

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

MINISTRY PROFILE

Prairie Spirit United Church

Prairie To Pine, Region 5

January 5, 2020

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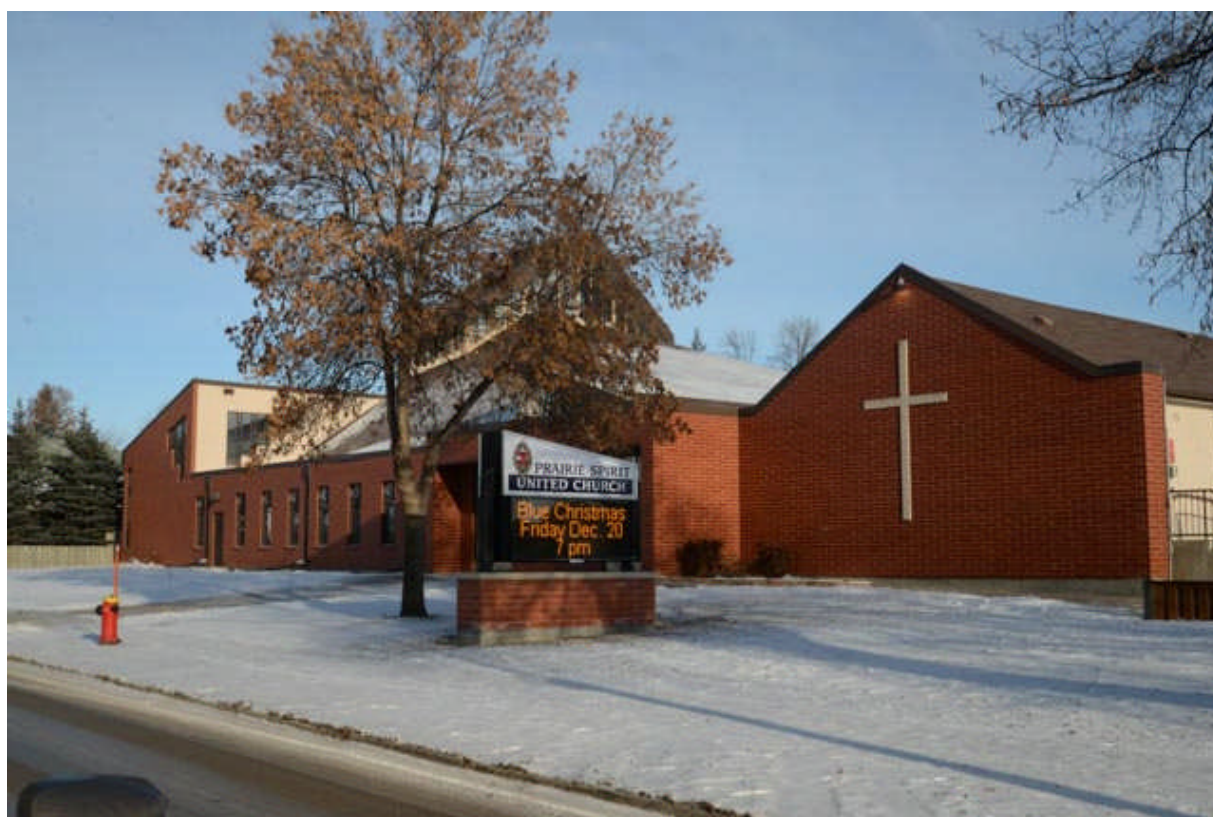
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Why Prairie Spirit United Church (PSUC)

PSUC is a new faith community looking for a strong, spiritual leader who is inspirational, innovative, dynamic, collaborative, and can meet the challenges of building on a faith community - in an age when church is not exactly “trending”. PSUC is the result of three faith communities with vibrant histories having the vision, courage, and commitment to adapt to their circumstances, by coming together to form a new faith community. We are passionate about our faith and look to expand and build on our strengths. Music is an important part of our community and our state-of-the-art acoustic, musical space is used by community partners.

PSUC is an exciting opportunity for a leader who is confident with both contemporary and traditional worship styles. The congregation is open and there is a large group of supportive, involved, highly-skilled volunteers who share their significant gifts. Former members formed their roots in our faith community, grew, and have gone on to lead spiritually, in the academic world, including a Professor and a Dean of Theology at universities in Canada.

PSUC is interested in exploring an inquiry-based, faith-building approach that appeals to young people and families that may not be part of a faith community, yet.

PSUC wants to challenge/dispel/re-frame the pre-conceived, negative notions of “church” that many might have (and may have experienced in their past). PSUC is looking to expand beyond a charity approach by incorporating a meaningful, collaborative approach to community-building. A collaborative approach (where all sides experience reciprocal benefits from the relationship and their work together) in combination with a charity approach, creates sustainable community building effort that empowers those involved. Understanding and expanding the way we create collaborative partnerships is a direction we want to explore in our work.

This ministry profile is being prepared to enable us to transition from our current interim ministry to a call for permanent minister to commence July 1, 2020.

About Us

Our Mission Statement

Prairie Spirit United Church is an inclusive community of faith, walking the path of Jesus as we worship God. We do this by engaging with our community, by offering our gifts to aid where we can, and by telling our faith stories to all generations.

We are a congregation of about 500 persons with about 110 attending worship each Sunday. We are a mostly elderly congregation and the majority are in their 70's and 80's. We have a group who are between 40 to 70 and a few under 40. We are a mostly white middle class congregation. Most of the congregation are retired from a wide variety of professions. We are beginning to see some cultural diversity and will work to encourage this change.

For many of us Sunday Worship is the centre of our religious experience. We need that experience to refresh our faith for the coming week. We need it to challenge us to be more as individuals and as a community of faith. We need to expand our faith and become more than we currently are. We have a strong desire to be led forward to a new way of being. We are looking forward to working with someone who will use our strengths to reinvent our faith community bringing us into a deeper relationship with God, each other, and the world. We need a leader to be our Moses on this journey.

One of the founding churches was a Methodist congregation prior to Union in 1925. The other 2 were churches formed in the great expansion of the 60's and was re-formed with 3 churches amalgamating in 2018. We are ready to write a new vision and are really excited and wanting to learn how to live into that vision. There is energy for change within the congregation. We have many resources and want to use them wisely to become a thriving congregation serving the needs of our immediate and wider community. We are filled with hope and a sense of opportunity and are becoming a connected community focused on relationships within our new congregation and within our St. James community.

We have just approved a new Governance structure base on an Executive with nine Teams responsible for various areas: Congregational Relations and U.C.W. Christian Education Finance Pastoral Care Property Social Justice Stewardship and Sustainability Worship Ministry and Personnel. Our Leadership Team meets monthly with an average attendance of 12 – 14 people.

Our Church Building:

Our building was significantly renovated after a fire in 1992 which destroyed most of the building. An old section of the building was saved and a new building was added on. The significant renovations brought the church up to code with all areas being accessible including an elevator to the lower area.

The Sanctuary holds comfortable seating for 460 people. It has excellent acoustics as it was designed for chorale music. It is equipped with a computer (able to do live streaming), projector and large retracting screen, 12 channel digital sound board, Wi-Fi, FM assisted hearing system, pipe augmented electronic organ and grand piano.

On the main floor we have a meeting room, library and lounge. The Chapel off the sanctuary provides a quiet, secluded setting for smaller groups up to 25 people.

The Narthex is a place for meeting and mingling before or after worship. A small kitchen facility makes it an ideal place to prepare and serve refreshment. There is a large coat storage area and immediate access to accessible washrooms.

The Rainbow Room located on the lower level, has a seating capacity for 250 people with a large adjoining kitchen suitable for catered meals and serving preparation (equipped with a commercial dishwasher). Coat racks and washrooms are in adjacent hallway.

The Sturgeon Room located on the lower level provides a more intimate setting for groups of 50 to 75 people.

In the renovated older section, there are two private offices with large windows plus a large general office area and a storage room. The office has a photocopier/printer, high speed internet with an internal LAN and Wi-Fi available in most parts of the building.

On the main level the Sunrise room is a popular bright meeting room with modest kitchen facilities. It is used as a staff lounge when not otherwise used. On the lower level the Cavalier Room is a meeting space for up to 40 people with adjoining washrooms and a minimal kitchen.

Our building is accessible with six handicapped spaces for parking (soon to be expanded), handicapped ramp on the south side. The west side main doors are ground level with a handicapped powered access door button. There are accessible washroom stalls in each of the main floor men's and women's washrooms and a fully accessible elevator to lower level.

The church also has off-street parking for 80 vehicles.

Our building is used weekly and regularly by many outside groups as well as for ministry activities.

Administrative Support:

We plan to hire a Community & Youth Outreach Worker to support the minister in reaching out to youth and the community.

The minister will work in a team relationship with the Communications and Administrative Manager, see Appendix C for CAM job description.

We currently have 2 paid 15hr/week administrative staff. This is being reviewed and may change to one 30 hour staff person.

Ministry and Personnel Committee:

The 3 person Ministry and Personnel Team is active, meeting as necessary. Regular meetings are held with all staff. Some members have had the UC M&P training.

When the minister is away on holidays or study leave, pulpit supply or lay leadership is available.

About our Finances

We are currently in the enviable financial position of having significant investments funded by the sale of 2 suburban church buildings. Our 2019 offerings, rentals and fundraisers leave us with a small annual deficit that is made up from investment earnings. With the new staff compliment the deficit will be larger by one full time equivalent salary & costs.

About Our Community

The eastern most portion of our catchment area defined as St. James Assiniboine contains older homes, attracting new owners from the immigrant and Indigenous population.

There were 7 United Churches in St. James and now there are only two churches, Prairie Spirit and Crestview, both located in the west end of our catchment area. Headingley St. Charles United is located west of the city but does draw some of its members from within our boundaries.

Ministry and Mission Profile

Our Worship Team is currently engaged in working with the minister in all aspects of worship planning, and we continue to look for ongoing leadership which will continue to enrich our worship. At Prairie Spirit United church, we understand the need to make our worship more relevant to those who currently are attending worship and those who are currently not attending worship. We have members who do not attend worship because it does not “speak to them”. And we are situated in a community where most do not attend worship. We are looking for services that meet the needs of the people, worship that is inspiring, inspirational, and relevant, as one of our goals is to reach out to those individuals not attending and engage them in the congregation and we hope that worship will be the first way that we can achieve this goal.

Our Social Justice Team is very active supporting outreach ministries in the city and other community justice groups. We currently work with 1Just City which supports 3 ministries. We provide significant support to the Canadian Food Grains Bank. Our church hosts a community food bank every second week through Winnipeg Harvest. We are also constantly trying to find ways to connect ourselves to the wider community. It is our hope that in living out our faith and finding ways to address needs within our community we will show that our faith is one of action and that will cause community members to say “I want to be part of that, it is important to my community”.

Our Pastoral Care Team regularly and as needed make contact with members of our congregation who are ill, homebound, or suffering a loss. The minister makes hospital visits and he decides if visits are made to the hospital by a pastoral team member on behalf of the church. They have a card ministry, offer prayer shawls and offer topical workshops with outside speakers including a Grief Support workshop for the community. We have had a healing touch ministry active in the congregation. There are many isolated seniors in our community that we hope to provide more Pastoral Care to and we are looking for ways that lead to further mobilizing our current and new resources.

Our Congregational Life Team provides coffee before and after the services, and hosts several lunches and dinners throughout the year for the entire congregation as a way to continue to foster a deep sense of community and belonging. They also conduct ongoing fund raisers. They provide special treats on Easter, including cookies for the home bound, and the Sunday before Christmas. They also host funeral luncheons upon request. Coming from 3 separate congregations, we hope that we can continue to and build a more vibrant ministry that will engage more members of the congregation in working and sharing together to build real community.

Our Christian Education Team currently exists in name only. We hunger for opportunities to engage in study and reflection to develop and strengthen our faith. We not only need CE for our

current members, but we dream of offering faith building opportunities that will be attractive to those who are looking for a faith but have not yet found it.

Ministry Position Description

Position Summary:

PSUC is seeking a spiritual leader with strong leadership skills, who is dynamic and enthusiastic. A minister needs to be comfortable with contemporary and traditional worship and makes music a vibrant part of worship.

We are an amalgamated church of one year, and our growing together includes new growth and welcoming newcomers.

Worship 30%

We are looking for a minister who leads Sunday morning worship with enthusiasm. Our minister is the heart and soul of the team who creates a vibrant, holy, respectful, welcoming and loving experience. The minister is to meet with the Worship Team to discuss the Theme and the music and the plans for the services. Our dream is to vary the style of the service, sometimes traditional, sometimes contemporary. We would like regular Holy Communion, Baptism, Passing of the Peace, Christ candle celebration each Sunday, Treaty declaration weekly.

Leadership 15%

The minister takes charge of leadership and is not afraid to take risks. They work in collaboration with the Community & Youth Outreach Worker, the Communications and Administration Manager and Leadership Team. They motivate others to share their gifts and grow in their faith to strengthen our volunteer base. They provide strong charismatic leadership and openness to others. They guide the congregation into the change required for us to be relevant to our community.

Faith Formation and Christian Education 15%

They lead and work with lay leaders to provide periodic faith building sessions to aid in faith development.

They mentor and support faith building teams, such as Pastoral Care, Social Justice, Congregational Life and Property and Finance, and as required, lead small group ministry, confirmation classes, and membership education.

They develop ways to encourage young children to become involved in the church.

They provide adult educational sessions during different times of the year, so that people develop an interest and enthusiasm.

They work with and supervise the Community & Youth Outreach Worker to encourage youth fellowship and life in the church, to develop programs, and to develop child and youth programs in the future

Community Outreach and Social Justice 10%

The Minister provides leadership and guidance to our strong Social Justice Team. We currently offer a Food Bank in our Church every second week. We are also involved in the United Church outreach ministry 1 Just City, the COOL (FoodGrains Bank) Project and numerous other outreach initiatives. We wish to strengthen and expand these community initiatives. We need leadership in developing further community connections and the minister working with the Community and Youth Outreach Minister will support this.

Denominations and Communities 7%

The minister is actively involved in the life of the regional council and/or the General Council. The minister will support our current strong connections with neighbouring churches.

Administration 8%

The minister will use the CAM to take as much of the administrative load off themselves as is practical and serves the church. They will support the CAM in the use of Social Media to attract the new generation, and to advertise the many new and exciting happenings that are occurring at PSUC.

The minister collaborates with the CAM to create a dynamic and exciting church office. The office administrator (.75 Position) creates bulletins, scheduling and reception.

Pastoral Care 15%

They provide Pastoral care to individuals and families as needed. They work with a strong Pastoral Care Team. They provide mentorship and support to this group who care for approximately 45 shut-ins Church members. A church service in some of the retirement homes may on occasion be requested.

Self Care

The minister sets personal goals for self care mentally, physically, and spiritually.

Continuing Education

Minister is encouraged to pursue personal, vocational and professional goals in consultation with M & P.

Qualifications:

We are looking for an Ordained or Diaconal Minister.

Computer and technological experience would also be an asset.

Experience:

We want an experienced minister who has demonstrated the ability to lead a congregation in new directions.

Terms of Employment:

The call/appointment will begin on the following date: 1 July 2020

Salary Schedule: Minimum Comprehensive Salary up to and including Category _F for Cost Of Living (COL) group 3_

Additional salary above minimum: Up to 10% above minimum to be negotiated based on qualifications

Telephone/Internet costs (budgeted dollar amount): \$420 per year

Travel (budgeted \$ amount) \$945

Continuing Education and Learning allowance: \$1,450

3 weeks of study leave in each pastoral year

4 weeks of vacation per year (*minimum of one month, including 5 Sundays*)

Minimum of three consecutive months of sabbatical leave after 5 consecutive years of service to the pastoral charge.

Moving Expenses to maximum of \$10,000, to be negotiated depending on location.

ADP # JFT9

Adequate administrative support defined as 30 hours per week.

Appendix A

Community & Youth Outreach Worker

This position is to help Prairie Spirit United Church extend its work in the community to include community groups particularly youth focused groups.

This position is to work closely and under the supervision of the minister and the Leadership Team to develop and implement changes and programs within the community of faith which will serve the needs of youth and families in the community. This position is to be the minister's helper in this endeavor. The exact duties will be determined by the minister but may include items such as:

- Helping conduct research to determine the need in the community.
- Developing programs with supporting materials
- Leading some programs for the congregation and community
- Recruiting and supporting volunteers to deliver the program
- Publicizing the programs.
- Other duties as assigned by the minister.

This position is required as we are an elderly congregation that knows it must change the way it serves the members of our community in order to become a relevant and thriving part of our community. We know the needs are there, we must adapt and change to serve them.

This position requires a person of strong faith who understands the United Church's theology. They must be able to demonstrate that living faith in their interactions with the community. Some post high school study of youth education, social work, or community outreach is desirable, as is experience in one or several of these areas. The ability to work in a team environment is essential as they will be working with the minister and volunteers.

Requires the ability to

- take on plan and execute tasks with general direction but limited supervision
- effectively use social media.
- establish relationships with others including persons of all ages and situations

This position will work for 12 hour per week averaged over a month and will involve flexible hours. Pay is to be determined based on qualifications between \$18 and \$25 per hour.

Appendix B

The Communications and Administration Manager (CAM)

This job description is included only so the prospective minister will know the support that is planned.

The Communications and Administration Manager (CAM) is a part-time position that requires a working knowledge of a community of faith and supports the work of the Minister. The CAM's primary responsibility is in the area of communications as it pertains to promotion using technology, specifically, social media. The CAM promotes our community of faith through a variety of platforms (manages/maintains/updates content for website, blog, Facebook, Twitter, Instagram, signage, livestream) in consultation with the Minister. Another primary responsibility is in the area of coordination and management. The CAM is responsible for logistics (scheduling of the faith-building programs, and the bookings of community partners who use the building). Also, the CAM is responsible for managing: an assigned budget, the office staff and the caretaker.

This position will work for 28 hour per week averaged over a month and will involve flexible hours. Pay is to be determined based on qualifications between \$18 and \$25 per hour.

Note: It is expected the Community & Youth Outreach Worker and this job to be filled by one full time person.

Appendix C
Financial Viability Report

Report available on request

Treasurer's Observation:

We currently have sufficient resources to pay the salaries included in this document. As Treasurer it is my responsibility per the UCC Financial Handbook for Congregations to "occasionally caution against something others want to do". As such I caution that if all the employees listed in this document are hired, PSUC will need to augment income in order to not experience a significant annual deficit which will deplete the PSUC's current resources. Sources of income are increased givings, additional rentals, a plan to use some of the funds we have from the sale of the two churches for a period of time. The congregation needs to be aware of these plans and provide input as to how we can best move forward. If the vision of the Community of Faith Profile Team comes to fruition, then the anticipated deficit will hopefully be smaller than anticipated.

Appendix D

Why Winnipeg, Manitoba?

Winnipeg is the best kept secret in the country; “Where Canada's heart beats”. We have that small-town vibe but with big city amenities, opportunities and challenges. For those who do not like big city traffic, out-of-reach real estate prices, high cost of living or less than friendly neighbours, “Friendly Manitoba” and Winnipeg in particular, is definitely for you!

Winnipeg may have a reputation for cold winters and bug-infested summers but that is simply not the case. Yes, our winters can get cold, but... and this is a big but, it's a ‘dry cold’. The same for our hot summers; low humidity makes hot summer days absolutely wonderful. As for the mosquitos, ask any Winnipegger; they're practically non-existent! According to Environment Canada, Winnipeg is one of the sunniest cities in our country. We are only short drives from ‘cottage country’ boasting world-class beaches, clean water and excellent fishing. Golf, cycling, water sports and every other summer activity are within easy reach. Our winter sports include curling, skiing, both cross-country and down-hill, snowmobiling, ice fishing and skating on the (some years) longest rink in Canada, the Assiniboine and Red Rivers.

Cost of living and real estate prices in Winnipeg are amongst the lowest in Canada. The average price of a detached house in Winnipeg is approximately \$328,000. Our utility rates also rank near the lowest in the country. Provincial and city taxes, while average compared to the rest of Canada, afford us excellent city services, public transportation and health care. St. James, Winnipeg's north-western suburb where PSUC is located, boasts the lowest school tax rate in the city.

Winnipeg's Saint-Boniface neighbourhood boasts one of the largest Canadian French-speaking populations outside of Quebec. Southeastern Manitoba has several Franco-Manitoban communities. Being located on Treaty One territory guarantees a large indigenous population in our city. We are also a hub for newcomers to this country, formerly eastern Europeans and more recently southeast Asians. Winnipeg's diversity is celebrated annually during our well-attended Folklorama Festival.

The following are but a few examples of the activities, opportunities and excitement Winnipeg has to offer a newcomer to our city. This prairie gateway city really is “Where Canada's Heart Beats”!

Arts

- Manitoba Opera <https://mbopera.ca/>
- Royal Winnipeg Ballet <https://www.rwb.org/>
- Winnipeg Symphony Orchestra <https://wso.ca/>
- Winnipeg Art Gallery <https://www.wag.ca/>

- Royal Manitoba Theatre Centre <https://royalmtc.ca/>
- Prairie Theatre Exchange <https://www.ptc.mb.ca/>
- Manitoba Theatre for Young People <https://mtyp.ca/>
- Winnipeg Jewish Theatre <https://www.wjt.ca/>
- Rainbow Stage <https://www.rainbowstage.ca/>
- Plus many more!

Sport

- NHL – Winnipeg Jets <https://www.nhl.com/jets>
- AHL – Manitoba Moose <https://moosehockey.com/>
- WHL – Winnipeg Ice <https://winnipegice.ca/>
- CFL – Winnipeg Blue Bombers (2019 Grey Cup Champions!) <https://www.bluebombers.com/>
- CPL (Canadian Premier League – Soccer) – Valour FC <https://valourfc.canpl.ca/>
- AAIPB (Baseball) Winnipeg Goldeyes <https://goldeyes.com/>
- Plus many more!

Festivals

- Festival du Voyageur (February) <https://heho.ca/en/>
- Folklorama (August) <https://www.folklorama.ca/>
- Jazz Winnipeg Festival (June) <https://jazzwinnipeg.com/>
- Winnipeg Comedy Festival (April) <https://www.winnipegcomedyfestival.com/>
- Winnipeg Fringe Theatre Festival (July) <https://www.winnipegfringe.com/>
- Winnipeg Folk Fest (July) <https://www.winnipegfolkfestival.ca/>
- Country Fest – Dauphin (July) <https://countryfest.ca/>
- Plus many more!

Nature

- Assiniboine Park Zoo <https://www.assiniboineparkzoo.ca/>
- Fort Whyte Alive <https://www.fortwhyte.org/>
- Ducks Unlimited Canada HQ <https://www.ducks.ca/>
- Assiniboine Park <https://www.assiniboinepark.ca/>
- The Forks <https://www.theforks.com/>
- Plus many more!

Museums

- Canadian Museum for Human Rights <https://humanrights.ca/>
- Manitoba Museum <https://manitobamuseum.ca/main/>
- Children's Museum <https://childrensmuseum.com/>
- Royal Aviation Museum of Western Canada <http://royalaviationmuseum.com/>
- Upper Fort Garry <http://www.upperfortgarry.com/>
- Lower Fort Garry <https://www.pc.gc.ca/en/lhn-nhs/mb/fortgarry>
- Plus many more!

Education

- Red River College <https://www.rrc.ca/>
- The University of Winnipeg <https://www.uwinnipeg.ca/>
- University of Manitoba <https://umanitoba.ca/>

- Canadian Mennonite University <https://www.cmu.ca/>
- Plus many more!

Tourism

- Tourism Winnipeg <https://www.tourismwinnipeg.com/>
- Tourism Manitoba <https://www.travelmanitoba.com/>