



ST. ANDREW'S
PRESBYTERIAN CHURCH



ST. ANDREW'S PRESBYTERIAN CHURCH, CALGARY

Congregational Profile, December 2017



Dear Interested Candidates,

The St. Andrew's Presbyterian Calgary Search Team welcomes and encourages you to review our Congregational Profile and to give prayerful consideration to an application for the position of Lead Minister.

Who are we? We are a positive and vibrant community-minded congregation situated in the heart of Calgary's residential southwest. With 700 members and adherents as well as two regular Sunday morning services, we are one of the largest congregations in western Canada. The successful Lead Minister candidate will join existing team members, the Rev. Jan Hazlett, Associate Minister, Congregational Care and the Rev. Jared Miller, Associate Minister, Family Ministry.

Upon retirement of our Senior Minister in 2013, who had worked in a tier relationship with the Rev. Jan Hazlett, St. Andrew's embarked upon a search for a Minister, Vision and Direction. There existed at that time a goal of hiring a third minister in due course to complete a team of three ministers who would function in a peer model. That plan was fulfilled in early 2016 with the 3 ministers, the Minister, Vision and Direction, the Minister, Congregational Care and the Minister, Family Ministry working in a peer ministry for a portion of that year. After the Minister, Vision and Direction resigned in 2016, returning to Ontario for family reasons, and a new search for a minister, Vision and Direction was underway, Session had the opportunity to revisit the model. It became apparent that the peer model was a unique and unfamiliar model in the Presbyterian Church in Canada. After a thorough review and consideration of ministry models, Session decided it would be better served in its current search and on an ongoing basis to revert to St. Andrew's history of a more traditional tier model of ministry.

What are we looking for? In the simplest terms, we seek a Lead Minister to guide the vision and direction of St. Andrew's, including primary leadership for worship and preaching, strategic planning for our congregation's future and oversight of operations. Hence, we seek a gifted speaker with strong administrative talents who is at the same time skilled in strategic planning. In terms of personality, we envision a warm, engaging, collaborative person who is both energetic and thoughtful. We're looking for someone with a sense of humour who has the ability to inspire our members to be the most we can be in our relationships with God, our families, and our community.

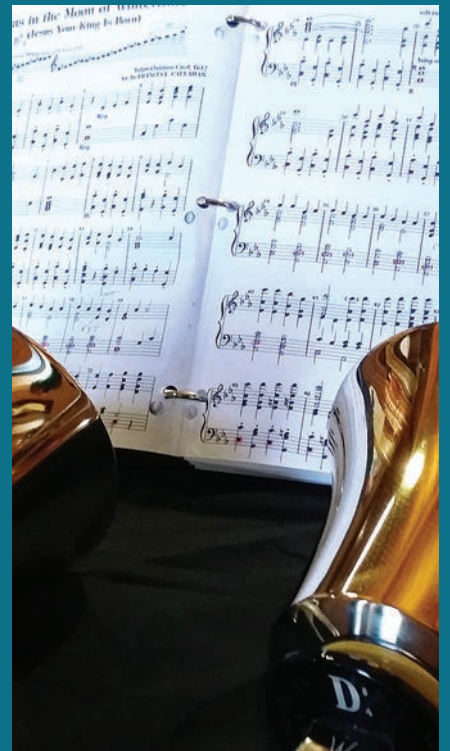
What can we offer you? We offer the opportunity to minister to our faithful and caring Christian community, which seeks to grow continuously in our diversity, our spirituality, our talents and our beliefs. You would be the Lead Minister on a team of three ministers, offering your leadership, guidance and encouragement to our Associate Ministers in their unique ministries of Congregational Care and Family Ministry. This position also provides a unique opportunity to be part of the development of a new ministry in south Calgary under the guidance of the Rev. Jared Miller and the Presbytery of Calgary-Macleod. Our recently renovated building, including the chancel, provides bright, welcoming space to be your church home. We also invite you to share in our love for our city; Calgary is an attractive and welcoming city, with the added bonus of the nearby Rocky Mountains—one of God's gifts to all Calgarians.

Calgary has recently experienced some economic challenges due to low global oil prices which has had an effect on Calgary's energy-dependent economy. Despite the downturn, Calgarians remain resilient and optimistic about continued growth and opportunity for our future. We have a history of weathering the economic cycles together.

In closing, the Search Team encourages your thoughtful consideration of our Lead Minister position and welcomes your application.

Sincerely, the Members of the St. Andrew's Search Team

2 Growing in Faith, Going in Mission.



St. Andrew's Presbyterian Congregational Profile

Our History

St. Andrew's traces its history to the beginning of the 20th century. In 1905, as Alberta became a province, the Rev. J.A. Clark, minister of Knox Presbyterian Church (now Knox United) suggested that a congregation be established in east Calgary. The first service was conducted on Easter Sunday, 1906, at a schoolhouse in the new neighbourhood of Inglewood. A few years later, a new building was constructed on the corner of 8th Avenue and 13th Street, which still stands today in the community of Inglewood.

Our congregation has a strong history of pushing boundaries to seek further growth. Fifty years later when the community of Inglewood was in decline, Calgary Presbytery suggested that St. Andrew's relocate towards the growing population to the south. The official sod turning at St. Andrew's current Heritage Drive location took place on May 6, 1962. Renovation projects were completed in 1982 and 2004, including a \$1 million upgrade to create our bright, welcoming foyer and add much needed youth space. The Karl English Lounge adjacent to the narthex is named in memory of the minister who led our congregation through this expansion and faithfully served us for over 20 years.

In the 1980s, our mission orientation again led us further south to establish Trinity Presbyterian Church in the district of Lake Midnapore, south of Fish Creek Provincial Park. After 30 years of successful worship and ministry at this location, and with numbers dwindling, our two congregations merged in 2011.

Team ministry has long been considered one of our church's greatest strengths and assets. In 1988, St. Andrews made the decision to call a second Minister and we have had the good fortune of being a multiple minister congregation ever since.

Today, St. Andrew's is a self-supporting congregation of over 700 members and adherents in the Presbytery of Calgary-Macleod, broadly serving south Calgary.



Our Community

With over 1.2 million residents, Calgary is Canada's fourth largest city. It offers all the services and opportunities one would expect in a major metropolitan centre. The economy of Calgary is largely influenced by the oil industry, consequently many of our members are employed in or retired from professional positions in this industry.

Calgary is on the doorstep of the Rocky Mountains, which offer unparalleled recreational opportunities. Banff National Park is just an hour-and-a-half drive from the church and offers world class skiing, hiking and camping. Located in South Calgary, St. Andrew's offers easy access to the second most developed trail system in North America as well as Fish Creek Park, which is an expansive wilderness park in an urban location.

We encourage all applicants to check out the Calgary Economic Development website for more information about our fine city and many good reasons to relocate to Calgary. The recent video, [**Destination Calgary**](#), portrays many facets of Calgary including the business, arts and sporting opportunities in this vibrant city. There are also many [**exciting attractions**](#) that will engage the whole family. Whether it's exploring the new science centre TELUS Spark, meeting the animals at the Calgary Zoo, or travelling back in time at Heritage Park or Fort Calgary, this beautiful city has many attractions and experiences to offer.

Calgary has become one of the most highly educated populations in Canada and also one of the most ethnically diverse. Calgarians also spend more time in recreational activities compared to Canadians elsewhere. It is a 'work hard, play hard' city.





Worship & Music

St. Andrew's is a programmatic church in both size and style. We conduct two identical worship services on Sunday morning, one at 9:30 a.m. and one at 11:15 a.m. The services are mostly traditional in style with some contemporary elements. Communion is served on the first Sunday of every month.

The Worship Team works with the ministers to enhance the opportunities for meaningful worship and spiritual development. Music is an important part of the worship life of St. Andrew's and each of the Sunday morning services is led by an adult choir. Three additional choirs—Angels in the Infield (young children), Sounds of Joy (youth) and Musical Friends (adult/youth contemporary music) also join in on an ad hoc basis. During the year we welcome a number of guest musicians to help enhance the worship experience.

Session

The Session has 36 elders, representing the broad demographic of church members. Elders and appointed Lay Visitors visit members and adherents in their district at least 4 times a year. Elders generally serve on one of the Session Teams which include Mission, Worship, Personnel, Stewardship & Planning, Welcome & Fellowship, Christian Education, Communion & Districts and Pastoral Care.

Session meetings are conducted as 'Worshipful Work,' where worship liturgy is woven into the formal structure of the meetings and serves as a reminder of 'who we serve' and 'whose we are'. On average 25-30 elders attend Session meetings which are typically held 8-9 times a year on the 3rd Tuesday of the month.



Christian Education

St. Andrew's has always offered Church School programming for its children. The number and age groups of the classes varies depending on the year's demographics. We have recently been blessed with a significant growth in the Pre-School and Elementary age groups. St Andrew's has had an active youth group which has attracted the regular attendance of a dedicated group of young people for the last few years. We also have a bright and busy Nursery, staffed by part-time post-secondary students who provide consistent and focused care to our youngest children.

There are a number of opportunities for adult Christian Education at St. Andrew's. Maintaining vibrancy and opportunity for personal growth are cornerstones of our adult education programs. We have offered *Alpha* for more than 14 years and *A Life Worth Living* for 8 years and these groups have spawned separate small study groups. In addition, we have a Sunday morning Bible Study group which meets concurrently with our early worship service. Other recent courses offered to the congregation include Effective Parenting Skills, Recognition of Abuse, and Healthy Marital Relationships. The ministers lead a variety of spiritual growth opportunities in the form of short term courses as well as combined social and educational activities such as recent gatherings of *Coffee and Conversation* and *Reading and Reflection*.

Pastoral Care

Under the guidance of the Rev. Jan Hazlett, Associate Minister, Congregational Care, St. Andrew's has developed a dedicated Pastoral Care Team that is very intentional and broad in scope and practice. We have trained Hospital, Nursing Home and Home-Bound visitors as well as a Bereavement Team, a Nursing Health Ministry, which provides health fairs and Care Share, which provides tangible support for people in need. We also have an active Prayer Ministry and a Side By Side program providing daytime support for people living with dementia. St Andrew's is a 'Leading with Care' congregation.





Mission

In 2012, the congregation accepted a 'Vision for Mission' which includes these statements: "St. Andrew's is an intentional missional congregation in which mission is core to our purpose and identity.... Mission for us is our response to Christ's call to love our neighbour."

St. Andrew's has been involved in a wide range of mission activities/projects over the last several years, particularly related to housing needs for the working poor. On a national and international level, St. Andrew's has provided significant support through PWS&D to the Canadian Foodgrains Bank and has responded to several disaster relief efforts in recent years including efforts in response to earthquakes in Haiti, Japan and Nepal, famine in Africa and the fire in Fort McMurray in 2016. The congregation has also provided generous financial support to send St. Andrew's people to Mexico to build houses and to Mississippi to support rebuilding after Katrina. The Southern Sudan Christian Church community has been meeting independently each Sunday afternoon for worship at our church for many years and receives some ministerial and congregational support.

A key mission priority for St. Andrew's is the establishment of a ministry for families in Calgary's deep south which has seen significant population growth in recent years. This Ministry will be led by The Rev. Jared Miller, Associate Minister, Family Ministry with direction provided by Presbytery. St. Andrew's is fully committed to a process of discernment while exploring the potential for outreach in this large and vibrant quadrant of our city.

St. Andrew's recently partnered with B'Nai Tikvah and the Calgary Food Bank to provide a weekly food depot on our premises to support deserving families in need in south Calgary.

Fellowship

St. Andrew's offers a wide variety of fellowship opportunities. The **Men's Fellowship** breakfast group meets Saturday mornings once a month and hosts a guest speaker. The Welcome and Fellowship Team organizes regular social evenings/dinners for general participation, movie nights, the church picnic and our Stampede brunch. The **Ladies Guild** (day and evening groups) provides financial support to the congregation through the Annual Christmas Bazaar, congregational events and the hosting of a variety of receptions. A recently created **Family Ministries** Team has provided regular off-site social activities for young families which has served to strengthen their ties to and relationship with St. Andrew's.

A key strength in fellowship programming has been the **Heritage Seniors** group, which was established over 25 years ago. This group has more than 140 members, over half of whom are members of St. Andrew's, with an extensive program of activities each week which builds relationships in our broader community.



Finances & Property

St. Andrew's is financially healthy. In recent years, we have undergone significant renovations, initiated Pre-Authorized Remittances (PAR), established a Legacy Fund and organized successful campaigns to eliminate our mortgage and retire any outstanding debt.

In 2003, a \$1 million expansion was undertaken, which saw the addition of a new foyer, much improved office space, additional meeting areas and a designated space for our youth ministry.

In 2012, the Legacy Fund was developed in accordance with the Planned Giving Program of the PCC and was initiated with a donation of \$500,000 from the sale of the Trinity Presbyterian land and building. Gifts to the Legacy Fund are intended to increase the long term financial viability of St. Andrew's and to grow the ministry and mission of St. Andrew's beyond what would be possible through the annual operating budget. These are long-term, enduring gifts and only the accumulated earnings are available for disbursement to support the three sub-funds—Our Mission, Our Worship and Ministry, and Our Facility. A separate Memorial Fund enables donations by families and friends in memory of loved ones and it is administered by Session.



The Numbers

Statistics

	2017	5 years ago
Active members	471	568
Adherents	196	247
Children	176	231
% 0-5 years	3.9	6.4
% 6-14 years	6.8	8.3
% 15-24 years	7.6	10.4
% 25-44 years	19.1	16.1
% 45-64 years	23.4	29.4
% 65+ years	39.2	29.4
Average Weekly Sunday Worship Attendance	232	
Average Christmas Eve and Christmas Day Attendance	510	
Number of Households	370	
City of Calgary Population	1,200,000	
% Congregation – Professional/Business	32.1	
% Congregation - Retired	44	
% Congregation – Children & Students	15.7	
% Other	8.2	

Finances (2016)

Income from Offering/Gifts	\$ 543,209
Income from Investments (Restricted)	\$ 48,841
Income from Rentals	\$ 3,529
Other	\$ 115,149
Total Income	\$ 710,728
Operating Expenses	\$ 574,471
Debt Payment	\$ 0
Benevolences	\$ 96,244
Other	\$ 23,363
Total Expenses	\$ 694,078
Approved Budget for 2017	\$ 745,808
Presbyterian Sharing Allocation 2017	\$ 60,243
Presbyterian Sharing Accepted 2017	\$ 40,243

Pastoral Skills Inventory Set

The successful candidate for the position of Lead Minister, will possess the following 6 pastoral skills of most importance:

1 Leading Worship & Preaching

- the ability to provide consistently excellent preaching and to lead the planning of creative worship

2 Administration/Operations

- the ability to provide oversight and direction of staff and to lead the development of a Ministry Plan to assist St. Andrew's in accomplishing its ministry goals

3 Strategic Planning & Program Development

- the ability to engage in longer term planning and to encourage current and future programs to meet the evolving needs of the congregation and community

4 Leadership Development

- the ability to equip and nurture new and seasoned leaders at St. Andrew's

5 Stewardship

- the ability to provide leadership in the faithful use of the resources entrusted to St. Andrew's

6 Communications

- the ability to provide leadership in all aspects of internal and external communication including the St. Andrew's website, social media and public relations in the community



Our Staff

The Rev. Jan Hazlett – Associate Minister, Congregational Care, Full Time, since 2006

The Rev. Jared Miller – Associate Minister, Family Ministry, Full Time, since 2015

Office Manager, Part Time, since 2013

Administrative Assistant/Bookkeeper, Part Time, since 2004

Director of Music Ministries, Part Time, since 2006

Nursery Caregiver, Part Time

Side by Side Coordinator, Part Time

Recent Previous Ministers

The Rev. Karl English 1978-2000

The Rev. Marion Barclay 1997-2005

The Rev. Dr. Peter Coutts 2000-2013

The Rev. Kevin Lee 2014-2016

Presbytery Representatives

The Rev. Dr. Jean Morris, Grace Presbyterian Church

jeanm@gracecalgary.org

403-244-5861

The Rev. Dianne Ollerenshaw

Director of Regional Ministries of the Synod of Alberta and The Northwest

dianne.ollerenshaw@gmail.com

403-698-2523 (office) and 403-835-2523 (cell)

Closing

The pages that follow in Appendix A through C provide the ministerial position descriptions of all 3 Ministers, showcasing the design of our model of ministry and highlighting both the common/over-lapping responsibilities as well as individual responsibilities of each position.

Thank you for considering the position of Lead Minister at St. Andrew's. We hope you will be in touch with either of our Presbytery Representatives if you would like more information or if you have questions about St. Andrew's or the position. We are excited about meeting the person God is calling to this unique ministry.

The St. Andrew's Search Team

Appendix A

Lead Minister

Direction

“St. Andrew’s is a vital growing Church, embracing change and discovery as it seeks opportunities to serve God.” (Vision statement, adopted 1995) In 2012 the congregation also accepted A Vision for Mission which includes these statements, “St. Andrew’s is an intentional missional congregation in which mission is core to our purpose and identity.... Mission for us is our response to Christ’s call to love our neighbour.” The work of the Lead Minister is to be aligned with these statements.

Accountability

Accountable to Presbytery for ministerial conduct (Book of Forms 249) and to Session for performance of ministerial duties with the support of the Ministry Resource & Accountability Team. The Lead Minister shall have an annual performance review directed by the Ministry Resource & Accountability Team.

Purpose

To lead the ministerial team at St. Andrew’s with particular focus on the vision and direction, strategic planning, oversight of operations and leadership of worship and preaching.

Relationships

Relates to the Session as primary moderator, with support from the other ministers, to the ministerial team as leader, to the congregation as Minister of Word and Sacraments, to the Stewardship and Planning Team as an advisor and to the Presbytery, Synod and General Assembly as directed by The Book of Forms and ordination vows.

Responsibilities

The Lead Minister shall:

Common Responsibilities

- Seek to grow in grace and understanding of the gospel and make time for spiritual growth and study.
- Be an active and contributing member of the ministerial team in the development of new programs, ministries and activities which will enhance the life and ministry of St. Andrew’s.
- Share in crisis care and ongoing pastoral counselling in consultation with the Associate Minister, Congregational Care.

Specific Responsibilities

- Lead the planning of worship and assume primary responsibility for preaching, sharing leadership with sacraments.
- Be responsible for leading the development and renewal of the vision and direction of St. Andrew’s in consultation with the ministerial team and Session.
- Be responsible for the internal and external communication at St. Andrew’s in consultation with the ministerial team and Session.
- Determine, in conjunction with the rest of the ministerial team, the division of labour which will serve the needs of the congregation most effectively and present this to Session for approval.
- Provide leadership and support to the following teams: Worship, Stewardship & Planning, Personnel, Communion and Welcome & Fellowship.
- Lead the development of 3-5 year plan for the continued growth and vitality of St. Andrew’s and an annual ministry plan for all 3 ministerial positions for approval by Session.
- Provide direct supervision for Director of Music and Office Manager.

- Schedule regular meetings for the ministerial team, the staff or joint meetings of both for encouraging effectiveness as a team.
- Fulfill such other duties as may become necessary in the developing life of the congregation.

Appendix B

Associate Minister, Congregational Care

Direction

‘St. Andrew’s is a vital growing Church, embracing change and discovery as it seeks opportunities to serve God.’ (Vision statement, adopted 1995) In 2012 the congregation also accepted A Vision for Mission which includes these statements, “St. Andrew’s is an intentional missional congregation in which mission is core to our purpose and identity....Mission for us is our response to Christ’s call to love our neighbour.” The work of the Associate Minister, Congregational Care is to be aligned with these statements.

Accountability

Accountable to Presbytery for ministerial conduct (Book of Forms 249) and to the Lead Minister and Session for performance of ministerial duties with the support of the Ministry Resource & Accountability Team. The Associate Minister, Congregational Care shall have an annual performance review directed by the Lead Minister.

Purpose

To provide primary leadership for the development and delivery of Pastoral Care and Christian Education for all members and adherents of St. Andrew’s.

Relationships

Relates to Session as voting member unless moderating, to the ministerial team as a partner in ministry, to the congregation as Minister of Word and

Sacraments, and to Presbytery, Synod and General Assembly as directed by The Book of Forms and ordination vows.

Responsibilities

The Associate Minister, Congregational Care, shall:

Common Responsibilities

- Seek to grow in grace and understanding of the gospel and make time for spiritual growth and study.
- Share in the worship and preaching ministry as determined by the Lead Minister.
- Be an active and contributing member of the ministerial team in the development of new programs, ministries and activities which will enhance the life and ministry of St. Andrew's.

Specific Responsibilities

- Lead the planning and delivery of Pastoral Care at St. Andrew's including the facilitating of the recruitment and training of pastoral care providers.
- Lead the planning and delivery of Christian Education at St. Andrew's.
- Engage in collaborative planning for youth and family ministry in areas of overlap between the roles of Associate Minister, Family Ministry and Associate Minister, Congregational Care.
- Provide leadership and support to the following teams: Pastoral Care and its attendant teams, Christian Education and Leading with Care.
- Provide leadership and support for the Side by Side program.
- Prepare an annual ministry plan including annual objectives and goals for approval by the Lead Minister and Session.
- Fulfill such other duties as may become necessary in the developing life of the congregation.

Appendix C

Associate Minister, Family Ministry

Direction

'St. Andrew's is a vital growing Church, embracing change and discovery as it seeks opportunities to serve God.' (Vision statement, adopted 1995) In 2012 the congregation also accepted A Vision for Mission which includes these statements, "St. Andrew's is an intentional missional congregation in which mission is core to our purpose and identity.... Mission for us is our response to Christ's call to love our neighbour." The work of the Associate Minister, Family Ministry is to be aligned with these statements.

Accountability

Accountable to Presbytery for ministerial conduct (Book of Forms 249) and to the Lead Minister and Session for performance of ministerial duties with the support of the Ministry Resource & Accountability Team. The Associate Minister, Family Ministry shall have an annual performance review directed by the Lead Minister.

Purpose

To provide primary leadership in the ministry of youth, young adults and young families at St. Andrew's, in the development of mission beyond St. Andrew's and in the development of a ministry South of Fish Creek.

Relationships

Relates to Session as voting member unless moderating, to the ministerial team as a partner in ministry, to the congregation as Minister of Word and Sacraments, and to Presbytery, Synod and General Assembly as directed by The Book of Forms and ordination vows.

Responsibilities

The Associate Minister, Family Ministry shall:

Common Responsibilities

- Seek to grow in grace and understanding of the gospel and make time for spiritual growth and study.

- Share in the worship and preaching ministry as determined by the Lead Minister.
- Be an active and contributing member of the ministerial team in the development of new programs, ministries and activities which will enhance the life and ministry of St. Andrew's.
- Share in crisis care and ongoing pastoral counselling in consultation with the Associate Minister, Congregational Care.

Specific Responsibilities

- Provide organizational leadership to build Christian community in youth, young adults and young families that fosters a sense of belonging, mutual care, fellowship and intentional integration into the life of St. Andrew's.
- Engage in collaborative planning for youth and family ministry in areas of overlap between the roles of Associate Minister, Family Ministry and Associate Minister, Congregational Care.
- Foster growth in faith, discipleship and development of the whole person among youth, young adults and young families.
- Act as point person on the ministerial team in the development of ministry of St. Andrew's in south Calgary (growing to 2/3 of the Associate Minister, Family Minister's time).
- Provide leadership and support for the following teams: Family Ministry and Mission.
- Prepare an annual ministry plan including annual objectives and goals for approval by the Lead Minister and Session.
- Fulfill such other duties as may become necessary in the developing life of the congregation.



ST. ANDREW'S
PRESBYTERIAN CHURCH

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OFFICE HOURS

Monday to Friday:
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1:00 p.m. - 4:00 p.m.