

## Position Description: Associate Minister, Engagement and Service

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We are seeking an Associate Minister, Engagement and Service, who brings experience and a demonstrated capacity for community outreach and relationship building especially with the young adult population. As Grace Church works to understand and build our identity as an active member of the larger community, we need a leader with strong communication skills who loves people and can develop partnerships with individuals and organisations, and discover opportunities for Grace to serve with them in our neighbourhood.

### 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 engagement, belonging, community, compassion and service. We have heard a call to be in the world, not set apart from it, and we are searching for an Associate Minister, Engagement and Service, who can spend time in the community hearing the stories and needs that exist, and sharing Grace's own story.

The new full-time Associate Minister, Engagement and Service, is just one piece of the ministry model approved by the congregation, which contemplates a lead minister and three associates, two of whom are anticipated to be part-time. In addition to the Associate Minister, Engagement and Service, the ministry model contemplates a full-time Lead Minister, Vision and Worship; a part-time (0.6) Associate Minister, Pastoral Care; and a part-time (0.5) Associate Minister, Children and Youth. The Rev. Dr. M. Jean Morris is currently called to a full-time role as Associate Minister, Pastoral Care.

As we begin to search for the individuals being called to fill these roles, there is tremendous energy and excitement in the congregation. The following narratives outline the primary areas of responsibility for the Associate Minister, Engagement and Service, and the demonstrated abilities we view as necessary in each area:

#### 1. Engagement: A New Way of Being in Community

Grace is situated in the Beltline community of Calgary which is home to a largely young adult population. The surrounding neighbourhoods are a mix of both young adults and long-time residents. We believe God is calling us to occupy space in the hearts and minds of this community— not as the church on the corner but to establish ourselves as friends and partners in the work of making Calgary a welcoming place for everyone. Grace currently has ministries that address relevant social issues (e.g. unCommon Grace and the English Language Learners program). As we shift toward a more missional approach, we're looking outside of our walls to find opportunities where we can partner and collaborate with our neighbours.

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

- engaging in the community around their needs, opportunities and passions;

- Inspiring Grace members to get involved outside our walls;
- welcoming the risk and occasional failure that comes with partnering with others;
- being a mirror of accountability to prevent vision drift and/or a return to “this is how we have always done it” thinking;
- encouraging Beltline residents to participate in socially relevant work happening at Grace free from agenda or expectation that they share our faith or attend our worship; and
- developing the skills of congregation members to participate in the work happening in the community.

## 2. Worship: Bringing the Word to the People

Worship is a central experience at Grace and has been shaped over the years by leaders and the congregation. Sunday mornings blend a “thinking theology” with rich musical offerings. Additionally, Evening Grace (held twice per month) provides an intimate service for worship and healing prayer. However, congruent with the overall vision, we don’t want worship to be boxed-in by “what we’ve always done.” We’re interested in exploring new programs and opportunities for worship that respond to the people and needs in the Grace catchment area while remaining true to Grace’s core identity.

We are praying the person called to serve as Associate Minister, Engagement and Service, will be a Minister of Word and Sacrament, and can imagine and manage new worship experiences that:

- demonstrate a willingness to innovate and experiment with new opportunities to respond to community needs;
- show warmth and welcome to both believers and seekers;
- offer 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;
- share 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

## 3. Education and Training: Equipping the Saints

In addition to those in defined leadership roles, Grace has a contingent of dedicated and hardworking volunteers. The Associate Minister, Engagement and Service, position imagines a leader who can work with the Volunteer Coordinator to acknowledge and affirm our volunteers, develop programming to equip them to feel confident in new service opportunities, and engage additional members of the congregation and the community to participate within the church and community.

Another important aspect of this role is to help bridge Grace Church with the community. There are some existing relationships with organisations and groups, but we desire a deeper relationship with our neighbours.

We are praying the person called to serve as Associate Minister, Engagement and Service, will have the skills and experience needed to develop strong relationships, and to identify:

- opportunities for adults at different stages of faith development to deepen their theological and denominational knowledge;
- relationships that could lead to denominational, interdenominational, local, and international service and mission ministries; and
- identify opportunities to connect the Grace congregation with our neighbours who live within a ten minute driving radius of the church.

#### 4. Member of the Ministerial Team

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 Associate Minister, Engagement and Service, will be a servant leader, able to balance the independence needed to be out in the community with the commitment and communication required to remain an active member of the ministry team at Grace. They will embrace responsibility as:

- mentor, and collaborative colleague of the ministerial team;
- participant in the overall life, development, and direction of the congregation;
- communicator and consensus builder; and
- friendly face of Grace Church in the Beltline and other communities;

and possess the following skills:

- have the ability to adapt;
- be a good listener;
- have a qualitative and narrative approach;
- be a relationship builder;
- be a good communicator / a people person;
- be an independent worker / self starter;
- be a deliberate task planner and implementer
- have the ability to develop and encourage local leadership.