



**THE UNITED CHURCH OF CANADA
L'EGLISE UNIE DU CANADA
BC CONFERENCE**

Ministry Profile and Search Report (BC 400 MPSR)

for

Cloverdale United Church

Fraser Presbytery

British Columbia Conference

March 22nd, 2015

17575 58A Avenue, Surrey BC V3s 1N1

Recommendation:

That Cloverdale United Church request BC Conference to declare a vacancy for a full-time minister personnel to be appointed for a period of three years, commencing August 1st, 2015, or as soon as possible. For the position of Minister with Children, Family and Outreach.

Report prepared by the Ministry Profile and Search Committee:

Julie Pender, Lori Megley-Best, Jamie Brown, Tina Thomlinson and Tanya Grace

Supporting Documents follow:

1. Demographic, Financial and Community Profile
2. Ministry and Mission Profile
3. Ministry Position Description
4. Thrive Strategic Ministry Plan

As a congregation we are excited about our new Thrive Ministry Initiative. We have the ability to fund this ministry and are blessed to live in a flourishing community with lots of potential for growth with families. We are looking for someone who will journey with us on this inspired and challenging call.

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Demographic, Financial, and Community Profile

PART A: ABOUT OUR PEOPLE:

Number of congregations: 2

Congregation A	Cloverdale United Church (Name of Congregation)	371 (# on roll)	70 (Avg. Sunday attendance)
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We think of ourselves MAINLY as: Suburban

Most of us live: In Single Family Homes

The rest of us live: In apartments, condos, town homes, retirement homes and long-term care homes

Our congregation includes

Infants and pre-school: 5	Children (5-12): 19	Teens (13-19): 7
Young adults (20-30): 12	Adults (30-50): 28	Adults (51+): 25
Young retirees (51-64): 23	Older Retirees (65-70): 20	Seniors (over 70): 50+

Most of us: Grew up in this area

Many of us work (or used to work) in the following industries or sectors:

- | | | |
|--|--|---|
| <input type="checkbox"/> Health or social services | <input type="checkbox"/> Education | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Agriculture and food production | <input type="checkbox"/> Tourism/Hospitality | <input type="checkbox"/> Retail |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Mining/Forestry | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Government | | |

Our congregation is like: A medium sized church where we recognize each other but may not know each other well. It's also a 2 point charge.

Our heritage as a local ministry unit: began as a United Methodist Congregation in 1875

We think of our local ministry unit as in the following way:

We have a new vision and are really excited; still working out how to live into that vision

PART B: ABOUT OUR TANGIBLE ASSETS**Governance structure:**

How many people are on your Governing Body: 9

How many are typically present at a meeting of your Governing Body: 8

Our Church Building: 1

Our church building is: doing pretty well given that it has served us for many years. Some repairs may need to be done, but nothing major. We have plans to make cosmetic changes to some meeting spaces and upgrade our AV system.

Sanctuary holds 200 people

Are there meeting rooms: Yes

What are they used for:

Sunday School, Addiction Support Groups, Church Meetings/Groups, Brownies/Pathfinders, Preschool and other congregations.

Is there a nursery: Yes

Are the nursery toys/furniture compliant with current safety standards: Yes

Are there Sunday Schools rooms: Yes

How many: 1 Are they also multipurpose use: Yes

Are there activity rooms: Yes

Brief descriptions: Choir Room, Upper Hall

Where is the office located for the minister: Upstairs, next to Upper Hall

Describe it: 12 X 12, with one window, computer and a phone.

Is the building used by outside groups as well as ministry activities: Yes

Brief descriptions:

Tenants: Wind and Tide Preschool (5 days a Week, Mon-Friday, 10 months of the year), Other Congregations

Occasional Rentals: Upper Hall/ Lower Hall/ Sanctuary, rented out for weddings and funerals and community groups

Reduced Rate Rental: Addiction Support Groups

Rental Free: Pathfinders/Brownies

Is there a photocopier in the church: Yes

Is internet provided at the church: Yes, Wifi

Is the church accessible: Yes, a ramp to access the sanctuary and an elevator inside the church that connects the upper and lower level

Administrative Support:

Is there support for administrative tasks: Yes, 16 hours a week, paid

Ministry and Personnel Committee:

How many members: 4

How often does the committee meet: Quarterly

Has one or more of the committee members attended a M&P Committee Training event in the last three years: Yes

Who takes the service when your minister is away on holidays or study leave: Lay Leaders and/or Pulpit Supply

PART C: ABOUT OUR FINANCES

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

Adequately meeting expenses and also have a bequest that we have in reserve. A portion of the bequest money has been put aside to achieve our *Thrive Strategic Ministry Plan* goals.

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

Congregational giving's: 50%

Congregational Fundraising Activities: 5%

Rental of building/services: 20%

Bequests/Reserves/Investments: \$1, 000,000 (25%)

Our Financial Reserves:

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency, as well as a substantial building fund.

Our Financial Accountability:

Our financial statements are reviewed by an external reviewer each year

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

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

	Line # in the Yearbook	One year ago	Two years ago	Three years ago	Four years ago
# attending Sunday worship	20	115	110	115	102
# of regular givers	18	127	138	141	128
\$ expended for pastoral charge operations	140	197,141	230,770	186,891	192,337
# households under pastoral care	5	170	170	185	195

PART D: ABOUT OUR COMMUNITY

Cloverdale was a small farming town that is a growing suburban community which still has a small town atmosphere. Close to big city amenities Cloverdale is one of the six “town centres” within the City of Surrey. It’s a quick ride to the US border, Pacific Ocean and mountains. Famous for hosting the Cloverdale Rodeo every May long weekend, it also has many community events and cultural, recreational and sports facilities. Largely a community of young families, Cloverdale has a diverse culture and is a friendly place to live.

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

- Surrey has a Surrey Poverty Reduction Plan, as of 2012, 71,000 Surrey residents live in poverty.

- Concern over loss of agricultural lands could have long term deleterious effects on Surrey's food security. Researchers are exploring potential strategies to increase the agricultural utilization and productivity.
- The geographical expanse and the rate of growth present political challenges for a burgeoning population

Here are three websites that offer detailed information about our community:

- www.cloverdale.bc.ca
- www.cloverdalebia.ca
- www.surrey.ca

Other faith communities represented in our community/region are:

Other Christian denominations and Sikh

Ministry and Mission Profile

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

Brief Description of Local Ministry: We are a 2 point pastoral charge. Sunday morning worship is our primary focus with an active Sunday School, multi aged choir, and participatory worship style. We also have three active UCW units. We are a compassionate and welcoming community seeking to focus our outreach efforts.

Our Worship Style: Our conventional United Church style worship is informal and inclusive. A more relaxed service that's participatory, inclusive of children, with a blend of traditional and contemporary music.

Vision and Mission Statement:

Vision: Serving others as Jesus would (revised 2014)

Mission: To thrive in faith through relationship with God, one another and the community (revised 2014)

Category Title	This is who we are as a Local Ministry Unit:
<p>Community Outreach and Social Justice</p>	<p>We are currently doing the following in community outreach and social justice:</p> <ul style="list-style-type: none"> • Partnering with Guildford Park Secondary to supply gifts and food donations; 60 Christmas Hampers were distributed in 2014 • Community Garden; plots are rented by congregational members and members of the community. One garden is designated for the Food Bank • We collect: old glasses, frames and lenses which are shipped to third world countries • Stamps and prepaid envelopes generate finances for cancer dressing and research • Campbell Soup labels collection helps out the Vancouver Oral Centre to aid hearing and speech impaired children • Clothing toiletries and thrift store items are donated to First United Church Mission • Soup is made once a month for the Surrey Urban Mission • Funds from the Church and UCW were sent to Acces, Option, Cloverdale Christian Fellowship, First United Church Mission Kitchen, Cystic Fibrosis Society, A Rocha and Mission and Service Fund • Fostering Child through Foster Plan International <p>We have a specific goal to develop and establish a Niche Ministry for our congregation that came out of our Strategic Ministry Plan that was passed in November 2014.</p>

<p>Church Community and Neighbourhood</p>	<p>We are currently doing the following in the church community and neighbourhood:</p> <ul style="list-style-type: none"> • We offer meeting space for local AA, NA and OA groups • Monthly service at Zion Seniors Home • Visiting Mosques • World Day of Prayer • Maundy and Good Friday Services with our cluster churches • Selling blueberry pies at the Cloverdale Blueberry Festival • Holding a pancake breakfast on Cloverdale Rodeo Parade Day • Remembrance Day Services at the Cenotaph <p>We have a specific goal to encourage participation in the Mission and Service Fund. We are currently looking at increasing our engagement of families, children and youth, both within the church and in the community.</p>
<p>Faith Formation and Christian Education</p>	<p>We are currently doing the following in faith formation and Christian education:</p> <ul style="list-style-type: none"> • Sunday School for ages 3 to 13 years • Teen Confirmation Classes • Faith Development Studies • Manna, Feeding the Woman's Soul (Women's Ministry) • Bible Study Group • God at the Movies <p>We have the following specific Faith Development Goal; Establish the congregation as a place where faith is talked about and practiced, with the following strategies:</p> <ul style="list-style-type: none"> • Develop a Men's Group where men can share their lives and faith • To establish the spiritual practice of having every group that is a part of our church, begin their gathering time with a spiritual protocol • Develop small group ministry in our congregation with the goal to having more than half the congregation involved • Development and training of lay leaders • Develop and provide a ministry focus to families, youth and children, including Sunday School
<p>Leadership</p>	<p>We are currently doing the following in Leadership:</p> <ul style="list-style-type: none"> • Remodeling the Governance Model <p>We have a specific goal related to Leadership as follows:</p> <ul style="list-style-type: none"> • Development and training of Lay Leaders

<p>Pastoral Care</p>	<p>We are currently doing the following in pastoral care:</p> <ul style="list-style-type: none"> • Home and hospital visitation • Caring phone calls • Love Baskets <p>We have a specific goal for pastoral care training to be offered to those who would like to offer care on behalf of the church</p>
<p>Spirituality and Self-Care within your Local Ministry Unit</p>	<p>We are currently doing the following in Spirituality and Self Care:</p> <ul style="list-style-type: none"> • We are currently restructuring our governance model to prevent burn out • We offer seasonal spiritual practices • Unite for Fun, fun events for all ages • Family Picnic • Sharing Meals as a congregation • Engaging in Centering Prayer • Fellowship after church <p>We have a specific goal to establish the specific practice of having every group that is part of our church begin their gathering time with a spiritual protocol. As well as increase engagement and participation with our church family.</p>
<p>Worship</p>	<p>We are currently doing the following in Worship:</p> <ul style="list-style-type: none"> • We use More Voices and Voices United for our hymn books • Children's Time • Centering Prayer • Passing of the Peace • Prayers of the People offered by individuals in the congregation • Periodic All Ages Services, Child Led Services, Choir Led Services, Congregational Led Summer Services • AGM occurs within the body of the worship service • Scripture read by Lay Leaders • Traditional worship that is a more relaxed service. It is participatory, inclusive of children, with a blend of traditional and contemporary music, that is enhanced and supported by Power Point projection • Hymns are accompanied by piano, organ and drums • Large choir • Occasional Alternative forms of worship, i.e. small groups, prayer stations, telling a story through drama • Quiet Room for children under 3years • We currently have more baptisms than Weddings and Funerals <p>We currently have a specific goal to train those leading worship</p>

Ministry Position Description



Closing Date: April 30th, 2015

Position Title: Minister with Children, Families and Outreach

Position Profile: Full-time

Position Summary:

As a result of our seven month Strategic Ministry Plan Process, *Thrive*, we have determined the need of an additional Minister to fulfill our strategic goals. This Minister would be responsible for the areas of Children, Youth and Family Ministry as well as Outreach Ministry, which our *Thrive Strategic Ministry Plan* refers to as Niche Ministry.

Accountable to:

This position is accountable to the governing body of the local ministry unit, through the Ministry and Personnel Committee and to the Lead Minister. 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: 10%

Staff meetings, committee meetings, community meetings, and presbytery events

Niche/Outreach Ministry: 35%

Objective: Develop a “Niche” Ministry Outreach Project (evaluated yearly) increasing the opportunities for the congregation to connect with and engage in missional work within the community.

Responsibilities:

- In collaboration with the congregation conduct research to discern a specific “niche” ministry for our congregation
- Encourage and create opportunity for congregational members to participate in Niche Ministry
- Explore community partnerships
- Ongoing evaluation of process and structure

Children, Youth and Family Ministry: 35%

Objective: Grow our Children and Family Ministry and develop a Youth Ministry

Responsibilities:

- Create and initiate Youth Ministry
- Co-ordinate Sunday School
- Co-ordinate potential Sunday morning nursery care
- Share in providing children's time during worship
- Support and nurture our Family Ministry
- Create and initiate community wide Family Ministry activities
- Encourage baptismal families to participate in the life of our congregation

Continuing Education and Self Care: 10%

- Personal spiritual practice, study and development are part of the Minister's responsibilities
- Daily devotional time may be built into the Minister's schedule
- In consultation with the M&P Committee the Minister is entitled and encouraged to take 3 weeks Continuing Education leave annually.

Worship: 5%

- Occasional worship planning and leadership including Children, Youth and All Ages Services

Pastoral Care: 5%

- Support the lead minister on an as-needed basis. We wish to continue and improve our communication with our church community and the greater community as we are able.

Other Required Knowledge, Skills and Abilities:

- Has a passion/vocation for Children and Youth Ministry
- Thrives in a team environment
- Leads effective planning processes
- Communicates clearly, including appropriate computer skills and social media usage
- Has an understanding of and is comfortable with the theology, ethos and polity of the United Church of Canada

- Models an inclusive approach to diversity
- Skills that would be an asset: valid driver's license, food safe, basic first aid
- Qualities that would be an asset: passion for community outreach, creative, self-starter, enjoys working with children

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.