

**THE UNITED CHURCH OF CANADA
L'ÉGLISE UNIE DU CANADA
PACIFIC MOUNTAIN REGION**



**Ministry Profile and Search Report (BC 400 MPSR)
for
Communities in Faith Pastoral Charge**

Pacific Mountain Region

April 1, 2019

1300 Pine Avenue

Trail, BC V1R 4E6

Recommendation:

That Communities in Faith Pastoral Charge call a full-time minister as per the vacancy declared effective July 1, 2016.

Report prepared by Council members and the PIML Team of the CIF Pastoral Charge

Names of the Search Committee members

Elizabeth Berglund
Peggy Egroff
Patsy Harmston
Brenda Hooper
Ken Potter
Marie Skinner

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 Centre for Learning, 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 – Congregational meetings, food bank, quilting, teas, dinners, Camp Koolaree office. Rentals: Freedom Quest (youth mental health, alcohol, and drug services), bridge, exercise programs, children's programs, teas, Gran to Grans, United Way, Metis, West Kootenay Wildlife, recitals, Alzheimer Support group, Hospice, Community Kitchen, and multiple other uses daily

Rossland – Seven Summits Centre for Learning (alternate secondary school), community dinners, glee club, and other rentals

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

Main floor only. 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 building to Seven Summits Centre for Learning, other rentals, new members, and Stewardship drives are improving our revenue.

Congregational giving ____60%____ Congregational Fundraising Activities ____5%____

Rental of building/services ____30%____ Bequests/Reserves/Investments ____5%__

Other (please briefly describe):

Our Financial Reserves:

We have sufficient reserves in the bank (\$400,000) that we could cover 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 (2018)	Two years ago (2017)	Three years ago (2016)	Four years ago (2015)
# attending Sunday worship	20	40	42	40	79	90
# of regular givers	18	115	105	97	189	189
\$ expended for pastoral charge operations	40		118,500	144,788	217,815	225,815
# households under pastoral care	5		101	98	323	338

NOTE: In July 2016 we went from four congregations to two congregations and from a full-time minister to a ¼ time supply minister.

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 580 metres 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. 7,700) 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, heavily 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. Trail has successfully participated in the International level of the “Communities in Bloom” competition. 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. 3,700) is 10 km up the mountain from Trail. It is a vibrant town with its own distinct personality. Originally settled during the gold rush days in the 1890’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 work via the internet.

The Lower Columbia has many nearby lakes - rustic Nancy Greene Lake (50 km), warm Christina Lake (80 km), and Kootenay Lake (100 km), - giving us abundant fishing, camping, boating and leisure.

The major 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, (200 km) and Kelowna (315 km).

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, Seventh Day Adventist, Baptist, Lutheran, Jehovah's Witnesses, Warfield Community Church, Springs of Life

We have close ties with the Anglican and Catholic faith communities. CIFPC has a representative attending each monthly Trail Ministerial meeting.

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 in 2016, we went from four congregations to two congregations. We became a pastoral charge worshipping as one group, alternating services in our two locations/buildings in Trail and Rossland. We engaged a Supply Minister with church renewal experience to work with a *‘Partners in Ministry Leadership Team’* (PIMLT) to develop a new understanding and approach to ministry beyond the walls of our buildings. This visioning team is comprised of interested congregants, and anyone is welcome to attend meetings. A core group of seven people has met with our Supply Minister monthly for two years. Ideas generated are brought forward to either the Church Council for approval or are shared with the full congregation.

As though an amalgamated congregation we have worked, studied, and worshiped as one body, and deepened our community engagement. We have 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. In March 2019 we formally amalgamated into one congregation, Communities In Faith Pastoral Charge.

Our Worship Style (three sentences): Over the two and a half years since the completion of the Interim Ministry, and 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 pattern we want, with diversity bringing strength to the congregation. We plan to continue this shared pattern with our new minister. The Sunday Worship is mainly traditional with some contemporary elements including; Taizé, 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, then engaged in Interim Ministry. In July 2016 we became a two-point charge committed to working as one body. In March 2019 we formally amalgamated into one congregation, Communities in Faith Pastoral Charge. We continue to worship as one congregation in both of our Rossland and Trail churches, alternating sites by month. We believe it is vitally important to live a Christian and spiritual presence in both communities and to enter into a new type of ministry in both communities.</p> <p>We tried unsuccessfully to call a ½ time minister. Meanwhile we formed a visioning team (PIMLT) to re-imagine church and ministry, mentored by a ¼ time supply minister. We have also grown in spirituality, trust, and energy by studying together. We have developed a vision of partnering in mission with groups in the community, and our ministry is being present in the community as Community Spiritual Companions (CSC) – listeners engaged with anyone exploring meaning in life and spirituality. We want to emulate Jesus, being out where people are in daily life, each with our own gifts. Ministry is a shared responsibility of the minister and lay people.</p> <p>New members joining us, increased income from better use of our facilities, members commitment to</p>

<p>work at raising funds, and a sense of preparedness have made us ready to commit to at least 3 years with a full-time minister. We have the resources and faith to make this commitment.</p> <p>The position will be 60% Community Spiritual Companion and 40% pastoral ministry.</p>	
<p>Community Outreach and Social Justice</p> <p>2.5 days / week</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 into worship to increase member awareness of the issues and how that relates to being a Christian, and to increase community links. As described in the Local Ministry section above, participation in Poverty Reduction meetings, a symposium on community housing needs in April 2019, and the Lower Columbia Community Development Team Society is part of our ministry, living the example of Jesus in the community.</i> <p><i>We are developing the role of Community Spiritual Companion.</i></p>
<p>Church Community and Neighbourhood</p> <p>Included in 2.5 days 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 of CIFPC; we support Sanctuary which is an after-school program for preteen drop in; we hold monthly Downtown Dinners for those seeking food and/or companionship enhancing neighbourhood. We will encourage the minister, and all members, to make other meaningful connections in our communities.</i>
<p>Faith Formation and Christian Education</p> <p>0.5 day / week</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, Inhabit Conference in Seattle April 2019, LLWL training, embarking on a journey of discerning as a congregation, and being community spiritual companions. Recent in-depth studies include Galatians, Psalms, Prayer, Discernment, 'Weird Church'. Other books shared within the congregation include 'The Great Spiritual Migration' and 'Transforming Communities'.</i>
<p>Leadership</p> <p>Included in 0.5 day above</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 and visioning. 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. Planned - Minister and lay people mentored to develop skills to be Community Spiritual Companions in their own spheres.</i>

<p>Pastoral Care</p> <p>Pastoral ministry, part of 2 days / week</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 Team. To that end we held a Pastoral Care workshop with 15 people attending. The team continues the process of discerning how to deliver lay lead Pastoral Care and meet training needs.</i>
<p>Spirituality and Self-Care within your Local Ministry Unit</p> <p>Pastoral ministry, part of 2 days / week</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 bi-monthly congregational information and discussion times to reflect on our journey and the role of all on this journey.</i>
<p>Worship</p> <p>Pastoral ministry, part of 2 days / week</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 rich diversity brings strength to the congregation. We believe we 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. When the Minister is not leading our worship service, he/she is welcome to participate with us, or may choose to attend to other life events and/or commitments.</i>
<p>Administration</p> <p>Pastoral ministry, part of 2 days / week</p>	<p><i>As required by 'The Manual': Pastoral charge Council meetings, one Trustee meeting per year, other meetings as needed such as Worship Committee and the PIML Team. Pacific Mountain Regional meetings and activities.</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 _____

Solo Team ministry (# of other Ministry Personnel): ___

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

Two days per week the incumbent will provide ministerial support to the pastoral charge. This entails: leading worship once, sometimes twice, a month; administering sacraments; fostering lay leadership growth in the pastoral charge. The administrative requirements are limited to those required by 'The Manual', essential pastoral charge responsibilities, and participation in Regional duties. Participation in weddings and funerals will be decided on a case by case basis and may be conducted by others as appropriate.

Three days per week the incumbent, as Community Spiritual Companion (CSC), will create, support, and 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. It requires great "listening" skills. It includes mentoring lay members to become CSCs in their own spheres of life.

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.

We are willing to experiment with new ways of doing ministry!

Accountable to: This position is accountable to the governing body of the local ministry unit through the Ministry and Personnel Committee. It is accountable to the Office of Vocation for oversight and discipline. The position has a relationship of covenant, support and collegiality with the Pacific Mountain Region.

Administration: (2 hours; 5%) As required by 'The Manual'. Pastoral charge Council meetings, Trustee meetings, Worship planning, PIML Team visioning meetings, participation in Regional activities.

Continuing Education: We support continuing education as per UCC policy. We also plan for special training to help initiate activity as a Community Spiritual Companion.

Faith Formation and Christian Education: (4 hours; 10%) Congregational faith formation and Christian Education will be largely membership led. Members attend CE programs, bring back their experiences, and share them with the congregation and study groups. This will be done in partnership with the minister. The minister, engaging in the role of Community Spiritual Companion (CSC), will also mentor people of the congregation to become CSCs in the spheres of their daily lives.

Community Outreach and Social Justice: and
Church Community and Neighbourhood: (20 hours; 50%)

These areas are re-imagined as interdependent and fall under the minister's role as Community Spiritual Companion. At least two and a half days per week are assigned to this role. This may also include some Faith Formation and Christian Education. We see this as going out into the community, not expecting the community to come to us. This is not duplicating what we are already doing as a congregation, but leading us into new pastures.

Leadership: (3 hours; 7.5%) The Partners in Ministry Leadership Team (PIMLT), including the minister, take major responsibility for envisioning and planning the ministry and direction of the pastoral charge. The Team is accountable to Council and brings recommendations for revision, approval, and support. Every two or three months the congregation meets to learn of developments and provide input and critique. The minister will bring his/her ideas and projects to PIMLT meetings for discussion. Ministry is a partnership.

Pastoral Care: (3 hours; 7.5%) The Pastoral Care team, led by members, will triage the needs of the congregation, and refer to the minister as needed. The minister will do weddings and funerals on a case by case basis. There are others in the community who may be prepared to provide these services, e.g. a Licensed Lay Worship Leader for funerals.

Self Care: (2 hours; 5%) As envisioned and encouraged by the Pacific Mountain Region LeaderShift programs and by our PIML Team.

Worship: (6 hours; 15%) Lead one (maximum two) worship services per month, including the sacraments. Participate as a member of the Worship Committee.

Balance: Flexibility – we anticipate our minister will use time with discretion to meet needs and opportunities that arise.

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 wants to work with an individual open to 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.