



Parish Profile 2025

"For I know the plans I have for you," declares the Lord,
"Plans to prosper you and not to harm you, plans to give you
hope and a future."
Jeremiah 29:11

A welcoming, hopeful and inclusive
community of faith

Welcome to Heart of Fife Parish Church Profile



St Margaret's



Leslie Trinity



St Drostan's



St Columba's



St Ninian's



Christ's Kirk

A new and exciting vision of Church with a Team Leadership

The Call

As a congregation in Fife Presbytery, Heart of Fife Parish Church was created in July 2024 uniting the congregations of St Columba's, St Margaret's, St Ninian's, Christ's Kirk (all Glenrothes) Markinch & Thornton and Leslie Trinity.

The congregation of Heart of Fife has been given permission to call two Full-Time Ministers of Word and Sacrament (5 year reviewable tenure) to work equally together in a Team Ministry alongside our current minister. The ministry team also includes 2 (FTE) MDS staff.

Our congregation actively participates ecumenically in "Glenrothes Churches Together" and seeks to work with other denominations where possible.

Our Kirk Session and congregation are a warm and accepting community, forward-thinking in our outlook and approach. The Session has chosen to depart from the Church of Scotland Ministers and Deacons in Civil Partnership and Same Sex-Marriages Act (2015).

We welcome applications from any eligible candidate who feels called to serve in our Ministry Team.

What Heart of Fife Parish Is Looking For

Is this your call?

We are seeking to add two FTWS Ministers to our existing ministry team of one minister and three MDS.

Are you an enthusiastic team player?

Can you appreciate the value of working within a Team Ministry where your gifts and skills can be used creatively?

Can you lead us prayerfully and faithfully as we work towards creating a missional vision for the way forward?

We are prayerfully seeking someone who can :-

- ✓ Offer visionary leadership
- ✓ Lead, inspire and encourage us in our faith
- ✓ Work well within a team to effect positive change
- ✓ Imagine new possibilities while respecting values and tradition
- ✓ Add to and strengthen the bond between our congregation and the wider community
- ✓ Build positive relationships with a variety of people
- ✓ Give pastoral care with compassion and spiritual understanding
- ✓ Be flexible, creative, dynamic and forward-thinking
- ✓ Recognise and use their own gifts while recognising and using the strengths of others.
- ✓ Understand their own vulnerability and has coping strategies.

Who Heart of Fife Parish Church Are

A work in progress

The Heart of Fife Parish Church of Scotland (Glenrothes, Leslie, Markinch and Thornton), is based in the geographical heart of Fife. As its full name suggests, it ministers to a congregation based mainly in the towns of Glenrothes, Leslie, Markinch and Thornton, including the village of Coaltown of Balgonie.

These communities include some of the country's oldest towns (Markinch being an ancient Pictish capital) alongside one of its newest (Glenrothes was established as one of Scotland's New Towns in 1948).

The parish itself dates from 2024, after the union of Christ's Kirk, St. Columba's, St. Margaret's, St. Ninian's, (all Glenrothes), Leslie Trinity, and Markinch & Thornton Parish Churches. Church unions are never easy, particularly when so many legacy congregations are involved. This one has been a long time in the making. Although there are inevitably some members who feel hurt by what they see as the loss of identity of their previous congregation, there is a positivity from many people who are keen to see the success of this new Parish.

The demographic of the congregation is diverse, with a larger proportion of older congregants. While we are aware that it does not fully reflect the community it serves, we approach this challenge with a youthful outlook and attitude to life.

The congregation has been allocated three full-time ministers of Word and Sacrament to work in a Ministry Team. The two successful candidates will join Rev. Alan Kimmitt to complete the team which will lead our Parish forward in faith, supported by one full-time and two part-time Mission Development Staff.

This new congregation offers an exciting opportunity to help form a community of faith drawing on the traditions of the six legacy congregations while also creating something new – a church family ready to face the challenges of the world in which we live, and to reach out to the wider community sharing the love of God.



Demographics of our Congregation

The current congregational roll stands at 1,108 members. There are 94 elders. This is from a geographical parish population of 48,000 which offers great scope for mission. 60% of the local population is of working age. While there is a higher proportion of retired people in our congregation we see this as an opportunity to use their time and talents.



Our Journey to One Congregation

This was a grass roots Union. Through a “Covenanted Partnership” we began discussing this Union long before the Presbytery Mission Plan was produced, and we have been actively working together since 2016. Joint services in the summer months over the past few years helped us start to build positive relationships with each other and to build trust in preparation for the Union. Cooperation between congregations was encouraged successfully through ‘The Haven’ projects we have worked on together and the Union seemed a natural progression as we prayerfully looked for God’s way forward in the Heart of Fife.

Kirk Session

The Kirk Session agreed at our first meeting that our work should be centred around the 5 Marks of Mission adopted by the Church of Scotland. Alongside a Finance Group, Property Group and Communications Group, Session agreed to two further groups which focus on these statements.

The 1,2 Group has responsibility for the first two marks of Mission:-

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers

Within this group, a sub-group has been set up to look at how we provide effective **Pastoral Care** for our congregation, bringing together best practice from the experience of all legacy congregations. The Ministry Team are supported by Elders and members of the congregation who have gifts and skills in pastoral support. This group are proactively working to ensure everyone in our congregation feels valued and loved.

There is a sub-group managing the **Youth and Children's work** and a **Worship Group** which considers how and when we worship as we move forward. We have seven members who have completed the Presbytery 'Weaving Worship' Course, and can assist in leading worship.

The **3,4,5 Group** covers

- To respond to human need in loving service.
- To seek to transform unjust structures in society, to challenge violence of every kind and to pursue peace and reconciliation.
- To strive to safeguard the integrity of creation and sustain and renew the life of earth.

This group recognises the missional aspects of their remit and encourage us to think missionally. It has responsibility for the Malawi Partnership which was a long established partnership initiated by the St Columba's congregation. The Heart of Fife Session were keen to continue the partnership with reciprocal visits and support. They are currently working with the local Rotary Club to provide much-needed mosquito nets for use in Malawi.

The Haven Café is a response to the Warm Spaces initiative and we have recently started a third midweek café space where a short service of worship is followed by lunch for anyone to attend.

Christmas Day Lunch for the lonely and homeless is another successful missional outreach project started in 2018.

Our committee structure is already proving effective in helping us plan mission in our community and our world. We have already encountered blessings through their work and there is a genuine willingness to work together as a community of followers of Jesus.

Media & Communications

Live Streaming and YouTube

At Heart of Fife we recognise the value in modern technology. During the Covid-19 pandemic many of our members developed skills to live stream and record services. This facility is currently available in nearly all our church buildings. We continue to offer this online outreach service post-pandemic to those who are unable to attend worship or prefer to worship at different times and in a different way.

Church Website & Social Media

We have Facebook and Instagram accounts where weekly updates, information and interest stories are posted in addition to information about services and events.

We are developing a communications strategy bringing together the expertise, best practice and technological skills of members of the legacy congregations.

Worship

Our congregation have been accommodating in accepting the need for change in our patterns of worship. We have had a pattern of 3 weekly services at 10.30am with occasional joint worship. Session review the pattern of worship regularly and recently voted to change to a single joint service weekly on a Sunday morning rotating around the 6 buildings for the next 6 months. In addition there will be afternoon, evening and mid-week worship which can be flexibly arranged. We are open to different styles of worship with experience of Café Church, Intergenerational Worship and quieter reflective services.

Stewardship and Finance

The consolidation of the accounts from the six legacy churches has been completed. We met all of our National and Presbytery commitments for 2024.

Heart of Fife Buildings

The current situation is that we have six church buildings, having sold one (Thornton) in December 2024. It is part of the Presbytery plan to sell St Drostan's Hall but this is under review.

We don't believe that retaining all of these buildings will be our plan moving forward, and the Kirk Session are actively considering how to do this.

The Manses

The Kirk Session have agreed that the Manse at 7 Guthrie Crescent, Markinch should be retained. The other two vacant manses at 1 Cawdor Drive, Glenrothes and 8 Alburne Park, Glenrothes have been sold and another property is being purchased in the Parish.

Living in Heart of Fife Parish

The Parish

The Heart of Fife Parish is in a collection of vibrant, busy local communities. There is extensive home building and development ongoing throughout the parish. The entire parish is well served with local amenities such as post offices, libraries, health centres, dentists and a wide variety of eateries, retail opportunities and leisure venues. There are two railway stations - Markinch, which is on the East Coast Mainline, and Glenrothes With Thornton, which is on the Fife Circular Route. The entire Parish is well served with a regular bus service. The area has close proximity to the East Neuk of Fife, Fife Coastal Path and Fife Pilgrim Way.

Education Provision

There is excellent nursery provision provided by both the council and private companies. We have fourteen primary schools which offer a good broad general education. There is a Complex Additional Support Needs School, in addition to several Additional Support Needs units within mainstream schools and there are currently three High Schools. Fife College has a campus in Glenrothes which is offering degree level courses in a wide variety of subjects.

Sporting Facilities

Heart of Fife Parish is served exceptionally well with the modern sport and swimming complex of the Michael Woods Centre which offers a wide variety of activities and lessons for both adults and young people. There is also a good provision of private gyms, yoga studios, dance studios and sports clubs available to new members. In close proximity there is also an ice rink and extensive sporting opportunities including golf, shooting, archery and much more.

Youth Provision

Young people are well catered for within the parish with many activities available.



Leisure Facilities

Rothies Halls – a flexible theatre venue with touring shows and local productions.

Leslie Town Hall has become a community theatre facility.

The Lomond Centre is a multipurpose facility with many different social and sporting functions.

Markinch Town Hall is used as a multipurpose venue for activities and theatre opportunities.

The local area is very well served with a wide variety of local pubs, restaurants and take away venues. There is an abundance of different classes, experiences, clubs and opportunities for adults as well as children locally and the area has many parks and green spaces. Our parish is in close proximity to beaches and mountains.



Youth Mission

Youth Mission and Young People are important to us, as we share God's love with each new generation.

Across our buildings and our wider community we encourage young people to explore their surroundings, faith and personal beliefs. To encourage them to do this, we offer a wide variety of different activities for them to engage with in addition to Sunday and family worship. We have a part time Children and Families MDS worker and work closely with, and actively support the Scripture Union GROW worker (Glenrothes Regional Outreach Worker) who are both developing positive links with many of our schools.

We currently offer the activities shown below.

Youth Church – Sunday morning group for children of all ages at St Drostan's to explore the teachings of the Bible through stories, arts and crafts, discussion and activities.



Monday Club – Monday evening at St Margaret's as an alternative or addition to Youth Church which also explores the teachings of the Bible through stories, arts and crafts, discussion and activities.



Messy Church – Monthly activity based worship, fellowship and a community meal in the St Columba's building on a Sunday afternoon.



Wild Weans – Weekly Mother and Toddler session at St Margaret's

Little Fishes – Weekly Mother and Toddler session at St Columba's.



Youth Club – Thursday evening at St Drostan's as an intergenerational social time embedding Christian values through activities, games, arts and craft and music.



Teen Lounge – Thursday evening at St Drostan's as a social time for teens and young adults to come together for activities that are meaningful to them and allow discussion about life and beliefs.

Holiday Club – Scripture Union based holiday club based at St Margaret's in the last week of the Summer holidays.

Kids Club – Bible story based holiday club held at St Drostan's in the first week of the Summer holidays.



Some of our other activities;



The Guild meet fortnightly with speakers, discussion, praise and fellowship.

Good Companions is a weekly social gathering with activities for the the older generation

Wednesday Lunch Group is a weekly social gathering for food and companionship

The Haven Lunch Café offers a weekly warm space for worship, food and friendship

Thursday Coffee Morning is a weekly social gathering

Some other Church Activities and Events



Contact Information

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Heart of Fife Parish Church Website

<https://www.heartoffife.com>

Heart of Fife Parish Church Facebook Page

<https://www.facebook.com/HeartofFifeParishChurch/>

Heart of Fife Parish Church Scottish Charity Number

SC002472

Appendix Links

www.HeartofFife.com
<https://www.facebook.com/HeartofFifeParishChurch>
<https://www.whatsonfife.co.uk/>
<https://www.churchofscotland.org.uk/get-involved/serve/vocations>
https://www.churchofscotland.org.uk/_data/assets/pdf_file/0019/111358/FAQ-Team-Ministry-0824V.pdf

Heart of Fife Basis of Team Ministry Document - has been added at the end of this profile.

Thank you for your interest and for reading this profile.

If you feel enthusiastic about the prospect of joining our Ministry Team and serving God with us, we look forward to hearing from you. Please contact the Clerk to the Nominating Committee for further information.



HEART OF FIFE PARISH CHURCH (GLENROTHES, LESLIE, MARKINCH & THORNTON)

BASIS OF TEAM MINISTRY

As agreed in the Basis of Union for Heart of Fife Parish Church (Glenrothes, Leslie, Markinch & Thornton) within the Presbytery of Fife, a Team Ministry shall operate there as follows.

TEAM ROLES

The Presbytery Mission Plan includes a Ministry allocation of 5.25 FTE ministry posts. The arrangements will change over time with the approval of the Kirk Session and presbytery, but the initial plan is for three Full Time Ministers of Word and Sacrament (FTMWS) and 2.25 FTE Ministries Development Staff (MDS) as outlined in the Presbytery Mission Plan.

Charge A will be a FTMWS currently vacant. This will be a reviewable charge as per section 7.10 (e) (D) of the PMP Act.'

Charge B will be a FTMWS with Rev Alan Kimmitt inducted to this office.

Charge C will be a FTMWS, initially vacant. This will be a reviewable charge as per section 7.10 (e) (D) of the PMP Act.

The Ministers (FTMWS), shall operate collegially, sharing equally in the Ministerial responsibilities and duties of the whole parish. The ministers will share responsibility for worship across the church buildings of the congregation and through fresh expressions of worship as the use of buildings evolves in line with the Presbytery Mission Plan. Individual ministers may however take primary responsibility for particular tasks, projects or ministries as determined from time to time by the Ministry Team in consultation with the Kirk Session.

The FTMWS posts for Charge B have and will continue to have Unrestricted Tenure.

The job description of the MDS posts will be agreed by the Kirk Session in consultation with the existing employees and by approval of the Presbytery and Faith Action.

It shall be the duty of the Team Ministry to work collaboratively to further the mission of the Church, sharing or covering for each other's duties where necessary and permissible in terms of Church law but not so as to make any material alteration to the terms of service of any team member working under a contract of employment without the agreement of that person.

All roles within the team which are for FTMWS shall, if vacant, be subject to the Vacancy Procedure Act (Act VIII 2003).

MODERATOR OF THE KIRK SESSION

The Minister of Charge A will be the Moderator of the Kirk Session. For the avoidance of doubt, the Ministers who are not inducted to the Team Ministry providing the moderator of the Kirk Session will not automatically succeed to that Team Ministry Charge on the occurrence of a vacancy but would be entitled to apply for the Team Ministry Charge through the vacancy processes set out in Act VIII 2003.

3. TEAM MEETINGS AND COORDINATION

The members of the team shall meet regularly, at least monthly, in order to coordinate and carry out the work of the team as effectively as possible and discuss matters of common interest. The team will meet with MDS as required. Meetings may take place in person or via videoconference or a hybrid of the two and shall be chaired by an agreed team member. The Chair will be responsible for circulating an agenda, where possible, at least three days prior to each meeting. The Chair will normally be one of the ministers who is not the Moderator.

Any team member may request that an item is added to the agenda. Matters requiring a decision by the team shall be decided by a simple majority. If a member is unhappy with a decision, he or she may invoke the dispute resolution procedure set out below. A secretary should be appointed from the team membership and will be responsible for taking minutes, circulating them amongst the members and retaining copies.

The MDS Coordinator will have the role to coordinate the work of the team; this will include making sure any gaps in the work of the team are filled. The team may choose to vary this arrangement.

4. DISPUTE RESOLUTION

- 1.1 If a dispute arises out of or in connection with this Team Ministry then (subject to section 4.7 below) the procedure set out in this clause shall be followed.
- 1.2 Any member of the team shall be entitled to give to all or some other members 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.
- 1.3 If the relevant team members are unable to resolve the dispute within 30 days of such written notice having been given, the dispute shall be referred to the Presbytery Clerk, who shall attempt in good faith to resolve it.

- 1.4 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 members, referring the dispute to mediation.
- 1.5 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.
- 1.6 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 Superintendence 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.
- 1.7 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. FURTHER PROVISIONS

The Ministry Team will be able to adjust arrangements relating to the Team Ministry, with the agreement of the Kirk Session and Presbytery.

6. 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.