

**THE UNITED CHURCH OF CANADA
BC CONFERENCE**



Ministry Profile and Search Report (BC 400 MPSR)

for

Communities in Faith Pastoral Charge

Kootenay Presbytery

British Columbia Conference

October, 2017

1300 Pine Avenue

Trail, BC V1R 4E6

Recommendation:

That Communities in Faith Pastoral Charge call a half time (0.5 FTE) minister as per the vacancy declared effective July 1, 2016.

Report prepared by the CIF Pastoral Charge Ministry Profile and Search Committee:

List of Names of Committee members

Colleen Bay
Liz Berglund
Patsy Harmston
Ken Potter
Trish Barber
Brenda Hooper

Supporting Documents follow:

1. Demographic, Financial and Community Profile
2. Ministry and Mission Profile
3. Ministry Position Description

Many of us work (or used to work) in the following industries or sectors: (check all that apply)

- Health or social services Education Manufacturing Transportation
 Agriculture and food production Tourism/Hospitality Retail
 Environment Mining/Forestry Information Technology
 Government Other (specify):

Our congregation is like: (choose one that best applies)

- A big family where we all know each other;
 A medium sized church where we recognize each other but may not know each other well;
 A big church with lots of staff, where small groups of people are close to one another based on common interests.
 Other description:

Our heritage as a local ministry unit : (check one that best applies):

Has its roots as a Methodist/Congregationalist/Presbyterian/Local Union/Aboriginal congregation prior to Union in 1925;

OR, Began

- between 1925 and 1945. between 1945 and 1965. between 1965 and 2000. After 2000.

We think of our local ministry unit as in the following way: (choose one that best applies):

- We have a new vision and are really excited; still working out how to live into that vision
 We are clear about our vision and purpose and have/are developing the skills and gifts to bring it about; we are excited and optimistic about our vision.
 Our congregation is changing and it is clear that we can no longer continue as we have been. We have some anxiety and either have a rough idea or don't know how to go forward. We believe that we have a future but can't quite see it.
 We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure:

How many people are on your Governing Body? 7

How many are typically present at a meeting of your Governing Body? 7

Our Church Building(s): (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

Or

We have 2 (how many) building(s).

We have two buildings, one in Rossland, and one in Trail. The building in Rossland consists of a Sanctuary and an Annex with kitchen. The Rossland building is under a three-year lease to the Seven Summits School, while we retain the right to use the Sanctuary for our needs, and the kitchen and hall by request for our needs. The Trail facility consists of a Sanctuary and a Christian Education addition. The CE building dates from the 1950's and is in very good condition.

Our church building(s) are mostly: (choose one that best applies):

Newly built in the last 10 years.

Significantly renovated and .

Is doing pretty well given that it has served us for many years. Some repairs may need to be done, but nothing major.

Is in need of significant work or repairs in order to be used in the coming years.

Sanctuaries hold 200 people each

Building use is an integrated affair. We have multi use rooms that are not clearly distinguished. Meeting, activity and outside use are described as one below.

Trail Building – Congregational meetings, food bank, quilting, teas, dinners, Camp Koolaree office.

Rentals; rentals include; bridge, exercise programs, driver's education, children's programs, teas, Gran to Grans, United Way, Metis, West Kootenay Wildlife, recitals, Alzheimer Support group, Hospice, multiple other uses daily

Rossland – 7 Summits School, community dinners, glee club

Are there meeting rooms? Yes No

Is there a nursery? Yes No

Are the nursery toys/furniture compliant with current safety standards? NA

Are there Sunday Schools rooms? Yes No *Available as needed.*

How many? _____ Are they also multipurpose use? Yes No

Are there activity rooms? (ie quilting, gym, library) Yes No

Where is the office located for the minister? Describe it:

2nd floor of Trail CE wing facing east overlooking street, large windows, 9x12 floor space, bookshelf, desk, air conditioner. Can be relocated to main floor beside Office Manager.

Is the building used by outside groups as well as ministry activities? Yes No

Is there a photocopier in the church? Yes No

Is internet provided at the church? Yes No *if yes* High Speed Dial-up

Is the church accessible (including for those with disabilities)? Yes Tell us how: No

Wheelchair entrances into hall both buildings, wide doors, bathrooms accessible

Administrative Support:

Is there support for administrative tasks (e.g. bulletin, scheduling, reception)?

Yes No

If yes, how many hours per week? _____20_____

If yes, is this paid or volunteer or other (please specify)?

Ministry and Personnel Committee:

How many members? _____4_____

How often does the committee meet? *Four times per year, and as needed.*

Has one or more of the committee members attended a M&P Committee Training event in the last three years? Yes No

Who takes the service when your minister is away on holidays or study leave?

Licensed Lay Leaders, other ordained ministers, lay leaders, etc.

PART C: ABOUT OUR FINANCES

The word or phrase that best describes our current financial situation is:

- Abundant Adequate Not meeting expenses but optimistic
- Not meeting expenses and relying on bequests and reserves to fund operating budget.
- Other (describe)

Our Revenue Sources are (please indicate approximate percentage of your current operating budget that comes from each source:

The circumstances are changing as we look at the new way of being church. Rental of Rossland building to Seven Summits School, and new arrangements for building use in Trail and other activities will change these numbers. We are starting a multiyear Stewardship program in the new year.

Congregational givings ___58%___ Congregational Fundraising Activities ___8%___
 Rental of building/services ___10%___ Bequests/Reserves/Investments ___24%___

Other (please briefly describe):

Our Financial Reserves:

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency. Yes No

Our Financial Accountability:

Our financial statements are reviewed by an external person each year:

- Yes: a formal third-party review.
- No: (describe) - Third party had to withdraw. Looking for new person to do financial review.

Our financial statements from the last three years are available upon request.

- Yes No, but available on our website No

Our Statistics from the last five years of submissions to the United Church of Canada show:

	Line # in the Yearbook	Current year	One year ago	Two years ago	Three years ago	Four years ago
# attending Sunday worship	20	40	49	63	53	58
# of regular givers	18		106	141	143	
\$ expended for pastoral charge operations	140		18000	17800	75% of line 40	75% line 40
# households under pastoral care	5		64	220	220	217

PART D: ABOUT OUR COMMUNITY

This is what we love about our community. This is what makes it unique.

The two communities of Trail and Rossland are part of the Lower Columbia and are 10 km apart with 300 m in elevation difference. They are very different in character and sport a friendly rivalry, but are dependent on the same amenities and resources so work together in many ways as a regional community. The Lower Columbia has a Poverty Reduction team. Over 10% of that team are members of the CIFPC. Specific initiatives include: food security; affordable appropriate housing; health and social services access including early childhood development; inclusive economy including living wage; and arts, culture and recreation accessibility. This is consistent with being church in the community.

Trail is a small, caring, friendly community (pop. 7651) situated on the Columbia River. We love the rural community pace and easy access to recreation (hiking, biking, golf, skiing). This naturally beautiful valley is affordable for young families and retirees. Our unique diverse ethnic background, predominately Italian, has given us terraced homes, rock walls, and European like streets on the hillside. We are home to one of the largest lead zinc smelters (Teck) and a Regional Hospital (KBRH) contributing to the financial stability of the area. Trail is known for its many volunteers, sporting events and world class athletes as celebrated on our “Home of Champions” monument. We have successfully participated in the International level of the “Communities in Bloom” completion. A variety of art and cultural activities are enjoyed. The Trail Airport is served by Pacific Coastal Airlines.

Rossland, a close knit, small community (pop 3650). It is a vibrant town with its own distinct personality. Originally settled during the gold rush days in the late 1800’s, there are many heritage buildings, a mining museum, and a summer theatre (Gold Fever Follies) featuring a musical revue based on the history of Rossland’s gold rush years. Our world class ski hill (Red Mountain Resort), well groomed cross-country tracks and network of biking and hiking trails attract people internationally. Rossland has experienced an increase in new young residents as they are attracted by the recreation facilities. Part of this influx is a direct result of being able to do work on the internet.

The Lower Columbia has many nearby lakes, rustic Nancy Greene Lake 20 min, warm Christina Lake 50 minutes, Kootenay Lake 1hr give us abundant fishing, camping, boating and leisure.

The three economic, demographic or political challenges or characteristics facing our area are:

- the major employer and economic driver in the area is the Teck Metals smelter, anything that impacts that operation, impacts the community;
- aging population;
- aging housing;
- mountainous roads and an airport hampered occasionally by winter conditions.
- political challenges are 5 municipal governments in 5 communities in the Lower Columbia region trying to work more co-operatively.
- nearest large centers are Spokane, WA (2.5hr) and Kelowna (4 hrs).

Here are websites that offer detailed information about our community:

www.rossland.ca, www.trail.ca, www.trailchamber.bc.ca,

<https://imaginekootenay.com/investment-community/lower-columbia-bc/>

Other faith communities represented in our community/region include:

Presbyterian, Catholic, Anglican, Alliance, Pentecostal Gateway, Salvation Army, Bahai, 7 Day Adventist, Baptist, Lutheran, J W, Warfield Community Church, Springs of Life

We have close ties with the following faith communities: Beaver Valley United, Catholic



Anglican,

Ministry and Mission Profile

Website Address of Local Ministry Unit: www.cifpc.ca

Facebook: cifpc uc-westkootenays

Brief Description of Local Ministry (three sentences):

Having completed a challenging but important period of Interim Ministry we are one pastoral charge worshipping as one group, alternating services in our two locations, with two substantial buildings in nearby communities. While our sense of being one is continually being deepened, we engaged a Supply Minister with church renewal experience to form a *'Partners in Ministry Leadership Team'* (PIMLT) to develop a new understanding and approach to ministry beyond the walls of our buildings. We have deepened our community engagement, formed church/community committees to repurpose our buildings in response to community needs, and understand ourselves and our ministry as 'Community Spiritual Companions' ready in new ways to walk with our communities to deepen just and loving relationships and support spiritual growth and formation.

Our Worship Style (three sentences): Over the 18 months since the completion of the Interim Ministry and of having a one quarter time supply minister we have become confident in multifaceted worship leadership including: minister led worship once a month with sacraments; Licensed Lay Leadership led worship; presentations by community organizations doing the work of God in the community; lay leadership; other ordained leadership. We are living into the format we want to continue with this diversity bringing strength to the congregation. We hope to have the energy and confidence to continue this format into the future. The Sunday Worship is mainly traditional with some contemporary elements including; taize, drama, PowerPoint, music director and a small choir.

Vision and Mission Statement (*Developed a number of years ago when we were a four-point charge.*):
To nurture and empower Christian spiritual growth and outreach in our communities.

Category Title	This is who we are as a Local Ministry Unit:
	<p>We had a traditional four-point ministry until 2015. We then went into an Interim Ministry and during that period we went to a two point ministry. Our search team put out a call for a traditional ½ time minister. We began working with a ¼ supply minister and formed a PIMLT and are reimagining church based on this discernment. Goals are being lived and defined as we move forward. There are many activities the membership is engaged in that is the work of church in the community beyond what is outlined below. We recognize that church beyond our walls is, and will continue to be different. This period of ¼ time minister has allowed us to become ministers and take responsibility for church renewal, and this has invigorated much of the membership. We do not want to go back to the old view of the Minister being responsible for ministry. We see ministry as a shared responsibility with the Minister helping in our discernment. All this is not predicated on increasing membership within the building but does strengthen our connection with the community and provide witness in the community. We continue to provide traditional church while exploring new ways of being church in the community.</p>

<p>Community Outreach and Social Justice</p> <p>40 hours per month</p>	<p>We are currently doing the following in community outreach and social justice:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to community outreach and social justice as follows: <i>We have community issues being brought forward into worship to increase awareness of the membership and increase community links. As described in the Local Ministry section above, participation in Poverty Reduction and the Lower Columbia Community Development Team Society as part of our ministry, living the example of Jesus in the community.</i> <input type="checkbox"/> We do not have a specific goal related to community outreach and social justice.
<p>Church Community and Neighbourhood</p> <p>Included in 40 hours per month above.</p>	<p>We are currently doing the following in the church community and neighbourhood:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to the church community and neighbourhood as follows: <i>We run the Trail Food Bank which is 90% volunteers who are not members; we support Sanctuary which is a after school program for preteen drop in; we hold monthly Downtown Dinners for those seeking food and/or companionship enhancing neighbourhood.</i> <input type="checkbox"/> We do not have a specific goal related to the church community and neighbourhood.
<p>Faith Formation and Christian Education</p> <p>Minimal requirement as member lead. Part of unallocated 10 hours.</p>	<p>We are currently doing the following in faith formation and Christian education:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to faith formation and Christian education as follows: <i>Our goal is to link our faith formation with being living witnesses in the community. Specific activities include the Lenten Lunch Series, attendance at VST courses, LLWL training, embarking on a journey of discerning as a congregation, and being community spiritual companions.</i> <input type="checkbox"/> We do not have a specific goal related to faith formation and Christian education.
<p>Leadership</p> <p>10 hours per month.</p>	<p>We are currently doing the following in Leadership:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to Leadership as follows: <i>In forming the Partners in Ministry Leadership Team, we as lay leaders have taken responsibility for leading church renewal. We seek to be a learning church, open and responsive to the Holy Spirit. We are reimagining the church and will be looking at a change in governance to reflect this new reality.</i> <input type="checkbox"/> We do not have a specific goal related to Leadership.
<p>Pastoral Care</p> <p>Minimal requirement as member lead. Part of unallocated 10 hours.</p>	<p>We are currently doing the following in pastoral care:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to pastoral care as follows: <i>Our goal is to have a dynamic lay lead Pastoral Care. To that end we held a Pastoral Care workshop with 15 people attending. The organizing team is in the process of discerning roles to deliver the lay lead Pastoral Care and for the training needs.</i> <input type="checkbox"/> We do not have a specific goal related to pastoral care.

<p>Spirituality and Self-Care within your Local Ministry Unit</p> <p>Part of unallocated 10 hours.</p>	<p>We are currently doing the following in Spirituality and Self Care:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to Spirituality and Self Care as follows: <i>We see it being very important that ministry is the role of all members. The Minister is a partner and guide, not the individual solely responsible. The Worship team rotating chairs is an example of living into Self-Care. There are regular congregational information and discussion times to reflect on our journey and the role of all on this journey.</i> <input type="checkbox"/> We do not have a specific goal related Spirituality and Self Care.
<p>Worship</p> <p>10 hours per month</p>	<p>We are currently doing the following in Sunday Worship:</p> <ul style="list-style-type: none"> ■ We have a specific goal related to Worship as follows: <i>We have monthly; minister led worship with sacraments; Licensed Lay Leadership; presentations by community organizations doing the work of God in the community; lay leadership; other ordained leadership. We are living into the format we have discerned and this diversity brings strength to the congregation. We hope to have the energy and confidence to continue this format into the future. This is meaningful to members and adherents and continues to evolve as we go out into the community. All this is not predicated on increasing membership within the building but does strengthen our connection with the community and provide witness in the community. The Minister is welcome to attend the other Sunday services, but it is not a requirement. There may be other life events and/or commitments.</i> <input type="checkbox"/> We do not have a specific goal related to Worship.
<p>Administration</p> <p>10 hours per month</p>	<p><i>As required by 'The Manual'. Monthly council meeting, general presbytery meetings, one trustee meeting per year, and monthly worship meeting. Presbytery and Conference activities would come out of this administration time.</i></p>

Ministry Position Description



Closing Date:

OR, There is no closing date.

Position Title: CIFPC Minister and Community Spiritual Companion

Position Profile: Full-time Part-time If Part-time, hours/week 20

Solo Team ministry (# of other Ministry Personnel):

Position Summary: (2-4 sentences that summarize the position)

One-half of the position is providing ministerial support to the pastoral charge. This entails: leading worship once a month; administering sacraments; fostering lay leadership growth in the pastoral charge; and encouragement and mentorship for community in-reach, outreach and connections. The administrative requirements are limited to those required by 'The Manual'. Weddings and Funerals are beyond this half time commitment and the minister is not required to provide those services. If the minister chooses to provide those services the church will provide support for the minister to receive fair compensation for those services.

The other half of the position, Community Spiritual Companion (CSC), will be to create, support or guide community connections that will help people of any faith or no faith explore life's meaning and purpose. This may be done through participation with other faith organizations, membership in social action and community committees, involvement in special events and/or individual companionship.

As a companion, guide and fellow seeker (Community Spiritual Companion), this person works collaboratively in the community to promote spiritual well-being which includes love and justice. The goal is to empower others to do the work of theological reflection in their own lives, encouraging wisdom in response to questions of meaning, purpose, and hope for the future. This includes fostering lay leadership growth that links personal spirituality with life in our communities.

This description sets the field of spiritual play, recognizing that there is limited time and all steps forward are a success.

Accountable to:

This position is accountable to the governing body of the local ministry unit, through the Ministry and Personnel Committee. This position is accountable to BC Conference for oversight and discipline. This position has a relationship of support and collegiality with the members of their presbytery.

Administration: As required by 'The Manual'. Estimated at 10 hours per month. Monthly council meeting, general presbytery meetings, one trustee meeting per year, and monthly worship meeting. No time has been allocated to taking on roles at Conference or Presbytery.

Continuing Education: We support continuing education as per UCC policy.

Faith Formation and Christian Education: Congregational faith formation and Christian Education will be largely membership led. Members attend CE programs and bring back their experiences and share them with the congregation including study groups. This will not depend on the minister. Time allocated to this will be part of the 10 hours per month unallocated.

Community Outreach and Social Justice: and
Church Community and Neighbourhood:

These two are reimagined as interdependent and fall under the minister's role as Community Spiritual Companion and are one half of the Position requirement (40 hours per month) as indicated above. This may also include some Faith Formation and Christian Education. We see this as going out into the community, not the community coming to us, and not duplicating what we as a congregation are already doing. Leading us into new pastures.

Leadership: Leadership is the responsibility of the Partners in Ministry Leadership Team, and the minister as a member of that team, not the only person responsible. There may be other leadership activities the minister would like to pursue, and that would be discussed in PIMLT. 10 hours per month is based on one PIMLT meeting per month and other leadership activities.

Pastoral Care: The pastoral team, led by members, will triage the needs of the congregation and refer to the minister as needed. The minister is not required to do weddings or funerals. If the minister chooses to provide those services the church will provide support to receive fair compensation for those services on a fee for service basis, and is beyond this half time position. There are others in the community who are capable of providing these services including LLWL in our congregation for funerals

Self Care: As envisioned and encouraged by the BC Conference LeaderShift.

Worship: Lead one worship service per month, including the sacraments. Participate as a member of the Worship Team. Estimated at 10 hours per month for worship prep. Worship meetings are included in administration.

Balance:

There is 10 hours per month that are not specifically allocated, and this is to allow the minister the flexibility to meet urgent needs and follow the spirit in service to the congregation.

Other Required Knowledge, Skills and Abilities: and

Other Preferred Assets:

(excluding the ability to 'walk on water')

- Personal relationship with Jesus Christ and ability to model the discipleship of Jesus (love, acceptance, grace, compassion)
- A prayer-full approach to all activities and connections
- Ability to 'meet people where they are' and offer spiritual support free of any imposition of personal beliefs
- Ability to listen openly and deeply to individuals who may have a faith, may not have a faith, or who may be seeking personal meaning
- Ability to ask discerning questions to help individuals explore their life path
- Knowledge of and ability to network with community agencies and groups, helping build stronger and just communities
- Flexibility and humor in the face of challenges
- Ability to discern activities God is leading them into, rather than becoming over-involved in many things
- Ability to monitor own time and energy and be true to their own needs for rest, growth and connection
- A willingness to work mutually within a membership ministry
- The congregation is open to working with any individual that can provide the sacraments, and exploring new ways of being church.

Terms of Employment:

The United Church Manual, The United Church Employment Guidelines, the original Call/Appointment Form, and any relevant Provincial Legislation shall be used as terms of employment for this position.

- Increments of salary and benefits, consistent with national United Church schedules, are to be determined by the Council, in consultation with the minister and the M&P Committee.