



## Position Descriptions for Ministerial Search

In looking at the various comments made by the congregation concerning what people felt were the key attributes our new Senior Minister should have, those attributes tended to fit within the following themes which we have taken to be Fairlawn's expressed priorities:

- Leadership
- Worship
- Growing in Faith
- An attention to wider relationships

These are also the top three priorities indicated in the Ministry Articulation Plan (MAP), the Toronto Conference form in which we report to Conference on Fairlawn's current ministry and some of our key goals.

Considering these three top priorities, we suggest that they all have virtually equal weight so assigning a number 1, 2 or 3 priority to them is a bit academic. However, we have ordered them as you see below (for our future consideration).

For each of the priorities, we have identified the most prominent attributes indicated by your comments.

### **Leadership (Priority 1)**

- an individual who is visionary and collaborative
- one whose Mission, cultivated over years of service, aligns with our Mission
- one who would provide leadership in taking The Fairlawn Call to the next stage in order to enhance its relevance and effectiveness
- will bring their own creativity and insight to The Fairlawn Call, championing programs and initiatives that reveal to our congregation and the broader community the relevance of Christ's teachings in this day and age
- able to work across a spectrum of belief, appealing to people of varying church backgrounds and spiritual attentions
- a good listener and able to actively engage the congregation in the leadership and direction of the church
- one who challenges us to do what we can, where we are able, for the good of our church community, for the broader community, and for the world

### **Worship (Priority 2)**

- adept in bridging both the traditional and contemporary expectations and practices of those seeking spiritual guidance
- having a deep knowledge of Biblical teaching

- inspirational to others in presenting a way in which people can see the relevance of Christ in the modern world. Our minister will be a spiritual guide, shepherding us in our faith journey.
- a minister who can breathe refreshment and creativity into our worshipful moments, bridging the traditional and contemporary in their spiritual and pastoral leadership... in effect, making the wisdom of the ages relevant for today and being a representative of Christ in the world.

### **Growing in Faith (Priority 3)**

- compassionate and empathetic, building a warm relationship with individuals and with the Fairlawn family as a whole
- approachable and down-to-earth
- has the ability to reach out to others in the broader community
- inclusive of all people, reflecting and encouraging Fairlawn's ministries that reach out to people of all ages, races, ethnicities, sexual orientations and gender identities, and to the Indigenous community.
- will take a 21<sup>st</sup> Century approach to Biblical teaching and spiritual acknowledgement; will also embrace, and provide direction for, innovative ways of offering opportunities for spiritual reflection and nourishment (in Sunday service plus all manner of alternatives)
- has experience in how to use marketing strategies and employ communication tools such as social media, blogs and media communications, in support of achieving our Mission
- a passion for living out one's faith; that is, putting into practice Jesus's teachings by engaging in activities that help and nourish others. This is a strong component of Fairlawn's programs, as evidenced by our Embrace Action focus.

### **Wider Relationships (Priority 4)**

- Active Involvement in the Life of Presbytery, Toronto Conference and/or General Council is an essential expectation for all Ministry Personnel to support the life and work of the wider church
- Engaged in the further development of Fairlawn's

### OTHER ATTRIBUTES

- desire to commit to a substantial period of time in order to see, and rejoice in, the building of our vibrant and growing faith family
- Our minister would ideally live in our neighbourhood.
- will also have a love for music, and see it as one of the essential ways of expressing and enhancing spiritual reflection.

## **Some key points about Fairlawn's priorities, as set out in the Ministry Articulation Plan (MAP)**

The key attributes indicated above fit into the main priorities of *Leadership, Worship* and *Growing in Faith*, and these priorities for the Minister are also the top-three priorities indicated for our church.

### Key MAP Priorities and Goals

There are eight priorities indicated in MAP, the top three of which are detailed below. The remaining five priorities, indicated below also but not in as much detail, are areas that are also covered, we suggest, by the attributes mentioned above.

The top three priorities are:

### **1. Leadership**

Over two years Fairlawn conducted a thorough, congregation-based re-visioning and re-organization exercise, culminating in the rewriting of our Constitution in 2015. Identified as *The Fairlawn Call*, our revised Mission is to help people *Connect with what matters in life by Exploring Spirituality, Experiencing Belonging and Embracing Action*.

We made a further adjustment to our organizational chart in 2017 when we upgraded the Church Administrator role to that of Director of Church Operations, in charge of most of the support functions. This clarifies the leadership of the church as being: the Senior Minister plus the Director of Church Operations and the Chair of Governing Council. Their key role is to help Fairlawn work with staff and lay leaders to build and live a five-year plan to reach its Vision which we have defined as: *"God is calling us to be a Welcoming and Vibrant church for our community."*

#### **Goals:**

**Vibrancy:** help get current members more engaged in realizing our Mission through the three ministry areas (Explore Spirituality, Experience Belonging, Embrace Action), and to offer various ministries that address specific needs of the congregation and of the broader community.

**Growth:** we strive for some increase in givings

**Financial Sustainability:** so that we can continue to live our valuable Mission in North Toronto for another 100 years

We believe that the key to meeting our goals is to answer the question, **How are Christ's teachings relevant to North Toronto in this day and age?** Our minister is a key part of a leadership team, with his/her focus being to provide spiritual and pastoral leadership that will help us answer that question and put it successfully into practice.

### **2. Worship**

- We have a successful 10:30 a.m. worship service (both relevant and reverent) supported by strong preaching and a superb music program under the direction of our world-renowned composer and music director Eleanor Daley.
- We have grown attendance at our worship services over the past few years. This is a significant accomplishment, especially when you consider the overall attendance trends across the country. The challenge in sustaining and growing attendance, for Fairlawn and all churches, is to present an offering that is relevant and attractive to people in today's changing society.
- We have experimented with events such as Celtic Vespers, Spirit Café, sermon-themed discussions outside of the service, Campfire Connections on Wednesday nights, and a series of evening offerings designed to attract adults and address various issues pertaining to spirituality and religion. These generated some good content and a range of interest. It has, however, proven hard to attract new or less-engaged people. But much has been learned.

#### **Goal:**

- We believe that Exploring Spirituality is the key ministry area at Fairlawn. It is the one that makes us unique and is at the centre of why we exist -- helping people to engage in such exploration. This is also the key to the question concerning **what makes church relevant today**.

### 3. Growing in Faith

- part of our Explore Spirituality (ES) ministry. The key areas include:
  - Children and Youth Ministry: Fairlawn has invested in the services of a Minister of Children and Youth, and the Spirit Space program
  - Adult Education: This program of seminars and discussions has been a huge success, more than doubling attendance over the last three years due to improved content and promotional support.
  - Small-Group Ministries: As part of our attempt to reach out to members of the congregation and broader community, we have started to create a series of small-group ministries that address spiritual and life issues.
  - Spirituality Groups: Three women's groups and one men's group are an integral part of Fairlawn and help meet a need for a more contemplative approach to spiritual exploration and growth.

#### Goals:

Children and Youth: We are trying new multi-platform promotional initiatives this fall to see if there is a need that we can meet.

Small-Group Ministries: We intend to encourage the development of these groups as time and resources permit.

Adult education: successful at attracting people and getting them involved in faith issues. The next challenge is to see how to get some of these people more engaged in the rest of the church life if possible and to continue to develop the superb offering of Adult-ed.

Communications: We have made great gains in developing a recognized identity for Fairlawn, based on its Mission of helping people to *Connect with what matters in life* through the three ministry areas (developing a new logo, for example). We have also expanded upon and improved promotional endeavours (videos, *The Fairlawn Connection*, posters, A-frames, lawn signs, website); need to improve online and social media strategy.

The remaining five priorities, mandated to be filled out in the MAP document, are:

#### Pastoral/ Spiritual Care

- We want to continue the great work we are doing in pastoral care and ideally improve on it and find ways within the Explore Spirituality purpose area to deepen individuals' personal spiritual journeys.

#### Justice and Outreach

- We believe that Embrace Action can be a significant way to meet our goal of Vibrancy. Our success with programs like CRC, Refugees and Scugog show us that with the right cause and the right leadership, people want to get involved with their time and their money. This meets a need.

#### Belonging, Extravagant welcome, Wellness

- Excellent work from one-team welcomers, support groups and many social groups
- We are good at it, but we could always get better. Specifically, we need to continue to be more intentional about welcoming so that no one "slips through the cracks." We need to get better at helping people who come to any event (e.g., worship or adult-ed or an Embrace Action initiative) feel comfortable, and in encouraging them to get more involved in other areas of the church in a way that works for them.

**Stewardship**

- Stewardship is an ethic that embodies the responsible planning and management of resources of all kinds. At Fairlawn, the Stewardship umbrella captures our work to help Embrace Action and to ensure Fairlawn's financial sustainability.

**Wider Relations**

- We would like to improve our Community Relations through developing programs that address the needs of individuals in our broader community.
- We are in the early stages of developing an alternative worship service aimed at attracting younger individuals (millennials) and all people seeking a non-traditional/ contemporary worship experience. This is being led by our Minister of Children and Youth.