

WILMOT UNITED CHURCH

JOINT NEEDS ASSESSMENT COMMITTEE REPORT

November 6, 2011

WILMOT UNITED CHURCH

MISSION

We are a worshipping community open to all who are seeking further maturity in our Christian faith.

We are called by God through Christ:

- to love God and proclaim both Jesus and his Gospel within and beyond our congregation,
- to nurture spiritual growth and understanding,
- to offer care and opportunities for friendship within and beyond our congregation,
- to enable participation in Christ's ministry of justice and sacrifice in the church and in the world,
- to exercise responsible stewardship of all gifts and resources.

We seek to respond creatively to the prompting of God's Spirit as we strive to fulfill this mission.

VISION

Wilmot United Church is an open and welcoming presence in downtown Fredericton, putting our Christian faith into action to be a light in God's world.

INTRODUCTION

A Joint Needs Assessment Committee [JNAC] was established at a Congregational Meeting in April, 2010. Elected as members for the Pastoral Charge were: Joyce Trites, Elizabeth Savoie, Hilary Drain, Chris Colwell, and Craig Frame. Named by Presbytery were: Rev. Dr. Bev Daley, and Elaine White. Subsequently the Committee asked Craig Frame to Chair. The JNAC used the prescribed United Church Pastoral Relations Guide to direct its work. The JNAC is charged with assessing the pastoral needs of the worshipping community through consultations with individuals and groups and ultimately to make recommendations for ministry personnel to the Official Board, congregation and Presbytery.

The JNAC conducted interviews with Wilmot United Church's current full-time minister, one of the co-chairs of the Ministry and Personnel Committee, chair of the Outreach Committee, chair of Session, and chair of Official Board. The present JNAC also reviewed the previous Joint Needs Assessment Report (October 2009) and met with the Official Board on March 30, 2011. Four of the five congregational JNAC members worked on a committee that developed and implemented a process to work with the congregation in developing a 3-5 year vision statement for Wilmot United Church. This process involved several open discussion meetings and a survey sent out to all congregation members resulting in a vision statement that was adopted by the congregation at its 2011 annual meeting.

The results of the Committee's work are found in the six profiles required to inform a call for a change in Ministry Personnel. The Profiles are:

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The JNAC reached agreement through consensus and all members support its recommendations.

Recommendations:

The JNAC confirmed through its considerations, sufficient needs to occupy a minimum of 1.5 full-time-equivalent (FTE) ordained ministers. The JNAC was also cognizant of economic challenges to the Wilmot United Church (WUC) finances: the global financial crisis has seriously affected expectations of income from our endowment funds; church expenses have increased at a higher rate than givings; and, the church has been accumulating an increasing deficit for many years. It is also recognized that the congregation at its 2011 annual meeting provided support in its budget for the current staffing level of 1.25 FTE ministers and the repayment of moneys back to our internal funds from which they were borrowed. Given the complexities of the WUC finances and the magnitude of responsibilities in managing finances and ministerial staffing, the JNAC does not assume the authority to make recommendations that would address the financial challenges of the church.

Given the above considerations the JNAC makes the following recommendations:

1. That WUC receive this report with thanks for the committee's work and that the Joint Needs Assessment Committee be disbanded.
2. That WUC accept this report's recommendation for an increase from the current 1.25 FTE to 1.5 FTE ministers where the 0.5 FTE vacancy, to be declared on January 1, 2012, provides a concentration on pastoral care and Christian development (particularly youth).
3. That WUC assess how best to accommodate these recommendations within the church's resources.

PROFILE #1 – THE COMMUNITY

Summary

Fredericton (www.fredericton.ca) is a small city with the cultural, health, and education services of a much larger centre.

It has a population much like the rest of Canada: growing slowly and aging. The population has a low unemployment rate, low crime rate, and higher than average education level.

Wilmot United Church has been part of this community for over 200 years and has always provided a strong Christian anchor for the community.

Introduction to Fredericton

Fredericton's Wilmot United Church (www.wilmotuc.nb.ca) is located in the capital city of New Brunswick, Canada's only officially bilingual province. As a downtown church, Wilmot United has consistently been an important presence in Fredericton's development. Wilmot United Church is now 219 years old, while the city is just celebrating its 162nd anniversary in 2010.

Fredericton is situated on a broad sweep of the Saint John River. The city extends north and south on the lower portion of this river. As indicated on the "Team Fredericton" website (<http://www.teamfredericton.com/en/communityprofile/home.asp>): "there are over 322,670 people living within a 100 km radius of the capital city including Fredericton! The Greater Fredericton Region has a total population of 124,172, and Fredericton's Census Agglomeration (CA) population is 85,688." The greater Fredericton area offers a delightful lifestyle in an area blessed with natural beauty and excellent planning. While some parts of the city have retained a definite Victorian charm, there are also many modern subdivisions spread throughout the area.

Fredericton enjoys a relatively mild climate compared to much of Canada, although its inland location means it is more prone to extreme temperatures than most other major cities in Atlantic Canada. The average low temperature in January is -15.5 Celsius while the average high in July and August is 25.6 Celsius. On average, Fredericton receives approximately 1143 mm of precipitation each year. Snow is common between late November and early April.

There are no major industries in the city; the provincial government and the universities are by far the largest employers. As "One of the World's Top Seven Intelligent Communities" (ICF), Fredericton is home to over 70% of the province's knowledge industry, over 60 R&D organizations, and Canada's largest per capita engineering

cluster. Fredericton is Canada's 1st free, wireless city with Fred-eZone. With the 4th highest university-educated population in Canada, Fredericton has a skilled, young workforce to meet your needs! Fredericton is also earning international attention for its sustainability initiatives geared towards reducing the City's ecological footprint."

A comfortably small and friendly city with a sense of community, Fredericton also has many rich cultural opportunities that one might expect in a big city: the prestigious Beaverbrook Art Gallery (<http://www.beaverbrookartgallery.org/index.html>); the Playhouse, home of Theatre New Brunswick (<http://www.tnb.nb.ca>); several smaller art galleries; exhibitions by the New Brunswick College of Craft and Design (<http://www.nbcc.ca/campuses/nbccd>); music programs hosted by the Universities of New Brunswick and St. Thomas; several chamber ensembles; professional and amateur theatre productions; and, numerous choirs. Fredericton is also home to the annual Harvest Jazz and Blues Festival (<http://www.harvestjazzandblues.com/>) every September.

Greater Fredericton is a serene city, with one of the lowest crime rates both provincially and nationally. It has a relaxed atmosphere while providing opportunities to take part in all kinds of outdoor activities including: boating, fishing, hiking and both downhill and cross country skiing. For a city of its size, Fredericton certainly has abundant recreational, cultural, and educational resources. Fredericton recently opened Willie O'Ree Place, which is a fully accessible, state-of-the art facility that features two NHL sized ice surfaces, 11 large dressing rooms, offices for officials and event organizers, an indoor walking track, three rooms for community use, canteens operated by the Nashwaaksis Y's Men Club, the Fredericton YMCA Northside Wellness Centre, and a seasonal youth centre and indoor skateboard park. In addition, this new facility houses Fredericton's *Celebration of Sport*. A similar complex (Grant Harvey Center) scheduled to open in January 2012 will feature an Olympic-size ice surface as well as an NHL-size surface.

Fredericton recently constructed a \$75.5-million downtown convention centre, parking garage, and office building. The Fredericton Convention Centre opened in January 2011.

Fredericton has in excess of 80 kilometres of non-motorized multi-use trails, which are accessible to pedestrians, cyclists, and motorized wheelchairs. During the winter months, many of these trails are groomed for cross-country skiing, snowshoeing, and walking.

Fredericton is located on the Trans Canada corridor only one hour from U.S. Interstate 95. Within the city itself, traffic jams are virtually unheard of, and most Frederictonians commute to work in less than 10 minutes.

Although many civil servants and professional people are found in Fredericton, there are many working poor and unemployed people, and Wilmot United Church has an active ministry involved with every socio-economic level.

Public Education

Public Schools

Two degree granting universities are located in Fredericton: The University of New Brunswick (UNB) (<http://www.unb.ca/>) and St. Thomas University (STU) (<http://w3.stu.ca/stu/default.aspx>). The New Brunswick Community College maintains a campus in Fredericton, and the New Brunswick College of Craft and Design (<http://www.nbccd.ca/>) is also located in the city.

UNB in Fredericton is also home to The Renaissance College Undergraduate Leadership Program which offers an intensive three-year, two-summer program of study that provides a creative learning experience for the leaders of tomorrow. The only Bachelor's degree program of its kind in Canada, Renaissance College combines an interdisciplinary curriculum with a Canadian and International Internship. Graduates receive a Bachelor of Philosophy degree in Interdisciplinary Leadership Studies with an elective minor in another discipline of their choice.

The city of Fredericton has two large high schools which include grades 9 through 12: Fredericton High School (<http://frederictonhigh.nbed.nb.ca>) primarily serves students on the south side while Leo Hayes High School (<http://leohayeshigh.nbed.nb.ca>), which opened in 1999, serves north-side students. Fredericton area students in grades 6 to 8 attend one of four middle schools, and students in K to 5 attend one of fourteen elementary schools.

French Language Instruction

École Sainte-Anne (<http://esa.nbed.nb.ca>), located in the Centre Communautaire Sainte-Anne, provides French-language schooling from K - 12. The region offers a variety of French Second Language programs within the English school system. Recent changes to the program which came into effect in 2009 include a new entry-point to French immersion in Grade 3, an introduction to French language and culture for all students in kindergarten and early grades, and more options for French instruction in high school. Further details can be found at the following web site: <http://www.gnb.ca/cnb/Promos/EFI/index-e.asp>

Achievement

Fredericton area students consistently score above average on provincial examinations and win many athletic and scholastic prizes. Fredericton's high schools have a relatively low dropout rate. This represents the achievements of a diverse population of high school students, some of whom require a considerable amount of support in order to complete their education. Counselling, support groups, and numerous alternative programs have been established to help students in need.

Special Programs

Area schools have access to assessment services for students experiencing academic or learning difficulties. Recommendations from these assessments are implemented in each school by Methods and Resource teachers, Literacy Support Teachers and

Teacher Assistants. Students experiencing social and behavioural difficulties, and those with speech or language problems, can receive assistance from Support Services to Education.

Service Clubs and Organizations

Fredericton has a full complement of active social clubs and other fraternal organizations. Many of them participate in activities with local churches.

Health Care

Greater Fredericton has quality health care facilities and services. The region has close to 250 physicians and more than 40 dentists plus orthodontists and periodontists. The region is served by two hospitals: the Doctor Everett Chalmers Hospital (DECH) <http://www.rivervalleyhealth.nb.ca/en/about/facilities/facilities.aspx#dech>), a modern acute-care public hospital with a staff of 1750, and the Oromocto Public Hospital where a demanding schedule of day surgery is carried out for the greater Fredericton area. The DECH provides a 24-hour physician staffed emergency department as well as a full range of services including: internal medicine, psychiatry, anaesthesia, general and thoracic surgery, obstetrics and gynaecology, neonatology, paediatrics, urology, ophthalmology, orthopaedics, plastic and reconstructive surgery, speech, physical and respiratory therapies, and palliative care. There is comprehensive medical coverage in Canada under the Medicare program. The DECH serves as a medical education satellite for Dalhousie Medical School and also provides a Clinical Pastoral Care education program.

New Brunswick is served by the Extra-Mural Hospital program, an innovative “hospital without walls”, which is a national model for effective home care. This service, available in every region of the province, brings a whole range of hospital services right into patients’ homes – everything from respiratory therapy, to post-natal care, to palliative care.

Greater Fredericton is also home to the Stan Cassidy Centre for Rehabilitation. The Stan Cassidy Centre for Rehabilitation (SCCR) is New Brunswick's Provincial Tertiary Neurological Rehabilitation Centre. SCCR has specialized programs for the rehabilitation of neurologically-based conditions in adults and children. In June 2006 the Center’s clients and staff moved to a new state-of-the-art facility attached to DECH regional hospital. This facility is also home to the University of New Brunswick’s Institute of Bio-Medical Engineering.

There are several nursing homes in the greater Fredericton region, and several of the members or adherents of Wilmot United Church who live in these homes are visited by clergy and members.

The Victorian Order of Nurses (VON) provides many services in the greater Fredericton area. These services include visitation, prenatal classes, senior citizen counselling, foot maintenance clinics, adult day care, blood pressure screening, and veteran assessment and counselling. The charge for all VON services is based upon cost, and is often based on the patient's location and need.

Fredericton is also served by four after-hour clinics. At these clinics, patients are seen evenings and weekends as an alternative to emergency room services at the DECH.

Greater Fredericton also has a number of private care services.

Fredericton area patients receive specialized dialysis, radiation therapy, neurosurgical and cardiac surgical services in Saint John, a one-hour drive from Fredericton.

Pastoral Care at the Doctor Everett Chalmers Hospital

The Pastoral Care facility at the DECH is an accredited teaching institution for students of clinical pastoral care in all health related disciplines. The Director of Pastoral Care works as a liaison between the medical and related staff on spiritual issues.

Clergy are accredited through this department and then given a password for the hospital computer system and a photo identification card. Signing in on the computer system provides a denominational list of inpatients. Accreditation also covers related workshops of the Pastoral Care Department at the hospital.

Outreach and Social Action

The Outreach Committee of Wilmot United Church has been coordinating Wilmot's United for Peace two-year campaign through education and fundraising; is involved with fair trade promotion by making available Just Us! products, Guatemalan crafts, and Palestinian olive oil; is active with the Fredericton Legal Advice Clinic and in lobbying government for an expanded legal-aid program; provides the Saturday Night Drop-in Centre for the downtown low income population; provides Christmas Hampers for refugees resettled in Fredericton; is engaged in supporting Aboriginal rights; works with other United churches on the Inter-church Refugee Committee; and works for social and economic justice in Guatemala by writing urgent action letters and collaborating with the Maritimes-Guatemala Breaking the Silence network. The Outreach Committee funds some of its support for community and global social justice efforts by holding several soup luncheons for the congregation each year.

Wilmot's Relationships with the Universities and Government

Although Fredericton is not a large city, it is the home of two universities: the University of New Brunswick (<http://www.unb.ca>) and St. Thomas University (<http://www.stthomasu.ca>).

The campuses of UNB (approximately 8,500 students) and STU (about 2,500 students) share one hillside campus—a very special and interesting relationship, both academically and socially.

The two universities provide Wilmot United Church outreach opportunities with university students. Wilmot is within walking distance of the universities, and the congregation is challenged to become the church “away from home” for as many students as possible.

United Churches in the Fredericton Area

There are six United Churches in the Fredericton.

On the south side of the river:

1. St. Paul's United Church
2. Forest Hill United Church
3. Wilmot United Church

On the north side of the river:

4. Marysville United Church
5. Gibson United Church
6. Nashwaaksis United Church

Strategic Location

Greater Fredericton enjoys a superb location; Toronto, New York and Halifax are all within a day's drive. Toronto is the farthest, about a fifteen-hour drive away. Halifax is about a five-hour drive. Fredericton is closer to Quebec and Ontario than any other major Atlantic Canadian city.

City	Distance (kilometres)	Distance (miles)
Bangor, Maine	276	172
Boston, Massachusetts	652	407
Charlottetown, PEI	373	233
Quebec City, Quebec	500	312
Halifax, Nova Scotia	415	259
Montreal, Quebec	834	521
New York, New York	1009	631
Toronto, Ontario	1373	858

Frequent flights from the Fredericton airport connect with all Maritime centres daily, as well as with Toronto, Montreal, Ottawa, and Quebec City.

Residential Real Estate

Greater Fredericton is fortunate to have an array of choice residential communities, from established downtown neighbourhoods to exciting new developments with panoramic river views to traditional rural housing in pastoral settings or small town clusters. Housing prices compare very favourably with those in other Canadian communities, and there is an excellent range of rental accommodations.

Affordable Living

Average Sept. 2010 Housing Prices*:

Greater Fredericton, NB	\$158,000
Toronto, ON	\$427,000
Vancouver, BC	\$679,000

(* Living In Canada)

Changes and Trends in the Fredericton Area

Fredericton is fortunate that it continues to attract people from other parts of New Brunswick, elsewhere in Canada, and, more recently, other parts of the world. Although the general population is aging, this demographic trend is not as dramatic as in some rural areas and not unlike most of the rest of Canada.

Predictions, Hopes, and Fears

Various bodies – both governmental and non-governmental – vigorously promote Greater Fredericton as an ideal location for “information technology related” businesses. Except for forests, there are few natural resources nearby, and Fredericton is not located near extensive farmland. It is likely that enough new businesses will come to Fredericton to provide modest growth. However, tourism, transportation businesses, and industries such as natural gas may grow dramatically in the next few years.

Profile #2 – The Pastoral Charge

HISTORY OF WILMOT UNITED CHURCH

Wilmot United Church was originally founded in 1791 as a Wesleyan or Methodist Society after Reverend Abraham John Bishop visited Fredericton and made it his headquarters. Interning Methodist ministers had visited Fredericton in the late 1870s and introduced the doctrine of John Wesley to the soldiers settled in the area. With the arrival of Reverend Bishop in 1791, a society was formed under the leadership of Duncan Blair, an old Scottish soldier, and regular worship began. The original Methodist Society had 13 members but quickly increased to 33, and for nearly 20 years they worshipped in members' homes. In 1810, the first Methodist chapel was built on Lot 62. However by 1830, the congregation had grown too large for the small chapel, and a decision was made to build a larger church. A lot was purchased on the north corner of King and Carleton, and the new church opened on January 16, 1832.

In June of 1925, Church Union was consummated and the United Church of Canada came into being. After prolonged discussion, the Methodist church on the corner of King and Carleton was renamed Wilmot United Church in honour of the Hon. Lemuel Allan Wilmot, who played an active roll in the building of the church and the work of the congregation until his death in 1878.

Over the years, the Church was enlarged with the addition of a steeple in 1839 and a bell and organ in 1845. A great fire in the area destroyed the church building in 1850, but worship continued. A new church was constructed in 1852, including the addition of the wooden hand pointing toward the sky on the apex of the steeple. Many renovations and repairs have occurred over the years; these include the Alex Colville-inspired colours in the sanctuary in 1948, the addition of the Dr. G. M. Young Memorial Hall in 1965, and removal of the steeple and hand due to decay in 1974. In recent years, a lift was installed and the Casavant organ was restored in 2000.

In the years following World War II, societal changes had an impact on the church, and the role of Wilmot United Church adapted to meet the evolving needs of the community. For 177 years, Wilmot United has been striving to meet social challenges as a fixture of worship and service at the corner of King and Carleton Streets. In 2002, Anita Jones completed a comprehensive historical book on Wilmot United that spanned the years 1791-2002. The church's rich history and continuing presence sets the foundation for the worship and service that has occurred and continues as we move forward.

Wilmot United Church has continuously benefited from exceptional ministerial leadership and strong lay leadership. The work of the church has necessitated multiple ministerial positions and currently employs a team-ministry approach. Our current leadership includes a 1.0 FTE called minister and a 0.25 FTE appointment position. The church has supported numerous discernment committees; there are presently two active discernment committees and two candidates for ministry at Wilmot. Wilmot

United has responded to the emerging social needs of our local and world community with many outreach initiatives and global social action issues through its continuing strong support of the UCC Mission and Service Fund, as well as active outreach programs within the Fredericton community and abroad.

Keeping up with technology, regular updates of events and information are available on our web site, which gives a comprehensive review of the work and mission of Wilmot United, and through the publication of *Words from Wilmot*. The recording ministry, pastoral visitation, healing and prayer ministry, and committed elders support the members and ensure a continuation of services beyond our sanctuary. Christian education for all stages and ages provides a biblical and spiritual nurturing consistent with our current liberal theological perspective. A spirit of welcome and inclusiveness are hallmarks of our fellowship. Wilmot United exudes the energy, maturity, experience and faith that foster confidence and a healthy positive attitude among members and adherents. Stewardship of our gifts—in all areas—is evident within and beyond our community. Musical opportunities for youth and adults complement our inclusive nature, and a thirst for understanding and expression of our faith challenges our ministerial leaders and members. Wilmot United has faced its share of difficulties; however, with the deep abiding work of those that preceded our time and continuing faith, we reach toward the future to do God's work and follow Jesus.

CONSULTATION PROCESS

In response to a ministerial vacancy, the Joint Needs Assessment process is required, in conjunction with Presbytery support, to consult the congregation concerning the needs of Wilmot United.

CONGREGATIONAL PROFILE

Worship

We strive to create a safe and welcoming oasis for rest and reflection for all who enter our doors. Worship at Wilmot United Church is an experience which sets the course for many of the groups and activities that occur during the week by balancing faith expression and development through a ministry of action and social justice and which supports deepening spiritual reflection and growth. We have enjoyed—and have come to expect—excellence in preaching. Worship is a wonderful blend of traditional and contemporary faith expressions and follows the Revised Common Lectionary for those involved in biblical study. Music is an important aspect of worship, and the choir and musical leadership are integral to our service. The music—led by choir director, Steven Peacock; organist, Virginia Leiter; and, a senior choir with many musical gifts—is a blend of traditional hymns plus new and contemporary music. A junior choir, hand bell choir, chime choir, and a men's chorus add to the musical worship at Wilmot. The Recording Ministry and podcasting of Sunday services are an important part of our outreach to those unable to attend worship services.

Outside Sunday worship services, the spiritual needs of Wilmot are currently nourished by a number of groups including: United Church Women, Lectionary Study Group, Men's Breakfast Group, Seniors Group, Healing Ministry, and The Prayer Circle. Wilmot United Church has experienced gifted ministers who lead by example and encourage our members to deepen their individual spiritual journeys. Ministerial guidance, support, and visitation provide intimate opportunities for individual spiritual reflection.

Education

Wilmot serves its congregation with many Christian education and development activities. Sunday school is the central opportunity for 55-60 children; inter-church youth activities, and until recently Junior and Senior High Youth Groups provided a safe place for children and youth to express their faith. As would be expected, the faith development of our children, youth, and young adults is highly valued by the Wilmot family. The 2009 JNAC survey, as well as information collected by the current JNAC, identified the importance of programs that:

- connect them with the larger church family,
- provide them with Christian development and educational/study opportunities,
- foster intergenerational activities, and
- engage them in social justice issues in the downtown community.

Youth representation on committees and their participation in worship services and events like Creative Spirit afford opportunities to share our Christian teachings with new generations.

For many years Wilmot sponsored special events, such as an annual Wilmot Retreat, Spring Lecture Series and The Wondercafe.live which nourished adult members of our community. The Lecture Series have featured Bishop John Spong, Maude Barlow, Dominic Crossan, Stephen Lewis, Heather Eaton, and David Suzuki. Christian development and educational/study opportunities such as the Seniors Group, Lectionary Bible Studies, 'Seekers' book study, Prayer Circle, Women's Spirituality Circle, seasonal studies (e.g. Lenten study), and the church library also foster spiritual growth.

Social Justice

Wilmot is a significant leader in outreach within the greater Fredericton community. Examples of local outreach ministries at Wilmot include: the Benevolent Fund, Christmas hampers, Inter-Church Refugee Committee, social and economic justice advocacy, the Saturday Night Drop-in Centre, legal counselling, and ministry to the homeless. Wilmot United currently has a strong Latin American outreach highlighted by the sponsorship of political refugees, Maritimes-Guatemala Breaking the Silence network, Latin cultural evenings, and the twinning project with the Evangelical Seminary of Matanzas in Cuba. Wilmot also participates in and promotes initiatives such as United for Peace (UCC) and Grandmothers Helping Grandmothers (Africa).

Community

In the broader community, ecumenical initiatives encouraging communication with other traditions and faiths is an important aspect of Wilmot's social worldview. Through activities such as the annual lecture series, Wilmot intentionally fosters partnerships and cooperation with community businesses, arts organizations, and government.

Within the church community, pastoral care activities at Wilmot include: elder visits, minister visitation, guidance, and support, and hospital visitations. It is important to note that pastoral care can include family, marriage, and grief guidance, and support. Ongoing guidance and support often extends beyond regular visitation and requires time and flexibility on the part of the minister. Currently, Wilmot employs a retired minister, in a 0.25 FTE appointment position, whose focus is pastoral care, particularly with seniors and hospital visitation. Pastoral care is an important responsibility in a congregation with 423 households, representing in excess of 915 individuals affiliated with Wilmot United. In 2010, there were 6 transfers of memberships, 4 baptisms, 14 marriages, 11 funerals, and 2 confirmations.

PROFILE #3 – RESOURCES

Property and Property Maintenance

Wilmot United Church is a well-maintained historic property, with a 42 year old general-purpose hall attached to the older church building. The old manse, adjacent to the church, on King Street, has been renovated for commercial use and is rented. Additionally, Wilmot maintains, in trust, the Rural Cemetery on the Woodstock Road. The property value of the church and other buildings is approximately 3.6 million dollars.

With a sanctuary built in 1852, the maintenance of the church property is a significant annual expense. A capital maintenance fund provides dedicated resources for these expenses (\$40,000 was budgeted for 2010). The annual repairs and general maintenance costs for 2009 were \$20,950 and for 2010 were \$15,610. Periodically, additional projects are accomplished, thanks to donations of time and money from the congregation. In 2009, several projects, such as the installation of new pew cushions, exterior painting and the installation of Lexan panels on outside windows, were accomplished, at additional costs of \$51,882. In 2010, projects in the main building totalled \$8,961, plus the roof of the Old Manse was replaced at a cost of \$24,229.

Facility Use

The Old Manse is usually rented to commercial enterprises and generates income for the operating budget. In the present 8 year lease arrangement, the income presently just covers the property tax on the building. On a sliding scale, the income will double by the 6th year of the 8 year term. The church and the G.M. Young Hall are rented throughout the year to many community groups, for concerts, dinners, meetings and recreation. These rentals generate \$16-17,000 annually for the operating budget.

Financial Resources

After rising through the previous decade, to a high of \$326,779 in 2008, collections from weekly and special givings, envelopes, and PAR (Pre-Authorized Remittance) have declined the past two years. Revenues from these sources were \$267,036 in 2009 and \$266,904 in 2010. Over the same period, our revenue generated through special fundraising has varied, from approximately \$20,000 in 1998 to \$61,000 in 2006, \$24,929 in 2008, \$7,262 in 2009 and \$25,790 in 2010. In the past two years, the church finally reversed the trend over the past ten, when total expenditures exceeded total revenues in excess of 10% annually. Revenues exceeded expenditures by \$5,386 in 2009 and \$41,489 in 2010.

The total endowment funds in investments as of the end of 2010 were \$1,078,296. The endowments have substantially increased in the last twelve years. In 1998, the endowments invested totalled \$520,700. Most of these investments are restricted to specific uses by donors limiting use to interest earned on the investments. With the poor

investment climate over the past several years our revenues from investments has declined substantially.

It remains a challenge for stewards and ministers to educate and to convince members to increase weekly givings to ensure the long-term viability of the church. The Committee of Stewards and the Official Board have worked diligently over the past fall and winter to not only better understand our financial position but help the congregation understand that stewardship is about faithfully using whatever God gives us to fulfill God's calling. Stewardship is about faithfully using our time, talents, and our treasures.

Wilmot has a strong tradition of meeting its targets for the United Church of Canada Mission and Service Fund. The envelope offering, the United Church Women, Sunday School and some designated endowment monies increased M & S givings from \$41,000 in 1998 to a high of \$72,321 in 2007. However, this has also declined in each of the last three years to \$63,451 in 2010.

Ministry Personnel and Other Staff

Before our present arrangement, Wilmot United Church had enjoyed team Ministry for more than twenty years. These teams have varied in the gifts they brought to the church. From 1993 to 2005, the primary ministerial teams included both male and female ministers. Gender balance in the ministerial team has become accepted among many in the congregation as a preference, though this balance has never been a requirement. JNA and Search Committees have not wanted to limit the opportunities to call exceptionally gifted ministers of either gender. The ministers are considered equal. Through consultations with the Ministry and Personnel Committee, the division of responsibilities is organized to best utilize the talents and gifts of the ministers and to cover the ministerial duties. The success of the team ministry is ultimately based on integrating the strengths and interests of each team member. The team itself is best at identifying the appropriate divisions.

Wilmot United Church

- employs a full-time secretary and sexton.
- enjoys the professional talents of both a dedicated church organist and a music director.
- employs students as night-time/weekend supervisors, and as Sunday technicians for the sound system, making digital recordings for CDs and podcasts. Each year the church has applied for and received a grant to employ a student as a summer tour guide.
- has a church treasurer and envelope steward who are paid an annual honorarium.

The Session of Wilmot United Church is also examining a proposal that would clarify the elders' role within Wilmot and the possibility that Wilmot would support a Parish Nursing program within our church and community.

Ministry and Personnel Committee

The Ministry and Personnel Committee works closely with all staff and each member of the ministry team names a representative to the committee. A meeting was held with a co-chair of Ministry and Personnel to ascertain the detailed costs of ministry personnel defined in Profile #6.

Conclusion:

Much of the mission of Wilmot United Church is met through the work of members and adherents who volunteer countless hours to diverse projects within the church community. The Session has a dedicated group of elders who provide leadership to the spiritual work of the church. They meet monthly and support the pastoral needs of the church through periodic visitations to the homes of members and adherents. The Official Board usually meets monthly to ensure the temporal issues of the church are dealt with effectively and are in keeping with the spiritual mission of Wilmot United. The Steering Committee of the Board meets as needed to handle ongoing issues. The varied activities of the church are reflected in Appendix A (List of Committees and Groups). A copy of Wilmot United Church's annual report is also available on request.

PROFILE #4 - POSITIONS

After a careful review of the needs assessment reported in the "Pastoral Charge Profile," the JNAC learned that there is minimal ministerial support in the areas of outreach, Christian development (particularly with youth) and pastoral care. The current 1.25 FTE ministerial positions simply do not allow for adequate support of these areas.

The outreach ministry at Wilmot currently has strong lay leadership and much of the outreach effort at Wilmot functions with minimal ministerial staff support. Until Wilmot is able to employ two full-time ministerial staff the congregation must maintain the leadership of this area of its ministry.

Pastoral care is partially covered by Wilmot's current ministers, but much more could be accomplished. It should be noted that the current 0.25 FTE ministerial appointment position ends in December 2011.

The JNAC also heard during a number of discussions with various groups and individuals that Christian development, particularly related to youth programming, would greatly benefit from increased ministerial support.

The JNAC feels that the congregation would support a modest addition of 10 hours/week to increase the ministerial staff positions from the current 1.25 FTE to 1.5 FTE positions. The 0.5 FTE position would consist of approximately quarter-time pastoral care and quarter-time Christian education.

The JNAC recommends that the following duties make up the work of the half-time position:

Christian Education

- a) Foster teacher training and leadership for Sunday school
- b) Provide support for Youth Group leadership
- c) Initiate and/or lead special youth programs
- d) Foster and/or lead adult Christian Development programs

Pastoral Care

- e) Visit hospital on a regular basis and participate as a member of the Pastoral Care Department.
- f) Visit on a regular basis those who are sick, shut-ins and the elderly.
- g) Administer the sacrament of communion when pastorally appropriate.

h) Report routinely to the Session about visitation progress.

The JNAC recommends that the congregation consider both ordained and diaconal ministers for the half-time position. Diaconal and ordained ministers are equivalent with ordained ministers focusing on leading worship (word and sacrament) while the diaconal minister focuses on outreach and Christian education (education and service). Both types of ministers assume a call to pastoral care.

The JNAC recommends that an appointment be used to fill the 0.5 FTE position.

PROFILE # 5 - SKILLS

The primary ministerial skills necessary to creatively and productively engage with the Wilmot United Church community can be readily inferred from Profiles 2 and 4—The Pastoral Charge and Positions. After interviews with staff, representatives from M & P, Session, Outreach, Official Board and extensive discussions among the JNAC members, we summarize the basic skills we believe are necessary to meet our immediate needs.

While the areas of outreach, Christian education and pastoral care have received substantial support from our ministers in the past, Wilmot's current configuration of 1.25 FTE ministers is insufficient to continue this practice. The Outreach committee has strong lay leadership and will continue to function very well with minimal ministerial support. There is also the potential to consider strengthening lay leadership in pastoral care through clarifying the role of the elders and the potential for parish nurses within Wilmot as Session is currently reviewing these aspects. With these considerations the JNAC feels that the need for pastoral care and Christian education programs, particularly related to youth, which have been very strong at Wilmot Church, are the primary concerns for continued and added ministerial support.

A minister considered for the 0.5 FTE position must have skills in pastoral care; they must be able to empathize, support, comfort, and advise those in need due to health, personal family crises, and other reasons. Wilmot's highest priority for pastoral care involves visits at the Dr. Everett Chalmers Hospital, Windsor Court, York Manor, Pine Grove and the Veteran's Hospital along with members of our church who need home visitation.

A minister considered for the 0.5 FTE position would need skills in relating to the youth and young adults in the congregation; to teach the pre-school and elementary aged children using some basic Christian ideas within the service and to engage them in the worship service itself. That person would need to work as part of the ministerial team and with lay support to facilitate adult and youth scholarship of the Scriptures and our Christian heritage through study groups and confirmation classes.

As was mentioned in Profile 4, the JNAC recommends that the congregation should carefully consider the skills brought to this position of both diaconal and ordained ministers.

All ministry team members need strong interpersonal skills to meet and communicate effectively with a diverse congregation. These include the ability to speak effectively and to listen and respond appropriately to the needs and concerns of the congregation. These same skills are essential to the work of Session, Official Board, and committees of the congregation. Team members need skills in pastoral care; they must be able to empathize, support, comfort, and advise those in need due to health, personal family crises, and other reasons.

PROFILE #6 - TERMS

The current ministerial staff at Wilmot United Church consists of 1 FTE called ordained minister and 0.25 FTE retired minister on a term appointment which ends in December 2011. We recommend that 1.5 FTE ministers are needed at Wilmot; to that end, we recommend that a 0.5 FTE vacancy be declared in 2012 and filled by a term appointment with an ordained or diaconal minister in the A to C level, as defined by the United Church of Canada.

The following table outlines the salary and benefits for the additional 10 hours needed to bring Wilmot's current 0.25 FTE position, as funded in the 2011 budget, to the 0.5 FTE position recommended (ordered ministry, not retired 2011 United Church salary scale).

	Ministerial Level Salary (\$)		
	A	B	C
Salary plus Increment (20%)	9,678	10,114	10,549
Housing Allowance	3,175	3,175	3,175
Mileage	854	854	854
Telephone	101	101	101
Computer	75	75	75
PD and Books Allowance	312	312	312
Benefits (estimated)	2,592	2,709	2,825
Moving expenses*	-	-	-
Total	16,787	17,340	17,849

*Covered by congregation as per UCC policy

LIST OF COMMITTEES AND GROUPS

Committees

Christian Education Forum
Congregational Life Committee
Cuba Committee
Drop-In Committee
Information Team
Ministry and Personnel Committee
Nominating Committee
Outreach Committee
Sanctuary Committee
United Church Women
Worship Forum

Governance Structures

Board of Stewards
Board of Trustees
Official Board
Session

Groups

Healing Ministry
Inter-Church Refugee Committee
Lectionary Bible Study
Men's Breakfast Group
Prayer Circle
Prayer Shawl Ministry
Quilters Group
Seniors Group
Wilmot Book Club
Writers' Group
Youth Groups
Women's Spirituality Circle

Music

Chime Choir
Hand Bell Choir
Junior Choir
Men's Chorus
Senior Choir