



Grace Presbyterian Church, Calgary, Alberta

2017 CONGREGATIONAL PROFILE

LEAD MINISTER, VISION AND WORSHIP SEARCH

Inspired by the Holy Spirit, we grow disciples of Jesus Christ to love our neighbours and effect social change.



Grace Presbyterian Church

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I ...beg you to lead a life worthy of the calling to which you have been called, with all humility and patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

But each of us was given grace according to the measure of Christ's gift... The gifts he gave were that some would be apostles, some prophets, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

We must no longer be children tossed to and fro and blown about by every wind of doctrine...But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.

Ephesians 4: 1-7, 11-16



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Position Description: Lead Minister, Vision and Worship

We are seeking a Lead Minister who brings experience and demonstrated ability in preaching, teaching and team ministry. However, far more important, we are seeking a visionary leader with the imagination, wisdom, and courage to lead a large congregation into the future that God holds for us.

Background – The Vision and Ministry Model

During a period of interim ministry in 2016, Grace journeyed through a collaborative process to create a vision for its future and a new ministry model to align with that vision. The congregation overwhelmingly supported a vision for Grace as a church that is meaningfully engaged with its surrounding community, known as a thought leader, and that truly lives its values of service and compassion. We have heard a call to be in the world, not set apart from it. We are searching for a Lead Minister who is excited to embrace the challenge of that calling with us.

The new ministry model approved by the congregation contemplates a lead minister and three associates, two of whom are anticipated to be part-time. In addition to the Lead Minister, Vision and Worship, the ministry model contemplates a full-time Associate Minister, Engagement and Service; a part-time (0.6) Associate Minister, Pastoral Care; and a part-time (0.5) Associate Minister, Children and Youth.

As we begin to search for the person being called to serve as Lead Minister, Vision and Worship, there is tremendous energy and excitement in the congregation. Once we have found the person being called to that role, we will begin searches for the remaining ministerial positions. The Rev. Dr. M. Jean Morris is currently called to a full-time role as Associate Minister, Pastoral Care.

The following narratives outline the primary areas of responsibility for the Lead Minister, Vision and Worship and the demonstrated abilities we view as necessary in each area:

1. Vision: Preparing for Things Beyond our Imagining

Grace believes that God has been, and is, preparing us for things beyond our imagining. We believe in embracing the uncertainty of not knowing what is to come with wonder, not fear. We understand that we are called to continually reach out for the discomfort of growth and to resist the comfortable trappings of routine-ism. We also know it is easy to forget all of those things when faced with adversity and to drift back into being comfortable and static.

We are praying the person called to serve as Lead Minister, Vision and Worship will be inspired by our current vision and able to embrace the challenge of:

- inspiring the congregation to make its vision of becoming a congregation that is meaningfully engaged with its community a reality over the coming years;
- maintaining energy for the vision through difficult times;

- welcoming the risk and occasional failure that comes with a bold vision and leading the congregation in doing the same;
- being a mirror of accountability to prevent vision drift and/or a return to “this is how we have always done it” thinking;
- encouraging the congregation to search for, listen to, and respond to God’s calling in their lives and in the life of the church and its surrounding community; and
- calling the congregation to continually re-imagine its future.

2. Worship: Bringing the Word to the People

The experience of worship is central to life at Grace. Sunday morning services filled with “thinking theology” and rich musical offerings are part of Grace’s identity and are highly valued by the congregation. Evening Grace, an intimate Sunday evening service held twice per month, provides another option for spiritual reflection through worship and healing prayer. As we work to reach out in new and different ways to our surrounding community, we may explore new worship experiences and opportunities.

We are praying the person called to serve as Lead Minister, Vision and Worship will bring a depth of experience and demonstrated ability in cultivating meaningful worship experiences characterized by:

- warmth and welcome to both believers and seekers;
- skilled preaching that is accessible to newcomers and that challenges even the most well-versed congregants to see with new eyes and hear with new ears;
- real-life relevance and relatability of the Gospel message to a diverse, multi-generational community that includes people at all stages of faith development; and
- integration of music that enhances the sermon and elevates the worship experience.

3. Education and Training: Equipping the Saints

Part of the newly adopted vision at Grace involves providing education opportunities and structured training to increase the number and capacity of our ordained and lay leaders. We want to be a congregation that deepens people’s knowledge and develops their gifts so they can confidently respond, “here I am, Lord” when they hear a call to serve. Our long term vision is to develop programming that can be offered to people outside the congregation to help equip other faith communities as well as our own.

We are praying the person called to serve as Lead Minister, Vision and Worship will have a teacher’s heart and the skills and experience necessary to fully embrace the role of teaching elder through the design and implementation of:

- opportunities for adults at different stages of faith development to deepen their theological and denominational knowledge;
- programs for lay leadership development; and
- orientation and continuing development that equips ruling elders to fully embrace the leadership role to which they’ve been called.

4. Leader of the Ministerial Team: Teammate, Team Captain, Spokesperson

For decades, Grace has been blessed with ministerial teams able to mentor, support and encourage each other's gifts to shine as they provided leadership in the congregation and community. With four ordained ministers, the new ministry model contemplates our largest ministerial team yet.

We are praying the person called to serve as Lead Minister, Vision and Worship will be a servant leader, experienced in team ministry, who is eager to continue the rich tradition of extraordinary team ministry at Grace by willingly embracing responsibility as:

- leader, mentor, and collaborative colleague of the ministerial team;
- primary Moderator of Session;
- guiding hand in the overall life, development, and direction of the congregation;
- direct report for the three associate ministers to ensure the ministry model is operating in alignment with the vision of a congregation that is meaningfully engaged with its community;
- direct report for the church's Operations Director;
- a communicator and consensus builder; and
- the primary spokesperson for Grace in interactions with civic leaders and media.

Team Ministry Model



Who We Are Today

Grace Presbyterian is a large urban church in the centre of Calgary, with a significant commuter population.

From the very beginning in 1905, Grace has been a generous and caring congregation, supporting local Calgary needs and active in both national and international mission. Today, we are inspired by a new vision of growth, driven by a missional engagement strategy built on our values of service and compassion.



We are blessed to worship in a beautiful sanctuary, which helps create an atmosphere of reverence as we seek to glorify God with our praise and with our lives. Grace is known for its traditional reformed worship and its excellence in preaching and music. The organ is the third largest in the city and we enjoy a long-standing partnership with the Calgary Philharmonic Orchestra. Weekly Sunday morning worship services are enhanced with an excellent Chancel Choir and are punctuated with special celebrations reflecting the seasons of the church year. The Tinnitus Handbells regularly contribute to our worship experience.



Evening Grace is a service of quiet reflection and healing, held on the first and third Sunday of each month in our chapel. The chapel is a smaller, more intimate space than the main sanctuary, seating about 75 people. Healing prayers are offered on the first Sunday of each month.

Service and hospitality are important to us. We believe worship and mission are interconnected. We seek to reach out to the community through various ministries in the church and through service to organizations in the community. Our church building is busy every day of the week, with programs such as our English language classes that welcome more than forty newcomers to Canada Mondays, Wednesdays and Fridays. We currently host an annual "Neighbour Day" each June, which includes clowns, face painting and a community

garage sale. Each year we also host a Stampede Breakfast that invites the community to join the congregation for breakfast before morning worship.

Grace and its ministers have been active in their support for ecumenical and interfaith organizations and initiatives in Calgary. We have welcomed leaders from other faith communities to participate in our Conversations of unCommon Grace discussion series and to join us in worship.

More than a decade ago, Grace embarked on a mission project with the Lost Boys and Girls of Sudan. A number of those individuals and their families are now active members of our church. The Sudanese and Anyuak Ethiopian Community churches worship at Grace on Sunday afternoon and we continue to seek to find ways to build a stronger community together.



Our History

The congregation of Grace Presbyterian Church began in 1905 as a suburban church and it moved into its current building in 1912. We have a number of families with three and even four generations of active members in the current congregation. Throughout its history, Grace has been blessed to have prominent community leaders, both civic and corporate, among its members. Our members continue to be people of vision and commitment. We proudly display the congregation's legacy of leadership in our "Hall of History," a centennial project completed in 2005.



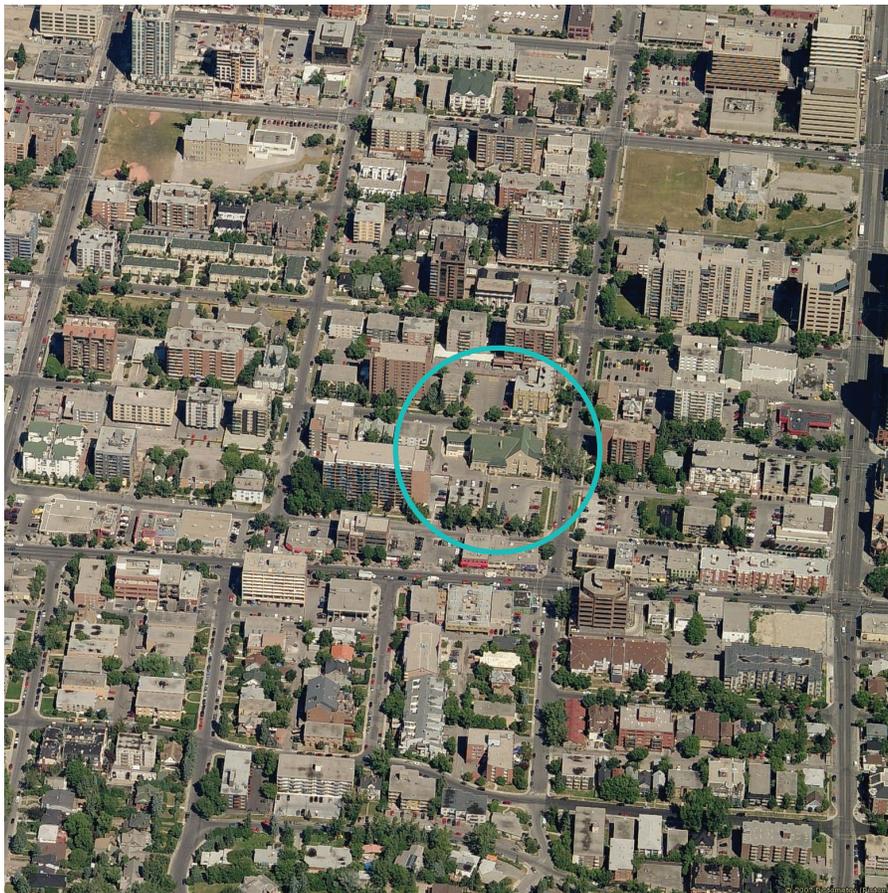
Our Community

Through our visioning work, facilitated by an excellent consultant, we have defined our “catchment” community for growth as the area within a 10-minute drive of Grace Church. The community is a mixture of commercial establishments, large apartment buildings and condominiums with some private homes. There is a large range in affluence. The population has increased slightly in recent years but at a considerably slower pace than the rest of the city because we are located in the urban core.

Population	2006	2011	Growth
Calgary	1,079,310	1,214,839	+12.6%
Neighbourhoods near Grace	81,136	83,255	+2.6%

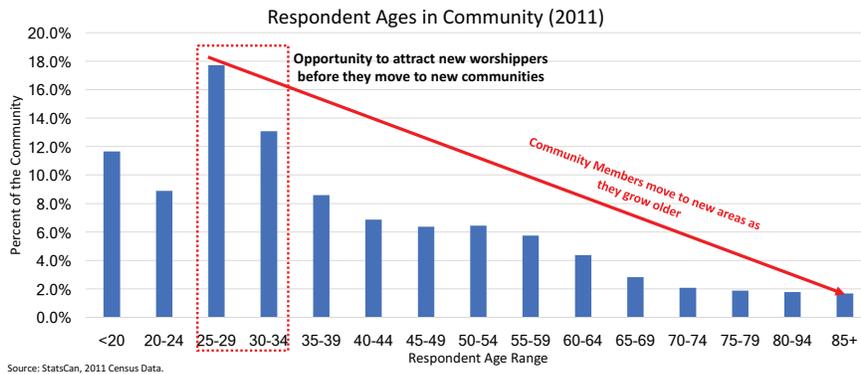
Grace Church is located within a block of the trendy 17th Avenue business and entertainment district. The neighbourhood is young and vibrant with young adults between 25 and 34 years of age making up a significant proportion of the community.

The aerial view of the neighbourhood with Grace Church (circled) at its centre illustrates its urban nature. Seventeenth Avenue is toward the bottom of the picture.



The data indicates that our surrounding community never ages. As our neighbours grow older and start families, they tend to move to more suburban areas of the city.

As the catchment community's population ages, they move away and become commuters.

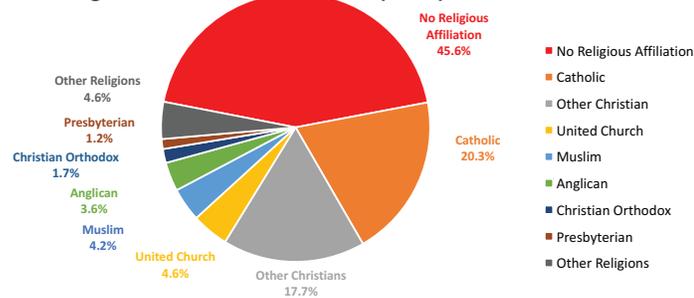


A component of our vision is that when we inspire individuals who currently live in the neighbourhood to be a part of the Grace community, they will remain a part of the Grace community after they move and will become our future commuters.

Almost half of the population in our surrounding community has indicated they have no religious affiliation. We have reviewed available data and consulted with leaders in the communities surrounding the church to understand the demographics and needs of those communities. We learned that there is no community centre or gathering place for the arts or meetings. There is also a shortage of community services for this area.

The catchment community around Grace has high population of "nones".

Stated Religious Affiliation of Respondents in Neighborhoods close to Grace (2011)



This work confirms that there is a tremendous opportunity to go out and engage with those who are not seeking church affiliation per se but who do greatly value compassion and service to others.

Current Ministries

Discipleship

Sunday School

A full Sunday school program is offered year-round for children from ages 3-12 and from September through June for high school students. Attendance averages over 40 children. Volunteer teachers are supported by a staff Coordinator.



Adult Education

Various Bible Studies and adult education classes are offered weekdays and evenings. The recent "Simple Supper, Simply Scripture" series on Galatians attracted about 30 individuals. We have also brought in guest experts for weekend seminars on topics of interest. Tori Smit recently spent a weekend at Grace teaching us about faith formation in children and young adults. As an immediate result, we are becoming more intentionally intergenerational.

Nursery

Nursery care for infants and toddlers, 18 months to 3 years of age, is provided every Sunday. Volunteers assist a Nursery Caregiver Supervisor.

Youth Group

Youth from grades 6-12 meet about 10 Fridays throughout the School year, providing a fun opportunity to grow in faith. Activities include movies, games, swimming, hiking and bowling — all within a Christian context and with adult supervision. The youth program is coordinated by a dedicated member of staff.



Dr. Ruby Walker Library

Named after a beloved Christian educator at Grace, the Library contains books and electronic media to help children, youth, and adults grow in faith.

Membership Classes

Grace offers membership classes that provide the opportunity to ask questions and explore faith with other Christians. Twenty new members joined Grace in 2016.

Leading with Care

Grace is fully compliant with the Presbyterian Church in Canada requirements.

Mission

Intercultural Ministry

Refugee Sponsorship: Grace advocates for and supports refugees in rebuilding their lives without fear of persecution. Volunteers assist them with appointments, accessing health services, enrolling in school, and making social connections in a new culture. Grace sponsored an Eritrean family in early 2015 and continues to support them.

English Language Learners: More than 40 adult newcomers to Canada participate Monday, Wednesday and Friday mornings in a unique program to improve their English language skills. Grace volunteers create a safe and fun class environment for conversation, hospitality, and community building. Classes are always fully subscribed.

Grace House

Grace House is owned by Grace Church and provided to Servants Anonymous Society who operates it as a safe home for women (and their children) who are leaving prostitution or are at risk of involvement in prostitution.

Social Justice and Development

We are guided by our desire to be people who do justice, love kindness and walk humbly with God. Issues of the environment, human rights, reconciliation with our aboriginal brothers and sisters, and social entrepreneurship are addressed through workshops and activities. A workshop on sustainable development attracted many from the community, including local politicians.

Mission to Mexico

We are called by Christ to respond to the poverty in our world. Members and their guests of all ages travel to Mexico and build homes during spring break. Grace, in collaboration with other Presbyterian churches in Calgary and our American partners, has provided housing to about 20 Mexican families in need.



Pastoral Care

As a community of faith that values compassion and service, we strive to be intentional about providing care to each other. We support people who are in the hospital, may be receiving treatment, or are ill at home. We provide pastoral care for those who are grieving a loss, as well as for those who have experienced a significant change in their life. We also try to be present to celebrate special events in the lives of our community members at every age and stage.



Seniors Ministry

GraceFull Seniors meets monthly for a program, lunch and lots of conversation. Thirty to fifty seniors enjoy these social, spiritual and age-friendly activities. It is a welcoming group that draws seniors from the congregation as well as those who live in the neighbourhood.

Visitation Team

The Visitation Team oversees the effective and timely visitation of our church family. Our goal is to increase connectedness throughout the congregation.

Health Cabinet

The Health Cabinet encourages an environment at Grace that recognizes the connection between faith and health and promotes the church as a place of healing and wholeness.

The Health Cabinet also supports the work of volunteer Parish Nurses who are available for consultation on minor medical issues after worship each Sunday morning. Additionally, we host a number of events each year that address issues of health and faith.

Quilts

Grace creates and gives away quilts as a sign of the congregation's love and prayers. Quilts are given to every person who is baptized at Grace, to each family member living in a home built by the Mexico mission, and others in need of healing outreach. This past year, quilts were sent to families who lost their homes in the Fort McMurray fires. Quilts are also loaned to those who are ill as a symbol of our healing prayers and God's enveloping love.

Prayer Ministry

We believe that a healthy, faithful congregation involves prayer. In prayer, we seek God's will and blessing in all of life. Each Tuesday afternoon, a group meets and prays for others, the church and the world.

Education and Training

We provide ongoing training for elders and others who provide pastoral care at Grace. Topics such as how to visit well have been most popular.

Grace Housing Society

As part of its pastoral care ministry, Grace has had a long history of supporting affordable housing for seniors in our area. Two members of our Pastoral Care Committee serve as Board members of the not-for-profit Gracewood Housing Group Ltd. which operates 8 independent living facilities for seniors in the Calgary Beltline area, including Grace Manor and Grace Gardens which are located next to our church building.



unCommon Grace

Conversations of unCommon Grace seek to engage in the issues that are at the forefront of discussion and debate in our society. Events explore topics of interest to our community through a time of conversation, invitation, and hospitality. These events are held with broad participation and perspectives outside of a worship setting.

Our inaugural series of discussions focused on human trafficking and included a lecture by New York Times columnist Nicholas Kristof that drew over 300 attendees. More recent conversations have considered physician assisted death and the intersection of spirituality and the environment. We are planning our next series which will explore the issues of refugees and immigration from a Christian perspective.

Congregational Life

An opportunity to know others is essential to a sense of belonging and the creation of community. Congregational Life builds community in the congregation by getting people connected to Grace and each other. We hold intergenerational events and activities that help people get to know each other better, and that provide opportunities for us to have fun and enjoy the company of one another.

Women's Fellowship

Women's Fellowship offers several opportunities for fellowship, mission, and spiritual growth under their banner of "uniting women in prayer, service and Christian fellowship." The Women's Fellowship groups and activities include:

Trinity Group: focuses on fellowship and service

Grace Bethany: supporting the initiatives and activity of Women's Missionary Society

Annual Cake Bake: for over 50 years, the funds raised by the sale of this delicious fruitcake have supported mission activities in our community and congregation.



Grace Market Café: our local community enjoys shopping for lovingly-made crafts and baked goods, with the proceeds supporting Women’s Fellowship missions.

Thank Offering Dinner: an annual fellowship dinner that welcomes a guest speaker and offers support for their mission work.

Preaching Grace

Preaching can encourage and uplift us, changing the way we look at the world. Preaching Grace is an annual event that celebrates the positive impact of quality teaching and provides an opportunity for anyone to explore new and inspiring ways of making the scriptures accessible and relevant.

Each year, Preaching Grace welcomes an internationally renowned preacher to share their gift through a free public lecture, and to teach an enthusiastic audience during a hands-on workshop. It is intended for both clergy and laity and is generously provided by the Margaret and Robert Montgomery Fund. We welcomed the Rev. Dr. Thomas Long to the inaugural Preaching Grace in 2016. Plans are underway for Preaching Grace 2017, which will feature the Rev. Dr. Anna Carter Florence.



Our Greatest Gifts

At Grace, we believe God has blessed us through:

- meaningful worship with engaging preaching, wonderful music and beautiful worship space;
- a congregation that values the experience of worship and a “thinking theology” that challenges them to learn, grow and explore issues deeply;
- a healthy Sunday school and youth program;
- a congregation with a diversity of backgrounds, cultures, professions, and talents, including tremendous leadership capability;
- over 200 dedicated volunteers eager to be involved in our worship and work;
- a large faith community that values hospitality and a sense of belonging;
- a large and professional staff;
- the location of our church in the centre of Calgary;
- financial endowments that provide resources to strengthen our mission;
- strategic ownership of property surrounding the church; and
- a defined vision, ministry model, and strategies to “transform lives by growing disciples and effect social change.”



Opportunities – the Future

Grace is a congregation in transition and, following the departure of two long-serving ministers, Grace has been in a period of review, reflection and interim ministry. Through this year, we have prayerfully considered:

- what matters most to the congregation;
- what growth and future vitality mean for Grace and how they can be achieved; and
- what ministry model best suits our current needs and aspirations.

Gifted consultants have ably supported us in this visioning work. With their strategic analysis and guidance, we have observed the following:

- While we are blessed with a committed core of dedicated members and volunteers, membership and attendance have been declining for more than a decade. People between the ages of 20 and 40 are under-represented.
- The catchment community has been steadily growing. It is comprised largely of residents aged 25 to 35 who will become commuters as they get older and have children. When asked about their religious affiliation, almost 50% of the people in the catchment community check “none.”
- While Grace offers community programs and has relationships with community organizations, we do not have a clear identity or presence in the community.
- To date, discussions of growth potential have been focused inward and measured by the number of people attending morning worship, not by impact and presence in the community.
- Both the congregation and members of the catchment community value being of service to others.
- The catchment community lacks space for community gatherings and the arts.
- Youth and young adults (age 16 to 36) want to explore the big questions of faith and the relevance of religion in everyday life in an environment that is open-minded and non-judgmental.
- Grace has taken some steps toward operating like a Large Church, where professional staff and trained laity support specialized ministers, but we are not there yet.
- Through the foresight and generosity of the congregation over the years, Grace has been able to acquire property adjacent to the church building. Most of this is currently used for parking, essential for an inner-city and commuting congregation. Our Ashley Project Working Group has been investigating how these properties might be developed to simultaneously meet the needs of our community while meeting Grace’s parking requirements. We have further work to do to discern how God is calling us to use these properties.



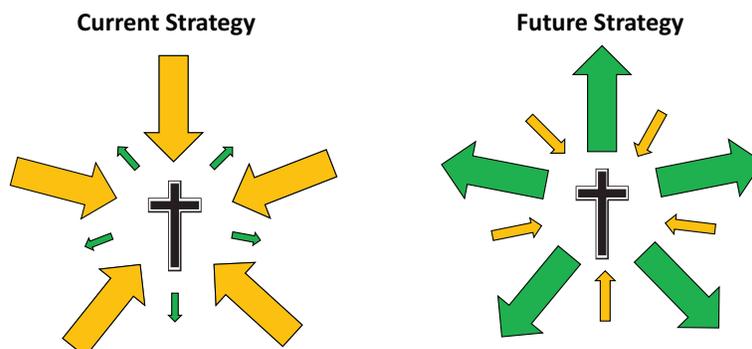
Our Vision

A congregational survey conducted in 2016 articulated many gospel values, with service and compassion emerging as key. The congregational consultations provided further confirmation for key elements of Grace’s vision and mission statements, specifically that:

- the transformational love of God is the centre of Grace’s vision for itself and the community it serves;
- Grace is concerned with fulfilling God’s mission in the world; and
- growing disciples of all ages and effecting social change are the focus of future growth.

We reflected on the congregation’s gifts, hopes, values and calling, as well as on the gifts and needs of the catchment community. The result is a series of approved recommendations designed to guide an intentional enactment of our mission, vision and values:

- Pursue a missional engagement strategy as the driving force for growth, built on our values of service and compassion.

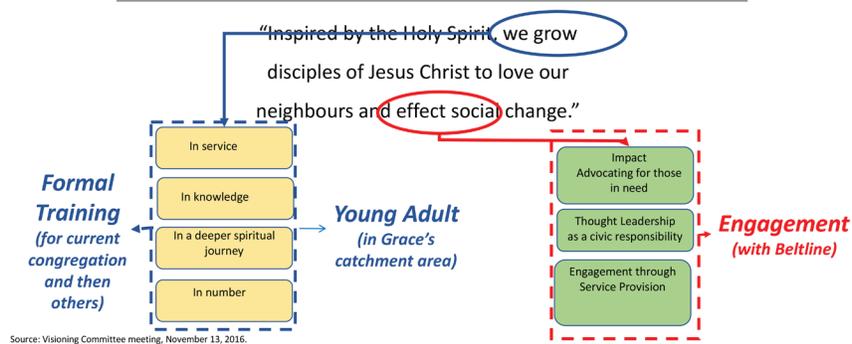


- The focus of growth will be engaging 25-35 year-olds living in the catchment area, while continuing to serve and support the current congregation.



- Transform lives: “grow disciples” and “effect social change” by further reviewing and implementing a missional strategy.

Grace’s mission identifies two aspects of growth.



- Develop and lead a structured Christian laity training and volunteer leadership development program that builds a strong base (breadth and depth) of people from the current congregation who can support the programs and ministries of Grace.
- Continue to be more intentional in implementing a Large Church model.
- Streamline and refocus organizational structure to enact the vision, mission and values.
- Effectively engage the congregation throughout this process of transition and renewal.

Enacting these recommendations and living our vision and mission will be the work of every member of the congregation.

Blessed with Resources

Membership

While we have seen a decline in membership over the past 10 years, Grace remains a large and active congregation. The following chart shows the trends in numbers of members, adherents and children.

	2007	2011	2016
Active Members	644	584	475
Adherents	~350	445	472
Morning Worship Weekly Attendance	300	275	220
Sunday School Weekly Attendance	unknown	45	41
Number of Children Registered for Sunday School	88	84	95
Number of Weddings	15	8	10
Number of Funerals	15	14	15
Number of Baptisms	10	17	6



At present Grace is largely a commuting congregation, with faithful attendees from as far away as the communities of Priddis, Airdrie and Cochrane, which all lie outside the city limits.

Our members have a passion for service and regularly dedicate their time and energy to support activities of the congregation and in the community.

The Session

The Session is active in providing leadership to Grace through its monthly meetings and ongoing committee work. Regular retreats with excellent facilitation have equipped us through this period of transition and visioning.

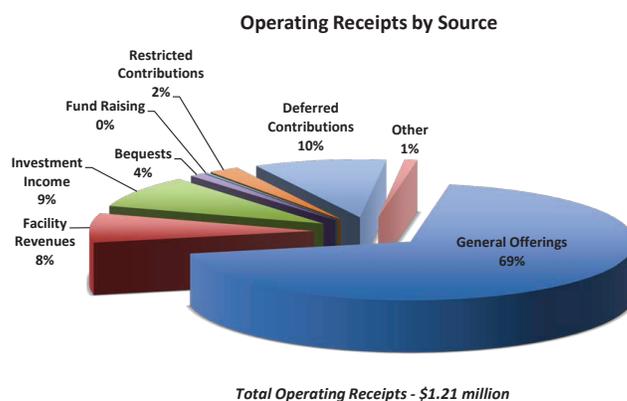
Forty active ruling elders each have a visitation district of approximately 10 households. All elders are compliant with the Leading with Care requirements for Police Records Checks.

Our Elders have been the heart of leadership in the congregation for its entire existence. They tirelessly dedicate their time and personal gifts to the care of the congregation and the works of the church. We are truly blessed to have so many dedicated, lifetime leaders in our midst.

The Board of Managers and Finances

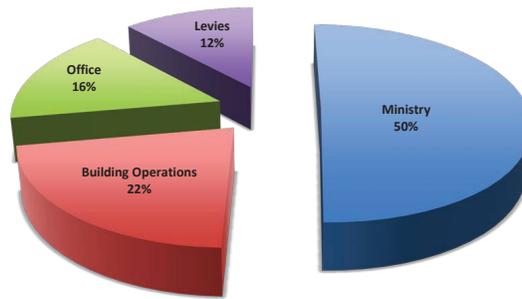
The Board of Managers administers the financial activities of Grace. The Board is currently composed of 12 members of the Congregation, and always includes at least one member of Session and one member of the Women's Fellowship. Each Manager is elected by the congregation at the annual meeting to serve for a term of three years; typically, one-third of the Board retires and is replaced each year to ensure continuity. The Operations Director/Accountant is also an ex-officio member of the Board.

The 2016 financial data is portrayed below.



Grace Church is blessed with significant Deferred Contributions (endowments, reserve funds, etc.) totaling almost \$3 million. In recent years, including 2016, we have drawn from these Deferred Contributions (included above as revenue) to supplement funding for our programs. The Session and Board of Managers are developing plans to encourage Stewardship.

Operating Disbursements by Category



Total Operating Disbursements - \$1.09 million

Our building is a beautiful structure that is 105 years old so a significant proportion of our budget must be spent on maintenance and operations. Over the years, the congregation has been exceptionally generous in supporting major capital projects to maintain and upgrade the building. This has allowed us to complete several major projects without debt and in most cases without significant draws on our endowment funds.

Our Staff

Consistent with our movement to a “Large Church,” we have been building up our professional staff. Currently, staff includes the following gifted individuals:

- **Operations Director/Accountant** who works four days a week providing oversight of operations, including operational staff and financials.
- **Office Administrator** who confidentially provides executive assistance to Ministers, including preparing correspondence, booking meetings and coordinating music and reception details for events, as well as preparing worship bulletins and inserts.
- **Administrative Assistant** who keeps official church records accurate and current in the electronic database and supports the church office on a daily basis.
- **Facilities Manager** who is responsible for keeping our beautiful old building well cared for and making sure our facilities and equipment are able to support the activities that take place in the church.
- **Facility Assistants** who are present to open the building and support the operational needs of activities in the church during evening and weekend periods when other staff may not be present.
- **Communications Coordinator** who works two days per week and is responsible for all aspects of internal and external communications at Grace including image branding, digital and print design, social media, website maintenance, marketing, advertising and public relations.
- **Music Director** who directs our Chancel Choir and Tinnitus Handbells in addition to working with the ministerial staff to select music for worship.
- **Organist** who works with the choirs and music director to bring our grand pipe organ to life each week during worship.

- ***Nursery Caregiver Supervisor*** who is present in the nursery during morning worship and ensures a high standard of care for the children.
- ***Interim Youth Ministry Coordinator*** who organizes Sunday morning classes and Friday evening social events for the high school youth.
- ***Interim Sunday School Coordinator*** who ensures the smooth functioning of the Sunday School, providing training and support to volunteer teachers.
- ***Pastoral Care Assistant*** who works with the Associate Minister, Pastoral Care to support every aspect of this ministry, visiting hundreds of times through each year, and supporting elders in their pastoral responsibilities.
- ***Coordinator of Volunteers*** who is responsible for creating and managing a comprehensive system to engage and inspire volunteers and develop new leaders in the work and mission of Grace.

Our staff is truly an exceptional group of people. A mix of part-time and full-time, paid and volunteer, they are part of virtually everything that happens at Grace. They too are excited by our vision.

