BASIS OF TEAM MINISTRY

As agreed in the Basis of Union for **Edinburgh: Harbours Church of Scotland** within the Presbytery of Edinburgh and West Lothian, a Team Ministry shall operate there as follows:

1. **Team Roles**

   At the point of union, the roles in the team are as set out in the table below.

Title	**Type**	**Role**
Minister 1	FTMWS (Rev Peter Bluett, unrestricted tenure)	To lead the worshipping community at Harbours Church and to serve the wider parish
Minister 2	FTMWS (Vacant, reviewable tenure)	To nurture those on the fringes of the Harbours Church congregation by building on the existing outreach to draw them into the worshipping community; to lead and equip the people of Harbours Church to develop opportunities for witness as the people of Christ, his hands and feet, across the whole of the parish; and to work with Minister 1, the Kirk Session and the people of Harbours Church in doing so.

   The two Ministers together constitute the team and each person is a team member of equal status, save only to the extent that Minister 1 shall be Moderator of the Kirk Session. Each team member is expected to share the vision of the united charge to ensure an integrated team. It shall be the duty of all team members to work collaboratively to further the mission of God in the parish, sharing and covering for each other's duties where necessary and permissible in terms of Church law.

   All roles within the team which are for FTMWS shall, if vacant, be subject to the Call, Election and Appointment of Ministers of Word and Sacrament Act (Act XI 2025).

2. **Moderator of the Kirk Session**

   The Moderator of the Kirk Session shall be Minister 1 (currently the minister of Edinburgh: Newhaven Church of Scotland, Rev Peter Bluett).

3. **Team Meetings and Coordination**

The members of the team shall meet regularly (if possible, weekly and at least monthly) in order to co-ordinate and carry out the work of the team as effectively as possible and discuss matters of common interest. Meetings may take place in person or via videoconference or a hybrid of the two and shall be chaired by the Moderator of the Kirk Session. Any team member may request that an item is added to the agenda. Matters requiring a decision by the team shall be decided by consensus and a note of such decision shall be retained. If a member is unhappy with a decision, he or she may invoke the dispute resolution procedure set out below.

Local staff members (if any) and any other member of the congregation may attend these meetings by invitation and from time to time.

The team shall decide how to co-ordinate the work of the team.

4. **Dispute Resolution**

4.1 If a dispute arises out of or in connection with this Team Ministry which cannot be resolved locally and informally then (subject to section 4.7 below) the procedure set out in this clause shall be followed.

4.2 Any member of the team shall be entitled to give to all other member(s) of the team ("the relevant team members") written notice of the dispute, setting out its nature and full particulars, together with any relevant supporting documents. The relevant team members shall attempt in good faith to resolve the dispute at this stage.

4.3 If the relevant team members are unable to resolve the dispute within 30 days of such written notice having been given, any member of the team may refer the dispute to the Presbytery Clerk, who shall attempt in good faith to resolve it.

4.4 If the Presbytery Clerk is for any reason unable to resolve the dispute within 30 days of it being referred to him or her, the relevant team members agree to enter into mediation in good faith to settle the dispute. The mediator will be nominated by the Presbytery Clerk having consulted with the Principal Clerk. To initiate the mediation, one of the relevant team members must give written notice to the other relevant team member(s), referring the dispute to mediation.

4.5 If there is any point in relation to the logistical arrangements for the mediation on which the relevant team members cannot agree, the Presbytery Clerk will be entitled to decide that point, having first consulted with the relevant team members.

4.6 If the dispute is not resolved within 30 days of commencement of the mediation, the matter shall be referred by the Presbytery Clerk to the Presbytery's Complaints Committee, or other equivalent Presbytery Committee, subject to any issues of discipline which arise and any other matters which may require to be resolved in terms of the employment contract(s) of the relevant team members. Except in relation to matters which properly fall to be dealt with in terms of the employment contract(s) of one or more relevant team members, there shall be no appeal against the decision of the Committee.

4.7 Where the relevant team members include one or more employees, this dispute resolution procedure is without prejudice to the grievance and discipline procedures set out in their contract(s) of employment. For the avoidance of doubt, any team member who is serving under a contract of employment shall be entitled to raise with their employer any matter which they wish to have treated as a

grievance, and the employer shall be entitled to raise with the employee any matter which it considers to be disciplinary in nature.

5. **Presbytery's Power to Adjust Team Ministry**

   The Presbytery shall be free to adjust arrangements relating to the Team Ministry, subject to matters of tenure, as Presbytery may determine from time to time. Any material change to this Basis shall require to be agreed by all members of the team.