



Caledonia Presbyterian Church

March 1, 2017

Motto: To Grow in Love

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Community

Caledonia, Ontario is a picturesque community of 10,000 situated on the banks of the Canadian Heritage Grand River. Nestled in between Lake Ontario and Lake Erie, Caledonia is just 15 minutes South of Hamilton Ontario on Highway 6. The community offers many recreational activities for children and adults as well as a variety of fantastic community events which make it an enjoyable place to live, work and grow and its small-town atmosphere makes it the perfect spot to raise a family.

It is a growing community with a new residential development which will bring approximately 3,500 new residents to town. We look forward to related employment growth and new members who are looking for a new church home.

Congregation

The congregation reflects our small town community, of which we count several local farmers among our members. Many of our members attended with their children, who have now grown, and in many cases moved away from the community. Some of these same members, now grandparents, attend with their grandchildren. We also have several younger families who consistently attend with their children who participate in Sunday School. Although a small component of our congregation, these young children are welcomed for their enthusiasm and simple faith. We have a monthly all-ages service in which the children participate in every aspect of the service. However, most of our members are middle-aged to senior singles and couples. After service, we host a coffee hour to allow members to interact and have a time of fellowship.

History

For the past 170 years the Caledonia Presbyterian Church has been a place of worship in our community. In 1846, A Scottish minister began holding church services in a schoolhouse in Caledonia at a time when our population was about 500 people. The minister, Dr. Andrew Ferrier had been invited by Presbyterian families from Scotland and Northern Ireland to form the first Presbyterian congregation in Caledonia. Many people in our congregation can trace their roots directly to those original families resulting in strong loyalties within our Church.

Our church has celebrated its Scottish roots by hosting several Kirkin' of the Tartan events and Robbie Burns dinners. We have adopted the Caledonia Tartan as a symbol of this heritage, thus explaining its imaging in our profile.

Building

The Caledonia Presbyterian Church is traditional, in red brick and in the shape of a cross, but it is unique in its Arts and Crafts architectural style, with hammer-head timber frame trusses. When constructed in 1898, it incorporated many modern inventions. Selected from a Canada/U.S. competition, the architect Laurence Munro was the Hamilton architect whose design was chosen. Interestingly, the design from the outside is meant to resemble a cluster of buildings built over the years, similar to a mediaeval cathedral.

The corner stone for the present Church was laid on June 24, 1898 with the church being opened for worship and dedicated on January 15, 1899. The cost was approximately \$9,000 for building this church and the mortgage was discharged by 1903.

We are surrounded by history. The chairs used by the elders behind the communion table are the original Sunday School chairs. In the upper hall there is one remaining Sunday School desk at the side door. Our windows are simple but take advantage of beautiful morning light and the blue sky with gold stars over the chancel is a unique and memorable feature.

The hinges and fancy ironwork on the doors were made by local blacksmith Malcolm Heddle.

We have lovingly restored and maintained this historic building, which is outfitted with an elevator, accessible washrooms, large kitchen and McMillan Hall, a place for Sunday School and many community events.

Music

Our music program at Caledonia Presbyterian is well known, thanks to our talented musicians, choir and strong leadership. We recently welcomed a new Musical Director, Jean Robert Richard (JR) and his wife Cherie, who bring experience in choir direction and musical heritage to our Church to continue our musical legacy. Thanks to our talented congregation we have heard piano, organ, guitar, violin, flute, harp, saxophone, horns, drums, steel drums and a myriad of other instruments played by musicians, young and old. We have hosted the Caledonia Music Festival for 30 years and now sponsor the Luella Albin Bursary. This results in music to all of our ears!

Community Involvement

In a relationship begun by Rev Norman MacMillan in the 1940's our church has sponsored local Beavers, Cubs, Scouts and Ventures troops throughout many years and of which we are very proud. A fun annual community event is the Santa Claus breakfast held before the parade which gives many excited children and families an opportunity to visit with Santa and bring home a little stuffed toy.

We also provide meeting locations for a local support group and offer a place for hosted dinners and hall rentals.

Our building is handicap accessible on both levels, including washrooms, ramps and an elevator.

There is an active ecumenical Ministerial group that organizes a Good Friday service at the Fair grounds, Lenten lunches, and in 2016 tried something new: worship during the annual fall fair.

Interim Ministry

In the period between 2008-2013 the congregation experienced a number of challenges which shook it to its core. The impact of those challenges were still evident in 2014 when Rev McPhee became Interim Moderator, which led to the decision to have Interim Ministry 2015-2017 to take up the questions of identity, mission, healing, session solidarity, leadership development and congregational viability. The objectives for the Interim time were: “ to lead programs, small groups, workshops in spiritual formation that foster the development of a spiritual community, and to facilitate through a ministry of listening and pastoral care any healing and reconciliation needed within the congregation.”

It became clear that there is a significant diversity which had perhaps not been recognized or valued. We have explored whether this diversity is like having 2 languages in one congregation, similar to what an ethnic church might experience. To that end, we have launched a trial period of having 2 worship services, not for reasons of numbers, but because of different needs.

But perhaps a more significant challenge has been to grow more deeply in discovering our unique identity as a church in an increasingly secular world: people able to use the language of the Spirit, draw on faith and welcome elders in the role of offering spiritual leadership. Training and integrating new elders and reintroducing pastoral districts was a significant step, carried out in 2016.

Over the last 2 years the congregation has gamely tried some unfamiliar things: conversation around table groups at congregational meetings; listening circles to practise listening and speaking; a straw poll around the 2-language question; a Cohesive in Christ adult education time; all-ages services once/month. It has been a trying time for some (without a called minister) and an exhilarating time for others: seeing the possibilities for growth and exploration.

Search for the Future

Over the last three years the congregation of Caledonia Presbyterian has explored and struggled with how it might respond to its new realities and ensure the congregation a future. This has also been a major focus for the discernment process under the direction of the Interim Minister. Those realities could be summarized as:

- Declining Membership;
- Aging Membership:
- Limited and declining volunteer resources;
- Financial Constraints — expenses exceeding revenue;
- Over reliance on trust funds.

The Session met over the summer of 2016 to attempt to discern the direction in which God was leading us. Our discussions were in-depth and honest, giving a safe place for all members to voice their concerns and opinions. After several months of discussion, we decided to seek further input from the congregation, allowing them to also wrestle with this choice. Session laid out three options:

- **Status Quo** — full time minister, and maintain positions of music director and administration.
- **Part-time Ministry** — reduced minister hours, keeping music director and administration
- **Combination** — full time ministry with a reduction in the paid Administrative Assistant and/or Music Director positions for a temporary time period until attendance and givings recover.

A congregational vote revealed only slightly greater weight to option A and the desire for Session to decide, so it did: seek a full time minister to support the work of continued healing and learning within the congregation, and turning our energy outward towards the community. This was a conscious decision to prioritize questions of ministry over financial factors (save money and last longer). We want to see what can happen when we put our priority on ministry. The trust funds allow us to try this.

Goals

1. Rediscover our mission: why are we here? What is our purpose? What do we have to offer to the community of Caledonia beyond our physical facilities? What is the gift that we are particularly able to offer because of who we are and what we love? We want to build stronger connections with our community.
2. Embrace more fully the motto “Grow in love”: learn and practice ways of talking with one another that strengthen us. (Joint Session-Board meetings are one place we practice this).
3. Discover what it means to be one body, each part working for the good of the whole
4. Recognize the differences among us and regard them with respect (evaluate the use of “2 languages”; is it helpful?)
5. Grow in our discipleship of Christ, learning what it is like to follow Christ in all things.

Caledonia Presbyterian Church Groups

Session

Our Session is comprised of 5 active members. There are also some ordained elders in the congregation who serve as pastoral elders, and others who have stepped down from active involvement. We typically meet monthly, and 2-3 times/year jointly with the Board. During the interim time we had 4 assessor elders for a year, and then one who has continued for a second year.

Board of Managers

The members of Board of Managers are recruited by the Nominating Committee. Although the Board is accountable to Session, for the most part, it operates independently to manage church finances, paying operating expenses of the church and maintaining the building. It has completed capital improvement projects such as the roof replacement, Sanctuary restoration, elevator installation and accessible bathroom updates. Their members also volunteer to clean the Sanctuary and even clear snow! We are grateful for their ongoing commitment to our Church.

Board of Trustees

Responsible for managing the financial assets of the Memorial Trust Fund and the Manse Fund, they distribute earnings to the Board of Managers to assist in covering operating expenses and, as necessary, access funds to address shortfalls in givings.

Worship Committee

The Worship Committee includes representatives from Session and the Choir. It works with the minister to plan and support worship services, particularly the all-ages services, which was innovation starting September 2015. They also find readers for each Sunday

Communication Committee

The Communication Committee periodically issues our newsletter, The Latch, and maintains the Facebook page as well as the website.

Study Groups

There are currently two study groups led by the minister: a small afternoon group learning about characters in the Old Testament and an evening group that investigate themes relating to the Bible as addressed in selected readings.

Ladies Fellowship

A previous focus on fund-raising has evolved into being a group who meet monthly for fellowship and fun.

Congregational Profile

(i) Church Information

February 27, 2017

Name of Church: Caledonia Presbyterian Church

Address: 117 Argyle St. N., Caledonia ON N3W 1B8

Year Congregation Organized: 1846 Telephone: (905) 765-4524

www.caledoniapresbyterian.ca

Caledonia.presbyterian@gmail.com

Presbytery: Hamilton

Average Weekly Attendance at Sunday Worship 40 Church School 8

Other Services recently started holding an Alternative Service at 9:00 average attendance 20

(ii) Christian Education

Age Group	Enrolment	Curriculum Used	No. of Teachers
0-6	3	Whole People of God	2
7-13	5	Whole People of God	2

(iii) Financial Statement Jan. 1, 2016 – Dec. 31, 2016

Income		Expenses	
Offerings	\$72,920.25	Operating Expenses	\$157,575.96
Gifts (in memoriam – for grand piano)	\$18,000.00	Acquisition of Piano (not including, non-ref HST)	\$15,929.20
Investments - Income	\$28,000.00	Debt Payment	0
Investments - Redemptions	\$35,000.00		
Rentals	\$4,884.00		
Benevolence Offerings 2016 From prior year projects	\$6582.26 \$402.64	Benevolences, (Presb Sharing, Synod, Presbytery, WMS, PWS&D)	\$6,982.00
Other - Fundraising	\$12,032.10	Other – Fundraising Expenses	\$5,185.04
Grant Income	\$8,265.39	Interim Moderator	\$3,660.00
Other - Miscellaneous	\$5,117.10		
Total Income	\$191,203.74	Total Expenses	\$196,314.20

Approved Budget– 6 month approved budget, extrapolated to 1 year

\$159,307.50

"Presbyterian Sharing..." Allocation for current year

Requested: \$17,237.00

Accepted: \$6,500.00



(iv) Stipend or Salary

Annual cash stipend or salary (including travel allowance) (or according to Presbytery guidelines)	\$48,000.00
Housing allowance	\$16,000.00
Utilities allowance or utilities paid	\$2,000.00
Continuing Education allowance	\$600.00

Interim Moderator: Rev. Richard Warne
 2058 Main Street North
 PO Box 777
 Jarvis, ON N0A 1J0

Telephone (519) 587-2565 Email richard.warne@hotmail.com

(v) Congregation and Community

2011 Census Community Data

Type of Community: small town moving into a bedroom community for Hamilton and area

Total Population

Current	10,000 & growing
2011	8,000

Radius of area in kilometres 2.5x2.5 (6.2 square km)

Total number of churches in this area 9

Presbyterian churches in this area none

Current Active Members (and adherents)	84
2012 Active Members	274

Community cont'd

Living Patterns (from 2011)

Adult(s) with at least one child	70.3%
Single Persons	35%
Two or more adults	65%

Housing Patterns (from 2011)

Apartments	9%
Private homes	81%
Total number of households	3,520
Other (Explain)semi, row etc.	10%

Age Comparison

	Congregation	Community
0-5 Years	2%	5.5%
6-14 Years	8%	14.7%
15-24 Years	1%	10.8%
25-44 Years	11%	24.7%
45-64 Years	21%	9.7%
65+ Years	56%	10.8%

Occupations Within the Congregation

Clerical/Secretarial	4%
College/University Students	0%
Elementary/Secondary Students	11%
Farmers	4%
Homemakers	0%
Professional/Business	9%
Retired	56%
Technicians	2%
Unemployed	0%
Other (retail, self-employed etc.)	15%

Position Description- Minister

Purpose/Responsibilities

We seek of minister of deep Christian faith, tried through experience.

Though Caledonia is very close to Hamilton and does serve as a commuter community for the larger GTA, it remains at heart a small town. Caledonia Presbyterian is seeking a minister who will commit to the community of Caledonia, getting to know both the congregation and the community. Participation in the ecumenical ministerial would be expected.

We seek a minister who can lead us spiritually to grow in faith, and encourage us to learn through sermons, programs and conversation.

We seek a minister with some life experience, able to relate to farm and small town and city people, young and old.

We seek a minister who can help us reach out to our community in meaningful ways.

Special Qualifications

- Able to lead both traditional and alternative worship
- Able to relate to the range of pastoral needs and personalities at CPC
- Teaching ability (small group bible and book discussion)
- Ability to either lead or support ministry with children (Kids' Club) as well as seniors
- Adventurous spirit: willing to work with the people in the congregation who desire to reach out to the community, particularly the unchurched.

Unique Architectural Features



Photography by Eileen Nichol

Pastoral Skills and Interest Inventory

What are the pastoral skills especially needed in the ministry and program of your church? Rank in order of priority from 1 to 18 -- 1 to 6 being the areas you most wish a minister to exercise.

13	Administration (Managing the affairs of the congregation and other organizations)
8	Christian Education (Writing or selecting appropriate curricula for the educational ministry and planning activities for groups of all ages) *see note A
9	Community Leadership (In areas like drug problems, schools, community organizations)
11	Counselling (On a regular basis)
6	Crisis Visiting (Serving people at times of illness, death, trauma, family crisis, job loss)
16	Denominational Service (Sharing in the work of all the courts of the church)
2	Equipping Church Members (For integrating Christian faith with life)
12	Evangelism (Relating the gospel to people outside the church and helping the congregation to do the same)
15	Home Visiting (On a regular basis)
14	Inter-Church Co-operation (Working in inter-denominational programs and activities)
4	Leadership Development (Planning for and sharing in the training of leaders for the church's program)
1	Leading Worship and Preaching (Planning and conducting worship services)
10	Mission Outreach (Evangelism and social justice in the community, the country, and the world)
3	Personal and Spiritual Development (Providing resources and guidance for people's devotional life, and for prayer groups, retreats and other small group experiences)
5	Program Development (Establishing goals, and organizing programs in church and community)
7	Stewardship (Faithful use of our time, gifts and money in response to the generosity of God in Christ)
*	Relate to Seniors (we changed the wording) see note B
*	Relate to Youth (we changed the wording) see note B

*Note A: We had some trouble with this description of Christian Education. Given that we highly value "Equipping members", it includes Education. We don't so much need someone to "write" curriculum as to encourage and support growth and learning, deepening of faith, through whatever ways work!

*Note B: We consider both of these important and integrated with everything else, so did not know how to rank these. In a congregation where the majority of people are over 55, we need a ministry that connects with seniors! Yet we love our children and want to continue to find ways to value them by the choices we make with money and programming and worship. We are not looking for a specialist in either youth or seniors ministry, but someone who can relate easily to people of all ages, and work creatively to support them.

Minister of Word and Sacrament

Purpose/Responsibilities/Working Relationships

Minister to lead the congregation in revitalization of mission and purpose through worship, education and pastoral care.

Other Full and Part-Time Staff

Name	Title	Full or Part-Time
Jean Richard Robert	Music Director	part-time
Sandra Sterling	Admin Assistant	part-time

How long has the position been open? January 2014

By whom was the position last filled? Interim Minister (March 2015 -June 2017)

Rev. Cathy Stewart

2-68 Blake St Hamilton, ON L8M 2S6
(905) 312-4949

Cathystewart57@gmail.com

Rev. Scott McAllister

September 2008-January 2014

942 Virginia Ave, Windsor ON N8S 2Y4
(226) 757-2526 (cell); (519) 997-9538 (home)

Scott.ryan.mcallister@gmail.com

List 3 additional previous ministers	Rev. Tom Vais	(1990-2007)
	Rev. Bert Young	(1983-1990)
	Rev. David McInnis	(Interim Minister)

