

Calvary United Church

2017 Joint Needs Assessment Report

Statement of Purpose

The United Church of Canada:

In 1940 the 9th General Council adopted "A Statement of Faith," and in 1968 the 23rd General Council adopted "A New Creed" which reads:

We are not alone,
we live in God's world.
We believe in God:
who has created and is creating,
who has come in Jesus,
the Word made flesh,
to reconcile and make new,
who works in us and others
by the Spirit.

We trust in God.

We are called to be the Church:
to celebrate God's presence,
to live with respect in Creation,
to love and serve others,
to seek justice and resist evil,
to proclaim Jesus, crucified and risen,
our judge and our hope.

In life, in death, in life beyond death,
God is with us.

We are not alone.

Thanks be to God.

Purpose of Calvary United Church:

Calvary's purpose is to be an active, worshipping family of faith that identifies and meets the needs of its members and adherents, and develops the gifts of its members so that they might serve Christ in the wider community.

Purpose of Calvary United Church Council:

The purpose of the Calvary United Church Council is to meet monthly, to identify goals and facilitate communication. The Council supports and operates from a committee structure representing the Congregation in its decision making.

Community Profile

Prince Albert is the third largest city in Saskatchewan. Located in the broad valley of the North Saskatchewan River, Prince Albert is situated near the geographical center of the province where the agricultural prairie of the south and the rich forest belt of the north meet. The population of the city and area is approximately 44,160. According to the 2011 census approximately 41.5% of the population is of Aboriginal (First Nations, Métis and/or Inuit) descent.

Prince Albert functions as a service, retail and distribution centre for northern Saskatchewan's resource industries – mining, forestry and agriculture. The unemployment rate is 9.0% and the employment rate is 60.8 % (Statistics Canada, April 2017). The average individual income in 2010 was \$37,860 and average household income was \$53,083.

Prince Albert offers a great deal of diversity in choosing strands of education. Grades K-12 are offered through the Saskatchewan Rivers (Public) School Division #119 (www.srsd119.ca) and through the Prince Albert Roman Catholic School Division #6 (www.pacsd.ca). Both systems offer education with French Immersion. The city also boasts a Francophone school division (valois.ecolefrancophone.com). The University of Saskatchewan and the University of Regina both offer off-campus credits. As well, the First Nations University of Canada operates a campus in Prince Albert. Technical courses and training are offered through the Saskatchewan Polytechnic, and through various First Nations colleges. Private schools and colleges also offer additional options for programming.

Prince Albert is described as “the Gateway to the North” and attracts a steady stream of tourists. Tourists and Prince Albert residents enjoy year round access to recreational venues and activities. Prince Albert has strong sporting, recreational and performing arts communities. The city supports a WHL hockey team (Prince Albert Raiders) and has also been recognized for successfully hosting provincial, national and international elite sporting events. The E.A. Rawlinson Centre, a performing arts facility, opened in April 2003. This beautiful facility has been the venue for many performances over the past year featuring local and international talent. The Alfred Jenkins Soccer Fieldhouse opened in the fall of 2009. It enhances the recreational facilities and health care programs in the city. It is anticipated that this facility will be phase one of a multi-purpose complex for the city and region. Tourism has boomed in recent years, as residents and tourists to the area have access to many beautiful lakes in as little as 30 minutes from the city. There are bike/walking paths/trails, and groomed cross-country ski and snowmobile trails. Prince Albert truly is a destination for all seasons.

The Victoria Hospital is a Regional Health Centre with many medical procedures performed here, eliminating the need to travel to a larger center.

There are eight (8) correctional facilities in Prince Albert which could offer opportunities for outreach programs.

Education in either English or French is available from K-12. Carlton Comprehensive High School has the largest student population in Saskatchewan.

The beginning of the 21st century marked another period of growth in the city, including the building of the Cornerstone Development Shopping District which has many “box” stores as well as several strip malls. Virtually everything a shopper could want is available in Prince Albert. Also new in the past few years is the E.A. Rawlinson Centre for the Arts, and the Provincial Forestry Centre. The closure of the Weyerhaeuser Pulp and Paper mill created a significant change in the economic path for the city and area. The city was able to maintain positive economic growth despite this economic misfortune. With diamond exploration in the Prince Albert area, uranium and rare earth elements being mined in the north, as well as growth in the commercial and industrial sectors, and an active cultural and recreational community, Prince Albert's future promises to be as exciting as its past!

Changes and Trends

Changes in the community and our Pastoral charge are:

- An increase in the senior's population and in the number of seniors needing services (i.e. meals-on-wheels, home visits) As a result, long term care visits have increased, as have shut in connections.
- Increased awareness of the number of gay and lesbian relationships Being aware of and celebrating our diversity is an ongoing challenge and opportunity.
- More single parent families
- More part time single parenting families with one wage earner travelling from PA
- A projected increase in the Aboriginal population and, in light of second bullet above, making sure we are a diverse and safe place for people of all ages, back grounds, genders, orientations, education, income, etc. must always be a priority for us.
- Recognizing and accepting without prejudice, the needs and ambitions of all cultural groups

Pastoral Charge Profile

Calvary United Church, since its inception in 1958, has been a “mission” oriented congregation. Sponsored by Wesley United Church, Calvary United Church has been committed to mission and outreach in a variety of capacities, as directed by a Christian perspective. Many of the clergy and congregational leaders have influenced social democratic activities, and many have had a strong commitment to serve the larger community. Calvary United Church remains a forward-visioning congregation.

The average tenure of full time paid accountable ministers at Calvary has been ten years. Part time has been a bit lower, (average 3 years)...The congregation of approximately 666 people, with about 307 households currently under pastoral care, and 233 financially supportive households, continues to be too great a workload for one minister. A second order of ministry (20 hours/wk.) has

served Calvary successfully since 2003. Calvary United Church continues to creatively balance hired personnel and lay people to serve the Christian needs of the members and adherents.

The congregation of Calvary United Church is represented by a wide cross-section of age groups, socio-economic households, and family structures. Family structures include young adults, single parent families, same sex families, widows, widowers and families with varying ages of children. The average attendance at weekly worship has increased to 125, and is perceived to be a younger congregation. This creates a demand for diverse programming from infant baptism, Christian education, youth activities, marriage preparation and pastoral care.

Calvary strives to balance supporting the needs in our own church with needs in our community and in the world. Since 1996 we have sponsored (6) six refugee families and supported the ordination of two individuals. This support has been evident socially, emotionally and financially. And we are blessed by continued relationship with many of our families.

In recent years, there has been a greater involvement of lay leaders. This interest from members of the congregation has also provided opportunities for continued education. Various workshops, speakers, and training sessions are part of the growth and development in Calvary United Church. It is through the policies of the United Church of Canada, the work of the congregation, and the direction of recent clergy that Calvary has investigated the possibility of becoming an inclusive and affirming congregation. At present, Calvary is not officially an Affirming Congregation, we strive to be an open and welcoming place of worship, knowing that we are all God's children and have a right to worship in safety and peace. In December 2016 Council passed a motion for Calvary to begin the Affirming Ministry process. There has been a committee formed to facilitate this process.

There are two United Churches in Prince Albert and we enjoy working together on various projects. The other United Church in Prince Albert is currently in examining its future and may potentially result in closure. This may increase the size of the congregation at Calvary United. Our Congregations share responsibilities for Camp Tapawingo and Good Friday service. We also join to support each other's activities such as concerts, fundraisers, theatrical events, pastoral care in-service and guest speakers. In July and August we worship together alternating space.

In 2003/2004 congregation members voted to give the following issues a high priority in the life of the Congregation. With the current team ministry, growth has been achieved in many areas and needs to continue. As this was a time of great insight, growth, hard work, and transition for our congregation we continue to use them as a guide for our ministry.

Communication – Communication requires continued efforts of Council, members and staff. Continued nurturing through education and dialogue in a respectful manner is necessary.

Worship – A variety of worship styles, including use of drama, music, youth leadership, traditional and Taize have been utilized. Continued commitment needs to come from ministry and lay personnel to continue to meet this congregational need. We use both Voices United and More Voices and an attempt is made to balance the “new” with the “old” in a comfortable and faithful manner.

Youth – An active youth group meets monthly with the dedicated commitment and guidance of ministry and lay personnel. There are presently active senior and 13 active junior members. Our Sanctuary is family friendly and as a result, a special time during worship is especially dedicated to children's time to celebrate the children. Approximately 70 children were in the

Christmas Pageant. 60 children attended through the Season of Lent in 2016. Average Sunday School attendance is 30 and this attendance has been increasing. Commitment to the youth needs to continue to be a priority for the life and growth of the church.

Pastoral Care - A team of Congregation members and clergy participates in ongoing training/education, recognizing the necessity of pastoral care in all generations and circumstances. Our Pastoral Care Team make weekly visits to the Hospital as well as regular visits to the many long term care facilities in our city, home visits, care home worship services, Care Packages, phone calls and much, much more. Without this tremendous group of dedicated volunteers our Ministry Personnel would be very overwhelmed. We have a strong connection with Mont St. Joseph Long Term Care Home.

Stewardship/Finances- With the expertise and participation of Congregation members, gifts and resources would be invited and accessed. A planned giving program is in place, but work is still underway to promote this resource. .

Outreach - Providing fellowship and basic needs to Congregation members in a variety of avenues, as well as building relationships in the wider community requires time and energy. Currently the church supports a busy food hamper program. In 2016, 234 hampers were handed out, with a high of 18 hampers/week handed out.. Our ministry provides worship services at area care homes, provides 30-35 families with Christmas hampers and gifts yearly, collects articles for Victim Services through White Gift Sunday.

Growth and Development - Spiritual growth should continue through programming, prayer and education opportunities.

RESOURCE FACTS

The vitality of Calvary is quite evident to this day as a result of the shared responsibility of the congregations of the past half century. Since the inception of Calvary United Church in 1958 the successive congregations have always been able to meet annual obligations. In those early years the largest debt incurred was for a mortgage for the construction of the church. Debt financing, when necessary, has never been insurmountable. The church sits on five city lots and the value of the building and property is valued in excess of \$4,940,000.00 (replacement cost). It is supported by a \$4,940,000.00 insurance policy.

Operating revenue for the church consists of local offerings, loose offering and Sunday school offerings. Revenue is also received for memorials, special projects and a benevolent fund. Some of the special projects that generate a cash flow include an annual fall supper sponsored by the church's UCW groups with congregational assistance, a gigantic garage sale every second year, Christmas wreath sale, muffin and pie & cake auction, and every second year, a skills and services auction, as well as other endeavours that add significantly to Calvary's annual budgetary exercise.

While Calvary has experienced some debt in recent years while entering dual ministry, it is evident today that the congregation is able to support dual ministry. A local actual offering for 2016 was \$251,427. Two hundred and thirty three (233) members of the congregation give to local expenses. Of that total 116 donate through Pre-authorized remittance (PAR). Calvary members are

renowned for supporting the Mission and Service Fund and it is often noted at Presbytery meetings for leading the way with the highest contributions (\$24,000 in 2016).

Meeting budgetary goals is first and foremost for our Stewardship Committee. But when there is a call for improving the facility the congregation is up to the task. Maintenance and operation of the building is the responsibility of the Property Committee.

Expenses are incurred in nine areas—Pastoral Ministry, Worship, Christian Education. Adult Christian Education, Outreach, Ministry and Personnel, Property, Administration and other expenses that occur during the course of a year. With increased overhead costs the last few years annual expenses have increased, yet remain affordable for the congregation. Increases in power, and natural gas rates has been of some concern.

The growth of the church augurs well for the future. As of Dec. 31, 2016 - 297 households were on the church's roll. Average weekly attendance at services is 150. Attendance arises dramatically for Thanksgiving, Christmas and Easter services. The youth groups have a budgetary line and engage in projects to raise funds for activities.

A 2016 Annual Report is attached, including a complete financial statement.

Leadership

Calvary Church has enjoyed strong leadership through the various committees and volunteer groups addressing focused needs. These nine committees are made up of hard working volunteers , report back monthly to Council.

Committee and group members are the main motivators of additional lay participation in the workings of the church. They draw on the many and varied talents that each individual brings to our church family. New ideas are openly encouraged.

An honorarium is offered to the organist and Church Council treasurer to support their dedication and commitment.

Calvary's Ministry Personnel

Since 2016 we have had one full time ordained minister, and one full time Congregational Designated Minister. Between 2005 and 2016, we have had one full time ordained minister; one 20-hour/week either a lay minister or an ordained minister and one 21-hour/week administrative assistant. Our worship service each Sunday is covered by one of our two ministry personnel. A weekly Bible study and information session is led by our staff. Baptisms, funerals, weddings, marriage preparation, confirmation sessions on church structure and spirituality have been led by our ministry personnel. In the past we have had Mentors from our congregation involved with our confirmands, working together on Making Disciples. We have a Pastoral Care team made up of lay people with the support of the paid accountable ministers, who attend to people needing spiritual care and pastoral support.

Position Profile

JOB DESCRIPTION – PAID ACCOUNTABLE MINISTER POSITIONS Calvary United Church

General Statement

Calvary United Church enjoys a team ministry and looks to its paid staff and Official Council to be leaders and enablers – leading and enabling the congregation of the Church to explore and live their understanding of faith and discipleship in daily life.

Position Role

The role of the team ministry is to provide professional and spiritual leadership to Calvary United Church and its congregation through worship and committee participation as the Church continues to be an active Christian presence in Prince Albert. The minister must be able to work effectively and foster positive relationships with staff and volunteer leaders.

Position Description

- 1) The ministers are part of a 2.00 position team ministry of 80 hours/week as well as staff consisting of a part-time secretary, musical director and volunteer workers.
- 2) This is a 1.00 (full time) position
- 3) The primary areas of responsibility include but are not limited to:

A. WORSHIP

Total for ministerial staff	17.5 hrs/week	21.88%
Ordained Minister	13.0 hrs/week	32.50%
Children and youth Person	4.5 hrs/week	11.25%

- Lead a strong, spiritual worship with a combination of contemporary and traditional approaches.
- Prepare and lead worship in consultation with the Worship Committee and others when appropriate.
- Conduct communion services.
- Provide leadership for special services within Calvary United Church or within the larger community e.g.; Maundy Thursday, Good Friday, Christmas Eve.
- Conduct baptisms, weddings and funerals. This may include coordinating and/or leading preparation as required.

B. YOUTH

Total for ministerial staff	16.0 hrs/week	20.00%
Ordained Minister	3.0 hrs/week	7.50%
Children and youth Person	13.0 hrs/week	32.50%

- Encourage and incorporate youth in worship and leadership.
- Initiate and participate in youth activities; these may be within the Calvary United Church community or the larger community.
- Attract youth to the Calvary United Church congregation.
- Lead and guide youth activities in collaboration with youth.

C. STEWARDSHIP

Total for ministerial staff	0.5 hrs/week	0.63%
Ordained Minister	0.0 hrs/week	0.00%
Children and Youth Person	0.5 hrs/week	1.25%

- Encourage and support the stewardship work within our church.
- Support and encourage Mission and Service.

D. OUTREACH

Total for ministerial staff	4.0 hrs/week	5.00%
Ordained Minister	3.0 hrs/week	7.50%
Children and Youth Person	1.0 hrs/week	2.50%

- Participate in the community's Ministerial Association and community worship when appropriate e.g.; World Day of Prayer, Remembrance Day Services.
- Maintain awareness of community services that are available to the congregation and others.
- Support the ministry beyond the congregation and Calvary United Church.

E. CHRISTIAN EDUCATION AND DEVELOPMENT

Total for ministerial staff	13.0 hrs/week	16.25%
Ordained Minister	2.0 hrs/week	5.00%
Children and Youth Person	11.0 hrs/week	27.50%

- Provide support for confirmands and their mentors; offer confirmation workshops; lead the confirmation service (as indicated in Worship)
- Lead and provide direction for Bible Study.
- Provide support and leadership for Sunday school teachers.
- Assist in organizing workshops, or provide direction in accessing resources.
- Support the development of the church library by identifying resources.
- Assist the congregation as it works through the Affirming Ministry process.

F. PASTORAL CARE

Total for ministerial staff	14.5 hrs/week	18.13%
Ordained Minister	10.0 hrs/week	25.00%
Children and Youth Person	4.5 hrs/week	11.25%

- Encourage the work of, and support leadership training for the Pastoral Care Committee.
- Visit or contact congregational members as required or as recommended by the Pastoral Care Committee. This includes Pastoral emergencies.
- Dialogue regularly with the Pastoral Care Committee to communicate needs for prayers, correspondence or contacts.
- Lead a monthly worship at a Senior Care Homes (Mont St. Joseph and Herb Bassett, as determined in collaboration with the Church Council.
- Meet communion requests, outside of regularly scheduled services, when possible.
- Provide counseling when appropriate and encourage referrals to agencies within the community.

G. ADMINISTRATION

Total for ministerial staff	9.0 hrs/week	11.25%
Ordained Minister	5.0 hrs/week	12.50%
Children and Youth Person	4.0 hrs/week	10.00%

- Both members of the Ministry team must attend meetings of the following: Church Council and Ministry and Personnel Committee.
- At least one of two individuals of the ministry team must attend meetings of the following: Worship Committee, Pastoral Care, Christian Education, Adult Christian Education.

- Oversee the maintenance of necessary records for baptisms, marriages, funerals and memberships.
- Encourage, support and train lay leaders, as appropriate.
- Offer congregational reports as required.
- Participate in, and support, the spiritual, social and financial life of the church.
- Attend other meetings as interest and time allows.
- Administrative tasks such as correspondence, email, communication with the church office, tracking and submitting work hours to M&P, and weekly staff meetings.

H. WIDER CHURCH

Total for ministerial staff	3.0 hrs/week	3.75%
Ordained Minister	2.0 hrs/week	5.00%
Children and Youth Person	1.0 hrs/week	2.50%

- Attend Presbytery and Conference meetings.
- Present Presbytery and Conference reports as required.
- Become involved in the Church Courts as interest and time allows.

J. MISCELLANEOUS

Total for ministerial staff	2.5 hrs/week	3.13%
Ordained Minister	2.0 hrs/week	5.00%
Children and Youth Person	0.5 hrs/week	1.25%

- Other responsibilities such as attendance at special events, UCW activities

Skills Profile

The minister should exhibit the following skills and characteristics:

- Ability to communicate and provide leadership to Youth and Children
- Experience and passion for youth leadership
- Creative leadership skills for spiritual growth activities or processes
- Ability to work collaboratively with team members and congregation members
- Demonstrate flexibility
- Compassionate
- Demonstrate excellent communication skills with a wide range of people/groups
- Skills to engage and encourage leadership within the congregation
- Assist in providing contemporary and traditional worship services
- Welcome diversity and support an Affirming Ministry if chosen by the congregation

Terms Profile

The following terms are for positions totalling 1.00 full time equivalent:

- Terms as per the United Church of Canada guidelines
- Salary (as per the United Church of Canada guidelines) + 10%
- Basic telephone- \$45.00
- Education Allowance—\$1359.00 (Study Leave = 21 days)
- Vacation = 4 weeks
- www.united-church.ca/sites/default/files/resources/salary-schedule-ministry-personnel.pdf

Enclosures are on Calvary United Church website
2016 Annual Report
2015 IMNA (Identity, Mission, needs Assessment) Report

FINAL RECOMMENDATION

Joint Needs and Assessment Committee recommends that we hire a FULL TIME ministry person (40 hours per week) to fill a vacant position at Calvary United Church. This person can be Ordained, Diaconal, Designated Lay or Lay.

The above was passed as a motion at the Calvary United Church Council on May **aa**, 2017 and will be presented to the congregation for consideration at a congregational meeting on May **xx**, 2017.