



## Objective

## Congregational Profile

### Beacon Unitarians Looking for .66 FTE Minister

**A** new minister would best get a sense of Beacon by visiting us early on a Sunday morning when we start the work of transforming a meeting hall into a worship space. Seventy-five minutes before the service begins, members begin arriving and a quiet but steady flurry of activity ensues. The Beacon logo fills a colourful banner that becomes the main backdrop for our worship. Colourful fabric screens and story quilts for the children help to create an atmosphere of warmth. The “set-up crew” provides sensitive attention to detail from the arrangement of the chairs to the colour of the altar fabric to ensure that the purpose and sacredness of our time together is honoured. From the greeters at the entrance, to the choir rehearsing near the stage, everyone is focused on working together to prepare a meaningful, warm and welcoming service. Always aware of the diversity in the congregation, a set of drawers full of children’s activities, stands beside headphones for our hard of hearing elders. Sometimes consulting each other, sometimes working seamlessly in a well-rehearsed dance, a dozen or so members prepare the necessary details so that the service can begin. By the time visitors arrive, our space has been transformed into a warm welcoming sanctuary, and we have engaged again in the continual process of building a strong community.

Aside from our Sunday services, we love to learn together, to challenge each other’s perspectives and encourage each other’s growth. In the past two years, we have had groups for Soul Matters; Building Your Own Theology; the Truth, Healing and Reconciliation Reflection Guide program; Service Leader Training; and an ongoing monthly Humanist Group. We choose a local charity (annually) for our *Sharing the Plate* program, and invite a representative to come and tell us about their group at the beginning of the year. We support the local food bank monthly and also have a table at the local Pride Parade each year. Being located in the Lower Mainland, means that we have three other Unitarian congregations nearby with which we can collaborate for occasional workshops or regional gatherings.



## Neighbourhood Character

This is a congregation who loves to sing. We laugh easily together, and new people who attend services always comment on what a warm and caring community we are. We look forward to welcoming a new minister who will bring their own ideas to contribute to the “little church that could”.

**T**he community immediately surrounding our meeting space is somewhat suburban. We meet in the Sapperton Pensioners’ Hall in New Westminister, BC. We are essentially across the street from a local (teaching) hospital, and there are surrounding medical buildings, as well as other places of business. There is good public transport, and we are near one of the Skytrain stations. New Westminister is an historical town, mostly on a hill, overlooking the Fraser River and well endowed with parks, restaurants, and good schools, including a college. New Westminister is located on the Burrard Peninsula, mainly on the north bank of the Fraser River. It is 19 kilometres (12 mi) southeast of the City of Vancouver proper, adjacent to Burnaby and Coquitlam and across the Fraser River from Surrey and Delta. The city has a total population of 70,996 (2016 Census), made up of approx 60% European and approx. 40% visible minorities.

Our full membership comes from a much wider area—approximately the eastern half of Greater Vancouver—including New Westminister, Burnaby, Coquitlam, Port Coquitlam, Port Moody and beyond into the Fraser Valley, with some folks coming from the Pitt Meadows / Maple Ridge area, and some from Langley, Fort Langley, and Surrey. This area includes urban, suburban and country areas and has easy access to beaches, lakes, ocean, rivers and mountains. This area, known as the Lower Mainland, boasts one of the mildest climates in Canada. The region has a mean annual temperature of 9°C with a summer mean of 15 °C and a winter mean of 3.5 °C. Annual precipitation ranges from an annual mean of 850 mm in the west end to 2000 mm in the eastern end of the Fraser Valley and at higher elevations. Maximum precipitation occurs as rain in winter. Less than ten percent falls as snow at sea level but the amount of snowfall increases significantly with elevation.

The Lower Mainland is among the most ethnically diverse regions in Canada. Europeans form just over 50% of the population, while other significant ethnic groups which dominate the area include Chinese (17.6%) and South Asians (12.2%), out of a total population of approx. 2,715,000.



## Profile of the Minister we Seek

As a congregation without a church building, Sunday mornings are critical times for the congregation to come together to share as a community and to hear words that inspire, encourage and challenge. A minister who is gifted at crafting services and providing meaningful, thoughtful and heartfelt reflections is of utmost importance to the congregation. We are a community who loves to sing and play music together and so someone who has musical inclinations would be appreciated.

We have a strong history of shared ministry, and our departing minister has supported the development of lay leadership in the church. We are at a time of change in this regard, when we recognize the importance of lay leadership taking over more of the business of the church and more pastoral care support, freeing the minister to focus on growth of the congregation and outreach into the community.

In the first year or two of the new minister's contract, the congregation would like support with some interim duties such as evaluating the effectiveness of our organizational structure and the balance and focus of the work carried out by the minister and lay leadership. We anticipate that the congregation will need help in processing the grief of the end of a successful ministry. We are excited and open to new directions and anticipate that we will need ministerial input in creating a new vision for our future. Please note: Rev. Keith Kron of the UUA Transition Office will welcome our new minister into the August Interim Ministerial Training Workshop with Beacon congregational support.

All in all, we have a strong, committed and actively-involved community who leads well, works well together and enjoys engaging in learning and growing together. A new minister will find a well-functioning leadership team and a caring and receptive community who is eager to work collaboratively and support a new minister in the next chapter in our story. We seek a dynamic minister who has innovative ideas for community outreach, for attracting new members, particularly a younger population and for using social media to get our story out. We would welcome a minister who will re-energize us by helping us to look at new possibilities for worship, religious exploration and ways to connect as a community. We also would appreciate a minister who will help us to take a hard and challenging look at the areas in which we need to grow, and encourage us to embrace a courageous and bold future in which we embrace radical hospitality and move outside of our comfort zone to confront privilege as it surfaces in the congregation.



## Salary Range

Salary will range from:

Mid level of \$ 43,659 (based on FTE rate of 66,150),  
plus Benefits: ProD, Health Ins, pension (\$10,516)  
to

Low level of \$34,881 (based on FTE rate of 52,850),  
plus Benefits: ProD, Health Ins, pension (\$9,638)

Measurable Criteria for categorizing Mid to Low range are:

- Where are they in the Fellowshiping Process?
- How many years experience do they have?
- What area of expertise do they bring?

### **Position description:**

Title: Contract Minister .66 FTE

Anticipated starting date: Aug 1, 2019

The five main areas that we would like a minister to focus on are:

- Preaching / Worship
- Spiritual Growth of the Congregation
- Pastoral Care
- Congregational and Leadership Growth
- Transitional Guidance

The balance of these responsibilities can be negotiated.

For more detail please contact [search@BeaconUnitarian.org](mailto:search@BeaconUnitarian.org)

## Contact Information

