

# **Elgin Missionary Church**

## **Who We Are Looking For**

Thank you for prayerfully considering Elgin Missionary Church for your next, potential, shepherding opportunity. Preferential consideration will be given to the candidates who most closely embody the traits listed below and whom we discern to be the best fit for who we are as a congregation and to lead us into who we would like to become.

Ultimately, we are looking for an experienced lead pastor who loves Jesus and loves people. We want someone who will help to restore a sense of community to our church family. We also want someone who is gifted in evangelism and leadership; who will equip and empower us to reach into our community. There are a number of churches in Stratford and surrounding areas. We do not want to draw on our fellow churches and recycle sheep. We want to carry the love of Christ to our un-churched neighbours and, in turn, have them come to Jesus.

We would like you to have a passion for the Word of God, the love of God, and all people.

We would like you to have a number of years of experience in church or para-church ministry.

We would like you to have at least an MDiv Pastoral Studies or similar degree. Relevant undergraduate degrees will be considered provided there is substantial relevant work and life experience.

We would like you to be very familiar with and in agreement with conservative evangelical theology and the theology of the evangelical missionary church.

We would like you to share with us your basic philosophy of Christian ministry.

We would like you to share with us any specific experiences you have had leading groups (churches, para-church organizations, etc.) through times of transition.

We would like you to complete a 16 PF or Ocean Personality Assessment (OPA) / Big Five – preference given to the OPA / Big Five – and share the results with us.

We would like to see your resume or CV (curriculum vitae).

Finally, we would like you to be open and honest, first and foremost with Jesus if we are the right fit for you. Then, we want you to be open and honest with us about who you are why you believe God may be calling you to be our next lead pastor.

## **Who We Are - Congregational Profile**

We began as a mission work of the Mennonite Brethren in Christ Church in Ontario, in 1906. Now, 115 years later, we are a congregation under the umbrella of the Evangelical Missionary Church of Canada.

Because of our tenure we have a rich history; and as such, have some multi-generational families; as well as, some who are newer to Elgin.

Recently, we have operated under a two-service model with consistency of preaching, but differing worship styles – one would be considered more traditional and the other more contemporary. This has created some challenges in trying to operate as “one church.” We have tried other ways to stay connected as a church. We are at a bit of a crossroads in consideration of the one vs. two services model going forward post-COVID.

We are “connected” to other churches in Stratford and area through the Stratford and District Council of Churches through participation with the annual Festival of Praise; joint junior high ministry with another area church; through a daughter church which began in Mitchell roughly 20 years ago; and, through Bethel Pentecostal church and our church consistently supporting each other’s community sports outreach programs with volunteers.

Within the community we are arguably best known for our long-term hosting of Elgin Youth soccer each summer, which brings hundreds of Stratford and area children onto our soccer fields each week for soccer and bible story time. While perhaps not as well known, we also have some innovative children’s programs such as Launchpad (our weekly children’s outreach ministry which attracts non-Elgin families), and others

Admittedly we are a church at a stage in its life cycle looking to re-establish growth and revitalize some areas of ministry which are, admittedly, not as vibrant as we want them to be. Sunday school and children’s church during services are such examples in terms of being important ministries that are offered but have been declining in numbers in recent years. Having said that, we have a strong core of Elgin supporters within our midst in terms of members and regular adherents who love the Lord and love Elgin.

Missions is another important area at Elgin and we have good international missionary connections that we support faithfully; including, families who had strong local Elgin roots before heading out to the mission field. Conversely, more local or short-term mission opportunities is definitely an area we would like to further develop.

Currently, we have an annual budget of roughly \$350K to \$400K with regular weekly attendance, pre-COVID, of not quite 200 combined across the two services. Our 2020 membership was at 112. Going forward we are planning to have just one worship service.

When we moved into our current location in 1985 we were more “rural” in our settings but as Stratford has continued to grow and expand we find ourselves now right at the edge of the city with a fairly even composition of attendees from within the Stratford city limits and the surrounding rural area.

Over the years our congregation has experienced seasons of both growth and decline. Times of growth have been accompanied by upgrades and expansions to our building. We do have plans to enable further expansion and would love to see this opportunity present itself in the near future as we resume growth under new leadership.

Our current lead pastor is looking to transition into a different role here at Elgin once we hire a new lead pastor. He will continue to move toward full retirement, within the congregation, within the next few years. Elgin has had a history of team leadership, under the supervision of the lead pastor, and we would like to continue with this model.

Structurally, our congregation is an oligarchy. We have an elected Board of Directors, whom all paid staff are accountable to. A board member may sit on the board for a maximum of two consecutive, three-year terms. Ultimately, most decisions are made by the board. Major decisions, such as staffing changes, are brought before the congregation. We also have a very active Deacon's board who assist the lead pastor with visitation, communion, membership, baptism, cares and concerns, and prayer.

## Who is Our Neighbour – Community Profile

Perth County is located in southwestern Ontario. The area encompasses over 2,218 square kilometres of land, including one city (Stratford), several townships and villages, and over 2,400 farms.

Perth County is 30km north of highway 401, the main transportation artery in Ontario and is comprised of rolling farmland, quaint villages and bustling towns. The city of Stratford is the home of the world-famous Stratford Festival, one of Canada’s leading tourist attractions and the University of Waterloo School of Interaction Design and Business.

In the below table, you will find a sampling of community profile statistics from the most recent Census of Canada (2016). This demographic data helps to paint a picture of the geography and make-up of Perth County.

Category	Indicator	Perth	Ontario	Canada
<b>Population</b>	Total population (in 000s for Regions, Ontario, and Canada).	76,769	13,449	35,152
	Percentage of provincial population.	0.6	-	-
	Percentage of provincial land area.	0.2	-	-
<b>Age</b>	Median age in years.	42.4	41.3	41.2
	Percentage of population under 15 years of age.	18.0	16.4	16.6
	Percentage of population 50 years of age or older.	40.9	38.2	38.5
<b>Families</b>	Percentage of population 15 years of age or older that is married or living common-law.	60.8	57.3	57.6
	Percentage of families led by lone parent.	13.1	17.1	16.4
	Percentage of lone-parent families led by females.	76.5	80.4	78.3
<b>Households</b>	Average number of persons per family.	3.0	2.9	2.9
	Percentage of population that owns their homes.	73.2	69.7	67.8
<b>Language and Ethnicity</b>	Percentage of population with English as first language.	89.5	69.5	58.1
	Percentage of population with French as first language.	0.6	4.3	21.4
	Percentage of population with another language as first language.	10.6	29.0	22.9
	Percentage of population with knowledge of both English and French.	4.0	11.2	17.9
	Percentage of visible minority population.	3.6	29.3	22.3
	Percentage of population in private households with Aboriginal origins.	2.4	3.9	6.2
<b>Employment and Income</b> <sup>a</sup>	Percentage of labour force employed (employment rate).	67.0	61.4	62.0
	Percentage of labour force unemployed (unemployment rate).	4.0	7.4	7.7
	Percentage of labour force in long-term unemployment.	2.4	4.3	4.4
	After-tax median family income.	\$76,364	\$79,531	\$76,372

<sup>a</sup> Data on employment drawn from the most recent Labour Force Survey rather than the 2016 Census of Canada. Canadian Index of Wellbeing, University of Waterloo (July 2020) [\*A Profile of Wellbeing in Perth and Huron Counties: Benchmarking Indicators of Wellbeing based on the CIW\*](#), Prepared for: Social Research and Planning Council operated by the United Way Perth Huron. See <https://myperthhuron.ca/index.php?MenuItemID=53> for more information