

Unitarian Congregation of Guelph

Contract Minister

Guelph, Ontario

20 June 2019

Start Date:

- 1) to be mutually agreed to, anticipate Fall 2019

Term:

- 2) Initial One-year term with a possibility to renew, depending on finances and congregational support.

Percent Time:

- 3) 25% with the understanding that actual contracts can look like whatever is agreeable to both parties. Will likely involve additional hours in the Fall/Winter and more time off in the summer. Could be additional 2-3 weeks off during the year to increase the hours on other weeks. There are many possibilities to structure.

Compensation:

- 4) Salary \$12,500 to \$14,000 with distribution of hours to be by mutual agreement; vacation pay 4% of salary; RRSP contribution 10% of salary; professional development negotiable.

Benefits:

- 5) No benefits.

Description of minister's role in relation to other paid staff

Director of Lifespan Learning (DLL):

- 6) The DLL works 18 hours per week. She works directly in school age RE program approximately 20% of the time. Sources/develops, facilitates/co-facilitates programs and coordinates programs offered by others in the congregation, including the incoming Minister. The DLL recruits, trains and supervises nursery and RE staff and RE volunteers; and works closely with the Communications Coordinator. The DLL also supports the organization and coordination of some of the fundraisers, social gatherings, and congregational meetings and she speaks on a Sunday morning, 3 times per year.

RE staff:

- 7) Our Religious Exploration staff (3) work on a contract basis of two or three hours per week to facilitate programming for our 4-8 and 9+ groups.
- 8) Nursery staff: We employ one nursery staff per week, 2 hours per week.

Communications Coordinator:

- 9) Serving approximately 7 hours per week, the Communication Coordinator sends out a weekly email, prints out the upcoming services, and organizes the weekly announcements for the Order of Service. The Communication Coordinator also responds to rental requests and works with renters to ensure they have what they need. Additional administration duties as requested, and time allows.

Primary areas of focus for the minister in this role:

- 10) Facilitate and co-create inspiring outcomes from recent congregational strategy sessions:
 - *a five-year plan to generate growth that will sustain a more vibrant congregation*
 - *increased capacity for pastoral care*
 - *professional support and guidance for staff*
- 11) Traditional holiday services celebrated outside of Sunday morning: None
- 12) Status of the congregation as a Welcoming Congregation: Yes, in 1999 with additional congregational reaffirming process in 2011.
- 13) Status of the congregation as a Green Sanctuary congregation: We received an award in 2011 for our greening efforts, including solar panels, adding a bike rack and taking other measures like low flush toilets. We have not applied for this program.
- 14) How the congregation defines a good service: one that touches, moves and inspires!"

About Unitarian Congregation of Guelph

Contact Methods:

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Congregation Life

- 15) **Describe your Congregation and its culture:** Out of 67 current members, approximately 58% are over the age of 60, 33% are between 40-60, and 9% are 39 or under. There are 2 adult members and 1 child of a visible minority and the rest are white. 50 are female, 17 are male. Many come from a Christian upbringing, and we are a mix of humanist, earth based, theist, atheist, agnostic, Buddhist, Jewish and others. We attract individuals with no religious background, who are seeking religious affiliation, looking for a spiritual home, or appreciate a diversity of beliefs. We also have a number of folks who come to services once to several times per year but who choose not to be members. i.e. from various non-profit organizations that serve the community, religious exchange services, members of causes we have supported etc.

Congregation's Mission:

- We seek to:
 - Question freely;
 - Serve, inspire and challenge;
 - Seek and celebrate diversity;
 - Support each other open heartedly; and
 - Honour the web of existence.

Describe and provide examples of how your Congregation lives its values:

- 16) With the CUC acting as a Sponsorship Agreement Holder, we liaised with Bridge to Guelph to sponsor a Syrian refugee family in 2015. We continue in our efforts to bring more of the family to Guelph.
- 17) Our environmentally supportive initiatives include solar panels on our roof, a recycling and compost program and renting space to a school program teaching environmental leadership to high school students.
- 18) Our weekly soup fundraiser supports Child Haven.

19) Our Sunday services embrace a wide variety of topics. This year's topics have been based on a few themes, and have included: Truth, Healing and Reconciliation; the Rainbow Chorus; Living Simply and Spiritually, by two Jesuit priests; services on compassion and courage; Earth Day; and Living Well at the End of Life.

Link to your Safe Congregation policy:

20) We do not have our safe congregation policy posted online. It is available through our search team.

Worship service schedule:

21) We meet Sunday mornings from September through June, with services and social events sprinkled through the summer. Religious exploration children/youth is during our service which runs from 10:30am-11:30am, often with a sharing circle after. We also provide nursery care during service. We have potluck meals, an afternoon workshop or other events, on occasion, Sunday afternoons.

Personnel

<i>Name</i>	<i>Position</i>	<i>Paid Hours per Week</i>	<i>Year Started</i>
Nancy Schmidt	Board President	Volunteer	2016
Janice Canning	Board Vice President	Volunteer	2019
Wanda Gordon	Treasurer	Volunteer	2015
	5 Board Members-at-large	Volunteer	
Jane McRae	Religious Exploration	3 hours per week	2011
Izzy Horvath Kirby	RE	2 hours per week	2017
Rebekah Jamieson	Youth Advisor	2 hours per week	2008-2010, 2019
Melissa Horvath-Lucid	DCLL	18 hours per week	2010-12, 2017
Lorna Wyllsun	Communication Coordinator	7 hours per week	2016
Brad DiCarlo	Custodian	3	2016

- 22) Other active committees include Sunday Service, Stewardship, Programming/Social, Sunday Hospitality/POD (Welcome table and refreshments).

Congregation History

- 23) See attached Congregation History Brochure

Describe any important Lay Leaders:

- 24) We have always had at least one chaplain: in the early years when Unitarian chaplains were in demand for weddings, we sometimes had two. The current chaplain's term is finished at the end of June 2019 and there is no replacement planned or envisaged at this time. We have two members who may be willing to provide "on demand" lay chaplaincy. Given ¼ time hours, the candidate is not expected to perform weddings or funerals except on a cost for service basis if desired.

Membership & Finances

Demographics (Estimates Only)

- 25) Percentage of members estimate to identify as visible minorities. -Range of 3%
- 26) Percentage of members estimate to identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ)? -Range of 12%
- 27) Gender identity makeup of membership: Estimated in range of 75% female, and 25% male
- 28) What number of staff (including full and part time) identify as being part of a visible minority? None
- 29) What number of visible minorities serve as leaders or chairs of your volunteer committees and program teams? None
- 30) What number of your Board of Trustees identify as visible minority? Two

Accessibility

- 31) Is your Congregation's meeting space wheelchair accessible? Yes
- 32) Does your Congregation provide assisted listening systems? No but we use microphones and speaker system.

Resources & Programs

List the resources and programs your Congregation used or participated in during the past year:

- 33) CUC regional gathering held in Guelph, members attended two other CUC offered events. Ted and Talks, Kairos blanket activity, Soulful singing workshop, Cultivating compassion series, Grief, loss and life transitions series, Sunday service workshop, Board and committee chair retreat.

Describe your religious exploration programs:

- 34) We have two children's classes on Sunday mornings, one for children 4-8 years old and one for children 9+. We also have a senior high group that meets, once per month. The facilitators weave the Sunday service theme and our 7 principles into learning. We also light a chalice and share "glads and sads."
- 35) Adult religious exploration ranges from Ted and Talk's, home groups, Daring Greatly, Kairos blanket activity, Soulful singing workshop, Cultivating compassion series, Grief, loss and transitions series, Sunday morning workshops, Mid-winter congregational gathering, board and committee chair retreats, BYOT, BYOE.

Surrounding Community

Describe the character of the surrounding community, including population and demographics:

- 36) Guelph Ontario, known as the Royal City, has a population of 135,000. As of 2011, the population was 84% white, with a wide variety of ethnic groups making up the remainder. It has been named one of the best places to live in Canada. It is situated 15 minutes north of Hwy 401, 90 minutes from downtown Toronto. The University of Guelph ranks 18th in Canada, and is known for its Food Science, Agriculture and Veterinary programs.

37) Last year, Guelph elected the provincial Green Party leader, Mike Schreiner. It has a number of environmental organizations with a long history in the city, including OPIRG and Transition Guelph. It has an active LGBTQI+ scene. There are many community organizations fostering social, environmental, and sustainability issues. Guelph recently was awarded a \$10M grant to pursue 'sustainability' issues on all fronts.

Describe how your Congregation is known/perceived by the larger community:

38) We are represented in the inter-faith group, LGBTQI+ pride team, transition Guelph, Rainbow Chorus and Bridge to Guelph sponsorship program. Many of our members are involved in other activism and community connections, around the city like Child Haven, environmental advocacy, and meditation circles. The UCG congregation does not have a very clear identity or visible profile in the community.

Describe your Congregation's religious, political, and social context from a historical and current perspective.

39) Our congregation has strong past and current roots in Lay-led leadership and community development. There are many people active both within our community and elsewhere with social justice initiatives.

40) There is an ongoing commitment and engagement with indigenous and reconciliation-related initiatives, supported by several key individuals.

41) In early years, a project in Mali was supported through soup fundraising. This was coordinated by Stuart and Sherry Dickson. When Tytler school was open, members participated, along with other congregations in Guelph, in a breakfast program, serving breakfast to public school aged children.

42) UCG has supported Child Haven, orphanages in India and Nepal, with continuing annual fundraising initiatives

43) We have decided as a congregation to leave politics out of our congregation. Our members come from varying opinions politically. Members likely reflect the patterns of other UU congregations, supporting progressive perspectives and social justice.

44) Socially, while there is a core group that attend regularly, we have an equally large group that attend when they can. Average attendance ranges from 30-50 adults and 5-15 kids/youth/nursery.