

# Position Profile



## **Position Profile:**

**Full-time, Congregational Designated Minister**

## **Position Title:**

**Children, Youth, & Families Minister**

**Date Prepared: July 2019 Closing date: As necessary**

## **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 follow Jesus Christ as we 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

- Work with the Lead Minister to establish & maintain a CYF Leadership Team.  
**(2-4 hrs)**
- Work with the Lead Minister and (to-be-established) CYF Leadership team to set priorities in terms of allocation of work hours and other resources.  
**(5-10 hrs)**
- Help re-imagine, develop, deliver and assess all aspects of CYF programs and curricula.  
*Activities to include traditional UCC denominational and congregational events (e.g. VBS, camping, Evolve, as well as the development of partnerships with other existing and new community initiatives (e.g. Teen Junction). We are particularly excited about the idea of these community partnerships.*  
**(15-20 hrs)**
- Develop, coordinate, and recruit volunteers to lead and/or facilitate CYF programs and activities.  
**(2-3 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.  
**(1-3 hrs)**

## **Qualifications & Working conditions**

This is a full-time Congregational Designated Ministry position. 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 and commitment to the spiritual life and development 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. Passion and previous life experience may be considered as an alternative to formal training
- Have skills and experience in program planning, implementation, and evaluation, and group facilitation
- Have experience in making decisions about activities and procedures under guidance of the Lead Minister and in consultation with CYF Leadership Team
- 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 or at least a willingness to learn.
- Be prepared to 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 'silos'. The CYF Minister reports to, and is supervised by, the Lead Minister, who will oversee annual performance reviews with the assistance 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. (Increments of salary and benefits, consistent with national United Church schedules, are to be determined by the Board, in consultation with the Lead Minister and the Personnel Committee

## **Values: The CYF Minister shall**

- Be led by the Spirit while welcoming and celebrating diversity.
- Display healthy boundaries and healthy practices in our relationships.
- 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 excited about the arrival of Robin Jacobson as our new lead minister in March 2019, 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 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.

**Applications: [ministrysearch@trinityvernon.ca](mailto:ministrysearch@trinityvernon.ca)**

