

First Presbyterian Church, Chatham

60 Fifth St, Chatham, Ontario, N7M 4V7

<https://firstchatham.org/>



Interim Moderator

Rev. Dr. Tim Reddish

929 Prado Place

Windsor, Ontario

N8S 2H4

Phone: (1) 519 967 1144

Email: fpcsearchteam@gmail.com

Letter from the Search Team

Thank you for your interest in applying for the position of Minister of Word and Sacrament at First Presbyterian Church (FPC), Chatham, Ontario. We appreciate the time, energy, and thoughtful consideration that you will bring to the selection process. The application submission (below) is designed to provide a concise and consistent introduction of each candidate to FPC's Search Team. The second stage of the process will consist of interviews with a small select number of candidates whom the Search Team feels is the most appropriate fit for the role of Minister.

Please Submit:

1. Introductory Letter

A one-page letter introducing yourself and indicating your interest and relevant skills in applying to be the Minister at FPC.

2. Personal Profile

A PCC personal profile.

3. References

The **names** and **contact information** for **three** references who can attest to your professional and personal appropriateness for this position. At least two of them should have interacted with you in a professional capacity and have familiarity with your ability to collaborate with others to provide effective leadership.

4. Your personal "theology of ministry":

A description of what you consider to be the essential principles and practices that define your own approach to - and style of - ministry.

5. A Worship Video

Please provide *at least* one digital video file (or a link) of you preaching a sermon and leading worship.

Enquiries and completed applications should be sent by email attachment:

Interim Moderator: Rev. Dr. Tim Reddish

fpcsearchteam@gmail.com

Search Team:

Barb Capeling, Julie Collins*, Bruce Davidson*, Sue Easun, Michael Fry, Bryan Halls, Mike James, Judy McCarthy, Ed McLachlin*, and Oscar Njumba*.

*Also a member of Session.

OUR CONGREGATION



We are a community that wholeheartedly loves, serves, and shares Jesus Christ with members of the Chatham area and the wider world. We are also a welcoming community that embraces individuals, regardless of faith tradition, relationship status, cultural background, sexual orientation, gender identity, or personal history. Our hearts are open to everyone.

Our vision and core values are predicated on Jesus' direction: ***"Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: 'Love your neighbour as yourself.' There is no commandment greater than these"*** (Mark 12:30-31). These drive our Missions as well as our daily lives:

- **Worship:** We believe that worship is an integral part of Christian life.
- **Prayer:** We believe that prayer is the essential ingredient in shaping both personal and communal relationships with God.
- **Scripture:** We believe in the centrality of the Bible in daily life.
- **Relevance:** We are committed to sharing the unchanging Gospel in fresh and up-to-date ways within an ever-changing culture.
- **Spiritual Development:** We are committed to helping people develop their faith at all stages in life.
- **Transformation:** We are convinced that hearts change when we pursue a personal relationship with Jesus Christ.
- **Service:** We adhere to Jesus' commandment that mission (local and international) is integral to our purpose as a church.
- **Evangelism:** We joyfully fulfill Jesus's call to share the Gospel message to a hurting world in need of God.
- **Community:** We strongly believe that our Christian faith is best shared and nurtured through supporting our local community.

At FPC, spiritual growth and maturity are the *goals* for all our members, young and old. Because Jesus Christ transforms the lives of his followers, we believe we can never stand still when it comes to learning to walk with him and sharing his love with others.

MUSIC

Music is a vital part of FPC. We have opted for a blended service which means both traditional music and contemporary songs are offered.

“Shout for joy to the Lord, all the earth, burst into jubilant song with music” Psalm 98:4

Our Music Director, Adam Shaw, chooses music that reflects and enhances the scripture and message of the week. The congregation is also treated to a weekly anthem by our dedicated and enthusiastic four-part choir.

FPC is blessed to offer several instruments, through which we offer a joyful noise. The Praise Team leads the congregation in the singing of contemporary praise songs accompanied by keyboard, flute, guitar, and percussion. Typically, two hymns are sung with Adam playing the pipe organ.



The Choir and Praise Team meet every Thursday evening and Sundays before service to rehearse with our sound team. We began to explore the streaming world during the pandemic, when we discovered a loyal viewership. We continue to share our ministry in this manner, as we expand our online offerings and grow our virtual congregation.

Chatham’s growing ethnocultural diversity not only offers a wonderful new congregational makeup but is beginning to broaden our music selection and styles.



BIBLE STUDIES

FPC offers two weekly Bible Study opportunities. Our Men's Bible Study meets on Tuesdays at the Church and attracts regular attendees from outside our congregation. We begin with coffee and fellowship at 9:30 a.m. On Wednesdays, at 7:00 pm, the Bible Study class (open to all) connects via Zoom. Each is led by our Pulpit Supply minister, Rev. Paul Shaw. Both provide a safe and comfortable place to explore matters of faith and doubt within a small group setting.

"Your word is a lamp for my feet, a light on my path" Psalm 119:105



CHRISTIAN EDUCATION

We have classes for ages 18 and under, which run every Sunday and are led by our CE Coordinator, Allison Shaw. A fully furnished and staffed nursery and toddlers' room is available for children up to 6 years of age. Our Sunday School leaves mid-service, following Children's Time, for age-appropriate classes featuring stories, scripture and the importance of faith.

As we adhere to the Presbyterian Church in Canada's policy [Leading With Care](#), there are two adults supervising at all times. On Sundays when Holy Communion is served, the children return to the sanctuary in time to share in the Lord's supper.

"Jesus said, 'Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.'" Matthew 19:14



Other annual activities include SOUPerbowl February, SOCKtober, and a Christmas presentation.

WELCOME TEAM

In addition to having our Sunday greeters, we have recently introduced a special "Welcome Package" for newcomers to FPC. When we welcome new people, we invite them to share in our love of Jesus Christ, and when we nurture one another, we demonstrate the power of that love.

"Welcome one another as Christ has welcomed us, for the glory of God." Romans 15:17

PASTORAL CARE

The focus of Pastoral Care at FPC is to pray for and provide a support network for all who attend our church or who self-identify with us. We do our best to anticipate needs - whether they be spiritual, emotional or physical - and respond to them as best we can.

“Rejoice always, pray continually, give thanks in all circumstances; for this is God’s will for you in Christ Jesus.” 1 Thess 5: 16-18

Our Pulpit Supply minister is currently handling all hospitalizations and palliative situations. The remainder of our homebound congregants are paired with a member of our lay team to ensure an ongoing real-time connection with FPC. The most common model is for visitor and visitant to get together, anywhere from a few minutes to an hour or so; however, upon request, as was the case during the recent pandemic, we also stay in touch by phone.

Additionally, we run an active Prayer Force, where congregants can (anonymously or not) ask us to pray for them or other loved ones. When numbers allow, we administer communion up to twice a year. And because our Prayer Shawl ministry was extremely active for many years, we continue to distribute shawls as needs arise.

WIDOWS AND WIDOWERS (WW) GROUP

The WW Group was formed in 2013 with the purpose of giving widowed people an opportunity to have a meal and social time with others in the same situation. We started with eight people and currently have thirty-five on the roll. Although we started at FPC, we now have folks from many different church backgrounds.

“He heals the broken-hearted and binds up their wounds.” Psalm 147:3

At present, we are alternating between the Legion and local restaurants. The group has also had a game night at the church with an ordered-in meal. We usually have a summer picnic and a New Year’s Eve party. A group of 6-8 members usually attend the monthly Chatham-Kent (CK) Film Group with a dinner following. Naturally, during the meal we socialize with one another.



SATURDAY BREAKFAST MISSION

We have provided a hot breakfast on Saturday mornings to people in our community, free of charge, since October 2001. We serve our breakfast every week between 9:30 a.m. and 11:00 a.m. to approximately 150 guests. As of December 31, 2024, the program has served well over 105,000 breakfasts.

***"I was hungry, and you gave me food.
I was thirsty, and you gave me
something to drink. I was alone and
away from home, and you invited me
into your house." Matthew 25:35***

We are blessed with four cooking teams, as well as set-up, server, and clean-up teams, for a total of 15-20 volunteers each week. At least one member of each weekly team is trained in Food Handling to ensure we maintain healthy practices. In addition, coordinators order food and supplies, which shoppers are responsible for picking up and delivering to the church. Many of our volunteers have undergone communications training, to better help with guests in distress.

Volunteers need not attend our church. High school students, for example, can earn hours toward their community service requirements and learn the value of service. Some of our guests have directly asked, "Who is this Jesus?" and we have responded with an explanation of the Good News and a gentle invitation to join us to learn more.



Ours is *not* the typical "Soup Kitchen," feeding clients on a production line basis and rushing them out so that the next group can come in. We provide a warm, hospitable, and friendly environment. Our guests gather round a table and socialize. Though many are here because they are hungry, there are others who come to the breakfast because they are lonely and appreciate the fellowship they experience.

We have spent over \$200,000 on food and the required supplies since the programme started in 2001. In our first full-year, 2002, we spent over \$7,000 on food and supplies; we now spend over \$24,000 per year as food prices have gone up and more people are attending. Thanks to generous donations from church members, the community at large, other churches in our community, and various agencies, we can maintain the programme. The Chatham Kent Community Foundation and South Kent Community Fund have provided a \$10,000 grant for the past several years and we continue to apply for that annually.





BACKYARD MISSION PROJECT

Since the summer of 2016, FPC and First Christian Reformed Church have undertaken a joint mission project in Chatham.¹ Candidates (or their nominators) apply for consideration. One project is selected by a joint committee, based on need (disability or circumstance) and feasibility (given available resources). Over two days, volunteers from both congregations transform the outside of a house. We have scraped and painted, built wheelchair ramps and fences, repaired decks and front porches, replaced eaves troughs, landscaped, and done general outside clean-up. We do this free of charge, as an outreach of love and compassion to the homeowner. Kind-hearted individuals (from both the congregation and the community) typically provide lunches and dinners for the volunteers throughout the two-day project.

“And do not forget to do good and to share with others, for with such sacrifices God is pleased.” Hebrews 13:16



¹ From 2011 to 2016, FPC undertook this mission project on its own.

BUILDING

Finished in 1893, FPC is a stately brick structure located in the heart of downtown Chatham. Its stained-glass windows and impressive architecture add to the beauty of the downtown core.

It is also one of the oldest buildings in the city.

Our sanctuary is an impressive place of worship. Beautiful stained-glass windows, solid oak pews, and three balconies enhance the worshipful quality of the sanctuary.

The acoustics in the sanctuary are first rate, and the sound of organ, instruments and voices carries clearly. We often make our facilities available to the community for choirs and concerts for local charity events.

"Praise the Lord. Praise God in his sanctuary; praise him in his mighty heavens." Psalm 150:1

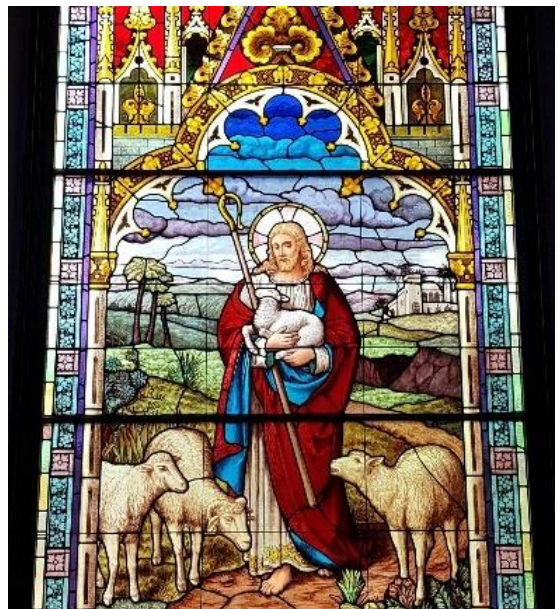


A Charity Fundraising Dinner in our Lower Hall

Behind the main sanctuary are our Meeting Hall, offices, Jean Thompson Lounge, and choir room. Our Sunday School is on the floor above and has been converted to a bright and spacious open concept "Children's Garden".

The Lower Hall holds 150-200 people and is used most frequently for pancake suppers and our weekly free Saturday Breakfast. It also houses our nursery and Toddlers Room.

In preparation for our 100-Year Anniversary, a major restoration project was undertaken. This project included replacing the original slate roof with new slate, copper eaves, exterior paint window repair, and pigeon control.



In 1998, the congregation gave its approval for the installation of an elevator, upgrading of washrooms, parking lot, doors, addition of ramps and other work necessary to make the church fully accessible.



In 2005, work began to repair the brick exterior of the building which had suffered the ravages of over 100 years of weather and an extensive and very loyal pigeon population!

This renovation project was not merely a facelift; it was undertaken with the understanding that we are not just maintaining our building but are equally committed to rethinking how we do church today and in the future.

In 2009, we undertook a major project to redesign the front of the sanctuary. The pulpit and choir loft were replaced with a semicircular hardwood platform. In 2013, a new sound system and audiovisual screens completed the project. In 2022, more audiovisual equipment was installed, including a video camera which allows us to livestream our services. Since then, we have continued to upgrade our livestreaming capabilities.

SESSION

FPC is blessed with a dedicated group of active ruling elders, elected by the congregation, who ensure the smooth running of our church. It currently serves alongside our spiritual leaders, the interim moderator, Rev. Tim Reddish, and current pulpit supply, Rev. Paul Shaw. At present it is composed of twelve elders, each representing different facets of church life discussed above. The session meets every month either by Zoom or in person, with the congregation is given regular updates on decisions that have been made through the Bulletin. While Term Eldership has been officially approved, it has yet to be consistently put into practice.

“But among you it will be different. Whoever wants to be a leader among you must be your servant.” Matthew 20:26



Recently ordained elders

A Session sub-committee manages a benevolent fund, called the Session Fund, which sponsors a child through *Children Believe*,² helps members in our own congregation when in need, and supports our local food banks, Goodfellows, Salvation Army, and other agencies in our community.

² See <https://childrenbelieve.ca/>



We love our city, in the heart of the Municipality of Chatham-Kent!³

CHATHAM, ONTARIO

Chatham is the largest city in the municipality of Chatham-Kent, with a population of approximately 45,000 people. It's part of an agricultural community that boasts a growing diverse population, with a passion for classic cars, culture, sports, and outdoor fun.

FPC is located in the heart of Chatham, where the Thames River winds through the downtown core. Here you'll find cultural experiences like the Chatham Capitol Theatre to enjoy a play or concert, the Thames Art Gallery, where you can view contemporary and historical pieces, or enjoy some fun and entertainment.



The restored interior of the Capitol Theatre, built in the 1930s.

Chatham is home to one of the largest Classic Car Festivals in Canada. Retrofest draws thousands of people annually and has earned the distinction as a Top 100 festival in Ontario.

Located an hour from Canada's southernmost point, just off Highway 401, Chatham enjoys mild winters by Canadian standards, with extended spring and fall weather, and hot summers to make full

³ Artwork used with permission from [Sadie & June](#), 2024.

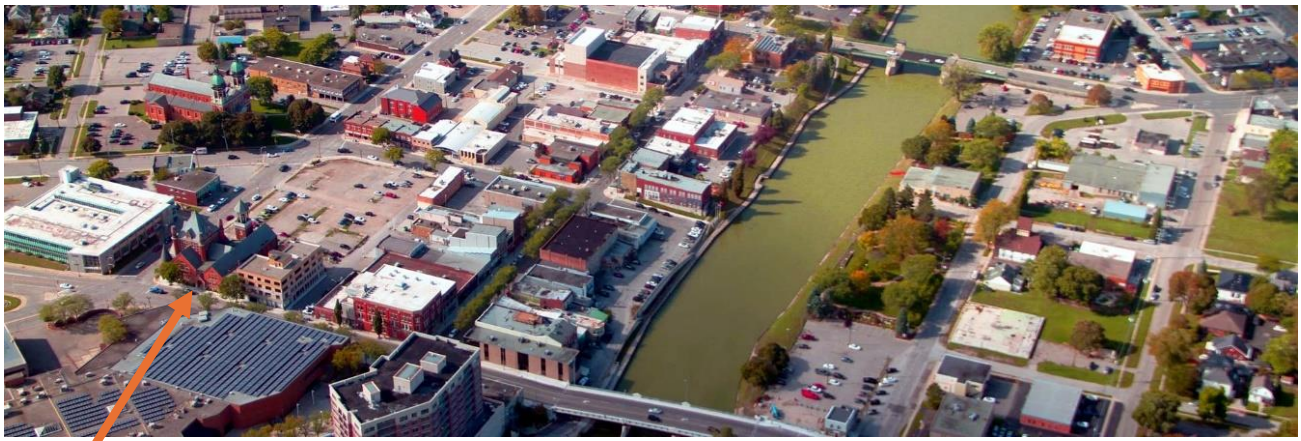
use of the surrounding bodies of water. Lake St. Clair and Lake Erie are popular attractions for boaters and beachgoers, with a strong push in fishing tourism.

Chatham is also host to the Barnstormers, the newest professional baseball expansion team to join the Intercounty Baseball League (IBL), one of the top-level baseball leagues in Canada. Games are played at Fergie Jenkins field, right next door to Memorial Arena, home to the Chatham Maroons Junior B hockey club.

There are many educational options in Chatham, from both English and French elementary and secondary schools, to St. Clair College's Thames Campus, and University of Guelph satellite campus in nearby Ridgetown.

Multiple shopping centres offer plenty of options, from privately owned businesses to big box stores. The city is also home to the Chatham-Health Alliance, the main hospital hub in the municipality.

And with major cities like, Windsor, Detroit, London, and Sarnia within an hour's drive, any sports, entertainment, or cultural experience not in Chatham is at your fingertips.



First Presbyterian Church



Chatham is surrounded by farmland and has a rich agricultural heritage.⁴

⁴ See also <https://www.chatham-kent.ca> .

FINANCES

Our Trust Funds are managed by a Board of Trustees, and invested so as to provide income for our General Operations and Saturday Morning Breakfast Program. We also have income transferred to us by the PCC which came as a part of the amalgamation with St. James Presbyterian Church in Chatham. (There is no manse at FPC.)

Below are charts of FPC's finances for the last 2 years, with comparative and budget numbers.

| Financial Position, December 31 2024 | | | | |
|--|---------------|-------------|-----------------|---------------|
| | Actual | | | Budget |
| | 2024 | 2023 | Variance | 2024 |
| REVENUE | | | | |
| Donations | 245,548.20 | 252,920.32 | (7,372.12) | 247,288.15 |
| Rental Income | 100.00 | | 100.00 | |
| Fundraising | 221.00 | | 221.00 | |
| Grants and subsidies | 12,500.00 | 10,000.00 | 2,500.00 | |
| Investment Income | 38,663.28 | 38,746.14 | (3,931.49) | 43,276.00 |
| Bequests | | 5,000.00 | | |
| | 297,032.48 | 306,666.46 | (3,931.49) | 290,564.15 |
| EXPENDITURES | | | | |
| Ministry | 109,681.96 | 145,173.74 | (35,491.78) | 113,347.44 |
| Mission outreach | 26,709.67 | 24,458.02 | 2,251.65 | 25,000.00 |
| Building costs | 82,068.91 | 82,864.13 | (795.22) | 79,061.31 |
| Administration | 30,349.46 | 28,594.32 | 1,755.14 | 23,860.85 |
| Presbyterian Sharing | 20,000.00 | 20,000.00 | | 20,000.00 |
| PWS&D | 5,185.00 | 5,710.00 | (525.00) | |
| Other donations | | | | |
| | 273,995.00 | 306,800.21 | (32,805.21) | 261,269.60 |
| Excess (Deficiency) of Revenues over Expenditures | 23,037.48 | (133.75) | 28,873.72 | 29,294.55 |

Note: The church is steadily recovering financially following the COVID pandemic.

Board of Trustees Treasurer's Report

Funds at RBC Dominion Securities

The Board of Trustees holds all property and real estate for the sole use of the congregation, on behalf of the Presbyterian Church in Canada. The Trustees manage two funds on behalf of the church – the Mission Fund and the Pledge Fund. Most of this money was bequeathed to us by members of the congregation in their wills, the oldest dating back to 1910.

Funds held at the Presbyterian Church in Canada, Consolidated Investment Portfolio Fund

In 2021 an agreement of sale of the former St. James Presbyterian Church was reached. The net proceeds from the sale were invested in the Consolidated Investment Portfolio Fund of the Presbyterian Church in Canada. 95% of the income earned from our investment is paid to FPC to support its operations and 5% is retained in the Consolidated Investment Portfolio.

Summary of Marketable Securities owned by FPC:

| <u>Investments at RBC Dominion Securities at October 31, 2024</u> | | |
|--|--------------------|-------------|
| <u>Pledge Fund</u> | | |
| Fixed Investments GIC's | \$503,452 | |
| Preferred and Common Shares | \$259,172 | |
| <u>Mission Fund</u> | | |
| Fixed Investments GIC's | \$140,478 | |
| Preferred and Common Shares | \$30,960 | |
| Total Investment at RBC Dominion Securities | \$934,062 | 64% |
| <u>Investments at the Presbyterian Church in Canada</u> | | |
| Consolidated Investment Portfolio at September 30, 2024 | \$518,501 | 36% |
| TOTAL OF ALL INVESTMENTS | \$1,452,563 | 100% |

THE PRESBYTERIAN CHURCH IN CANADA

MINISTRY AND CHURCH VOCATIONS
50 Wynford Drive, Toronto, Ontario, M3C 1J7

CONGREGATIONAL PROFILE FORM

*See the Instruction Guide for completing this form
Use one form for each church in a multiple-point charge*

Date: January 24, 2025

Name of Church: First Presbyterian Church, Chatham, Ontario (EK030)

Address 60 5th St, Chatham, ON, N7M 4V7

Year Congregation Organized: 1834

Telephone: 519-352-2313

Presbytery of Essex-Kent

CHURCH INFORMATION

AVERAGE WEEKLY ATTENDANCE at Sunday Worship 60⁵ Church School 9

Other Services (e.g. Bible Studies: 15)

CHRISTIAN EDUCATION⁶

| Age Group | Enrollment | Curriculum Used | No. of Teachers |
|-----------|------------|--|-----------------|
| All | 9 | Adapted from <i>True Way Kids</i> ⁷ | 16 |

FINANCIAL STATEMENT for 2023

Income from

| | |
|-----------------|-----------|
| Offerings/Gifts | \$267,669 |
| Investments | \$20,859 |
| Rentals | \$0 |

| | |
|---------------------|------------------|
| Other | \$10,000 (grant) |
| Total Income | \$298,528 |

Expenses

| | |
|--------------------|-----------|
| Operating Expenses | \$287,780 |
| Debt Payment | \$0 |
| Benevolences | \$27,116 |

| | |
|--|------------------|
| (Presbyterians Sharing, Synod, Presbytery, WMS, PWS&D) | |
| Other | \$0 |
| Total Expenses | \$314,896 |

APPROVED BUDGET for the current year

\$288,178 (expenses only)

"PRESBYTERIANS SHARING..." ALLOCATION for current year

Requested \$19,185
Accepted \$20,000⁸

Interim Moderator: Rev. Dr. Tim Reddish

Address 929 Prado Place, Windsor, ON, N8S 2H4
Telephone 519 - 967 - 1144

E-Mail: fpccsearchteam@gmail.com

⁵ Plus an average weekly on-line attendance of 35-40 viewers.

⁶ See page 5.

⁷ See: <https://truewaykids.com/>

⁸ We have contributed this amount for several years.

CONGREGATION AND COMMUNITY**Type of Congregation:** Self-Supporting**Type of Community:** Town

| Size | Congregation | | Chatham-Kent Community | |
|---------------------------------------|---------------------|--------------------------|-------------------------------|--------------------------|
| | Now | 5 Yrs. Ago | Now ⁹ | 5 Yrs. Ago ¹⁰ |
| Active Members | 279 | 312 | | |
| Total Population | | | 104,316 | 102,042 |
| Area in square kilometres | | | 2464.52 | |
| Total number of churches in this area | | | 26 ¹¹ | |
| Presbyterian churches in this area | | | 2 ¹² | |
| Age (Estimate) | Congregation | | Community | |
| | Now | 5 Yrs. Ago ¹³ | Now | |
| 0-5 Years | 0% | _____% | 5% | |
| 6-14 Years | 2% | _____% | 11% | |
| 15-24 Years | 4% | _____% | 11% | |
| 25-44 Years | 6% | _____% | 22% | |
| 45-64 Years | 24% | _____% | 28% | |
| 65+ Years | 64% | _____% | 24% | |
| Living Patterns | | | | |
| Adult(s) with at least one child | 14% | | 53% | |
| Single Persons | 50% | | 30% | |
| Two or more adults | 26% | | 70% | |
| Housing Patterns | | | | |
| Apartments | 4% | | 17% | |
| Private homes | 80% | | 83% | |
| Total number of households | 284 | | 44180 | |
| Other (see footnotes) | 7% ¹⁴ | | 0.4% ¹⁵ | |

OCCUPATIONS WITHIN THE CONGREGATION

| | Now | 5 Yrs Ago ¹⁶ |
|-------------------------------|------|-------------------------|
| Clerical/Secretarial | 0% | _____% |
| College/University Students | 2.5% | _____% |
| Elementary/Secondary Students | 2% | _____% |
| Farmers | 1.5% | _____% |
| Homemakers | 1.5% | _____% |
| Professional/Business | 25% | _____% |
| Retired | 63% | _____% |
| Technicians | 3% | _____% |
| Unemployed | 1% | _____% |
| Other | 0.5% | _____% |

⁹ 2021 Census¹⁰ 2016 Census¹¹ In Chatham (only)¹² In Chatham (only); the other four Presbyterian churches within Chatham-Kent are in: Dresden, Wallaceburg, Tilbury, and Ridgeway.¹³ No reliable data available¹⁴ Retirement residents¹⁵ Mobile Homes¹⁶ No reliable data available

PASTORAL SKILLS AND INTEREST INVENTORY (in alphabetical order)

What are the pastoral skills especially needed in the ministry and program of your church? Rank in order of priority from 1 to 18 -- 1 to 6 being the areas you most wish a minister to exercise.

- 18 **Administration** (Managing the affairs of the congregation and other organizations)
- 13 **Christian Education** (Writing or selecting appropriate curricula for the educational ministry, and planning activities for groups of all ages)
- 16 **Community Leadership** (In areas like drug problems, schools, community organizations)
- 2 **Crisis Visiting** (Serving people at times of illness, death, trauma, family crisis, job loss)
- 17 **Denominational Service** (Sharing in the work of all the courts of the church)
- 4 **Equipping Church Members** (For integrating Christian faith with life)
- 10 **Evangelism** (Relating the gospel to people outside the church and helping the congregation to do the same)
- 15 **Home Visiting** (On a regular basis)
- 12 **Inter-Church Co-operation** (Working in inter-denominational programs and activities)
- 8 **Leadership Development** (Planning for and sharing in the training of leaders for the church's program)
- 1 **Leading Worship and Preaching** (Planning and conducting worship services)
- 9 **Mission Outreach** (Evangelism and social justice in the community, the country, and the world)
- 5 **Pastoral Care** (On a regular basis)
- 3 **Personal and Spiritual Development** (Providing resources and guidance for people's devotional life, and for prayer groups, retreats and other small group experiences)
- 7 **Program Development** (Establishing goals, and organizing programs in church and community)
- 14 **Stewardship** (Faithful use of our time, gifts and money in response to the generosity of God in Christ)
- 11 **Work with Seniors**
- 6 **Work with Youth**

PASTORAL SKILLS AND INTEREST INVENTORY (in priority order)

What are the pastoral skills especially needed in the ministry and program of your church? Rank in order of priority from 1 to 18 -- 1 to 6 being the areas you most wish a minister to exercise.

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POSITION DESCRIPTION

TITLE Minister of Word and Sacraments

Full-Time

PURPOSE/RESPONSIBILITIES/WORKING RELATIONSHIPS

- Lead services and prepare and deliver engaging sermons that are scripturally based, and which inspire and guide.
- Provide emotional support to those who are grieving, sick or in crisis.
- Help us grow our faith and spiritual development.
- Collaborate with the Session, Board of Trustees, and our volunteer teams and committees.
- Collaborate with the Director of Music and support our blended style of worship.
- Collaborate with the Christian Education Coordinator and support our children and youth programs.
- Collaborate with the Administrative Assistant to prepare bulletins and other forms of communication.

SPECIAL QUALIFICATIONS (What additional qualifications, if any, are essential in this position such as education, experience, certification.)

We are looking for a minister who

- is currently ordained within the Presbyterian Church in Canada, or who is a certified graduate (or soon to graduate) from a recognized college of the PCC.
- Is sensitive to our traditional Presbyterian approach but willing to create change through evolution, not revolution.
- Has great communication skills which are needed to connect with people of all cultures, sexual orientations, and ages.
- Is approachable, accepting, encouraging, open-minded, affirming, and committed to growing the church both spiritually and numerically.

OTHER FULL AND PART-TIME STAFF

| Name | Title | Full or Part-Time |
|----------------------|--------------------------|--------------------------|
| Linda Weeks _____ | Administrative Assistant | Part-time |
| Adam Shaw _____ | Music Director | Part-time |
| Allison Shaw _____ | CE Director | Part-time |
| Benson Tarrant _____ | Janitorial | Part-time |

How long has the position been open?

Since July 1, 2024

By whom was the position last filled?

Rev. Mike Maroney (February 2004-June 2024 - retired)

Current Address and Telephone

221 Elizabeth St., Chatham, ON, N7L 2Y6

519-359-7581

Minister

Dates Served

List 3 additional previous ministers

Rev. Evelyn Carpenter _____ (September 1988-December 2002)

Rev. Gardiner Dalzell _____ (November 1966-November 1987)

Rev. Donald B. MacKay _____ (April 1961 to February 1966)

COMPENSATION

Stipend

\$ Commensurate with experience and PCC guidelines (Annual stipend)

\$ Fair Rental value, estimated at \$25,000 (Manse allowance)

\$ Utilities refunded upon receipts (Hydro, heat, water; estimated at \$3,500)

OTHER CONSIDERATIONS

\$0.40/km (Mileage for 'out-of-Chatham trips,' e.g., hospital visits to London/Windsor; tied to Presbytery rate.)

\$1,100 Continuing Education allowance.

Length of vacation: 5 weeks

Length of Study Leave: 2 weeks