

Pastoral Relations: Community of Faith Ministry Profile

Regional Council: Pacific Mountain Regional Council

Name of Community of Faith: Nelson United Church

Address: 602 Silica Street, Nelson, BC V1L 4N1

Recommendation: To engage a full-time, ordered Minister, with a minimum of two years' experience, on or about August 1, 2024.

Date: [insert following Congregational meeting on March 3, 2024]

Search Committee Members:

1. Donna Macdonald

2. Rona Park

3. Berdine Jonker

4. Bob Steed

5. Peter Lee



Pastoral Relations
Relations pastorales

The United Church of Canada
L'Église Unie du Canada

COMMUNITY OF FAITH PROFILE

Introduction

A beloved church, a unique mountain town, a rare opportunity.



After 29 years of service, our Minister is retiring, and Nelson United Church, in the vibrant city of Nelson, BC, is seeking a new full-time ordered Minister who shares our progressive, affirming and compassionate values. At Nelson United we value being a church where all are welcome to encounter the Spirit and explore being community, and where we sing, laugh, learn and break bread (and cookies) together. We strive to be a church where we can question and explore our beliefs, and fulfill our hunger for transformational experiences of the sacred as individuals and as part of all creation.

We know we are not alone; we live in God's world and are part of a rich web of relationships with our wider community. We are committed to moving out through our church doors to actively participate in our wider community life. "We dare to live the way of Jesus, embodying the love of God."

The City of Nelson is nestled in the Selkirk Mountains of southeastern BC, on the shores of the West Arm of Kootenay Lake. It is a compact city with a population of 11,100 and a catchment area of an additional 20,000 people. Abundant four-season recreation opportunities (biking, hiking, golf, soccer, skiing, water sports) are close by. Our community is rich in educational opportunities and has a dynamic creative and cultural life, with galleries, music venues, live and movie theatres, and excellent eateries. Nelson offers many of the amenities of a large city, but without the hassles of big city life. Today's challenges of poverty and climate change are felt in Nelson and a strong non-profit sector responds to many needs, such as housing and supportive services. Our downtown remains the heart of our community, lined with beautiful heritage buildings and alive with friendly people. Nelson is an authentic community, with an increasing diversity of people and cultures. It is rooted deeply in its past and moving forward into the future with confidence, and caution.

Our Ministry Leadership: Current and Future

Current Leadership

The Lead Minister is an ordered Minister who has served Nelson United Church for the past 29 years, and whose work has focused on worship, education, pastoral care and community outreach. Until March 2023, the Minister worked 40 hours/week, but that was reduced to 30 hours/week at the Minister's request. He will retire on July 31, 2024. An additional half-time ordered Minister was engaged from 2000 to 2011.

The work of the Minister is supported by:

- ❖ An office administrator who does administrative tasks, event coordination, space rentals, social media and website management, marketing, financial oversight and a thousand other tasks as needed (16 hours/week).
- ❖ A music minister who participates in worship and leads the chancel choir and a children and parents community choir (15 hours/week). The current music minister is also the office administrator.
- ❖ A youth and family minister who participates in worship, teaches Sunday School twice a month, and leads a youth group (12 hours/week).
- ❖ A community engagement and communication coordinator who engages with several community groups with a priority on youth and young adults and alternative forms of spiritual practice (30 hours/week).
- ❖ A social media minister responsible for sound projection and video streaming to YouTube (12 hours/week).
- ❖ A caretaker (15 hours/week).



Paid personnel are supported by retired and lay ministers in the congregation and by numerous lay leaders who are trained and experienced in positions such as on-line and in-person greeters, prayer writers, scripture readers, conflict mediators, and PowerPoint preparers. The chancel choir fills the sanctuary with music, along with the warm tones and chimes of our grand piano and our full-size European-style pipe organ, one of the largest between Calgary and Vancouver. A volunteer manages communications within our faith community (e.g., NUC News). While the work of the church requires many hands, we are also lucky to have many “thumbs” without which hands don’t function very well.

In addition, a number of teams and groups focus on specific areas:

- ❖ Ministry & Personnel Committee (responsible for oversight of church employees)
- ❖ Pastoral Care team
- ❖ Board of Trustees
- ❖ UCW (United Church Women, with two units)
- ❖ Worship Planning Team
- ❖ Décor Team
- ❖ Prayer Shawl Knitters

In 2011 Nelson United Church shifted from a Church Council system to a smaller Board that meets monthly and consists of six elected or appointed members and the Minister. The Board is responsible for discerning the mission and purposes of Nelson United, and creating the strategies and policies to achieve those, as well as providing fiduciary oversight. It is a permission-granting Board, supporting

initiatives that further our mission. The Board has engaged in many tools to strengthen our community of faith, including working with Convergence US in 2019 and 2020. Nelson United Church is within the Pacific Mountain Region of the United Church of Canada, and receives support from a PMRC regional Minister.

Future Leadership

The Nelson United Church community will experience a significant transition with the engagement of a new Minister. The incumbent's 29 years have been productive and meaningful, and the Minister is well-loved. His decision to retire has been accepted, with both sadness and excitement.

A recent congregational survey asked our community of faith members and our staff what personal competencies are most important for our new Minister to have. The results are as follows:

1. A welcoming presence for all people, and the ability to connect with a multi-generational and diverse community of faith. Personal warmth, charm and a good sense of humour.
2. The ability and confidence to engage with the broader community (including marginalized people, youth and young adults) and to share the progressive Christian values of our church.
3. Effective worship leadership that combines music, art and theology to promote experiences of the sacred, including effective, inspiring and artfully-delivered preaching.
4. The ability to provide pastoral care that is calm, appropriate and confident, and that comes from a warm spirit of openness and respect.
5. Spiritual maturity that is deeply grounded, and expresses itself as trustworthy, compassionate and consistent.
6. A change-making attitude that respects church history and traditions and is not afraid to do things differently, to try new ways of ministering, to take risks but with good judgment and humility.

In addition, a survey of staff and the Church Board rated the following six professional competencies as most important: integrity, ethics and trust; creativity and initiative; interpersonal skills; team building orientation and skills; leadership development for self and others; and personal resilience.

Our Worship Life

Our Sunday morning worship service typically uses the traditional order of service but members have expressed interest in more contemporary and/or reflective approaches. The goal always is to make worship life-giving and vibrant, full of colour, music and symbolism. The details of the Order of Service are developed by the Minister in collaboration with the Worship Planning Team. Music, décor, themes, and activities are planned together, and rely on lay leaders to a large extent. Worship takes place each week on Sunday,



and at special times throughout the year (e.g., the Longest Night service), and is usually followed by a social time with refreshments provided by the UCW.

We use the Inclusive Bible and, in line with our progressive values, encourage non-gendered language (e.g., God instead of Father, kindom rather than kingdom). Our music is mainly sacred (both



traditional and contemporary), but may include appropriate secular music. Communion is served once per month.

Our time in the sanctuary is enhanced by the beautiful work of the Décor Team – fresh flowers, colourful fabrics, candles, symbols appropriate

to the theme, and seasonal murals behind the choir that are magical and worthy of being in an art gallery. Large-screen projection and quality sound and video systems add a new dimension to our services.

During the pandemic, Nelson United developed the capacity and skills to offer streaming of worship services via YouTube. The videos are also available for viewing at any time. The on-line option, supported by an on-line host, continues to be used by many members, whether on a regular basis or just occasionally. This integrated ministry will continue to be offered.

Most of the in-person attendees are older, long-time members of Nelson United but gradually through the work of staff has resulted in more variety: families with children, for example. As with most churches, we are experiencing a decline in numbers, but we remain confident that more is possible.

Community Outreach & Social Justice

Nelson United Church is known and appreciated by our larger community for being an inclusive, welcoming and safe place, as well as a strong Christian voice for justice, peace and climate action. For example, Nelson United created an inclusive marriage policy in 1995 and, after the legislation changed in 2003, was one of the first United Churches to adopt the federal definition of marriage as “between two persons” in 2004. Also, in 2014 we officially became an Affirming Congregation. We have many community partners and they tell us that our progressive values and our building are the two greatest assets we have to offer.



Our progressive values are actively lived out both locally and globally. The Minister and others participate in the Nelson Interfaith Collaborative, Nelson PRIDE, Grans to Grans, ecumenical refugee sponsorship, the Bienestar (Well-Being) project in Guatemala, and worship programs at three community care facilities. Alongside others, we seek to find ways to respond to critical community issues such as unhoused people, poverty, drug use, newcomers, isolated seniors, and

violence against women and others. Meaningful partnerships and collaborations in the community (with other churches and non-church entities; with social and environmental non-profits; and with local government) are very important. A good ecumenical relationship exists with the Lutheran and Anglican congregations, leading to shared worship, Bible studies, climate action, refugee sponsorship, and other initiatives.

Our building is bustling with activity. In the lower level, the Nelson Community Food Centre has a long-term lease to operate various programs that provide good food, skill development and community connection. The commercial kitchen is available for rental by local food producers and caterers. The sanctuary and other meeting rooms are increasingly being used by choirs (rehearsals and performances); for public events (films, speakers, fundraising dinners); and for special uses such as AA meetings and gatherings organized by COINS (Circle of Indigenous Nations Society). As co-sponsors, we also provide space for free to organizations with the same values as we hold.



We are also proud that a member of our congregation holds a staff position with Campus United at Selkirk College, and helps to keep us connected with that population through winter clothing drives and a new offering called Space Lunch, a free meal and place to gather for students and young adults.

Faith Formation

Following Jesus is not a fixed path, but a process of continued learning and growth about ourselves, our faith, and what it means to be the people of God in our world. Prior to the pandemic, faith formation occurred through Taize services, Bible study, a meditation group, an on-line mindful living group, book studies, hiking and skiing, and a youth group (Spirit Explorers). Most of these activities were supported by ministry personnel.

Some of these activities continued via Zoom during the pandemic, and have continued in some manner since then, as small group ministries, Bible study, videos and Zoom discussion groups, and adult memberships and baptism. Support for Camp Koolaree (youth ministry since 1931) and for Wild Church continue as examples of faith formation, as does the Spirit Explorers youth group.

We have also used (and possess) many of the *Living the Questions* study series, some of which have been shared with the local Lutheran and Anglican churches. We are currently offering an eleven-week course called *Revolutionary Love* based on the work of Valarie Kaur.

Pastoral Care & Self-Care



We are a caring faith community striving to ensure that each person feels the love of God being shared with them. The Minister, supported by an active Pastoral Care Team, provides ongoing pastoral care and support to members of our congregation who are in a time of crisis. The Practice of Caring includes hospital and home visits, grief assistance, care packages, birthday cards, phone calls, prayer shawls and gatherings (in-person and on-line).

Self-care has two aspects. One is the health and spiritual growth of the Minister, which is supported through sabbaticals and through encouragement to the Minister to maintain practices that support their own health and wellness.

The second aspect is self-care of our community of faith. Connection and community are vital today for people of all ages. We support that through regular on-line newsletters and Facebook posts, passing the peace, commissioning each other, sharing our faith stories, eating together whenever possible, lending a hand when needed, and hosting book clubs and musical events. Workshops on topics such as grieving, seniors' advocacy, wills and representation agreements, and preparing for the death of a loved one have also been offered. A congregational survey during COVID identified that what members most missed were being together and music!



Challenges and Opportunities

Nelson United Church is not immune from the experiences of other (particularly progressive) faith communities in dealing with shifting resources and evolving roles. What are our priorities and strategies as we walk the Way of Jesus?

Fortunately, Nelson United is financially stable, with healthy trust funds and mortgage-free ownership of our church property. Congregational giving has been in decline, and there is room for stewardship development initiatives as we continue to discern and define our goals.

In Nelson, we see many younger adults and families who describe themselves as spiritual but not religious. What opportunities can we create to support them as they seek spiritual homes? For example, bringing church to other days and times of the week recognizes that weekends are valuable family time, and provides alternatives for spiritual time. Can we build on-line communities for discussion and learning to deepen spiritual life? How can we more intentionally use on-line

communications and social media to build community? How do we accommodate younger people's preference for one-off commitments rather than long-term participation on a committee or board?

On a more practical level, are there opportunities for partnering with other nearby United Churches, for example to share faith formation activities or to regionalize some administrative functions such as bookkeeping?

In this time of change, Nelson United Church is deeply rooted in our community and yet progressive in welcoming new opportunities to serve, new ways of being and doing.

MORE INFORMATION

www.nelsonunitedchurch.ca

<https://www.youtube.com/c/NelsonUnitedChurch>

<https://www.nelsonkootenaylake.com>

www.discovernelson.com

www.nelson.ca



Financial Viability Review

Community of Faith: **Nelson United Church**

Date: as at December 31, 2023

1. Do your expenses exceed your revenues?

Year	Revenues	Amount given through envelopes	Amount given through PAR	Expenses	Do expenses exceed revenues? (yes/no)	Bank balance at end of year n/a
Current year - 2023	\$354,539	\$93,496	\$90,573	\$361,300	yes	\$
1 year ago	\$256,180	\$84,188	\$ 92,541	\$ 268,805	yes	\$
2 years ago	\$368,119	\$95,826	\$95,533	\$367,253	no	\$
3 years ago	\$325,718	\$91,115	\$98,023	\$334,727	yes	\$
4 years ago	\$344,155	\$119,213	\$86,698	\$341,423	no	\$
5 years ago	\$277,532	\$107,730	\$83,752	\$282384	yes	\$
6 years ago	\$300,040	\$148,239	\$82,018	\$307494	yes	\$

Comments

- Special Projects in 2024** - we plan to replace the building roof, repair broken concrete steps, and upgrade the hydro grid - approximate cost \$50,000 to \$60,000
- Revenue received but held in trust** or that goes out to organizations includes (2023):
 - M & S Pastoral Charge: \$12,902
 - M & S from UCW: \$1,000
 - Held in Trust for Bienestar (Guatemala project): \$37,071
 - Paid out to other organizations (i.e. Camp Koolaree, Nelson Food Centre): \$2,192
 - Paid out to other charitable causes by UCW: \$1,335

2. Payroll Costs

At present, we have called or appointed the following paid staff:

- Minister: 40 hours per week
(note: our Minister moved to 30 hrs/week in March 2023 as a personal preference)
- Office Administrator: 16 hours per week
- Caretaker: 12 hours per week
- Music Minister: 15 hours per week
- Youth & Family Minister (including Sunday School): 12 hours per week
- Social Media Ministry: 12 hours per week
- Community Engagement & Communications Coordinator: 30 hours per week (grant ends Mar. 2025)

Cost of payroll (\$ paid plus employer contributions (EI, etc.) for everyone):

Current year 2023	1 year ago	2 years ago	3 years ago	4 years ago	5 years ago	6 years ago
\$239,013	\$194,776	\$189,049	\$168,420	\$161,673	\$155,245	\$155,880

3. Have you experienced a deficit for more than two consecutive years in the last five years? Yes

4. Are there any outstanding loans? No

5. Do utilities, maintenance, and repairs exceed 25 percent of revenues? No

Year	Utilities (Power and Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (Yes or No)
Current year	\$17,457	\$ 1,052	\$10,236	\$28,835	no
1 year ago	\$13,850	\$ 509	\$ 2,213	\$16,572	no
2 years ago	\$12,398	\$1,547	\$11,854	\$25,799	no
3 years ago	\$12,170	\$2,162	\$5,362	\$19,694	no
4 years ago	\$11,576	\$3,352	\$11,514	\$26,442	no

5 years ago	\$11,522	\$2,478	\$17,556	\$31,556	no
6 years ago	\$11,348	\$2,879	\$6,042	\$20,269	no

6. How many contributors support your congregation?

Current year	1 year ago	2 years ago	3 years ago	4 years ago	5 years ago	6 years ago
87	90	94	103	115	126	122

7. How many contributors would you have in each age group this year?

0–20 years	
21–30 years	
31–40 years	
41–50 years	
51–60 years	
61–70 years	We do not keep stats as such, however, we know that the majority of our contributors are 60 years and over
71–80 years	
81+ years	

8. Is there a reliance on a few generous contributors where 50 percent of the revenues come from one or two contributors?

Contributors and Givings

Annual giving	Number of givers: 2023	1 year ago	2 years ago	3 years ago	4 years ago	5 years ago	6 years ago
\$0-\$100	4	4	6	8	8	13	12
\$101-\$500	17	19	16	17	23	32	12
\$501-\$1,000	19	21	25	25	27	28	28
\$1,001-\$5,000	37	38	37	47	49	44	51
\$5,001+	10	8	10	6	8	9	8

9. Have you taken part in a stewardship project (campaign) in the past two years?

No project

Letters to congregation when we have the need

Regular information and letters sent to all members and adherents

Program such as *Called to Be the Church* (www.stewardshiptoolkit.ca) with information during worship, letters, and a request for commitment

Program and information presented at a congregational get-together

All-member visitation

Other: Regular financial reports/requests for increased givings are placed in the Church newsletter.

If you did, what were the results?

A PAR increase has recently been requested. We plan to run a Stewardship Campaign in Spring 2024.

Have you encouraged members, yearly or more regularly, to increase PAR givings? Yes No

10. Please list any investments, special funds, and other monies your community of faith holds. What are the rules/restrictions around the use of those funds?

The following three funds are **Restricted** for use only as Scholarship Funding as indicated: Guilford Brett Music Scholarship Fund, James Hamilton Allen Scholarship Fund, and Women's Scholarship Fund.

The following three funds are **Unrestricted**: Fierra Capital Income and Growth Fund, Helen Catley Youth Fund (used primarily for youth-related expenses), and CIBC Wood Gundy Account.

- Total Funds in Investments (at December 31, 2023) - \$814,000
- Total Deferred Revenue (December 31, 2023) - \$50,008
- Total Funds Received in Trust (December 31, 2023) - \$53,004

Thinking about the Data You Have Collected

The covenant with a Minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

Observations

Treasurer's observations:

Based on past downward trends of both church attendance and church donations, my inclination is to speak against hiring a full-time Minister. However, having heard from members of the Search Team, and understanding and appreciating their rationale for hiring a full-time Minister, I speak in support of their recommendation.

Search team's observations (if separate from above):

With full appreciation of the financial challenge to our church of engaging a full-time Minister, the Search Team believes strongly that it is a pivotal time in our history, a time to invest, a time to re-imagine, to be bold, and to continue to build our church. After a comprehensive review and discussion of the Nelson United Church's mission, vision and values, many recent church documents and current plans, and surveys of the congregation, Board and Staff, the Search Team believes it is in the best interests of the church's present and future to hire a full-time, ordered Minister, with a minimum of two years' experience.

Regional council's observations (optional):

Recommendation of search team, treasurer, and governing body:

That the Nelson United Church engage a full-time (40 hours per week) ordered Minister, with a minimum of two years' experience, for a three-year call, effective August 1, 2024. This recommendation was approved by consensus at a special Church Board meeting on February 12, 2024.

The Nelson United Church community of faith is viable to call an ordered Minister in COL (Cost of Living) Group 4 for 40 hours per week.

Name of Called/Appointed Minister or Pastoral Charge Supervisor: Reverend David Boyd

Date: June 1995

Financial Statements

[The 2023 financial statements have been uploaded onto ChurchHUB]

Position Description

Position Title: Ordered Minister of the United Church of Canada

Closing Date: TBD

Start Date: On or about August 1, 2024

Position Profile

Position Summary

This full-time, solo Ministry position will offer leadership in worship, pastoral care, leadership development, faith formation, community outreach, administration, and visioning for the future.

This role includes:

- Designing and leading Sunday worship services.
- Providing innovative ways of worship and demonstrating leadership to move towards something new, both within our community of faith and in the wider community.
- Providing pastoral care to members and adherents.
- Designing and leading significant life moment observances (funerals, weddings, baptisms, losses and celebrations).
- Offering leadership at the monthly Board, Trustee, and other meetings of the church.
- Coordinating and/or providing leadership to the Ministry team.
- Offering faith formation and spiritual educational opportunities.

Accountability

- The Minister is accountable to the Church Board through the Ministry and Personnel Committee.
- The Minister is also accountable to the Office of Vocation, United Church of Canada for oversight and discipline.
- The Minister has a relationship of support, collegiality, and covenant with the Pacific Mountain Region of the United Church of Canada.

Autonomy in Decision-Making

The Minister has:

- Delegated expenditure authority as set by the Board.
- Autonomy in design and delivery of programs and responsibilities assigned to the position.
- Autonomy regarding decisions that ensure compliance with the policies and mandated practices of the United Church of Canada, and government legislation and regulations.

Principal Areas of Responsibility and Associated Duties

Worship 35%

In collaboration with the Worship Planning Team, including the Music Minister:

- Design and lead Sunday worship services.
- Design and lead special services (Ash Wednesday, Holy Week, Longest Night, Christmas Eve).

- Conduct special mid-week services, events or programs, at the discretion of the Minister or the Worship or Outreach Teams. For example, to offer spiritual practices and education; to encourage youth and young families; or in response to a national or community issue that deeply affects the congregation).

Administration 15%

- Respond to phone and email requests, building concerns, institutional requirements and needs (including data collection); meet with various ministry and staff teams.
- Support the paid office administrator to create outgoing communication and worship bulletins.
- Build and support the paid ministry staff team.
- Attend and support all Board meetings and other committee meetings as required; ensure good communication flow between Board and staff.
- Participate in budget development and budget management.
- Maintain a knowledge of grant opportunities and other potential funding sources.

Community Outreach and Social Justice 10%

- Actively participate in regular meetings of the Inter-Ministerial Committee.
- Work with the Outreach Ministry Team to identify community issues and propose solutions; support the Team's efforts, including programs and educational opportunities held at the church and in the wider community.
- Actively participate in the work of relevant community groups, for example, the Interfaith Climate Change Group or refugee sponsorship committee..
- Contribute to spiritual and social justice education and awareness through newspaper articles, blogs, events, presentations, etc.
- Maintain an awareness of partnerships and community groups to be able to understand the culture and needs within the community.

Faith Formation & Christian Education 10%

- Facilitate Bible studies, book groups and *Living the Questions* study groups.
- Support the Youth & Family Ministry programming; baptism preparation; church community newsletters, blogs; spiritual education and spiritual mentoring.

Pastoral Care 10%

In collaboration with the Pastoral Care Team:

- Provide pastoral care to members and adherents with home and hospital visits.
- Provide visiting, grief counselling, funerals and follow-up to those grieving and requesting support.
- Provide worship in Community Care homes and facilities.

- Visit and provide spiritual support for those in need, especially those who have health issues, or are experiencing end-of-life issues, as well as to those who have been away from the church, helping them to link and seek an understanding of their connections with the church.
- Support those within the community seeking pastoral care.
- Maintain an awareness of available social supports and services and assist those in need with making connections as necessary.

Denomination and Communities 10%

- Actively participate in the life of the Pacific Mountain Regional Council and/or General Council, as well as Regional and cluster activities (committees and annual meetings).
- Receive and interpret wider Church documents and decisions.
- Identify potential partnerships, and monitor and report on the progress and health of existing partnerships.

Leadership 10%

The Minister will:

- Have a highly personable approach to leadership, by building relationships and consensus, delegating and sharing leadership appropriately.
- Provide strong leadership in worship and pastoral care.
- Recognize, motivate, encourage and support others to grow, and in turn, develop and share their own gifts for ministry.
- Support and encourage the Church Board and its Standing Committees on their governance, discerning, and visioning roles.
- Be able to work collaboratively with others, and identify and bring out leadership and creative qualities in the congregation.
- Be able to skillfully assess risks, try new things and learn through both successes and mistakes.
- Provide leadership in ensuring that Nelson United continues to be a progressive, inclusive and life affirming community of faith within The United Church of Canada.

Self-Care

- Work with the Ministry and Personnel Committee to ensure work-life balance.
- Set goals for ongoing self-care by maintaining a healthy balance of their own physical, emotional, and spiritual well-being to include rest, recreation and professional development.

Continuing Education

In consultation with the Ministry and Personnel Committee, the Minister will:

- Establish annual personal, vocational, and professional goals.
- Undertake continuing education as per denominational policy.

Required Competencies

Personal Competencies

1. A welcoming presence for all people, ability to connect, personal warmth and sense of humour.
2. Ability to engage with the broader community, sharing progressive Christian values.
3. Effective worship leadership, combining music, art and theology, providing experiences of the sacred with inspiring preaching.
4. Ability to provide calm and confident pastoral care.
5. Spiritual maturity that is deeply grounded, trustworthy and compassionate.
6. A change-maker that respects history and is willing to take risks with good judgment and humility.

Professional Competencies

1. Is open and approachable, with an ability to communicate support and empathy for others; practices direct, honest and transparent communication; respects confidences, takes personal responsibility in relationships, and responds to situations with constancy and reliability; honours the core values of the church.
2. Is creative and innovative and shows initiative by generating new ideas, while demonstrating an ability to show good judgment and balance risks.
3. Ability to engage in thoughtful and attentive listening, establish good working relationships; demonstrate appropriate boundaries, self-awareness, and self-care; and communicate with diplomacy and tact.
4. Demonstrates interest, skill and success in promoting, leading, and contributing to a healthy team environment; places value on the importance of a healthy, orderly, and clean work environment, and appreciates the impact and value of creating sacred space.
5. Committed to building a future leadership base by encouraging and supporting skill development in others; committed to their own growth and development as a leader.
6. Demonstrates personal resilience by effectively coping with change, risk and uncertainty, being flexible and making decisions even with minimal information.

Qualifications

Education, Experience, Background, and Skills

- Ordered Minister within The United Church of Canada or eligible to be admitted to The United Church of Canada (UCC).
- A minimum of two (2) years' experience as an Ordered Minister.
- Driver's licence and access to a reliable vehicle.
- Police Vulnerable Sector Check.
- Computer and technological expertise.

Other Preferred Assets

- Skills and abilities in music.
- Experience in developing and maintaining partnerships.
- Familiarity with the financial operations of a church.

Terms of Employment

1. The United Church Manual 2024, The United Church Employment Guidelines, the original Call/Appointment Form, and any relevant Provincial Legislation guide the terms of employment for this position.
2. The Church Board, in consultation with the Minister and the Ministry and Personnel Committee, will determine increments of salary and benefits, consistent with national United Church schedules.