolved to these Action Groups, with a few matters (such as discipline, admission to membership and appointment of Elders) reserved for the Kirk Session. Each Action Group will have a remit indicating what decisions may be implemented without the prior agreement of the Kirk Session.

A Co-ordinating Group will be formed from the conveners of each Action Group, along with the Minister and Session Clerk.



Congregational Meetings will continue to be held in accordance with the prevailing Acts of the General Assembly of the Church of Scotland.

ACTION GROUPS

Mission Action Group

The purpose of the Mission Action Group will be to develop outreach and evangelism strategies to the community and to promote Christian action in the world.

“When the church is in mission, it is the true church. The church itself is not only a product of that mission but is obligated and destined to extend it by whatever means possible. The mission of God flows directly through every believer and every community of faith that adheres to Jesus. To obstruct this is to block God's purposes in and through his people.”

The Forgotten Ways (Alan Hirsch, 2016, p.82)

It is the privilege of those who are part of the church family to share the love that God has for them with others.

Without mission we would not be here. The disciples first shared the mission of Jesus to bring God's love to all people ... and so should the church in our generation!

The remit for this group includes:

- implementing ways of bringing both new people and 'dormant' church members into active church life in coordination with other Action Groups where necessary, and in partnership with other local churches when appropriate;
- utilising available resources and promoting courses run that will assist in outreach;
- studying what other churches are doing in the way of mission, and sharing what is learnt with the Kirk Session;
- offering a training courses to help people share their faith;
- facilitating cooperation between churches ecumenically, promoting understanding of other religions;
- organise, with the Nurture Action Group, the annual Crieff Holiday Club for children;
- regular contact with parish, e.g. Christmas & Easter Cards, communications to all homes;

- visitations and communications to new homes and new occupant in existing homes when necessary;
- organising parish visitations;
- developing with Pastoral Action Group a number of 'Bridge' events within the church to which anyone could be invited, particularly the 'unchurched' (e.g., concerts, meals, speakers)

Nurture Action Group

The purpose of the Nurture Action Group will be to develop discipleship in the lives of members of the congregation.

Many people in the church are put off by the word 'disciple'. Some think that the term should only be applied to the original friends of Jesus. However, Jesus commanded all his followers to be disciples.

To be a disciple we need to be continually challenged to grown in our faith. In the past children attended Sunday School and left when they were too old and very often we think in the church that we don't need Sunday School after a certain age. In fact, the opposite is true! We need Sunday School well into our adult life as we are constantly struggling to apply our faith on a day to day basis in a world becoming more and more secular. The work of the Nurture Group will be to encourage people of all ages to continue in their learning and in the process help nurture other people as we journey in faith together.

The remit for this group includes:

- leading people into a deeper spiritual commitment;
- helping members see the important of the 'spiritual' in day to day life;
- oversight of the Sunday School and other groups for children, young people and families e.g. Magpies, Songbirds, Toddlers (including working with the Mission Action Group to help plan and execute the annual Crieff Holiday Club);
- ensuring a regular Membership course is available for new attenders;
- encouraging greater participation by members in church life;
- promoting awareness of the different ministry opportunities in our church;

- identifying through active liaison with other Action Groups and Coordinating Group where there are new opportunities available for service in our church;
- identifying people's talents and gifts and helping them find ways to serve Christ in the church, parish, home or workplace;
- encouraging and providing opportunities for members to develop their prayer life, individually and corporately;
- promoting good habits and practices for personal growth as a Christian;
- promoting Christian education;
- developing small / house groups;
- developing groups for those interested in faith, using materials available e.g. Alpha, Christianity Explored;
- developing groups for those maturing in faith e.g. Emmaus, Life Worth Living, Life Explored;
- developing awareness of justice and peace issues, including fair trade issues, Christian Aid, Tearfund, etc.;
- considering the Christian response to issues of local, national and international concern, reporting these to the Kirk Session, and challenging the Kirk Session and congregation to act on these issues;
- supporting local agencies providing help to people in our community, e.g. the Crieff CAP debt centre and other work, the food bank, Church Action for the Homeless;
- developing a church library to provide useful resources for children and adults to grow in their Christian journey;
- seeking advice when unsure how to proceed from, for instance, national advisers.

Pastoral Action Group

The purpose of the Pastoral Action Group will be to develop fellowship within all ages of the congregation and ensure that the congregation is adequately cared for and communicated with.

It is important to care for all those who are part of the church family. Some people may want visited more than others, some may only want to be kept informed of what is happening in the church. The groups will seek to find out what people want from the church! It should also improve the communication within and out-with the church family.

The remit for this group includes:

- oversight of the current Pastoral system, developing new approaches for pastoral care / visitation;
- providing pastoral care to the Minister and his / her family;
- to maintain the church roll, complying with Church of Scotland audit requirements;
- ensuring church magazine is regularly produced;
- ensure effective communication is employed across the church;
- promoting the work of Crieff Parish Church in the wider community, e.g. keeping local press and “Quair” informed of church activities,
- church web site, Facebook, twitter, etc.;
- developing fellowship groups;
- baptism, blessing, wedding and funeral follow-up;
- organising fellowship events for the congregation.

Resources Action Group

The purpose of the Resources Action Group will be to maintain and develop church fabric in order to enable better the work of the other Action Groups, to provide the financial wherewithal to support the other Action Groups in their work and to have responsibility for staffing within the congregation.

Whilst we understand that the church is the body of Christ, of which he is the head (Colossians 1:18), many people also speak of the church meaning the place we worship. Whichever building we decide to use as a place of worship (either one of our existing buildings or another suitable space) this group should aim to keep that building and the Manse in good repair as well as ensuring that our finances are well maintained.

The remit for this group includes:

Finance

- maintaining and controlling the congregation’s finances: overall income, expenditure, budgets, forecasts to be reported to Kirk Session as and when determined by the Kirk Session;
- oversight of the work of the Treasurer, providing support when needed;

- assisting each Action Group in developing their budget, monitoring progress, and agreeing guidelines for the operation of Action Group budgets with the Kirk Session;
- seeking ways to fund special projects from internal and / or external sources;
- playing a key role in developing the financial stewardship of church members: promoting Christian giving, and explaining Christian spending within our congregation and the wider church;
- actively promoting awareness of the financial situation of Crieff Parish Church, good or bad, through the church magazine, notices, etc.;
- taking advantage of advice available from national advisers on stewardship when necessary.

Property

- creating a positive environment for all current and possible future church uses;
- developing a clear programme of maintenance and renewal of church fabric including a timeline for actions and budget estimations;
- ensuring that insurance cover is adequate for all buildings;
- arranging letting of buildings, maintenance of any rental agreements and liaising with property users, ensuring this is reported to the Coordinating Group;
- developing the fabric in order to meet the needs of the congregation and outside organisations;
- overseeing special building and fabric projects as requested by the Kirk Session;
- liaising with other Action Groups to find out what needs they may have in order to best meet their goals.

Staffing

- ensuring that staffing structure meets the needs of Crieff Parish Church;
- providing line management for all members of staff;
- seeking funding for new members of staff within the church locally and nationally and out-with the church.

Worship Action Group

The purpose of the Worship Action Group is to develop the worship life of the congregation.

Worship is central to everything we do in Crieff Parish Church. We currently have weekly services of worship each Sunday at 9.40am, 11.00am & 6.30pm with one earlier morning service (10/10.30am) over the summer months of July and August. There are additional worship times during Advent, Christmas, Lent and Easter. We also try to take the worship to care homes and sheltered housing in Crieff.

Each month, on the first Sunday, we share the sacrament of communion either during or after morning services.

At the end of each month we hold our “Last Sunday...” café style service which begins with coffee, etc., at 10.30am, then we worship from 11am.

The remit for this group includes:

- encouraging participation in worship services by church members;
- special worship services;
- developing new initiatives in worship;
- developing ways to promote worship at times other than Sunday morning;
- planning a service with the minister on a regular basis;
- arranging pulpit supply for when minister is away;
- organising welcome team, refreshments team and readers rota;
- ensuring that projection, sound and streaming is properly equipped and staffed;
- co-ordinating flowers provision and delivery;
- encouraging musical involvement;
- developing participation of children and youth in worship;
- ensuring resources for worship are available;
- production of weekly bulletin;
- coordinating arrangements for the Sacrament of Communion;
- ensuring the CCLI and Calamus licenses are up-to-date and that the annual returns are sent to these organisations.