



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

**Ministry Profile and Search Report (BC 400 MPSR)
for**

Trinity United Church Vernon

Pacific Mountain Region

July 2019

3300 Alexis Park Drive

P.O. Box 97

Vernon, British Columbia

V1T 6M1

Recommendation:

We request Pacific Mountain Region to declare a vacancy for 1 FTE (OM, DM,DLM) Children, Youth and Family Minister, Trinity United Church Vernon, BC

Report prepared by the Ministry Profile and Search Committee:

List of Names of Committee members

**Robin Jacobson, Pam Ellis, Jennifer Kemper, Cassandra Belanger-Menzel,
David Green, Don McNair**

Supporting Documents follow:

1. Demographic, Financial and Community Profile
2. Ministry and Mission Profile
3. Ministry Position Description
4. The Rest of Our Story

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Demographic, Financial, and Community Profile

PART A: ABOUT OUR PEOPLE:

Trinity United Church Vernon **461** **167**
(Name of Congregation) (# on roll) (Avg. Sunday attendance)

We think of ourselves MAINLY as: Small City

Most of us live (check only one): In single-family homes

The rest of us live (check all that apply): In apartments In single-family homes
 In retirement homes In long-term care homes
 On working farms On rural retirement properties

Our congregation includes

Infants and pre-school **3**, Children (5-12) **6**, Teens (13-19) **1**, Young adults (20-30) **0**, Adults - (35-50) **8**,
Adults- (51+) **2**, Young retirees (51-64) **28**, Older Retirees (65-70) **45**, Seniors (over 70) **125**

These numbers came from observing our Congregation photo Directory and were guesstimated.

Most of us...: (choose one) **ALL**

Grew up in this area Moved to this area for work
 Moved here to be close to family or other resources Moved here for other reasons

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

Health or social services Education Manufacturing
 Transportation Agriculture and food production Tourism/Hospitality
 Retail Environment Mining/Forestry
 Information Technology Government

Our congregation is like:

A big church with lots of staff, where small groups of people are close to one another based on common interests.

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

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

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
 We are clear about our vision and purpose and have/are developing the skills and gifts to bring it about; we are excited and optimistic about our vision.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure: **Board**

How many people are on your Governing Body? 6

How many are typically present at a meeting of your Governing Body? 6

Our Church Building(s):

🍏 We have 1 (how many) building(s).

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

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

Property Liaison: "There are areas that will need to be addressed over the next few years but this work is ongoing and should be part of our capital planning process".

Sanctuary holds 475 people

Are there meeting rooms? € **Yes** € No

What are they used for? There is a large gym used for every purpose except sports. There is a library that shares space with a fireside meeting room. There is a chapel that is also used for meetings and choir practice. Sunday school rooms used for various group meetings during the week.

Is there a nursery? € Yes € **No**

Are there Sunday Schools rooms? € **Yes** € No

How many? 4 Are they also multipurpose use? € **Yes** € No

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

Brief descriptions: Meditation, Pastoral Care, UCW (meeting in units and all together), Bible Study, Trustees, Book Club, Healing Pathways, Choir, Prayer Shawl Group, Sunday School, Board, as well as all the committee meetings.

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

It is a good-sized office in the same location as the general office and the other staff offices. There is also a staff washroom and kitchen located there.

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

Brief descriptions (tenants, occasional rentals, frequency of use) - Guides, Pathfinders, Rangers, Beavers, Sparks, Scouts, Pathfinders, Rangers, TOPS, Community Singers, Al Anon - every week. Blood Clinic, Age Action, Little Oaks Learning Center, Adoption Group, Good Food Box - once a month

Is there a photocopier in the church? € **Yes** € No

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

Is the church accessible (including for those with disabilities)? € **Yes** € No

Flat entrance. Automatic door openers. Handicapped washroom. Wide church aisles and chairs at the front that can be moved to make way for wheelchairs. No stairs. Ramps to chancel.

Administrative Support:

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

€ **Yes** € No

If yes, how many hours per week? 35

If yes, is this € paid or € **volunteer**

Ministry and Personnel Committee: 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** € No

Who takes the service when your minister is away on holidays or study leave? Supply Ministers or one of the retired ministers in the congregation. In a pinch, some lay members take the service.

PART C: ABOUT OUR FINANCES

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

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

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

Congregational givings 58% Congregational Fundraising Activities 10%
 Rental of building/services 11% Bequests/Reserves/Investments 20%

Our Financial Reserves:

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

Our Financial Accountability:

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

Yes: a formal third-party review.

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	Current year	One year ago	Two years ago	Three years ago	Four years ago
# attending Sunday worship	20	167	194	180	197	186
# of regular givers	18	233	239	227	276	274
\$ expended for pastoral charge operations	140	292,000	288,539	307,582	337,085	265,447
# households under pastoral care	5	395	392	378	349	337

PART D: ABOUT OUR COMMUNITY**This is what we love about our community. This is what makes it unique.**

Greater Vernon, with a population of about 58,000, is a recreational playground with three lakes, hiking trails, golf resorts, a ski resort, a vast trail network and outdoor adventure in the surrounding region. As well, the area has a rich cultural scene, with museums, art galleries, a performing arts centre, theatre groups and farmers' markets. Within a few minutes from the city, a rural, agricultural setting can be found. The Okanagan (Sylx) people and their culture are also an integral part of the region.

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

- Homelessness and related substance abuse/addiction issues.
- Types of jobs and wages/salaries in the region. In the case of many families in the area, one parent often works out of town as there aren't well paying senior jobs that are locally based.
- High housing costs and low rental availability relative to the average wage in this region;

Some websites that offer detailed information about our community:

www.vernon.ca

www.rdno.ca

www.tourismvernon.com

www.coldstream.ca

Other faith communities represented in our community/region are:

Various Protestant denominations, Catholic, Sikh, Muslim, Buddhist, Orthodox, Baha'i

We have close ties with the following faith communities:

Trinity United is active with the Vernon Interfaith Bridging Group and has been establishing connections with the indigenous community. We also have a strong relationship with the local Anglican Church.



Ministry and Mission Profile

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

Brief Description of Local Ministry:

Trinity takes pride in its capacity to build and maintain meaningful relationships through its diverse programs around fellowship and faith formation which largely meet the needs of its seniors. Trinitarians are deeply committed to responding generously to local and global social justice concerns and issues. Trinitarians also take great pride in their long history of supporting camps and camperships for all ages.

Our Worship Style:

Until late, our worship style has been largely middle-of-the-road in terms of theology, structure, scripture reading and exploration, prayers, and hymns. A significant amount of effort went into intergenerational worship 10 years ago, but since then, our children and youth have been departing the sanctuary early for activities in the classroom block. We enjoy celebrating worship together whether for high holy days or for informal occasions that are more lighthearted. There is an appetite for change however, in music, spiritual practices, for linking our personal stories to those of our faith ancestors, and to embrace the diversity of theological streams that congregants bring to Trinity. Our new lead minister, Robin Jacobson, has been responding accordingly since he started at the end of March 2019. Things are on the move and there is both curiosity and excitement about where this is leading.



Vision, Mission and Values

Our VISION:

Trinity United Church envisions a world that lives in the wholeness of God’s *shalom*.*

Our MISSION:

Trinity United Church is a Spirit-led Christian community practicing love rooted in the example of Jesus.

Our FOCUS of WORK:

To build and enhance relationships, nurture, spirituality, and model sustainability

Our VALUES:


To help us in our focus of work, we the people of Trinity United Church will:

- welcome and celebrate diversity
- display healthy boundaries and healthy practices in our relationships
- work through conflict respectfully and inclusively
- build, support and empower leadership from within our church and our community
- champion social justice
- support each other through life changing experiences
- be led by the Spirit
- foster vibrant worship and spiritual practices
- respect the traditions of The United Church of Canada
- be open to other faith journeys
- model the change we want to see in the world
- act with a social, economic and environmental consciousness
- demonstrate accountable and transparent practices and decision making.

** Shalom is the Bible’s word for peace. Shalom is the hope of the prophets: enemies reconciled, injustices righted, hurts healed, fears calmed and communities prospering. God’s mission is to bring the whole of creation into harmony; peace with God, peace between the nations, peace with the created order. Followers of Jesus are invited to work with God in this peace-making mission.*

Category Title	This is who we are as a Local Ministry Unit:
Community	We are currently doing the following in community outreach and

<p>Outreach and Social Justice</p>	<p>social justice:</p> <ul style="list-style-type: none"> • logistical support and representation on Vernon’s Emergency Food Action Network; • financial support to various community groups/agencies (John Howard Society; Bill’s Place – recovery program; Food programs in certain schools; Pregnancy Outreach Program; Gateway (shelter program); Upper Room Mission; Charlotte’s Place (women’s safe place); Teen Junction; Blair Apartments (shelter program); Good Food Box. • Truth and Reconciliation activities; • annual fundraising activity for Canadian Foodgrains Bank (World Food Day); • financial support and representation on Vernon’s Interfaith Bridging group; • knitting in schools; • community BBQ lunch (street people invited) <p>Other activities in the Church, but not directly under The Committee:</p> <ul style="list-style-type: none"> • sponsoring Syrian refugee families • run a Foodbank • Romanian orphans’ support • Mission and Service • community gardens (raised garden beds at Trinity) • ongoing relationship/activities with Alexis Park elementary school – in our church neighbourhood and one of the schools with the highest at-risk population • hosting the North Okanagan Youth and Family Services’ gatherings <p>We do not have a specific goal related to community outreach and social justice, but are guided by TUC’s Mission, Vision and Values - specifically:</p> <p style="text-align: center;"><i>“be a Spirit-led Christian community practicing love rooted in the example of Jesus; welcome and celebrate diversity; champion social justice; open to other faith journeys; act with a social, economic and environmental consciousness.”</i></p>
<p>Church Community and Neighbourhood</p>	<p>Trinity United Church is currently doing the following in the church community and neighbourhood:</p> <ul style="list-style-type: none"> • Being active with the Pacific Mountain Region • Participating in the Vernon Interfaith group • Supporting youth camping ministry through Mackenzie Camp • Sponsoring Scout units • Participating with Okanagan Indian Band elders on reconciliation <p>Trinity United Church goals related to the church community and neighbourhood are reflected of its stated values including: Welcome and celebrate diversity; Champion social justice; Be Spirit-led;</p> <p>Be open to other faith journeys; Respect the traditions of the United</p>

	<p>Church of Canada; Model the change we want to see in the world; Act with a social, economic and environmental consciousness</p>
<p>Faith Formation and Christian Education</p>	<p>Trinity has various activities which may be termed Faith Formation and Christian Education. Over twenty-two are reported on in our Annual Report. With these ministries we learn by doing, and we get by giving. Direct Christian education is currently being done with the children on Sundays and Bible Study on Tuesdays. Once a year we have a theological book study. The Congregation has specifically stated they would like more.</p>
<p>Leadership</p>	<p>Leadership at Trinity is shared by many volunteers who guide various committees. We are currently transitioning from a Carver committee style of governance to the Hotchkiss model. Reporting to the Church Board is the Board of Trustees as well as the Personnel committee. Our lead minister is charged with administrative tasks including the coordination of custodial staff, office administration, Christian education, Music director as well as many volunteer groups within the Church.</p> <p>Our goal is to become totally aligned with the Hotchkiss governance model in the near future, as shown here:</p>  <p>Blue –Congregation/ Red -Personnel Team/ Orange -Lead Minister & Administration/ Purple –Trustees / Green -Church Board(with board standing committees)</p>
<p>Pastoral Care</p>	<p>Trinity United Church has a Pastoral Care team of volunteers and the lead minister. Pastoral care ministries include healing touch, hospital and home visits, care cards, prayer ministry and prayer shawls. Pastoral care is an important role at Trinity.</p>

	<p>One of Trinity's value statements is: "supporting each other through life changing experiences".</p> <p>We do not have a specific goal related to pastoral care.</p>
<p>Spirituality and Self-Care within your Local Ministry Unit</p>	<p>This congregation is currently doing the following in the area of Spirituality and Self-Care:</p> <p>Bible Study, Healing Touch, Pastoral Care, Prayer Team, Prayer Shawl Group, Hospitality re: life milestones and changes, Board retreat work, work with Conference Minister, women's retreat.</p> <p>The goal for this area is to meet people where they're at in their faith journey.</p>
<p>Worship</p>	<p>The congregation is currently doing the following in Worship:</p> <ul style="list-style-type: none"> • Celebrate God's presence through preaching, liturgy, prayer, and music. • Encourage and support lay participation and leadership in worship. • Help the congregation to recognize God's presence in the church and the world. • Relate the good news of our faith to everyday experience. • Facilitate special services of worship (such as weddings and funerals) and the sacraments of communion and baptism. <p>This congregation places a strong importance on music in worship.</p> <p>The goal for this area is a Board goal of Spiritual Renewal. This is a goal caught by our lead minister and is currently being fleshed out.</p>

Ministry Position Description

Closing Date: **31 August 2019**

Position Profile: **Full-time, Team ministry, 1 other Ministry Personnel**

Position Title: Children, Youth, & Families Minister (CYF)	Job Code:
Reports to: Lead Minister	Date Prepared: July 2019

Purpose

To build, support and enhance all aspects of CYF ministry. While the initial emphasis is Trinity United Church (TUC), our focus is on the development of transformative, inter-generational connections within our congregation, wider community, region and the world.

Nature

We are intentionally over-staffing this position in the beginning stages of this ministry. We see this as a long-term commitment, understanding that what gets sown by the CYF Minister may take years to bear fruit. There is wide-open potential which needs to be developed in the medium to long term. We understand as well that we do not always have to get it 'right'. There is room to fail as we experiment and are willing to stop whatever is not working to try new things.

Context

TUC is a Spirit-led Christian community practicing love rooted in the example of Jesus. We dream of a world that lives into the wholeness of God's *shalom*. Our focus is to build and enhance relationships, nurture spirituality, and model sustainability. We are a theologically progressive, neo-evangelical faith community of the United Church of Canada. While profoundly Christ-centered we are NEVER conservative, fundamentalist, Islamophobic, homophobic, misogynist, etc. We are a loving, inclusive people, determined to be a blessing to others. We believe that this Christ-centered inclusivity gives us unique Christian branding in Vernon.

Essential Functions and Responsibilities

- Collaborate with Lead Minister to set CYF Ministry priorities in terms of allocation of work hours and other resources. It is envisioned that the CYF minister would have much authority in this regard. **(2-4 hrs)**
- Help re-imagine, develop, deliver and assess all aspects of CYF programs and curricula. **(12-16 hrs)**
- Activities to include traditional UCC denominational and congregational events (e.g. VBS, camping, Evolve, as well as partnerships with other existing and new community initiatives (e.g. Teen Junction). We are particularly excited about the idea of developing these community partnerships and hope for more. **(6-10 hrs)**
- Develop, coordinate, and recruit volunteers to lead and/or facilitate CYF programs and activities. **(6-10 hrs)**
- Develop our unique Christian brand presence via social media **(2-4 hrs)**
- Collaborate with the *(still to be finalized)* shared Youth Ministry work for the Okanagan Corridor community (*Vernon, Armstrong, Enderby, Salmon Arm*) which will have direct impact on what evolves as the work of the Trinity CYF minister. We envision much collaboration and synergy. **(2-6 hrs)**

Qualifications & Working conditions

This is a full-time Denominational Designated Ministry position, open to applications from Designated Lay, Diaconal and Ordained streams of ministry. This position functions from the TUC office, and will require attendance and participation in all aspects of CYF events as well as Sunday worship. The CYF minister will:

- Have deep understanding of the spiritual life of children and youth.
- Be grounded in a theological understanding of ministry with children and young families
- Have capacity and experience in educating other adults about the faith and spirituality of children and youth.
- Have experience in and knowledge of church school leadership, event planning, and youth and/or children's group leadership
- Have skills and experience in program planning, implementation, and evaluation, and group facilitation
- Have experience in making decisions about activities and procedures in consultation with ministry personnel and/or appropriate committees
- Understand the responsibilities of a program leader regarding duty of care, confidentiality, and authority/trust
- Possess basic administrative skills – e.g. time management
- Be able to share a faith informed by Christian hope and openness to the Spirit
- Have understanding of Scripture and its authority within the United Church of Canada.
- Join a fun, energetic ministry team in a well-equipped office, with access to their own study and a team of volunteers to assist in administration.

Reporting Relationships:

The CYF ministry will develop organically as part of all TUC ministries, avoiding the creation of an unhelpful 'silo'. While the CYF Minister reports to, and is supervised by, the Lead Minister, they will be in a collegial relationship. Performance reviews shall be undertaken annually under the oversight of the Personnel Committee. Appointment and termination are the responsibility of the Church Board.

Remuneration/Benefits:

All in accordance with the standards of Full Time Ministry as prescribed by the United Church of Canada. (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

Values:

- Be led by the Spirit while welcoming and celebrating diversity.
- Display healthy boundaries and healthy practices in our relationships.
- Work through conflict respectfully and inclusively.
- Build, support and empower leadership from within our church and our community.
- Champion social justice while acting with social, economic and environmental consciousness
- Foster vibrant worship and spiritual practices while being open to other faith journeys
- Respect the traditions of The United Church of Canada
- demonstrate accountable and transparent practices and decision making

The Rest of Our Story....

In the above you learned about Trinity United Church, the demographics of the church community, the community at large, the numerous activities that the church undertakes and our requirement for a new CYF minister.

Trinity United Church has been through a lot of changes over the last few years. Consistent with many United Church congregations, our congregation has become smaller and older. At one time, Trinity had two and a half ministers on staff and with it, many programs and activities for a congregation that packed the worship sanctuary and the children's Sunday school rooms on any given Sunday.

Trinity United Church also had a camp based in the North Okanagan – Camp Hurlburt. Several years ago, the church embarked on a project to update the camp, modernize its facilities and make it a conference centre for numerous church and community groups. Unfortunately, despite a tremendous effort on the part of the congregation, Trinity just didn't have the capacity to make that happen. After an agonizing period of self-reflection, the decision was made to sell the Camp to the community regional district.

Much has now changed!

- **We have an endowment fund from the sale of Camp Hurlburt that will allow us to fund (for the medium to long term) Children, Youth and Family initiatives in our church and in the community!**
- **There is energy and drive in the congregation to be an active church in all areas – worship, pastoral care, outreach (for example, we've sponsored three refugee families already in the past three years!), children, youth and family ministry, adult education; the list goes on!**
- **Our board has implemented the Dan Hotchkiss model of governance. We aren't finished – there is still much to be completed, but we are excited about developing our board policies. More importantly, we are excited to take our Mission, Vision and Values and, in conjunction with our Ministry team, develop programs to meet our two newly created objectives – Spiritual Renewal and Generational Balance as reflected in the demographics of the broader Vernon community.**
- **We are so excited about the arrival of Robin Jacobson as our new lead minister in Q1 of this year, and we are ready for our next steps!**
- **We have identified that we need a second minister focused on Children, Youth and Young Families because this is a priority for us and this ministry remains a gap in living out our Mission, Vision and Values.**

We envision a new approach to children, youth and young family ministry – one that is not necessarily measured only by how many children are at Sunday School or how many families sit in our pews on a Sunday morning but by how we impact on CYF in our community, showing unconditional love and acceptance?

Our Mission, Vision and Values that should resonate specifically with CYF include welcoming and celebrating diversity, championing social justice, supporting each other through life changing experiences, acting with a social, economic and environmental consciousness and modelling the change we want to see in the world.

We are ready to be creative, we are ready to try new ways to make a difference, we are ready to fail and to try again. We live and work in a beautiful part of the world, we are in good financial condition, we have a committed and energetic base of congregational participants and we are looking forward to the right CYF Minister joining us in our journey of ministry together.