

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



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

Pacific Mountain Region
British Columbia Conference
March 24, 2019
3751 Woodsdale Road, Lake Country, BC

Recommendation:

Request the Pacific Mountain Region declare a vacancy in the Wood Lake Pastoral Charge which is open to Ordained Ministers, Diaconal Ministers, and Designated Lay Ministers. We are also willing to be a site for Supervised Ministry Experience.

Report prepared by the Winfield United Church Ministry Profile and Search Committee:
Sandra Bogardis, Norrie Cochrane, Penny Gambell, Karen Gibbons, Don Sawatzky, Spiro Vouladakis

Supporting Documents follow:

1. Demographic, Financial and Community Profile
2. Ministry and Mission Profile
3. Ministry Position Description

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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: 1 2 3 NA (e.g. for Outreach Ministries)

Congregation A	Wood Lake Pastoral Charge	89	46
	(Name of Congregation)	(# on roll)	(Avg. Sunday attendance)

We think of ourselves MAINLY as: Rural Remote Small town Suburban
 Urban Inner City Other: Combination of rural/small town

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: Resort Communities

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

Infants and pre-school: 5*	Children (5-12): 15*	Teens (13-19): 2	
Young adults (20-30): 0	Adults - (35-50): 20*	Adults- (51+): 95	
Young retirees (51-64): 20	Older Retirees (65-70): 15	Seniors (over 70): 60	

* Includes Eat Play Love attendees

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):

Our congregation is like: (choose one that best applies)

- A big family where we all know each other;
 A medium sized church where we recognize each other but may not know each other well;
 A big church with lots of staff, where small groups of people are close to one another based on common interests.
 Other description: We are a small church where 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;

OR, Began

- between 1925 and 1945. between 1945 and 1965. between 1965 and 2000. After 2000.

We think of our local ministry unit as in the following way: (choose one that best applies):

- 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.
- We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.
- Other: We're in the process of developing a vision which will encompass the needs and interests of all age groups.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure:

How many people are on your Governing Body? 15

How many are typically present at a meeting of your Governing Body? 11

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 building.

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 16 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.

The sanctuary holds 210 people.

Are there meeting rooms?

Yes

No

What are they used for? The meeting room is used for various team meetings and for choir warm-up.

Is there a nursery? Yes No

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

Are there Sunday School rooms? Yes No

How many? 1 Are they also multipurpose use? Yes No

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

Brief descriptions:

In addition to the Children's Church room and the meeting room, there is a Thrift Shop with its own storage sheds. There is a kitchen attached to the sanctuary. The sanctuary serves as a multi-purpose space. There is a grassy area outside the church and a small vegetable garden tended by the children. There is a small library inside the sanctuary.

Where is the office located for the minister? The office is just inside the south entrance.

Describe it: It is approximately 8' x 10' with a window facing east. There are shelves on one wall and a work desk with phone. The office is adjacent to the administrative assistant's office.

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

Brief descriptions (tenants, occasional rentals, frequency of use)

The Russian Orthodox Church rents the sanctuary weekly. The Okanagan Symphony Choir rehearses once a week when they are preparing a program. We also have approximately 6 piano recitals per year, as well as weddings and funerals on occasion. It is also used as a polling station during provincial elections.

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

We have a level entrance into all rooms. There is a private wheelchair-accessible washroom. The area around the church is flat and paved with numerous handicap parking spots. There is a hearing loop sound system for those with hearing aids.

Administrative Support:

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

Yes No

If yes, how many hours per week? 17 paid hours per week plus volunteer hours.

Ministry and Personnel Committee:

How many members? 4

How often does the committee meet? 4 times a year plus occasional informal meetings

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?

We have 2 retired ministers in the congregation who help with pulpit supply. We also have a couple of lay members who are willing to lead services. On occasion, we have guests from neighbouring communities fill in.

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: 50%

Congregational Fundraising Activities: 2.5%

Rental of building/services: 2.5%

Bequests/Reserves/Investments: 0%

Other (Thrift Shop): 45%

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: They are reviewed by an accountant who is a member of the congregation.

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 show:

	Line # in the Yearbook	Current year 2018	One year ago 2017	Two years ago 2016	Three years ago 2015	Four years ago 2014
# attending Sunday worship (Oct./Nov.)	20	46	69	70	65	65
# of regular givers	18	73	92	90	78	85
\$ expended for pastoral charge operations	140	\$211,000	\$221,661	\$203,936	\$229,700	\$204,747
# households under pastoral care	5	89	110	110	78	86

PART D: ABOUT OUR COMMUNITY

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

We love the strong community spirit within our municipality and its support of building a sustainable, vibrant area. Lake Country is situated in the beautiful Okanagan Valley and it has lakes, ski hills, golf courses, a university, wineries, orchards, and an active arts community.

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

- 1) It is a fast-growing community (3% annually) striving to develop more services, commercial, light industry and affordable housing.
- 2) We are a district municipality with 4 wards; Winfield, Oyama, Okanagan Centre, and Carrs Landing. Each has a unique history and distinct needs.
- 3) The church is located on the rail trail (a multi-purpose trail stretching from Kelowna to Vernon) and is in an area that is slated for high density residential development.

Here are two or three websites that offer detailed information about our community:

District of Lake Country: <https://www.lakecountry.bc.ca/en/index.aspx>

Chamber of Commerce: <https://www.lakecountrychamber.com>

Other faith communities represented in our community/region are:

Catholic Church, Anglican Church, Seventh Day Adventist, Alliance Church, Winfield Community Church, Lake Country Life Centre, Jehovah's Witness, Russian Orthodox, Willow Park Church

We have close ties with the following faith communities:

Through the Central Okanagan Refugee Committee we are closely connected to First United, St. Paul's United, and Rutland United in Kelowna.



Ministry and Mission Profile

Website Address of Local Ministry Unit: <https://www.winfieldunitedchurch.ca>

Brief Description of Local Ministry (three sentences): Winfield United Church has a strong commitment to building a community of love, compassion, and justice. We welcome everyone no matter their background, age, sexual orientation, or beliefs. In addition to Sunday services, we have weekly contemplative services called Circle of Peace; monthly gatherings of children and young families called Eat Play Love; a variety of study and discussion groups; men's and women's social gatherings; fund-raising sales and shows; and community outreach through the Thrift Shop and a Refugee Committee.

Our Worship Style (three sentences): Our services are innovative and progressive, and, although led by the minister, members of the church community have opportunities to participate and share. We use music, stories and readings from the Bible and other sources, to reflect on the God-presence in ourselves, the community, and the cosmos.

Vision and Mission Statement: Winfield United Church seeks to create a safe, loving, and spirit-filled community where all can experience a growing awareness of the God-presence.

The congregation has been energized and inspired by the following commissioning:

Count your blessings,
Embody your faith,
Live authentically,
Never look down on the struggle for life,
Notice behind every face there is a soul at work,
And know that wherever you go the spirit of God is already there.

Written by former moderator Peter Short and adapted by Jim Hannah.

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:</p> <ul style="list-style-type: none"> • The congregation supports the Mission and Service fund. • Social Justice is often the topic for stories and reflections on Sundays. • We actively support refugees through the Central Okanagan Refugee Committee. • We have a Benevolent Fund for people in need. • Our WUC Thrift Shop provides low-cost clothing and household goods for the community. • We support organizations such as Canadian Diabetes Society, All Are Family Outreach, Canadian Shoe Bank, Inn from the Cold, and Okanagan Small Dog Rescue with excess stock from the Thrift Shop. • We give financial support to 14 charitable organizations plus a bursary for a local high school student. • We offer opportunities to the wider community to participate in Women’s Walk and Talk, Toot Suite Recorder Consort, Men’s Group, Thrift Shop staff, Circle of Peace, Dance Circle, Saturday Meditation, Healing Pathways, and family activities such as Eat Play Love. • We use environmentally friendly cleaning products and fair trade coffee in the Thrift Shop. <p><input checked="" type="checkbox"/> We have a specific goal related to community outreach and social justice as follows: We do these activities because with gifts of time, expertise, money, and goods our wider community is supported and we believe that’s what church is all about.</p> <p><input type="checkbox"/> We do not have a specific goal related to faith formation and Christian education.</p>

<p>Church Community and Neighbourhood</p>	<p>We are currently doing the following in the church community and neighbourhood:</p> <ul style="list-style-type: none"> • Participation in the Pacific Mountain Region • Sharing Minute for Mission stories and videos • Participation in the Men’s Conference • Membership and involvement with other churches in the Central Okanagan Refugee Committee • Representing the United Church in the local World Day of Prayer multi-faith service <p><input checked="" type="checkbox"/> We have a specific goal related to the church community and neighbourhood as follows: Doing these activities allows us to actively participate in meaningful endeavours at the local level, and beyond.</p> <p><input type="checkbox"/> We do not have a specific goal related to faith formation and Christian education.</p>
<p>Faith Formation and Christian Education</p>	<p>We are currently doing the following in faith formation and Christian education:</p> <ul style="list-style-type: none"> • ‘Word for All Ages’, children’s song, and Children’s Church led by our paid Family and Youth Coordinator are part of Sunday service. • Special gatherings such as family hikes, camp outs, carnivals, and fishing are offered on occasion. • Weekly Holy Conversation discussions around Sunday’s reflection. • Book studies by authors Michael Dowd, Jan Phillips, Bruce Sanguin, Peter Rollins and others. <p><input checked="" type="checkbox"/> We have a specific goal related to faith formation and Christian education as follows: We believe that it’s our role in the community to offer opportunities for learning and development from a spiritual perspective.</p> <p><input type="checkbox"/> We do not have a specific goal related to faith formation and Christian education.</p>

<p>Leadership</p>	<p>We are currently doing the following in Leadership:</p> <ul style="list-style-type: none"> • The Worship Ministry Team works collaboratively with the minister to plan worship, including special services, visuals (decor, banners, and hangings), evaluating past services, making suggestions for the future, and finding pulpit supply as required. • The Music Team works with the minister, choir, and various musicians, to plan pertinent music for upcoming services. • The Spiritual Nurture Team works with the minister to help encourage spiritual growth through activities, various groups, and workshops. • The Spiritual Nurture Team works with the minister and the Family and Youth Coordinator to plan family and youth activities. • The Pastoral Care Team coordinates pastoral care with the minister, including visiting shut-ins, and it reports to Council and the congregation on pastoral care needs. <p><input checked="" type="checkbox"/> We have a specific goal related to Leadership as follows: We believe the role of our leader is to encourage us to take leadership roles and in a spirit of sharing and collaboration with the minister; be the change we wish to see in the wider world.</p> <p><input type="checkbox"/> We do not have a specific goal related to Leadership.</p>
<p>Pastoral Care</p>	<p>The Pastoral Care Team and minister are currently doing the following in pastoral care:</p> <ul style="list-style-type: none"> • Home and hospital visits • Telephone calls and cards • Constant updating of our ‘Staying Connected List’ • Monthly visits to 6 members of the church who live in Lake Country Manor (Senior’s Facility) • Regular team meetings which include the minister <p><input checked="" type="checkbox"/> We have a specific goal related to pastoral care as follows: We do these activities because we value staying connected and spreading love.</p> <p><input type="checkbox"/> We do not have a specific goal related to pastoral care.</p>

Spirituality and Self-Care within your Local Ministry Unit

We are currently doing the following in Spirituality and Self Care:

- The minister is provided a budget for spiritual direction, as well as time for book studies and ministerial retreats
- The Spiritual Nurture Team plans meditative worship gatherings outside of Sunday morning and has organized weekend workshops - two by Bruce Sanguin and one by Jan Phillips.
- They also plan and facilitate Eat Play Love held once a month on a Saturday evening. A group of about 60 people from the community gather for fun family activities, community building, and supper. Information at https://www.winfieldunitedchurch.ca/page/eatplaylove_
- Circle of Peace is a contemplative service on Tuesday evenings, often with lay leadership. There are usually around ten participants.
- Dance Circle meets occasionally. A member of the congregation teaches several simple spiritual dances, and the group is invited to deepen spiritual awareness through movement.

We have a specific goal related to Spirituality and Self Care as follows:

We believe developing and maintaining spiritual well-being in our community through silence, embodied prayer, lively family time, studying spiritual texts, and practicing gratitude, connects us to something larger than ourselves.

We do not have a specific goal related Spirituality and Self Care.

Worship

We are currently doing the following in Worship:

- We welcome everyone no matter who they are, no matter where they're at, no matter what they believe, no matter who they love.
- We share 'God Moments' giving examples of when we have been touched by the God-spirit.
- The children hear and respond to a story before going to Children's Church.
- We use music to enhance and support the theme of the reflection.
- During Prayers of the People, the microphone is passed so that people can share their prayers if desired.
- We acknowledge the gifts that people offer to the church but we don't pass an offering plate, although there is a donation box in the entry
- Communion is open to all and celebrated once a month with a co-presider from the congregation.
- Once a year our service moves to Okanagan Centre and is usually held outdoors.
- We have several special services including Good Friday, an outdoor sunrise Easter, and two services on Christmas Eve,
- We value getting together for refreshments and conversation after each service.
- Intergenerational services modelled on our Saturday night Eat Play Love gatherings are held once per month. A \$6120 grant was recently received from ProVision to develop this program. Information at https://www.winfieldunitedchurch.ca/page/eatplaylove_

We have a specific goal related to Worship as follows:

Activities such as reflection, prayer, music, sharing, and readings, help us to recognize the God-presence within us, between us, and around us.

We do not have a specific goal related to Worship.

Ministry Position Description



Closing Date: May 1, 2019

OR, There is no closing date.

Position Title: Minister

Position Profile: Full-time Part-time If Part-time, hours/week _____

Solo Team ministry (# of other Ministry Personnel): __

Position Summary: (2-4 sentences that summarize the position)

We are looking for a creative, compassionate, and grounded leader with an evolving, progressive and respectful theology who encourages us to think higher and feel deeper. Our ideal candidate would be personable, have a sense of humour and provide uplifting and thought-provoking experiences.

Accountable to: The position is accountable to the Winfield United Church Council, through the Ministry and Personnel Committee. This position is accountable to Pacific Mountain Region for oversight and discipline.

Administration: Work with the administrative assistant to complete the order of service and provide input for communication (newsletter and website). Work collaboratively with the Ministry Teams, Council, and the Trustees, attending meetings as required. Complete administrative obligations as required by the UCC.

Community Outreach and Social Justice: Provide encouragement for outreach programs such as the WUC Thrift Shop and the Central Okanagan Refugee Committee. Oversee the Benevolent Fund. Become familiar with local organizations that offer assistance to those in need. Make connections with the wider community.

Continuing Education: Keep up-to-date within the context of the direction our church is moving, through professional readings and workshops with accountability to the M & P Team.

Church Community and Neighbourhood: Be willing to represent our church in the wider community by taking part in social and multi-faith events. Follow the policies of the UCC.

Faith Formation and Christian Education: Make strong connections with all age groups. Structure reflections and stories in an engaging way for children and adults. One of the initiatives

we want you to help us with is to deepen the spiritual foundation of Eat Play Love working with the Child, Youth, and Family Coordinator by helping plan and lead the gatherings. Be open to participating in weekly Holy Conversations, held on Wednesdays, which begin with the previous Sunday mornings reflection. Organize and lead book studies.

Leadership: We respond to leaders who are open, honest, and empathic who can also cultivate leadership in others. Valuable traits include a sense of humour, ability to listen and communicate, and a willingness to try new things. The candidate should be able to delegate and share leadership with members of the church and the Ministry Teams.

Pastoral Care: Work in collaboration with the Pastoral Care Ministry Team to support and stay connected with members of our church family. Provide emergency care, when required.

Self Care: We would like our minister to set goals for ongoing self-care by maintaining a healthy balance of physical, emotional, and spiritual well being to include rest, recreation, and professional development. The M & P Team will collaborate to help meet these goals.

Worship: Provide inspiration through progressive ideas, uplifting choices of music, meaningful stories, and personal prayer. Help us recognize the God-presence in everyone. Strengthen and challenge us on our spiritual journeys. In addition to Sunday services, work with others to provide spiritual experiences in different formats including contemplative services and intergenerational gatherings.

Other Required Knowledge, Skills and Abilities: Strong communication skills.

Other “Preferred” Assets: We consider dynamic story-telling and music abilities important. Comfort with social media and technology.

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 Council, in consultation with the minister and the M&P Committee.

Time Summary

Worship	40%
Pastoral Care	20%
Administration (incl. Wider Church)	15%
Spiritual Nurture (incl. Eat Play Love)	15%
Education and Leadership Development	10%