

## New and Emerging Models of Ministry

### Background

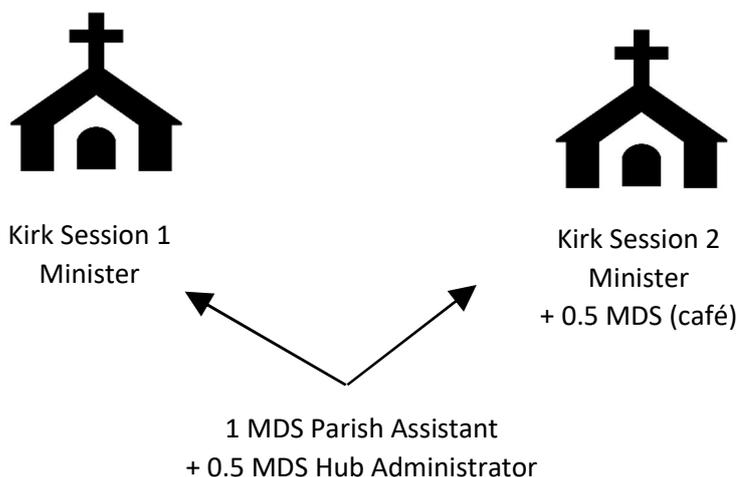
The Church of Scotland established a working party in 2017 to investigate “Hub styles” of ministry. The aim is to provide viable models for ministry in the face of Church decline, in response to God’s mission, and in relation to the Church’s commitment to remain a National Church.

Experiments are currently running in a number of Presbyteries trying out different models of ministry according to differing local needs. They are notable for all being very different; perhaps moving away from a single model. A common theme is provision of ministry support for vacant congregations and the use of Ministry Development staff to provide oversight of a local region containing a number of parishes.

This document presents a few examples of models currently being tested. The reason doing this is not to suggest that one of these will be the perfect fit for Orkney, but to illustrate how different areas are trying different things, and to encourage us to think of ways we could provide ministry and support congregations that are different from the way it is done at the moment.

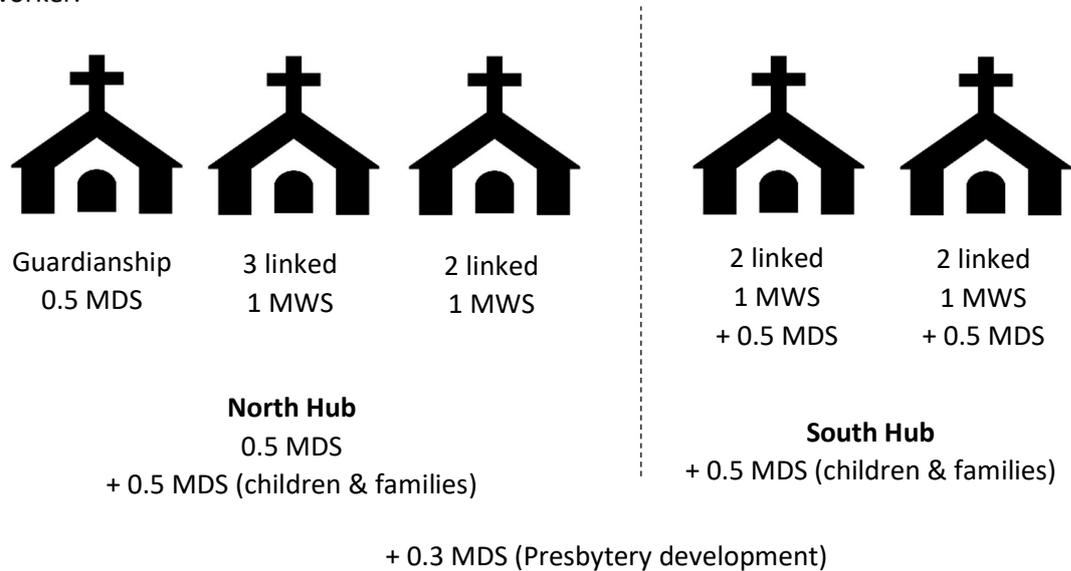
### Example 1: Aberdeen South

Two parishes have been expanded to cover the area of a church which has closed. The two church cooperate in mission and ministry, with a ministry team covering the whole area. Staff: 2 ministers, 3 Ministry Development staff (MDS) (2.0 FTE).



### Example 2: Abernethy

The number of charges was reduced from six to four, with 10 congregations. Two areas were created, North & South. The North area shares a 0.5 children & families worker and has 1.0 additional Ministry Development staff allocated 0.5 to supporting the area and 0.5 to the Guardianship. The South area also has a shared 0.5 children & families' worker and 1.0 Ministry Development staff (shared 50:50). At Presbytery level, there is a 0.3 MDS Presbytery development worker.



### Example 3: Argyll

Argyll developed two “vacancies networks” to provide ministerial cover for long-term vacancies. Their north hub has 8 churches in 5 congregations in three charges. A parish minister (MWS) acts as a Hub Minister, there is a 0.5 Hub Administrator – an Elder – who coordinates ministry cover, acts as an Interim Moderator for the vacant charges, and prepares worship teams. The south hub has 12 churches in 9 congregations in 4 charges. There were overseen by a full-time Hub Coordinator; (Ministry Development Staff with OLM status).

