**Churchill Park United Church**

**Community of Faith Profile**

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**Prepared by the members of Churchill Park United Church, 525 Beresford Avenue, Winnipeg, Manitoba, and approved by this community of faith on Sunday, November 24, 2019.**

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**Community of Faith Profile**

**Introduction:**

The Leadership Team of Churchill Park appointed the following people to prepare this profile: Faye Barsy, Don Young, Marlene Oldham, Shanon Stewart and John McNairnay. This group has gathered information from the congregation, groups within our church, our staff, past attenders of CPUC and church reports.

**Some History:**

Churchill Park United began with the amalgamation of Riverview and Rosedale United Churches in 1995. Those congregations served their neighbourhoods (Riverview and Lord Roberts respectively) since before union in 1925 as Presbyterian and Methodist churches. The impetus for amalgamation was the usual: declining membership, declining finances and aging buildings requiring more maintenance. The amalgamated congregation opted to keep the newer Rosedale building because of its condition and its amenities.

Churchill Park continued to experience declining membership, large deficits and the challenge of filling all the traditional board and committee roles of church operation. Since 2005 the congregation has changed a number of things in regards to how we do business:

* The governance model was simplified to create a Leadership Team, retain the Ministry and Personnel Committee and allow members to create “interest groups” to direct areas of the ministry that particularly energized them. Worship support was transferred to “house groups” which rotate every month.
* A revenue stream has been created by renting space to community groups (choirs, dancers, yoga, another congregation, etc.) and by renting time in a commercial kitchen to new food enterprises.
* The congregation has been fortunate to be the beneficiary of several large bequests.
* A new, positive energy has evolved over the past 10 years

**A Summary:**

* We have rising rental revenue and several members have left bequests that have created a financial cushion. We seem less worried about finances today.
* Our building is large and well maintained and we share operating costs with our partner, The Korean United Church. We also share the building with many community groups who benefit from our space and help with expenses.
* We have benefitted from 12.5 years of steady, wise leadership from our previous minister.
* We appreciate the progressive message we hear in the words and music of our Sunday worship.
* We are kind to each other and, if the noisy after-worship coffee gatherings are a measure, we seem to genuinely like each other.
* We take our faith to the community when we volunteer at Oak Table, support our Syrian Refugee partnership, take an interest in Kairos programs and otherwise engage the world.
* We are willing to explore new expressions of our faith by actively supporting Messy Church.
* We believe in our future if stepping up with donations for special projects (e.g. Grand Piano and kitchen equipment) is any indication.

**A Look at This Community of Faith:**

**Life of the Congregation:**

* **Worship** at 525 Beresford Avenue.
* **Share** the building with the Korean United Church.
* Volunteer and financial support for **Oak Table Inc.**, an inner-city ministry of food and hospitality.
* Support an active **Messy Church** once per month.
* We are an **Affirming Congregation**.
* Offer **ESL social classes**, principally to members of our partner Korean church.
* Partnered with the community to sponsor three **Syrian refugee families** (13 people in total).
* Have a **Reconciliation Reading** Book Club.
* Once per month **Men’s Breakfast**.
* Support a **knitting group**.
* Support **Cubs/Scouts and Brownies/Guides** with free use of the building.
* Have a **sister church**, the Dora Valentin Presbyterian Reformed Church, Varadaro, Cuba.
* Weekly **Bridge Group**.
* We are investing in **solar panels** to meet almost 90% of our power needs.
* Visit **shut-ins**.
* We have a **memorial garden** that is open to all within and outside of our doors who choose to use it

**Our People:** Churchill Park United Church appears to be a pretty typical congregation. We continue to lose people (membership, financial supporters, regular attendance) at the same rate as the rest of the United Church. More details can be found in Appendix D. The following are some observations.

* CPUC by the numbers in 2018 (from United Church Annual Reports):
	+ 184 - Total membership.
	+ 126 - Households under pastoral care.
	+ 70 - Financially supporting households.
	+ 40 - Average Sunday attendance.
* CPUC trends – 2008 to 2018:
	+ 25.2% drop in membership - from 246 in 2008 to 184 in 2018. This is comparable to Presbytery (-24.8%), Conference (-26%), and Nationally (-26.4%).
	+ 49.6% drop in financially supporting households - from 137 in 2008 to 70 in 2018. This is higher than Presbytery (-28.3%), Conference (-31.1%) and Nationally (-31.8%).
	+ 50% drop in average Sunday attendance - from 80 in 2008 to 40 in 2018.
* These trends might paint a depressing picture, but it somehow does not reflect the energy and optimism felt during conversations with this community. “The little church that does” is the phrase we seem to have adopted.

**Our Finances:** Churchill Park United appears to be stable financially. The following are some observations. More details can be found in Appendix E.

**Expenses:**

* Fairly consistent expenses over the past 6 years from $192,096 in 2012 to $184,878 in 2018.
* The principal expense ($127,602 in 2018) is Staff at 69% of the total. Staff consists of: Minister – full time; Music Director – part time; Office Administrator – 16 hrs/week; Caretaker – 20 hrs/week; and Bookkeeper – part time
* The next biggest expense ($24,823 in 2018) is operating the building at 13.4% of the total. Churchill Park United is a 50/50 partner with the Korean United Church in the ownership and operation of the building, therefore this figure does not reflect the actual cost of operating the building but only CPUC’s share.

**Revenues**:

* Revenues from 2012 to 2018 range from a low of $146,358 (2013) to a high of $173,109 (2018).
* Principal sources are from donations (decreasing) and rental (increasing):
* Donations (envelopes and PAR) have decreased from 78.8% of revenue in 2012 ($121,475) to 55.2% of revenue in 2018 ($95,509); and
* Rental Income has increased from 8.3% of revenue in 2012 ($12,739) to 30.9% of revenue in 2018 ($53,567).
* The total of all funds held by CPUC in 2018 was over $325,000

Total Revenue

Donations

Rental Income

**Our Property:**

Churchill Park United, in partnership with The Korean United Church, operates the building at 525 Beresford Ave. The two congregations equally share all the expenses of operating this building.

* The replacement value of our building and contents is $4,591,400 and the estimated land value is $1,265,000
* The older part of the building, the sanctuary, was built in 1946. In 1956 the building was expanded to be about four times larger. The building consists of:
	+ A **sanctuary** that can accommodate about 200 people:
		- Chairs for flexible seating arrangements;
		- Grand piano and organ
		- Newer sound, projector and stage lighting systems
	+ A **gym**:
		- Wooden floor;
		- Basketball hoops and painted lines although not enough space on the edges for competitive games;
		- Adjacent storage rooms;
		- Adjacent washrooms.
	+ A **lounge**:
		- Adjacent to the sanctuary and the place for after-worship coffee;
		- Flexible space and furniture for small, intimate gatherings, larger (about 30 people) social gatherings or meetings;
		- An adjacent kitchenette;
		- Adjacent washrooms including a handicapped washroom.
	+ A **Board Room / toddler play area** with flexible table/chair configurations.
	+ **Offices** for each of the two ministers (Churchill Park and Korean) large enough to have meetings.
	+ **Commercial Kitchen** licenced for commercial food production which generates revenue. The kitchen is in the process of having upgrades done and more equipment installed.
	+ **Basement** with flexible meeting/activity space;
	+ **A Memory Garden** which enhances the appearance of the building and in which families may incorporate ashes of loved ones.
	+ An **Elevator** gives access from street level to the main floor and the gym, but not the basement.

**Our Ministry Needs:**

Based on this review of our congregation, our history, our finances and our hopes, we are looking for a diaconal or ordained minister who:

* Will be a full time, solo minister;
* Works in close collaboration with our Music Director;
* Brings a progressive theology to our worship;
* Supports our affirming ministry;
* Can work with and encourage the shared uses of our building;
* Encourages and supports volunteers;
* Encourages our outreach to the community;
* Has a strong interest in social justice; and
* Knows how to look after him/her self.

A Position Description for this minister is attached as Appendix A.  The Terms of Employment are attached as Appendix B.

**Appendix A - Position Description**

**Position Title:**  Congregational Minister

**Position Profile:**

* Solo Ministry – one minister but minister needs to be able to work closely with our Music Director
* Full time

**Position Summary:**

We are a progressive, affirming, inclusive and expansive faith family. We are “the little church that does” and often wants to do more than we are able. We require a minister who will be able to perceive what is best for our congregation and focus us on what is important. In addition to this, we require a minister to help us move forward in our progressive theology and who is not afraid to explore new ways of doing Sunday services.

**Autonomy in Decision-Making**

1. Provide daily direction to our Office Administrator to meet the needs of the church
2. Provide direction as needed to the caretaker
3. Continuing Education spending as set out by the signed offer letter

**Principal Areas of Responsibility and Associated Duties**

Administrative 5%

1. Assist with supporting our church newsletters which may include any of the following
	1. Write a Minister’s report
	2. Remind Office Administrator about announcements for the reports
	3. Support tracking down volunteers to write their entries
	4. Ensure that future plans are identified and advertised (Example: Breakfast fundraiser)
	5. Support editing through recruiting a volunteer to do this
2. Provide Office Administrator with Order of Service by Wednesday at noon.
3. Check final bulletin and edit prior to it being printed – Friday mornings.
4. Equally share, with our Bookkeeper, the confidential Stewardship giving for individual letters to be sent to the congregation during our Stewardship Campaign.

Community Outreach and Social Justice 20%

1. Encourage support, both financially and with volunteers, for Oak Table Inc.
2. Attend and support volunteers with Messy Church occurring the last Friday of the month.
3. Support our application to sponsor Syrian Refugees and encourage volunteers
4. Continue our relationship with our Cuban partner, the Dora Valentin Reformed Presbyterian Church in Varadaro.
5. Support guest speakers from Kairos
6. Support projects/speakers within Affirming Ministry
7. Support Truth and Reconciliation through worship and education

Continuing Education and Self-Care 5%

1. Pursue personal, vocational and professional goals for continuing education in consultation with the M&P committee
2. A member of the M&P committee will be assigned to the minister as the main contact person and is there to support you as you work with our congregation and community
3. Set goals for ongoing self-care and maintain a healthy balance between work, home life and play
4. Use Con-Ed funds to further spiritual, physical, educational, or mental health well being
5. Be mindful of self in all that you do within the life work and play of our church

Denomination and Communities 5%

First:

1. Participate in the life and work of the Prairie to Pine region

Second:

1. Meet with our volunteer rental coordinator on a monthly basis in regard to renters: who, issues/concerns, updates
2. Work in conjunction with the Korean United Church to:
	1. grow intercultural understanding
	2. plan shared worship services
	3. be intentional about finding ways to interact

Faith Formation and Christian Education 5%

1. Adult bible studies for groups
2. Support volunteers and attend Messy Church – families – all ages

Leadership 10%

1. “Lead from behind” – motivate, encourage, coach, recruit and support volunteers in the church so that they may share their gifts with our community both within the church and within the larger community
2. Share leadership for worship services with the Music Director
3. Build positive relationships with our congregation
4. Work as part of our staff team to encourage, help problem solve, and provide direction for successful pastoral care and worship
5. Attend all Leadership Team meetings, House Group meetings, Congregational Meetings, and Messy Church meetings and provide leadership that keeps volunteers focused on the plans and goals specific to each group
6. Keep up to date on new policies and procedures of our greater church region and provide this information to the leaders in the church
7. Encouraged to take risks, to try new things and learn through both successes and mistakes
8. Lead by example

Pastoral Care 20%

1. Specific knowledge of palliative/end-of-life care is a definite asset to this position
2. We have many shut-ins who are visited by people in a visiting interest group. These visitors need support, encouragement and to know that there is someone available with whom to discuss these visits. Encourage volunteers to become visitors.
3. Visit shut-ins who are not visited by volunteers
4. Once per year, visit shut-ins who are visited by volunteers
5. Respond to emergency pastoral care as the need arises
6. Pastoral Care is to be offered to members, adherents and our community as requested

Worship 30%

1. Lead Sunday worship beginning at 10 a.m. and ending no later than 11 a.m. that may include:
	1. A time for Children of All Ages
	2. Occasional Minute for Mission
	3. Prayers
	4. Music (including More Voices, Gathering, etc.)
	5. Silent time
	6. Message
2. Korean United Church uses the sanctuary for their services beginning at 11:30 a.m. so it is very important that our services end no later than 11 a.m.
3. Assist with the message part of Messy Church that occurs the last Friday of every month
4. Try different seating arrangements in the sanctuary that support your message
5. Provide Sunday morning worship services that move us forward in our faith journeys and are relevant to the world we live in today

Required Knowledge, Skills and Abilities

* United Church Ordained or Diaconal Minister credentials
* Provide meaningful and memorable messages
* Supportive of the Messy Church way of worshipping
* Supportive of Affirming Ministry ideology/theology
* Supportive of progressive Christian theology
* Able to mix ‘traditional’ with ‘progressive’ in some worship services
* Strong leadership skills
* Flexible in worship services and our unique way of being ‘the church’
	+ House Groups and Interest Groups vs committees
	+ Leadership Team vs Board of Directors
* Able to build and grow relationships with a wide variety of people
* Strong interest in Social Justice
* Willing to take risks and explore/evaluate why the risk worked or did not work
* Strong communication skills
	+ Problem solving
	+ Encouraging
	+ Compassionate
	+ Oral
	+ Written
	+ Computer: Word; Email
* Be able to plan and lead special services including but not limited to:
	+ Communion
	+ Baptism
	+ Funerals
	+ Weddings
	+ Christmas Eve
* Able to work as a team with staff, volunteers, and Korean United Church minister
* Note: formal gowns and stoles are not part of our worship style.

Additional Preferred Skills

* Knowledge of computer programs including PowerPoint, Excel, website management and Publisher
* Ability to ask for help
* Sense of humor – you may need it

**Appendix B - Terms of Employment:**

The call/appointment will begin on the following date: \_\_open as of January 1, 2020\_\_\_\_\_

Percentage of time Full time ✓ Part time \_\_\_\_40\_\_\_\_\_\_ hrs/week

Salary Schedule:

* Manse included

✓ N/A (no manse)

Minimum Comprehensive Salary up to and including Category \_\_\_F\_\_\_\_\_

for Cost Of Living (COL) group \_3\_

Additional salary above minimum:

* Percentage \_\_\_\_\_\_\_ (will continue to apply to increment and cost of

living increases)

* Dollar amount \_\_\_\_\_\_\_\_\_\_ (will not automatically increase according to cost

of living or increment increases)

X N/A

Telephone/Internet costs (budgeted dollar amount): \_\_$40/month\_\_\_\_\_

Continuing Education and Learning allowance: \_\_\_$1,500/year\_\_\_\_\_\_\_\_

\_\_ 3\_\_\_ (minimum 3) weeks of study leave in each pastoral year

\_\_1\_\_\_ month 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.

Adequate administrative assistance defined as \_\_\_\_\_16 hours/week staff position \_\_\_\_\_\_\_\_

Travel expense reimbursement (based on the current minimum salaries for Ministry Personnel document)

Moving Expenses to maximum of $15,000 *(must be included)*

Other: Plus receipted parking expenses

ADP # \_\_E189EA\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Appendix C**

**Consultation with Congregation – Summary**

This summarizes several discussions with the community, principally a September 22nd consultation during worship lead by the Profile Team, but also discussions with others, all based on five questions developed by the Profile Team.

1. **What connects you to Churchill Park United Church?**
* **History**: always came here, the place where I became a Christian.
* **People**: Friendly, friendship, accepting, welcoming, non-judgemental, inclusive, fellowship,
* **Music**: Choir, how music supports the service, musical guests
* **Worship**: Janet’s messages, insightful, progressive theology, learning how to do God’s work, “open-ness” in faith journey, sharing faith in God
* **Missions**: Messy Church, doing good work, promoting change for the better in the community, Oak Table
* **Other**: fundraising to solidify financial future, continue the Memory Garden
1. **I want CPUC to continue to….**
* Be a **welcoming community**: safe, inclusive, open, do what is necessary to attract young people, a place where we each feel seen, valued and welcome, food & coffee
* **Outreach**: connect to the community/wider world, support and encourage the outside community, all ages, more presence in the homeless community, build connections with scouts/guides,
* Keep doing **good works**: remain relevant to community needs, working for justice,
* **Strong Worship**: meaningful worship, progressive message, strong music ministry.
1. **I think the most important duty/skill of a minister is to….**
* **Worship**: make faith relevant to today’s world, teach from the bible applying it to today, help us understand the challenges of life, works (with Arlene) to make a cohesive service, reverence / holy atmosphere from beginning of service, inclusive and progressive theology, inspires us to be more loving/compassionate people, tradition balanced with new ideas, humour, serenity, in touch with the congregation
* **Support**: pastoral care, make each member feel welcome, be a good minister for the congregation (like the present minister), leadership, flexibility, lead in faith and kindness to others, minister to old as well as young, in joy and sorrow,
* **Teamwork**: work well with Music Director, foster volunteer skills, knit folks together, empower congregation to explore/lead “bits” of our church community, brings people together, empathy, humility, emotional and spiritual intelligence and maturity, kindness, flexibility, listening
* **Outreach**: connect with community / world congregation,
* **Miscellaneous**: good with computer/sound,
1. **Our community of faith consists of (or includes) ministry in….**
* Music: congregation, choir, outside musicians
* Messy Church
* One Just City – Oak Table
* Shut-ins
* Mission and service.
* Cuba
* Community: Community BBQs, community use of building, refugees sponsorship
* Scouts and Guides
* Kairos
* Other faith groups in our church – Spiritualists – Koreans share building.
* Environment
1. **Things I would like to see in ministry at CPUC that is not happening now are….**
* **Minister**: Recruit a new one,
* **Worship**: bring back old hymns we know, more choir anthems, lay leadership once per month, sense of reverence, more use of phrases like “May it be so” and “this is the body” (in communion), communion monthly or more, study power of the holy spirit, prayers of the people, move announcements to near the end, end service with “Go now in peace…may the love of god surround you…”, learn other religions
* **Fellowship**: get-togethers for sports events (Goldeyes, Bombers), outings for seniors, women’s breakfast,
* **Justice**: Lead in climate action, more awareness of world events, act on poverty in our community,
* **Other**: more shut-in visits, advertise on both sides of Osborne, use social media to spread word about CPUC, get young people in pews, create a place where emotional issues (e.g. depression) can be openly discussed in love, more advertising in community flyers/newspapers.

**Note:** *At the September 22nd consultation the Profile Team introduced these 5 questions and asked people to wander among the 5 tables where the questions were written, discuss the questions with others and write down their thoughts. This Summary consolidates words and phrases under headings that try to identify the main issues raised under each question. Caution should be used in interpretation. For example, under question #1 several people wrote “friendly” but it only appears once. Under question #5 only one person wrote “bring back old hymns” which also only appears once.*

**Appendix D - Trends for Churchill Park United with Comparison to other Levels**

Source: United Church of Canada, “Year Book & Directory, Volume 1, Statistics” – 2008 to 2018

**Churchill Park United Church**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2018 | 2017 | 2016 | 2015 | 2014 | 2013 | 2012 | 2011 | 2010 | 2009 | 2008 |
| Total Membership | 184 | 194 | 194 | 194 | 198 | 206 | 204 | 211 | 222 | 238 | 246 |
| Households under pastoral care | 126 | 129 | 146 | 146 | 170 | 182 | 193 | 204 | 208 | 270 | 270 |
| Financially supporting households | 70 | 78 | 74 | 84 | 91 | 92 | 100 | 114 | 119 | 134 | 139 |
| Baptisms |  | 1 | 4 | 4 | 1 | 0 | 3 | 7 | 6 | 5 | 5 |
| Marriages | 3 | 5 | 4 | 4 | 1 | 2 | 7 | 5 | 4 | 5 | 1 |
| Funerals | 2 | 5 | 10 | 10 | 6 | 11 | 4 | 7 | 9 | 9 | 6 |
| Avg. Sun. attendance | 40 | 45 | 45 | 55 | 55 | 65 | 70 | 70 | 70 | 80 | 80 |
| Identifiable givers | 71 | 79 | 75 | 85 | 92 | 93 | 103 | 116 | 123 | 137 | 145 |

**Appendix E: Financial Trends**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Total Revenue** | **Principal Revenue Sources** | **Total Expenses** | **Major Expenses** | **Revenue over Expenses** | **Net Assets – All Funds** |
| **Donations - Regular (% of revenue)** | **Rentals** **(% of revenue)** | **Staff & Contracts** | **Building Operating Costs** |
| **Current Budget** | $176,000 | $89,000(50.57%) | $52,000(29.55%) | $186,059 | $128,699 | $23,800 | ($10,059) |  |
| **2018** | $173,109 | $95,509(55.17%) | $53,567(30.94%) | $184,878 | $127,602 | $24,823 | ($7,597) | $325,755 |
| **2017** | $154,841 | $95,592(61.72%) | $52,404(33.84% | $176,957 | $118,824 | $22,998 | ($22,116) | $348,564 |
| **2016** | $167,172 | $103,197(61.73%) | $49,439(29.57%) | $174,769 | $118,609 | $22,462 | ($7,597) | $217,514 |
| **2015** | $164,427 | $108,930(66.25%) | $46,506(28.28%) | $172,537 | $116,176 | $23,175 | ($8,110) | $156,985 |
| **2014** | $171,664 | $117,689(68.56%) | $34,591(20.15%) | $177,903 | $117,860 | $26,520 | ($6,239) | $123,937 |
| **2013** | $146,358 | $113,050(77.24%) | $17,762(12.14%) | $179,091 | $125,114 | $19,858 | ($32,733) | $127,096 |
| **2012** | $154,094 | $121,478(78.83%) | $12,739(8.27%) | $192,096 | $127,843 | $24,717 | ($38,002) | $164,697 |