



Congregation Leader: Stockethill Family Church – Application Pack

Stockethill Church of Scotland are seeking a Congregation Leader to pastor their emerging Family Church. This full-time post offers a unique opportunity for an individual committed to growing a new worshipping community amongst families of a diverse parish in Aberdeen.



Stockethill Parish

Stockethill is a community of just over 4000 people. Although it scores low on the Scottish Index of Multiple Deprivation, it is a vibrant community with a population that is diverse in terms of both ethnicity and age. The local primary school is bursting at the seams with over 400 pupils, and there are active and expanding community centres and organisations.

Stockethill Church.

Stockethill Church was planted 27 years ago at a time when the Church of Scotland were experimenting in church planting. Ian and Sarah Aitken, who led the church plant, continue to minister in the congregation. A small church without a building, meeting in various locations as a number of congregations, the church is deeply rooted into the community with active ministries, including to older people and, in partnership with a local community centre, a free café. The church has an excellent relationship with the local primary school and has, for many years, had a vibrant children's outreach ministry. In more recent years there has been an increasing focus on families as a whole.



Stockethill Family Church

Over the last 3 years our work amongst local families has resulted in the emergence of Stockethill Family Church. This is a monthly gathering of primarily unchurched families facilitated by a team from our main congregation and with the upfront intention of forming a "church": a community of people who are helping one another follow Jesus through worship, engagement with the Bible, reliance on the Holy Spirit, care for one another and loving-service of others.

During the three years of its existence around 50 people from 20 families have, at some point, been regular attenders of the Family Church. At the time of writing there are 8 families and a total of 24 people who regularly attend.

However, those hosting the gatherings and leading the new congregation (including Ian and Sarah Aitken) have found that they have reached their limit in terms of being able to grow the congregation in size, frequency of meeting, and as a community. They have similarly found it challenging to give the time and attention required to help the congregation members grow in faith. They, along with Stockethill Kirk Session, have therefore concluded that they need to call a Congregation Leader to pastor the Family Church.



The Congregation Leader

A fuller job description and person specification is given below, and we are looking for a leader who, in reliance upon the Holy Spirit, can

- **Do the work of a pastor-teacher:**
by leading regular acts of worship that are suitable for a, mainly previously unchurched congregation made up of families with parents and children; building supportive relationships with these families; and providing ways for both children and adults to discover and grow in faith in Jesus as Lord.
- **Do the work of an evangelist:**
by working alongside the current minister and church in their outreach ministry in the local school and with families in our community; developing new ways of sharing the gospel in word and deed with the people of our neighbourhood; and helping the emerging congregation to think and act in a way that proclaims the gospel and extends the Kingdom of God.
- **Do the work of a leader:**
by working with and developing the team serving the Family Church; helping those involved in the Family Church to use their gifts to serve the church; overseeing the emerging Family Church as it becomes a fully-fledged church in its worship, community and outreach; and helping ensure a unity between the constituent parts of Stockethill Church (i.e. the current congregations and the emerging Family Church).



Job Description and Person Specification

Title of Post: Congregation Leader, Stockethill Family Church
Responsible to: The Parish Minister
Main purpose: The Congregation Leader will have responsibility for all aspects of developing the Family Church Congregation of Stockethill Parish Church. This will include:

Main Duties.

Pastoral and Discipleship

- Ensuring that adults and children who are part of the Family Church have the opportunity to grow in faith in Jesus Christ, both through direct relationship between the Congregational Leader and individuals, and through enabling a community where people help each other to follow Jesus.
- Developing pastoral relationships with those who are part of the Family Church.
- Developing a community where people are cared for and supported.

Worship and Teaching

- Facilitating opportunities for the community to gather for Christian worship including, when appropriate, to celebrate the sacraments in line with the law and practise of the Church of Scotland.
- Facilitating opportunities for the community and individuals to engage with the Bible

Evangelism and Outreach

- Contribute to and be involved with the already existing evangelism and outreach programmes of Stockethill Church.
- Develop evangelism and outreach opportunities appropriate to the Family Church.
- Ensure that the Family Church is relevantly connected to Stockethill Church and the wider Church

Organisational

- Provide training and support to volunteers in the Family Church,
- In conjunction with the Congregations Safeguarding Officer, ensure all Safeguarding procedures are properly followed, including at events and when recruiting volunteers.
- Keep necessary records associated with the Family Church, including membership and financial records.
- Produce reports and budgets as required by the Kirk Session and external funders.

As this is a new post, the duties will naturally evolve in agreement with the post holder, line manager and Kirk Session but will remain within the broad scope of this job description.

Stockethill Family Church Congregation Leader – Person Specification.

Essential

- Able to demonstrate strong pastoral skills in providing empathetic care
- Able to demonstrate a strong interest in evangelism and outreach and the outworking of these, for example in events and activities, with the ability to enthuse and encourage others in mission.
- Committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010
- Able to demonstrate a creative approach to worship and discipleship conversant with historic Christian spirituality
- Able to demonstrate an ability to engage adults and children with the Bible
- Demonstrable ability to build and maintain good relationships with a wide variety of people of all ages, including congregation members, local residents, community leaders, and church leaders.
- Able to demonstrate good organisational and planning skills
- Able to demonstrate resilience in the face of set-backs with the ability to reflect on work and practise.

Preferred/Advantageous

- Experience of, or training in, church planting or new expressions of church
- Experience in working with children, families and/or under 40s
- Experience in working in more deprived neighbourhoods,
- Understanding of the issues that affect families from diverse and disadvantaged backgrounds
- Experience in recruiting, training and supporting volunteers
- Experience in another relevant field (e.g. Social Work, Counselling, 3rd sector organisation, family support, community development etc)
- Skills in the creative arts
- Theological education
- Good understanding of Safeguarding in practise.

Terms and Conditions

- The salary is £32,351 per annum.
- This is a three year funded post with the possibility of funding being secured for future years
- 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.
- Pension contributions will be at the rate of 3% employer's contribution and 5% employee's contribution
- As Stockethill Church has no premisses of its own, there is no office space attached to this post. However, the post-holder will be supplied with both a laptop and a mobile phone.

- There are five weeks paid leave in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the Kirk Session are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

How to Apply

Applications should be sent by email to Ian Aitken at iaitken@churchofscotland.org.uk by 12 noon on the closing date

Applications must include:

- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements
- A personal statement of no more than 800 words, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description and person specification
- The details for at least two individuals who are willing to provide a reference (one of which should be a previous employer and one a character reference) and the details of one individual in a leadership role within your current church who can confirm your active membership. References will only be requested for those who are successful at interview.

We welcome informal enquiries and conversations with those wishing to discuss the post before applying. This can be arranged by emailing Ian Aitken at iaitken@churchofscotland.org.uk

Application Timeline:

The process by which we will seek to discern a calling to the role of Congregation Leader is:

- Closing Date for applications is 12 October 2026
- Those shortlisted will be invited to interview (in person or online) shortly after the closing date.
- Those successful at interview will be invited to visit the congregation and parish as soon as is convenient.
- We would aim for a start date as soon as possible depending on circumstances.

The church website is: www.stockethillchurch.org.uk
 We are on YouTube: <https://www.youtube.com/@StockethillChurch>
 and Facebook: <https://www.facebook.com/stockethillchurch>

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