

Profile of Marmora Free Methodist Church

June 2024



CONTACT INFORMATION

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Church**
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Resumes to:

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Section 1

OVERVIEW FOR THE POSITION OF LEAD PASTOR OF MARMORA FREE METHODIST CHURCH

Position	
Pastor: - part-time with hope for future growth	
Name (or Incumbent)	

Reports to	
The Official Board of Marmora Free Methodist Church Network Leader: Rev. Joe Jobin Director of Leadership Development: TBD	

Position Overview

The Pastor is God's leader for the people of the Marmora Free Methodist Church. This means that the Pastor is both the *spiritual leader* and the *chief administrator* for the body. As *spiritual leader*, this position is accountable to the Official Board of the church and is responsible for overseeing all preaching and teaching ministries as well as overseeing outreach strategies, part of which includes being active as a leader in the community. The Pastor must be instrumental in developing and then supporting the coordination efforts of the vision and mission of the church.

Spiritual Gifts

Ideally the incumbent would have a spiritual gift mix that included the following: Leadership, Prayer, Preaching, Teaching, Humor, Encouragement and Vision/Faith.

Minimum Education and Job Related Experience Requirements

As a minimum, the incumbent must possess a High School Diploma or equivalent plus some Theological/Pastoral courses from a recognized educational institution and have at least 4 years of relevant pastoral experience.

Preferred Education and Job Related Experience Achievements

The ideal incumbent would possess at least an undergraduate degree with an emphasis on pastoral training and would have been in pastoral ministry for at least 5 years, in an Associate or Lead pastor role.

RESPONSIBILITIES AND ACTIVITIES

The prioritized **major responsibilities, key activities, and standards of performance** for this position are listed below:

MAJOR RESPONSIBILITIES

(Suggested percentage of time allocated to each area of responsibility)

Major Responsibility	Approximate Overall Percentage of Time
1.Spiritual Leadership	30%
2.Administration	20%
3.Outreach/Discipleship	20%
4.Leadership Development	15%
5.Personal Health & Spiritual Development	15%

1. Major Responsibility: SPIRITUAL LEADERSHIP

Key Activities	Standard of Performance
<ul style="list-style-type: none"> ● Preaching and Teaching (that is sensitive to the needs of the church and unchurched) 	<ul style="list-style-type: none"> ● Teaching is Bible-based.
<ul style="list-style-type: none"> ● Discipling of New Believers 	<ul style="list-style-type: none"> ● Provide spiritual instruction and guidance for new believers.
<ul style="list-style-type: none"> ● Officiate at weddings, funerals, baptisms, dedications, etc. as required 	<ul style="list-style-type: none"> ● Provide pre-marital counseling. ● Assist those who are grieving or in crisis. ● Is flexible to exchange scheduled day off when required to be available for critical emergencies or funerals.
<ul style="list-style-type: none"> ● Membership classes 	<ul style="list-style-type: none"> ● Offer Membership Classes twice a year. ● Offer Youth membership classes
<ul style="list-style-type: none"> ● Care of People 	<ul style="list-style-type: none"> ● Meets regularly with the Pastoral Care Committee (PCC) ● Visits shut-ins, makes hospital visits and family visits, contacts visitors, etc. (Visits intentionally, as requested by individual or as suggested by the PCC.)
<ul style="list-style-type: none"> ● Pastor presence at the “exit door” 	<ul style="list-style-type: none"> ● Greets people after service when/if available.
<ul style="list-style-type: none"> ● Corporate Prayer Times 	<ul style="list-style-type: none"> ● 2-3 dedicated prayer events per year.

2. Major Responsibility: ADMINISTRATION

Key Activities	Standard of Performance
<ul style="list-style-type: none"> ● Attend and participate in Board, Society and committee meetings 	<ul style="list-style-type: none"> ● Prepares necessary information for meetings (i.e. pastors reports, etc.) ● Give leadership where necessary.
<ul style="list-style-type: none"> ● Motivates, encourages and supervises 	<ul style="list-style-type: none"> ● Maintain regular contact with ministry leaders
<ul style="list-style-type: none"> ● Children’s moment 	<ul style="list-style-type: none"> ● Present weekly children’s moments or recruits someone else to do it.
<ul style="list-style-type: none"> ● Maintains a schedule of working hours 	<ul style="list-style-type: none"> ● Communicates availability and days off.

3. Major Responsibility: OUTREACH

Key Activities	Standard of Performance
<ul style="list-style-type: none"> Local outreach; participating in community outreach events Model and encourage personal outreach Design and initiate a Discipleship Strategy 	<ul style="list-style-type: none"> Facilitate participation in 1 or 2 community events per year Be visible at community events. Model “disciple making”
<ul style="list-style-type: none"> Personal involvement in the community 	<ul style="list-style-type: none"> Participates in nursing home services. Assists with community crisis as needed. Interacts with local businesses.
<ul style="list-style-type: none"> Oversee small groups and their leaders (i.e. Alpha, Discipleship, etc.) 	<ul style="list-style-type: none"> Maintain two small groups per year (outreach and discipleship focused)
<ul style="list-style-type: none"> Initiate and/or facilitate Youth Group, Kids’ Club/V.B.S. 	<ul style="list-style-type: none"> Check in on these ministries regularly. Involvement in V.B.S.

4. Major Responsibility: LEADERSHIP DEVELOPMENT

Key Activities	Standard of Performance
<ul style="list-style-type: none"> Facilitate the recruiting and training of new ministry leaders 	<ul style="list-style-type: none"> Provide training opportunities for ministry leaders as required. Inform ministry leaders of training opportunities and encourage them to participate.

5. Major Responsibility: PERSONAL HEALTH & SPIRITUAL DEVELOPMENT

Key Activities	Standard of Performance
<ul style="list-style-type: none"> Maintain personal health and well being 	<ul style="list-style-type: none"> Takes scheduled days off to rest and is able to identify when personal retreat time is required.
<ul style="list-style-type: none"> Maintain regular prayer and devotions 	<ul style="list-style-type: none"> Quality time spent with God.
<ul style="list-style-type: none"> Have an Accountability Partner 	<ul style="list-style-type: none"> Meet monthly to discuss progress and challenges.
<ul style="list-style-type: none"> Attends Network meetings 	<ul style="list-style-type: none"> Participates in all retreats.

<ul style="list-style-type: none"> Life Long Learning (Continuing Education Unit [C.E.U.]/spiritual development) 	<ul style="list-style-type: none"> Fulfills required CEU's each year
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CORE COMPETENCIES

The operational 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?"
Leadership	<ul style="list-style-type: none"> Able to influence the actions and opinions of others in a desired direction; to exhibit judgment in leading others to worthwhile objectives.
Team Building	<ul style="list-style-type: none"> Able to work with people in such a manner as to build high morale and group commitments to goals and objectives.
Coping	<ul style="list-style-type: none"> Able to maintain a mature problem-solving attitude while dealing with interpersonal conflict, hazardous conditions, personal rejection, hostility or time demands.
Communications - Spoken and Written	<ul style="list-style-type: none"> Able to clearly present information through the spoken word; influence or persuade others through oral presentation in positive or negative circumstances; listen well; able to write clearly and effectively present ideas and to document activities; to read and interpret written information
Interaction	<ul style="list-style-type: none"> Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.
Organization and Planning	<ul style="list-style-type: none"> Able to organize or schedule people or tasks; to develop realistic action plans while being sensitive to time constraints and resource availability.
Energizing	<ul style="list-style-type: none"> Able to create positive energy (motivation) in both individuals and groups.
Versatility	<ul style="list-style-type: none"> Able to modify one's own behavioral style to respond to the needs of others while maintaining one's own objectives and sense of dignity.

Pastoral Vision

At this time in our mission, we are seeking a pastor:

- Who views his/her role as a calling.

- who will be actively involved in the greater Marmora community with a particular desire for reaching out to and developing relationships with young families and individuals.
- who is comfortable with a contemporary style and approach to ministry while being respectful of tradition.
- who is personable and relaxed seeing humor as from God.
- who excels at teaching God's word as core resource.
- who will be connected with our congregation through visitation, church and community activities and appointments.

Section 2

Vision, Mission, and Core Values

VISION

- (Church) Lead new people to Christ per year
- (Individual) Make social connections per year within church family.
- (Church) Have dedicated prayer times per year.
- (Church) Recruit and train New Ministry Leaders per year (small groups, children's youth, adults etc.).
- (Church) Make outreach connections (within the community) per year
- (Church) Maintain small groups.

MISSION

M.F.M.C. exists to
Take Jesus to people everywhere,
Telling them of Christ's Love,
Teaching them God's Word and
Training them to tell others

CORE VALUES

- Prayer
- Unity
- Outreach/Discipleship
- Learning
- Loving
- Teaching
- Laughter

Section 3

Church History & Heritage

Beaver Creek (1895) and North Marmora Free Methodist Churches were organized at the beginning of the 20th century, and they mothered the Marmora Free Methodist Church.

In 1921, Rev. Sperry Snider was assigned to Beaver Creek and Springbrook as pastor. During this time, he began holding service in the White Hall, on the corner of Hayes and Madoc Streets, in Marmora village (1923).

Rev. Leonard Slingerland, the District Elder, reported as many as sixteen “seekers” in one service in the hall. A “class” was soon organized in Marmora.

In 1925, Rev. Roy Sedore came to the Marmora, North Marmora and Beaver Creek “circuit” as it was then called. It was his first pastorate. There was a good revival in the White Hall, where services were still being held.

In the next year, this circuit bought the former Presbyterian Church. It was a fine brick building that stood where the present church stands.

In the summers of 1926 and 1927, Rev. F.L. Baker came to the Marmora Fair Grounds to hold tent meetings. He returned in the fall of 1927 to dedicate the new church on the hill.

In March 1960, when water mains were being installed in the village of Marmora, a blast near the church destroyed its foundation. This was a blessing in disguise, as the insurance was almost enough to build a new and larger building on the old site. This is the present church today.

The present parsonage, south of the church was purchased in 1949.

North Marmora Church has long since been demolished (1960-1) and the Free Methodist Church in Springbrook is no more. The Beaver Creek Church however still stands, although regular services ceased there in 1967. The adjoining cemetery is still in operation.

1. PEOPLE INFORMATION

Membership:

Total Membership: _____ 16
(Note: This is currently in process of being updated).

Number of Active/Regular Adherents _____ 25
Number of new members in the past five years _____ 0
Number of families in your Church Directory/ mailing list _____ 31

Average Attendance:

Morning Worship _____ 25-30
Sunday Evening (if applicable) _____ n/a
Discipleship Ministries:
Christian Education Classes _____ 0
Kids' Club (Mid-Week) _____ 0
Adults Small Groups _____ Currently 0
Weekly Study Groups
Ladies Group _____ 7
Men's Group _____ 4

*Age Distribution of Members and Adherents ****

Age 0-4 _____ 0
Age 5-14 _____ 0
Age 15-19 _____ 0
Age 20-24 _____ 0
Age 25-44 _____ 0
Age 45-54 _____ 3
Age 55-64 _____ 0
Age 65-74 _____ 4
Age 75-84 _____ 9
Age 85 + _____ 4

Occupation(s) Current and Past of Congregation: ***

(Number of persons in each category - multiple entries for some individuals)

<u> </u> Business	<u> </u> Agriculture
<u> 3 </u> Construction	<u> 3 </u> Education
<u> 3 </u> Clerical	<u> 2 </u> Government
<u> 2 </u> Professional	<u> </u> Manufacturing/Other
<u> 3 </u> Health Care	<u> 2 </u> Service
<u> 3 </u> Food Service	
<u> 2 </u> Home Maker	

Household Income of congregational families:

1. \$00-\$19,999
2. \$20,000-\$39,999
3. \$40,000 - \$59,999
4. \$60,000 - \$99,999
5. over \$100,000

(Note: Majority of congregation would fall within categories #2 and #3 above)

Education of Adult Members and Adherents: ***

- Public School
- High School
- Some University/College
- Bachelor's Degree
- Master's Degree
- Doctorate

*** Information in these categories is primarily based on information collected from congregational survey completed by attendants between November 10, 2023, and December 4, 2023. Some information included for some regular adherents not present during that period.

2. INTERNAL RELATIONSHIPS AND MORALE

Are there problems or tensions?

MFMC is in a position of good morale and open relationships with good communication between Official Board and congregation. MFMC is a welcoming church that enjoys hosting visitors and enjoys spending time with each other. MFMC is a relaxed environment, and the congregation enjoys music and humor.

3. FACILITIES INFORMATION

Church: 62 years old
Parsonage: 100+ years old
Mortgage: No

Seating Capacity of:

Sanctuary: 100
Fellowship Hall: 60 - Lower level of the church building

Do the facilities include?

Recreational Facilities No
Pastor's Study Yes - In the adjacent parsonage building.
Other Offices Yes - Church/Volunteer Office in the basement of church

Any plans for expansion or relocation? No

Is there a parsonage provided Yes

There is a parsonage available if desired. It is two storey, 3 bedroom, 1 and 1/2 bath, separate living/dining room, eat-in kitchen, laundry facilities, large master bedroom, new furnace in 2011, new windows in 2012.

Does the congregation maintain day care, other income generating programs, or community-based programs? No

4. COMMUNITY INFORMATION

Principal Employers: Public and Catholic Schools, Nursing Home, Municipal Government, Medical Centre, retail stores, Canada Post.

Types of Business: Education, Health, Seasonal Tourism, Government, Construction, Retail

Educational Institutions: University College Trade School

MFMC is located in close proximity (30 - 45 minutes) to the following educational institutions: Belleville - Loyalist College; Peterborough - Trent University, Sir Sanford Fleming College

Please describe the neighborhood where the church is located: (Mark all that apply.)

Old / New / Both

6. PLTF INVENTORY

THIS CONGREGATION HAS A BOARD APPROVED:	YES	NO
1. Concrete vision statement projected two years out	X	
2. Mission statement	X	
3. Budget (Core giving is at <u>10</u> %)		X
4. Systems for:		
Assimilating new people (from first contact to membership)	X	
Membership (Base 1)	X	
Maturity (Base 2)	X	
Ministry (Base 3)	X	
Mission (Base 4)	X	
5. Ministry teams for:		
Small Groups	X	
Care ministries (Visits to poor, shut-ins, seniors)	X	
Maintenance	X	
Crisis		X
Counselling		X
6. Staff Development Plan - JDPAS for major ministry leaders		X
7. Mission Development Plan directed towards:		
Community (crowd events)		X
Specific Target Groups		X
"...And Beyond" initiatives		X
Meeting Social Needs		X
8. Performance Appraisal Systems	X	
9. A System of Governance using Governance Model	X	
10. An Organizational Chart	X	
THIS CONGREGATION ALSO HAS:	YES	NO
11. Knowledge of our management temperaments and styles	X	
12. Spiritual sensors (prayer partners, intercessors, regular reports on spiritual victories, etc.)	X	
13. Emphases for the month, quarter, year, 5 years, 10 years		X
14. Minimum factor (NCD) identified		X
15. Highest NCD score identified		X
16. Life Plan completed in <u>2012</u>	X	

7. PERSONNEL EMPLOYED BY THE CHURCH

Please list all full time and part time paid (or appointed) staff:

POSITION	Paid	Volunteer	Full-Time	Part-Time
Transition/Interim Pastor	√			√
Bookkeeper	√			√
Custodian	√			√

8. PASTORAL RELATIONS

How long have previous Pastors served?

1. Name: Keith Deyo Current Interim Pastor
2. Name: Adam Kline No. of years: 5
3. Name: Will Keller No of years: 6
4. Name: Joseph Jobin No. of years: 4
5. Name: Angela Connell No. of years: 1.5
6. Name: Robert Quick No. of years: 10

Under what conditions did they leave?

Adam Kline - Resigned - After 5 years resigned to devote more time to his other part-time position as Leader of the Intercultural Engagement Team.

Will Keller – Resigned – After 6 years of strong leadership and guiding us to a place of stability, he felt it was God’s leading to move to a new pastorate that was closer to his home.

Joseph Jobin – Resigned – Pastor Joe arrived when our church was still in turmoil and after 4 years, he believed he had accomplished what God had called him to do.

Angela Connell – Resigned – Church was in turmoil at that time. It was a difficult situation that required a more seasoned pastor.

Robert Quick – Resigned - Due to personal reasons and a failure in leadership.

9. PASTORAL FINANCIAL SUPPORT *(See The Manual, Ch 8, ¶878)*

Salary is base salary (taxable) + Housing allowance (non-taxable) (¶878.1)

(You must apply to Canada Revenue Agency [CRA] in November of each year for payroll tax reduction at source for the following year, otherwise file for the allowance when you file your income tax return)

Benefits: Life/Extended Health/Dental/LTD (¶878.2- 878.5) *(You are required to participate if you are paid for at least 20 hours per week. You may opt out of extended health and dental coverage provided you document that you have spousal coverage. You may not opt out of Life or Long Term Disability [LTD])*

Travel Allowance Budget (¶878.7)

Other Benefits: Continuing Education, Hospitality, Allowed days away, Vacation Days, Family Camp, Ministry/Mission Days (Ministry in other churches), Bereavement Days, and Conference/Seminar Days. (¶878.6)

10. ADDITIONAL COMMENTS

Copies of current Annual Reports from the last two years will be by DOP office as per Sec. 2, Part B, Item 10 of 2014 Church Transitions Handbook.

Section 4

Community Information

Below are a number of websites which will assist in learning more about the community of Marmora and Lake:

Websites of interest:

Local municipal information

www.marmoraandlake.ca

Sites for information local school boards. Marmora is home to 2 K-8 schools. One with the Public system and one with the Catholic system. The local public system high school is located in Madoc.

www.hpedsb.on.ca or www.alcdsb.on.ca

Site for local long-term/ senior care facility Caessant Care. Marmora Free Methodist Church, together with the other local churches provides a service there on a regular basis.

<https://www.caessantcare.com/home.php?id=27>


Site highlights available properties for sale in Marmora and the surrounding area:

<http://www.quinte-mls.com/>

Local Church Annual Report

The Free Methodist Church In Canada

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

Delegates Pam Halford (delegate), 

Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Engagement:

ICCM Engagement:

Story-Self:

Story-Church:

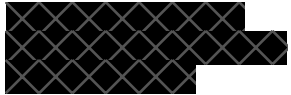
Story-Community:

Local Church Annual Report

The Free Methodist Church In Canada

Church Name Marmora Free Methodist Church **ON** **Report Year** 2022

Notes The financial you require above I do not have access to. Pamela Halford is our Delegate/Treasurer/Secretary. She has what you need.

Delegates Pamela Halford


Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Engagement:

ICCM Engagement:

Story-Self:

Story-Church:

Story-Community: