

St. Andrew's Presbyterian Church

(The Kirk)

St. John's, Newfoundland

Congregational Profile



October 6, 2014

TO PROSPECTIVE CANDIDATES:

The Congregational Search Committee of St. Andrew's Presbyterian Church in St. John's, NL (the Search Committee) has prepared the following information. We trust the Lord through this process. We trust God will show you and us what we need for a good fit between ministry and Minister.

The ten individuals on the committee were chosen to represent a cross-section of the congregation and to serve as a group to guide the search process. As part of our deliberations we have held numerous meetings and discussions and conducted a survey of the congregation.

We have presented this information as one source to orient you to our communities of St. John's and St. Andrew's. We trust you will find the information helpful in your consideration. A copy of our most recent Annual Report is available upon request. We would also like to advise that a Support Committee for the new Minister will be put in place to assist in transitioning and to provide on-going support.

The Search Committee has endeavoured to examine ourselves as a congregation and to present you with an authentic, deeply thought out, prayerfully considered preview of who we are and what type of minister we are seeking to lead us into the future. We are looking to God for the right person. Join us in prayer for the right person to come and minister here.

With Kindest Regards,

Mike Gillan  
Chair,  
St. Andrew's Search Committee





was \$24,340.<sup>1</sup> See the City of St. John's website for additional information: <http://www.stjohns.ca/living-st-johns>.

St. Andrew's belongs to the Presbytery of Newfoundland and Labrador. It is one of two Presbyterian Churches in St. John's. St. Andrew's is located in the downtown core of the City, while St. David's is situated on Elizabeth Avenue, close to Memorial University of Newfoundland and the College of the North Atlantic.

The following sections outline key components and narrative description as part of the congregational profile. The forms themselves are provided in Appendix A.



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<sup>1</sup> National Householder Survey: 2010. Retrieved online: <http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/fogs-spg/Pages/FOG.cfm?lang=E&level=3&GeoCode=001>

## 2.0 St. Andrew's

### 2.1 The Church Buildings

*The Sanctuary* – St. Andrew's Church is located in downtown St. John's near the hub of major traffic arteries. The Church draws its members from a large area of the North East Avalon (St. John's, Mount Pearl, and other surrounding communities).

The sanctuary is an architectural landmark in the city's downtown. It was built in 1894 after the original church, located down the hill from the present site, was destroyed in the Great Fire of 1892, during which the entire core of downtown St. John's was levelled. St. Andrew's is a striking, formal sanctuary which seats over 600, with beautiful stained-glass windows and an outstanding pipe organ. It has been the subject of many artists' paintings and photography.



The sanctuary is a wonderful venue for musical performances and is used many times a year by both local and visiting musicians. The acoustics of the Church are very good. St. Andrew's has a long history of collaboration with the Tuckamore Festival and Festival 500 – two major festivals held in the province, bringing musicians from national and international locales. The current Choir Director has started a concert series to bring members from the community into the sanctuary to witness its fine acoustics.



The building has been a focus of an external and structural restoration over the past 15 years. While a very successful restoration campaign has been undertaken by the congregation, restoration work and additional fund-raising remains to be completed. Given the age and type of building, restoration, maintenance and operating costs of the sanctuary are high and will likely remain so. The congregation is currently soul-searching to ensure that we do not become slaves to our building.

*The Church Hall* – adjacent to the sanctuary, the Church Hall is a two-story concrete building constructed in 1980. It serves both the congregation and various community groups. It includes a gym, kitchen, meeting room, classrooms, and two offices. The hall serves as the hub for most Church organizations and activities with the Sunday School and Youth group meeting there regularly, the annual lobster dinner, garage sales, morning coffees, seder meals and many

fellowship dinners. Over the years it has also served as a tool to generate revenue and enable the congregation to conduct outreach activities such as preparing Christmas hampers with the St. John's Rotary Club, providing space for a weekly morning play group and space for an art therapy program for those living with mental illness and addictions. The commercial grade dishwasher and stainless steel preparation table make food-centered activities easier to undertake. We recognize the challenges, but also the opportunities that our church buildings represent.





## 2.2 The Congregation – the People

While Newfoundland has a large base of people who trace their ancestry to England, Ireland, and Scotland, it has a smaller, vibrant, increasingly multicultural community. The congregation has become reflective of this population mix.

Historically, prominent members in the congregation have been members of the St. John’s business community which has contributed to a perception among some in the community that St. Andrew’s is a traditional church with wealthy members. However, this has changed gradually and there is a need to continue to attract members from all walks of life. The congregation in reality is a representative blend of the St. John’s community, weighted toward the middle class.

Like many churches, St. Andrew’s faces the challenge of declining weekly attendance and apparent stagnation in active membership. Part of this is due to shifting demographics to older, retired members. Yet, there is also a need to re-engage those on our roll who are less active as well as to reach out into the community to fulfill the spiritual needs of newcomers and residents who are seeking God.

Members of the congregation range in age from young toddlers to 90+years of age. The official roll identifies 280 members who remain connected to St. Andrew’s in some way. The age distribution of those members on the roll is presented below.

Estimated Age Distribution- Congregational Roll  
St. Andrew’s - 2014

Age Categories	%
0-5 Years	2.0%
6-14 Years	8.0%
15-24 Years	14.0%
25-44 Years	25.0%
45-64 Years	30.0%
65+ Years	21.0%
<b>Total</b>	<b>100.0%</b>

Some of the individuals on the roll have moved over the years, and while still supportive of the congregation in many ways, are not in St. John’s to become active in our local worship and activities. We estimate that there are 100-150 active members currently living in St. John’s who attend worship at least occasionally throughout the year. Last year, average Sunday Morning worship attendance was 71. During the year 55 services were held (one each Sunday and three on Christmas Eve (199 people in total attended these Christmas Eve services), On Easter Sunday, attendance was 125 and on Pageant Sunday (the last Sunday before Christmas) 130 people attended.

For a congregation of our size we maintain an active Sunday School with 31 children on the roll and regular attendance of 15-20, increasing around Christmas when preparations are made for the presentation of the Christmas Pageant. The following age distribution is our best estimate of the distribution of the congregational roll, while within the active members (i.e. regular Sunday worship attenders), the distribution is comprised of those younger (under 14 years) and those older (55+). Participation by those under 30, not affiliated with Sunday School is limited and many of the regular attenders in the 30-45 age range are involved with the Sunday School in leadership roles.

The congregation wishes to be, and to be perceived as, a welcoming congregation, inclusive of all who practice the Christian faith, regardless of race, socio-economic status or sexual orientation.

### 3.0 Program Areas of St. Andrew's

#### (a) Worship Life

Worship life helps us to understand each other and how important we are to God. Our worship services are traditional style and held at 11:00am on Sunday mornings. We celebrate special services such as Remembrance Day with the local military; St. Andrew's Day with our own Venturers and Beavers. During Christmas, we celebrate with a youth pageant, bringing the birth of Christ alive by involving our youth and leaders, and during Holy Week we alternate services with our sister congregation. These special services are very popular.







The sharing of communion, baptisms, weddings and funerals at St. Andrew's provides a valuable expression for worship to the community. The recent congregational survey has underlined that the Sunday worship service is extremely important to the congregation.

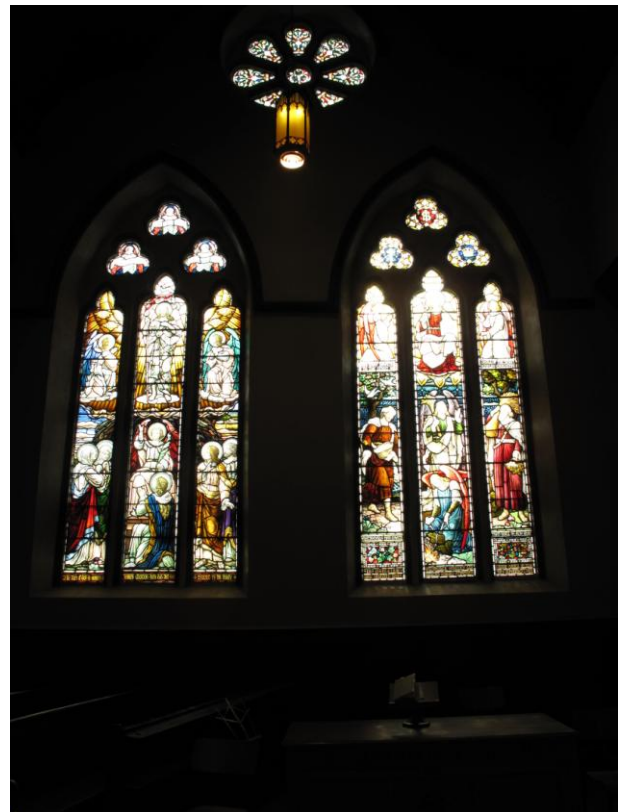
Some expressed concern that the existing worship service is overly academic and traditional. There is an interest in a Sunday Morning worship service that reaches people of all ages, that involves more members of the congregation, and that provides appropriate and meaningful spiritual guidance. Demonstrating the relevance of the word in everyday living is appreciated.

Music is integral to our Sunday services and we are blessed to have wonderful music talent in our music director and choir. While music has played an important role in our worship, the congregation seems to want music to play a greater role. In order to ensure progress in the music of the Kirk, the new minister, the music director, the choir, and the congregation will need to work well together.

St. Andrew's has a small, dedicated choir of 6-7 members. This choir leads the congregation in hymn singing and contributes to worship through the singing of anthems. The music director regularly invites guest soloists to perform, and a Korean choir has also performed during worship. All of these musical initiatives have enhanced our services; however, it seems that the congregation is looking for more—more music, more often.

In the past there has been a youth choir at St. Andrew's. This choir usually sang during worship before the children left the sanctuary to go to Sunday school. The singing was often accompanied by instrument playing such as guitar, drum, and wind chimes. The worship songs were uplifting, and a wonderful transition between the children's prayer and sermon. The youth/children's choir is something that the congregation would be happy to see return.

The congregation of St. Andrew's would like to see a renewal of music initiatives during worship. It would be an asset if our new minister had a musical background or at least a strong desire to regularly include music of all kinds into worship. The Kirk's music director is enthusiastic and capable of deepening the role of music at the Kirk. He is



eager to work alongside our new minister in order to receive guidance while he attempts to meet the musical expectations of the congregation.

It should also be mentioned that during this past year when our minister served as the Moderator of the General Assembly, a number of our elders undertook lay ministry continuing the work of the church through pastoral visiting and leading Sunday worship services.

### **(b) Christian Education and Youth Ministries**

The Church has a strong Sunday School with a long history of dedicated teachers and leaders. We have 31 children on our roll and at the start of Sunday School this year we have had 20 children register. Over the last several years, attendance averaged around 15 per week most weeks during the regular school year; however, at the end of the year we were noticing a decline. We hope to reverse this trend and to inspire those who have come over the years to re-engage with us. Also, in keeping with the national church *Leading with Care* policy, we have team teachers assigned to each group. Last year we had 12 teachers, with a number of our senior high students assisting in the classrooms. This year we currently have 11 teachers/leaders and hope to recruit several others. Also last year we confirmed 3 young adults, and the previous year 5 youth were confirmed.

Several years ago, as part of a Presbytery of Newfoundland initiative, we participated in a pilot project to fund a youth worker for a 3-year period. The contract has now been extended for one year, ending April 2015 to be reviewed at that time. This involves a weekly Youth Group for children in Grades 7 to 12, a weekly university outreach Food for Thought Group, youth participation in worship services and various activities such as making and selling chocolates to fund a local community program for disadvantaged youth, as well as participation in Canada Youth.



Once children have reached the age of about 12, it has been noticeable that it becomes increasingly hard to retain their interest in being involved in Church-life. This is an on-going challenge. We believe it's fairly common, but we also recognize that programs and activities must be available in order to encourage youth participation, and we look to our minister for guidance and inspiration.



### **(c) Mission**

We are, and will continue to be, active in our community and sensitive to its changing needs. We have historically been involved in the downtown core and want this mission focus to continue and evolve. Most recently, the congregation has responded to local community needs largely through (a) support of the Bridges to Hope community outreach program supported by the local Presbyterian and United Churches, (b) making the Church Hall available to local community outreach groups and organizations; and (c) refugee outreach.

#### Bridges to Hope

St. Andrew's was a foundational participant in this ecumenical outreach program. We provide weekly food donations, monthly financial support and a number of our members sit on the board and volunteer in the distribution of food. At Christmas time we work with the local Rotary to prepare over 350 food hampers. Our Sunday School children also host a "baby shower" for Jesus following their practice for the in-church presentation of the Christmas Pageant. The diapers, formula, baby food etc received is donated to Bridges to Hope to help families with small children. We also participate in various special projects for Bridges to



Hope such as the Back to School Bags initiative to help families with children ready for the school year.

### Church Hall Outreach

Several organizations that have recently been assisted through the use of space in our Church Hall include:

*Healing Expressions* - We have worked with people in recovery from addictions and with mental illness. We hosted an art therapy program 4 days per week in our Church Hall to help individuals deal with their illnesses.



*St. Andrew's Active Play* – we also host a weekly morning playgroup for young children and caregivers through the Daybreak Parent Child Centre (a community group supporting families and children).

### Refugee Outreach

In addition, as part of an ecumenical effort, St. Andrew's worked with other local churches to assist refugees fleeing from Kosovo (formerly Albania). In addition to assisting with immigration, financial support and arranging logistics of getting families to St. John's, St. Andrew's funded and operated a house to support a local refugee family for many years. Due to changing needs, the house was recently sold and the funds are held on reserve as the congregation determines the direction for its refugee outreach mission.

The Church has addressed social outreach successfully in a manner that effectively uses the resources available. We need to ensure that our efforts are understood and valued both by members of the congregation and the public at large. We need to ensure that the opportunities to participate in community outreach in a “hands-on” manner are embraced and publicized. With more individuals participating, we can expand upon ways in which we provide needed community service. We do respect other good work being done by Churches and are not interested in duplicating services, rather we wish to be focused on the needs in the community. We have demonstrated our willingness to cooperate with other denominations and remain open to this as opportunities become available.

### International Outreach

The Moderator for the Presbyterian Church in Canada (2013-2014) was our minister, Rev. Dr. David Sutherland. Through him we have been made more aware of the needs of the church across the country and around the world. Through the Atlantic Mission Society and the Sunday School, numerous international outreach activities are undertaken each year. As part of the national Learning and Sharing projects, the AMS and the Sunday School regularly have an annual mission awareness Sunday where a group in need is studied and some form of fund-raising activity is undertaken over several months by the children. Bikes, goats, school supplies and numerous other items for children in countries such as Malawi, Guatemala and the Sudan have been purchased through the monies raised by the children. The money raised has also been regularly matched by the AMS through a bequest to St. Andrew's from Lorna Robertson, the interest from which is to be used for overseas mission work.

We have also participated in national appeals during natural disasters such as in Haiti and Indonesia.

(d) Pastoral Care



Hospital and crisis visits, family comfort, and an “open door” policy allow those of us in need of spiritual counsel the comfort of a minister. This is, and will continue to be, an important part of our Church. There have been discussions among elders and a willingness to formalize a Pastoral Care Committee to assist the Minister in these efforts.

(e) Presbytery

St. Andrew’s is part of The Newfoundland Presbytery which is the smallest Presbytery in Canada, having two full-time Churches in St. John’s and a part-time Church in Grand-Falls/Windsor, 435 km west of St. John’s. Newfoundland Presbyters have played a very active role in the Atlantic Synod. The successful candidate will have wide ranging responsibilities within the Presbytery. He/She will share many of these with the Minister of St. David’s. Collegiality and congregational cooperation are the foundation of a healthy Presbytery.

(f) Administration and stewardship of financial resources

The Church’s administration and stewardship of financial services is strong. The Church’s financial operations are administered by a Board of Managers. There are strong financial controls and accurate records are maintained. The Church’s trust funds are administered carefully by an experienced Board of Trustees. The Church’s financial statements are completely and professionally audited each year.

The Board of Trustees is the custodian of the Church’s lands and trust funds. Excluding the sanctuary lands, the Church holds approximately \$1,100,000 in assets, comprised of cash, term deposits and equity investments. Of these funds, approximately \$400,000 is held for specific purposes, with the bulk of this being the Lorna Robertson Trust, the income of which is paid each year to overseas mission work. The balance of the funds, approximately \$700,000 may be used for general church purposes. Within this \$700,000, we have “self-imposed” limits on some of the money, with a portion, for example, ear-marked for support of refugees in St. John’s and the income of another portion earmarked for local community outreach. The interest from a portion of the funds is applied towards St. Andrew’s general operating costs.

Expenses, particularly those related to the age of the building, are high. In 2013, the Church has run a deficit of \$36,000. This is not sustainable over the long term and as strong financial stewards, we are open to finding ways to reverse this trend.

#### 4.0 Organizations of St. Andrew’s



The Session, which provides for the overall ministry of the congregation, including pastoral care, worship, Christian education, stewardship, and mission is comprised of 20 active and 6 inactive elders. It has representation at the presbytery.

The financial affairs of St. Andrew's are governed by an active Board of Managers and a Board of Trustees. The day to day management of property and assets is conducted by the Property Committee which is a sub-committee of the Board of Managers. There are 14 members on the Board of Managers and 7 members on the Board of Trustees.

We have a clear understanding of the roles and functions of each of these bodies. They are made up of a strong group of leaders who work well together and respect each other's opinions. Meeting times are enjoyable, and decisions are made on a consensus basis.

In addition to our missionary-related groups, the Choir and Sunday School, there are a number of other organizations that involve lay leadership and these include:

- **Kirk Association** – This association is active in organizing and preparing numerous functions throughout the year, including a Stay-at-home Tea; a Spring Sale and Morning Coffee, Christmas Sale and our monthly morning coffee fellowship following worship service. Proceeds from the various activities are part of annual fund-raising activities. As well, receptions are often hosted after funeral services, according to the family's wishes, to allow mourners the safety and familiarity of the Hall for a chance to grieve with their loved ones.
- **Atlantic Mission Society** - The purpose of the Atlantic Mission Society is to “glorify God and to support with prayer, study and service, mission endeavours through The Presbyterian Church in Canada, the Synod of the Atlantic Provinces, and the presbyteries within its bounds.” The work of the AMS usually falls into one of two categories – Mission and Community Outreach. These categories often overlap.
- **General Protestant Cemetery Trustee Board** – St. Andrew's is a member church of this board and provides financial contributions on an annual basis from members. We have a representative member on the board.
- **Scouts** – St. Andrew's has a strong tradition with the scouting movement. There are currently active Beaver and Venturer groups.

At various times there have been small groups such as prayer and bible study groups. With the new Minister's help it is our desire to explore anew in this area.

In addition to the above, St. Andrew's congregation has been active in fundraising activities such as annual sub-sandwich sales, the annual Lobster dinner, garage sales and financial drives, to name a few.



Details of annual activities of all our organizations are included in an annual report that keeps the congregation informed and is shared and explained at an annual dinner meeting.



## 5.0 Goals and Objectives



We have a beautiful historical building which we have been restoring for the past 15 years. Over \$1.8 million dollars has been raised. It has been an on-going struggle to balance our need to complete this project and not lose sight of our missions in the community. Many of our largest donors are an aging group. We are concerned that when these individuals are gone, we will be increasingly challenged to cover the expenses of operating the church.

As a congregation, we have not focused on stating our vision and objectives. We often identify specific projects and activities and are able to focus and complete them successfully, but we do not sit down annually to determine what we want to achieve in the up-coming year. We are open to formulating our vision and objectives with the new Minister's help.

Much of the work of the church is being done by the same core group of individuals. They risk burn-out and we need encourage others to play a role. We have a dedicated, capable core group who want to harness the power of the congregation and the community to refine our purpose. Working within the context of Session,

the new Minister will recruit and help others to recruit new leaders.

The Search Committee was given the authority to identify goals and objectives for the congregation. To assist with the task the comments and feedback from the congregational survey have been consulted.

The members of the congregation have identified a desire for change. We are looking for a Minister who can work with us to find the balance between old and new ways of doing things – being respectful of traditions and opinions, yet helping us evolve. The following are offered as a first step in identifying our goals and objectives, recognizing that further refinement will be required to determine how we accomplish this vision.

- We would like less focus on the building and its costs and more focus on spiritual life and mission and outreach.
- We would like to grow and work together on being a vibrant, welcoming and inclusive congregation.



- We would like expanded youth participation and involvement.
- We would like to challenge ourselves each year with realistic, tangible, achievable mission and outreach goals.
- We would like to continue our local community outreach in co-operation with other area churches and organizations.
- We would like renewed focus on our music and choir programs.
- We do not want to dismiss our heritage but we do not want to be restrained by tradition.
- We would like there to continue to be opportunities for established and new small groups to meet and pursue spiritual growth and development.



## 6.0 The Neighbourhood

St. Andrew's is part of an Ecclesiastical grouping of four churches in the downtown core – St. John the Baptist Anglican Cathedral, Gower Street United Church, and the Roman Catholic Basilica. On Queen's Road at the bottom of Long's Hill there are residences and businesses. The sanctuary backs onto a business district on Harvey Road. Immediately east of St. Andrew's is a block of buildings which house community programs.

The economic upturn has benefited many in the community but it has also resulted in hardships for youth, low to middle income families and persons on fixed-income and pensions.



The downtown area in which St. Andrew's is located is a paradox of newer and old buildings co-existing. It is a typical downtown area with prosperous and homeless people. There is some urban crime that has been on the increase in recent years. As the economic upturn continues, there is also social change occurring in the downtown – with old buildings being restored and housing being bought up and renovated. Many parts of the downtown have been rejuvenated. The paradox remains however as there remain low-income, socio-economically depressed areas within the downtown.



Most recently, the congregation has responded to local community needs largely through (a) support of the Bridges to Hope community outreach program supported by the local Presbyterian and United Churches, and (b) making the Church Hall available to local community outreach groups and organizations; and (c) refugee outreach. These activities have been described previously. Members of our Atlantic Mission Society, in conjunction with St. David's AMS also participated on several occasions in the Gower Street United Church lunch program. Every Wednesday, church and community groups provide a hot, hearty, and healthy lunch to the disadvantaged residents of the downtown area and there are plans for continued involvement in this initiative again this year.

## 7.0 Our Weather

St. John's weather rewards those with a strong sense of adventure and a good sense of humour. The climate is strongly marine influenced, as we sit at the juncture of the cold Labrador current and the warm Gulf Stream. We are the foggiest city in Canada. The wind is constantly high, so that clouds often move at time-lapse speed. Our winters are characterized by having as much snowfall as Quebec City, but also frequent freezing rain, because we have the highest number of freeze/thaw cycles in North America. We generally don't ever get winter weather colder than -10 degrees Celsius. We make sure we enjoy the sun when it comes out. When it's beautiful here, there's nowhere else on earth like it. God is at work no matter what the weather. We trust God through it all.

# APPENDIX A:

## Congregation Profile Forms



**THE PRESBYTERIAN CHURCH IN CANADA  
MINISTRY AND CHURCH VOCATIONS  
50 Wynford Drive, Toronto, Ontario, M3C 1J7**

**CONGREGATIONAL PROFILE FORM**

Date October 1, 2014

Name of Church: **St. Andrew's Presbyterian Church (The Kirk)**

Address: 76 Queen's Road at Long's Hill

St. John's, NL A1C 6J9

Telephone: (709) 726-5385

Fax: (709) 726-5740

Year Congregation Organized: 1842

Presbytery: Presbytery of Newfoundland and Labrador

**CHURCH INFORMATION**

**AVERAGE WEEKLY ATTENDANCE** at Sunday Worship: 71 Church School: 15

Other Services (Describe) Easter – 125/Christmas Eve – 3 services – 199 in total/ Christmas Pageant - 130

**CHRISTIAN EDUCATION**

Age Group	Enrollment	Curriculum Used	No. of Teachers
2-5: Beginners/Kindergarten	6 _____	Whole People of God	2
6-8: Grades 1-3 _____	5 _____	Whole People of God	2
9-11: Grades 4-6 _____	7 _____	Whole People of God	2
12-14: Grades 7-9 _____	6 _____	Whole People of God	2
15+: Grade 10+ _____	7 _____	Various PCC Resources	_____ 2

**FINANCIAL STATEMENT** for last year (Ending December 31, 2013)

Income from		Expenses	
Offerings/Gifts	\$200,720	Operating Expenses	\$325,173
Investments	\$ 33,233	Debt Payment	\$ 4,785
Rentals	\$ 20,853	Benevolences	\$30,873
		(Presbyterians Sharing, Synod, Presbytery, AMS, PWS&D)	
Other	\$ 64,138	Other	\$ 0

**Total Income**                      \$ 318,944

**Total Expenses**                      \$361,371

**APPROVED BUDGET** for the current year                      \$353,595

**"PRESBYTERIANS SHARING..." ALLOCATION** for current year                      Requested \$21,063  
Accepted \$15,000

Interim Moderator: Rev. Dr. Jonathan Dent

Address:     St. David's Presbyterian Church  
                 98 Elizabeth Avenue  
                 St. John's, NL A1B 1R8

Telephone    709 – 722-2382 (church)  
                 709-699-0906 (cell)

E-Mail: [jd123444@gmail.com](mailto:jd123444@gmail.com)



## CONGREGATION AND COMMUNITY

**Type of Congregation:** Self supporting

**Type of Community:** Urban

Current Only	Congregation		Community	
	Now	5 Yrs. Ago	Now	5 Yrs. Ago
<b>Size</b>				
Active Members	125-150	_____	_____	_____
Total Population	280		_____	
Radius of area in kilometers			_____	_____
Total number of churches in this area (St. John's CMA)	60 (approximately)		_____	
Presbyterian churches in this area	2			

<b>Age</b> (Estimate – based on congregational survey respondents)	Congregation		Community	
	Now	5 Yrs. Ago	Now	5 Yrs. Ago
0-5 Years	_____	_____ %		
6-14 Years	6%	_____ %		
15-24 Years	4%	_____ %	_____ %	
25-44 Years	16%	_____ %	_____ %	
45-64 Years	39%	_____ %	_____ %	
65+ Years	39%	_____ %	_____ %	

### **Living Patterns** (Estimate – based on congregational survey respondents)

Adult(s) with at least one child	15%	_____ %
Single Persons	13%	_____ %
Two or more adults	72%	_____ %

### **Housing Patterns** (Estimate – based on congregational survey respondents)

Apartments	10%	_____ %
Private homes	90%	_____ %
Total number of households	_____	_____
Other (Explain)	_____ %	_____ %

**OCCUPATIONS WITHIN THE CONGREGATION** (Estimate – based on congregational survey respondents)

	Now	5 Yrs Ago – similar composition
Clerical/Secretarial	2%	___ %
College/University Students	4%	___ %
Elementary/Secondary Students	4%	___ %
Farmers	0%	___ %
Homemakers	9%	___ %
Professional/Business	26%	___ %
Retired	33%	___ %
Technicians	0%	___ %
Unemployed	0%	___ %
Other – self employed	9%	___ %
Other	13%	___ %







## PASTORAL SKILLS AND INTEREST INVENTORY

The following ranking of pastoral skills reflects the results of the congregational survey. We did not wish to cause the members to be disheartened by asking them to rank-order all eighteen items on the list, so we requested a ranking of the top six priorities, with the option to include more if desired. As a result, the number of responses actually defining the mid to lower rankings is quite limited. The Search

Committee suggests that less credence be given to the relative position of the lower rankings, as we believe that aspects of counselling, working with Seniors, community outreach and inter-church activities are of significant importance to the congregation as well.

It is clear to us as a search committee that the predominant message is that the congregation is very much seeking an inspiring leader and spiritual guide, a person who is personally committed to sharing the good news. Our congregation is eager to have a minister who leads worship weekly through meaningful, understandable, inclusive prayer and preaching. This minister would be willing to meet with church members at times of crisis such as sickness, bereavement, trauma, and job loss, and would be able to judge when further care was needed, such as from mental health professionals. Our Church members have also stated that they would like to have the tools to be able to better integrate their Christian faith with their everyday lives, and look to our new minister to provide guidance in living an ethical, faith-based life in a world that daily becomes ever more challenging.

The congregation believes the following pastoral skills are of greatest importance at this time.

- 1 \_\_\_            **Leading Worship and Preaching** (Planning and conducting worship services)
- 2 \_\_\_            **Crisis Visiting** (Serving people at times of illness, death, trauma, family crisis, job loss)
- 3 \_\_\_            **Equipping Church Members** (For integrating Christian faith with life)
- 4 \_\_\_            **Work with Youth**
- 5                **Leadership Development** (Planning for and sharing in the training of leaders for the church's program)
- 6 \_\_\_            **Christian Education** (Writing or selecting appropriate curricula for the educational ministry, and planning activities for groups of all ages)
- 7 \_\_\_            **Personal and Spiritual Development** (Providing resources and guidance for people's devotional life, and for prayer groups, retreats and other small group experiences)

- 8 \_ **Mission Outreach** (Evangelism and social justice in the community, the country, and the world)
- 9 \_ **Program Development** (Establishing goals, and organizing programs in church and community)
- 10 \_ **Administration** (Managing the affairs of the congregation and other organizations)
- 11 \_ **Work with Seniors**
- 12 \_ **Home Visiting** (On a regular basis)
- 13 \_ **Stewardship** (Faithful use of our time, gifts and money in response to the generosity of God in Christ)
- 14 \_ **Evangelism** (Relating the gospel to people outside the church and helping the congregation to do the same)
- 15 \_ **Counselling** (On a regular basis)
- 16 \_ **Inter-Church Co-operation** (Working in inter-denominational programs and activities)
- 17 \_ **Denominational Service** (Sharing in the work of all the courts of the church)
- 18 \_ **Community Leadership** (In areas like drug problems, schools, community organizations)





## POSITION DESCRIPTION

**TITLE:** Minister, St. Andrew's Presbyterian Church, St. John's, NL, Canada

### **PURPOSE/RESPONSIBILITIES/WORKING RELATIONSHIPS**

The minister of St. Andrew's will be an individual who has an excellent understanding of Presbyterian doctrine and theology, and will have the ability to teach this to us, the congregation, through services which are comprehensible to the laity and applicable to Christian life in the modern era. He or she will lead us by example to being a welcoming, inviting community that reaches out to partner organizations, other downtown churches, and the region as a whole. She or he will help us to invigorate and grow our congregation, welcoming members from any ethnic background, socioeconomic level, or sexual orientation, recognizing that we are all children of God.

The minister will have very strong communication skills, so as to be able to relate God's teaching to all members of the congregation, be it youth struggling to live ethically, adults struggling to dedicate time to reflection, or seniors struggling with loneliness or fear. Our minister will be available to us in times of crisis, for comfort and support and healing. We recognize that we live in challenging times in the world as a whole but also in St. John's and its surrounding communities. We are experiencing a financial boom, with its attendant financial benefits and socioeconomic risks- increasing wealth, increasing crime, increasing disparity. We look for a leader who will counsel us wisely, remind us that boom is always followed by bust, and help us to manage our resources. He or she will also help us balance our pride in our heritage and our sanctuary with our desire to be forward-thinking and outward-looking.

## OTHER FULL AND PART-TIME STAFF

Elizabeth Glynn  
Jaakob Palasvirta

Secretary  
Music Director

Part Time  
Part Time

How long has the position been open? As of August 1<sup>st</sup>, 2014

By whom was the position last filled? Reverend Dr. David W.K. Sutherland (served 15 years)  
St. James Church  
142 Queen St., Truro, NS B2N 2B5  
(902) 893-9587  
dsutherland980@gmail.com

	Minister	Dates Served
List 3 additional previous ministers	Rev. John Duff Interim Minister	1998-1999
	Rev. Ian S. Wishart	1972-1998
	Rev. Sheldon MacKenzie	1969-1972 (continued at MUN 1972-95)
	Rev. Charles I. G. Stobie	1960-1968
	Rev. Allan M. Old	1952-1959

## COMPENSATION

### Stipend or Salary –

- Annual cash stipend or salary (including travel allowance)
- Housing allowance
- Utilities by voucher
- Continuing Education allowance

Salary and total compensation package is competitive and will be negotiated based on skills and experience.

## OTHER CONSIDERATIONS

Length of vacation 5 weeks per year

Education Leave: 2 weeks per year, cumulative to five years