

# St. Giles Presbyterian Church

“A Caring Christian Community  
in the Heart of the Glebe”



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## 1.0 Introduction

This congregational profile of St. Giles Presbyterian Church, Ottawa, has been prepared by the St. Giles Search Committee and approved by the Kirk Session. In this document, we attempt to describe, as accurately as possible, the nature of our congregation and our hopes for the future of St. Giles.

The Search Committee is composed of seven members and is guided by the Interim Moderator. Two members are from the Kirk Session. The remaining members of the Search Committee were selected to be representative of the components of our congregation in terms of gender, age, and involvement in the church organizations.



This Congregational Profile:

- Provides a detailed description of our congregation today.
- Describes our neighbourhood – the Glebe community of downtown Ottawa.

Most important, the Profile:

- Addresses the potential future direction of the congregation.
- Outlines the opportunity to minister at St. Giles Church.

## 1.1 Contact Information

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Presbytery:	Ottawa
Year Congregation Organized:	1925
Interim Moderator:	The Rev. Philip Kim Knox Presbyterian Church in Manotick 5533 Dickinson Street Manotick ON K4M 1A6 613-402-4228 <a href="mailto:rev.philknox@gmail.com">rev.philknox@gmail.com</a>
Conveners of Search Committee:	Don Tate and Robert Fourney
How long has the minister's position been open?	Since February 2018
By whom was the minister's position last filled?	The Rev. Dr Cedric Pettigrew Interim Moderator and Interim Minister 208 - 615 Longfields Drive Nepean ON K2J 6J3 613-842-1446 <a href="mailto:cedric.pettigrew@sympatico.ca">cedric.pettigrew@sympatico.ca</a>

## 2.0 Congregational Profile

### 2.1 St. Giles Mission Statement

St. Giles has a rich heritage in its long history of service to God in the Glebe community. We have been blessed with ample resources and excellent leadership in carrying out our ministry.

We believe that we are called by God to continue this work. We seek the will of God in determining the missions that we should undertake and support. We acknowledge the nature of our calling through the following statements of purpose.

- To worship God proclaiming the Gospel in word and deed.
- To minister with love and understanding to the spiritual and physical needs of our congregation and our community, to Christian and non-Christian alike.
- To nurture and encourage Christian growth in individuals of all ages within the church family.
- To support actively the wider work and missions of the Presbyterian Church in Canada.

### 2.2 Strengths and Challenges

St. Giles has a rich history and tradition as a Presbyterian church in the Ottawa area. The building and sanctuary are beautiful in appearance and we are very generous in offering our facilities to the community. Various groups enjoy our facility. We have always had a community involvement and our members have always been mission minded. Our church is often a hub for community events such as the Great Glebe Garage Sale and dinners. We also support the local food bank.

St. Giles is a welcoming congregation inclusive of people from varied backgrounds and walks of life. The past few years have been a challenging time for St. Giles. The church has not had a called minister since 2011 and the consequences are evident in many of

its ministries and programs. There has been a significant reduction in active membership.

Two of the most pressing challenges to St. Giles are congregational growth and evangelism to the community. Attracting new members will help the church get back to a healthy position for ministry. St. Giles is interested in and open to new and different approaches to ministry to be able to connect with individuals and families in the community.

St. Giles's greatest strength is its people. There is a small, hardworking core of people who are faithful to the ministry of St. Giles. The church itself is situated in a strategic location near the downtown core and St. Giles desires to remain closely connected with the local community. St. Giles continues to reach out to others by supporting local charities.

A particular blessing for St. Giles is our financial situation. We have just sold a piece of property which will help us to envision and plan for the future.

## 2.3 St. Giles – Our Congregation

### 2.3.1 Membership and Attendance

St. Giles is a self-supporting congregation located on the main street of a thriving urban residential community, called The Glebe, in the heart of Ottawa. The congregation has experienced a significant drop in membership and attendance over the years. However, we maintain a core group of faithful and loving participants. The following are recent statistics of our membership and attendance:

#### Congregation

Professing Members	69
Adherents	22
Elders	7

Our regular weekly attendance is 25-40. However, for special Sundays, the attendance is 50-60.

### 2.3.2 Worship

Our Sunday morning worship services (including joint services shared with the neighbouring United Churches in July and August) are a very important part of our Church life. Generally speaking, visitors note that our worship services are rather formal yet spiritually uplifting. We place a strong emphasis on preaching. In recent years, the common lectionary is used, but not exclusively. Close attention has been paid to thoughtfully integrating all aspects of the worship service, such as our hymns, according to the lectionary. There has been consistent participation by members of the congregation in Bible readings and other portions of the service on a weekly basis.



Communion is celebrated on four Sundays throughout the year and, on occasion, at the Christmas Eve service. Interdenominational services are shared with other Glebe churches on Maundy Thursday and Good Friday.

We, at St. Giles, are blessed with a good choir led by a professional organist/choir director. Recognizing that music is an important part of our worship service, our minister, organist, and church administrator have collaborated in planning worship services.



The coffee hour following the worship service is also an important gathering of our church family which offers the congregation a chance to catch up with one another and engage in Christian fellowship and welcome visitors. Milestone birthdays, anniversaries and other significant events in the lives of the church family are celebrated.

### 2.3.3 Pastoral Care

A strength of the congregation is that members care for each other deeply. Participation in the St. Giles community means friendship. Social times and working together build the relationships that support our family in good times and bad.



On an informal basis, congregants assist each other with transportation, shopping, doctor's visits and many miscellaneous needs.

Pastoral care is provided by the Minister, elders and the Presbyterian Women.

### 2.3.4 Mission and Outreach

In addition to supporting Presbyterians Sharing and PWS&D, St. Giles is generous and compassionate in helping those with needs, locally and around the world.

The Presbyterian Women's Association (PWA) supports the Dr. Pauline Brown Bursary Fund which helps fund the training of medical staff in India. This cause is close to our hearts because Pauline Brown, the PCC's longest serving missionary, is a member of St. Giles. The PWA also supports Canadian work. This year the women have chosen the Odawa Native Friendship Centre in the Vanier neighbourhood of Ottawa. PWA members also make, deliver and serve lunches several times a year to High Horizons. This is a group of adults with special needs who meet for lunch, fellowship and activities at MacKay United Church.



St. Giles is part of a partnership of three congregations and a community group working together on refugee sponsorship and support. FACCES (First Avenue Churches and Community Embracing Sponsorship) has sponsored and welcomed 5 families to Ottawa. Applications to sponsor 4 more are in progress. FACCES also provided some extra help to a number of government-assisted refugee families.

St. Giles has a long history of sharing our spaces with non-profit and community organizations. Our large basement, kitchen facilities, and beautiful sanctuary support many mission projects. Five AA groups meet weekly at St. Giles, one of these for over 50 years. Each year we host fundraisers organized by the Quaker Meeting House in the Glebe. In July 2018, the Quakers will be raising funds for Pastors for Peace to help with

their upcoming mission work in Cuba. In November 2018, CanUgan will use our hall to raise funds for medical devices for people with disabilities in Uganda.

We have a longstanding relationship with the Centretown Emergency Food Centre (CEFC). A faithful group of our people volunteer every week at the CEFC serving food to clients and stocking shelves. Each year we host a multi-choir concert and a concert of the Pipes and Drums of the Cameron Highlanders of Ottawa to collect donations of money and food for the CEFC. St. Giles also provides volunteers for food drives at a local grocery store and participates in the annual CEFC Walkathon.

St. Giles members also take part in the Tulipathon Annual Charity Walk of the Multifaith Housing Initiative (MHI). In this way, our congregation provides support for much needed affordable housing in Ottawa.

For many years, St. Giles has collected a special offering at Christmas for the Ottawa Mission which provides many programs including job training as well as meals and accommodation to those in need.

As a small and aging congregation, we have found that partnering with other faith groups and charities is the most effective way to use the assets and talents with which we have been blessed.

In all these ways we try to show God's love for the world by loving our neighbours as ourselves.

### 2.3.5 Staff at St. Giles

**Patricia Brush, Church Administrator** – Part-time (6 hours per day, three days a week)

Pat is an experienced church administrator, very efficient and tech-savvy. She is a self-starter, innovative, and very good at solving problems. Her cheerful help was outstanding during the sale of our former office building and relocation of programs and people to the church itself amidst the renovations there. Pat is polite and popular with the congregation, renters, and trades people with whom she deals with on our behalf. Her faith is strong with Anglican roots. She directs a church choir at St. Thomas Anglican

Church in Stittsville as well as a community choir that rehearses at St. Giles and entertains in retirement residences and nursing homes.

### **Brenda Beckingham, Organist and Choir Director**

Brenda is an experienced church organist and choir director. Her presentations on the organ are deeply appreciated by the congregation. The worship service has been enriched by Brenda's skill not only on the organ but also as choir director. She has been able to bring out the very best in a small choir where some members have a limited knowledge of music. She has introduced both traditional and contemporary anthems. Brenda is very supportive of her choir and her cheerful nature has been an encouragement to all. She has made singing in the choir fun and enjoyable. This is reflected in the commitment of its members. Brenda has attempted to bring in new members and guests soloists. Her efforts to enlarge the choir are appreciated. The participation of her husband, Gord, in the tenor section, is an important addition to the male section.

## **2.3.6 Organizations**

**Kirk Session** - St. Giles has an active Kirk Session of 7 elders (4 female and 3 male). All elders have a district of 7- 9 households. The Session has 10 regular meetings a year. The Session has overall responsibility for the care of the congregation.

**Board of Trustees** - Responsible to the congregation for administering the trust funds, dealing with bequests and handling all issues relating to the deeds of church property. The sale of Logan-Vencta Hall resulted in the trustees being responsible for investing significant additional funds. They work with the banks and the Consolidated Fund of PCC to manage these funds appropriately.

**Finance and Maintenance Committee** - A group of members and adherents responsible for the management of the church finances and properties. The Committee meets monthly and is very active in ensuring that the church building and property are well

maintained. Currently, the Committee has several projects underway to ensure our property is in good condition for many years to come.

**Presbyterian Women** - The activities of this group include fundraising, hospitality, and Mission study. Membership includes all women within the church with about 15 attending monthly meetings. This group is very active and successful in raising funds for many varied causes. The Annual Bazaar, in which all members of the congregation participate, raises about \$ 5,000 and is a much anticipated event in the community.

**Choir** - A group of nine enthusiastic volunteer singers practice each week and participate in all worship services. They are led by a choir director and organist who is responsible for music worship.

**Future Planning Committee** - In 2016, the congregation appointed a Future Planning Committee, who, over eighteen months, provided recommendations to the congregation and to the Presbytery of Ottawa on the future direction of the St. Giles. A principal recommendation of the Committee was that the congregation should engage a full-time minister.

**Cameron Highlanders** - St. Giles has been the Regimental Church of the Cameron Highlanders of Ottawa since the 1930s. Our relationship remains active today. St. Giles sends care packages to all Cameron soldiers deployed abroad. The Regiment has participated in our Remembrance Day Service for many years. The Pipes and Drums of the Camerons put on a benefit concert each year at St. Giles in support of the Centretown Emergency Food Centre.

**Sunday School** - A St. Giles elder is responsible for ensuring that Sunday School is available for all children.

**Bible Study** - A group led by members of the congregation meets every week for Bible Study. In addition, our Interim Ministers have arranged studies for the Advent and Easter seasons.

**Pastoral Care** - Elders are responsible for ensuring that the pastoral needs of their districts are attended to and for looking after the ongoing visitation of the sick and shut-ins. The Presbyterian Women also assist in Pastoral Care.

### 2.3.7 Involvement in the Denomination

Our congregation's involvement in the denomination includes:

- Regular participation at Presbytery and Synod meetings and on various Presbytery Committees.
- Ongoing involvement in and support of Gracefield Camp and Conference Centre.
- Regularly hosts the bi-monthly Ottawa Presbytery meetings.
- Provides representation from Session at various Presbytery Elder's retreats and other events.

### 2.3.8 A Brief History of the Congregation

St. Giles was established in 1925 when the local Presbyterian Church became part of the newly formed United Church of Canada. Meeting first in rented spaces, a new congregation formed by dissenting Presbyterians opened a new church building at First and Bank in 1928. The congregation grew to its largest size in the late 1950s as it welcomed many Scottish immigrants in the post-WW2 period. At that time, a Christian Education building was opened across the street on First Avenue to accommodate children, youth, and adult activities of various kinds.

Membership and worship attendance has been declining as it has in many mainline churches. Our most recent called ministers were the Rev. Duncan Kennedy, 1986 to 1998, the Rev. Dr Ian Victor, 1999 to 2005, and the Rev. Ruth Houtby, 2006 to 2011. We have now been without a called minister for seven years. During this period, ministry has been provided by a series of interim appointees. Most recently, these ministers have been the Rev. Tony Boonstra, the Rev. Dr Cedric Pettigrew and currently by the Rev. Dr Stephen Hayes.

## 2.4 Congregation and Community

### 2.4.1 The National Capital Region

The National Capital Region (NCR) which includes the Cities of Ottawa and Gatineau, and a number of smaller towns and rural communities, is one of Canada's most beautiful urban regions. Living in or visiting the Nation's Capital allows residents and visitors to take advantage of a wide variety of cultural, historical and spectator venues and many outdoor recreational pursuits (skiing, skating, jogging, hiking, biking, whitewater kayaking).



The NCR is home to the Canadian Parliament, most federal government headquarters, as well as embassies, consulates, and non-governmental organizations. Algonquin College, Carleton University, La Cité Collégiale, Dominican University College, Saint Paul University, and the University of Ottawa provide a wide range of post-secondary education. The city also has excellent medical facilities including a children's hospital.

Many high-tech computer manufacturing and research and development companies have offices, laboratories, and factories here making Ottawa one of the most important high technology centres in Canada. Consequently, there are many people coming to Ottawa from across Canada and around the world for work and educational opportunities.

### 2.4.2 The City of Ottawa

The city of Ottawa has a population of about 900,000. It is one of Canada's leading cities. Distinguishing characteristics include the following:

- It is one of Canada's fastest growing communities, about 8 per cent per year.

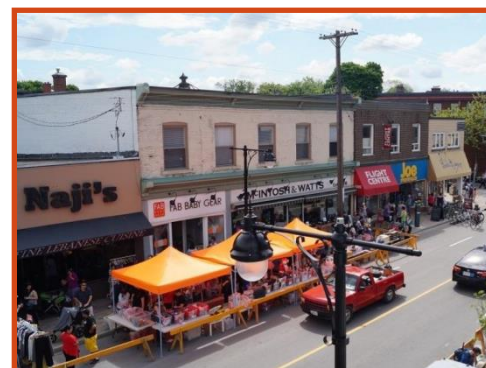
- It has the highest number of residents with a post-secondary education in Canada. It has more engineers, scientists, and PhDs per capita than any other Canadian city.
- There are over 90,000 post-secondary students enrolled in full-time studies from six different colleges and universities located in Ottawa: Algonquin College, Carleton University, La Cité Collégiale, Dominican University College, Saint Paul University and the University of Ottawa.
- Approximately 45 per cent of the population is bilingual.
- The city is attracting a high level of immigrants (Middle Eastern, Chinese, African, and West Indian). Immigrants in Ottawa have higher wages and higher job levels than in other Canadian cities.
- Population trends include: a significant increase in the percentage of seniors (about double that of 50 years ago); and a decrease in the percentage of children (about one-half that of 50 years ago).
- The religious makeup of Ottawa ('000s of adherents, 2011 census) is as follows:

- Roman Catholic	361
- No Religion	202
- Other Christian	67
- Muslim	59
- Anglican	57
- United Church	55
- Christian Orthodox	18
- Presbyterian	13



### 2.4.3 The Glebe

St. Giles is situated in the centre of Ottawa in an established neighbourhood which has retained the name of "The Glebe" from its origin as a land grant to the first Presbyterian Church in Ottawa. The Glebe is located close to the downtown core and between the picturesque Dow's Lake and the historic Rideau Canal.



The Glebe is an affluent, trend-setting community in central Ottawa with a stable population of 11,000 to 12,000 residents. Primarily a residential area, the Glebe features a mixture of large expensive older homes (including several embassies), rental apartments, newer condominiums, and small older homes. Some families have lived in the Glebe for generations; others are moving in, choosing to live in an older, central pedestrian-friendly part of town rather than a suburb. Local housing prices have increased substantially over the past few years resulting in property values in the Glebe rising to all-time highs. Adjacent neighbourhoods, which are easily accessible, offer less expensive housing while still providing many shops and services in a community setting.

St. Giles is centrally located on Bank Street, the main retail street of the Glebe, which offers essentials such as groceries, a hardware store, pharmacies, and banking services, complemented by restaurants, boutiques, and coffee shops. The renovated community centre and five schools are focal points of community activity. The Glebe is well served by public transportation (three bus lines pass by the church property) and is within walking distance of the University of Ottawa, Carleton University, and Saint Paul University.

St. Giles is the only Presbyterian church in the Glebe which has a total of 12 other churches and synagogues (Eastern Orthodox, Roman Catholic, Methodist, Baptist, United, Anglican, Society of Friends (Quakers), Jewish, Chinese United, Spanish, Ethiopian, Korean).

There is a strong commitment to community in the Glebe. The Glebe Community Centre is the location of an extensive array of activities and events. The Glebe is also





a student community. It is located mid-way between Carleton University and the University of Ottawa. Hundreds of students live in the area.

St. Giles takes part in many community activities such as the Great Glebe Garage Sale, supporting the Centretown Emergency Food Centre and other ecumenical events.

#### 2.4.4 Membership and Community Comparison

- a) St. Giles is an older congregation when compared to its community, the Glebe area of Ottawa.

	Congregation Today (%)	Glebe Community 2016 (%)
0-4 Years	1.1	4.0
5-14 Years	4.4	10.4
15-24 Years	5.5	12.6
25-44 Years	3.3	26.3
45-64 Years	27.4	26.2
65-84 Years	41.8	16.5
85+ Years	16.5	4.0

- b) The congregation also has a higher percentage of female participants than its community.

	Congregation Today (%)	Glebe Community 2016(%)
Male	38.5	46.9
Female	61.5	53.1

- c) The living patterns of the congregation differ significantly from its community.

	Congregation Now (%)	Community 2016 (%)
Adult(s) with 1+ children	4.5	31.2
Single Persons	57.6	33.7
Two of More Adults	19.7	35.1
Nursing Home or Retirement Residence	18.2	Statistics Not Available

## 2.5 Financial Information

### 2.5.1 Finances

The St. Giles Financial Statement for 2017 is illustrated below. The loss from all activities is about \$ 14,000 to \$ 15,000.

Income from		Expenses	
Offerings/Gifts	\$84,549.53	Operating Expenses	\$ 159,123.21*
Investments	\$1,530.68	Debt Payment	
Rentals	\$49,760.57	Benevolences	\$ 10,679.85
Other	<u>\$19,415.85</u>	Other	
<b>Total Income</b>	<b><u>\$155,256.63</u></b>	<b>Total Expenses</b>	<b><u>\$169,803.06</u></b>

**APPROVED BUDGET FOR 2018**

**\$123,600.00\***

**\*Excludes Capital Spending**

**PRESBYTERIANS SHARING ALLOCATION** for current year

Accepted \$ 5,000.00

#### **Budget for 2018:**

The St. Giles congregation accepted an Operating Budget for 2018 with the knowledge that the sale of their Christian Education Building, Logan-Vencta Hall, was about to be finalized. The 2018 budget, includes the Operating Account (reductions in both revenues and expenditures) that have been affected by the sale of the Hall. The budget, as approved by the congregation, forecast a deficit of about \$ 9,000.

However, given that the sale of the Hall is now complete, the more relevant financial outlook includes the total impact of selling the Hall.

#### **The Sale of Logan-Vencta Hall (Christian Education Building)**

In 2016 and 2017, the St. Giles congregation undertook a comprehensive review of its future. The review concluded that the sale of Logan-Vencta Hall would provide the

financial stability to return to full-time ministry and to complete some postponed capital expenditures on the church itself.

Logan-Vencta Hall was built in the 1950s at the height of church attendance. It was located across First Avenue from the main church building. At the time of the sale, in early 2018, it was primarily used for rentals to community organizations. St. Giles used it only for church offices. The net proceeds from the sale were \$ 2.1 million.

### **Our Financial Future:**

The Hall sale secures the congregation's financial future for the foreseeable future. In the 2018 to 2020 period, capital expenditures on the church building will be completed for \$ 500,000 to \$ 600,000. Following these repairs and the resumption of full-time ministry, the congregation's financial reserves will stabilize at \$ 1.6 to \$ 1.7 million over our five-year financial plan.

## **2.5.2 Property**

St. Giles church is well located in the Glebe neighbourhood of central Ottawa. Our church building, completed in 1928, fronts onto the main street in our community. It is built in the perpendicular gothic style and, including the choir stalls and the gallery, has a seating capacity for about 350 persons. Our sanctuary, with 15 stained glass memorial windows, dark wood, and a cathedral layout is a most attractive worship space. With its superior acoustics, our sanctuary is an excellent venue for concerts and presentations. Our Casavant pipe organ and piano provide support for our music program.



The lower level of the church building (Banquet Hall), with its high ceilings and abundant natural light, provides a great venue for a wide array of church functions. The hall is also a much-desired space for a diverse array of rentals. The lower level also has a very large kitchen, an accessible washroom, a small stage, and a piano.

The church is accessible to people with disabilities. A ramp and a lift connect to both the sanctuary and the downstairs hall. There is an accessible washroom.

Our congregation has always given priority to ensuring that its property has been well-maintained. Recently, the congregation is using part of the sales revenue from the sale of its church hall in early 2018 for repairs to the church building. These repairs include: replacement of some roofing, exterior painting, window repairs, a new sound system, and renovations of the church office/ choir room and the minister's study. With further maintenance planned for 2019, the church maintenance should not require further significant expenditures for several years.



St. Giles has attractive grounds. The gardens at the front of the church, looked after by one of our members, have resulted in many compliments. The north side of the church includes a small park open to the community. We benefit from the green space of the lawn on the north side lawn. New trees have recently been planted.

### 3.0 Addressing Our Future

St. Giles will provide its new minister the opportunity to work with a congregation that is committed to innovative ministry in central Ottawa. The congregation has endorsed changes to enable it to meet the challenges of the 21<sup>st</sup> century.

Dedicated lay leadership enables the congregation to face its future with confidence. The congregation is blessed with financial stability and excellent, updated facilities that ensures it can focus on its future ministry.

The new minister, from the outset, will work with the Session and the congregation to implement change. Changes would be intended to grow its membership, to increase its activities, and to enhance its relevance to the community.

**Background:**

Over the last year, the St. Giles congregation has seriously considered its future. This examination resulted in agreement on the following four goals:

- To provide ministerial leadership and pastoral care for the current membership.
- To maintain and strengthen the current membership by attracting new persons.
- To develop and implement a plan for new ministry in keeping with today's society. The objective is to reach younger people with little or no religious commitment.
- To ensure that changes are implemented in an orderly, planned, and practical manner.

**Ministry Today:**

Worship today at St. Giles is traditional, similar to that of many Presbyterian churches. We are an older congregation. However, we are committed to changing our ministry to be in keeping with the needs of our times.

The congregation has, for many years, maintained a strong commitment to the missions of our denomination. Moreover, the congregation has been a dedicated supporter of community activities.

**Introducing Change: The Opportunity**

The St. Giles congregation is at an important juncture in its history. It is in a favourable position to respond to the opportunity to redevelop itself. In responding to this opportunity, the new minister will be supported by a core of dedicated members and adherents. The church is located in a very attractive community within metropolitan Ottawa. St. Giles has the financial strength to take the risks that come with being innovative. There will be some failures accompanied by learning experiences.

**Introducing Change: The Direction**

The St. Giles congregation is committed to introducing significant change both in its worship and in how it integrates itself into the community. The new minister, working with the Session and the congregation, will lead the detailed development and implementation of change. Gradual changes in the worship service could, over time, involve the introduction of elements of contemporary worship.

The new minister could benefit from professional support as changes to ministry are undertaken. Irrespective of the nature of this support, the overall objective will be a larger and younger St. Giles community. It is essential that the overall ministry attract young families, youth, and children. The congregation is open to considering different possibilities of professional support. For example, St. Giles could hire more staff to address the needs of older members and adherents or the needs of youth and children.

The music program is an important component of church life. St. Giles has committed funding to strengthen its music. In the short term, this funding will be directed to hiring soloists and perhaps other gifted musicians. Going forward, the congregation is very supportive of directing funds to support new, innovative music ministry.

A principal objective of the congregation is to expand greatly the spectrum of church activities. The needs of our community will have a major role in determining the nature of these activities. We expect that most of the existing group activities will be retained. However, we believe that we will introduce an emphasis on small group formation. These small groups will include both religious and secular activities. They will include activities that occur at the church as well as activities that take place “outside the walls”. We must reach out into our community. However, all small groups will come under the direction of the minister and lay persons from within the congregation. The small groups may change over time. These groups will serve as entry portals to expand the size and scope of the St. Giles ministry.

## 4.0 Pastoral Skills / Interest Inventory

Members of the St. Giles congregation were encouraged to participate in providing feedback to the Search Committee regarding their ranking of the importance of the skills and interests of candidates for ministry at St. Giles.

<b><u>Most Important:</u></b>	<b><u>Average Rank</u></b>
1. Leading Worship and Preaching	4.5
2. Managing Change in a Congregation	5.0
3. Crisis Visiting	6.4
4. Leading Traditional and Contemporary Worship	6.7
5. Program Development	7.3
6. Equipping Church Members	9.2

<b><u>Significantly Important:</u></b>	
7. Leadership Development	9.4
8. Christian Education	9.5
9. Evangelism	9.8
10. Personal and Spiritual Development	10.5
11. Mission Outreach	10.6
12. Community Leadership	11.0

<b><u>Important:</u></b>	
13. Inter-Church Cooperation	11.2
14. Work with Children and Youth	11.5
15. Stewardship	11.7
16. Work with Seniors	12.5
17. Administration	12.6
18. Home Visiting	14.0
19. Counselling	14.7
20. Denominational Service	15.5

Conclusions from the above include:

1. The congregation continues to emphasize the importance of worship leadership and preaching as the most important attribute of a new minister. The results suggest that it would be an added benefit if the minister could lead both traditional and contemporary worship.

2. At this time in its history, St. Giles members believe that a new minister should be capable of managing change in the congregation.
3. The congregation believes that the new minister should be skilled in establishing goals, and developing programs in church and in the community.
4. It is important that the new minister gives a very high priority to crisis visiting.

## 5.0 The Opportunity to Minister

Leading ministry at St. Giles will require a candidate who is capable of relating deep Christian faith effectively. The new minister should be capable of leading the congregation in different worship formats, traditional and contemporary. St. Giles requires a minister with the enthusiasm and passion to redevelop the present congregation into an exciting, viable community of faith.

Such a minister will need to be creative in ministry, dynamic in preaching, and demonstrate through skills and experience a willingness to move beyond the walls of the church with new and innovative approaches to reach out to the community. Spreading the word of God through evangelism will be a principal challenge to reach out to the wider community and assist others, such as young adults and children, in discovering or rediscovering faith in Jesus Christ in relevant ways through up-to-date, thought-provoking sermons.

Strong organizational skills will be needed in planning, continuing, and strengthening the range of educational opportunities to help us in integrating Christian faith into our daily lives.

The new minister will need to be a relational person, able to relate faith effectively to diverse age and lifestyle groups with an open, positive attitude. A sense of humour will be helpful.



Though our minister will be responsible for overseeing the pastoral needs of the present congregation, they will need to be set free to redevelop the congregation with new approaches to ministry, thereby achieving an effective balance between old and new.

We seek a minister with an educational minimum of a Masters of Divinity from a recognized seminary. We seek a leader who will guide us in our spiritual journey to discern God's purpose for our work and communion together.

## 6.0 Our New Minister

### 6.1 Description of Position:

**Title:** Minister

**Purpose/ Responsibilities/Working Relationships:**

The Minister will lead the congregation working with other paid staff (Organist/Choir Director, Church Administrator). The Minister will moderate the activities of the Kirk Session and be responsible to the Presbytery of Ottawa.

The Minister will be mindful of the principal interests of the congregation:

- Leading worship and preaching
- Managing change in the congregation
- Crisis visiting
- Willingness to lead both traditional and contemporary worship
- Program development
- Equipping church members

## **6.2 Compensation:**

The Session of St. Giles is committed to offering a stipend to a candidate commensurate with the challenges of the position and the qualifications of the candidate. The congregation is prepared to offer, initially, between \$ 80,000 and \$ 95,000 per year. This salary will include both the stipend and the housing allowance.

### **Other Compensations:**

Length of vacation: 5 weeks