

APPENDIX VII - REQUEST TO DECLARE A MINISTRY POSITION

PURPOSE: To provide Presbytery and London Conference with the necessary documents to consider the declaration of a ministry position (changing an existing position, or declaring a vacancy/appointment opening). To be evaluated for future use in London Conference between July 2013 to August 2015.

WHO USES IT: Local Ministry Unit – to be completed by Governing Body.

WHEN TO USE THIS FORM: When you have completed the Position Description and are ready to request that Presbytery declare a vacancy. Can be used for Interim Ministry and short-term Supply Ministry also.

for internal communication between united Church of Canada Courts

ROUTING: Please keep a copy for your records prior to sending on.

- Governing Body completes Parts A and B; and forwards to Presbytery.
- Part B is completed following a meeting of the Local Ministry Unit.
- Presbytery reviews documents, approves and completes Part D.
- Presbytery forwards the form to London Conference Office (vacancies@londonconference.ca).
- London Conference posts vacancy onto London Conference website (www.londonconference.ca).

PART A: CHECKLIST

- We have reviewed and attached our Annual Ministry and Mission Priorities
 - We have developed and attached our Ministry Personnel Position Description
 - We have completed and attached our Financial and Demographic Profile
 - The required policies and practices are in place within our local ministry unit:
 - Workplace Violence and Harassment Policy (Bill 168);
 - Name and contact information for the Chair of the Ministry and Personnel Committee
 - ADP Payroll number 31VX
 - IF APPLICABLE: An up-to-date Manse Information Summary Sheet (PR 435 MI) is attached.
- Mary Genge 519-401-1232 mary@hubcreativegroup.com*

PART B: RECOMMENDATION of GOVERNING BODY

The Governing Body of Guilds Pastoral Charge Local Ministry affirmed the attached Ministry and Mission Priorities, Financial and Demographic Profile and the Ministry Personnel Position Description at a meeting on April 10, 2016 and recommends a vacancy for full time minister effective May 1 2016.

04/25/2016
Month/Day/Year

Jim Stirling
Signature: Governing Body Designate

Jim Stirling
Printed Name:

PART C: ACTIONS ARISING FROM A MEETING OF MEMBERS OF LOCAL MINISTRY UNIT:

The Guilds Pastoral Charge Local Ministry affirms the attached Ministry and Mission Priorities, Financial and Demographic Profile and the Ministry Personnel Position Description, at a meeting on April 10, 2016 and requests that Kent Presbytery declare a vacancy for full time minister to be effective May 1st 2016 (date).

04/10/2016

Month/Day/Year

Judith Fayter
Signature: Chair of Meeting
(Presbytery Supervising Minister)

Judith Fayter

Printed Name (same)

04/10/2016

Month/Day/Year

Erin Louise Stirling
Signature: Recording Secretary

Erin Louise Stirling

Printed Name (same)

We name the following as our Interview Team to represent us:

Interview Team (recommend no fewer than 5 and no more than 7): This committee is inactive until first meeting called by Liaison from London Conference Settlement and Pastoral Relations Committee.

Name (print)-	Email Address	Phone
Communication Contact		519-784-4425
<u>Erin Louise Stirling</u>	<u>elstirling@gmail.com</u>	
<u>Diane Bradner</u>	<u>bradnerdl@gmail.com</u>	<u>519-676-7850</u>
<u>John Simpson</u>	<u>senjan@sympatico.ca</u>	<u>519-674-3032</u>
<u>Ruth Pilbeam</u>	<u>rpilbeam@hotmail.com</u>	<u>519-676-5691</u>
<u>Wayne Passmore</u>	<u>WPassmore@spectraenergy.com</u>	<u>519-674-1213</u>
<u>?</u>		

PART D: Presbytery Confirmation and Action:

KENT Presbytery has reviewed the Local Ministry Unit Ministry and Mission Priorities, Financial and Demographic Profile and Ministry Personnel Position and:

Declares a vacancy for Guilds Program effective 2016-05-03 (date).
CUPPA

MAY 3, 2016

Month/Day/Year

[Signature]
Signature: Presbytery Secretary

ED NICOL

Printed Name:

MINISTRY PERSONNEL POSITION DESCRIPTION

THE UNITED CHURCH OF CANADA

L'ÉGLISE UNIE DU CANADA

LONDON CONFERENCE

Ministry Position Description (LC PD)

Position Title: Minister of Worship and Pastoral Care (Ordained, Diaconal or Designated Lay Minister)

Position Profile: Full-time Part-time If Part-time, hours/week _____
 Solo Team ministry If Team, # of other Ministry Personnel: __

Position Summary: (2-4 sentences that summarize the position)

The Guilds Pastoral Charge is searching for a full-time minister whose primary responsibilities are Worship and Pastoral Care, as well as working with faith communities in transformational or transitional discernment. The Minister must have strong communication skills, a strong sense of self and be able to work with independent, active and diverse congregations. This person will work collaboratively with congregants, committees and leaders within the church.

Autonomy in Decision-Making:

Time Management—Manage time based on Principal Areas of Responsibility as identified in the Position Description (in priority, see below)

Financial Decisions – Follow guidelines of Annual Budget; submit expenses to Treasurer, distribute Benevolent funds responsibly and as necessary

Liturgy, Prayers – Develop at Minister's discretion, in consultation with Session

Music – Choose hymns in consultation with each congregation's organists and Music Director, as well as Session. Collaborate with Music Director, when applicable or requested

Weddings, other services outside of Guilds Charge—at Minister's discretion, in consultation with Session

Principal Areas of Responsibility and Associated Duties:

Worship:

- Lead, inspire, preach and teach with enthusiasm through weekly sermons and services to all ages
- Plan and use alternative and non-traditional methods of service approximately once/season (drama, hymn sing Sunday, etc)
- Create easy to understand sermons so new theological ideas can be clearly communicated
- Participate in meetings of the Worship Subcommittee for Music and Sunday School
- Preside at Sacraments of Baptism and Communion. Conduct weddings, funerals, baptisms and confirmations in accordance with United Church of Canada and Guilds Charge policies and ensure they are officially recorded. Offer pre-marital preparation

Pastoral/Spiritual Care:

- Assist training the Guilds Charge session in visitation and Pastoral Care
- Provide Pastoral Care to Guilds Charge congregants who are in hospital, sick at home, in crisis, elderly, shut-in, have drifted away from church and other as known by Minister or referred by others
- Welcome visitors to church, introducing yourself when possible
- Provide Pastoral Care to those outside the Guilds Charge congregation as they seek you out or as you are made aware of need
- Welcome new families to community
- Communicate this work with Session as well as sit as Chair of Session Meetings
- Prioritize up to 10 hours /week on Pastoral/Spiritual Care
- Provide sensitive and healing care to both congregations in their changing landscapes

Leadership:

- Lead in a highly personable way with focus on collaboration, relationship-building and consensus
- Model and encourage the use of “Holy Manners” and the “Affirmation of Congregational Living”
- Foster mutually respectful relationships and be proactive when we are not on this path
- Oversee and contribute to Official Board meetings. Collaborate with Sunday School and Music (see “Worship”). Check in periodically with Stewards and stay aware of church activities and status in various areas (goals/accomplishments, community involvement, financials, etc.)
- Be prepared to provide healing and conflict resolution strategies, particularly in times of difficult decision making
- Lead Ridge Community Church through an intentional discernment process regarding the many possibilities for their church body
- If necessary, lead New Scotland United Church through a similar process to adapt to how changes at Ridge may affect the Pastoral Charge

Discipleship:

- Gear Sunday Children’s Time to children present each Sunday
- Interact with young children, tweens and teens in a manner that connects, engages, inspires and teaches
- Support congregational activities and participate where appropriate
- Facilitate and/or lead a variety of book study and discussion groups at least yearly

Justice and Outreach:

- Serve and nurture our community locally (Food banks, Women’s Centre, Children’s Services, etc.), nationally and globally (Mission and Service, Canada Foodgrains Bank, etc.)
- Educate congregation about social justice issues and ways to be involved
- Encourage congregations to be hands-on in our solutions and strive to be agents of positive change

Stewardship:

- Be aware of congregational and charge annual budgets and each congregation’s fluctuating financial positions
- Encourage donations when necessary for regular income as well as special projects
- Encourage the sharing of human gifts and present opportunities for this

Ministry Partnerships:

- Participate in local clergy clusters: Blenheim Ministerial Association and/or Ridgetown Ministerial Association (Minister's choice as to which Ministerial Association and as time allows)
- Participate in Kent Presbytery and London Conference functions
- Collaborate with other churches, regardless of denomination, in outreach projects
- Foster interfaith sensitivity

Personal Spirituality and Self Care:

- Understand that we value the importance of professional development activities, study leaves and vacation time
- Take time for self. Evaluate own professional goals and monitor spiritual, physical and emotional health. Report professional concerns to Ministry and Personnel or other relevant committee so steps can be taken to encourage and nurture.

Required Knowledge, Skills and Abilities:

- **Excellent interpersonal skills**
- **Good organizational skills with time and resources**
- **Must have access to transportation**

Other 'Preferred' Assets:

- 5+ years experience
- Skills or experience leading communities of faith through discernment regarding their futures

Affirmation of Congregational Life

We, the congregations of Guilds Pastoral Charge (Ridge Community Church/New Scotland United Church) affirm:

- to share the love of Jesus with all, both within and outside the church
- to rejoice in being the body of Christ together
- to express this joy in word and deed
- that the congregation is a safe environment for communication, exploration and faith development
- to handle each other's concerns with care and sensitivity
- that when conflicts cannot be resolved independently they are brought to the attention of the appropriate body (Ministry and Personnel Committee, Session, Stewards, Official Board) according to the policies of the United Church of Canada and our Workplace Policies of Violence and Harassment.
- that we will use United Church General Council "Holy Manners" as a guide to conducting open and effective dialogue
- respect for the leadership of our church
- that the gifts of everyone in the congregation have equal merit
- to celebrate each other's differences

Note: This document should be reviewed and re-affirmed yearly at the annual congregational meeting.

Guilds Pastoral Charge Mission and Ministry Profile

Category Title	This is who we are as a Local Ministry Unit: Ridge Community Church	Priority (#1 to 7) Our Common Ground	This is who we are as a Local Ministry Unit: New Scotland United Church
Worship	<ul style="list-style-type: none"> ❖ Sermons are enjoyed that are inspirational, engages the scripture, and is clear, easy to understand and related to everyday life. ❖ Welcoming different forms of presenting the message such as drama or visuals. Lean to traditional but enjoy contemporary services. ❖ Music is an important part of the service, our choir is our congregation. Proud with a strong desire to sing with the leadership of 2 great musicians to accompany us or carry us when needed. ❖ Are open to new music (MV) and other contemporary music. 	1	<ul style="list-style-type: none"> ❖ Enjoy sermons which are emotional and engage a variety of theologies while being plainspoken and easy to understand ❖ Welcome occasional use of alternative services such as drama, hymn sing Sundays, etc. ❖ Music a treasured part of our service with many hymns as well as leaders through choir and soloists. Music is often a mix of traditional hymns and new music from More Voices or praise music ❖ Microphone and sound system available as well as open to the use of further technology to enhance services
Pastoral Care	<ul style="list-style-type: none"> ❖ The elders and members of the church body have discussed and are implementing call lists of members of the church-- a way of keeping everyone informed of special services, actives, and keeping the lines of communication open. ❖ Listening for concerns of each member and seeing a need to provide Pastoral Care to people of our community. ❖ Visit care facilities in both Blenheim and Ridgetown (retirement and long term care). ❖ Rely on the minister for guidance in this area. ❖ Pastoral Charge youth Elder keep connection with youth and young adults as well as acting as spokesperson for youth in governing meetings ❖ In need of care as we work through the discerning process of our next steps 	2	<ul style="list-style-type: none"> ❖ Elders and members of the church body are working to implement visitation lists – a way of keeping everyone informed and included ❖ See a need to provide Pastoral Care to both congregants and members within the greater community ❖ Rely on minister for guidance and visitation of members in greatest need ❖ Pastoral Charge youth Elder keep connection with youth and young adults as well as acting as spokesperson for youth in governing meetings

Leadership	<ul style="list-style-type: none"> ❖ Most volunteers, in process of hiring a paid secretary. ❖ Discuss issues as they arise as a church body and work at solving and moving ahead. ❖ Those that are leaders lead with openness and loving guidance to help find solutions. ❖ Are open to all discussion and ideas. ❖ Look to the minister for guidance and leadership. ❖ Operate by consensus ❖ The Pastoral Charge has a newly formed Worship Subcommittee which will help with the communication between areas within the churches (Music department, Sunday School and Minister) ❖ Will benefit from minister with experience in transition and transformational ministry ❖ In need of a leader to guide us through the many possibilities of how our future could look 	3	<ul style="list-style-type: none"> ❖ Many lay leaders, most volunteer, in process of hiring a paid secretary ❖ Volunteer leaders are talented and committed ❖ Prefer clear guidance from ministerial ❖ Recently developed a Worship Subcommittee which increases communication between leaders of Music, Sunday School and the minister ❖ Will benefit from minister with experience in conflict resolution and transitional ministry
Discipleship	<ul style="list-style-type: none"> ❖ Embraces children through involvement in worship, encouragement in participation. ❖ Sunday School waters and grows the seeds planted in worship. ❖ UCW Ladies are inviting all ladies of our community to share our love in Jesus. The few that attend Bible study group grow from their participation. ❖ We encourage each other to reach out to our community. ❖ Annual events (suppers and Christmas potluck and auction) are well attended by people of the area for moments of fellowship. ❖ Creation and adoption of "The Affirmation of Congregational Life" (see app.) ❖ Work to welcome new people through the recent development of our Mission Statement "Faith Shared, Hearts Act, Grow With Us" 	4	<ul style="list-style-type: none"> ❖ Sunday School, containing children from both congregant and non congregant families ❖ Annual Vacation Bible School serving more than 50 children ❖ Small occasional Bible Studies led by ministers or within UCW ❖ Monetary, material, and time support of local United Church Camp (Kenesserie) ❖ Annual events (suppers and Christmas potluck and auction) are well attended by people of the area for moments of fellowship. ❖ Creation and adoption of "The Affirmation of Congregational Life" (see app.) ❖ Work to welcome new people through the recent development of our Mission Statement "Faith Shared, Hearts Act, Grow With Us" ❖ Looking for guidance in more actively living out the gospel

Justice and Outreach	<ul style="list-style-type: none"> ❖ Collections of food, clothing, and personal items are donated to the local Soup Kitchen. ❖ We save milk bags that are made into mats for 3rd world countries. ❖ We raise money to support a number of organizations that help those in need— locally, nationally, globally. (Mission and Service, Emergency Response Ridgetown Campus Chaplaincy, Kenesserie Camp, Ridgetown Salvation Army, CK Women’s Centre, CK Hospice, Blenheim Breakfast Program, Blenheim District Ministerial, Canadian Bible Society, Canadian Foodgrains Bank, Loads of Love, Leprosy Mission of Canada). ❖ Look to the minister to challenge us, to educate and encourage our congregation to get involved. ❖ Have an open marriage policy. 	<p style="text-align: center;">5</p>	<ul style="list-style-type: none"> ❖ Support a variety of assistance organizations – locally, nationally and globally (eg. Mission and Service and Emergency Response, Canada FoodGrains Bank, University of Guelph Ridgetown Campus Chaplaincy program, Kenesserie Camp, Blenheim Salvation Army Food Bank, Compassion Canada, Chatham Kent Women’s Centre, etc) ❖ Generally work as individuals motivated to outreach ❖ Challenged by our geography to keep involvement, work with Blenheim Ministerial to help overcome that isolation ❖ Adopted an open marriage policy
Stewardship	<ul style="list-style-type: none"> ❖ Financial position is adequate and building even though old is in good physical shape and we are making improvements. ❖ Finances are reported at least quarterly and when needed through announcements at church to keep everyone aware. ❖ Encouragement to raising donations is discussed when needed for special projects as well as general fund. ❖ The church supports M&S and Emergency Response with donations that exceed the annual pledges. ❖ A Licensed Lay Worship Leader and one studying to be licensed is part of our congregation. ❖ Resources are currently holding steady but we worry about the viability of our future 	<p style="text-align: center;">6</p>	<ul style="list-style-type: none"> ❖ Financial position considered adequate and many updates and repairs to the building have been made recently, with healthy support for personal donations ❖ Assets include middle aged building (1979) as well as small investments ❖ Building in relatively good condition with many updates for accessibility (elevator, accessible washroom) ❖ Stewards with Treasurer make regular reports to Official Board as well as reports to congregation in times of need ❖ Proud supporters of Mission & Service and Emergency Response with donations that exceed annual pledges through UCW support and personal offertory givings ❖ Many strong personal and human gifts shared abundantly within the church in both talent and time.

Ministry Partnerships	<ul style="list-style-type: none"> ❖ The Pastoral Charge participates with Blenheim and Ridgetown Ministerial Association. ❖ Interact with other local churches, the Anglican Church and Word of Life Church, both in Blenheim. ❖ Fundraised with our sister church to raise money for Kenesserie Camp and Ridgetown Campus chaplaincy ministry. ❖ Share fellowship and support with our sister church NSUC through joint worship services and fundraisers. ❖ Both churches want to responsibly move forward while being sensitive to the needs of our sister church 	7	<ul style="list-style-type: none"> ❖ The Pastoral Charge participates with Blenheim and Ridgetown Ministerial Association. ❖ Interact with other local churches, through events hosted by other churches and fundraising opportunities (eg. Foodbank at church in Blenheim). ❖ Fundraised with our sister church to raise money for Kenesserie Camp and Ridgetown Campus chaplaincy ministry. ❖ Share fellowship and support with our sister church Ridge Community Church through joint worship services and fundraisers. ❖ Both churches want to responsibly move forward while being sensitive to the needs of our sister church
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DEMOGRAPHIC, FINANCIAL & COMMUNITY PROFILE

THE UNITED CHURCH OF CANADA L'ÉGLISE UNIE DU CANADA LONDON CONFERENCE



Financial and Demographic Profile (LC FD)

PURPOSE: To collect information about the local ministry and community

If you are preparing a vacancy for an outreach or other non-congregational ministry; please contact the Conference Personnel Minister regarding a more appropriate Demographic, Financial and Community Profile.

For multipoint charges, please complete this profile for each point.

PART A: ABOUT OUR PEOPLE:

Number of congregations: 1 2 3 Other

New Scotland United Church

105

30

(Name of Congregation)

(# on roll)

(Avg. Sunday attendance)

We think of ourselves MAINLY as: Rural Remote Small town Suburban

Urban Inner City Other _____

Most of us live (check only one):

In apartments In single-family homes

In retirement homes In long-term care homes

On working farms On rural retirement properties

The rest of us live (check all that apply):

In apartments In single-family homes

In retirement homes In long-term care homes

On working farms On rural retirement properties

Other: No longer in area, but still members of church community

Our congregation includes (approx. number in each group)

Infants and pre-school _____ Children (5-12) **5** Teens (13-19) **10**

Young adults (20-30) **20 (including students away at University)** Adults - (35-50) **20** Adults- (51+) **55**

Young retirees (51-64) **25** Older Retirees (65-70) **10** Seniors (over 70) **20**

Most of us...: (choose one)

- Grew up in this area Moved to this area for work
- Moved here to be close to family or other resources Moved here for other reasons

Many of us work in the following industries or sectors: (check all that apply)

- Health or social services Education Manufacturing Transportation
- Agriculture and food production Tourism/Hospitality Retail
- Environment Mining/Forestry Information Technology
- Government Professional Services Other (specify):

Our congregation is like: (choose one that best applies)

- A family where we all know each other, many members are related to each other.
- A medium sized church with some people very involved and others participate mostly by attending worship.
- A church with an ethnic identity or diverse inter-cultural mix.
- A big church with a staff team and lots of different programmes and small groups.
- Other description:

We think of our local ministry unit as in the following way: (choose one that best applies):

- We have a new vision and are really excited; still working out how to live into that vision.
- We are clear about our vision and purpose and have/are developing the skills and gifts to bring it about; we are excited and optimistic about our vision.
- Our congregation is changing and it is clear that we can no longer continue as we have been; we don't know how to go forward and have some anxiety. We believe that we have a future but can't quite see it.
- We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure:

How many people are on your Governing Body? **35 (between the two congregations)**

How many are typically present at a meeting of your Governing Body? **15**

Our Church Building(s): (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

Is your church fully wheelchair accessible? **Yes** Tell us how:

No

Is it partly accessible? **X Yes** Tell us how: **Elevator to all floors, accessible washroom, parking lot not paved**

No

What other measures of accessibility do you provide? (e. g. Assistive Hearing Devices, Large Print)

large print/light weight hymnals, sound system with microphones

Do you have plans for improving accessibility? Yes Tell us how:

X No

Sanctuary holds approx. **140** people

Seating/set up in sanctuary (pews, chairs, choir loft etc) **Pews, Choir Loft**

Is the sanctuary used other than for Sunday Worship? If so, how?

- Weddings, funerals, etc.

Are there meeting rooms? **X Yes** No

What are they used for? **Sunday School, governing meetings, UCW, occasional community meetings/events**

Is there a nursery? **X Yes** No

Are the nursery toys/furniture compliant with current safety standards? **X Yes** No

Are there Sunday School rooms? Yes No

How many? Are they also multipurpose use? **2, yes**

Are there activity rooms? (i.e. quilting, gym, library) Yes No

Brief descriptions:

Where is the office located for the minister? Is it shared? **Office located in Fellowship room (there is a door to this room for privacy when needed). Shared with meetings, coffee time, etc.**

Describe it: **Desk space with access to computer/phone/copier**

What computers/telephones are provided at the church? **1 computer, 1 telephone with answering machine**

Is internet provided at the church? Yes No *if yes* High Speed Dial-up

What Social Media accounts and Webpages does the church hold? Who maintains, updates them? n/a

Is there a photocopier in the church? Yes No

Is the building used by outside groups as well as ministry activities? Yes No

Brief descriptions (tenants, occasional rentals, frequency of use) **Occasional use as government polling station, community courses and events, etc.**

Administrative Support:

What administrative support is provided? Bulletin Compiler, treasurer

How many hours per week? 5 Is this paid or volunteer?

- The Guilds Pastoral Charge is currently searching for a paid secretary position of approximately 6 hours/week

Ministry and Personnel Committee:

How many members? **6 (3 from each congregation)**

How often does the committee meet? **Minimum 4 times/year plus meetings as needed**

Has one or more of the committee members attended a M&P Committee Training event in the last three years?

Yes No

PART C: ABOUT OUR FINANCES

Attach the previous two years financial information, including:

Balance Sheets (assets and liabilities)

Revenues and Expenditures

Charity Tax Returns (T3013)

Also include the current year's budget.

The word or phrase that best describes our current financial situation is:

Abundant Adequate Not meeting expenses but optimistic

Not meeting expenses and relying on bequests and reserves to fund operating budget.

Other (describe)

Our Revenue Sources are (please indicate approximate percentage of your current operating budget that comes from each source:

Congregational givings **88%**

Congregational Fundraising Activities **11%**

Rental of building/services **~1%**

Bequests/Reserves/Investments **~1%**

Other (please briefly describe):

Our Financial Reserves:

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency.

Yes No

Our Financial Accountability:

Our financial statements are reviewed by an external person each year:

Yes: a formal third-party review.

No.

Our Statistics from the last five years of submissions to the United Church of Canada show:

	Line # in the Yearbook	Current year 2015	One year ago 2014	Two years ago 2013	Three years ago 2012	Four years ago 2011
Average weekly attendance Sunday	20	30	48	48	48	49
Identifiable givers (local)	18	39	50	48	50	48
\$ expended for pastoral charge operations	40	41, 597	33, 416	36, 549	21, 111	15, 032
# households under pastoral care	5	50	67	71	84	84

PART D: ABOUT OUR COMMUNITY

This is what we love about our community. This is what makes it unique.

A rural community which is close knit and caring, we value tradition and our communal history. Agricultural, rural residential and seasonal homes create a variety of living situations.

The three economic, demographic or political challenges facing our area are:

- **Decreasing number of young families in the area**
- Diverse population (agricultural, retirees, rural professionals) leads to diverse needs
- Job and educational opportunities limited, especially in emerging sectors

Here are two or three websites that offer detailed information about our community:

www.blenheimontario.com www.roneauprovincialpark.ca www.ridgetown.com
www.chatham-kent.ca

Other faith communities represented in our community/region are:

Anglican and Catholic (places of worship in Rondeau Provincial Park)

Presbyterian, Pentecostal, Christian Reformed, Catholic, Anglican (identified members of our community attend these denominations)

We have close ties with the following faith communities: We support events at many other local churches, including Catholic, Christian Reformed, Anglican, Baptist, Pentecostal, etc.

DEMOGRAPHIC, FINANCIAL & COMMUNITY PROFILE

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For multipoint charges, please complete this profile for each point.

PART A: ABOUT OUR PEOPLE:

Number of congregations: 1 2 3 Other

Ridge Community Church 93 20
(Name of Congregation) (# on roll) (Avg. Sunday attendance)

We think of ourselves MAINLY as: Rural Remote Small town Suburban
 Urban Inner City Other _____

Most of us live (check only one): In apartments In single-family homes
 In retirement homes In long-term care homes
 On working farms On rural retirement properties

The rest of us live (check all that apply): In apartments In single-family homes
 In retirement homes In long-term care homes
 On working farms On rural retirement properties
 Other, no long in the area

Our congregation includes (approx. number in each group)

Infants and pre-school Children (5-12) Teens (13-19)---2

Young adults (20-30) Adults - (35-50)--5 Adults- (51+)--25

Young retirees (51-64)

Older Retirees (65-70)--15

Seniors (over 70)--11

Most of us...: (choose one)

Grew up in this area

Moved to this area for work

Moved here to be close to family or other resources

Moved here for other reasons

Many of us work in the following industries or sectors: (check all that apply)

Health or social services

Education

Manufacturing

Transportation

Agriculture and food production

Tourism/Hospitality

Retail

Environment

Mining/Forestry

Information Technology

Government Professional Services

Other (specify): Business owners

Our congregation is like: (choose one that best applies)

A family where we all know each other, many members are related to each other.

A medium sized church with some people very involved and others participate mostly by attending worship.

A church with an ethnic identity or diverse inter-cultural mix.

A big church with a staff team and lots of different programmes and small groups.

Other description:

We think of our local ministry unit as in the following way: (choose one that best applies):

We have a new vision and are really excited; still working out how to live into that vision.

We are clear about our vision and purpose and have/are developing the skills and gifts to bring it about; we are excited and optimistic about our vision.

Our congregation is changing and it is clear that we can no longer continue as we have been; we don't know how to go forward and have some anxiety. We believe that we have a future but can't quite see it.

We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.

PART B: ABOUT OUR TANGIBLE ASSETS

Governance structure:

How many people are on your Governing Body? 35 (total from both congregations)

How many are typically present at a meeting of your Governing Body? 20

Our Church Building(s): (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

We have 1 (how many) building(s)

Is your church fully wheelchair accessible? Yes Tell us how:

No

Is it partly accessible?

Yes Tell us how: we have a ramp

No

What other measures of accessibility do you provide? (e. g. Assistive Hearing Devices, Large Print)---
Sound system

Do you have plans for improving accessibility? Yes Tell us how:

No

Sanctuary holds ___100___ people

Seating/set up in sanctuary (pews, chairs, choir loft etc) ----pews

Is the sanctuary used other than for Sunday Worship? If so, how? ---- funeral, weddings

Are there meeting rooms? Yes No

What are they used for?---UCW, Sunday School, meetings, meals, fundraising

Is there a nursery? Yes No

Are the nursery toys/furniture compliant with current safety standards? n/a

Are there Sunday School rooms? Yes No

How many?—1 Are they also multipurpose use?---yes

Are there activity rooms? (i.e. quilting, gym, library) Yes No

Brief descriptions:

Where is the office located for the minister? Is it shared? No office

Describe it:

What computers/telephones are provided at the church?

Is internet provided at the church? Yes No *if yes* High Speed Dial-up

What Social Media accounts and Webpages does the church hold? None Who maintains, updates them?
n/a

Is there a photocopier in the church? Yes No

Is the building used by outside groups as well as ministry activities? Yes No

Brief descriptions (tenants, occasional rentals, frequency of use) occasional rentals for family functions

Administrative Support:

What administrative support is provided? Bulletin compiler, treasurer

How many hours per week? 3 Is this paid or volunteer?

➤ The Guilds Pastoral Charge is currently in the process of hiring a paid secretary (approx. 6 hours/week)

Ministry and Personnel Committee:

How many members? 3 Ridge Community/3 New Scotland

How often does the committee meet? 4x yearly, plus when needed

Has one or more of the committee members attended a M&P Committee Training event in the last three years?

Yes No

PART C: ABOUT OUR FINANCES

Attach the previous two years financial information, including:

X Balance Sheets (assets and liabilities) Church building worth \$19,000.

X Revenues and Expenditures

X Charity Tax Returns (T3013)

Also include the current year's budget.

The word or phrase that best describes our current financial situation is:

- Abundant x Adequate Not meeting expenses but optimistic
- Not meeting expenses and relying on bequests and reserves to fund operating budget.
- Other (describe)

Our Revenue Sources are (please indicate approximate percentage of your current operating budget that comes from each source:

Congregational givings 74.5% Congregational Fundraising Activities 15%

Rental of building/services .5% Bequests/Reserves/Investments 10%

Other (please briefly describe):

Our Financial Reserves:

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency.

x Yes No

Our Financial Accountability:

Our financial statements are reviewed by an external person each year:

Yes: a formal third-party review.

No.

Our Statistics from the last five years of submissions to the United Church of Canada show:

	Line # in the Yearbook	Current year 2015	One year ago 2014	Two years ago 2013	Three years ago 2012	Four years ago 2011
Average weekly attendance Sunday	20	20	31	31	32	32
Identifiable givers (local)	18	21	44	41	37	39
\$ expended for pastoral charge operations	40	20,308	7,889	8,959	6,964	20,467
# households under pastoral care	5	45	45	48	57	57

PART D: ABOUT OUR COMMUNITY

This is what we love about our community. This is what makes it unique. We are a community church of families in the area and extended family members. We all have fun together.

The three economic, demographic or political challenges facing our area are: Family farms are being farmed out. Smaller families. The congregation is older.

Here are two or three websites that offer detailed information about our community:

www.blenheimontario.com www.ridgetown.com www.chatham.com

Other faith communities represented in our community/region are:--Catholic, Anglican, Baptist, Christian Reformed, Pentecostal, Jehovah Witness, Word of Life, The Gathering Place, Presbyterian, Congregational

We have close ties with the following faith communities: Anglican, Word of Life Church and Kenesserie Camp.