

Bramalea Free Methodist Church

Church Profile | February 2024



355 Howden Blvd
Brampton, ON L6S 4L6
905 451 5501
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PLTF Chair
Jasmine Rock
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building
families
making
connections

Bramalea Free Methodist Church

355 Howden Blvd Brampton ON L6S 4L6

Phone: 905-451-5501

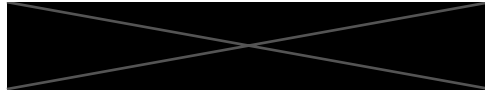
Email Address: office@bramaleafm.com

Contact Persons: (Board / PLTF) Doug Gonyou
(PLTF Chair) Jasmine Rock

Phone numbers:



Email Addresses:



JOB DESCRIPTION

Position Description	Church/Department
Pastor	Bramalea Free Methodist Church
Name (or Incumbent)	Location
	355 Howden Blvd Brampton ON L6S 4L6 Phone: 905-451-5501 Email Address: office@bramaleafm.com
Reports to	Team (Ministry Leaders/Staff)
Network Leader: TBD The Official Board of Bramalea Free Methodist Church	
Peers	
The Toronto ICN West Network	
# Of Hours	Date of last Revision
<input type="checkbox"/> Full time (based on at least 40 hrs/week) <input checked="" type="checkbox"/> Part time: 20 hrs/week	FEBRUARY 2024

POSITION OVERVIEW:

This bi-vocational position will focus on 5 major responsibilities.

They are, by percentage of time expected: Worship – 50%, Pastoral Responsibilities – 20%, Congregational Health – 15%, Denomination – 10% and Administration – 5%.

The preferred minimum qualifications for this position:

- A diploma from a Bible college/seminary
- Five years of experience in a similar position

POSITION DETAILS:

The Pastor is to provide spiritual and pastoral leadership to the membership of Bramalea Free Methodist Church in accordance with the Manual of The Free Methodist Church in Canada. The Pastor will serve with the Governing Board as the chief administrator of the congregation so that it might fulfill its mission and purpose as the body of Christ.

MAJOR RESPONSIBILITIES:

[NOTE: Because this position is anticipated to be bi-vocational or half time (20 hours) it is understood that the percentages required may need to be flexible in their application. The preaching/teaching component is considered to be the main priority and has been weighted as such. The desire of the Governing Board is that this position will evolve into a full-time position as God enables.]

- **Worship – 50%**
 1. To regularly preach and teach the Word of God (using a “work plan”) and administer the Sacraments to the congregation.
 2. To periodically prepare/lead worship services specifically geared toward youth.
 3. To officiate at special services such as weddings, funerals, etc. (as able within the hours of work).
- **Pastoral Responsibilities – 20%**
 1. To support the Connections team (the primary lay team for congregational care).
 2. To provide pastoral care through visitation, counseling, and prayer (as able within the hours of work).
 3. To make appropriate referrals when necessary and quickly respond to crisis situations which arise in the congregation.
- **Congregational Health – 15%**
 1. To prayerfully exercise the spiritual gifts God has provided you to promote the vitality and strength of BFMC and its place in the Kingdom of God. The following gifts seem especially important:
 - **Prayer:** This is the unique ability to intercede faithfully and constantly before God for the needs of people and ministries. Often these "prayer warriors" see God answering prayer in exceptional ways. *Colossians 4:12.*
 - **Vision or Faith:** It is an exceptional ability to see what isn't and to believe and act as though it will be because God will do it, especially in terms of the advance of the Kingdom or the increase in the church. *Acts 16:9,10,18, 18:9-11, 27:21-26.*

- **Evangelism**: The special ability to effectively share one's faith with non-Christians in a way that leads to a new commitment to Christ. An example is Peter *in Acts 2:14-29 or Acts 8:1-7*.
 - **Discipleship**: Lead the congregation and individuals in deepening their Christian walk, scriptural understanding, and preparation for service. Encourage and guide disciples in the application of their gifts in the ministry of the church and personal outreach. *Matthew 28: 18-19*.
- **Denomination – 10%**
 1. To participate in the life of the Free Methodist Church in Canada as able within the hours of work by attending network meetings, pastor’s conferences, regional gatherings, General Conference, etc. When unable to attend, there is an expectation to ask the Network Leader to be excused.
 2. To cooperate with other Christian churches in the community to advance the cause and mission of Christ (e.g., Ministerial Association).
 3. To engage in personal and professional development.
 - **Administration – 5%**
 1. To oversee ministry teams of the church with particular attention to Sunday school and youth programs. This will be done through regular meetings with the ministry team leaders.
 2. To engage with the Governing board in goal setting and vision casting.
 3. To attend and report in writing at monthly Governing board meetings.
 4. To accept any other responsibility/duty as may be determined from time to time by BFMC Governing Board.

CORE COMPETENCIES

The operationalized core competencies, which the incumbent must demonstrate in order to be effective in this position, are listed below:

Core Competency	Operationalized Competency “What does this look like on the job?”
Organization and Planning	Able to organize or schedule people or tasks; to develop realistic action plans while being sensitive to time constraints and resource availability.
Leadership	Able to influence the actions and opinions of others in a desired direction; to exhibit judgment in leading others to worthwhile objectives.
Developing People	Coaching people – particularly young adults; helping them build capabilities needed now and in the future.
Communications – Spoken and Written	Able to clearly present information through the spoken word; influence or persuade others through oral presentation in

Core Competency	Operationalized Competency “What does this look like on the job?”
	positive or negative circumstances; listen well; able to write clearly and effectively present ideas and to document activities; to read and interpret written information
Developing Generosity	Able to teach the importance of generosity and the giving of tithes and offerings in support of Christ’s ministry, the Church, and the less fortunate
Intercultural Capacity	An orientation that reflects self-awareness of one’s own culture and the acquired ability to recognize, appreciate and engage with patterns of difference (values, perceptions, and behaviours) that emerge in interaction with people who are from other cultures.

OFFICIAL BOARD APPROVAL

This is to certify that the Official Board of Bramalea Free Methodist Church has approved the Job Description to be included in the Church Profile.

Done by order of the Official Board of the _____ **Bramalea Free Methodist Church** _____ Society of The Free Methodist Church in Canada at _____ **Brampton, ON** _____ this _____ **27th** _____ day of _____ **February** _____ **2024** _____

_____ **BOARD CHAIR**

_____ **SECRETARY**

_____ **PASTOR**

ABOUT BFMC

Vision:

Our church believes that: Building Families, Making Connections is important.

- The Gospel must be preached
- The lost be found
- Believers be equipped
- The poor be served
- And that the lonely be enfolded into community
- God - Father, Son and Holy Spirit - gets the credit for it all

Mission:

A Diverse people moving with one mind in cheerful, humble obedience to further the mission and kingdom of God in Brampton and Beyond

Our goal:

Making mature disciples

The core strategies for accomplishing the goal of making mature disciples:

- 1) Find Identity in Christ
Objective = For people to understand the new life in Jesus.
- 2) Be Active in a Learning Community
Objective = For people to live in a deeper relationship as followers of and with Jesus.
- 3) Build Meaningful Relationships
Objective = For people to fully engage with and be open to others.
- 4) Live Out God's Calling
Objective = For People to find and become fully engaged in their unique calling.
- 5) Live differently than Culture Norms
Objective = For people to live fully engaged as a witness for Jesus to family, friends, work colleagues and neighbours through both their words and their lives.

Seven Core Values of the Free Methodist Church:

The Free Methodists emphasize seven core values. These are personal values, Church values, team values, "connectionalism", Integrity, learning and growth:

- 1) Personal values include the understanding that all humans are created by God and have an inherent value, that humans need to know Jesus Christ, and that all have unique gifts to share with the Church.
- 2) Church values focus on the Christian community and its importance in humans' lives. Believers develop within the community, and it is their responsibility to serve and worship God.

- 3) Team values include the recognition that each individual's gift strengthens the Christian community.
- 4) Connectionalism, according to the [The Manual](#) of the Free Methodist Church in Canada, means the following:
 - Free Methodists share a common theology, membership covenant, and leadership system.
 - Free Methodists co-operate with other parts of the Christian church in redemptive endeavours and political response.
 - Free Methodists build healthy inter-congregational cooperation, celebration and support.
 - Free Methodists affirm diverse approaches to accomplish our common vision and mission.
- 5) Integrity is a guiding force in living and in managing life and relationships.
- 6) Ongoing learning increases the development of skills and creativity: it also increases faithfulness to God.
- 7) Personal growth and growth of the Church are both important.

At BFMC, we are people of:

- PRAYER: "My Father's house is a house of prayer". Matthew 21:13
- HOPE: "For I know the plans I have for you", declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11
- LOVE: "By this, everyone will know that you are my disciples if you love one another." John 13:35
- TRUTH: "God is spirit, and his worshippers must worship in the Spirit and in truth." John 4:24
- PEACE: "Blessed are the peacemakers, for they will be called children of God." Matthew 5:9

Our building:

Bramalea Free Methodist Church building is 32 years old and consists of a Sanctuary with a capacity of 200 and a Fellowship Hall with a capacity of 100. There is also a Pastor's office, General office and a Prayer Room. Recent renovations have been completed to include new heating and air conditioning, a rear retaining wall and an accessibility entry to lower Fellowship Hall, repaving of the parking lot with the addition of basketball court layout to facilitate future outreach within the Brampton community.

From inception in 1990, our Fellowship Hall in the basement was intended / configured to operate a daycare, and Brampton Howden YMCA Child Care Centre (within the YMCA GTA) is the most recent in a line of tenants. Digital signage was installed 4 years ago to highlight the church's profile within the community.

Pastoral history:

The last 3 pastors and tenures are:

- Dennis Ball - 7 years
- Rusty Crozier - 3 years 2 months
- Doug McLeod - 10 years 3 months

Finances:

Bramalea Free Methodist church has maintained financial stability to afford the hiring of a part-time Pastor for 20 hours per week for the last 7 years, and support all existing ministries within the church.

Staff (all part-time):

Addison Aspilla - Worship Director, with the following responsibilities:

- Planning, rehearsing and leading worship gatherings.
- Collaborate with staff on variety of ministry opportunities
- Arrange and produce music for special events

Jamal Rose- Director of Media with the following responsibilities:

- Operate live & livestream audio, run overhead presentation and related production software.
- Troubleshoot technical problems
- Perform routine maintenance of audio system
- Research and implementation

Victoriya D. Wright - Ministry Coordinator with the following responsibilities:

- Communications - Develop a church comprehensive communication strategy
- Oversee all communications church-wide, informing those inside and outside of church events and services
- Coordinating a team of church staff and volunteers to coordinate Sunday Service, weekly and monthly Ministry Programs, Special events and Special Services

Metrics:

Mortgage: \$508,673.51 - Payable as of October 31/2022

Membership and average attendance numbers (in-person and online):

- Membership: 55
- Average Sunday attendance: 34 (In person)
- Average Sunday attendance: 17 (Online)

Age distribution of the congregation:

- (0 - 12) 6
- (13-25) 1
- (26-35) 5
- (36-45) 2
- (46-59) 9
- (60-80) 32
- (81-100) 7

Internal relationships & morale:

Some members of the congregation are concerned about maintaining church traditions in various areas, such as music/worship style (ex. hymns vs choruses), the order of service and in person vs online service.

Ethnicities/nationalities represented:

Bramalea Free Methodist Church is a multicultural church, representing many ethnicities and nationalities.

- People of Jamaican heritage make up 60%
- 10% Canadians
- 4.6% are from St. Lucia
- 5.1% are from Barbados
- 3.3% are from Africa
- 4% from Guyana
- 6% from Antigua
- 1% from Dominica
- 2% from India
- 4% Nevis & Grenadines

Facilities information:

The YMCA currently operates a children's daycare and has retrofitted the lower fellowship hall to meet all city of Brampton requirements for a daycare.

This current lease started in January 2022 and is for 5 years with the option to renew. Rent is agreed to increase at 3% each year and the YMCA shares 50-50 the cost of summer and winter maintenance contracts. The daycare is licensed for 15 Toddlers and 24 Preschoolers. Currently they have 7 staff working at the center.

Our relationship with the YMCA Howden daycare is one of collaboration to serve the families in our community, and the Daycare expresses keen interest in joining us in any community outreach we have.

BFMC & our community:

Our Women's Ministry and Care Team hold an annual drive for the Salvation Army's Honeychurch Family Life Resource Centre. Some people knit items such as hats and scarves to be donated and organize the donation of other personal care and canned food items.

This is our first year of working with the Journey Neighbourhood Centre in the Ardglen neighbourhood; we will donate toiletries, food items, etc. They also donate gift cards to families in need the Young Moms group run by Youth Unlimited and families at Agnes Taylor Public School.

Our Men's Ministry fundraises for and hosts events by the Walnut Foundation to raise awareness of prostate cancer. Our worship team plans to mentor those who want to enter the worship & church media field, but the plan is in its infancy.

Our PLTF inventory:

This congregation has a board approved:	Yes	No
Concrete Vision Statement projected two years out:	✓	
Mission Statement:	✓	
Budget (Core giving is at 10%):	✓	
Systems for:		
Assimilating new people (from first contact to membership)	✓	
Membership (Base 1)		✓
Maturity (Base 2)		✓
Ministry (Base 3)		✓
Mission (Base 4)		✓
Ministry Teams:		
Small Groups		✓
Care ministries (Visits to poor, shut-ins, seniors)	✓	
Maintenance	✓	
Crisis		✓
Counselling		✓
Staff Development Plan: Performance Appraisals for major ministry leaders (applies to pastor only)	✓	
Mission Development Plan directed towards:		
Community (crowd events)	✓	
Specific Target Groups	✓	
"...And Beyond" initiatives	✓	
Meeting Social Needs	✓	
Performance Appraisal Systems for Staff (informal only)	✓	
A System of Governance using Governance Model (see pg. 10)	✓	
An Organizational Chart		✓
This congregation also has:	Yes	No
Knowledge of our management temperaments and styles		✓
Spiritual sensors (prayer partners, intercessors)	✓	
Emphases for the month, quarter, year, 5 years, 10 years (Natural Church Development survey)		✓
Minimum factor (NCD) identified		✓
Highest NCD score identified		✓
Completed a Strategic Plan (not Life Plan) in 2022	✓	

ABOUT BRAMPTON

The city is located in the vibrant and diverse Greater Toronto and Hamilton Area. With such a location, it's no wonder that the 2021 census deemed Brampton the fastest-growing urban centre in Canada.

Our neighbourhood:

The Westgate neighbourhood where BFMC is located was a planned community built in the late 1960s. Housing is mostly older with one more recent development. There are both homes and businesses, with businesses mostly concentrated in two plazas/strip malls. There is a mix of single-family homes, and high-rise condos and townhouse condos, first coming in the 1990s and again in 2016. A very few of those condos are available for rent.

It is a multicultural area. Ward 7, where Westgate is located, consists mostly of Caucasian/European, South Asian, Black, Other and Filipino ethnicities in the 2016 National Census.

City-wide demographics:

Brampton is a very multicultural city with a population of 656,480 people as of the 2021 census (up 10.6% from 2016).

- Language (at home and at work)

English	589,185
French	440
English + French	29,520
Other	311,701 including Punjabi (141,005), Urdu and Gujarati.

- Income \$45,400 annual

- Housing & shelter

Single Detached	96,020
Semi Detached	24,750
Row Housing	23,055
Apartment	38,000

- Age and gender breakdown

0-14	117,660
15-64	456,990
65+	81,830

- Family/household structures

Married	288,065
Common Law	17,930
Unmarried	232,930

- Education levels
 - High School or higher 532,545
 - Bachelor or higher (subset of the above) 161,400
- Modes of transportation to work
 - Automobile, private 204,435
 - Public transit 24,600
- Number of people employed in Brampton 532,540
- Number of Immigrants 343,690 (including 236,120 from Asia)
- Number of visible minorities 523,850
(including 340,815 South Asian, 85,360 Black & 21,055 Philipino)
- Religion breakdown
 - Christian 232,220
 - Sikh 163,260
 - Hindu 117,395
 - Muslim 59,445
 - Jewish 535
 - No Religion 67,265

Educational institutions and schools:

There are two school boards in Brampton: [Peel District School Board](#) and [Dufferin-Peel Catholic District School Board](#). This includes high schools with special programs:

- International Baccalaureate Diploma Programmes: Turner Fenton Secondary School
- Regional Arts Program: Mayfield Secondary School in Caledon, which [accepts](#) students from Brampton

Postsecondary schools include Sheridan College and Algoma University. Toronto Metropolitan University’s G. Raymond Chang School of Continuing Education offers a network security course in Brampton at the West Tower of City Hall Campus.

Hospitals and acute care centres:

Brampton has 1 hospital and 1 urgent care centre under the William Ostler Health System: [Brampton Civic Hospital](#) and [Peel Memorial Centre for Integrated Health and Wellness](#). Brampton Civic has a 24-hour emergency department.

Basic services offered:

- Weekly food waste and garbage/recycling pickup (garbage and recycling alternate)
- Fire services
- Police service (which serves all of Peel Region, in which Brampton is located)
- Winter snow removal and salting on streets (arterial/major roads first)

Top employers:

Brampton's top employers (by number of employees) are:

- [Rogers Communications](#) (their corporate office, which plans to move to downtown Brampton)
- [Stellantis](#) (an automotive assembly plant)
- [Loblaws](#) (their head office)

For more information, see <https://investbrampton.ca/locate-here/research-data/>

Business and industry:

- Advanced manufacturing: includes engineering, metalworking and robotics companies
- Food and beverage manufacturing, processing and support: from food testing to packaging to refrigerated storage
- Health and Life Sciences: includes pharmaceutical production and biotechnology companies
- Cybersecurity: the city is home to Sheridan College's cybersecurity diploma and degree programs as well as the Rogers Cybersecure Catalyst. An Innovation District to support this sector located in downtown Brampton is currently in the works.
- Logistics: Brampton is Canada's largest inland port (transportation hub). The city is home to CN Rail as well as transportation and warehousing companies.

For more information, see <https://investbrampton.ca/key-sectors/>

Business organizations include the [Downtown Brampton BIA](#), [Brampton Board of Trade](#) and [The Afro Caribbean Business Network](#).

Cultural and leisure activities:

The arts and festivals:

- There is a museum, art galleries and theatres such as the Peel Art Gallery Museum and Archives, Beaux-Arts Brampton (now a digital gallery) and The Rose Theatre. Visual Arts Brampton holds art classes for kids.
- There are also yearly festivals such as Vibrant Brampton celebrating South Asian art and culture and the Brampton Food Truck Festival.

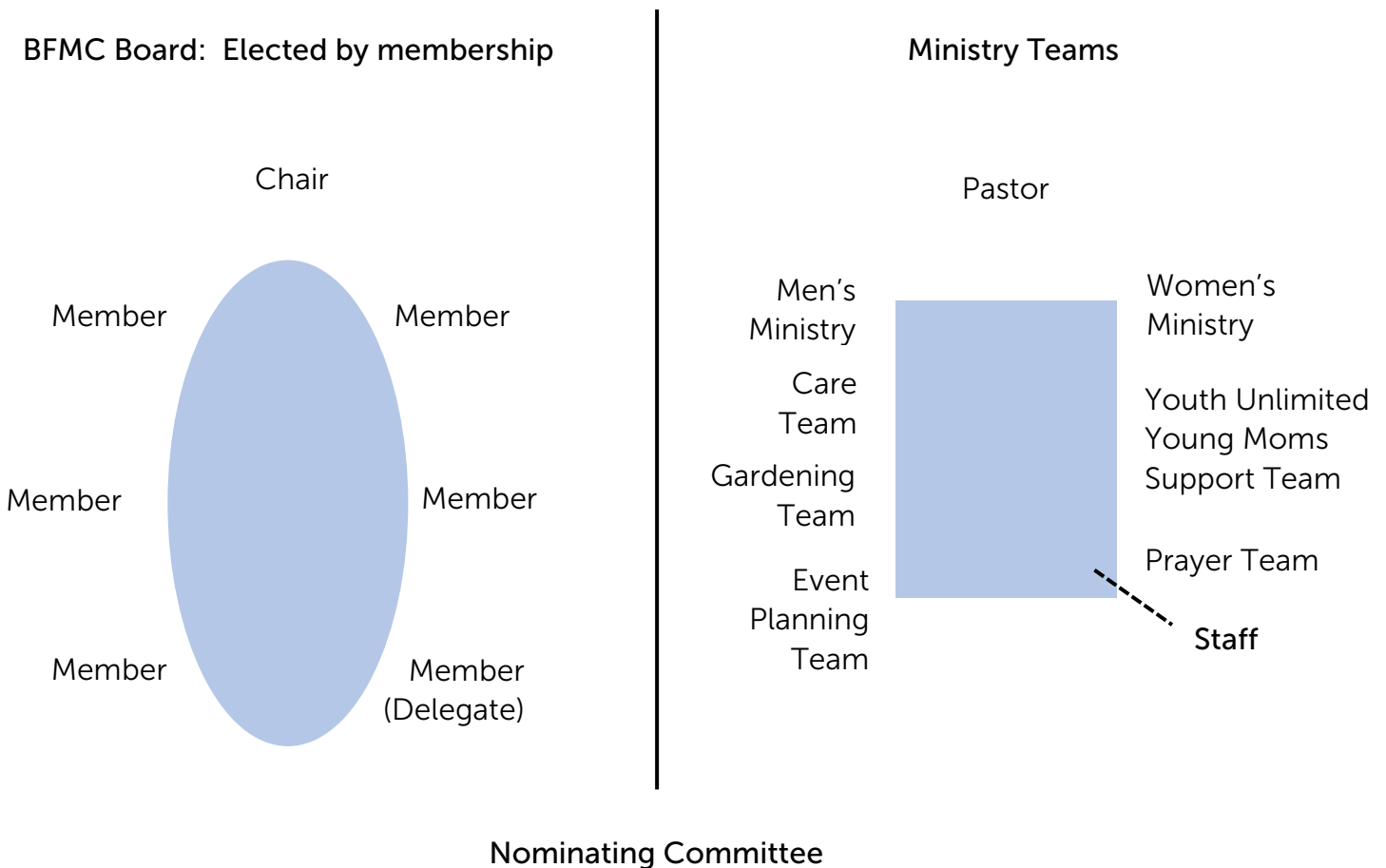
Sports and recreation:

- Brampton has its own professional ECHL hockey team called the Brampton Beast. For indoor exercise, there is the Brampton Sports League (city-run adult basketball, volleyball,

Ultimate Frisbee, etc. teams). Brampton residents play their own cricket games in parks and soccer fields, etc.

- There are many community centres with some combination of outdoor tennis courts, skating rinks, basketball courts, pools and outdoor splash pads.
- There are many parks, conservation areas and trails. Brampton Library rents birdwatching kits, as well. The largest park is Chinguacousy Park, which also houses a ski hill, petting zoo and mini golf course. There is outdoor ice skating at Gage Park in the winters.
- Movies are shown in Garden Square and Mount Pleasant Village Square during summer weekends.
- Our Farmer's Market is well-known and takes place every Saturday from June 10th to October 7th in 2023.

BFMC GOVERNANCE BOARD MODEL



Local Church Annual Report

The Free Methodist Church In Canada

Church Name Bramalea Free Methodist Church **ON** **Report Year** 2020

Pastor Dennis Ball

Network Leader

Church Statistics

Weekend Attendance	60
Homes in Directory	75
No of SmallGroups	4
Adult conversion	0
Child conversion	0
Adult Membership	52
Operating Budget	103,238
Global Ministry	0
Church Development	0
Pastor Compensation	0

Ministry And Church Development:

Regarding Life plan our church is

7. Using an alternative method

NCD Average

Last NCD Date

Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **Yes**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **No**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **No**

Please list all licensed Lay Ministers :

Jenn Aspilla

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions N/A

Potential Pastor or CP N/A

Lifeplan N/A

Notes

Delegates Dave Reed

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Bramalea Free Methodist Church** **ON** **Report Year** **2020**

[REDACTED]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name Bramalea Free Methodist Church **ON** **Report Year** 2021

Pastor Dennis Ball

Network Leader

Church Statistics

Weekend Attendance	66
Homes in Directory	65
No of SmallGroups	0
Adult conversion	0
Child conversion	0
Adult Membership	50
Operating Budget	102,824
Global Ministry	0
Church Development	0
Pastor Compensation	0

Ministry And Church Development:

Regarding Life plan our church is **. Implemented LifePlan outcomes this year**

NCD Average **0**

Last NCD Date

Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **Yes**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **Yes**

Please list all licensed Lay Ministers :

N/A

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions N/A

Potential Pastor or CP N/A

Lifeplan N/A

Notes

Delegates Doug Gonyou - [REDACTED]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Bramalea Free Methodist Church** **ON** **Report Year** **2021**

