



The Presbyterian Church of  
**St. Columba by-the-Lake**

Congregational Profile 2016

## In a Nutshell

We are the Presbyterian Church of St. Columba by-the-Lake and we are looking for the right person to lead our faith journey. Ian Fraser, our friend and Minister of over thirty years, will be retiring in the autumn of 2016 and he is leaving you with an open-minded, strong, vibrant and faithful congregation.

The congregation of St. Columba was created in 1953, and while St. Columba is not actually by a lake you can see Lac-St-Louis from the peak of our roof. We are in the beautiful city of Pointe-Claire, a suburb of one of the most culturally alive, interesting and dynamic cities in the world: Montréal, Quebec, Canada. We are a small but strong congregation; our strength is the result of many factors, some of which are:

- **Broad congregational involvement** in leadership and ministry.
- Strong shared commitment to **social justice** and **faith in action**.
- Deep time and financial **commitment** to our congregation and **greater community**.
- **Challenging** and **relevant** preaching of outstanding calibre.
- **Inspiring music** that is varied, appropriate, and skillfully delivered.
- **Shared** laughter and tears.
- Openness and encouragement of **diversity**.
- **Hospitality** for all.
- **Creativity** and **innovation** in all we do, including worship.

We are a progressive and welcoming collection of people, but we are far from perfect. We try to be aware of our weaknesses and engage with them openly:

- Our building is **not sufficiently accessible to those with physical disabilities**.
- We do a lot; our many volunteers can hover on the edge of **burnout**.
- Despite active and attended community family events, we do not attract as many **youth and young families** as we would like.
- Sometimes we might be **too outward focused** and neglect our own congregation.
- We are **not as diverse** (race, orientation and youth) as we should be.
- Some feel that our decision-making is not always as transparent as it could be.

If you are, or if you aspire to be:

- **Engaged** and **inspiring** as a preacher, with a **contemporary** and **relevant** interpretation of the Gospel,
- **Progressive** in your theology with a belief in **challenging the status quo**,
- Someone who **walks the walk and talks the talk** by putting faith in action in a “hands on” manner and expects others to do the same,
- A leader with a **collaborative** and **consensus**-building style in both the congregation and greater community,
- A believer in and encourager of the involvement and empowerment of **congregational lay leadership**,
- Fired up by **social injustice** and willing to tackle uncomfortable topics if the **vulnerable** are being affected,
- **Empathic** and **compassionate** in pastoral care while still being honest and challenging.
- Open to and supportive of **diversity** in all its forms,
- A speaker (or at least willing to try) of **French**, (Presbytery language requirement 4 weeks immersion prior)

then we would like to have a discussion with you. Please check out who we are

[WWW.stcolumba.ca/TBD](http://WWW.stcolumba.ca/TBD)

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## Who we are

**Our Congregation:** Our Congregational Purpose is taken from Isaiah 61 and Luke 4.

**God's spirit has anointed us.  
We have been sent to proclaim good news to the poor,  
to release the prisoners, to restore sight to the blind, to free the oppressed,  
to announce the year of Jubilee.**



We try to be challenged by our purpose's implications in our congregational actions as well as our personal lives. We are a relatively small but slowly growing congregation of 195 active members (up from 183 five years ago). In the past five years we have welcomed over forty new members; some of this growth has been sadly offset by several deaths and a few departures. We average 84 congregants during the period from September to June with a drop to an

average of 39 in the summer. Slightly less than 44% of our congregation is between 24 and 64 and over 28% under 18. Our population over 65 is for the most part vibrant and active in the day to day activities of the church; they are also very progressive in their outlook and open to new members. One of the most common comments made by new members was how welcoming and friendly everyone at St. Columba is. The long standing members of the church have always been willing to share or give over positions to new members, thus keeping leadership fresh and people involved. We are a congregation in which leadership is broadly based.

Our congregation is well-educated with a high ratio of professionals (and retired professionals). For example our Property committee is made up of engineers, business executives and technical people. We have a very mixed congregation where people of different educational, professional and life backgrounds work and play well together.

St. Columba is located in the relatively affluent southern West Island area of Montréal (please see the Where We Are section). Almost 70% of the congregation lives in single family dwellings. The number of apartment dwellers and single person percentage are also skewed by the high number of our active seniors living alone in retirement type housing.

We pride ourselves on being open to all people regardless of race, age, ability, gender or orientation. We stand firmly against all discrimination both inside and outside the church and our community. As you will read in the How We Work section, we are challenged to put our faith into action in a wide variety of organizations and our private lives.

Our food ministry has become an important vehicle for St. Columbans as we explore the real and metaphorical nature of sustenance. Food and “being fed” has shaped how we celebrate communion, how we reach out to and build our community and how we understand God’s love.

We struggle and so far have failed on the inclusion of people with limited mobility due to the nature and construction of our building. This is a source of constant discussion and increasing focus. We have also suffered a decline in our Church School and youth programs (called the **Absolutely Awesome Adventure Centre**) despite the best efforts of a dedicated and skilled part-time Kid’s Animator. This reflects our difficulty in attracting young families in the numbers we would like (despite housing the **West Island Women’s Centre** and hosting many community-oriented events). These events include a low-cost summer Bible camp and monthly family events called **First Fridays** both of which are very well attended mainly by non St. Columbans. Please see who we are at [WWW.Stcolumba.ca/](http://WWW.Stcolumba.ca/).

**Our Leaders:** St. Columba has a strong history of team leadership.

St. Columba has had three ministers since 1972. In 1972, the Rev. Paul Scott and the Rev. Allen Aicken were jointly called as one of, if not the first, formal team ministries in the Presbyterian Church in Canada. They jointly led the congregation from 1972 until 1978 when Rev. Allen Aicken resigned from the Team ministry. The team having been called jointly, the call to Rev. Scott then had to be renewed as he had agreed to continue at St. Columba. The Rev. Ian Fraser was called to renew the team ministry in 1985. In 2000, following the retirement of Paul Scott and after a period of reflection by everyone involved Ian Fraser was called to continue as the sole minister of the congregation. In 2014, Ian Fraser, in characteristic concern for the community, gave almost two years notice of his intention to retire which allowed St. Columba to embark on a deep and unrushed process to seek and find a new minister. This allowed us to engage a consultant to reflect on what St. Columba is and what we need to keep moving forward. Our requirements for our new leader are laid out in the section called What We Need but the new minister will have to desire to work with and lead a dedicated team of paid and volunteer leaders.



**Michael McAuley**, is our part-time Music Director. Music was universally cited by congregants as critical to the worship experience at St. Columba. We have had several sermon series and worship services based on the theme of music and its role in our lives and faith. The music provided is a full range from traditional through to contemporary modern. We have seasonal choral groups and a lively monthly concert series. Michael has been Music Director at St. Columba since 1989 and has been a member of the congregation his whole life. He loves providing music for worship in a variety of styles that enhances the message of the readings and sermon each week. He is very much a team player and collaborator who considers himself to be at the service of the congregation to help make each Sunday’s worship a meaningful experience. As a very active piano teacher, he works with over forty students who come weekly to St. Columba for lessons. Michael has a Master’s of Music degree in piano performance and a Licentiate in voice performance from McGill University. He has also studied organ and choral conducting. Michael is a warm and lively person.



**Martina Tchipeff-Ruse** is our part-time Kid's Animator. Having a child-centered congregation has been a priority for St. Columba for the past ten years and we are fortunate to have the skills of Martina. She is a retired educator with a methodical and organized approach to the children's program. She is responsible for delivering our multi-faceted youth program with her core of volunteer helpers. This has been a frustrating and sometimes draining task as she has put vast amounts of effort and ideas into what appears to be a declining youth attendance on Sunday but increasing on our **First Friday** events. Martina has Bachelor of Arts degree and a Teaching Diploma from McGill University. She is a retired teacher with twenty-eight years of experience with the Lakeshore and Lester B. Pearson School Boards. Martina is very involved with literacy issues having spent twelve years on the Steering Committee of Born To Read and four years as the High School Literacy Program Co-Coordinator for Literacy Unlimited. Martina is a long-time member of the congregation and is a jovial, organized and approachable person.



**Nadia Prevost** is our part-time Food Ministry Coordinator. All churches have food as part of their culture but at St. Columba it is at a totally different level. The St-Columba food ministry has quickly become an important and integral part of our "Faith in Action" outreach to the community. As a former Director of the **West Island Women's Centre** Nadia brings wonderful community contacts in addition to an amazing skill-set in things food related. She is responsible for the food at our monthly **First Fridays**, congregational and community events, as well as a weekly "window" where our volunteers sell food to the community. Nadia has been involved with food since 1986 when she opened her first food related business. She holds a food safety certificate. Nadia is a creative and engaging person.



**Laura Downey** is our part-time Church Secretary. Laura has a Bachelor's degree in Economics and is a long-term member of the congregation. Currently Laura spends ten to twelve hours a week on church business. Laura is an warm and caring person.



**Carol Gauthier** is our part-time Caretaker. Carol is not a member of the congregation but it feels like she is. She currently spends about eight hours a week cleaning and maintaining the facilities. She is also a staff member of the **Parksites Pre-school** organization, which is located at St. Columba. Carol is an energetic, dedicated, and innovative person with a seemingly permanent smile!

**Session.** St. Columba has an active Session, involved in all aspects of ministry and congregational life. It functions with a high degree of openness, honesty and good faith. The debates are vigorous yet respectful and most decisions are arrived at by consensus, with the best interests of the congregation at the forefront. St. Columba's Session operates under term service. Of our nineteen elders, eleven elders are women and two elders have been members of St. Columba for fewer than ten years. It is composed of a full cross-section of the congregation with the youngest member in her mid-twenties and the eldest over eighty. The Session is committed to improving communication between the Session and the congregation. The Session also oversees the implementation of the **Leading with Care** policy in all areas of church life.

**Pastoral Companions.** Three members of the congregation meet with the Minister and paid ministry leaders as needed (typically monthly) to support and assist the leaders with the stresses of their roles. This Pastoral Team was created at the request of Ian Fraser; its continued existence, role and composition would be determined by a new Minister.

**Committees:** St. Columba has a large number of active and well supported committees drawn from a wide base of the congregation. The membership base on our committees is sufficiently deep that we have recently adopted the practice of having all committees meet on the same night to improve inter-committee dialogue and availability. It also has the benefit of freeing many nights for our Minister.

St. Columba Committees are:

- Standing Committees
  - Session
  - Resource and Stewardship
  - Human Resources
  - Property
- Church Mission related Committees
  - Leading with Care
  - Focus on Music
  - Food Ministry
  - Children and Youth Ministry:
    - Youth Group
    - First Friday activities
  - Pastoral Care
  - Congregational Companions
  - Media Relations
- Ad Hoc Committees
  - Succession planning
  - Marché planning
  - Other event planning
  - Student intern support
  - Facility accessibility
  - Sanctuary Renovation
  - Seasonal Groups



## **Our Vision for Future Ministry:**

Once Ian Fraser announced his retirement it was decided that in order to properly preserve our core values it was first necessary to renew and refine our vision for St. Columba's ministry. A Succession Committee was formed for this purpose. After an exhaustive process in which almost every member of St. Columba was consulted an extensive report was prepared. The following is a summary of that report, please see appendix E for a copy of the report submitted to the congregation.

As St. Columbans we believe the following themes were identified as core values of our ministry. We see these as standards and goals with which we will continue to evaluate, develop, and strive for in the future.



### **Preaching and Music**

We believe in the importance of contemporary, relevant, and engaging preaching that challenges us to understand scripture in new ways. This includes leadership and participation from members of the congregation in worship, study, and other activities. We believe that celebrating the Gospel is enhanced by music of many genres that is inspirational, reflective, and joyful.

### **Faith in action**

We believe that understanding and relating to the Gospel is best served by how we can affect positive change in our local and global communities. We recognize that we are called to be in service of others, to offer support in times of difficulty and respond to issues of social justice. We want to continue striving for a wider and more realistic understanding of our role and how it can be further developed.

### **Creativity and Innovation**

We believe in a model of worship and congregational life that is innovative, non-traditional, open-minded, and creative. We recognize that stretching boundaries, and being open to new ideas and new visions, is a strength. We want to foster a community in which individual personalities and gifts are embraced, and together move forward as a church that is open to exploring new possibilities.







## **Hospitality**

We believe that we are called by God to provide a community of fellowship and hospitality. We recognize that many in our congregation and the greater community have travelled different paths on their faith journeys, but that together we are all seeking an understanding of our relationship to God. We believe in creating a community that celebrates diversity, where individuals experience a sense of belonging and purpose.

## **Issues and challenges**

During the Committee's consultations issues were raised by participants that will pose some challenges. These are not insurmountable, but it is important we keep them top of mind now and in the future.

- Concern about session's ability to connect with their congregants, people often do not know who their elder is or what Session does.
- Defining outreach and how it applies to the ministries we are involved with.
- How to avoid volunteer burnout.
- The lack of accessibility of our building and environment poses limitations on our ability to be more inclusive and hospitable.
- Ensuring we are a welcoming and inclusive community at all levels, including formal and informal groups in the congregation.
- While recognizing that service to our local and global communities is an important part of our mission, we must ensure the needs of our members are properly addressed.
- Expansion and effective use of our digital presence in aspects of congregational life.
- Revisiting the topic of endowment funding as a view to future sustainability.

## **View to the future**

The committee also heard about other long term positives not directly integrated into the core values

- Excited about the possibilities and what could be.
- Younger demographic wants to speak about the environment and all things sustainable.
- Prepared and open for the next stage of our faith journey together.
- Growth comes from change, and we are not "resistant".
- We trust that we will attract whom we "need" not necessarily whom we "want" .

## **How we work**

**Our Worship:** In our newly renovated sanctuary we try to be true to our core values. Worship at St. Columba is progressive and open while honouring Presbyterian tradition. We have one service every Sunday that combines outstanding and relevant preaching with beautiful music and with as many congregation members as are willing to participate. Worship leadership is shared between staff and lay leaders who participate actively in all aspects. The readings and sermons are topical, relevant and never shy away from a contentious issue. We try to make use of multi-media imagery and videos to enhance worship without taking over. The following are some comments about our services at St. Columba:

- “The sermons hold actionable guides for life”
- “We have core values respected with room for experimentation”
- “The progressive nature of the theology is not negotiable”
- “The sermons and the minister seem to touch what is happening in my personal life”

We share communion, by intinction, once a month. We have two Christmas Eve services: a high energy family service and a more reflective late evening service. We also have a Maundy Thursday service, and occasional services of prayer and healing. We join regional ecumenical services on the Sunday after Christmas, Good Friday and at Sunrise on Easter Sunday.



Worship preparation has been done by forming ad hoc small groups to plan a specific season of the church year. Lectionary readings are studied and a theme, as well as accompanying worship materials, music and sometimes study opportunities, are developed. Often the members of the group are also involved in leading worship around the theme. Usually Seasonal groups are formed for the seasons of Advent, Lent and Eastertide. Much of the creative initiative in worship has come from this unique way of preparing worship.

A challenge we face is that some congregants feel that we are too outward focused on community and fellowship with inadequate attention to spirituality and relationship with Jesus. By virtue of encouraging creativity, inevitably some attempts will fail.

**Our Care for Each Other:** Pastoral care is given by the minister, as well as congregants who are responsible for providing supportive visits to those who are ill or experiencing difficulty. They report back to the minister, who is usually the first person to be made aware of the need for a visit, and are accountable to Session. These volunteers have been provided training sessions throughout the years on how to provide proper care.

Presently, there is no official Pastoral Committee, since there have been few needs for pastoral visits. St. Columba has a strong tradition of people caring for people; therefore, congregants respond very quickly to situations as they arise. It is the goal for 2015-2016, in anticipation of the minister's retirement, to reconstitute the Pastoral Committee, and to appoint a convener to ensure that all who need visits are being cared for.

While there is a new initiative being tried, our frail elderly who cannot attend church are currently poorly served.

**Our Activities:** St. Columba is a busy place and the congregation is an active group. As a congregation one of our core values is Faith in Action. This manifests itself in myriad ways large and small. Some of the larger ways are:



**The Absolutely Awesome Adventure Centre.** At St. Columba, we know that children and young people experience God's mysterious presence in their lives in different ways. Companions and mentors guide and help them relate their faith to life. We accompany the kids on their faith journeys and help them to:

- Become familiar with scripture and relate it to their daily lives.
- Participate in the life of the church.
- Deepen their personal connections to God.
- Use their unique skills and talents to respond compassionately to human need in the world.

**Marché St. Columba.** Marché St. Columba is an annual event with a dual focus on outreach and fundraising. This has evolved from the artisan event to Marché St. Columba. Since the Marché takes place towards the end of November it has a Christmas feeling where we invite people from the local and surrounding communities. Within our Church, the Marché creates an excitement that seems to draw in the support of the entire congregation:

- People are invited to buy a variety of our homemade baking, pies of all sorts,
- Young people are involved with the candy table, serving of the meals,
- Tasting centres offer different kinds of food that treat your palate,
- Lunch and dinner is served in a restaurant setting,
- Sewing, knitting and decorating celebrate the different talents of the congregation.



Our congregation seems to thrive when presented with such a great challenge. The event generates anywhere from \$12,500 to \$17,500, depending on the year.

**Learning Opportunities.** St. Columba often invites its members and outsiders to gather for study and discussion. These may be through workshops after worship or during the week and often involve reading and discussing books. As well, each fall a retreat is held at beautiful Mont Tremblant at which between twenty-five and forty people participate. Retreats have also been held for men, women and teens. Our seasonal groups contain a study component as well. At the moment no regular Bible study is held.





**Team for Refugee Action.** The Team for Refugee Action (TRA), comprised of men and women of all ages, was originally formed to sponsor a refugee or refugee family. This was achieved in December of 2013 and throughout 2014 when St. Columba sponsored a family from the Democratic Republic of the Congo. The sponsorship process allowed for an exploration of Christ in “ourselves” through the understanding of Christ in the “other,” as well as a broadening of the team’s and the congregation’s knowledge on global inequities. The team continues to exist, raising money and awareness of refugees and providing useful information to new sponsors who are not familiar with the process.

**Youth Group.** Boys and girls from the ages of 12-18 meet periodically throughout the year under the guidance of team leaders to foster community and grow in their faith.



**St. Columba Crafters** is a group of women who gather weekly to knit and sew and create items that are sold throughout the year.

**Our Outreach:** We can group our outreach into two areas: outreach involving our building and outreach beyond ourselves.



**First Fridays.** On the first Friday of each month St. Columba invites the community for a wonderful evening of great food and company. Activities for kids are followed by a terrific meal and time for parents to relax while their children are busy with other crafts, games, and stories. These meals are provided by St. Columba to the community and only a donation is requested. We have intentionally made these events as inclusive as possible but have recently started to add a faith component and promote upcoming St. Columba activities. Attendance has steadily increased with average attendance typically in the low 80s.



**Friday lunches**, averaging five get-togethers annually, promote great fellowship amongst our senior parishioners, their friends and anyone else who is free to come for lunch on a Friday. The afternoon provides opportunities for many to get out and share great conversation, listen to interesting topics by guest speakers, view exotic travel spots and much more. The gatherings are loaded with fun and they promise to have you leaving with a smile on your face and the good feeling being amongst friends!



**St. Columba's building** is used by many community organizations; we try to be as present with these groups as we can without becoming "threatening".

**West Island Women's Centre.** St. Columba is pleased to be the home of the West Island Women's Centre which was established to provide a way for women with young children to meet others. In July 2011 the Women's Centre made a significant investment to renovate part of our building to accommodate the Centre and its excellent programmes, serving women throughout this part of the island of Montréal.

**Parksites Pre-School.** Mon- Thurs am; our facility is used and welcomes preschoolers from the surrounding community in a cooperative programme.

**Extra Hands.** Each weekday, a group of intellectually challenged adults gather at St. Columba to meet and to do various appropriate tasks. This is a project of the **West Montréal Readaptation Centre** to which St. Columba provides space. WMRC oversees the group with a full time educator.

**Meals on Wheels.** Tues and Thurs; our recently renovated kitchen is used to provide hot meals for seniors in the neighbourhood and surrounding area. Several of our congregants are heavily involved in this cause.

**St Columba Music Centre.** Since 1997, St. Columba has been offering space to music teachers for music lessons and hosting high-calibre concerts as a way of opening ourselves up to the community.



The St. Columba Concerts have featured a wide array of musical styles by outstanding Montréal musicians. A portion of the concert donations is given to a different community charity each season. Last year the proceeds went to **Action Réfugiés Montréal**. In the 2016 season proceeds will go to **Youth|Unlimited La Corde – Pierrefonds** which offers meals and after-school programmes to elementary school students.

Weekly music lessons are offered at St. Columba to students of all ages and levels by qualified and experienced teachers in guitar, piano and voice.

**Recitals.** various groups and music teachers rent our church for the purpose of music recitals.

**Scottish dancers.** local group of dancers who use our hall

**Sparks.** local group of young girls who meet weekly throughout the school year

**Dix Mille Villages (Ten Thousand Villages) Pointe-Claire.**

St. Columba is one of three founding congregations that support this very important organization, which has operated a fair trade retail outlet in the Pointe-Claire Village for the past twenty years. Our minister is expected to be a member of the Board of Directors along with at least one congregant. St. Columba has been very strongly represented by Ian Fraser since the inception of the Store along with several members of the congregation.



**Outreach beyond ourselves.**

In addition to its financial contributions nationally to **Presbyterians Sharing** and **PWS&D**, St. Columba has been a longstanding contributor and supporter of several entities in the Montréal area. Some of that support has been financial, but a significant part of it has been through the personal involvement of individuals as members of the Boards of these entities and as participants in delivering their services.

**Christian Action /Action Chretienne (CAC)** is a local organization sponsored by a group of West Island churches. It provides emergency food services. St Columba has an active presence on the CAC Board, collects money and food for CAC and assists in the creation and distribution of Christmas Baskets.



**Action Réfugiés Montréal.** From its very founding over twenty years ago St. Columba has had a continuous and deep involvement with Action Réfugiés Montréal. Action Réfugiés provides support and facilitation service to refugees. It is a mission undertaking of the Presbytery of Montréal and the Anglican Diocese of Montréal. The Presbyterian Church in Canada, upon recommendation of the Presbytery, and the Anglican Diocese of Montréal jointly fund the leadership of the organization. St. Columba provides modest financial support through a line item in its annual budget and has provided several Board members and officers over the years.

**Tyndale St. Georges Community Centre.** Tyndale is an inner city (downtown Montréal) social services organization of long standing. It has enjoyed strong support from the Presbyterian Church in Canada and the Anglican Diocese of Montréal. It now also receives some funding through Government agencies. St Columba's support of Tyndale has varied over the decades but has increased in recent years. A modest amount is designated as a line item in St. Columba's budget each year.

**The Family Life Centre** is a local organization sponsored by a group of West Island churches. It provides confidential counselling services on a referral basis.

**St. Andrew's Presbyterian Homes Foundation Seniors' Support Program.** Since its creation three years ago approximately sixteen St. Columbans have benefited from this program and eight are currently being followed regularly. The goal of the program is not specifically pastoral care but inadvertently a lot of pastoral care is involved. There is an open line of communication between the program and the minister.

**The Presbyterian College, Montréal.** St. Columba has recently decided to provide some financial support to the college, one of the three theological colleges of the Presbyterian Church in Canada. However, the congregation has had a much more active relationship with the college than financially. Over the years several St. Columbans have served on the College Board, some of them for many years and since 1972 many students have been supervised by the ministers of St. Columba.

## Where we are

**Our Community:** St. Columba draws from all over the western part of Montréal and off island suburbs; however the majority of our members come from Pointe Claire and Beaconsfield. These are relatively affluent suburbs located in the West Island of Montréal. Both communities are predominantly English speaking but there is a slowly growing francophone and new Canadian presence which is giving the area even greater texture and variety. The two communities have a combined population of approximately 50,000 and are part of the greater Montréal area with a population of over 2.2 million people. Montréal is one of the largest French-speaking cities in the world. It is a safe, vibrant city with a strong Latin and European beat and feel. Montréal is certainly a major cultural hub of Canada with industries that reflect that creative pulse. It is a beautifully bilingual place where all cultures go along and get along. United by a passion for the Montréal Canadiens in the winter and dozens of world class festivals in the summer Montréalers can be counted on for a good time. Montréal boasts four world class universities (McGill and Concordia operate in English, while the University of Montréal and the University of Quebec, Montréal [UQAM] operate in French). Please see Appendix C for more information about Montréal.



Pointe-Claire and Beaconsfield are both waterfront communities stretched along Lac St-Louis. There are several boat and yacht clubs as well as the Beaconsfield Golf Club. There is a major regional hospital, and shopping mall inside Pointe-Claire. Montréal's Trudeau airport borders Pointe Claire (actually St. Columba is closer to the airport than the lake) and a Via train station is five minutes away. There is good public transportation to and from downtown Montréal which is only a twenty minute drive from St. Columba. Two school boards, one English, one French operate over a dozen elementary and five high schools just in these two communities; there are additional education options in the adjacent area and downtown Montréal. Children have the unique chance to learn and practice two languages at school and in the community. There are three "villages" in the two communities each with unique boutiques and restaurants.

Most St. Columbans pass at least two or three other churches on their way to Sunday Service. There are six churches in Beaconsfield including **Briarwood Presbyterian** and thirteen in Pointe-Claire. There is another Presbyterian church in the nearby community of Pierrefonds (**Westminster**).





**Our Building:** St. Columba's building sits on a large 46,500 square feet lot between Rodney and Vincennes Avenues in Pointe-Claire, Quebec. The southern part of the lot is green space, a portion of which is devoted to a modest sized vegetable garden in the context of the congregation's food ministry.

The building complex was built in two stages. The sanctuary / hall / office / meeting room area was completed in 1957 and has a full basement and a large kitchen which was modernized in 2013 partly financed by a Federal Government grant. An adjoining building was constructed as a

Christian Education and gymnasium annex in 1963, during the booming suburban growth period of the early 1960's. That part of the facility is no longer required for congregational use and is under long term lease to the **West Island Women's Centre (WIWC)**. The lot contains a paved parking lot with spaces for 24 vehicles along with plenty of street parking. The congregation does not have a manse but provides a housing allowance for its minister.

In 2015 the Sanctuary was extensively renovated: completely new flooring was installed along with the creation of a raised chancel. The original wooden pews were replaced with modern linkable but separate upholstered chairs. The result is a bright, welcoming worship space that can easily be reconfigured when desired. New lighting, the remaining element of the renewal, will be done in 2016. St Columba has excellent audio / visual capabilities and modern technology is used to good effect during many worship services. Contrasting with the modern elements, the Sanctuary also contains a fine 1883 tracker organ, obtained and restored by the congregation in the 1970's, and a refurbished 1882 Steinway grand piano, both of which are used in virtually every worship service as well as at periodic concerts. All the Sanctuary renovations and renewals were funded from available congregational financial resources.



The Sanctuary building is heated by oil and the WIWC section by electricity, St Columba and the WIWC each having their own electricity meters.

While there is always the need for ongoing maintenance, the building and its contents are in good physical state. A major problem with the large flat roof over the Gymnasium area, dating from the time of original construction, was definitively corrected in 2014 by a complete redesign and replacement of the roof structure and surface. That work was funded by a loan from the National level of the Presbyterian Church in Canada. At some point in the future, the peaked roof over the Sanctuary will require renewal, as will the heating system and the window frames in the sanctuary.

A major challenge for the congregation is the fact that the building is not wheelchair accessible and while much thought has been given to the issue, a feasible solution has yet to be found.

**Our Finances:** In 2015 we had revenue in excess of \$316,000 with expenses just under \$323,000, for a small loss. The General Fund, which records all regular revenues and normal operating expenses, produced a surplus of over \$7,000 in 2015. As stated in the previous section in 2015 we did extensive renovations to the sanctuary all funded by cash available in the General, Building and Memorial funds. A long overdue new exterior sign was also installed. Over the years we have consistently paid down several loans from the national church and the presbytery. In some years we have been able to exceed our requested our Presbyterians Sharing allocation. Beyond our contributions to the national church, in 2015 St. Columba donated an additional \$19,000 to various outreach entities, plus another \$13,000 in flow-through donations from our congregants. We enter 2016 with a healthy cash balance.

Over the years, the congregation has recognized that adequate levels of annual giving are fundamental to the carrying out of its programs and to its ongoing viability. While income from room rentals and leases is very important, regular donations from the members of the congregation remain the major source of revenue. About half of regular congregational giving takes place by Preauthorized Withdrawal. St Columba does not have any endowment funds, which stimulates St. Columbans to remain committed to the church and what it stands for.

Please see Appendix B for our Financial Statements.

## What we need

**Our New Minister:** As our new Minister, you will serve to lead us in our faith journey, providing spiritual guidance in worship and sacrament, fellowship, celebration and pastoral care. You will have a profound understanding of the Gospel and its relationship to contemporary life through compelling witness, a deep faith and in fostering a community of inclusiveness and belonging. You are inspired when inspiring others by your actions, as you craft and present engaging sermons, and in identifying and nurturing individual gifts. You have an ability and willingness to build consensus and encourage collaboration within the congregation and the greater community. You are able to make personal connections with individuals across generations, being attentive to needs, knowing when to offer words of compassion or guidance, ensuring absolute confidentiality when called for. You understand that the term social justice is a call to action, and as such are willing to identify issues in our local and global communities to challenge the congregation to find ways in which to respond. You have a desire to seek and experiment with 'out of the box' approaches to many aspects of ministry.

You thrive best in a collaborative environment and are willing to explore ideas and concepts with staff members and lay people. You realize the importance of achieving goals as a team and are not afraid to seek guidance from others when confronted with complex issues. You believe your role to be both as leader and listener, understanding that you are not the sole voice for the congregation, but an important and inspiring representative of a faith community.

You would describe yourself with the following characteristics:

- Authentic
- Sense of humour, playfulness and fun
- Passionate and compassionate
- Visionary, recognizing opportunities and exploring new directions for the future
- Excellence in communication, both public and one on one
- Ability to engage, influence and motivate people
- Competent and comfortable with the use of technology in worship and other aspects of ministry
- Bilingual (French/English) or at least willing to learn
- 

You will use all of these skills and qualities to:

- Perform ministerial duties such as baptisms, marriages, etc.
- Plan and conduct worship
- Provide inspiring faith leadership
- Provide pastoral care
- Oversee and/or delegate the smooth operation of the church
- Identify individual gifts and roles to which they are best suited
- Create and support opportunity for spiritual development
- Engage and coordinate volunteers
- Represent and be an advocate for the needs and goals of the congregation

**Stipend:** Will be agreed upon based on fairness, your experience and other factors. We are a financially healthy congregation capable of supporting our minister. The stipend package will meet or exceed the requirements of the Presbyterian Church of Canada. The congregation will also give an appropriate housing allowance that will meet or exceed requirements.

## **Our Interim Moderator:**

Rev. Dr. Kay Diviney

C/o The Church of St. Andrew and St. Paul

3415 Redpath St., Montréal, QC H3G 2G2

Telephone 514-842-3431

E-Mail [assocminister@standrewstpaul.com](mailto:assocminister@standrewstpaul.com)



## **APPENDIX A – PCC Congregational Profile Form**

Name of Church: **The Presbyterian Church of St. Columba by-the-Lake**  
Address: **11 Rodney  
Pointe-Claire, QC H9R 4L8**

Year Congregation Organized **1953**

Telephone **514-697-2091**

Presbytery **Presbytery of Montréal**

### **CHURCH INFORMATION**

Average Weekly Attendance  
**Sept - June: 84**  
**July - August: 39**  
**Church School 8**

Other Services:  
**Two Services on Christmas Eve (afternoon and late evening);**  
**Regional Ecumenical service Sunday after Christmas;**  
**Maundy Thursday;**  
**Regional Ecumenical service on Good Friday,**  
**Regional Ecumenical outdoor sunrise service Easter Sunday.**

### **CHRISTIAN EDUCATION**

Age Group	Enrollment	Curriculum used	# of Teachers
0-4 Nursery	2 Soon to be joining 4-14 year olds. Children baptized in past two years are not attending	Nursery	1 (Congregational volunteer)
4-14 Absolutely Awesome Adventure Centre	18 (typical Sunday attendance is 7)	Cornerstones Rotation	1 (plus volunteer)
12-20	15	N/A	3

## FINANCIAL INFORMATION

### FINANCIAL STATEMENT for year ended December 31, 2015

Income		Expenses	
Offerings/Gifts	\$224,813	Operating Expenses	\$224,572
Investments	\$0	Debt Payment	\$14,103
Rentals	\$60,762	Benevolences	\$31,417
Other	<u>\$30,691</u>	Other	<u>\$52,581</u>
Total Income	<b><u>\$316,266</u></b>	Total Expenses	<b><u>\$322,673</u></b>

Notes. "Benevolences" includes local entities as well as Pres Sharing, PWS&D, etc. and the Hobley Fund Scholarships. It excludes \$13,159 of "flow-through" Designated donations, which are also excluded from the Offerings / Gifts line.

The "Other" expenditure line contains the new chairs, new floor, new lectern and font, new exterior sign

Please refer to appendix B to review our full statements.

### PROPOSED BUDGET for year ending December 31, 2016 **\$295,000**

The 2016 Budget covers Operating, Debt Repayment and Building renewal

Cash as at December 31, 2015	<b>\$84,732</b>
Outstanding loan Principal as at December 31, 2015	<b>\$83,812</b>

Presbyterian Sharing allocation for 2016	Requested	<b>\$16,580</b>
	Accepted	<b>\$16,580</b>

Presbyterian Sharing allocation for 2015	Requested	<b>\$21,000</b>
	Accepted	<b>\$21,000</b>
	Remitted	<b>\$22,000</b>

Type of Congregation    **Self-Supporting**  
Type of Community    **Suburban**

	Congregation		Community (Stats Can)	
	Now	5 Yrs. Ago	2011	2006
Active Members	195	183	50,295	49,355
Radius of area	<b>Two communities Pointe Claire and Beaconsfield</b>			
Number of churches in this area	<b>19</b>			
Presbyterian Churches in this area	<b>2 – St. Columba by-the-Lake &amp; Briarwood</b>			

0-5	3.7%
6-14	7.4%
15-24	17.4%
25-44	14.5%
45-64	29.3%
65+	27.7%

Adult(s) with at least one child	26.5%
Single person	40.7%
Two or more adults	32.7%

Apartment	29.2%
Single family	69.9%
Other	0.9%

Clerical/Secretarial	4.1%
College/University Students	9.9%
Elementary/High School Students	14.0%
Pre-school	3.7%
Farmers	0.0%

Homemakers	7.4%
Professional/Business	24.8%
Retired	26.9%
Technicians	4.1%
Unemployed	3.3%
Other	1.7%

#### **BREAKDOWN BY CITY**

Pointe-Claire	46.7%
Beaconsfield	16.1%
Non West Island	17.8%
Dorval	6.6%
Pierrefonds	5.4%
DDO	4.1%
Kirkland	3.3%
Total	100.0%

Non West Island	
Pincourt	2.1%
St. Laurent	4.5%
Hudson/St.Lazare	2.5%
Lorraine	1.7%
Terrace Vaudreuil	2.5%
Rigaud	0.8%
Central Montréal	2.5%
Lasalle	0.4%
Laval	0.4%
out of province	0.4%



## **APPENDIX B – FULL FINANCIAL STATEMENTS**

### **THE PRESBYTERIAN CHURCH OF ST COLUMBA BY-THE-LAKE**

**Pointe-Claire Québec**

The following pages contain a summary of St. Columba's financial results for 2015. They are pending review at the time of this publication.

The year 2015 was a successful one financially. The level of regular givings, special givings, and other revenue sources enabled continuation of the congregation's mission outlays, the replacement of pews by chairs and all normal operations. The level of revenue and careful expense management resulted in a modest surplus in the General Fund. Ongoing donations designated to the Building and Loan Fund enabled the renovation of the Sanctuary floor and some acceleration in the repayment of a loan the congregation had secured in 2014 to fund a major roof renewal project.

**THE PRESBYTERIAN CHURCH OF ST COLUMBA BY-THE-LAKE**  
**Pointe-Claire, Québec**

**Statement of Financial Position**

**As at December 31, 2015**

	<b>General Fund</b>	<b>Building Fund</b>	<b>Memorial Fund</b>	<b>Refugee Sponsorship Fund</b>	<b>Totals 2015</b>	<b>2014</b>
<b>Assets</b>						
<b>Current</b>						
Cash	\$ 38,049	\$ 15,495	\$ 24,631	\$ 2,822	<b>\$ 80,997</b>	<b>\$ 76,300</b>
Refund of Sales taxes receivable	1,244	2,217	265	9	<b>3,735</b>	<b>11,918</b>
Due from Building Fund	25,000	-	-	-	<b>25,000</b>	<b>25,000</b>
	64,293	17,712	24,896	2,831	<b>109,732</b>	<b>113,218</b>
Capital Assets (Note 3)	180,609	428,501	96,981	-	<b>706,091</b>	<b>672,822</b>
	<b>\$ 244,902</b>	<b>\$ 446,213</b>	<b>\$ 121,877</b>	<b>\$ 2,831</b>	<b>\$ 815,823</b>	<b>\$ 786,040</b>
<b>Liabilities</b>						
<b>Current</b>						
Accrued liabilities	\$ 1,077	\$ -	\$ -	\$ -	<b>\$ 1,077</b>	<b>\$ 457</b>
Loan payable-Presbyterian Church in Canada (Note 4)	-	4,668	-	-	<b>4,668</b>	<b>4,168</b>
	1,077	4,668			<b>5,745</b>	<b>4,625</b>
<b>Non-Current</b>						
Due to General Fund	-	25,000	-	-	<b>25,000</b>	<b>25,000</b>
Loan payable-Presbyterian Church in Canada (Note 4)	-	79,144	-	-	<b>79,144</b>	<b>93,748</b>
	-	104,144	-	-	<b>104,144</b>	<b>118,748</b>
	1,077	108,812	-	-	<b>109,889</b>	<b>123,373</b>
<b>Funds Balances</b>						
<b>Balance - beginning of year</b>	235,980	298,178	123,733	4,776	<b>662,667</b>	<b>620,409</b>
<b>Excess of Revenue over expenses</b>	7,845	39,223	(1,856)	(1,945)	<b>43,267</b>	<b>42,258</b>
<b>Balance - end of year</b>	243,825	337,401	121,877	2,831	<b>705,934</b>	<b>662,667</b>
	<b>\$ 244,902</b>	<b>\$ 446,213</b>	<b>\$ 121,877</b>	<b>\$ 2,831</b>	<b>\$ 815,823</b>	<b>\$ 786,040</b>

Prepared By: Ian MacDonald & Sandra Steadman  
Reviewed By: (Pending at time of publication)

# THE PRESBYTERIAN CHURCH OF ST COLUMBA BY-THE-LAKE

## Statement of Operations

For the Year Ended December 31, 2015

	General Fund	Building Fund	Memorial Fund	Refugee Sponsorship Fund	Totals 2015	2014
<b>Revenues</b>						
Offerings - General Operations	\$ 143,718	\$ -	-	-	\$ 143,718	\$ 137,095
Special Campaigns	15,483	-	-	-	15,483	2,305
Other fundraising	6,478	-	-	-	6,478	3,414
Loose Collections	2,341	-	-	-	2,341	2,549
Rentals	60,762	-	-	-	60,762	61,178
Interest	7	-	-	-	7	317
Marché St. Columba	17,029	-	-	-	17,029	16,383
Other food events	10,704	-	-	-	10,704	9,656
Other	5,442	-	-	-	5,442	5,081
Grant Food Ministry - Presbytery	8,050	-	-	-	8,050	9,430
<b>Subtotal</b>	270,014				270,014	247,408
<b>Designated Donations</b>	13,159	38,210	5,462	1,909	58,740	73,340
<b>Total Revenues &amp; Designated Donations</b>	283,173	38,210	5,462	1,909	328,754	320,748
<b>Expenses</b>						
Canadian and World Church	31,316	-	-	-	31,316	30,635
Staffing	146,756	-	-	-	146,756	147,069
Worship, Education and Programs	34,757	-	-	-	34,757	29,111
Office, Bank Charges and Other	7,316	-	-	30	7,346	9,019
Building and Grounds	33,443	1,207	5,001	-	39,651	30,421
Sanctuary chairs to replace pews	11,226	-	-	-	11,226	-
Refugee sponsorship expense	-	-	-	3,830	3,830	30,866
Memorial fund expenses	-	-	2,582	-	2,582	3,155
Refund of Sales Taxes on Purchases	(2,644)	(2,220)	(265)	(6)	(5,135)	(13,402)
<b>Subtotal</b>	262,169	(1,013)	7,318	3,854	272,328	266,874
<b>Remitted Designated Donations</b>	13,159	-	-	-	13,159	11,616
<b>Total Expenses &amp; Designated Donations</b>	275,328	(1,013)	7,318	3,854	285,487	278,490
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b>\$ 7,845</b>	<b>\$ 39,223</b>	<b>\$ (1,856)</b>	<b>\$ (1,945)</b>	<b>\$ 43,267</b>	<b>\$ 42,258</b>

# THE PRESBYTERIAN CHURCH OF ST COLUMBA BY-THE-LAKE

## Statement of Cash Flows

For the Year Ended December 31, 2015

	General Fund	Building Fund	Memorial Fund	Refugee Sponsorship Fund	Totals 2015	2014
<b>Cash From Operating Activities</b>						
Excess of revenue over expenses	\$ 7,845	\$ 39,223	\$ (1,856)	\$ (1,945)	<b>43,267</b>	<b>\$ 42,258</b>
Decrease (Increase) in receivables	9	8,446	(265)	(7)	<b>8,183</b>	<b>(7,926)</b>
Increase (Decrease) in accrued liabilities	620	-	-	-	<b>620</b>	<b>201</b>
Increase (Decrease) in deferred revenue	-	-	-	-		<b>-</b>
Additions to Capital Assets (Note 3)	-	(33,269)	-	-	<b>(33,269)</b>	<b>(167,651)</b>
Net cash generated (used) through operating activities	8,474	14,400	(2,121)	(1,952)	<b>18,801</b>	<b>(133,118)</b>
<b>Financing and Investing Activities</b>						
Loan payment - General / Building Fund	-	-	-	-		
Loan received - Presbyterian Church in Canada	-	-	-	-	-	<b>100,000</b>
Loan repayment - Presbytery of Montreal	-	-	-	-	-	<b>(36,535)</b>
Loan repayment - Presbyterian Church in Canada	-	(14,104)	-	-	<b>(14,104)</b>	<b>(2,084)</b>
Net cash (used) generated in financing and investing activities	-	(14,104)	-	-	<b>(14,104)</b>	<b>61,381</b>
Net increase (decrease) in cash	8,474	296	(2,121)	(1,952)	<b>4,697</b>	<b>(71,737)</b>
<b>Cash - beginning of year</b>	<b>29,575</b>	<b>15,199</b>	<b>26,752</b>	<b>4,774</b>	<b>76,300</b>	<b>148,037</b>
<b>CASH - END OF YEAR</b>	<b>\$ 38,049</b>	<b>\$ 15,495</b>	<b>\$ 24,631</b>	<b>\$ 2,822</b>	<b>\$ 80,997</b>	<b>\$ 76,300</b>

# **THE PRESBYTERIAN CHURCH OF ST. COLUMBA BY-THE-LAKE**

## **NOTES TO FINANCIAL STATEMENTS**

**YEAR ENDED DECEMBER 31, 2015**

### **NOTE 1 - PURPOSE OF THE ORGANIZATION**

The Presbyterian Church of St. Columba by-the-Lake is a congregation of The Presbyterian Church in Canada and provides religious services and support in the Montreal region. It is a registered charity under the Income Tax Act.

### **NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES**

#### **FUND ACCOUNTING**

The General Fund supports the church's general activities and administration.

The Building Fund receives donations designated for the repair and improvement of the building and for the repayment of loans related to the building.

The Memorial Fund receives donations in memory of loved ones and the funds are used for special items required in the delivery of the church's programs.

The Refugee Sponsorship Fund receives donations to provide initial support and assistance to refugees who will come to Canada under a private sponsorship arrangement.

#### **REVENUE RECOGNITION**

Restricted contributions are recognized as revenue in the year in which they are received. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

#### **CAPITAL ASSETS**

##### **General Fund**

Capital assets are recorded at cost. No amortization is taken. Additions to capital assets are expensed in the year acquired at cost.

##### **Building and Memorial Funds**

Capital assets are recorded at cost. No amortization is taken.

#### **GENERALLY ACCEPTED ACCOUNTING PRINCIPLES**

The accounting used in these financial statements materially differs from Canadian generally accepted accounting principles because:

**General Fund:** The original church building and Christian education wing are not being amortized over their useful lives. Additions to capital assets are expensed in the year acquired rather than being amortized over their useful lives;

**Building and Memorial Funds:** Capital assets and additions are not amortized over their estimated useful lives.



**THE PRESBYTERIAN CHURCH OF ST. COLUMBA BY-THE-LAKE**

**NOTES TO FINANCIAL STATEMENTS**

**YEAR ENDED DECEMBER 31, 2015**

**NOTE 3 - CAPITAL ASSETS**

**2015**

**2014**

<b>General Fund</b>		
Property		
Land and Improvements	\$ 9,038	\$ 9,038
Church Building	113,244	113,244
Christian Education Wing	58,326	58,326
Furniture and Fixtures	1	1
	<b>\$180,609</b>	<b>\$180,609</b>

The capital assets expensed during the year in the General Fund total \$ Nil (2014:\$ Nil).

<b>Building &amp; Memorial Funds</b>		
Furniture & fixtures, Equipment and improvements – Building Fund	<b>\$428,501</b>	<b>\$395,232</b>
Furniture & fixtures, Equipment and improvements – Memorial Fund	<b>\$ 96,981</b>	<b>\$ 96,981</b>

The capital assets acquired during the year in the Building Fund total \$33,269 [Sanctuary Flooring \$20,052, Sanctuary Designer \$5,122, Windows WIWC and other [\$8,095] (2014: \$167,651-WIWC Roofing contractor \$158,115 and Consultants/Architect Fees \$9,536). The capital assets acquired during the year in the Memorial fund total \$ Nil (2014: \$ Nil).

**NOTE 4 - LOAN PAYABLE**

**2015**

**2014**

In 2014 to help fund a roof restoration the church arranged a loan from the <u>Presbyterian Church in Canada</u> in the amount of \$100,000. The loan is repayable at scheduled amounts per quarter until June 15, 2029. Accelerated principal payments are permitted. The principal amount of the loan is interest free for the first six (6) years with interest at the rate of 7% per annum on the outstanding balance thereafter from the eighth to the fourteenth year.		
The loan is secured by the building.		
	83,812	97,916
	83,812	97,916
Current portion	4,668	4,168
	<b>\$ 79,144</b>	<b>\$ 93,748</b>

## **APPENDIX C – More about Montréal**

Some of the many reasons to come to Montréal:

- Montréal is the second best city to live in the world (according to The Economist),
- Montréal is one of the most affordable large cities in which to live,
- Montréal is very safe,
- Montréal is vibrant,
- Montréal culturally and linguistically diverse,
- Montréal is beautiful,
- Montréal is unlike anywhere else in North America,
- Montréal is old (by North American Standards) meaning there is a strong sense of history.



We know Montréal is awesome but do not take our word for it please check out the following websites.

<http://montrealinpictures.com/>

<http://www.cbc.ca/news/canada/toronto/toronto-montreal-best-places-to-live-economist-says-1.2937517> (Please ignore the bits about Toronto – Just kidding.)

<http://notable.ca/20-things-you-should-know-before-moving-to-montreal/> (This site also discusses some of the challenges of living in Montréal)

<http://www.mtlblog.com/2014/03/50-reasons-to-move-to-montreal/#>

[https://www.virtualtourist.com/travel/North\\_America/Canada/Province\\_of\\_Quebec/Montreal-906413/TravelGuide-Montreal.html](https://www.virtualtourist.com/travel/North_America/Canada/Province_of_Quebec/Montreal-906413/TravelGuide-Montreal.html)

## **APPENDIX D – Pastoral Skills and Interests Inventory**

In preparation for the pastoral vacancy, which we knew we would experience, we engaged a consultant to work with a session-appointed committee of seven people. These individuals were presumed to be able to fairly represent the demographic and heart of the congregation in their objective.

The mandate was to allow the congregation to respond to important questions about our faith community and its identity, purpose and future. Talking circles were used as a discussion technique to allow for active, deep, and spiritual listening. This provided us not only with critical insight and information with which to prepare this section of our congregational profile, but also allowed for an emotional expression of the fears and concerns we would be facing as we transitioned from what we knew to be exceptional and committed pastoral leadership towards an unknown. The process allowed congregants to express themselves fully, allowing for a significant amount of important information gathering, as well as allowing for a sharing of open and honest emotion. The process allowed the congregation to move from a state of anxiety and concern to one of excitement and hope.

We are a relatively small but extremely active and involved congregation looking forward to great things, open and welcoming to new pastoral leadership who will join us in fellowship as we move forward on a faith journey of challenge and discovery together. We are indeed open to hear God's call in new ways.

<b>PRIORITY RANKING</b>	<b>DESCRIPTION OF SKILL /INTEREST</b>
1.	<b>Leading Worship &amp; Preaching</b> ( <i>with music as an integral component of worship</i> )
<b>1. “Leading Worship &amp; Preaching”</b> <ul style="list-style-type: none"><li>● <b>Preaching and Music</b></li></ul> We believe in the importance of contemporary, relevant, and engaging preaching that challenges and inspires us to understand scripture in new ways. This includes participation from members of the congregation in worship. We believe that celebrating the Gospel is enhanced through inspirational, reflective, and joyful music of many different genres. This requires a minister with a progressive theology who continually invests in his or her understanding of faith and in how the scriptures can be communicated in a way that allows us to hear that which may be impossible to hear any other way. Someone who lives his or her theology and can illustrate in a creative and skillful manner how we as Christians can do the same. Someone who thrives in an environment of collaborative planning and is energized conducting of worship services. We not only support, but expect experimentation aimed at engaging the congregation in a fuller and richer worship experience.	
2. a & b.	a. Mission Outreach b. Stewardship

## 2. “Faith in Action”

- **Mission Outreach**
- **Stewardship**

We believe that understanding and relating to the Gospel is best served by how we can affect positive change in our local and global communities. We recognize that we are called to serve others, to offer support in times of difficulty, and to respond to issues of social justice. We want to continue striving for a wider and more realistic understanding of our role in the world and how it can be further developed. In general we believe that we are a very supportive and active organization that responds in an “above and beyond” manner to mission projects and that we engage personally and fully in them. This requires a minister with a strong affinity for social justice issues, and who is willing to challenge the congregation in finding ways in which to respond to these issues. He or she must not be afraid to tackle uncomfortable topics that mainly impact the vulnerable and less fortunate of our society. The minister should also have a focus on local and global “faith in Action”, with a hands-on approach. We are strongly committed to our Kids, Music and Food Ministry and believe that they can evolve in new and exciting ways.

3. a & b

- a. Equipping church members for integrating Christian faith with life
- b. Personal and spiritual development

## 3. “Faith as a life guide”

- **Equipping church members for integrating Christian faith with life**
- **Personal and Spiritual development**

We believe we are a congregation called by God to provide a community of fellowship and hospitality. We recognize that many in the congregation and the greater community have travelled different paths on their faith journeys, but that together we are all seeking an understanding of our relationship to God. We believe in creating a community that celebrates diversity, where individuals experience a sense of belonging and purpose. Our minister is encouraged to walk with us on the journey of faith development as we, individually and collectively, explore what that means.

4. a, b, c & d.

- a. Program development and implementation/operation
- b. Christian Education (focus on children and youth)
- c. Work with Youth
- d. Leadership development

## 4.

- **Program development and implementation/operation**
- **Christian Education (focus on children and youth)**
- **Work with Youth**
- **Leadership development**

We believe in a model of congregational life that is innovative, non-traditional, open-minded, creative and inclusive. We recognize that stretching boundaries and being open to new ideas and visions is strength. We want to foster a community in which individual personalities and gifts are embraced, and to move forward together as a church that is open to exploring new

<p>possibilities. We enjoy an unusually strong body of lay leadership, and an exceptionally active and committed leadership across all committees and groups. This would require a minister with exceptional interpersonal skills, as well as an ability to appropriately and effectively engage people and to move projects and programs forward in a spirit of consensus. He or she must also be able to communicate ideas and concepts, and to enjoy the creative thinking process with others.</p>	
5. a, b, c & d.	<ul style="list-style-type: none"> <li>a. Crisis Visiting</li> <li>b. Home visiting</li> <li>c. Work with Seniors</li> <li>d. Counseling</li> </ul>
<p><b>5. “Pastoral Care”</b></p> <ul style="list-style-type: none"> <li>● <b>Community and Fellowship</b></li> <li>● <b>Crisis Visiting</b></li> <li>● <b>Home visiting</b></li> <li>● <b>Work with Seniors</b></li> <li>● <b>Counseling</b></li> </ul> <p>We are fortunate to have a relatively diverse congregation given that we are located in a West Island suburb of Montréal. We have a blend of families, singles, young, middle aged and senior people. As is part of everyday life, our community suffers from life’s circumstances. This means we require a diverse type of pastoral care to cover the different needs of the congregation. Understanding our need to serve others, we hope to provide care, counseling and visitation for those in the local community or known to us. We look toward an empathetic and compassionate individual, resonating in strong pastoral care. We understand that “truth-telling” and challenging can provide the best type of pastoral care, and we need someone who can accurately identify the exact nature of the needs and ensure that they are addressed. We hope that we can provide the most well-rounded and effective support for the congregation and surrounding community. Strong interpersonal skill, attention to people’s needs, and an ability to offer compassion and guidance are necessary for effective ministry of pastoral care.</p>	
6.	a. Denominational service
7.	a. Inter-Church Cooperation (Dix Mille Villages store, shared Worship Services for Easter & Christmas)
8.	a. Community Leadership ( <i>in relation to food ministry, this is currently being built, and we are quite active</i> )
9.	a. Administration



# **APPENDIX E – Summary Report of Succession Committee**

## **Report of the Succession Committee A Vision for Ministry for the church of St. Columba by-the-Lake**

### **Committee Members**

Rose-May Domond (Convener)  
Michael Downey  
Yvan Dumoulin  
Allysyn Gordon  
Graeme McDonald  
Sidney Smith Lopez  
Roberta Thomson

### **Consultant**

Russell Daye

### **Additional Facilitators**

Monique Caissie  
Jenna Downey  
Tom Gardner  
Doug Goodfellow

### **Introduction**

Early in 2014, Reverend Ian D. Fraser announced his intention to seek retirement from the position of pastor of St. Columba by-the-Lake. The norm for many churches in this circumstance is to immediately form a search committee to find a replacement for their current pastor. It was decided that in order to properly ensure that the core values of St. Columba be preserved for future generations, it was first necessary to develop a vision for St. Columba's ministry. The Succession Committee was formed for this purpose.

### **Process**

The consultation process involved several workshops and one-on-one interviews between the congregation and members of the succession committee. The makeup of participants reflected a broad range of demographics within the congregation with respect to age, gender, race, ability, single or married, parents etc. Information regarding the participants and their individual input will remain confidential.

The goal of the consultations was three-fold. First, to gauge the congregation's concerns with regards to St. Columba's current status and the implications of Ian's retirement, the call for a new minister, or form or ministry, and the future. Secondly, further consultation was held to identify the elements of St. Columba's ministry the congregation most valued and wished to preserve and build upon in the future. The final task was to present the congregation with our preliminary findings in the form of four common themes derived from data collected in the consultations. An informal workshop and further consultations were held to collect feedback, discuss the implications and begin to develop a vision for St.

Columba's future ministry. In addition to the congregation, members of our local community and those who share our building were also consulted.

### **Our Vision for Future Ministry**

As St. Columbans we believe the following themes were identified as core values of our ministry. We see these as standards and goals with which we will continue to evaluate, develop and strive for in the future.

#### **Preaching and music**

We believe in the importance of contemporary, relevant and engaging preaching that challenges us to understand scripture in new ways. This includes leadership and participation from members of the congregation in worship, study and other activities. We believe that celebrating the Gospel is enhanced by music of many genres that is inspirational, reflective and joyful.

#### **Faith in action**

We believe that understanding and relating to the Gospel is best served by how we can affect positive change in our local and global communities. We recognize that we are called to be in service of others to offer support in times of difficulty and respond to issues of social justice. We want to continue striving for a wider and more realistic understanding of our role and how it can be further developed.

#### **Creativity and Innovation**

We believe in a model of worship and congregational life that is innovative, non-traditional, open-minded and creative. We recognize that stretching boundaries, and being open to new ideas and new visions, is a strength. We want to foster a community in which individual personalities and gifts are embraced, and together move forward as a church that is open to exploring new possibilities.

#### **Hospitality**

We believe that we are called by God to provide a community of fellowship and hospitality. We recognize that many in our congregation and the greater community have travelled different paths on their faith journeys, but that together we are all seeking an understanding our relationship to God. We believe in creating a community that celebrates diversity, where individuals experience and sense of belonging and purpose.

#### **Issues and challenges**

During the Succession Committee's consultations issues were raised by participants that will pose some challenges. These are not insurmountable, but it is important we keep them top of mind now and in the future.

- Concern about session's ability to connect with their congregants, people often do not know who their elder is or what session does.
- Defining outreach and how it applies to the ministries we are involved with.
- How to avoid volunteer burnout.
- The lack of "deep accessibility" of our building and environment poses limitations on our ability to be more inclusive and hospitable.
- Ensuring we are a welcoming and inclusive community at all levels, including formal and informal groups in the congregation.

- While recognizing that service to our local and global communities is an important part of our mission, we must ensure the needs of our members are properly addressed.
- Expansion and effective use of our digital presence in aspects of congregational life.
- Revisiting the topic of endowment funding as a view to future sustainability.

### **Qualities of Leadership**

Based on the Succession Committee's findings, in keeping with the themes and their implications, St. Columbans are seeking a leader who possesses or aspires to the following qualities. An ability and willingness to build consensus and foster collaboration within the congregation and the greater community. Strong interpersonal skills to be attentive to needs, offer compassion and guidance, articulate ideas and identify and encourage the contribution of individual skills, across generations. The ability to craft and present engaging and inspiring preaching that provides a contemporary and relevant interpretation of the Gospel. A strong affinity for issues of social justice and a willingness to challenge the congregation to find ways in which to respond. The desire to seek and experiment with 'out of the box' approaches to many aspects of ministry.

### **Conclusion**

The main discovery of the Succession Committee was that St. Columba is a spirited, optimistic and engaged community. The view of the future was overwhelmingly positive and regardless of the challenges ahead, there was a general sense of excitement. We are blessed with talented and creative individuals in Michael McAuley, Nadia Prevost & Martina Tchipeff who will provide continuity and stability to our pastoral team as we move through this transition.

The congregation expressed tremendous gratitude for the service of Ian's inspiring, passionate and innovative leadership. He has been a model for compassionate pastoral care, exceptional preaching and a warm and welcoming presence in our community. Most importantly, Ian has served as a guide for St. Columbans to embrace the next step in our future with confidence and the knowledge of what can be achieved if we are open and willing to hear God's call in new ways. We are a community enriched by our tradition, emboldened by collective experience, and called to live our faith in the service of others today and well into the future.