



Mount Royal United Church Community of Faith Profile June 2019

Reviewed February, 2021



**Our mission is to serve God;
living our faith inside and outside these walls,
and
nurturing each individual on their faith
journey**

COMMUNITY OF FAITH PROFILE COMMITTEE

**Valerie Tremble, Co-Chair
Caroline Gingles, Co-Chair
Marlene MacLeod, Secretary
Nancy Brown
Jane Donovan
Susan Fowler
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Esther Mah
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Stephanie Stoneleigh
Lynne Townsend
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FUNDY ST. LAWRENCE DAWNING WATERS LIAISON

Rev. Charlotte Youland

**Approved by Council: June 11, 2019
Approved by Community of Faith: June 16, 2019
Updated Statistics and Financials – November, 2020
Reviewed and approved by Council February 23, 2021**

MOUNT ROYAL UNITED CHURCH

LIVING FAITH PROFILE

FEBRUARY, 2021

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INTRODUCTION

Mount Royal United Church has fostered a caring and generous community of faith for sixty-one (61) years:

- Old enough to have forged cherished traditions
- Young enough to welcome exciting new spiritual leadership.

We are an open and welcoming community of faith regardless of age, race, class, gender, orientation, or physical ability. We welcome children as full and appreciated participants in our midst, bringing ideas and unique talents which can inspire us. We strive to eliminate all barriers which may limit the full participation of our members, adherents, and guests, and are committed to creating an environmentally safe atmosphere. We continue to explore available programs/options in order to achieve maximum energy efficiency.

We see ourselves as a community of faith blessed with abundant gifts, many of which have not yet been realized to their full potential. Over the years, through strategic planning, risk assessment, and needs assessment, we have worked toward determining who we are and in what direction we would like to go. We have an active Pastoral Care Team. Our BLAST (Bible Learning Adventure Stations) program for our children is presently on hold, however, children are invited to join the online Ukulele Church.

We are dedicated to ensuring that we continue to move forward on our faith journey through our many committed and caring members who give selflessly of themselves, their time, and their energy, both within the walls of the church and in the larger community.

Note: Due to the current Covid-19 pandemic, the level of activities in the Church building is dependent upon Provincial regulations.

LIVING FAITH STORY

Administration

Mount Royal United Church is governed by a Council supported by a number of committees addressing the various aspects of our community of faith. The mandates of these committees are outlined in the Plan of Administration (currently being updated). Council meets monthly (except the summer months) and routinely receives committee activity and financial reports. Our Board of Trustees holds property for the use and benefit of the congregation as a part of the United Church of Canada. Council and staff rely heavily on our large group of dedicated volunteers who lead our various programs and organizations.

Our paid staff includes: Ministry personnel (full time); Office Administrator (25 hours per week); Music Director (10 hours per week); and Custodian (15 hours per week). A number of groups, such as the UCW and Craft Group meet regularly and contribute generously not only to the life and work of our community of faith but also to the surrounding community. Mount Royal regularly hosts groups and organizations from our community including: Cubs; Beavers; Brownies; Sparks; Tai Chi groups; Afternoon Bridge; Writers Circle; Art group; Greater Moncton Music Festival; Concerts and Recitals; Book Club, two Bible study groups, and many more.

We have an active web site (www.mountroyaluc.ca) and our Facebook page is active and updated regularly. We also have email access to many members of the community of faith for special announcements, events, etc. Our sanctuary is equipped with state of the art sound/video equipment as well as devices for the hearing impaired. Our worship services are livestreamed and recorded for posting on the web site, and an online mid-week meditation is offered weekly.

Accessibility to our church building and its two levels is a priority. We currently have a chair lift to assist those with mobility issues. We recently renovated one of our bathrooms to permit family accommodation and wheelchair accessibility. We continue to strive for a barrier free facility.

Community Outreach and Social Justice

We currently engage in a wide variety of projects which benefit our community; however, it is acknowledged that there may be opportunities to become more personally involved and we are open to pursuing these.

➤ Examples of current activities/projects:

Lunch with Friends	Marathon Bridge
Camp Ta-Wi-Si	Crossroads for Women
Tatamagouche Centre	Layettes for The Moncton Hospital nursery
Alliance Vision (used eye glasses)	Tai Chi
Reconnect	Book Club
Peter McKee Food Bank	Smiley Face Pancake Breakfast
Christmas Family Outreach	

- We would be remiss if we did not acknowledge the committed and faithful members of the United Church Women and the Craft Group. Many of the above activities, plus others, are spearheaded by these ladies and they contribute greatly to Mount Royal's community outreach.
- In addition to our current outreach, there is an interest in pursuing additional options so that our members can become more personally engaged in community activities, such as:

- Social Justice (YMCA Reconnect, Ray of Hope Soup Kitchen, Humanity Project, Hospice Greater Moncton, Youth Quest)
- Environmental organizations
- Community movie nights
- Youth programs

We anticipate that by expanding in this way it will encourage the participation of both our older youth and our young at heart.

Denomination and Communities

Members of Mount Royal have an overwhelming desire to be connected with other denominations and the community at large – we don't want to be an island!

- We recognize that we need to aspire to build stronger relationships with other United Churches/denominations/faiths in the greater Moncton area. Current activities include:
 - Our minister is an active participant in the Moncton United Church ministers group;
 - We list other churches activities in our weekly bulletin;
 - We host concerts and recitals from a variety of community musical groups on a regular basis;
 - Our minister and two of our members serve on the Regional Council of Fundy St. Lawrence Dawning Waters Region 14;
 - Our members are involved as volunteers or serve on boards of many community organizations;
 - We host a number of community activities, including: Writers' Circle; Art Club; Moncton Music Festival and music teachers recitals;
 - For several years, the principals of neighbouring K-8 schools have provided us with names of needy families to whom we could provide Christmas gifts, food, and gift cards. We are also the mustering point for the Bessborough school in the event they need to evacuate in an emergency situation.
- Potential:
 - Become more personally involved, i.e., volunteer at soup kitchens, homeless shelters, other non-profit groups. This would be in addition to the financial support we currently provide to a wide variety of community organizations.
 - Increase contact with other United Churches in the Greater Moncton area in an effort to coordinate and advertise special worship services (e.g., Good Friday, summer closures,) and discover ways in which we can work together for the betterment of all.
 - Actively participate more in the work and life of our sister United Churches by supporting their special events such as special music, dinners, guest speakers, etc.
 - Focus on ensuring that our visitors and guests are openly welcomed into our community of faith.
 - Connect with other denominations and other faiths.
 - Develop methods by which we can make ourselves better known in our immediate community.

Faith Formation and Christian Education

We are a purposeful, action-oriented community of faith. We aspire to make our faith story one which, while drawing from scriptures, is relevant to the current day with meaningful messages which are challenging to both young and old.

- Confirmation classes are offered when there are those wishing to join our church.
- A Lenten study group is offered.

➤ Bible Study

Aspirations: A revitalized Christian Development Committee is exploring new projects such as:

- Bible study group (consider both day and evening sessions);
- Pursue small group discussions open to a variety of subjects;
- Explore avenues of personal faith development, e.g., movie night, etc.
- Attract more young families to become part of our community of faith and participate in our wide variety of activities.

We recognize that our minister cannot do it all but it is important that our minister be available to provide guidance as we pursue new activities. We would not expect clergy presence at all our activities, but would rely upon his/her expertise at the development stages.

A Visioning Committee has been formed the mandate of which is to explore what we want Mount Royal to be in the future and develop a plan for achieving our objectives.

Leadership

- The leadership in our community of faith is shared with many dedicated volunteers, including: council and committee members; lay readers; servers; worship service leaders in minister's absence; among others.
- The minister is supported in setting and achieving goals for a healthy life style balance, including professional development activities.
- Lay leaders are encouraged to take advantage of continuing education activities, including those offered by Region 14 and/or the United In Learning webinars.
- We have an active Ministry & Personnel Committee with a liaison appointed for each staff member.

We are a faith community which recognizes that a consensus builder, supporter and nurturer will motivate and ignite us on our faith journey as it relates to our day-to-day lives. Our minister encourages community of faith participation to create exciting and contemporary ways to deliver God's message. To achieve this new direction, we have a strong leader who is encouraging, energetic, kind, and caring.

Pastoral Care

In support of our minister, Mount Royal has a strong pastoral care team with particular attention to the more senior members of our community of faith who are no longer able to take part in worship services and/or other church activities. These strengths include:

- Home visits and caring phone calls;
- Prayer shawls for the ill;
- Transportation to worship/functions;
- Bulletin delivery;
- Hospital and nursing home visits;
- Advise our minister of requests to serve communion and/or a visit to those confined to home or other facility;
- Assist members in accessing worship services and meditations online and by telephone.
- Personal contact/support during times of crisis;

A future endeavour would be to "make connections with the disconnected". We know there are families who in the past have been regular participants in our worship services and other activities but are no longer with

us. We will make a concerted effort to be in contact with these families, extend a welcome from Mount Royal, and offer support in any way we can.

Self-Care

There is a strong cooperative spirit within Mount Royal and it is through participation in various projects/activities that we develop a close fellowship among our church family, our minister, and our God. How do we accomplish this?

- The Sanctuary Committee continues to look after changing the paraments for the sacraments and special services for which we are sincerely thankful.
- Several members ensure that the outside of our building has a welcoming appearance by maintaining colorful flower gardens
- Our Craft Group meets weekly, summer and winter, for a time of fellowship and fun while using their talents to create “works of art” which are then made available for sale at various church functions.
- Volunteers operate our audio/video equipment which contributes to our service of worship.
- The UCW hosts coffee and conversation after each worship service thus allowing time for members and guests to discuss the service, share personal experiences, greet our minister, all of which brings us closer together as community of faith.
- While our minister will set his/her own goals for maintaining a healthy life balance, we offer our support by assisting in worship services, in pastoral care, helping out at a time of the minister’s illness, dinner invitations, etc.
- We show our love and support to one another by being ever alert to significant events in the lives of our members and adherents, whether it be celebrating a new grandchild, a birthday, or helping out when there is an illness, death, or other adverse event in a member’s personal life.
- Our faithful ushers and greeters welcome all who come to worship with us.

Worship

Worship at Mount Royal is a place where we can be accepted for who we are, be one in a sanctuary of our peers, listen to the Word of God, sing praises, and enjoy the fellowship of the spirit. Mount Royal’s current practice is to have a traditional, lectionary-based type of worship service.

- A typical service could include several hymns, lighting of the Christ candle, prayers of confession, Old Testament, Gospel, Epistle, and Psalm readings, Theme Time for the children, reflection, choir selection, prayers of the people, and the life and work of the community of faith.
- The minister offers a children’s story during each service.
- Lay members assist with scripture readings and serving communion.
- We have an organ and a grand piano which are both used during worship services .
- Dedicated members of the community of faith regularly offer their musical talents on other musical instruments such as the flute, trumpet, guitar, and Djembi drums.
- Both Voices United and More Voices are used consistently.
- Members of the community of faith occasionally conduct the entire service in the minister’s absence.
- All hymns and participatory readings are projected on multiple screens located in key areas of the sanctuary.
- A Minute for Mission and other United Church material is projected from time to time either before or during the worship service.
- The various seasons of the church year are celebrated by changing the sanctuary paraments, choosing appropriate scripture, hymns and messages.

- Communion is celebrated a minimum of six times a year and is served in both the traditional format and intinction.

A recent survey indicated strong support for a more relaxed use of the lectionary and a fresh approach which connects our worship experience to world and everyday life events.

Other changes might include:

- More use of music/musical instruments
- More youth-focussed services
- A cross-section of hymns which include old, new, and modern
- Access United Church's online resources for use during services
- Occasional drama-type service
- Guest speakers from time to time

Communications: A newly-formed Systems Committee is active in planning and presenting electronic options for members of the Community of Faith, such as:

- Livestreaming Worship services and posting on the web site for later viewing
- Implementation of Virtual Voices – a weekly online Community of Faith news update
- Mid-week meditation offered by the minister
- Other recordings as necessary, e.g., choir anthems, memorial hymn sing, etc.

DEMOGRAPHICS

Mount Royal United Church is centrally located in Moncton's West End. We are a short walk from scenic Jones Lake, and only a block away from Bessborough School. Other schools in the immediate area include Hillcrest, École Sainte-Bernadette, and Bernice MacNaughton High School. Neighbouring churches include: St. James Anglican Church; Holy Family Roman Catholic Church; Salvation Army Moncton Citadel Community Church; The Journey Church; and the Moncton Wesleyan Celebration Centre. The Wesleyan Celebration Centre also includes the Moncton Christian Academy. There are multiple trusted day-care facilities in the neighbourhood.

The Université de Moncton is the largest French-language, post-secondary institution east of Quebec City. Mount Allison University in nearby Sackville has been consistently ranked as Canada's number one primarily undergraduate university for the past twenty years. Crandall University located in Moncton is a Liberal Arts university devoted to the Christian faith. A variety of private colleges and both English and French language New Brunswick Community Colleges also attract students from across the region.

Greater Moncton, including Ville de Dieppe and the Town of Riverview, is New Brunswick's most vibrant and rapidly growing urban area, boasting the province's highest rate of employment. As Canada's only officially bilingual city, Moncton is committed to advancing the bilingual experience.

The most prominent geographic feature of our region is the Petitcodiac River which is a tidal estuary emptying into the Bay of Fundy and features the world's highest tides. The Petitcodiac River, with the famous Tidal Bore, attracts tourists from around the world. Two National Parks straddle our community: Kouchibouguac National Park on the eastern shore of New Brunswick to the north; and Fundy National Park nestled on the Bay of Fundy to the south.

There is a wide variety of arts, culture, and recreational activities available in the greater Moncton area.

Detailed information on Mount Royal and the Greater Moncton area is available on the following web sites:

www.mountroyaluc.ca
<https://www.moncton.ca>
<https://www.townofriverview.ca/>
<https://www.dieppe.ca/en/>

Our Community of Faith

No. of Preaching Points	1	Removed by Death	8
No. of Church Schools	1	Removed by Certificate or Other	1
No. of Households under Pastoral Care	304	Total Non-Resident Membership	208
No. of Financially Supported Households	121	Number of Adherents	120
No. of Adult Baptisms	0	Givers to Local Expenses	125
No. of Child Baptisms	0	Givers to M & S	48
No. of Marriages	0	Avg. weekly attendance at Sunday Worship	15
No. of Funerals	4	Church School Membership	10
Total Membership, Resident & Non-Resident	463	Total Membership in CE Program Groups	10
Members Received by Profession of Faith	0	Membership of Men's Groups	6
Received by Certificate	1	Membership of Women's Groups	30

December 31, 2020

REAL PROPERTY

Mount Royal United Church does not hold any other property separate from the church land and buildings, and was incorporated under the United Church of Canada. There are no cemeteries connected with the church.

FINANCIAL VIABILITY REVIEW**Revenue/Expenses**

Year	Revenues	Amount given through envelopes	Amount given through PAR	Expenses	Do expenses exceed revenues? (yes/no)	Bank balance at end of year
2020	\$245,911	\$95,038	\$94,418	\$227,899	No	\$50,774
2019	\$242,599	\$92,177	\$97,561	\$243,114	Yes	\$28,991
2018	\$247,803	\$107,012	\$97,340	\$240,497	No	\$19,213
2017	\$239,227	\$81,355	\$102,207	\$220,403	No	\$29,011
2016	\$204,779	\$74,744	\$101,546	\$216,457	Yes	\$18,268
2015	\$240,399	\$83,132	\$104,491	\$233,333	No	\$25,701
2014	\$217,330	\$80,367	\$105,395	\$216,468	No	\$16,741

At present we have the following paid staff:

Minister: 40 hours per week
 Secretary: 25 hours per week
 Custodian: 15 hours per week
 Minister of Music: 10 hours per week

2020	2019	2018	2017	2016	2015	2014
\$123,340	\$123,198	\$149,694	\$140,927	\$140,526	\$138,526	\$135,896

Mount Royal United Church has not experienced a deficit for more than two consecutive years in the last five years and has no outstanding loans. There is an accumulated surplus of \$40,956 at December 31, 2020.

Utilities, maintenance, and repairs

Year	Utilities (Power & Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (Yes or No)
2020	\$4,180	\$10,020	\$14,026	\$28,226	No
2019	\$5,156	\$12,486	\$34,248	\$51,890	No
2018	\$5,380	\$12,343	\$31,873	\$49,596	No
2017	\$3,866	\$11,052	\$9,630	\$24,548	No
2016	\$3,887	\$9,814	\$8,905	\$22,606	No
2015	\$4,152	\$12,061	\$9,950	\$26,163	No
2014	\$3,784	\$15,228	\$8,256	\$28,258	No

Contributors supporting our congregation

2020	2019	2018	2017	2016	2015	2014
121	122	181	150	123	139	155

Age group of contributors (we do not have accurate records of ages so this is a best estimate)

0-20 years	
21-30 years	
31-40 years	2
41-50 years	1
51-60 years	21
61-70 years	19
71-80 years	32
81+ years	46

Our contributions are balanced across the various age groups of our membership . Following is a breakdown of contributors and givings.

Contributors and Givings

Annual giving	2020	2019	2018	2017	2016	2015	2014
\$0-\$100	6	3	37	10	6	6	12
\$101-\$500	24	31	47	44	26	39	41
\$501-\$1,000	36	38	42	30	37	36	42
\$1,001-\$5,000	49	45	48	61	50	52	56
\$5,001+	6	5	7	5	4	6	4

Although we have not taken part in a formal stewardship project over the past two years, regular financial information is shared with the congregation. Letters encouraging additional contributions are sent on several special occasions through the year, e.g., Easter, Anniversary, Christmas. A roof

replacement fund has been established. Ongoing contributions can be made through regular donations, memorials, as well as on our web site.

Investments and special funds

Manse Investment Fund	No Restrictions	\$121,594
Memorial and Roof Fund	No Restrictions	\$55,390
Baker Scholarship Fund	Restricted to scholarships for high school graduates.	\$16,109

Observations

Revenues at Mount Royal have increased over the past few years, resulting in a surplus in four out of the last six years. There is an accumulated surplus of \$40,956 as at December 31, 2020. We are a senior congregation and have lost members over the past five years; however, those givings have been replaced with bequests from their estates. While we recognize there may financial challenges over the next few years because of the age of some of our members, we will rise to the occasion!

Summary

The Mount Royal Community of Faith works together and when something is needed, we do it! We are in a position to make a three year commitment to our minister; however, we want him to be part of our community of faith much longer.

Recommendation

Mount Royal United Church is viable to support a full time minister in Category F with salary and benefits in accordance with those outlined by the United Church of Canada.

MOUNT ROYAL UNITED CHURCH

Balance Sheet

As at December 31,	2020	2019
ASSETS		
Current assets		
Cash in current account	\$ 50,774	\$ 28,991
HST recoverable	1,786	2,242
Prepaid supplies and expense	950	950
	53,510	32,183
Investments		
Memorial fund, bank account	43,768	48,711
Roof replacement fund	11,622	11,092
Manse investment fund (Market value, Jan 25, \$121,594)	128,800	128,800
Baker Scholarship fund	16,109	16,125
	200,299	204,728
Capital assets, at cost		
Land and parking lot	11,125	11,125
Church building	149,423	149,423
Equipment and furnishing	47,061	47,061
Audio/visual equipment	58,855	47,184
	266,464	254,793
	\$ 520,273	\$ 491,704
LIABILITIES AND INVESTMENTS		
Current liabilities		
Accounts payable and accrued expenses	\$ 12,554	\$ 9,239
Current fund surplus	40,956	22,944
	53,510	32,183
Special accounts		
Memorial fund	43,768	48,711
Roof replacement fund	11,622	11,092
Manse fund	128,800	128,800
Baker Scholarship fund	16,109	16,125
	200,299	204,728
Investment		
Capital assets	266,464	254,793
	\$ 520,273	\$ 491,704

Signed on Behalf of Council

 Susan E. Fowler - Chairperson

 David A. Close - Treasurer

MOUNT ROYAL UNITED CHURCH

Statement of Revenue and Expenses and Accumulated Surplus

Budget 2020	For the year ended December 31, 2020	Actual 2020	Actual 2019
REVENUES			
\$ 156,000	Envelope offerings	\$ 153,163	\$ 151,675
2,400	Loose offerings	291	2,038
15,000	M&S offerings	12,201	14,836
6,500	Outreach offerings	6,314	6,436
19,000	Special offerings	17,578	16,791
14,000	Fundraising	4,680	12,220
2,500	UCW contribution	2,500	5,500
--	Craft Group contribution	341	2,500
6,500	Bulletin, Hall Rentals, Other	2,215	5,992
7,100	Investment income, Manse fund	7,125	7,125
--	Bequest from Estate of Carol Proctor	--	50,000
--	Transfer to Memorial Fund	--	(50,000)
--	Transfer of funds from Memorial Fund	5,738	17,486
--	Systems capital campaign	8,020	--
--	Government wage subsidy, CEWS	25,745	--
229,000		245,911	242,599
EXPENSES (Schedule "A")			
30,600	Trust disbursement (for others)	27,656	30,413
149,500	Pastoral expenses	138,140	121,417
800	Christian development	85	172
58,600	Property expenses	62,018	91,112
239,500		227,899	243,114
(10,500)	NET SURPLUS (DEFICIT) FOR THE YEAR	18,012	(515)
22,944	Accumulated surplus, beginning of year	22,944	23,459
\$ 12,444	Accumulated surplus, end of year	\$ 40,956	\$ 22,944

MOUNT ROYAL UNITED CHURCH

Statement of Budget Revenue and Expenses for 2021

Actual 2020	For the year ended December 31,	Budget 2021
REVENUES		
\$ 153,163	Envelope offerings	\$ 155,000
291	Loose offerings	400
12,201	M&S offerings	12,500
6,314	Outreach offerings	6,500
17,578	Special offerings	18,000
4,680	Fundraising	9,500
2,841	UCW and Craft Group contributions	--
2,215	Bulletin, Hall Rentals, Other	3,000
7,125	Investment distributions from Manse fund	7,100
5,738	Transfer from Memorial Fund	--
8,020	Systems capital campaign	--
25,745	Government wage subsidy- CEWS	12,000
245,911	TOTAL REVENUES	224,000
TRUST DISBURSEMENTS		
12,201	Disbursed - M&S Funds	12,500
6,314	- outreach	6,500
8,141	Maritime Region assessment	8,100
1,000	Camp TA-WA-SI	1,000
27,656		28,100
PASTORAL EXPENSES		
1,056	Advertising and web site	1,100
374	Choir music and supplies	500
2,745	Office supply and expense	3,000
592	Postage	700
89,611	Salaries - minister, office administrator, music director	107,500
122	Travel allowance	500
23,080	Employee benefits	23,500
9,737	Minister moving expenses	--
4,912	Telephone	5,000
3,668	Other expenses	3,100
2,243	Interest and bank charges	2,500
85	Christian development	2,000
--	Visioning committee	500
138,225		149,900
PROPERTY EXPENSES		
10,020	Heating fuel	11,500
3,741	Light and power	4,000
5,644	Insurance	7,800
10,527	Custodian - salary	15,200
142	Supplies	550
7,434	Repair and maintenance	6,000
439	Water	500
6,450	Snow removal/grounds maintenance	6,450
17,621	Audio-visual-computer systems	2,000
62,018		54,000
227,899	TOTAL EXPENSES	232,000
\$ 18,012	NET BUDGETED (DEFICIT) FOR THE YEAR 2021	\$ (8,000)

POSITION DESCRIPTION**Position Title: Ministry Personnel – Mount Royal United Church****Position Profile:** Full-time 40 hours per week**Position Summary**

Mount Royal is seeking an Ordained or Diaconal Minister. We are a purposeful, action-oriented Community of Faith. We aspire to make our faith story one which, while drawing from scriptures, is relevant to the current day with meaningful messages and is challenging to both young and old. Our minister will:

- Be a consensus builder, a supporter, and nurturer who will motivate and ignite us on our faith journey as it is relevant to our day-to-day lives;
- Encourage community of faith participation to create exciting and contemporary ways to deliver God's message;
- Be a strong leader who is encouraging, energetic, kind, and caring.
- Help the culture of a long standing faith group evolve and embrace the changes needed to excel and grow our community

Autonomy in Decision-Making

- Establish a schedule of routine visits to hospitals and long term care residences.
- Determine the music for worship services in cooperation with the Minister of Music.
- Prepare the order of service for worship in cooperation with the Worship Committee.
- Establish a working relationship with the Office Administrator that maximizes the day-to-day efficiency of the church office.
- Establish regular office hours for availability of members, recognizing that urgent/emergency situations may arise.

Principal Areas of Responsibility and Associated Duties*Administration*

- A paid Office Administrator is available 25 hours per week.
- Provide Office Administrator with Order of Worship Service in a timely manner for preparation of the weekly bulletin.
- Attend monthly Council and Worship
- Provide a monthly report to the Council.
- Advise the Office Administrator of any variance from normal office hours.

Community Outreach and Social Justice

- Support existing community outreach projects and encourage the pursuit of new opportunities which will enable members to become more personally engaged in community activities.

Continuing Education

- Pursue personal, vocational, and professional goals for continuing education in consultation with the Ministry & Personnel Committee and in accordance with the United Church of Canada guidelines.

Denomination and Communities

- Be actively involved in the life of Fundy St Lawrence Dawning Waters Region 14 and/or General Council.

This may include serving on committees, acting as a resource person, or a special project at the request of the Executive Minister.

- Represent Mount Royal United Church at monthly meetings of the Greater Moncton United Church ministers' group.
- Encourage and support the community of faith in building stronger relationships with other United Churches, denominations, and faiths within our Greater Moncton community.

Faith Formation and Christian Education

- In conjunction with volunteer members of the community of faith, provide leadership for the development of programs such as:
 - B.L.A.S.T (Bible Learning Adventure Stations) or other appropriate program for children;
 - Adult Bible study groups;
 - Small group discussions;
 - Lenten study group.
- Provide confirmation and marriage preparation when required.

Leadership

- Motivates, encourages, and supports others to share their own gifts for ministry.
- Builds relationship and consensus, delegates and shares leadership appropriately.
- Provides leadership to the community of faith as it continues to assess its role in the life and work of our membership and in the wider community.
- Offers continuity, consistency, and encouragement through any changes which may be implemented.

Pastoral Care

- Provide pastoral care to members and adherents of Mount Royal United Church.
- Be comfortable with general visitation as well as ministering to those who are grieving, ill or distressed.
- Visit local hospitals at least weekly or as required in an emergency situation.
- Maintain contact with those who are confined to home or long term care residence, offering communion when appropriate.
- At the request of the Pastoral Care Committee, visit those who may be in a situation where they would find a visit from the minister helpful.
- Follow-up visits and/or telephone calls to members who have had a death in the family or other unusual event.
- Maintain a confidential log of Pastoral Care visits/phone calls.

Self-care

The Minister will set goals for ongoing self-care by maintaining a healthy balance of his/her own physical, emotional, and spiritual well-being to include rest, recreation, and professional development. There will be collaboration with the Ministry & Personnel Committee to meet goals.

Worship

- Prepare and deliver worship where we listen to the Word of God, sing praises, and enjoy the fellowship of the spirit.
- The style of worship will be a relaxed use of the lectionary and an approach which connects our worship experience to world and everyday life events.
- Plan and provide regular services of communion and baptism, and confirmation.
- Officiate at weddings and funerals as required.

- Assume overall responsibility for the preparation of the order of service, working with the Worship Committee, the Music Director, and lay members as required.
- Encourage and share worship leadership with members of the community of faith.
- Assist with the development of policies and procedures regarding the sacraments of baptism and communion, as well as confirmation, weddings, and funerals.

Required Knowledge, Skills, and Abilities

- An ordained or diaconal minister in the United Church of Canada.
- A strong leader who is encouraging, energetic, kind, and caring.
- Strong preaching skills.
- Ability to work well with others.
- Strong oral communication and the ability to convey an inspirational and relevant spiritual message.
- Effective interpersonal and listening skills that foster a unified and supportive community of faith.
- Adaptability and flexibility.
- Effective organizational skills.
- Ability to maximize the use of electronic media in daily functions as well as during worship services.

Other Preferred Assets

Demonstrated experience in working with youth and young adults

Terms Profile

In general, the terms of agreement are according to the United Church Manual, and/or as summarized below:

- Salary: In accordance with the United Church of Canada “Minimum Salaries for Ministry Personnel”. Consideration will be given to qualifications and experience;
- Hours of Work: The basic work week for the duration of this agreement shall be comprised of 40 hours per week with two days off each week;
- Vacation: Provision is made for four (4) weeks and five (5) Sundays each year.
- Statutory Holidays

New Year’s Day	Victoria Day	Thanksgiving Day
Family Day	Canada Day	Remembrance Day
Good Friday	New Brunswick Day	Christmas Day
Easter Monday	Labour Day	Boxing Day

If a holiday falls on the Minister’s scheduled day off, or during vacation, an alternate day off may be taken.

- Study Leave: Provision is made for three (3) weeks and three (3) Sundays each year.
- Sick Leave/Disability: In accordance with the United Church of Canada guidelines.
- Continuing Education: Continuing Education/Book Allowance as per the United Church of Canada guidelines.
- Travel is reimbursed at least at the minimum per kilometer rate set annually by the United Church of Canada. A log must be kept and submitted regularly to the Ministry & Personnel Committee for approval.
- Telephone: In accordance with the United Church of Canada guidelines.