



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

DRAFT - Ministry Profile and Search Report (BC 500 MPSR)
for
First Metropolitan United Church

**United Church of Canada
Pacific Mountain Region**

25 December 2018

932 Balmoral Rd, Victoria, BC V8T 1A8

www.firstmetvictoria.com

Recommendation:

That Pacific Mountain Region declares a vacancy at First Metropolitan United Church
for a full-time order of ministry Lead Minister
effective January 13, 2019

Report prepared (March 2018) by the First Met Transition Team:

Kathryn Cook, Marion Denton, Janet Gray, Moira Nasim, Barry Rolston

Rev. Wendy Brown (Presbytery rep), Doug Koch (Presbytery rep), Rev. Ivy Thomas (Interim Minister)

Report revised (December 2018) by the First Met Search Task Group

Marion Denton, Barry Rolston, Jane Dawson, Steve Gray,

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Our Story

When we gather at First Metropolitan United Church we acknowledge that we do so on the traditional territory of the Songhees and Esquimalt Nations of the Lekwungen people and we recognize the beauty and rich cultural diversity that is all around us. We know too that we have only just begun to walk towards a future where we might witness what reconciliation might look like.

We are a community committed to finding our way forward as we listen for the call and discern the ways in which to be a radically welcoming church in the midst of this city core. We are a 150+ year old church community in the heart of Victoria, one of seven churches within a four block stretch on Quadra Street where First Metropolitan UC is located. Our building has served our church family well for many years. It is a beautiful big space which allows us to host varied events, both for the congregation and for the greater community. The facilities are also frequently leased by musical performances and speaking engagements.

First Met ended a two-year period of Interim Ministry in August; this provided a number of opportunities for us to do some keen listening. The key theme of “relationships” arose again and again from our discussions; our relationships with each other, with the wider community and with the Holy. We know that this is part of our path forward and what we now need to figure out is how to get from knowing this to seeing it in blessed action.

We also know that we have a number of big challenges ahead of us and that we have many balls in the air. Property redevelopment, working with a new governance model, living financially within our means and calling a new minister are all BIG items. The property redevelopment, led by UCC Pacific Mountain Region, will involve many components of our church building, including the construction of an affordable housing complex and renovation and refurbishment of our heritage sanctuary. Congregational identity and cohesion will be an immediate challenge when construction requires us to vacate the property for up to two years. We recognize that, in the face of decreasing numbers of people in the pews, these are all very big challenges.

We are a congregation at a crossroads, not unlike many churches. While leadership is ready for a new future, we recognize that not all members of the congregation are ready for substantial change. An earlier attempt to change the ministry staffing configuration last Spring has illustrated to us the depth of the challenges in making change. The congregation has yet to integrate the new financial and demographic reality that is so crucial to bold decision making. We are trusting that our new minister will encourage us to attend to this reality, prepare us for the losses that naturally come with change and at the same time create an energy and passion for new directions.

This is a KAIROS moment. Just as the United Church of Canada in its early beginnings was called to be a voice in a new and bold way from the churches before its time, the Spirit today is calling us at First Met to become a fresh and vital community of Christ at the heart of Victoria. We don't know yet what that will look like. What will we do to open ourselves to be church in these changing and challenging times? We are both excited and apprehensive.

Demographic, Financial, and Community Profile

* First Metropolitan United Church *

PART A: ABOUT OUR PEOPLE:

Numbers on Database:

Members and Adherents: 453
Average Sunday attendance: 187 (9 & 11 am services)
 Supporting households 219

Over the past three years, our average Sunday attendance has dropped from 310 in 2014 to 175 in 2018. This can be attributed to factors that include an aging congregation, departure of congregants due to the retirement of long-term ministerial personnel, and from the uncertainty created by Interim Ministry and redevelopment of our buildings.

First Metropolitan United is located on the edge of downtown Victoria, in a mixed neighbourhood of single-family homes, townhouses, and apartments, and includes market, affordable and subsidized housing. There is an ongoing growth in apartments and condominiums in our area. While we are located downtown, members of the congregation come from many of the neighbourhoods and surrounding municipalities to worship. Fewer people come from the surrounding North Park or downtown neighbourhoods.

Most of us live in apartments or single-family homes. The rest of us live in townhomes, retirement homes, assisted living, or long-term care homes.

Our congregation includes (these are approximate numbers)

Infants and pre-school:	0	Children (5-12):	13 (avg. 10/wk)	Teens (13-19):	2 (avg 3/wk)
Young adults (20-34):	1	Adults - (35-50):	20	Adults- (51+):	414
Young retirees (51-64):	83	Older Retirees (65-70):	104	Seniors (over 70):	227

Most of us moved here to be close to family or other resources. Victoria is a desirable retirement destination and attracts winter snowbirds.

Many of us work (or used to work) in the following industries or sectors: Victoria's main industries are: education (including two universities), health care, information technology, tourism, government,

construction and marine industries. Most of us work or used to work in these areas. We have some retired ministers in our congregation.

Our congregation is like: A medium-size church, where small groups of people are close to one another based on common interests.

Our heritage as a local ministry unit: Has its roots as a Methodist/ Congregationalist/ Presbyterian and Local Union congregation prior to Union in 1925.

We think of our local ministry unit in the following way: Our congregation is changing and it is clear that we can no longer continue as we have been; this is causing some apprehension. Moreover, we are no longer the bigger church with lots of staff and a significant children, youth and family (CYF) population that we once were. We need to 'do church' differently and seek guidance and leadership as we move forward.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance Structure

First Met has faced an ongoing leadership crisis within our governing body and its committees. While we have maintained a multi-staff model, our congregational numbers have been decreasing; those who remain have waning energy and as a result some of our committees have had significant lay vacancies, including our Council which had been without a Chair or Vice-Chair for three years.

A transition was made to a new 7 member board governance structure in October 2018. The Board's primary purpose is to discern direction and vision for the congregation, consulting appropriately with the membership on a regular basis and then empowering committees and task groups to carry out their work in conjunction with the Mission and Vision of the congregation. The new Board plans to begin strategic planning in consultation with the congregation following on the appointment of a lead minister.

Our Church Buildings

We have 4 buildings, all attached. The Heritage Building and Annex (work started in 1912) the Christian Education (CE) wing, the Fellowship Hall and the Social Suite (all three built between 1954 and 1964). Our sanctuary is open and welcoming and has state-of-the-art audio-visual technology. For more information on our buildings, please see the appendix.

Redevelopment: There has been a continual process of maintaining and updating all of the buildings. In 2012, the sanctuary roof and seismic upgrades around the roof were completed at a cost of \$500,000. There are still significant upgrades required, including other seismic and heating upgrades that need to be addressed, as indicated in a building condition report from 2010. The 2010 estimate for seismic upgrades alone was 3.9 million dollars.

In 2010 a **Redevelopment Task Group** was struck by Council to explore property redevelopment options, particularly the redevelopment of the SE portion of the property containing the Fellowship Hall (gym and kitchen). We have explored several redevelopment proposals since that time. On March 4, 2018 the congregation approved the joint redevelopment and refurbishment project with the Property Redevelopment Team (PRT) of BC Conference. The project is to replace the Fellowship Hall and Social Suite with an affordable housing complex and to restore and renovate the Heritage Building and Annex and CE wing. This redevelopment project will involve a two-year pre-development phase, followed by a two-year construction phase that will likely require us to vacate the church for a period of time during renovations. While the PRT of UCC Pacific Mountain Region (previously BC Conference) will manage

all the logistics of the building pre-development and construction, one of the main focuses of our congregation in the next two years will be to reimagine our building space and our future programming.

We are very hopeful that this planning process for the repurposing and refurbishment of our church buildings will help lead us to a new vision for our space and a reimagined and energized mission for our congregation, identifying new ways of engaging our congregation and the surrounding community.

Sanctuary holds 642 people

Meeting Rooms:

There are many meeting rooms of different sizes that are used for both church functions and also booked by a variety of community groups. The Doreene McLeod Room, Chapel, Social Suite - all seat 45-60 people and are used for church programs/choir practice/meetings/rental. The library and many other classrooms are for smaller groups of 10-15 and used for Sunday School classes, small groups and meetings. One classroom is used as a lunch room for staff. The Healing Touch room is dedicated for this purpose only.

Nursery: We have a nursery. The nursery toys and furniture are compliant with current safety standards

Sunday School: We have 5 – 6 multipurpose rooms for Sunday school.

Activity Rooms: These include the meeting rooms (above) and:

- Healing Pathway room – dedicated to this use only
- Family room at the back of the sanctuary
- Library – for lending books and for small meetings
- Archives – dedicated to this use only.

Minister's Office:

The first floor of the CE wing has staff offices. There is one office per staff, plus a copy room, custodial office, general office and staff kitchen and lunch/meeting room.

Ministers' offices have windows on one wall, with good lighting. Also included are Wi Fi, computer, ergonomic desk, book shelves, a table and extra chairs.

Use of facilities by outside groups: Numerous groups also use our building spaces.

Current leasing includes the *Intercultural Association of Greater Victoria (ICA)*, *Our Place*, SUBUD and other occasional rentals. A large portion of the letting income for our church comes from our lease with the-ICA. Large portions of the upper level of the CE wing and the lower level under the Sanctuary are leased by the ICA for their activities (see appendix). The Fellowship Hall (FH) is currently being leased in the evening and overnight to *Our Place* for a nightly adult shelter. Meeting rooms, the Sanctuary, and FH are rented on an occasional basis for performances and meetings by community groups.

When we proceed with our redevelopment plans (see above), it will change the leasing agreements we have in place and the income provided by letting.

Condition of Buildings: see redevelopment above

Other supports: We have a good photocopier and high speed internet

Accessibility:

Entrance off Balmoral Road is wheel chair accessible to the Hall as well as the Sanctuary and all other meeting rooms via an elevator to the basement and second floor levels. We have audio visual and a great sound system in the Sanctuary, in addition to extra hearing equipment. Some of the washrooms are accessible for people with disabilities.

The buildings have several entrances which provide for those with disabilities. There is an **elevator** to access the second floor and a **universal access washroom** on each floor. There is a new women's washroom on the main floor (completed in 2016), meeting new standards for those with walkers and wheelchairs.

Administrative Support

Is there support for administrative tasks (bulletin, scheduling, reception)? Yes

The First Met office is open most weekdays from 9:00 AM until 3:30 PM except for a lunch break, with paid staff, a 30 hour/week administrative assistant and a 28 hour/week assistant bookkeeper. As well, a group of volunteers helps out with other functions including bulletin preparation, quarterly newsletter, website and facebook.

Ministry and Personnel Committee

This committee has 3 members who meet as required/minimal quarterly. All of them have attended M&P Committee Training over the last year.

Ministry Supply

When our Minister is away, our church has many options for coverage of services. These include a retired minister from our congregation, one of the program areas such as Children and Family group, Outreach group, Spiritual Care and Wellness and UCW, or with guest speakers from the community, often from another church or other faith.

PART C: ABOUT OUR FINANCES**Current Financial Situation:**

For a number of years, our income has been lower than our expenses and we have been relying on bequests and income from our First Met Foundation (2.2 million dollars) to balance our operating budget. For our 2018 budget, in order to carry on with existing staffing and programming, we will likely draw on the capital of the foundation. Moreover, to better match our staffing to our present congregation size, the Board decided in late November to approve the smaller, actual fall 2018 staffing model as the go-forward model until a strategic plan can be completed and decisions can be made on staffing in that context. We are hopeful that the redevelopment of our church will reduce our capital expenditures on the buildings into the future.

Our Revenue Sources are (from 2018 actuals to October 2018):

Congregational givings: 31%	Program donations and Fundraising Activities: 10%
Rental of building/services: 33%	Bequests/Reserves/Investments: 26%
Other (interest and miscellaneous revenue): 0%	

Our Financial Reserves:

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency and if necessary we could also access funds from the First Met Foundation.

Our Financial Accountability:

Our financial statements are reviewed by an external person each year, a formal third-party review. Our **financial statements** from the last three years are available upon request.

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

	Line # in the Yearbook	Year 2017	Year 2016	Year 2015	Year 2014	Year 2013	Year 2012
# attending Sunday worship*	20	185	242	285	310	304	327
# of regular givers**	18	281	312	360	387	442	569
\$ expended for pastoral charge operations***	40	943,828	965,280	990,328	843,498	920,687	858,921
# households under pastoral care****	5	1483	1414	1421	1326	1177	1192

Notes:

* The “number attending Sunday worship” is the average of October and November 9 am and 11am attendees each year plus an estimate of choir size and an estimate of children attending.

** A “regular giver” is defined as anyone who gives \$50.00 or more in a given year.

***The \$ expended are the total expenses of the church except for ministerial housing, allowances and donations to charitable endeavours, such as Out of the Rain, benevolent disbursements, Refugee Sponsorships and music bursaries. They represent the expenses from the previous year

**** The household pastoral care numbers include individuals and families who are active participants in the church, in our varied programs (eg. Yoga, tai chi, mindfulness, Healing Pathway) as well as individuals who have visited periodically, but now may have little connection to the church. This number continues to grow because we have not updated the visitor category regularly, and is not accurate.

PART D: ABOUT OUR COMMUNITY

Why we love Victoria:

Victorians are blessed with the mildest climate in Canada which attracts tourists, retirees and young families to visit or live here. Indeed, Greater Victoria is a mecca for new 'footloose' tech companies as the region offers large city experiences in a small city environment, right next to rich outdoor opportunities. We are fortunate to have a relatively low unemployment level. From funky coffee shops to the Symphony and the arts to kayaking, biking or hiking, there is much to do year round. Nature is accessible at every turn, parks are easily accessed for outdoor activities and the lower Island offers enormous possibilities to explore and enjoy. Living in the city or in the surrounding municipalities offers friendly active neighbourhoods with walkable or easily accessed shopping, sports, entertainment, health care, and libraries.

Challenges facing our area:

- High cost of living, especially housing
- Homelessness /Poverty– very limited access to affordable housing
- High cost of replacing municipal infrastructure, including bridge replacement, updating transportation corridors and recreation centres

Check us out:

Tourism Victoria: www.tourismvictoria.com

Victoria Foundation Annual Report: www.victoriafoundation.bc.ca/vital-signs

Our Place Society: www.ourplacesociety.com

North Park Community Association (our neighbourhood): www.npna.ca

Neighbouring faith communities: Within a 1KM radius:

- Anglican: St. John the Divine
- Jewish: Congregation Emanuel
- Islamic: MasjidAl-Iman Mosque
- Evangelical: First Baptist, Central Baptist, Glad Tidings

We have close ties with the following faith communities:

- Anglican: St. John the Divine
- Jewish: Congregation Emanuel
- Islamic: MasjidAl-Iman Mosque



Ministry and Mission Profile

Website Address of Local Ministry Unit: www.firstmetvictoria.com

Brief Description of Local Ministry: We are an engaged Christian community in downtown Victoria called to nurture spiritual development and serve our community. We have been part of the downtown for more than 150 years, regularly renewing our vision and our activities. We are nearing the completion of a two-year Interim Ministry, where we have re-examined our mission and vision and are still in the process of discerning our way forward. We recognize we are in the middle of long-term transition as we enter into plans to redevelop our property, re-organize our governance model, and explore new ways of being church, engaging with each other and our community. We will continue to support our diverse church community and be open to new ways of being church - ways we have yet to imagine.

Our Worship Style: We offer several worship styles to meet the needs of those we serve. The 9 am service is a small service in the chapel, with a more informal and meditative feel and weekly communion. The 11 am is a more traditional service in the sanctuary and features a choir, children's time and Sunday school. Worship services at other times include monthly Celtic services as well as Taize services with the Victoria Downtown Churches Association.

Our Mission: To Be A Center for Spiritual Growth & Community Engagement

Our Vision

- To be an alive, welcoming and inclusive Christian Community for all ages
- To enter into worship that draws us closer to our Creator, enabling us to be active followers of Jesus in our communities
- To nurture transformation through spiritual practices and learning that reconnects us to our Source and empowers us to be salt and light in the world
- To reach out with compassion and respect, seeking justice and healing within our church, our community and beyond

Our Values

- To love one another unconditionally as God loves us
- To value each person's uniqueness and the gifts of community
- To actively care for and live with respect in Creation through energy and environmental stewardship
- To nurture Christian spirituality and justice-seeking in ways that foster personal growth and creative interaction

Transition Team Congregational Consultations

During our period of Interim Ministry we have held congregational conversations to discuss our vision statements, how we have lived them out in the past, what we are doing now, what we are willing to leave behind and what we wish to carry with us into the future. We have done much discernment, yet there is considerable work still to be done before we feel we have a clear way forward. While some in the congregation have identified their appetite for change and are willing to try new ways of being church, many want to keep the ministries as they are. Still, what many have articulated is the importance of deepening our relationships: with each other, with the wider community and with the Holy. We have organized key themes from the congregational gatherings under these relationship headings. We would

like to use these themes to further focus our discernment as we continue this period of transformation and renewal.

Our Relationships with Each Other

- We aspire to be a radically welcoming congregation, inclusive of all ages.
- We will strive to build stronger relationships with one another, responding compassionately to each other's challenges and joys.
- We will work always to be generous with one another in making space for our differences while seeking common ground.
- We wish to explore the United Church of Canada's process to become an Affirming Congregation.

Our Relationships with the Wider Community

- We will strive to welcome and partner intentionally with the downtown community, including *North Park Neighbourhood* and *Our Place*.
- We will endeavour to work more closely with other United Churches and faith communities.
- We want to draw on the wisdom and knowledge of a variety of voices from the wider community.
- We will commit to seek social and ecological justice for all.

Our Relationship with the Holy

- We aspire to be spiritual seekers, following the way of Jesus as we celebrate the Sacred Mystery.
- We seek to experience a wide variety of worship styles, music and spiritual practices.
- We wish to seek transformational and spiritual experiences, particularly in small groups.

Category Title	This is who we are as a Local Ministry Unit:
Community Outreach and Social Justice	<p><i>We are currently doing the following in community outreach and social justice:</i></p> <ul style="list-style-type: none"> • Since 2014 we have been working ecumenically with our neighbour, St John the Divine Anglican, on Refugee Sponsorship. We have a current sponsorship and are awaiting two new sponsorships. • We have a long history with <i>Our Place Society</i>, an organization that provides services to Greater Victoria's most vulnerable citizens. We continue to support it financially, offer space for one of their adult temporary housing shelters in our Fellowship Hall, and provide volunteers for a monthly dinner. • We financially support Out of the Rain, a coalition of organizations and churches that offers nightly shelter/food for youth at risk aged 15-25, and we contribute annually to the United Church Mission and Service. • We offer church space to a number of social justice and environment groups, such as KAIROS, Mining Justice Action Committee, for meetings and fundraisers. <p>See Appendix for more details on outreach activities.</p> <p>A small group of committed volunteers is engaged in community outreach and social justice projects; these are supported financially by the congregation. As a large, downtown church, we have often hosted community and social justice events and are seen by the community as engaged in social justice issues.</p>

	<p>Recently, we have fewer resources, both people and financial, to organize or host events.</p> <p>🍏 <i>We have a specific goal related to community outreach and social justice as follows:</i></p> <ul style="list-style-type: none"> • To work with the new minister to find new ways to welcome and partner intentionally with the downtown community, including North Park Neighbourhood and Our Place. • To explore the United Church of Canada's process to become an Affirming Congregation. • To seek social and ecological justice for all, in our church family, our community and the world including reconciliation with indigenous peoples • To connect individuals with projects that reflects their passions and concerns.
<p>Church Community and Neighbourhood</p>	<p><i>We are currently doing the following in the church community and neighbourhood:</i></p> <p>Ecumenical work led by the laity include collaborating with the Downtown Churches Association to provide Taize worship services, working with St John the Divine Anglican Church in Refugee Sponsorship, the UCW ecumenical advent service, UCW Fellowship of the Least Coin service (a worldwide ecumenical movement of prayer for peace and reconciliation), and the December 6th Violence against Women service.</p> <p>Health and wellness staff worked with the Alzheimer's Society to develop a Caregiver's support group, for caregivers supporting a family member with dementia. This group meets monthly. The Caregivers Support group is independent from the Alzheimer's Society.</p> <p>The minister and congregation maintain relationships with other United Churches in Victoria, downtown churches and faith communities and the North Park Neighbourhood. We appreciate having various community leaders speak at events and at worship service.</p> <p>🍏 <i>We have a specific goal related to the church community and neighbourhood as follows:</i></p> <ul style="list-style-type: none"> • To work more closely with other United Churches and faith communities. • In conjunction with our redevelopment project, to liase with the North Park Association, City of Victoria, and other organizations, exploring ways in which our congregation can better serve the community.
<p>Faith Formation and Christian Education</p>	<p><i>We are currently doing the following in faith formation and Christian education:</i></p> <p><i>For Adults:</i></p> <p>During our congregational conversations, the importance of meeting in small groups for education and discussion was highlighted. A weekly book study/bible study group is led by one of our congregants.</p> <p>Other monthly or session activities include Men's Monthly luncheon group, Mindfulness Meditation, Women's retreat, Church library resources</p> <p>The Epiphany Explorations Conference offered at First Met for the past 15 years</p>

	<p>was a vibrant theological and educational resource for many both within and outside our own community.</p> <p><i>For children and youth current programs include:</i></p> <ul style="list-style-type: none"> • First Met kids/youth classes on Sunday morning (Sunday School) • Sunday Morning Youth Group in the Loft. • Special event programming (e.g. Thanksgiving) and one extra activity per month (e.g. Music Jamboree). <p><i>We have a specific goal related to faith formation and Christian education:</i></p> <ul style="list-style-type: none"> • We wish to seek transformational and spiritual experiences, particularly in small groups. • We strive to foster spiritual growth by offering a variety of avenues so people can explore faith more deeply. • For children and youth we wish to nurture their spiritual development.
Leadership	<p><i>We are currently doing the following in Leadership:</i></p> <ul style="list-style-type: none"> • First Met has had a history of strong lay leadership. Ministry personnel, working with lay leadership, have identified lay leaders for specific programs and ministries and in the governance and operations of the church. The number of ministries, programs and gatherings at First Met are made possible by the talents and commitment of members of our congregation, supported and encouraged by the ministry team. • Ministry staff and lay leadership have attended Conference wide workshops, for example “Weird Church” and “Resurrect.” • With an aging congregation, we have fewer folks available and willing to take on a variety of roles in ministries, committees and Council. For example, we currently have vacancies on our audio visual, children youth and families, hospitality, and whole life stewardship ministry teams and in our ministry and personnel and property standing committees.” • Youth have been provided with leadership opportunities in a variety of areas, within worship and other programs. Youth have attended various conferences, including Presbytery, Conference and National level. • Generally, retreats for staff, for council, for the congregation take place yearly. <p>🍏 <i>We have a specific goal related to Leadership as follows:</i></p> <ul style="list-style-type: none"> • To encourage and strengthen our lay leadership • To change our governance model from a committee based, task-oriented management board to a smaller, visionary board • To streamline our committee structure and clarify the roles and responsibilities of each
Pastoral Care/Spiritual	<p><i>We are currently doing the following in pastoral care:</i></p>

<p>Care and Health and Wellness</p>	<ul style="list-style-type: none"> • Our supply Lead/Spiritual Care and Wellness Minister and Health and Wellness Advocate are available to support and accompany congregants through the major transitions in life. This may include visits to home, hospital or palliative care, or just an opportunity to share stories, both joyful and painful. • Our health and wellness advocate helps members of the congregation navigate the complexities of the health care system and connect with the appropriate services in the community. • There is a Lay Visitation Ministry whose purpose is to maintain a sense of connection and community through regular telephone calls and visits to those who are no longer active in church life. There is active volunteer involvement in the leadership in partnership with our supply Lead/Spiritual Care and Wellness Minister and Health and Wellness Advocate. Approximately 12 volunteers visit 40 members • Caregiver support group, for those who are caring for a family member with dementia. • An intercessory prayer group called the Prayer Connections Team, where members are committed to praying at home during their personal prayer times for requests from the congregation and staff. • Programs are offered to promote physical health and well-being on such topics as end of life care, advance care planning, and community resources. Healing is supported through health counseling, education and Healing Pathway appointments. • Yoga, Tai Chi and Mindfulness Meditation programs are also offered. <p>☛ <i>We have a specific goal related to pastoral care as follows:</i></p> <ul style="list-style-type: none"> • To encourage people to reach out to others within and beyond the congregation, providing friendship and compassionate support • To train volunteers to carry out the work of the Spiritual Care and Wellness Ministry, including visitation • To help those who are homebound and/or isolated to feel connected to their First Met Community • To educate regarding health and wellness, spiritual, moral, and ethical issues
<p>Spirituality and Self-Care within your Local Ministry Unit</p>	<p><i>We are currently doing the following in Spirituality and Self Care:</i></p> <p>We are proud of the growth of our vibrant lay-led groups that are continuing to strengthen our relationships with each other and form a stronger sense of community.</p> <p>We gather weekly for fellowship at coffee hour after worship and monthly for a Soup Social. Other gatherings on an annual basis include Family Congregational Camp at Camp Pringle in late June, Welcome back picnic in September, Big Band Dance with St John the Divine Anglican Church, <i>North Park Community Association</i> Festival, UCW advent service, benefit concert featuring young musicians of the congregation.</p> <p>Small groups that usually meet monthly include the knitting group and prayer</p>

	<p>shawls group, United Church Women (UCW), Men’s Monthly luncheon group, The Friendship Club, and the Water to Wine monthly men’s pub night, Summer Strollers (May – September), Ramblers hiking group, Family Fun Fridays, and Movies at the Met – a film followed by a discussion.</p> <p>For physical and mental self-care, there are groups that meet weekly such as Tai Chi, Gentle Yoga, Chair Yoga and Healing Pathway. Mindfulness Meditation and Restorative Yoga are offered twice a year, with six weekly sessions.</p> <p>All our spiritual growth and self care programs are open to everyone from the community and are attended by both community and congregation members.</p> <p>☛ <i>We have a specific goal related to Spirituality and Self Care as follows:</i></p> <ul style="list-style-type: none"> • We will strive to build stronger relationships with one another, responding compassionately to each other’s challenges and joys. • We will work always to be generous with one another in making space for our differences while seeking common ground.
<p>Worship</p>	<p><i>We are currently doing the following in Worship:</i></p> <p>9 am service in the chapel is a small and contemplative gathering with a lot of lay participation, and offering weekly communion.</p> <p>For our 11 am service, our current worship style most frequently follows a traditional order of service, with scripture readings, a 15 minute sermon, and Prayers of the People led by the supply Lead/Spiritual Care Minister or a lay person. Call to worship is usually led by a youth and scripture reading by other lay people.</p> <p>More contemporary styles we have recently explored include the introduction of time for silent reflection and prayer and the sermon/reflection being shortened and discussion encouraged between congregants. Experiments with seating in circle or around tables for discussion have also been tried and well received by many of the congregation.</p> <p>The sanctuary has state-of-the-art audio-visual equipment The order of service, visuals, and hymns displayed on the screens (5 locations). Equipment is available for the hearing impaired.</p> <p>Our 11 o'clock service is livestreamed through YouTube, viewed by 25 plus people, including some groups who gather at assisted living retirement homes in Victoria.</p> <p>Music is an important part of our worship services. Hymns are selected from More Voices or Voices United. In the chapel, the 9 am service has music played on a grand piano. Music at the 11 am service includes the choir and musical accompaniment on an Allen 4-manual digital organ or grand piano. The Music Bursary Program, from Oct 1 to April 30, gives music students the opportunity to engage in the church community and provide the choir with new young voices that compliment and challenge the technical skills of the choir members. Pringle Bells and other guest musicians sometimes perform.</p> <p>For more information on specific services offered, see the Appendix.</p>

We have specific Goals related to Worship:

- We aspire to be a radically welcoming congregation, inclusive of all ages.
- We seek to explore and experience a wider variety of worship styles, including music and spiritual practices.
- We aspire to be spiritual seekers, following the way of Jesus as we celebrate the Sacred Mystery.
- We seek to grow in new directions, with thoughtful and imaginative worship services.
- To provide family and intergenerational worship and learning opportunities.

Ministry Position Description

Closing Date: January 12, 2019

Position Title: Lead Minister

Position Profile: Full time

The Lead Minister is part of a 2.5 FTE ministry team that includes a Director of Music Ministry, a Health and Wellness Advocate and a Sunday School and Youth Coordinator (FTE allocation to be determined with participation of the Lead Minister)

The ministry team is supported by an administrative assistant, an assistant bookkeeper, a building supervisor and a custodian comprising 3.25 FTE.

Position Summary: First Met is seeking a visionary and dynamic lead minister who will guide us into fresh expressions of being church, weaving together what we have now and that which we cannot yet imagine.

The Lead Minister is a full-time position with the following responsibilities:

- To guide us through a continuing period of transition and transformation as we move from our current practices toward a new future in which we live more fully into our vision and mission
- To encourage new and innovative ways of being an inclusive and intergenerational church
- To coordinate ministry team, including both ministry personnel and non-ministry paid staff
- To create an atmosphere of cooperation and collaboration, building consensus and respecting and accepting different viewpoints
- To work collaboratively with the congregational and staff members to inspire, create and build intergenerational activities, including worship; empower a vibrant lay leadership.
- To continue to work towards Reconciliation and living into right relations with First Nations
- To collaborate with staff and lay leadership to create and integrate themes and messages that will focus us on our mission and vision going forward

Worship that Inspires and Faith Formation and Christian Education (60%)

Worship that Inspires

- *Planning and coordination:* Creates the worship services and annual worship calendar in collaboration with the Worship Team, Director of Music Ministry and other ministry staff and lay leadership, following the strategic goals of the congregation.
- *Creativity and innovation:* Explores with the congregation new forms of worship that encourage and empower us to explore new ideas, styles and ways of being church in our community.
- *Preaching:* Prepares sermons that challenge the congregation and reflect the ability to relate the gospel teachings to current times and events. Preaches and/or leads worship frequently (70%), sharing worship leadership with lay leaders and outside speakers (30%).
- *Theology:* Works through the lens of a liberal theology.

Faith Formation and Leadership

- Provides leadership and visioning of programs that meet the needs of the congregation as well as reaching out to the broader Victoria community.
- Facilitates and/or supports current and future learning opportunities on a variety of subjects such as Bible studies, comparative religion and other themes.
- Shepherds the congregation through period of vacating our buildings during the construction phase of property redevelopment in collaboration with the Redevelopment Task Group.
- Strives to be generally accessible to the congregation, including identified office hours. Provides support, direction and supervision for members of the ministry team, other staff and contractors.
- Coordinates regular meetings with staff to carry out joint planning.
- Works with the M&P Committee on regular performance reviews of the other members of the ministry team and support staff.
- Participates and advises on the financial sustainability of the church.
- Attends Board meetings and reports to the Board on the status and progress of the ministry team.

Pastoral Care (28%)

- Works collaboratively with the Wellness/Pastoral Care Advocate to ensure the pastoral care needs of the congregation are met.
- Supports and encourages the work of the volunteer pastoral care visitation team to foster a climate of active lay leadership and involvement in pastoral care
- Demonstrates deep care for the spiritual nurture of a community currently in transition.
- Participates in the fellowship time after worship service, along with other ministry staff.

Community Outreach and Social Justice and Church Community and Neighbourhood (12%)***Community Outreach and Social Justice***

- Encourages and supports the involvement of lay congregation members in social justice initiatives, local and global, undertaken by First Met, such as the Refugee Sponsorship program, various ecological-justice initiatives, human rights and reconciliation opportunities.
- Continues working towards Reconciliation
- Supports the congregation in finding new ways to actively participate in creating a more just and environmentally sustainable world for all of creation.

Church Community and Neighbourhood

- Networks with other churches, faith communities and organizations in the downtown area and encourages opportunities for the congregation to work with these organizations, churches and faith communities.
- Sees the importance of and fosters congregational engagement in activities to strengthen First Met's presence in the community, including North Park and downtown neighbourhoods.

Continuing Education

- The Minister, in consultation with the Ministry and Personnel Committee, will pursue personal, vocational and professional goals for continuing education.
- The Minister works with ministry and other staff to identify areas for continuing education that support staff members in their own professional growth.

Self Care

- The Minister will collaborate with the Ministry and Personnel Committee to set goals for ongoing self-care, to balance physical, emotional and spiritual self-care activities.

Qualifications:

- Ordered Minister of the United Church of Canada with significant congregational ministry experience.

Skills and Qualities we are seeking:

- A spiritual leader, with an alive and personal connection with the Holy
- Excellent preaching skills based in scripture, relevant to current times and events
- Knowledge of historic and contemporary methods of biblical interpretation and Christian ethics
- Experience in guiding a congregation through a period of transition, renewal and growth
- Experience with executive leadership, including supervision of staff
- Demonstrates proficiency in conflict management and resolution skills
- Has an understanding of budgets and reading income statements and balance sheets
- Passionate about social justice
- Strong, culturally appropriate, listening and communication skills
- Supports and sustains a welcoming, inclusive Christian Community
- Enthusiasm, creativity and energy for ministry to all ages, including children, youth and young families, and seniors
- Familiar and comfortable with current communications technology and its use in ministry

Accountable to:

- This position is accountable to the First Met Board, through the Ministry and Personnel Committee. This position is accountable to the United Church of Canada Pacific Mountain Region for oversight and discipline. This position has a relationship of support and collegiality with emerging clusters on South Vancouver Island and emerging networks of the Pacific Mountain Region.

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 Board, in consultation with the Minister and the M&P Committee.

Appendix

Our Church Buildings

- 1) The Heritage Building, initiated in 1912, includes the Sanctuary and Annex. The Annex includes the Chapel and Doreene McLeod Room on the first floor, with classrooms and meeting rooms the second floor. The Sanctuary has an excellent sound and AV system and is now able to support a greater variety of events. The Heritage Building and Annex have heritage designation.
- 2) The Christian Education (CE) Wing is a two-story building constructed in 1964. It contains church offices and meeting rooms on the main floor; the second floor contains classrooms and offices.
- 3) The Fellowship Hall, constructed in 1954, contains a full-sized gym, a stage and a commercial kitchen. It serves as a large meeting area and is currently being leased in the evening to Our Place for a nightly adult shelter.
- 4) The Social Suite, a two story building constructed in 1957 has the library and archives on the main floor and a large meeting room with small kitchen on the second floor.

Our lease agreement with Intercultural Association of Greater Victoria (ICA)

The lower level of the Sanctuary, the upper level of the CE wing, plus four additional classrooms are leased to the ICA during the week . The ICA also makes occasional use of the Fellowship Hall, Doreene McLeod Room and the kitchen. Since the congregation voted to proceed with our redevelopment plan, we gave notice to ICA as per our lease agreement in June of 2018 for a move out date of June 30, 2019. We anticipate that ICA will actually move out at the end of 2019 before actual redevelopment construction work begins.

Community Outreach and Social Justice

- Refugee Sponsorship – active joint work with our neighbour St John the Divine Anglican since 2014. As an ecumenical group, we have successfully completed three sponsorships and are engaged with two new family sponsorships at present.
- Host a nightly adult temporary housing shelter in the Fellowship Hall with Our Place Society. Our Place Society provides the staffing.
- Monthly dinners at Our Place are supported by a small group of volunteers and other events requiring volunteers.
- Liaison and support for Our Place has been and continues to be of great importance in our community because of strong historical ties.
- Out of the Rain – we are part of a coalition that offers nightly shelter/food for youth at risk aged 15-25. For many years we hosted the shelter for one night per week, but are no longer able to as we are hosting the Our Place adult shelter. We continue to contribute financially to this program.
- Offer church space to a number of social justice and environment groups: KAIROS, Mining Justice Action Committee, fundraisers and information talks about Refugees, First Nation issues and building relations, environment concerns.
- At fellowship time, we have Amnesty International signing of petitions and letters every month.
- Contribute to Mission and Service each year with a special children /family Lenten focus on World Development and Relief campaigns.

Specific Worship Services offered:

Taize worship services on a rotating basis with downtown Churches

Annual services including:

- Jan. 1st Music for meditation
- Ash Wednesday
- Good Friday
- UCW Fellowship of the Least Coin service, a worldwide ecumenical movement of prayer for peace and reconciliation
- Let Not Your Heart be Troubled, a music presentation in November of remembrance and for honouring people, both past and present
- Ecumenical Advent service presented by the UCW
- December 6th Interfaith service, in honour of the Montreal Massacre, and Day of Violence against Women
- Longest Night/Blue Christmas service
- Christmas Eve services, at 4:30 pageant for families and 7:30 pm service of Carols and Readings