



Ministry Profile and Search Report (BC 400 MPSR)



for

Gabriola United Church / St. Martin of Tours Anglican Church

2600 South Road

Gabriola Island, B.C.

Comox – Nanaimo Presbytery

British Columbia Conference

and

Anglican Diocese of British Columbia

May 7, 2017

Recommendation:

British Columbia Conference and the Anglican Diocese of B.C.

Approve this MPS Report for a .75 Full time Equivalent ordained minister/priest
and declare a vacancy effective July 1, 2017

Report prepared by the members of the Interim Ministry Transition Team

Rev. Peggy Jensen

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Supporting Documents follow:

1. Demographic, Financial and Community Profile

2. Ministry and Mission Profile

3. Ministry Position Description

And attached Shared Ministry Agreement

Demographic, Financial, and Community Profile

Note: For guidelines and strategies, please consult the BC Conference *Ministry Profile and Search Resource Package*.

PART A: ABOUT OUR PEOPLE:

(Multi-point Local Ministry Units will complete Part A, B and C for each congregation)

Number of congregations: x1 2 3 NA (e.g. for Outreach Ministries)

We are a Shared Ministry as of May 2017 combining the congregations of St. Martin of Tours (42 on roll) and Gabriola United Church (38 on roll). The combined average attendance is 42.

We think of ourselves MAINLY as: Rural Remote Small town Suburban
 Urban Inner City Other _____

Most of us live (check only one): In apartments In single-family homes
 In retirement homes In long-term care homes
 On working farms On rural retirement properties
 Other _____

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
 Other _____

Our congregation includes (*these numbers don't need to be exact, rather it should give an approximation*)

Infants and pre-school _____ Children (5-12) 3 Teens (13-19) 1

Young adults (20-30) _____ Adults - (35-50) 6 Adults- (51+) some Adult (65+) most

Most of the congregation is over 65, active, and enjoying retirement.

Living and working or retiring on Gabriola is a life-style choice.

Most of us...: (choose one)

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)

- Health or social services Education Manufacturing Transportation
 Agriculture and food production Tourism/Hospitality Retail
 Environment Mining/Forestry Information Technology
 Government Other (specify): Ministry, Finance

Our congregation is like:

We look like a family church with about 50 people for worship. After worshipping as two denominations until 2016, we are still getting to know each other. So we see ourselves as a medium sized church where we recognize each other and are getting to know each other better.

Other description: New shared ministry with Anglican and United Churches

Our heritage as a local ministry unit: Gabriola Church is a rural church on the south end of the island; built in 1912; dedicated in 1913 as a Presbyterian church; became a United Church in 1925; and has been in continual use since then. The church hall was built in the 60's and a small kitchen added in the 70's. An on-site well was dug in the 80's and in 1988 the kitchen size was doubled and a storeroom added. During this time we were an Outreach Church with a minister coming over from Nanaimo to take the service on Sunday.

The next project was the art glass windows between 1988 and 1993, and hiring a half-time retired minister. We continued with a series of retirees, mostly living locally, and broadened our outreach. By 1996 the congregation had grown and the need for more parking space was critical, so we enlarged the east side lot and started a Building Fund. A new concrete foundation was poured and the brick chimney from 1912 was torn down and made into a planter.

In 1998 the growing congregation required building a larger sanctuary to contain 100 people, and after extensive fund raising and a grant from the United Church Foundation, an office for the minister, a wheelchair accessible washroom, storage area and a commercial kitchen were added to the building. All was completed in 1999. In 1998 as well we received a special gift of an electronic pipe organ. In December 2001 a new spire was added. A heat pump was installed in 2005 and parking space was enlarged again. During this time we kept up our outreach, raised our contributions to the U.C. Mission and Service annually and had good social events. Our congregation was getting older and we were losing many of our senior members.

From the early 1900's, St. Martin of Tours Anglican Church, was originally a mission church of St. Paul's Anglican Church in Nanaimo. In 1950 a few St. Martin families worshipped on a monthly basis in the Gabriola United Church. Over the years the small Anglican congregation found different places to worship including the Log Church with the Catholic congregation from 1989 until 2005.

In 2010, a small delegation from St. Martin of Tours, Anglican Church, met with some people from the United Church to enquire about renting space for their Sunday Services. The Anglican congregation had

been worshipping with the Roman Catholics in their Church on Gabriola for many years until 2005 when a new Catholic Bishop was installed in Victoria who severed that relationship. The St. Martins community then spent the next 5 years worshipping in several locations before making enquiries about rental opportunities at the United Church. A formal agreement to rent space was reached about a year later and arrangements were also made for the congregations to meet over coffee between services. Some storage space was also made available to the Anglicans. By 2012 both congregations needed a new half-time minister/priest and one was hired by a joint search committee. We also jointly prepared "Friday Lunches" at the Commons and presented "Christmas Alive" to the community and started a Caregivers Group which was also open to the community to provide short periods of respite to those caring for ailing family members. Shared services were provided occasionally.

In 2013, we celebrated being a place of worship for 100 years. This 100th anniversary of the United Church building recognized the endurance of the people keeping it in continual use; more shared services were held and both congregations contributed to each other's fund-raising events. The Hand bell Choir was started and was open to the community to participate.

In 2014, the minister who had been providing services to each congregation had health issues and left suddenly. Fortunately there were several retired ministers available to provide pulpit supply until the Bishop appointed a minister to do joint services and fill the void in the Anglican congregation. Attendance numbers dropped due to uncertain leadership. A Christian Book Study, which started many years before and attended by members of both congregations and other events kept us going. The Board-Stewards form of governance at the United Church was not working well and the Joint (with the Anglicans) Advisory Council was formed to move the congregations towards shared ministry. In 2015, with help from the Presbytery, Gabriola United started using the Council model which matched St. Martin of Tours governance model and resulted in a Trial Joint Council being established in September. It was then decided to have an Intentional Interim Ministry with a joint Transition Team and a representative from the Diocese and Presbytery as members to provide guidance. Rev. Peggy Jensen was hired in November and has worked well with us since then. In July 2016, we started always worshipping together at 10 AM. We have come to understand we are Christians first and denominations second and are accepting the challenges of making something new. On March 12, 2017 both congregations voted in favour of joining together as one church, with a new name and new vision.

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.

Our congregation is changing and it is clear that we can no longer continue as we have been. We have some anxiety and either have a rough idea or don't know how to go forward. We believe that we have a future but can't quite see it.



PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure: There is a revised governance structure with the new agreement

How many people are on your Governing Body? ___10_____

How many are typically present at a meeting of your Governing Body? ___10_____

Our Church Building(s): (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

Or

We have **1** lovely wood sided building set in a grove of trees beside Petroglyph Provincial Park.

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

Newly built in the last 10 years.

Significantly renovated and.

Is doing pretty well given that it has served us for over 100 years. Some repairs may need to be done, but nothing major.

Is in need of significant work or repairs in order to be used in the coming years.

Sanctuary holds 110 people; the adjoining meeting room holds 80 people

Are there meeting rooms? Yes No

What are they used for? 1 lge. meeting room used for coffee time, congregational meetings, social gatherings, educational series, and weekly hand-bell ringers.

Is there a nursery? Yes No

Are the nursery toys/furniture compliant with current safety standards? Yes No

Are there Sunday School rooms? Yes No

How many? _____ Are they also multipurpose use? Yes No

Are there activity rooms? (ie quilting, gym, library) just main hall for everything Yes No

Brief descriptions: One large meeting room used for coffee time, congregational meetings, social gatherings, educational series, prayer-shawl ministry and hand-bell ringers. Also two public washrooms, one accessible; one large storage room; one renovated kitchen and one mid-sized office

Where is the office located for the minister? Visible from the entrance, located down a short connecting hall from the meeting room.

Describe it: a bright, secure corner office with two large windows to outside and a locking door also with a window in it.

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

Brief descriptions (tenants, occasional rentals, frequency of use): weekly rental by chamber ensemble.

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 Tell us how: No

Ramp to each of the front and rear doors; no stairs except to chancel; wheelchair accessible washroom

Administrative Support:

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

Yes No

If yes, how many hours per week? 4-5

If yes, is this paid or volunteer or other (please specify)?

Also volunteer assistance for website maintenance and preparation of weekly bulletin and electronic communication to parishioners

Ministry and Personnel Committee:

How many members? 4

How often does the committee meet? as required

Has one or more of the committee members attended an 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 congregational volunteers. There are some retired clergy in the congregation, one is a priest who offers Eucharist occasionally.

PART C: ABOUT OUR FINANCES

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

- Abundant Adequate Not meeting expenses but we have substantial resources to draw upon.
- Not meeting expenses and relying on bequests and reserves to fund operating budget. Other

Our Revenue Sources are:

Congregational givings: 81 % Congregational Fundraising Activities: money raised goes to charity

Rental of building/services .5% Bequests/Reserves/Investments 18.5%

Other (please briefly describe):

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. No: (describe)

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

- Yes No, but available on our website No

Our Statistics from the last five years of submissions to the United Church of Canada combined with Anglican statistics:

	Line # in the Yearbook	Current year	One year ago	Two years ago	Three years ago	Four years ago
# attending Sunday worship	20	42	42	44	56	62
# of regular givers	18	56	60	64	69	75
\$ expended for pastoral charge operations	140	48,500	40,800	37,100	43,700	45,500
# households under pastoral care	5	79	94	91	108	121



PART D: ABOUT OUR COMMUNITY

This is what we love about our community. This is what makes it unique.

- We are situated on an idyllic rural island only a 25 minute ferry ride from Nanaimo, Vancouver Island. Our Island is known as the Isle of the Arts with emphasis on the arts, music, theatre, and dance. This is an excellent place to bring up children with an elementary school situated in our Village core area.

-There are excellent medical facilities on island and all life amenities located here as well

- Is inclusive of a variety of lifestyles and orientations; most people have a proactive, healthy approach to aging and retirement, and there is a warmth and caring spirit in our community

-A wonderful place for a new minister to live.

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

- Gabriola Island is situated near Nanaimo; we are water conscious and concerned about preserving our environment;

- community concerns about freighters anchoring in our nearby ocean channels

- affordable housing

- mental health

- reconciliation with First Nations

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

Go Gabriola; www.SOUNDERNEWS.COM; www.islandstrust.bc.ca; www.gabriolarecreation.org; northinfo@islandstrust.bc.ca; www.bcferrries.com; www.galtt.ca; www.sustainablegabriola.ca; gabriolacommons.ca

Other faith communities represented in our community/region are:

Roman Catholic; Baptist-fellowship; Pentecostal; B'hai; Wicca; Jehovah's Witness; Buddhist

We have close ties with the following faith communities:

Gabriola Ecumenical Society

Roman Catholic

Baptist –fellowship

(for World Day of Prayer and Christmas Alive).



Ministry and Mission Profile

Website Address of Local Ministry Unit: www.stmartinoftours.ca; and www.gabriolaunitedchurch.ca

Brief Description of Local Ministry: St. Martin of Tours and Gabriola United Church, having received approval of our respective Church bodies, agreed to form a Shared Ministry on March 12, 2017. The Shared Ministry relationship will challenge and enable us to live more purposefully and completely as Christians; it will foster inclusiveness, respect for diversity, wider perspectives of understanding, acceptance of discomforts, a willingness to learn and to grow together in our common faith, and a commitment to care for each other. Shared ministry provides an opportunity for us to grow both spiritually and in our ministry to the wider community.

Our Worship Style: Contemporary interpretations of traditional worship from United and Anglican resources; all worship services are a blended form of worship combining both of these traditions with some prayers from IONA, New Zealand and other resources. Music is an important aspect of our worship together. We love to sing and we have a seasonal choir.

Vision and Mission Statement: Our Mission Statement: We follow Jesus Christ worshipping and serving with love and joy; we open our minds, hearts, and doors to the World.

Our Vision Statement: We are an ecumenical shared ministry of people worshipping and serving God in a united way while still maintaining our denominational connections.

Category Title	This is who we are as a Local Ministry Unit:
<p>Community Outreach and Social Justice</p>	<p>We are currently doing the following in community outreach and social justice: Local Food Bank; Friday Lunch program; School Lunch; Plan Canada; conscience raising discussions on Israel-Palestinian relations</p> <p>x We have a specific goal related to community outreach and social justice as follows: Annually budget for financial support of local and national causes, i.e. Primate’s World Relief and Development Fund and the Mission and Service Fund.</p>
<p>Church Community and Neighbourhood</p>	<p>We are currently doing the following in the church community and neighbourhood: Care Givers; Foster Children (3); Donations for “Our Place” ,in Victoria; Samaritan’s purse, Friday Lunch, School lunch, Christmas Alive, World Day of Prayer, Ecumenical Society, Discussion and Study groups, Social Events, local Food Bank, support for the El Merbed family, who are Syrian refugees.</p>

	<p>X We have a specific goal related to the church community and neighbourhood as follows: Major portion of our outreach work is done in local community (as above) plus contributions to Primate's World Relief and Development Fund and The Mission and Service fund.</p>
Faith Formation and Christian Education	<p>We are currently doing the following in faith formation and Christian education:</p> <p>We have a weekly religious Book Study, and although we don't have Sunday School, the Christian education comes under the Worship Committee. We participate in discussing the programs from Epiphany Explorations, and in the Circle of Friends women's group. We participate in educational events offered by Diocese and Presbytery.</p>
Leadership	<p>We are currently doing the following in Leadership: as a Shared Ministry we are encouraging more lay leadership from the congregation and have a new Council structure.</p> <p>x We have a specific goal related to Leadership as follows: We are establishing specialized training for Pastoral visits including delivering communion to shut-ins. We are seeking training for providing lay-led services</p>
Pastoral Care	<p>We are currently doing the following in pastoral care: We are forming a joint pastoral care committee to provide co-ordinated pastoral care.</p> <p>We currently provide words/cards of comfort and empathy to those requesting/need same; prayer shawl ministry; Care Givers group, prepare and take meals to shut-ins, provide rides to medical and other appointments, Prayer wheel (chain). Communion to shut-ins.</p> <p>x We have a specific goal related to pastoral care as follows: to develop a ministry of pastoral care for our congregation. We plan to provide training for Pastoral Care visiting and engaging in this ministry. .</p>
Spirituality and Self-Care within your Local Ministry Unit	<p>We are currently doing the following in Spirituality and Self Care: Creating and sharing prayers of the people, inter-denominational meditation group, Circle of Friends, prayer shawl group, Blue Christmas, starting a Gabriola Men's group. We have a social and fun committee who organize community building events.</p> <p>X We do have a specific goal related Spirituality and Self Care to learn to support and care for one another. We need to be more receptive and learn to accept help as well as give it when needed.</p>
Worship	<p>We are currently doing the following in Worship: we have a roster of 45 lay volunteers. Every Sunday, 11 volunteers provide a variety of worship roles; scripture readings, Eucharist Assistance, prayers of</p>

	<p>the people; altar guild, greeters, after Church hospitality. Good job descriptions are available for volunteers.</p> <p>We are interested in progressive theology and creative worship styles. Music is an important part of our worship. We love to sing familiar hymns and are willing to try new ones. We enjoy a variety of musical styles.</p> <p>x We do have specific goals related to Worship: to provide weekly blended services with communion every other week; seasonal joint choir; to worship and serve as one faith community; to have one minister/priest who ministers in the name of Jesus Christ; and to encourage everyone to work together for the mutual benefit of all in Christ's name.</p>
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Ministry Position Description

Closing Date: Proposed closing date for applications: July 15, 2017

Position will be vacant as of July 1, 2017

Position Title: Incumbent priest/minister for the new Shared Ministry on Gabriola

Position Profile: **.75 Full Time Equivalent**

We have carefully considered our resources and we know we will need a good stewardship program to finance a minister. Therefore at this time we are seeking a part time minister.

Position Summary: We are enthusiastic about our Shared Ministry and we are hoping that our new minister will help us with this momentum. The minister will work within the framework of progressive theology, a faith that questions tradition, accepts human diversity, emphasizes social justice and environmental stewardship. She/he will be a collaborative leader and sense of humour will be a blessing.

The minister must be open to and sympathetic with the basic concept of Shared Ministry as outlined in our Shared Ministry Agreement. The minister will accept the responsibility to minister in the name of Jesus Christ to all people within the congregation in a professional manner, respecting confidentiality and professional boundaries. The minister will be the one most suitable for the Shared Ministry on Gabriola Island, regardless of denomination.

Accountable to:

The minister will be accountable to the Council through the Personnel Relations Committee. He/she is accountable to BC Conference and to the Anglican Diocese of BC for oversight and discipline. A training and mentoring program will be arranged with the partnering denomination to enable the minister to feel more competent and comfortable. The minister will have a relationship of support and collegiality with the members of their presbytery and diocese.

Administration: The minister will prepare a weekly worship service and bulletin, using the common lectionary, and the United Church, Anglican, IONA and other resources.

Administration support is available to format and print the bulletin and manage office supplies, 4-5 hours per week. The minister will maintain posted office hours each week to meet people; answer emails and phone calls. Computer skills are essential and web-site skills an asset.

The minister will attend council meetings and support the working committees. The minister is encouraged to attend the meetings of: Comox-Nanaimo Presbytery; BC Conference; Anglican clergy gatherings; and Synod events as scheduled. This is an important way to maintain denomination connections.

Community Outreach and Social Justice: The minister will encourage lay leadership in areas such as social justice and environment issues. She/he will recognize that there is a strong interest in these issues on Gabriola Island.

Continuing Education: Regular study leave as per denomination standards.

Church Community and Neighbourhood: The minister will be aware of the various community groups the Church is involved with, i.e. Remembrance Day service; Food Bank; Friday Lunch, Christmas Alive etc. He/she will maintain an active connection with the Anglican Diocese of BC and Comox-Nanaimo Presbytery. Communicate upcoming opportunities for lay participation.

Faith Formation and Christian Education: The minister will relate the gospel to the everyday experience of people. He/she will encourage and support the book study group and adult faith education. Current resources and education opportunities will be offered by the minister. Encourage participation in the Anglican and Presbytery/ Conference educational opportunities. Encourage lay people and clergy to attend any Shared Ministry events

Leadership: The minister will identify and address conflict in a compassionate way. She/he will foster good communication in a cooperative, collaborative way, providing wise counsel and the appropriate use of authority for effective leadership. Lay leadership training for worship and pastoral care will be an important aspect of the minister's role. The minister will work with the congregation to live out our Shared Ministry Agreement.

Pastoral Care: The minister will work with the Pastoral Care Team to identify and care for those in the congregation who need prayer and support. The minister will be responsible for emergency and significant pastoral care issues such as a death. The congregation has a good pastoral care network and a new committee is forming and seeking training.

Our policy (2016) for the Celebration of Life Service or Memorial Service explains that the incumbent minister is given first opportunity to conduct this worship service, so no fees are requested. Arrangements for time compensation can be made with the Personnel Relations Committee.

Self-Care: Ministers are responsible for modeling and maintaining a healthy balance in their own lives. The minister will need to exhibit good time management skills and manage time for work, family, friends, personal development and spiritual renewal.

Worship: The minister will conduct regular worship services. Worship services will be held every Sunday as well as on those days related to the church calendar and the Christian year. In

addition, other special services such as “Blue Christmas Service” and “Blessing of the Animals Service” will be included as agreed upon by the Minister and the Worship Committee. Normally a blended form of service using the Anglican and United resources will be created. Sunday services that include the Eucharist/Communion will normally be held twice a month. A mid-week service of communion may be held. The minister will have ultimate responsibility for worship in consultation with the worship committee. She/he will offer education and training for lay members to lead worship, offer encouragement and support to lay participants. Support and appreciation for a variety of musical genres is required.

Based on 30 hours per week the average week could be used this way but is open to negotiation:

Worship: 12 hours per week

Administration: office 4 hours per week

5 hours per week average for all meetings

Leadership and training: 3 hours per week

Pastoral Care: 2 hours per week

Outreach: 1 hour per week

Christian Education: 2 hours per week

Self Care: 1 hour per week

Other Required Knowledge, Skills and Abilities: It is desirable for the chosen minister/priest to have had two years’ experience of pastoral responsibility in their own denomination, and to have a working knowledge of both the United Church and Anglican liturgies and polity. Training will be provided for the partner denomination. The minister must be eligible to administer sacraments of Eucharist and baptism.

Other “Preferred” Assets: If the minister chooses, Gabriola offers a unique island lifestyle.

A sense of humour, flexibility, and enjoyment for ministry will be greatly appreciated.

Terms of Employment:

- The United Church Manual, The United Church Employment Guidelines, the original Call/Appointment Form, Canons of the Diocese of BC 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 & Diocesan schedules, are to be determined by the Council, in consultation with the minister and the Personnel Relations Committee and Diocese.

Approved by congregations on May 7, 2017