

ST. PAUL'S PASTORAL CHARGE

JOINT NEEDS ASSESSMENT COMMITTEE FINAL REPORT

SEPTEMBER 2018

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Opening Statement/ Our Hope

St. Paul's has been a strong presence of Christian faith in the Paris community for over 175 years – providing a spiritual home for generations of local families. Like many churches, we have experienced a decline in attendance and energy in recent years. Over the past year or more, the Board and membership of St. Paul's has been actively considering and questioning our future as a congregation in light of aging demographics and the impact that has on our ability to carry out our Mission. A Board Retreat, two “conversation” meetings facilitated by a member of the congregation and an evening workshop led by an outside facilitator (Rev. Paul Miller) have helped us to explore this question. There is recognition by many of the participants that we need to consider new directions that would revitalize St. Paul's.

While the following profile documents outline the “what” of our situation (community, congregation, resources, skills and knowledge needed in a new minister); the Joint Needs Assessment Committee feels that we are missing some of the “why” behind our search for a new spiritual leader and so we have added these opening statements.

In spite of some recent success in bringing new outreach initiatives to our church and a return to fiscal sustainability there continues to be a degree of scepticism and fatalistic thinking about our future and newcomers have commented on a “lack of energy” in the building. Yet at the same time there is agreement that we have many strengths and a strong sense of community. It seems we are not united in our vision of the future for our church.

We are seeking to reverse that trend and are looking for a minister who would be willing to journey with us as we seek to build agreement around new direction, pursuing a renewed “oneness” with God and Jesus that would see the whole congregation pulling in the same direction. A new direction that would help us overcome feelings of anxiety and fear of change and that would help us to more fully put our trust in God and venture bravely forward with a renewed sense of faith.

While the following profiles mainly talk about things that may seem like the “same old” we feel that it is important to outline in this opening statement our sense of hope that change is possible. It will not be easy but it is necessary and we think that enough of the community is ready to build on some of the recent initiatives that could return us to a congregation that will be exciting and fulfilling for all those who are willing to be involved.

Our Hope

Rabbi Abraham Joshua Heschel used to tell the story that when God, the Holy One, gets up in the morning, God gathers the angels of heaven around and asks this simple question: “Where does my creation need mending today?” And then Rabbi Heschel would continue, “Theology consists of worrying about what God worries about when God gets up in the morning.”

Here at St. Paul's you will find a shining community faith grounded in the love of Jesus while being deeply embedded in the world it seeks to mend. Scripture tells us that after the last supper with the twelve disciples, Jesus prayed that “all may be one.” Printed on our Church's Crest and written on the heart of Jesus' Gospel of love is unity. Jesus talked about love more than anything else. Paul tells us

that love is even greater than faith and hope. Love unites us, we can love people back to life, love gives us purpose and a sense of belonging, love is patient and love is why God sent Jesus.

“For God so loved the world”, we are told, a world that can be negative and judgemental, lonely and distracted. Our hope as a community of faith, is to continue growing in the Spirit of Christ which is a Spirit of unity. Our hope is that you will share with us a message of unity, which we believe begins with the proclamation of hope and vision grounded in God's love for the world.

The Scriptures tells us that when Isaac returned to the land of his father, the first thing he did was uncover the wells that his father Abraham had dug. The Philistines had filled them in. No water, no life. Change is often understood as doing something completely new, new can bring fear. But change can be a return, an uncovering of old wells, a return to original intent and source of life.

One day, Jesus sat at a very old well with a woman who felt all alone in the world. Jesus told her to look again. The source of this water was God's love right in front of her. Her meeting with a stranger that day changed her life. We are looking for someone to gather us together at the well.

Here at St. Paul's we seek to uncover the old well of unity found in Jesus' great priestly prayer, “That all may be one.” We are looking for someone who embodies this prayer in his or her life, who demonstrates the possibility of a joyful and freeing faith lived out. When the minister can be straightforward about their faith journey, other people can recognize similar movements of the Spirit in their lives. We need someone we can trust to help us distinguish the voice of God from the sea of other voices, to offer assistance not as someone who has already arrived but as one who is on the same journey. The minister as Spiritual guide, points beyond her/himself to the One who works through the everyday events of human life in order to claim us, direct us, and bless others through us.

Community Profile

The historical town of Paris is part of the larger County of Brant and is located at the forks of the Grand and Nith rivers. A fast growing community of approximately 12,000 residents, Paris continues to maintain its "small town" flavour. Larger city centres including Brantford, London, Woodstock, Hamilton and Toronto are easily accessible via highways 401 and 403, and Kitchener/Waterloo, Cambridge and Simcoe are a short drive away.

Churches

An active ministerial association supports 10 Paris churches. The Salvation Army maintains a presence in the town by running the Food Bank.

Service Clubs

Active service clubs in Paris include Lions, Lioness, Kiwanis, Optimists, Masonic Lodge, Royal Canadian Legion, 4H Clubs, Girl Guides and Scouts.

Schools

Paris has 1 Secondary School, 3 Elementary Schools, and 2 Roman Catholic Elementary Schools. Bus service is also provided to schools in Brantford (Catholic and French Immersion). Paris is also within easy driving distance to several Universities and Colleges, Mohawk College and Wilfrid Laurier University in Brantford, Fanshawe College in Woodstock, Conestoga College with campuses in Kitchener and Cambridge; University of Waterloo and the main campus of Wilfrid Laurier University in Waterloo. Several child care facilities and a Montessori preschool are also available.

Financial Services

Several financial institutions and bank branches are located in Paris.

Recreational Activities

Recreational facilities and activities include scenic walking and biking trails, many which follow the Grand and Nith rivers. Fishing, canoeing and kayaking are available along the river as well. Sports facilities include several baseball diamonds, soccer fields, lawn bowling, curling, golf courses and outdoor skating rinks in winter. There are many children's playgrounds. A new state of the art arena is located on Rest Acres Road and is available for minor hockey, ringette, and recreational figure skating.

The Paris Fair runs annually over the Labour Day Weekend and draws thousands of people each year to the community.

Arts festivals including Springtime in Paris and Christmas in Paris, and the Brant Studio Tour are held annually. Many local artists have studios in town. The Paris Performers Group performs at the Paris Agricultural Hall 4 times per year. The Sanderson Centre (Brantford), Centre in The Square (Kitchener) and Hamilton Place (Hamilton) provide professional theatre nearby.

The Paris Library is part of the Brant County Library system and provides programs for children and adults.

The Paris Museum is run by volunteers and provides visitors with an excellent history of the town.

Medical Facilities

The Willett Hospital in Paris plays a vital role for patients in the community as part of the Brant Community Healthcare System affiliated with the Brantford General Hospital. Key services in areas such as urgent and ambulatory care, inpatient transition beds, and mental health services are being enhanced at the Willett.

Patient Transition Beds

In January 2018, 32 new beds were opened at The Willett to accommodate patients' who had completed their hospital stay in Brantford. Improvements made at The Willett to accommodate these beds included renovations to current care standards. These transition beds enable patients to receive the right level of care while waiting for another bed in the community or for further assistance at home. It also enables more hospital beds to be available at the Brantford General hospital for those who may be admitted through the Emergency Department.

Mental Health Facilities

Mental health is an important health issue to many in our community. To aid in helping patients and their families who need assistance, three new outpatient Mental Health Clinics were opened at The Willett. These clinics run every Monday, Wednesday and Friday afternoon.

Urgent Care Clinic

Patients in Paris and Surrounding areas need access to treatment for non-life threatening injuries without having to travel to Brantford. The Clinic is open Monday to Friday from 10:00 a.m. to 9:30 p.m. and on weekends from 10:00 a.m. to 5:30 p.m. The Willett Urgent Care Clinic has over 18,000 visits per year.

Retirement/Nursing Homes

There are 4 Retirement/Nursing Homes in Paris: Penmarvian Manor, Telfer Place, Park Lane Terrace and Queensview Retirement Community.

Police and Fire Services

Paris is serviced by an excellent volunteer fire department complete with a rescue boat. The Ontario Provincial Police Department is located in the downtown area.

Shopping and Dining

Restaurants, both casual and fine dining, exist in the downtown area. Mary Maxim for craft supplies and John M Hall Linens draw many tourists to town every year. Everyday needs are met through Sobeys, No Frills, M&M Meat Shop, 2 Home Hardware stores, Canadian Tire, 2 bakeries, ladies clothing stores and specialty gift shops.

BRANT COUNTY GROWTH PROJECTIONS

These projections are included in order to assist St. Paul's with future planning and strategies resulting from this Needs Assessment. We need to know the statistical data underpinning trends in order to focus any new efforts. Some of the data is summarized from the Brant County Official 5 Year Review, Growth Analysis Study 2006-2031, found at www.brant.ca, prepared by Watson and Associates, and some of it is taken from the 2006 census.

Historical Demographic and Economic Trends

- The County's annual population growth rate increased from 2006-2016
- Single and semi-detached homes are dominant housing form
- The annual employment growth rate has also increased from 2006-2016
- Commuting patterns show the majority of people who live in Brant County also work in Brant County or Brantford

Population and Employment Growth Drivers

- Brant County is located in the fringe of one of the fastest growing Cities/Regions in North America-The Greater Golden Horseshoe
- Over the next 20+ years, the share of the future urban development is anticipated to continue to shift away from the larger urban centres of the Greater Toronto Area
- Increasing housing demand has also been experienced in a number of "Outer Ring" Greater Golden Horseshoe municipalities from Brantford to Barrie
- Increased residential and non-residential demand in the Greater Golden Horseshoe "Outer Ring" and more specifically **Brant County**, will primarily be driven by the supply of affordable priced, ground-oriented housing, increased proximity to employment markets within the surrounding market area, and the availability of competitively priced serviced industrial land along the Hwy 403 corridor

Long-term Population and Employment Growth Forecast

- As with the province of Ontario as a whole, Brant County's population is expected to age over the next 25 years (2006-2031). The aging of the population base will influence the demand for various forms of new housing which would cater to this broad and diverse demographic group (i.e. adult life styles, assisted living, retirement homes, etc.)
- The County's population growth will steadily increase by 4,300 and 24,000 people over the 2006-2016 and 2016-2041 periods respectively. The forecast population represents an increase of 60% over the 2016 population
- A population of 64,000 for Brant County is expected
- Southwest Paris represents approximately 70% of the County's housing growth over the forecast period, while 17% of the housing growth is expected to be rural
- The employment forecast is 27,000, an increase of 11,000 from 2016; based on the analysis of future employment growth potential for the Brant/Brantford area

Residential Development

Generally, growth has been directed to areas that currently are, or can be, serviced in order to maximize efficiently of existing services. As well, growth has been directed to communities in order to maintain the “critical mass” required to support and expand current services and businesses. The Official Plan identifies the following key growth communities. **The urban centre of Paris, Burford and the surrounding small communities.** Although numerous communities were identified, the Official Plan goes on to note:

Paris, St. George and Burford are the three areas where the greatest concentration of development has already occurred or has been planned for and will continue to be the prime area of concentrated residential development. These areas also have the greatest concentration of support services such as parks, open space, schools, churches, social services, medical services, commercial facilities and employment opportunities.

The Official Plan also strives to provide residents with a mix of housing options and identifies the type of desired residential development as:

- Affordable housing
- Seniors' housing
- Granny Flats
- Condominiums
- Semi-detached dwellings
- Apartments
- Executive estate housing
- Retirement homes

Employment

- The County's' annual employment growth rate has increased from 2006-2016
- The largest employment sectors are Industrial (47%) and Commercial (28%)
- The value of non-residential building permit activity has increased moderately from 2006-2016
- Commuting patterns show the majority of people who live in Brant County also work in Brant County or Brantford

Congregational Profile

Mission Statement

Being God's People we strive to BE Christ's hands, feet, and voice, by worshipping, caring, and growing in our changing church, community and world.

Membership (numbers from 2017 Annual Report)

Currently, St. Paul's has a total membership of 558 members, serving 299 households in and around Paris. There are 353 resident members and 203 non-resident members. There are over 1022 persons under pastoral care. In the past year, there were 2 additions to the congregation through profession of faith or transfer and 13 removed by death. There were 2 weddings and 13 funerals or memorial services conducted at St. Paul's in the past year. Attendance at Sunday worship services generally ranges between 40 and 60 people.

While children and youth attendance in Sunday service is often small there are a number of young families who are regularly involved through other activities. These include monthly Friday Family Fun Nights with an average attendance of 30 people, summer camps (50 participants in 2017 and two weeks of camp planned for summer 2018) and weekly Sunday School programming. The last Sunday of every month is intergenerational service with young people assisting in leadership roles.

Over the past year or more, the Board and membership of St. Paul's has been actively considering and questioning our future as a congregation in light of aging demographics and the impact that has on our ability to carry out our Mission. A Board Retreat, two "conversation" meetings facilitated by a member of the congregation and an evening workshop led by an outside facilitator (Rev. Paul Miller) have helped us to explore this question. There is recognition by many of the participants that we need to consider new directions that would revitalize St. Paul's.

Groups, Teams and Committees

St. Paul's has many active groups that organize activities and events for the congregation and community and perform administrative functions. These include the United Church Women, Men's Coffee Hour, Friendship Club, Friends of the Environment, Garden Club, Senior Choir, Slo-Pitch Team, Catering Crew, Activity Group, and Bible Study. A number of teams provide planning, coordination and administrative activities including Faith Formation, Worship, Pastoral Care, Mission and Outreach and Communications. The Ministry and Personnel Committee and Board of Trustees round out the active volunteer groups at St. Paul's.

St. Paul's members are active in a variety of community outreach programs. A regular Community Supper held in St. Paul's facilities provides an outreach to individuals beyond the membership of St. Paul's. A Community Garden has been grown on the church property for the past number of years providing fresh produce for the Community Suppers, the Paris Food Bank and other food related activities.

Friday Family Fun Nights have been very successful and are held monthly providing a family friendly meal, crafts and activities for members of St. Paul's and other families in the community with an average attendance of about 30 people.

The House 2 Home Project collects donations of used furniture and housewares from the community and offers those through a weekly store front at St. Paul's Place (former manse) to people who can use them. The project not only benefits the recipients but also diverts a considerable amount of useable items from going to landfill. House to Home is being reviewed by the group that works on it and may be ceasing operations in the near future.

The Merry Milk Bag Mat Makers is a group coordinated by Friends of the Environment and meets weekly to weave plastic milk bags into mattresses that are sent to developing countries for use as stretchers or sleeping mats.

A number of St. Paul's members participate in the Ontario Christian Gleaners organization by volunteering weekly at their Cambridge, Ontario facility.

St. Paul's has worked in partnership with a number of other churches and groups in Brant County over the past three years under the banner of the CORE committee to bring three Syrian refugee families to Paris. St. Paul's Place has been used to accommodate two of the three families.

St. Paul's has also supported the Paris Food Bank, supports 2 foster children in developing countries and sponsors a needy family in the community each Christmas through the Salvation Army.

For almost 50 years, St. Paul's has been one of two sites for the Paris Meals on Wheels program. In 2018 due to increasingly strict public health regulations, the Meals on Wheels program has been consolidated in a new location at the Paris Fairgrounds however members of St. Paul's continue to play key leadership roles and provides a significant portion of the volunteer force that makes this program possible, feeding 40 to 50 individuals in Paris twice a week with hearty, nutritious meals delivered to their residence.

Organizational Structure

In 2015 St. Paul's adopted a Board Structure on a trial basis after many years with a Council structure. The streamlined Board structure is designed to allow a relatively small group of volunteers to focus on overall direction, policy and strategies while empowering "Mission Teams" to manage the day to day activities of their respective areas.

The Board structure consists of the Board chairperson, vice chairperson, secretary, treasurer, congregational clerk, Board of Trustees representative, representative of Ministry and Personnel committee, UCW representative, lay representative to presbytery and clergy member serving at St. Paul's.

Current active Mission Teams are Faith Formation, Worship, Pastoral Care, Communications, United Church Women (UCW), and Property Maintenance.

The Board Structure is currently being reviewed by a small subcommittee appointed at the February 2018 Annual Meeting.

Resource Profile

Property

St. Paul's is fortunate to have a beautiful, spacious 140-year-old sanctuary with seating capacity for over 500 people. The sanctuary has a pipe organ and a grand piano that contribute to Sunday morning worship. An auditorium below the sanctuary has seating capacity for about 150 and is used for coffee hour, gatherings and group activities, and summer services. The building also houses two offices for staff, a general office, a kitchen, and several meeting rooms which are used for the many activities listed previously.

The facilities are regularly used by community groups including Paris AA, Al-Anon, Narcotics Anonymous, dance classes, Concerned Citizens of Brant and Paris Sparks. The facilities are also available for rental for weddings and other community activities.

St. Paul's Place, the former manse has been utilized for a variety of functions over the past years. A Syrian family who was staying there through a partnership with Paris Presbyterian church moved on in August 2018 and we are on the lookout for other opportunities that might arise for this building.

Both buildings are in good condition but are aging and in need of regular maintenance and repairs. Furnaces, roofs, and significant organ repairs are a few of the foreseeable projects that will require resources.

The grounds and buildings are primarily maintained by dedicated volunteers from the congregation. Contracts for weekly cleaning and snow removal are in place.

Finances

After a number of years of financial deficits in the early 2000's, St. Paul's has managed to record surpluses in 6 of the last 7 years in spite of declining total revenues. This has been largely through a combination of careful budgeting, successful exploration of grant opportunities, significant volunteer fundraising activities and some timely bequests. Our budget forecast for 2018 is a deficit of \$7,800. This forecast is similar to that of recent previous years that have turned into surpluses.

St. Paul's provided \$13,553 in Mission and Service contributions in 2017 and \$13,026 in 2016. St. Paul's has remained one of the top contributors to the M&S fund in Erie Presbytery for many years.

Investments

The Board of Trustees holds a number of long- and short-term investments on behalf of the congregation. The current reserves total \$87,527.

Revenue

Statistics for the last 3 years for the General Fund and Mission and Service giving are as follows:

Year	# of Givers	Total Amount Given	Average per Giver
2015	137	\$135,582	\$989.65
2016	124	\$119,816	\$966.26
2017	109	\$117,030	\$1,073.68

The number of givers includes members of St. Paul's who give through weekly, monthly, PAR and yearly donations. In 2017 there were 29 families on PAR, who gave an average of \$1,050 per year. The average for envelopes and yearly givers works out to be \$912 per year.

The largest group of identified givers (31.2%) is giving an average of over \$1,800 annually. The second largest group (24.7%) is giving an average of \$430 annually. Only 16% of givers are giving less than \$100 per year.

Staff

The current staff complement at St. Paul's includes:

- 1 full-time minister
- 1 part-time secretarial position
- 1 part-time organist/music director
- 1 treasurer (not salaried)
- Summer students (government grant) and part time student administrator for summer 2018

Profile of Ministry Position

Summary

St. Paul's has taken several steps over the past year to consider our future needs and direction as a congregation including a Board Retreat (Imagine our Future) in November 2017, two open "conversation" meetings facilitated by a member of the congregation in February 2018, a facilitated workshop open to the congregation in March 2018 also dreaming about the future, and most recently an open meeting and a survey to solicit congregational input as part of our JNAC process in July and August 2018. Those inputs have all helped in the development of the following Ministry Position profile.

The Minister will work closely with St. Paul's elected and volunteer leaders, providing leadership and guidance in all areas of the Congregation's ministry. The Minister will be responsible to the Congregation of St. Paul's United Church, Paris, Ontario, via the Ministry and Personnel Committee of the Church Board. The Minister will work with a Music Director, and a part-time Secretary.

Main Responsibilities

Worship and Preaching

- Conduct interesting and creative worship services in collaboration with the Worship Team, Music Director and volunteers. Support and encourage Worship Team through regular meetings. Monthly intergenerational worship services including youth.
- Conduct special seasonal celebrations
- Prepare and deliver sermons that offer a positive, motivational message for all ages, based on scripture and relevant to the realities of the world that surrounds us.
- Conduct worship services outside of St. Paul's, e.g. at nursing homes in collaboration with the Paris Ministerial Association

Pastoral Care

- Work closely with pastoral care team to co-ordinate and conduct visits to members and adherents in area hospitals, nursing homes, retirement homes and personal homes, including keeping appropriate pastoral care records.
- Attend meetings of the pastoral care team and provide encouragement and ideas
- Conduct counselling and refer to appropriate community services
- Perform baptisms, including pre-baptism meetings with families
- Conduct weddings, including pre-wedding meetings, preparation for rehearsal and service, and coordination of other church staff
- Care for bereaved families by visiting, preparing and conducting funeral services and doing follow-up visits.

Faith Formation / Christian Education

- Seek to involve youth with all levels of church life to encourage their participation.
- Support Faith Formation Team by attending meetings and providing encouragement, suggestions, and ideas and support current initiatives – e.g. Friday Family Fun Night
- Lead or assist with confirmation classes
- Lead or support in Bible study programs and other Faith Formation events
- Provide the children's story during worship service

- Seek opportunities to develop new programs for youth and adults, and work with lay leaders and other churches as appropriate to deliver these programs
- Lead or train others to lead youth and other programming including Sunday School teacher training as needed, Train youth in church leadership and outreach.

Leadership

- Work with church leaders and others to motivate positive new activity and programs that meet the needs of the church and the community. Seek collaboration opportunities with local communities of faith and other community organizations.
- Provide support, training and development ideas and opportunities to church leaders.

Social Interaction and Enthusiasm

- Provide a visible profile within the church and Paris community
- Model positive social interactions with congregation and visitors
- Demonstrate enthusiasm in worship, outreach, and personal faith

Outreach

- Help the congregation to enhance their lives and those of people in the community through outreach initiatives, find new opportunities for our mission in both the local and global community. Participate in local events and initiatives.
- Work with the Mission and Outreach team and encourage and support their initiatives; provide leadership and information about social justice and peace issues in our community and beyond.
- Participate in the local Ministerial Association, including leading worship at retirement homes

Administration

- Provide support to lay leaders, including the Chair of the Board, and leaders of Committees and Teams and other groups. Work effectively as a team with the Music Director and part time secretary.
- Attend all meetings of the Church Board
- Attend all Congregational meetings and annual General Meetings
- Attend meetings of Presbytery and Conference and as of January 2019 appropriate Regional meetings
- Work with lay leaders to ensure co-ordination of necessary church record keeping
- In conjunction with the Board determine that the Minister's office is up to date with necessary equipment and resources
- Keep up to date with and make use of computer-based communication technology

Skills Profile

St. Paul's is seeking an enthusiastic individual who can bring a positive approach and passion to their work with the Board and the people of St. Paul's. The selected individual will have strong personal leadership skills along with the ability to encourage and collaborate with others. Excellent communication and listening skills and a high degree of self-confidence and self-awareness will be beneficial.

Specifically, we are seeking a Minister with the following skills and abilities:

Worship

- Leadership and inspirational preaching skills to conduct and coordinate uplifting services including sermons which connect biblical themes to current events and the everyday lives of the congregation's members.
- Flexibility - comfortable and experienced with a variety of styles of worship that will appeal to the different interests in the congregation
- Team player who will effectively work with the Worship Team and the Music Director and encourage and involve lay leaders.

Pastoral Care

- Gifted in pastoral care visiting in a variety of settings and situations, including in hospital and long term care facilities, in member's homes and in the church for pastoral care related to bereavement, illness, personal crisis and other losses.
- Sensitivity to people's needs and skills for personal counseling.
- Leadership and coaching skills to work with existing pastoral care volunteers to ensure a coordinated and comprehensive pastoral care outreach service to the congregation.

Faith Formation

- Leadership, coordination and enthusiasm to work with children and teens and adult volunteers to maintain and build upon existing Sunday School and Youth programs.
- Understanding of adult education principles and ability to conduct and establish programs for adults including Bible study and other groups.

Leadership and Enthusiasm

- Strong leadership, coordination and organizational skills to work with Church Board and committees, other staff and volunteers – equally comfortable in an up-front leadership role or in a supporting, coaching role. Open to collaboration opportunities with other congregations and community organizations.
- An enthusiastic approach that will welcome newcomers and inspire current members, including youth, to be actively involved in the life and work of the church.
- An enthusiastic strong personal faith that encourages others to share their faith.
- Strong communication and social skills, including use of technology, and high level of comfort with frequent interaction with individuals and groups of all ages and interests.
- Good understanding of church development, board development and volunteer management and ability to utilize this knowledge in a mid-sized church setting.

Terms Profile

The Joint Needs Assessment Committee recommends:

- One fulltime Minister – Order of Ministry/Designated Lay Minister
- 40 hours per week, to be paid at minimum salary level plus 5% based on years' experience
- \$48,737 up to 56,879 minimum including housing allowance

Expenses and Benefits

- Travel expenses paid for work related logged travel based on 0.41 cents per kilometer
- Vacation leave of 4 weeks (including 5 Sundays)
- Study leave of 3 weeks per year and continuing education expenses paid up to \$1,395 per year
- Pension, Group insurance, Employee Assistance Plan, and Restorative Care Plan provided
- Office space provided
- Secretarial support provided (one half-time Position) excluding July and August and the last week of December
- Moving expenses to the Paris area to be negotiated