

FINAL DRAFT BASIS OF PARISH GROUPING

The congregation of Cleish (SC003168), the congregation of Fossoway St Serf's & Devonside (SC013157), the congregation of Kinross (SC012555) and the congregation of Orwell & Portmoak (SC015523) shall form a Parish Grouping for the period of the current Presbytery Mission Plan from the 1st day of January 2023, and that on the following terms and conditions:

1. **Name:** The name of the Parish Grouping shall be The Kinross-shire Parish Grouping.
2. **Territorial Responsibility:** The bounds to be served by the Parish Grouping shall be the parishes of Cleish, Fossoway, Kinross, Orwell and Portmoak or as the Presbytery may determine.
3. **Property and Funds:** The property and funds belonging to or held on behalf of each congregation shall remain the property and funds of each congregation as at present.
4. **Kirk Sessions:** The Rev. Elisabeth Stenhouse shall be moderator of the kirk sessions of Cleish and of Fossoway St. Serf's & Devonside and the Rev. Alan Reid shall be moderator of the kirk sessions of Kinross and of Orwell & Portmoak. The Kirk Sessions shall meet together periodically (at least once a year) in conference to consider the overall strategy for the parish grouping and for training, reflection and mutual encouragement. A Vision Group comprising representatives of each congregation shall meet at least quarterly to facilitate networking in the ministry and mission of the congregations in the grouping and to help shape the overall direction of the grouping in fulfilment of the Presbytery Mission Plan.
5. **Congregational Management:** The temporal affairs of each congregation shall be administered as at present. The office-bearers of the congregations shall meet together annually to decide on e.g. their portion of related expenses, listed expenses and maintenance of the manses and the salaries and related expenses of any employees or additional ministry team members.
6. **Ministry Team:** The Rev. Elisabeth Stenhouse shall be minister in charge of Cleish linked with Fossoway St. Serf's & Devonside on unrestricted tenure and the Rev. Alan Reid shall be minister in charge of Kinross on unrestricted tenure. The Rev. Robert Calvert shall be Locum in the vacant charge of Orwell & Portmoak. They shall also work collaboratively across the parish grouping supported by any employed or non-stipendiary ministries who may be available.
7. **Ministry Team Support:** The stipend of the ministers shall be payable in terms of the National Stipend Scheme. The salary of the locum shall be payable through the Vacancy Allowance.
8. **Manses:** The manse at Crook of Devon shall be the manse of the charge of Cleish linked with Fossoway. The manse at Kinross shall be the manse of the charge of Kinross. The manse at Milnathort shall be sold.
9. **Other Staff:** Consideration shall be given to the employment of staff to work across the parish grouping in specific areas of support to the ministry and mission of the churches.
10. **Areas of Co-operation:** Consideration shall be given in the Vision Group and by the Kirk Sessions (whether meeting individually or in conference) to working as individual congregations only in what cannot be done together across the parish grouping. In particular there shall be shared working in areas such as administration, publicity, online presence, training, special interest groups, outreach (including messy church), community engagement, pioneering and the planting of fresh expressions of church. Invitations shall be given to representatives of other local churches, Kythe and Kinross Centre etc to participate in Kirk Session conferences in the development of areas of shared mission.
11. **Power to Adjust:** While the articles and terms shall form the Basis of Parish Grouping for the congregations now agreeing, the congregations shall be free, like any other congregation, to adjust arrangements under the authority of the Presbytery as need may arise. The Basis of Parish Grouping shall be reviewed once the proposed readjustment has taken place or after two years whichever is the sooner.