

ALLOWAY, 6th May, 2014.

At Alloway Church on Tuesday the Sixth Day of May, Two Thousand and Fourteen Years, the Presbytery of Ayr met and was constituted.

431. SEDERUNT. Rev A Symington, Moderator, and others as per Sederunt Sheets in retentis. Ministers, 36; Elders, 50; Deacon 1; Corresponding Members, 3; **Total 90.** Apologies were received from 7 Ministers and 2 Elders.

432. WELCOME.

The Moderator welcomed the two new Development Workers at St Quivox - Patricia Archibald and Fabulous Moyo.

433. MINUTES

The Minutes of the 4th March, 2014 and 1st April, 2014 being in the hands of Members, were taken as read and approved.

434. ORDER OF BUSINESS

The Order of Business was approved.

435. INTIMATIONS.

1. Presbytery Yearbook
2. Praying Across Scotland - **Sunday 11th May in Kingcase Parish Church at 3pm.**
3. Heart & Soul 2014 –**Sunday 18th May in Edinburgh.**
4. Ministers / Funeral Directors Meeting - Savoy Park Hotel
9th June at 4.30pm.
5. Information regarding Ayrshire Hospice.
6. Dr Murdo Macdonald, Church of Scotland Society, Science and Faith Project will be a guest speaker at Old Cumnock Old Church Hall on Wednesday 28th May at 6.30pm. He will focus on Energy, Science and Faith.

7. Vocations Champion Information. Closing date 31st July 2014.
8. Ayrshire Wide Vocations Conference, Howard Centre Kilmarnock, 27th September. Further information to follow.

436. RECEPTION OF MINISTRY CANDIDATES, READERS, ADVISORS AND CHURCH YOUTH WORKERS.

Introduced by the Rev Stephen Ogston, Convener of the Education Committee. The Moderator conveyed the grateful appreciation of the Presbytery to all of the above.

437. GUEST SPEAKER SLOT.

The Rev Neil Gardner, Convener of the General Assembly Committee on Chaplains to HM Forces. Neil spoke of both the commitment and sacrifice that Chaplains had made through the years in many different conflicts and corners of the world. Reference was also made to the pastoral work carried out by Chaplains in Military Bases.

The role of Chaplaincy in the Armed Forces was a wonderful opportunity to engage and represent the Church, often in extremely difficult situations. In conclusion, Neil commended the work of all those involved with Chaplaincy in HM Forces.

The Moderator conveyed his appreciation to Neil on behalf of the Presbytery.

438. MATHIESON HOUSE UPDATE

Mr Ian Gemmell began his address by expressing the grateful appreciation of Mathieson House to the Presbytery of Ayr for their continued support.

Ian gave a short history of Mathieson House, which enables 16 people to live independently in a safe environment.

**439. THE GENERAL ASSEMBLY 2014.
APPOINTMENT OF COMMISSIONERS.**

- a. The Presbytery note that the Rev Bill Hannah, Minister emeritus Muirkirk Parish Church, and Mrs Morag Hannah will no longer attend the General Assembly as Commissioners appointed by the Presbytery of Ayr.
- b. The Presbytery nominate Dr Dorothy Ferguson, Elder at Troon: St Meddan's, as a Commissioner to the ensuing General Assembly convened to meet in Edinburgh on Saturday 17th May, 2014.

**440. COMMISSIONING OF COMMISSIONERS TO THE
GENERAL ASSEMBLY.**

The Moderator addressed the Commissioners and put to them the prescribed Question which was answered satisfactorily. The Moderator, with prayer, commissioned the Commissioners to serve at the forthcoming General Assembly.

441. ORDER OF THE DAY - 8.00pm.

1. **PRESBYTERY FINANCES**, given by Mr Keith A J McKellar, Presbytery Treasurer and Mr George Kitcheman, Depute Treasurer, who moved the following Deliverance which was adopted:
 - a. **PRESBYTERY ACCOUNTS**
 - i. The Presbytery acting as Trustees of the relevant Charity approve the Accounts for year to 31st December 2013, a copy to be held in retentis, and thank the Treasurer, Mr Keith A J McKellar for the presentation of the Accounts, and Mr John Beaton, Independent Examiner, for his work.
The Presbytery instruct the Clerk to send a copy of the Accounts to the General Treasurer.

- ii. The Presbytery approve the appointment of Mr John Beaton as Independent Examiner for 2014.

b. PROPERTY INSPECTION LEVY

The Presbytery homologate that under delegated powers the Clerk, the Convener and the Sub Convener of the Administration Committee, and the Depute Treasurer approved the figures for 2014 as follows:-

£530 per Charge, £265 per Congregation in a linked charge, and £180 for each of the Congregations in a triple link.

**2. ADOPTION OF UNITARY CONSTITUTION
AYR: ST ANDREW'S PARISH CHURCH**

In terms of Act XIX, 1964, as amended, the Presbytery note that the Kirk Session and Congregation have resolved to adopt the Unitary Constitution.

The Presbytery instruct the Clerk to send an Extract Minute, together with an Extract Minute of the above Kirk Session and Congregational Meeting, to the Solicitor of the Church of Scotland.

442. BUSINESS AND NOMINATIONS COMMITTEE,
given in by Mrs Isabell Montgomerie, Convener, who moved the following Deliverance which was adopted:

1. CONVENERS AND VICE CONVENERS 2014 - 2015

The Presbytery note the following appointments:

	BUSINESS	ADMIN	EDUCATION	COMM	MISSION
CONVENER	Bob Mayes	Jamie Milliken	Dave Whiteman	Ian McLachlan	John Paterson
VICE CONVENER	Alastair Symington	Gerald Jones	Morag Garrett	Fiona Wilson	Liz Crumlish

2. COMMITTEE MEMBERSHIP 2014 – 2015

The Presbytery approve that the Rev Liz Crumlsh (Mission Committee) and Mrs Nan McTurk (Education Committee) continue beyond their 4 year term.

**3. PRESBYTERY VENUE –
CARRICK CENTRE MAYBOLE**

- a. The Presbytery agree that, from the 2nd September, all Ordinary Meetings will be held in the Carrick Centre, Maybole, apart from June and October.
- b. The Presbytery note that tea, coffee and snacks will be available from 5.30pm onwards at a cost of £5 per person.
- c. The Presbytery appoint Mrs Isabell Montgomerie to liaise with the Carrick Centre regarding arrangements.
- d. The Presbytery convey their thanks to Alloway Parish Church for providing such an excellent venue for Ordinary Meetings in recent years.

4. PRESBYTERY MEETING - 7th OCTOBER 2014

The Presbytery agree to hold the Ordinary October Meeting of Presbytery within Kirkmichael Parish Church at 7pm on Tuesday 7th October 2014.

5. THE PRESBYTERY PROTOCOL – ANNUAL REPORT

- a. The Presbytery note that the Presbytery Protocol was used once during the past year.
- b. The Presbytery recognise that the Protocol is to be used when complaints and matters of concern involving Ministers are received, including occasions when other persons are also involved in the complaint or matter of concern.

- c. The Presbytery note that, for the purpose of the Protocol, all references or use of the word Minister shall also refer to Auxiliary Ministers, OLMs, Deacons, Readers and PPWs.

6. ROYAL NAVY RESERVE CHAPLAIN

The Presbytery approve the appointment of the Rev Jamie Milliken, Minister of Troon: Portland, as a Royal Navy Reserve Chaplain. This appointment is subject to a successful interview.

7. ADDITIONAL ELDERS

- a. The Presbytery appoint Mrs Anne Robertson, Elder at Drongan Parish Church, as an additional Elder.
- b. The Presbytery appoint Mr David Reid, Elder at Troon: Old Parish Church, as an additional Elder.

443. **EDUCATION COMMITTEE**, given in by the Rev Jamie Milliken, who moved the following Deliverance which was adopted:

1. PASTORAL CARE CHAPLAIN REVIEW

(See Appendix 1 and Pastoral Care Scheme)

- a. The Presbytery receive the report.
- b. The Presbytery adopt the recommendations contained in the report.

A Counter Motion was brought to the Presbytery seeking to retain four Pastoral Care Chaplains, instead of the proposed two. This would ensure the existing geographical areas of Pastoral Care would be retained with each Pastoral Care Chaplain receiving an honorarium of £40 per month.

An amendment was brought forward introducing a new **1.c**

The Presbytery resolve to include Manse families in the scheme.

The amendment fell.

The Counter Motion fell and the original Deliverance was adopted.

- 444. ADMINISTRATION COMMITTEE**, given in by the Rev Gerald Jones, Convener and Mr Frank Potter, Finance Co-ordinator, who moved the following Deliverance which was adopted. Report by the Rev Bill Hannah.

1. EXAMINATION OF LOG BOOKS

The Presbytery note that the examination and attestation of Log Books has now been completed satisfactorily, with a report made to the Ministries Council by 31st March 2014.

2. VICE CONVENER

The Presbytery approve the appointment of the Rev Gerald Jones to serve as Vice Convener of the Administration Committee 2014 – 2015.

3. STRAITON; ST CUTHBERT'S PARISH CHURCH

The Kirk Session of Straiton; St Cuthbert's Parish Church are preparing a conservation project for the Church. The work has been identified and the estimated costs are in excess of £100,000. As the cost exceeds the financial limit, it is proposed that:

The Presbytery adopt the Option Review and instruct the Area Convener to make an interim report to the Presbytery within six months.

4. AYR: ST ANDREWS PARISH CHURCH MANSE

The Presbytery note the decision by the Board and Session to put the Manse at 31 Bellevue Crescent, Ayr, on the market. The manse is larger than statutory requirements and maintenance and upkeep costs, along with changes to area parking, are the reasons for this decision.

The Clerk is instructed to send this Deliverance, to the General Trustees in Edinburgh for their attention.

5. GIRVAN SOUTH PARISH CHURCH

The Presbytery note the favourable response from the General Trustees regarding the approval of a grant from the Central Fabric Fund in the sum of £3,530.00. This sum is towards the cost of removing asbestos from the boiler house at the rear of the old hall.

6. AUCHINLECK PARISH CHURCH

The Presbytery approve the decision by the Board and Session of Auchinleck Parish Church to sell part of the glebe to East Ayrshire Council for a cemetery extension.

The Clerk is instructed to send this Deliverance, to the General Trustees in Edinburgh for their attention

7. TROON: PORTLAND PARISH CHURCH

The Presbytery approve the proposal to carry out replacement of heating boilers in the Church for the sum of £11,730. The General Trustee's Heating Consultant has approved the proposed changes. Approval is required as work over the last two years now exceeds the financial limit of £100,000.00.

The Clerk is instructed to send this Deliverance, to the General Trustees in Edinburgh for their attention

8. DALMELLINGTON

- a. The Presbytery note, with great concern, that the Congregation of Dalmellington had, during 2013, managed to pay only £12,000 of its Ministries & Mission contributions for that year, leaving a shortfall of £19,415 as at 31st December 2013.
- b. The Presbytery note that the Congregation of Dalmellington has managed to make payments during 2014 to halve this shortfall.
- c. The Presbytery support the Presbytery Finance Co-ordinator in his efforts to secure a reduction in the historically assessed contributions of the Congregation of Dalmellington.
- d. The Presbytery homologate the decision of the Presbytery Finance Co-ordinator in instructing the Congregation of Dalmellington to delay any payments towards their 2014 Ministries & Mission contributions.
- e. The Presbytery agree that the Congregation of Dalmellington be permitted to pay their 2014 Ministries & Mission contributions as and when this becomes possible.
- f. The Presbytery encourage the Officer Bearers of the Congregation of Dalmellington to continue to work with the Presbytery Finance Co-ordinator to seek a resolution to their financial difficulties.
- g. The Presbytery note that, for the time being, no application is being made by the Congregation of Dalmellington to write off this shortfall.
- h. The Presbytery instruct the Clerk to send an Extract Minute to the General Treasurer of the Church of Scotland and to the Session Clerk of the Congregation of Dalmellington.

9. LEGACIES

- a. The Presbytery remind all Congregations within the bounds that monies received from legacies need to be identified separately within their accounts.
- b. The Presbytery recommend that any Congregation within the bounds using the 'receipts and payments' style of accounts and which expects to receive a large legacy, should contact the Presbytery Finance Co-ordinator at the earliest opportunity.

10. CONGREGATIONAL TRADING ACTIVITIES

- a. The Presbytery recommend that any Congregation within the bounds undertaking ongoing trading activities under their charity number which involves
 - (i) employing staff, and/or
 - (ii) the hire or lease of commercial, non-church buildings

should contact the Presbytery Finance Co-ordinator to ensure that their Ministries & Mission contributions are not inadvertently inflated.

- b. The Presbytery instruct the Clerk to send an Extract Minute to the General Treasurer of the Church of Scotland.

455. MISSION COMMITTEE, give in by the Rev John Paterson, Convener, who moved the following Deliverance which was adopted:

ORDAINED LOCAL MINISTRY

The Presbytery note that following consultation at Presbytery level the Rev Sandra Black is no longer attached to Ayr: Castlehill as an Ordained Local Minister.

456. CORRESPONDENCE.

All Correspondence had been forwarded to the relevant Committees.

ADJOURNMENT. The Presbytery rose at **9.10pm.**

The next Ordinary Meeting of the Presbytery of Ayr will be held within Old Cumnock Trinity on **Tuesday 17th June**, 2014, at 7pm.

The Committees will meet in Ayr: the Auld Kirk Halls on **Thursday 5th June**, 2014, at 7pm.

The Presbytery will meet in hunc effectum for a Service of Closure on **Wednesday 7th May**, 2014, at 6.45pm within Craigie Parish Church. (Numbers 18)

The Presbytery will meet in hunc effectum for a Service of Union on **Tuesday 13th May**, 2014, at 6.45pm within Symington Parish Church. (Numbers 30)

MODERATOR

PRESBYTERY CLERK

Scottish Charity Number SC020676

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APPENDIX 1

Presbytery Pastoral Care Chaplain Review 2014

Pastoral Care Survey Findings, Conclusions and Recommendations

Introduction

In November 2012 the Education Committee agreed to carry out a review of the pastoral care model operated by the Presbytery. This review was of the current model of care and not intended to be a review of the individual Pastoral Care Chaplains. The questionnaire was anonymous. The questionnaire was sent out to all recipients of the scheme, fifteen recipients replied to the questionnaire and this was considered to be a good sample size to work with.

Survey Findings

Perceived benefits of the current model

It is perceived that the greatest benefit of the existing scheme is that it has a 'push-pull' mechanism where Pastoral Care Chaplains were required to contact recipients (push) but recipients were also able to call on the services of their named Pastoral Care Chaplain when required (pull).

Another benefit was that the honorarium provided by Presbytery facilitated meetings.

Perceived weaknesses in the current model

The survey found more perceived problems than benefits with the current model. A common concern was that recipients under the scheme had no choice in who was allocated as their Pastoral Care Chaplain. Possibly as a result of this eight of the respondents stated that they would not go to their allocated Pastoral Care Chaplain for pastoral support, another five however stated they would go to their chaplain while two others stated that it would depend on who the chaplain was.

Some also perceive that the Pastoral Care Scheme would benefit from closer supervision from Presbytery.

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Several suggestions were made that posts should be filled by people who were not serving colleagues, however this comment needs to be balanced with the response given to the question of who recipients of the scheme would go to if they had a problem and the most frequently ticked box was ‘another minister within Presbytery.’

The current scheme extends to cover ‘manse families’ however none of the respondents answered the question ‘If you have a manse family would they be inclined to go to the allocated Pastoral Care Chaplain for support?’ with an unconditional ‘yes’.

Suggestions made for improvements

The following suggestions were made as to ways Presbytery can better provide pastoral care for ministers and others within our care.

A recurring theme coming through the survey is that respondents would like to have a say in who is allocated as their chaplain.

It was also suggested that Presbytery should widen the potential pool of Pastoral Care Chaplains by opening it up to others within Presbytery who have the relevant pastoral care skills.

A further suggestion was that at induction or appointment a mentor should be allocated for the first year. This mentoring would not be supervisory, but rather pastoral in its nature.

As part of the survey respondents were asked to highlight other Presbyteries Pastoral Care schemes they considered to be worth further consideration.

Further investigation and discussion

During the course of the review the Review Group met with the Presbytery Pastoral Care Chaplains in post. Presbytery Clerks were also contacted and asked to provide information about schemes running in their own Presbytery and advice was sought from the Church of Scotland Ministries Pastoral Support Officer.

Recommendations

The Review Group considered the responses to the survey and came to the conclusion that while there are clearly recipients who are happy with the care they receive there are also others who find that the current model and practice is not serving them as well as it is expected it should and that changes are required to enable Presbytery to offer good pastoral care.

In deliberating change the Review Group sought wherever possible to maintain the benefits of the current scheme, while reducing the incidences of a reduced standard care and taking into account wherever possible suggestions made for further improvement.

The proposed new model seeks to ensure that we have ministers for our ministers. We recommend a scheme that appoints Pastoral Care Chaplains through a system of nomination and interview. This approach gives both the recipients of the scheme an opportunity to nominate their own Pastoral Care Chaplain and Presbytery the ability to interview and appoint.

It continues to enable the 'push-pull' approach to pastoral care and the ongoing payment of an honorarium, while separating the honorarium from reimbursement of actual expenses incurred in the carrying out of the role (in compliance with HMRC rules on taxation).

The Review Group recommends that every serving Minister of Word and Sacrament, serving Chaplain, Auxiliary Minister, Deacon and Attached Reader in the Presbytery of Ayr should be eligible for care under the scheme. As Ordained Local Ministers and Readers are, by nature of their post, more transient between areas it is recommended that to enable continuity of care they receive pastoral care from their own Parish Minister.

The Review Group recommends that every Minister, Auxiliary Minister, Ordained Local Minister, Reader, Deacon and Elder in the Presbytery of Ayr who meets the required personal specification shall be deemed eligible to be the Pastoral Care Chaplain.

The Review Group has recommended that the number of Pastoral Care Chaplains be reduced to two, with the Presbytery being divided into 'North and Central' and 'South and East' areas of responsibility. The reduction in the number of Chaplains is for a several reasons.

It is considered that two Chaplains will, by nature of their specialism, hold a prominent place in Presbytery. The focus on two Chaplains will allow for a clearer and more effectively managed system reporting to Presbytery and general supervision.

There is also an expressed desire by recipients of the scheme to have input into who is appointed as their Pastoral Care Chaplain and the Review Group considered that two positions will increase the likelihood of Chaplains being of the highest calibre.

The proposed scheme suggests that a Pastoral Care Chaplain be in post for four years to enable continuity of care, with the possibility, but no guarantee that the appointment could be extended for one further term of four years.

The Pastoral Care Chaplains will be supervised by the Convenor of Education with each submitting an annual written report to the Education Committee through the Convenor of Education who will report diligence, or otherwise, to both the Education Committee and Presbytery. The Review Group also recommends that the Convenor of Education supports the Pastoral Care Chaplains by initiating contact with them at least twice per year.

The revised model does not include pastoral care for 'manse families' as there seems to be little requirement for this service. 'Manse families' have the benefit of accessing a confidential telephone counselling service that operates 24hrs a day, 365 days a year. The service is arranged through the Ministries Council and can be accessed by telephoning 0800 0687 987.

With regards to the suggestion that that a mentor should be allocated for the first year; for recipients of the scheme who are either newly ordained or appointed to their first post in the Church of Scotland this should be extended to a period of accompaniment for the first five years in accordance with the instruction to the General Assembly (Report of the Assembly Council 1990, p84 and Deliverance 9. p74) on this matter. It is considered that the Pastoral Care Chaplains would be the most appropriate persons to provide the mentoring. Along with routine pastoral care, the Pastoral Care Chaplains would also provide regular mentoring support (at least four times per year) on issues as they presented.

For recipients of the scheme who are not newly ordained or appointed to their first ministry in the Church of Scotland this role should also be carried out by the Pastoral Care Chaplains for the period of one year following induction or appointment.

A one day mentor training course will be offered by the Ministries Council on request. The content of this course would be tailored to meet the needs of those in attendance.

To ensure continuity of care the Review Group recommends that the two existing Presbytery Pastoral Care Chaplains be offered the opportunity to continue in post until they reach the end of their current appointment. Thereafter nominations will be sought for the new scheme.

Both of the current serving Pastoral Care Chaplains have agreed to this proposal. The Reverend David Harper has agreed to continue to provide care in the Central area of Presbytery and also take on the remit for the North area. The Reverend Lawrie Lennox has agreed to continue to provide care in the East area of Presbytery and will also take on the remit for the South area.

PRESBYTERY OF AYR PASTORAL CARE CHAPLAINCY SCHEME

There will be two Pastoral Care Chaplains appointed by Presbytery

DUTIES

Pastoral Care Chaplains will...

1. have the full backing of the Presbytery in the carrying out of his/her duties.
2. establish and maintain pastoral links with all Parish Ministers, serving Chaplains and all active Auxiliary Ministers, Deacons and Attached Readers in the Presbytery.
3. respect people's right to confidentiality, the limits of which should be set by open agreement rather than assumption.
4. arrange his/her own rota of visitation, but with particular consideration being given to those who:
 - are new to the Ministry and/or Presbytery;
 - those who have been ill or undergoing illness;
 - those going through bereavement; and
 - those to whom the Chaplain's attention is drawn.
5. make a rapid response to requests for pastoral help.
6. act as mentors for newly inducted and appointed posts in Presbytery.
7. adopt a holistic person centred approach (rather than problem centred approach) by actively seeking out, celebrating and encouraging the good alongside dealing with the problems.
8. advise the Presbytery Clerk of periods of holiday or sick leave to enable alternative cover to be arranged.
9. be exempt from Presbytery committee work because of the high profile of the position and the workload carried.
10. attend training and seek out pastoral care support through the Ministries Council as required.

GEOGRAPHICAL AREAS OF RESPONSIBILITY

One Pastoral Care Chaplain will cover the urban areas (North and Central) and the other the rural areas (South and East) of Presbytery.

Urban area**North (9 to be reduced to 8)**

Troon Portland

Troon St Meddan's

Dundonald

Troon Old

Prestwick Kingcase

Prestwick South

Craigie and Symington (to be linked with Prestwick South)

Prestwick St Nicholas

Monkton & Prestwick North

Central (10)

Ayr: Newton Wallacetown

Ayr: St Quivox

Ayr: St James

Ayr: Auld Kirk

Dalrymple l/w Ayr: St Leonard's

Ayr: Castlehill

Ayr: St Andrew's

Ayr: St Columba

Alloway

Community Minister post

Ayrshire Hospice Chaplain

Total: 19 (to be reduced to 18)

Rural Area**South (6)**

Crosshill linked with Maybole

Fisherton linked with Kirkoswald

Kirkmichael linked with Straiton

Girvan North

Girvan South linked with Barr linked with Dailly

Ballantrae: linked with St Colmon

East (9)

Mauchline: l/w Sorn

Annbank l/w Tarbolton

Auchinleck l/w Catrine

Lugar l/w (Old) Cumnock Old

Old Cumnock Trinity: l/w Muirkirk

New Cumnock

Dalmellington l/w Patna

Coylton l/w Drongan

Ochiltree l/w Stair

Hospital Chaplains (3)

Total: 18

Active Auxiliary Ministers, Deacons and Attached Readers will receive pastoral care from the chaplain covering the charge they are serving in. Should there be a conflict of interests in providing pastoral care for two people serving in the one charge the Parish Minister will receive pastoral care from the Pastoral Care Chaplain for that area and the other party shall receive pastoral care from the Pastoral Care Chaplain of the other area.

CONDITIONS OF SERVICE

Pastoral Care Chaplains will be appointed to serve for four years in the first instance, with the possibility, but no guarantee that the appointment could be extended for one further term of four years.

1. The post is initially offered as a 12 month post to allow for training to be undertaken and for both the Pastoral Care Chaplain and Presbytery to explore whether the appointment is appropriate and to be sustained.
2. The Pastoral Care Chaplains will be required to make contact with each person within his/her pastoral care responsibility a minimum of twice per annum; at least once by phone and once in person. With regards to the care and mentoring of newly ordained and appointed staff this will increase to personal visits at least four times per year.
3. Each Pastoral Care Chaplain will account for his/her work through an annual written report to the Convenor of Education who in turn will make an annual report to the Education Committee and the March meeting of Presbytery.
4. Each Pastoral Care Chaplain will receive an honorarium of £80.00 per month.
5. Each Pastoral Care Chaplain is entitled to claim reasonable expenses incurred during the delivery of their pastoral care role. Expenses will be paid on production of receipts and mileage expenses will be paid according to the Presbytery mileage rate.
6. Each newly appointed Pastoral Care Chaplain will be required to attend a one day initial Pastoral Care training course and thereafter follow up with a half or full day training yearly as appropriate to their own related developmental needs. These courses will be run and facilitated by the Ministries Council on request.
7. Each newly appointed Pastoral Care Chaplain will be required to attend a one day initial Mentoring Course run by the Ministries Council. Further mentoring training can be accessed as required.
8. The Ministries Council offers Pastoral Care Chaplains regular opportunity to discuss and reflect on issues arising from their post. Pastoral Care Chaplains are strongly encouraged to make use of this service.

PERSONAL SPECIFICATION

The post holder will:

- have a minimum of five years recognised pastoral care related experience.
- demonstrate good social and people skills.
- be a good listener.
- be trustworthy with confidential information.
- be sensitive in their approach to issues.
- be non-judgmental.
- be proactive.

NOMINATION OF CHAPLAINS AND OTHER POINTS

1. Every Minister, Auxiliary Minister, Ordained Local Minister, Reader, Deacon and Elder in the Presbytery of Ayr who meets the required personal specification shall be deemed eligible to be the Pastoral Care Chaplain.
2. Nominations will be sought for the posts of Pastoral Care Chaplain which should be approved by the nominee in advance.
3. All nominations must have a seconder.
4. A nominee can agree for their name to go forward for one Presbytery Pastoral Care post only.
5. All nominated Pastoral Care Chaplains will be invited for interview.
6. The interview panel will consist of three people. The panel will be convened by the Convenor of Education with the other members being selected by the Education Committee. Following interview the panel will select the successful candidate.
7. Awareness of the Pastoral Care Chaplain's role should be encouraged by recognition of the role, making clear the responsibilities of both Chaplain and Presbyters.
8. The Presbytery Clerk should report any sick leave to the relevant Pastoral Care Chaplain. If appropriate; any death of parent, spouse or child of a member should be reported to relevant Chaplain; and where appropriate regular contact should be maintained between Ministries Council and Pastoral Care Chaplains.
9. The Convenor of Education will provide support to the Pastoral Care Chaplains by initiating contact with them at least twice per year.
10. A person who is eligible to receive pastoral care under the Presbytery Pastoral Care Scheme but does not wish to receive such care may withdraw from the scheme. Withdrawal must be intimated in writing to the Convenor of Education who will thereafter advise the relevant Pastoral Care Chaplain. An eligible person can re-enter the scheme at any time in writing to the Convenor of Education.
11. The Pastoral Care model will be subject to on-going review with a substantial review to be carried out after a period of two years.

CRAIGIE PARISH CHURCH, 7th MAY, 2014. At Craigie Parish Church, on the Seventh Day of May, Two Thousand and Fourteen Years, the Presbytery of Ayr met and was constituted in prayer.

457. SEDERUNT. Rev A Symington, Moderator, and others as per Sederunt Sheets in retentis. Ministers, 8; Elders, 10; Corresponding Members, 1; Total 19. Apologies were received from 5 Ministers and 2 Elders.

458. CLOSURE OF CRAIGIE PARISH CHURCH.

All relevant matters being in order and the Clerk having laid on the Table the relevant Minute (409: 2a), the Presbytery resolved to proceed to the Closure of Craigie.

Public Worship was conducted by the Moderator, in a manner appropriate to the occasion.

Public Worship being concluded, the Presbytery instructed the Clerk to inform all interested parties. Those taking part were thanked and the Sederunt was closed with prayer.

MODERATOR

PRESBYTERY CLERK

SYMINGTON PARISH CHURCH, 13th May, 2014. At Symington Church on Tuesday the Thirteenth Day of May, Two Thousand and Fourteen Years, the Presbytery of Ayr met and was constituted.

459. SEDERUNT. Rev A Symington, Moderator, and others as per Sederunt Sheets in retentis. Ministers, 7; Elders, 17; Total 24. Apologies were received from 6 Ministers and were similarly recorded.

460. UNION OF CRAIGIE PARISH CHURCH AND SYMINGTON PARISH CHURCH AND INTRODUCTION OF THE REV GLENDA KEATING AS THE MINISTER OF THE NEW UNITED CHARGE.

All relevant matters being in order and the Clerk having laid upon the Table the relevant Minute (409: 2b), the Presbytery proceeded to the Union Craigie Parish Church and Symington Parish Church and the Introduction of the Rev Glenda Keating.

Public Worship was conducted by the Rev Nancy Jackson, Auxiliary Minister, who preached a sermon appropriate to the occasion.

The prescribed Question being asked and answered satisfactorily, the Rev Glenda Keating signed the Formula. The Moderator with prayer introduced her to the United Charge.

With the Presbyters, the Moderator gave the Rev Glenda Keating the Right Hand of Fellowship.

Thereafter the Moderator put to the Congregations the required Question which was answered satisfactorily and gave a Charge.

Public Worship being concluded, the Presbytery instructed the Clerk to inform all interested parties.

Those taking part were thanked and the Sederunt was closed with prayer.

MODERATOR

PRESBYTERY CLERK