



Dear Interested Candidate,

We would like to welcome and introduce you to Knox Presbyterian Church. We thank you for your interest in our church and we encourage you to review our Congregational Profile and give prayerful consideration to an application for the position of Lead Minister.

Knox Presbyterian Church is a multi-generational church located in Waterdown, Ontario. Our vision is to be a community fully alive in Jesus Christ. This profile is intended to provide you with an overview of who we are, our values and beliefs, the gifts we have to share, and why we provide a remarkable opportunity for a minister to shepherd God's people in a dynamic and powerful way.

We are seeking a Lead Minister to guide the vision and direction of Knox, including:

- lead worship and preaching
- support our congregation's personal and spiritual development
- equip our members to integrate our Christian faith into our daily lives
- lead strategic planning for our congregation's future
- oversee operations.

Our vision and values require a warm, engaging, and collaborative minister whose leadership is based on biblical teaching. We are looking for a leader who has the ability to inspire our congregation to deepen our relationship with God and to spread the good news of Jesus' gospel to the rapidly growing community of Waterdown.

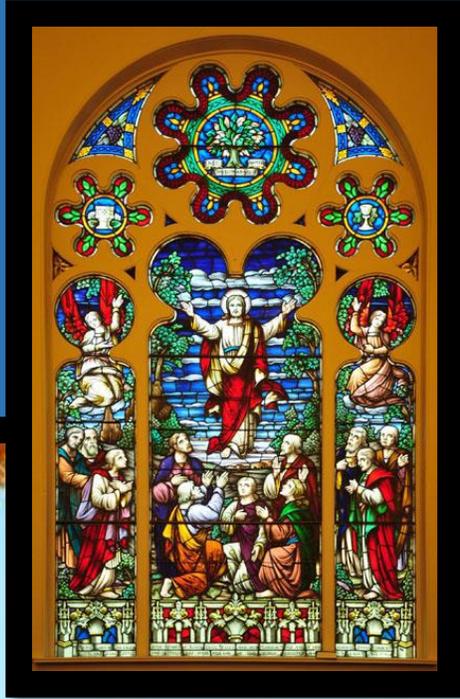
Knox Waterdown is blessed with a strong and dedicated Session, Board of Managers, staff, and congregation. We are a group of faithful and caring Christians. We have a strong financial foundation and we are situated in a beautiful and vibrant community with many opportunities to minister in diverse and exciting ways.

The Search Committee encourages your thoughtful consideration of our Lead Minister position and we pray that you will share your interest with us in your application.

Applications may be submitted to Rev. George Anderson ([geodrey@gmail.com](mailto:geodrey@gmail.com)). All profiles will be prayerfully considered and treated in confidence.

In Christ,

*The Knox Search Committee*



# **KNOX PRESBYTERIAN CHURCH**

**WATERDOWN, ON**

**CONGREGATIONAL PROFILE, DECEMBER 2018**



# Knox Congregational Profile

## 1 Congregational Profile Form

### 1.1 Contact Information

Knox Presbyterian Church  
Waterdown, ON L0R 2H0  
(905) 689-9750  
[www.knoxwaterdown.ca](http://www.knoxwaterdown.ca)

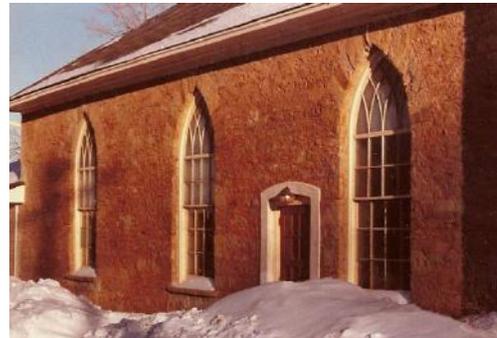
#### Interim Moderator

Rev. George Anderson  
Address: 153 Kinsman Drive, Binbrook, ON L0R 1C0  
Telephone: (905) 692-4263  
Email: [geodrey@gmail.com](mailto:geodrey@gmail.com)

### 1.2 Church Information

In 1830, Rev. William King established a Presbyterian congregation in Waterdown. It was a Secession Church (Presbyterians who had separated from the Church of Scotland), but in 1840 the congregation was received into the Synod of the Church of Scotland.

About 1844, there was a split in the Church of Scotland, with a group of Presbyterians forming what they called the Free Church. This spread to Canada in 1846. A Free Church congregations was formed in Waterdown. Waterdown now had two groups of Presbyterians, with some of the Church of Scotland people joining with the Free Church.



The Free Church congregation, in 1855, erected a stone church building, called Knox Church; this original building is still part of Knox today.

For more information please visit our website at <http://www.knoxwaterdown.ca/about/history-knox-presbyterian-church-waterdown>.

- Founded: 1830
- Services:
  - 9 a.m. (Contemporary music)
  - 11 a.m. (Traditional music with choir)
  - 10 a.m. Summer Service (blended worship style)



- Worship Attendance:
  - 67 (9 a.m.)
  - 72 (11 a.m.)
  - 80 (10 a.m.) summer service
  - Average weekly attendance, over the course of the year, including the blended summer service = 125
  
- Other Services: Summer blended (contemporary + traditional services); Holy Week; Christmas Week (including family/community afternoon service)

### 1.3 Christian Education

Age Group	Enrollment	Avg. Attendance	Curriculum	# Teachers
<b>Nursery (Pre-grade school)</b>	3	1-2	n/a	3 Volunteers 2 Helpers
<b>Grades 1-5</b>	15	6 (9 a.m.) 1-2 (11 a.m.)	FaithWeaver NOW	6
<b>Grades 6-8</b>	10	4 (9 a.m.)	FaithWeaver NOW	4

### 1.4 Financial Information

Receipts	2018 Budget	2017 Actual
<b>Offerings/Gifts</b>	\$285,738	\$281,779
<b>Investments<sup>1</sup></b>	\$119,028	\$119,028
<b>Rental</b>	\$4,653	\$4,584
<b>Other</b>	\$14,569	\$14,566
<b>Total Receipts</b>	<b>\$423,988</b>	<b>\$419,957</b>

Expenditures	2018 Budget	2017 Actual
<b>Operating Expenses<sup>2</sup></b>	\$364,152	\$350,318
<b>Debt Payment</b>	\$0	\$0
<b>Benevolences<sup>3,4</sup></b>	\$103,926	\$103,926
<b>Other</b>	\$0	\$0
<b>Total Expenditures</b>	<b>\$468,078</b>	<b>\$454,244</b>

<sup>1</sup> Manse Fund, Education Endowment Fund, Missions Fund, Enduring Capital Fund, Managers' Reserve Fund. Fund rules determine how the investment income from these funds may be dispersed.

<sup>2</sup> General Fund disbursements minus Presbytery/Synod minus Presbyterian Sharing

<sup>3</sup> Presbyterian Sharing, Synod, Presbytery, WMS, PWS&D, Benevolence Fund Disbursements, Education Endowment Fund Disbursements, Mission Fund Disbursements. 2018 budget assumed to be equal to 2017 actuals.

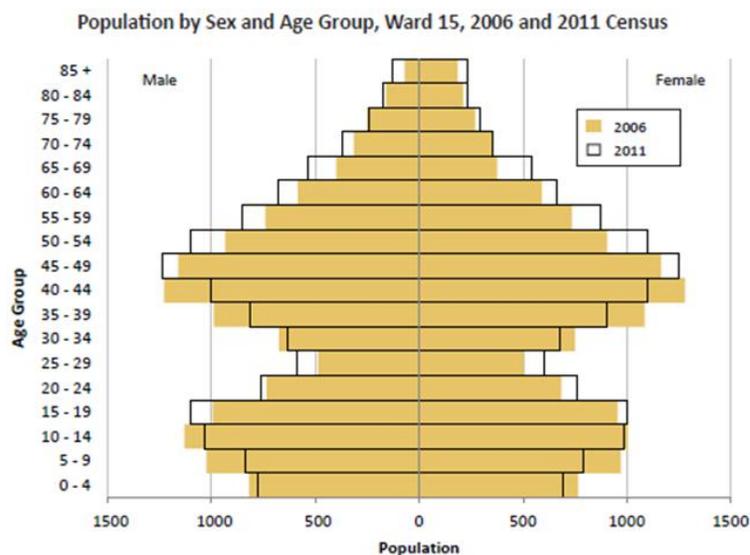
<sup>4</sup> Presbyterian Sharing allocation for 2018 is \$25,500.



## 1.5 Congregation and Community

- Communicant Members
  - 213 (as of Dec. 31, 2017)
  - Approximately 55 adherents
- Families
  - Families with one or more school-aged (pre-school, elementary school, or high school) children currently living at home
    - 28 families
    - 99 individuals in those families
    - *University aged youth away at school or living on their own are not included in the individual count*
  - Adult-only families living in own home (i.e. not in assisted care) with no children, or adult children in the house. Family can be a single adult or a couple.
    - 111 families
- Students – for each of the below, please provide the total # individuals in the category
  - High-School Students (aged 14-17): 19
  - Elementary Students (aged 4-13): 21
- Adults
  - Young Adults (18-25) regardless of living arrangement: 25
  - Working-aged Adults (25-64): 114
  - Retirement-aged Adults (65+)
    - 118 total
      - 101 independent living
      - 17 assisted living

For comparison, these are the demographics of the municipal ward within which Waterdown is located:







## 2 Community

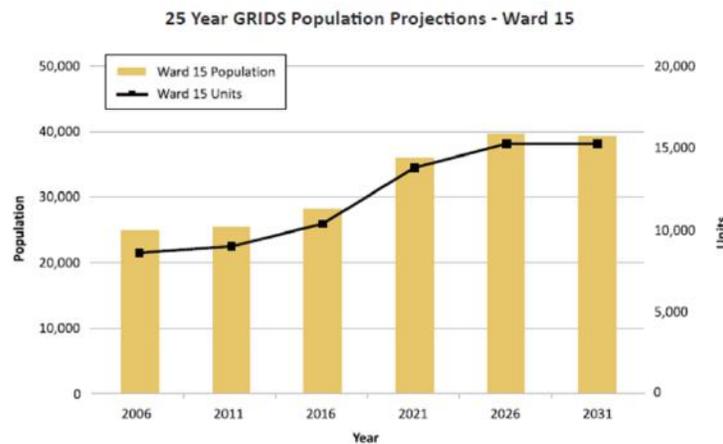
Waterdown is an urban community within the City of Hamilton, Ontario. Waterdown is somewhat separated from the closest other urban areas of Hamilton (Hamilton proper and Dundas), lying on top of the Niagara Escarpment.

Waterdown was founded in 1830, and in 1974, the village merged with the surrounding rural area to form the Town of Flamborough. On January 1, 2001 the new City of Hamilton was formed from the amalgamation of six municipalities: Hamilton, Ancaster, Dundas, Flamborough, Glanbrook, and Stoney Creek. Before amalgamation, the "old" City of Hamilton had 331,121 Hamiltonians divided into 100 neighbourhoods. The new amalgamated city has 490,268 people in over 200 neighbourhoods.[1]

Waterdown has experienced tremendous population growth over the last 25 or so years. Between 1996 and 2001, Waterdown's population grew approximately 28.9%. From 2009 – 2014, the population grew by 6.3%; it is expected to grow by 12.9% from 2014 – 2019, with growth rates starting to tail off.

**25 Year GRIDS Population Projections**

	Ward 15 Population	Ward 15 Units
2006	24,893	8,585
2011	25,297	8,974
2016	28,172	10,362
2021	36,011	13,778
2026	39,510	15,281
2031	39,400	15,281



Community institutions include:

- Waterdown District High School
- Guy Brown, Mary Hopkins, Flamborough Centre, and Allan A. Greenleaf Public Schools
- Flamborough Family YMCA



Waterdown offers a range of activities available nearby and in the surrounding area. Some examples include:

- Walkable community with parks, shops, restaurants and small businesses
- Large park in town with play structures, splash pad, ice skating loop, skateboard park, baseball diamonds, soccer fields, and tobogganing hills
- Easy access to [Bruce Trail](#) and [Waterfalls](#)
- Weekly [Farmer's Market](#) (May – October)
- Sports Facilities including – [Harry Howell Arena](#) and [Flamborough YMCA](#)
- [Youth For Christ Centre](#)
- [New public library](#)
- Children's activities including active Guiding and Scouting programs; sports activities, dance, music, and creative arts studios
- [Village Theatre](#)



Waterdown also has a number of special events throughout the year, attracting people from within and beyond the community, including:

- [Oh Canada Ribfest](#) – Canada Day Weekend
- [Waterdown ArtsFest](#) - August
- [Flamborough Santa Claus Parade](#) (night-time)

Transportation

- [Public Transit](#)
- Aldershot GO Station and VIA Train

## 3 Congregational Program Areas

### 3.1 Session

As a governing body of the church, Session seeks the will of Christ as we come together to make decisions and to find ways that will honour the Knox vision and best represent the congregation, so that we might all become better disciples. Our session consists of 11 Elders, who in addition to sitting on Session, lead a variety of teams:

- Worship
- Mission and Outreach
- Education and Discipleship
- Congregational Care
- Stewardship Task Group



### 3.2 Worship Life

Knox has upheld an emphasis on biblical preaching and a reverent atmosphere of worship. We have two services; one, held at 9:00 a.m., features contemporary music with a variety of instruments and vocals; the second, held at 11:00am, is a traditional service using organ and choir to lead worship. Both services use “Easy Worship” to display words for music and scripture (as well as audio visual elements for sermons) on an overhead screen. Communion is served each month from September to June with slightly different routines for each service. Non Elders are allowed to serve Communion. For the summer, we combine and have one service at 10:00. We seek a minister who can continue a focused emphasis on the truth of God’s Word and make it meaningful to everyday life.

Music is a vital part of worship at Knox. We have trained musicians leading the music at each of the services, with a dedicated group of members forming the Praise Team and Choir. The 9 a.m. Praise Team plays contemporary Christian music. This team contributes to our worship in a variety of ways, including: camp days, outdoor services, and a Christmas Ceilidh. The music offered at 11 a.m. features a choir and a newly enhanced organ. The choir has been working steadily to add to their repertoire, culminating in a Christmas Eve Cantata. The Christmas season also features the participation of additional members of the congregation, contributing extra excitement and energy. The Praise Team and Choir also collaborate on several joint services.

### 3.3 Education & Discipleship

Our Education and Discipleship committee oversees a wide range of ministries at Knox Church; including children, youth, and family programs.

We offer a creative and vibrant Sunday School ministry for our children from nursery age up to grade 8. Our Sunday School has a large and dedicated group of volunteers who rotate teaching. In total, we have 12 volunteers. We implement a variety of teaching strategies to better equip our volunteers as stewards of our children's Christian education.

Our youth ministry oversees mid-week and Friday night programs for students ranging from grade 6-12. We have a consistent group of core students who represent our church families, as well as families from the surrounding community. Our focus last year was to connect in greater frequency with the PYPS (Presbyterian Youth People's Society). As a result, we have seen our students develop lasting relationships with fellow Presbyterians and demonstrate a desire to contribute to the leadership of this organization. Our ongoing focus is the discipleship of our youth by way of our profession of faith curriculum, and encouraging involvement in leadership roles at Camp Kintail.

Family ministry is a newer initiative at Knox Church. Knox maintains an emphasis on intergenerational involvement and lives it out by providing ministries which includes everyone from 3 to 93 years old. We offer board games nights, international mission trips, Christmas events, outdoor worship services, and more. Our strength is our lived emphasis that our church family incorporates people at every life stage. We desire parents and grandparents to take an active role in the development of their children's spiritual journey. We live this out by avoiding an attitude of age-based segregation. Family ministry at Knox is for the whole family.

Other educational efforts such as an on-going self-guided bible study and group studies led by staff or members.



### 3.4 Pastoral Care

#### 3.4.1 Existing Ministry

In the recent past there have been a few programs aimed at providing care for the Knox Congregation including: visitation; a prayer chain; sending special occasion cards; providing transportation as required; and distributing Christmas baskets to shut-ins. These services have been on-going but there has been little over-sight to ensure that the needs of the congregation are being fully met and that people and situations “have not fallen through the cracks.”

Knox has maintained a Benevolent Fund for many years. A committee of two members of the congregation, along with the Community Care Coordinator, reviews the requests that come for support from the fund and give approval for any disbursements.

#### 3.4.2 Current Status

In June, 2018, Knox hired a part-time Community Care Coordinator (CCC) to provide on-going care and support of the congregation during the ministerial vacancy. A team of five people from the congregation have come together as the Community Care Ministry Team to assist with caring for the community. Together with the CCC, this team meets weekly to review the needs and pray for direction as to how to best meet congregational needs. Several general categories have been identified and discernment in how they are to be ministered to is being sought.

### 3.5 Mission

The Knox Mission and Outreach Team has been active locally, nationally and internationally. Locally, we have been actively involved in supporting the Inner City Outreach Ministry in Hamilton with our “mitten tree,” camp scholarships, Christmas dinners and Camp Kits. We also support the Waterdown Youth for Christ at the Youth Centre with funds and volunteers. Internationally, In Uganda, we have supported Save the Mothers, helping to establish half of its Mother Baby Friendly Hospitals, which save the lives innumerable numbers mothers and babies. Inclusive of our support of the Save the Mothers organization is its Masters of Public Health Leadership Program, which is changing the culture for the better for women in East Africa. Additionally, we support the Ontario Christian Gleaners (salvaging vegetables to make soup mix to feed the hungry of the world), Kairos prison ministries, the Flamborough Food Bank and any emergency which needs immediate help nationally or internationally.

As an adjunct to the Mission and Outreach Team, there is a group of women who sew items (e.g., quilts for Indigenous people and layettes for newborns) which are sent to areas of need in Canada or beyond.

### 3.6 Involvement in the Denomination

Our previous minister was extremely involved in the work of The Presbytery of Hamilton, serving both as Moderator of Presbytery and moderator of the business committee. He was instrumental in developing and organizing the “Speaking Truth in Love” forum on human sexuality in 2016, which drew in hundreds of registrants from within and outside of Presbytery. As a congregation, we are hopeful that our successful ministerial candidate will be actively engaged in our denomination, both at the national level and within our Presbytery.

In 2015, the congregation joined with several other congregations from our Presbytery to form a refugee sponsorship committee. A corollary positive outcome of this partnership has been the relationships that have developed between members of the participating congregations.



### 3.7 Administration and Stewardship of Financial Resources

Knox has a strong history of setting aggressive financial goals and successfully responding to specific “asks” and targeted fundraising (e.g., for community/mission projects). The Session and Board work collaboratively to support our annual budget process and the identification, approval and promotion of special projects requiring additional contributions (e.g., expansion of our sound system, upgrade of musical instruments and building updates).

Recent history has included a successful amalgamation with Aldershot Presbyterian Church (2008) resulting in a strengthened and more diverse congregation; this also brought with it the need to manage financial implications (addition of Enduring Capital Fund).

The fund has been used to support capital projects (e.g., building) and more recently, to support significant investments in outreach staff (focused on youth and families). We continue to seek new ways to engage with and outreach to our community to share our resources, grow disciples and provide opportunities for others to contribute.

Knox has received a limited amount of planned gifts over the past few years. Some have been designated for specific purposes (e.g., education fund to support student bursaries for post-secondary education) and general donations in the form of stock shares and estate gifts.

Going forward, we are focused on continued management of our capital fund as well as seeking new ways to profile opportunities to give (including promotion of PAR and memorial donations).

## 4 Goals and Objectives

### ***Our Vision: A community fully alive in Jesus Christ.***

**Our Mission:** Equipping people to be life-long followers of Jesus through worship, teaching, fellowship and service in order to share God’s love in our community and beyond.

#### **Our Values:**

- Bible-based
- Accessibility
- Authenticity
- Generosity
- Intergenerational
- Hospitality

#### **Our Cornerstones:**

- **Worship** – Engaging (e.g. of leadership), authentic, participatory (opportunities for sharing of gifts)
- **Teaching** – Relevant (real life application), building leaders, mentoring
- **Fellowship** – Welcoming of newcomers, overflowing hospitality, creating connections
- **Service** – Encouragement and support for one another; in our local, national, and global communities



### **Areas in Need of Strengthening**

The leadership team at Knox has identified some areas of opportunity for new or enhanced focus:

- Small groups – a safe place and for prayer and establishing connections.
- Prayer ministry – develop and promote additional opportunities for prayer ministry.
- Evangelism – training and understanding of how Knox can reach out and bless the exploding Waterdown/Burlington community.
- Recruitment and training of volunteers.

## **5 Organizations - Knox Activities and Outreach**

### **Knox Family Breakfast**

The Knox Family Breakfast is the program for which the congregation is best known in the community.

Originally organized to pay down the mortgage from the 1996 building addition, the breakfast continued as a Knox fellowship and a community outreach program once the mortgage was paid. It currently runs two Saturdays each month, with 3<sup>rd</sup> Waterdown Scouts currently providing additional volunteers as a fundraising effort for World Jamboree in 2019.

At its peak, average attendance was in the range of 130-140 people each Saturday. Current attendance numbers average 75-80 people. In 2018 the breakfast is projected to provide about \$7,500 in net income to Knox.

### **Refugee Sponsorship Project**

The Refugee Sponsorship Project Committee was initiated in 2015 in response to the desperate humanitarian crisis transpiring in Syria. We completed the formal sponsorship of our first family in June 2017, and are presently involved in the sponsorship of an Eritrean family. Our sponsorships are administratively anchored in Knox, and supported by volunteers and congregations from six other churches within the Presbytery of Hamilton.

### **Drop-In**

Drop-in is a casual (no agenda!) weekly opportunity to form friendships, celebrate milestones, and support each other. It takes place every Tuesday afternoon. The group averages just under 20 people each week, and runs all year except for the summer months.

### **Ladies' Coffee Hour Bible Study**

The Ladies' bible study meets weekly, with 25-30 people typically in attendance, including people from outside of Knox. The group is in their 44<sup>th</sup> year.

### **Can We Help?**

"Can We Help?" is a community outreach program that was started in 2017. The program provides topical learning for the community, offering information sessions such as: "iPads for Dummies," "Photography 101," "Landscape Design and Gardening," "Wills and Powers of Attorney," and "Memory



Loss, Dementia and Alzheimer's Disease." More than 350 people have attended "Can We Help?" sessions.

### **Book Club**

The Book Club is organized by Knox members and meets on a monthly basis for fellowship and literary discussions.

### **Family Board Game Nights**

Organized by our Director of Family Ministry, Knox hosts board games nights in the gathering hall, which is a popular event for both young and old members of our congregation and our community. This activity helps to build bridges between the two services (given the tendency for younger families and children to attend the 9:00 a.m. service and older adults attending at 11:00 a.m.).

### **Company of Saints**

Led by Susan Kerr, Minister in Association at Knox, and strongly supported by the congregation, the Company of Saints is a youth drama group involving both Knox and non-Knox youth. The troupe rents facilities from Knox for rehearsals and often stages performances in the sanctuary.

## **6 Finances and Property**

Knox church is located in the downtown core of Waterdown (one of the only places of worship within walking distance). There is a large sanctuary, gathering hall, modern kitchen, nursery (recently renovated) and classroom spaces. Facilities include: an elevator, finished basement, organ (recently upgraded), grand piano, drum kit, projectors, screens, and sound systems (sanctuary and gathering hall).

There is limited parking and green space.

Knox does not own a manse, instead maintaining a Manse Fund from which the minister's housing allowance is paid. Knox does not carry any mortgages.

Knox is blessed with a significant Endowment Fund resulting from the merger of the Aldershot (Burlington) and Knox congregations in 2008. Income from this fund is used to support a variety of outreach, benevolence, and growth programs.

## **7 Pastoral Skills and Interest Inventory**

The list below profiles the priority pastoral skills and interests, as identified by the Search Committee, for the incoming minister. The Session of Knox undertook the same assessment, and while the Session and Search Committee results differ in their absolute scoring and ranking, the same skills were ranked in the top six. It should be noted that the leadership and congregation has additional priorities, which are lead and supported by church staff and lay leaders.



## Priority Skills and Interests

1. **Leading Worship and Preaching** - *Planning and conducting worship services*
2. **Personal and Spiritual Development** - *Providing resources and guidance for people's devotional life, and for prayer groups, retreats and other small group experiences*
3. **Leadership Development** - *Planning for and sharing in the training of leaders for the church's program*
4. **Equipping Church Members** - *For integrating Christian faith with life*
5. **Crisis Visiting** - *Serving people at times of illness, death, trauma, family crisis, job loss*
6. **Program Development** - *Establishing goals, and organizing programs in church and community*

## 8 Position Description

### 8.1 Purpose, Responsibilities, Working Relationships

The position is for a full time pastor for Knox Presbyterian, who will oversee church growth and biblical renewal in light of Matthen 28:18-20 and Acts 2 and the vision “to be a community fully alive in Jesus Christ.”

We are seeking a minister who works well with individuals and teams, and who will mentor and support our Elders, our ministry teams, and our staff in the fulfilment of all of their unique ministries.

Leading worship and preaching at both weekly services to teach and inspire the congregation is a critical activity; however, the ability to lead Knox in the other identified priority areas will also be key for the successful candidate:

- Personal and Spiritual Development (Providing resources and guidance for people's devotional life, and for prayer groups, retreats and other small group experiences)
- Leadership Development (Planning for and sharing in the training of leaders for the church's program)
- Equipping Church Members (For integrating Christian faith with life)
- Crisis Visiting (Serving people at times of illness, death, trauma, family crisis, job loss)
- Program Development (Establishing goals, and organizing programs in church and community)

### 8.2 Special Qualifications

To support the development of the profile and inform the search process, the Search Committee convened a working session with members of the Search Committee, Session, Board, Staff and other leaders.

Participants discussed the results of the Priority Skills and Interest Inventory and were invited to consider the following question: ***What gifts, experience and vision will be needed in a new pastor?***



## **Gifts**

**Preaching & Teaching:** We are seeking an engaging and inspiring preacher, gifted with the ability to teach and preach to the needs of the congregation. The successful candidate draws on the Bible as their foundation, and uses the Word to speak with love and in an inclusive manner.

**Leadership:** Our new pastor must be a person who shows personal courage and confidence and inspires the same in the congregation. The pastor is a critical role within the church, not only providing leadership, but also acting as a common connection to the different groups within the congregation together in a united purpose. We are looking for someone to provide Knox with a fresh perspective and help us find new ways to minister to one another and in our communities. While it is necessary to be realistic about Knox' resources, there is value in pushing the members and leading us into uncomfortable conversations, setting goals and seeing them through.

**Equipping:** The pastor must have the skills and experience to equip members for evangelism to make new disciples. Of particular import, given the growing community in which we reside, is to help Knox reach out into Waterdown and surrounding communities. We seek a teacher who can show us how to do Kingdom work in our day-to-day lives, and help us be comfortable and skilled in verbalizing our faith. With the size and makeup of Knox, we believe training for small group leadership will be an important aspect of equipping the congregation.

**Christian Character:** The successful candidate will be caring and empathetic, welcoming people into their care and the care of Knox. The pastor must conduct themselves in a Christian manner at all times; in the pulpit, in public, and in private. They seek insight through prayer, drawing guidance from the Spirit.

In addition to the above, this successful individual must be capable of setting good boundaries around their role as the pastor of Knox, and show a sense of self-care to prevent burnout and ensure they remain energized in their role as Knox' pastor and leader.

## **Experience**

- Experienced Christian leader with ministry understanding
- Experience with creating small groups which are integrated into the broader congregation
- Track record of trying new things and seeing them to fruition – a risk taker

## **Vision for Congregational Growth and Worship Services**

- Having spiritual vision for congregational growth and vision for Knox and its two worship services
  - Waterdown is a community experiencing significant growth of young families – identify opportunities to engage Knox families and new families (e.g., in the 9 am service). Without young families, it is difficult to attract new families despite growing community.
  - Waterdown is also a community with a large number of older adults – identify opportunities to attract new participants for our 11:00 am service to keep it vital and growing (avoid “aging out”)



### 8.3 Other Staff

Knox has a number of staff team members; the incoming minister will need to have experience leading a staff team and supporting collaboration among team members.

- Director of Family Ministry with Children & Youth: Pastor Mike Aldred; 32 hours / week
- Music & Praise Team Leader, 9 a.m.: Bruce Tournay; part-time
- Music & Choir Director, 11 a.m. : Emile Swanepoel; part-time
- Community Care Coordinator: Deb Roberts; part-time (for duration of vacancy)
- Church Administrator: Gwynne Lannen; part-time
- Treasurer: Brad Steeves; part-time

The pastor's position has been open since September 1, 2018.

Our most recent pastor was Rev. George Robertson (served 2005-2018), who retired.

The previous three ministers were:

- Rev. Susan Kerr (1999 – 2004)
- Rev. Chris Vais (1987 – 1998)
- Rev. Alistair McCalman (1975-1987)

### 8.4 Compensation & Considerations

- Salary: Commensurate with qualifications and experience
- Housing Allowance
- Utilities Allowance
- Continuing Education Allowance
- Annual Study Leave: 3 weeks
- Annual Vacation: 5 weeks