

Position Title: Minister of the Contemplative Service, Social Justice and Community Outreach_

Closing Date: May 31, 2024 _____

Start Date: Flexible, or Oct 1 2024 _____

Position Profile

Full-time Part-time

If part-time, hours per week _____

Solo

Team Ministry

If team, describe full ministry complement:

You would be the minister of the Contemplative service but you would be part of a large ministry team that includes the following full time employees: two co-Lead ministers, a minister with children and families, and pastoral care, an Executive Director of Operations, Communications Coordinator, Head of AV, Custodian. The team also includes the following part time employees: Director of Music, Youth and Young adult minister, Bookkeeper, and two custodial staff. Finally, there are contract or less than 10 hour a week staff in the form of Children and Family staff, hospitality, and two LGBTQ programs staff. Your reporting relationship would be to the Co-Lead Ministers.

Please note we are open to ordained, designated lay and SME applicants. We are flexible on hours (we are willing to make this a part-time position but would clearly remove some of the work listed here) and we are open to different start dates as our primary interest is in finding the right fit for the congregation and team. Interested applicants should send a cover letter and resume to executivedirector@standrewswesley.com for the search committee's consideration.

Position Summary: St Andrew's Wesley United is an urban church in downtown Vancouver that is in the privileged position of being a growing congregation. We are looking for a dynamic self-starter to focus on community outreach, to grow and support our social justice ministries and to grow our third service, the 7pm Contemplative service so that it becomes an engaged community of faith. Working in team ministry, the candidate will bring a progressive theological lens along with strong skills in community building and awareness of the challenges and possibilities of urban ministry. Key skills include ability to create and execute programs and outreach, excellent pastoral care skills, and experience in social justice campaigns or collaborations.

Accountable to: All ministry positions are accountable to the Board of St Andrew's Wesley United Church. This position is supervised by the Co-Lead Minister of Engagement and Outreach. All Ministry positions are also accountable to the Office of Vocation for oversight and discipline. This position has a relationship of support and collegiality with the members the Pacific Mountain Regional Council.

Autonomy in Decision-Making

Our team approach means that while everyone has their own portfolio, we support and collaborate and are aware that all ministry is here to serve God and the church. This position will manage and be responsible for the Social Justice and Community outreach portions of the annual budget. They would collaborate with the lay led Social Justice committee on priorities for the focus of the overall ministries but are the decision-maker for direction and implementation. This position will be solely responsible for the 7pm contemplative community and its volunteers, but will design the services in collaboration with the Director of Music.

Principal Areas of Responsibility and Associated Duties

This ministry position is focused on two key areas of growth: to grow our most diverse community of faith, the 7pm Contemplative service, which has an average of 45 people each week and a maximum of 82 during a few key services a year, into a gathered and growing community. Currently it has ministers on rotation for this service, and runs a monthly labyrinth service. Held as a Taize style service, we are not looking for a preacher but someone who is liturgical and mystical, provides excellent pastoral care and hands on prayer, and works well with a younger, urban population. We wish to grow this service to an average attendance of 60 people in the next two years.

The second area of growth is our social justice and community outreach ministry. We have reignited in with strong staff support and lay leadership, and now we need someone who can deepen our partnerships with outside agencies, create community events, and strengthen our social justice activities with support and good leadership. Your goal would be create a succession and training plan to support the Social justice lay leadership, develop a perpetual calendar of annual social justice events or projects, and through research and connection, identify two neighbourhood populations that we might serve through the church.

Worship 5 hours a week

- Lead minister for the weekly 7pm contemplative Taizé style service. Responsible for all liturgy and worship in that service, liturgical design, bulletins and promotional materials, and responsible for the spiritual development of that community which would include pastoral care, connecting them through ChurchBuilder, and seeing what ministry might arise from that community. This service attracts diverse ages and cultures, including the SBNR, LGBTQ+ communities
- Strong ability to work with the Taize format and comfort with hands on pray and ritual, and a solid understanding of music and art related to contemplative practices
- Working with the Director of Music, responsible for the planning for key liturgical services such as the Trans day of Remembrance, the Quiet Christmas service, All Saints day and others as identified by the ministry team

- Ability to facilitate labyrinth practices and other contemplative services or rituals on a monthly basis
- Preaching opportunities for Sunday mornings are limited to the summer or coverage of co-lead ministers while away. Memorials and weddings are shared among all ministry staff but are a part of the role

Pastoral Care 3 hour a week

- Provides weekly pastoral care and support to the 7pm congregation and newcomers who connect through the 7pm service. This includes spiritual direction, pastoral care and hospital visits

Faith Formation and Christian Education 3 hour a week

- Working with the other ministry team, connect folks with programs, education and small group opportunities as requested
- As familiarity with the 7pm community grows, the creation of educational opportunities such as workshops will be part of this role

Community Outreach and Social Justice 18 hours a week

Support and oversight of the Social Justice ministries

- Manage and oversee all social justice ministries at the church, including Climate, Refugees, Reconciliation, LGBTQ, Mental Health, Safe Drug supply and others as they arise, and provide direction and support to the lay leaders executing this work
- Responsible for the overall vision, goals and evaluation of all social justice activities at StAW and for overseeing the budget, planning and evaluation of these efforts
- Working with the Director of Operations and the Lead Ministers, recruit both within and beyond the congregations teams of volunteers to support social justice activities at StAW
- Responsible for all external partnerships with Social Justice organizations with StAW including First United, Rainbow Refugee and Sierra Club of BC and for the development and execution of any collaborative projects with these partners
- Lead organizer, with support from Co-Lead ministers/Executive Director, for social justice events, worship and fundraisers such as Reconciliation Sunday, Trans Day of Remembrance, World Refugee day, Missing and Murdered Indigenous Women's walk, Overdose awareness day, Earth Day and other existing or new social justice events
- If LGBTQ2S+ you will continue to help us dream up and expand our LGBTQ2S+ ministry to include more of the rainbow, while stewarding the Trans Day of remembrance service, Pride, and Spill

your tea. If not LGBTQ2S+ you will provide support to the ministry team who are engaged in those activities and will be responsible for the oversight of these ministries as part of the Social Justice portfolio

- Develop and offer at least one social justice learning opportunity each semester in the form of an event, small group, or collaborative project
- Oversee and manage all EDI workshops and training for staff, volunteers and the congregation
- Develop content for any social justice events and supports, such as the Shelters and Mental health brochures, lectures and guest speakers for existing programs (youth, families, seniors, etc).
 - Staff lead for partnership relationships with Rainbow Refugees, Sierra Club BC, First United, Moms Stop the Harm, Road to Recovery and others as they arise

Creation and management of all Community engagement programs and initiatives:

- Through research and a neighbourhood audit/conversations, identify at least two target populations that we think we can serve through the church through community engagement, programs or connecting people with the church OR having the church provide support to a program run by a community partner
- Create and manage community engagement opportunities for StAW that help raise our profile and offer support in the community. This includes maintaining a presence in events that we have previously participated in which includes the West End Farmers Market, the Santa Claus Parade, and the Lights of Hope
- Lead organizer on in house community engagement events such as Community open houses, Spill your tea, Coffee and Blessings on the steps, All Saints Day, Pet Blessing and others
- Collaborate with other staff, including Youth Minister, Director of Music, etc., to create community engagement experiences, events and workshops
- Oversee and manage any meal-based outreach program such as a seniors lunch or any other program designed to provide support to the wider community

Administration 3 hours a week

Administrative support is provided by the Operations team in the field of bookings, logistics and set-up, communications, and accounting.

- This role's administrative duties include creating worship outlines, updating the annual worship document and programs document, attending weekly staff meetings and annual planning meetings
- Written content for communications and annual reports is provided by each ministerial staff, along with some content provision for social media

- Some database management including collecting names and creating mailouts/emails, and updating pastoral care information

Denomination and Communities 1 hour a week

- Is actively involved in the life of the regional council and/or General Council, including attending general meetings of the Pacific Mountain Regional Council (the associated costs for which are a work expense)
- Lead contact with both the Pacific Mountain Region and the United Church of Canada on the national and local justice commitments, ENDS policies and portfolios/focus areas for the church including but not limited to the annual meeting, relevant PMR town halls, and relevant working groups in the region or nationally
- Lead contact with our community partners (with the exception of arts partners and CYFM/seniors partners that are currently covered by other staff) including twice yearly contact with Sierra Club of BC, Rainbow Refugees, Road to Recovery and Moms stop the Harm and time spent on collaborations or joint projects

Leadership 5 hours a week

- Recruitment, training and supporting of volunteers for all the ministries they oversee is a key part of this role
- Overseeing of the Social Justice team
- Recruitment and training of volunteers for the 7pm service and for all community outreach and social justice ministries
- Attendance and support to any social justice committees at their meetings and events including the Refugee team, Climate team and others

Continuing Education 1 hour a week

- Pursues personal, vocational, and professional goals for continuing education in consultation with the M&P Committee.

Self-Care 1 hour a week

- Sets goals for ongoing self-care by maintaining a healthy balance of their own physical, emotional, and spiritual well-being to include rest, recreation, and professional development. Collaborates with the M&P Committee to meet goals.

Required Knowledge, Skills, and Abilities

- Experience in managing projects and programs with a social justice focus
- Volunteer/congregational training and engagement experience
- A strong understanding of UCC social justice focuses
- Excellent EQI and community building skills
- Demonstrated work in social justice and community engagement including creating and running programs and events
- Strong small group ministry skills
- Experience in worship leadership and a passion for contemplative practices
- Strong pastoral care skills
- Please note that lived experience also qualifies in place of formal training

Other Preferred Assets (not necessary but an asset)

- Training in mental health and/or substance use support
- Training in facilitation and/or small group leadership
- Training in Equity, Diversity and Inclusion (or lived experience)
- Musical training would be a wonderful benefit