



Musquodoboit Harbour Pastoral Charge

**Report of the Joint Needs
Assessment Committee**

2011

Committee Members

Rev. Susan MacAlpine-Gillis, Presbytery Representative

Elaine Gray, Presbytery Representative

Arthur Dooks, Chair

Diana Brown, Secretary

Mel Day

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Our Vision

As the Musquodoboit Harbour Pastoral Charge we will be a welcoming and caring faith community in which all can safely explore their relationship with God and each other

Our Mission

We, the faith community of Musquodoboit Harbour Pastoral Charge, will

- ***provide nurturing faith development experiences for our children, youth and adults through a variety of programming, worship and fellowship***
- ***foster our ministry of hospitality – how we meet, greet and treat those within and beyond this faith community***
- ***promote open and healthy communication – how we listen and speak to one another; congregation to congregation; committee to committee and person to person***



Community and Resources Description

1. Our Pastoral Charge Profile

Geographical

The Pastoral Charge is located on the Eastern Shore of Nova Scotia in the Halifax Regional Municipality. The Charge is a four-point rural charge covering an area from Musquodoboit Harbour in the West to Lake Charlotte in the East. The Charge draws a few members from other outlying communities. Musquodoboit Harbour, the largest point, is approximately 25 minutes from Dartmouth and 35 minutes from Halifax, and another 15 minutes to the farthest point on the charge. The geography is rugged consisting of many lakes, trees, and many miles of oceanfront.

Community Resources

The following is a sampling of the amenities found within the Charge area.

Infrastructure:

- Hospital (w/many outreach programs)
- Nursing home
- Medical clinic
- Multi-purpose Medical Clinic
- Library
- Bank
- Volunteer Fire Dept.'s (3)
- P-9 School (new within last 5 years)
- Municipal Office
- RCMP Detachment
- Fitness Centre
- Rink and Community centre
- Seniors housing complex
- Dental clinic
- Small Shopping Plazas (2)
- High School

Programs:

- Meals on Wheels
- Neighborhood Watch
- Service clubs including Lions
- Fraternal clubs including Masons & Eastern Star
- Army Cadet program
- Scout and Guiding program
- Food Bank
- Historical Society

Recreation & Community Events:

- Hiking trail (14km)
- Fitness center
- Yacht clubs & Marinas (2)
- Community Rink, hosting
 - o Hockey
 - o Ringette
 - o Figure Skating
 - o Public Skating
- Restaurants
- Annual Fair
- Sand Castle Day (Clam Hbr)
- Farmers Market
- Campground
- Garden Clubs (2)
- Golf Course (a 2nd course within easy commute)
- Summer sports including lacrosse, soccer, baseball

Websites of Interest:

<http://highway7.com>

<http://www.e-clubhouse.org/sites/musquodoboitharbour/index.php>

<http://www.halifax.ca/VisionHRM/MusquodoboitHarbour/MHCommunityProfile.html>

Cultural

A mix of English, French, and German families who were primarily fishers and farmers settled the area. With continuing urban sprawl, the area has grown much more diverse with a mix of national and linguistic heritages. The area has many artisans maintaining a strong arts and crafts presence in the community. The community has an active historical interest, demonstrated by the four museums in a small area.

- o Musquodoboit Railway Museum
- o Fisherman's Life Museum
- o Memory Lane Heritage Village
- o Acadian Heritage Museum (in nearby Chezzetcook)

Population

Population figures are based on Canada Post & NDP data for number of households and extrapolated at Statistics Canada national 2.5 persons/household formula. Due to the close proximity to Halifax/Dartmouth, we have a steady slow growth as evidenced by the number of new housing starts.

A large number of residents now work in, and commute to Halifax/Dartmouth. However, there remain a substantial number of seasonal workers employed in the fishery and forestry sectors.

Population Figures by Community		
Community	Households	Population
Musquodoboit Harbour	823	2058
Head of Jeddore	400	1000
Oyster Pond	276	690
Lake Charlotte	340	830
Total	1839	4578

2. The Ministry of Our Pastoral Charge

Denominations & Churches Locally:

Anglican	5
Baptist	1
Roman Catholic	3
Jehovah's Witness	1
United	4
Pentecostal	1

Musquodoboit Harbour Pastoral Charge is active in the wider church. We have two representatives to presbytery, with one on the Conference Interview Board. It has been quite some time since we have had youth attend Youth Forum, although four years ago we had a group of our youth included in a trip to Bermuda with Cole Harbour-Woodside United Youth.

Our Mission and Service activities include Teddies for Tragedies; a group of women started this ongoing project, which takes donated materials and creates teddy bears which have been distributed to children in crisis situations in our neighbourhood, throughout the province, across Canada and to far away places such as Afghanistan, Africa, and South America. We have been participating in Operation Christmas Child for many years, and always have a mitten tree at Christmas to support inner city children. Last year we gathered shoes which were shipped to Haiti.

Musquodoboit Harbour Pastoral Charge is quite active along the Eastern Shore. We participate in a multi-denominational rotation of services at The Birches (a local nursing residence) occurring once every 6 weeks. We rotate with other denominations for once weekly Lent and Advent services which always end with food and fellowship. On December 21st, we have a Blue Christmas service to give support to those in our midst who need it. On Easter Sunday, many years ago, we initiated a sunrise service at Martinique Beach. This is attended in all weather by many non-United members of the community and is always followed by pot luck breakfast for all. In the summer, we alternate with the Anglican Church for Wednesday evening services.

The basement hall of First United is used by several community groups including several levels of Guiding. It is offered at no charge although the groups usually give an end of season gift to help cover power or other costs. It has been noted that this is one of the few facilities available to non-profit groups in the Musquodoboit Harbour area. First United is known in the community for our music; it has

traditionally had a large and active choir although at present they have fewer members. First United also has an active Sunday school although it has seen declining numbers in the last year.

We are fortunate to have a couple of ladies who gather and publish a bi-annual booklet about the life of our charge with articles contributed by charge members. We have a fellowship group which meets monthly and an ongoing Bible study group. Several men from our congregations take part in an ecumenical men's group which meets monthly for breakfast. The local churches support each other in our fund raising efforts by attending each others suppers, teas and sales. Locally, the churches in our Pastoral Charge support the food bank, and Camp Kidston.

Responsibility of Paid Ministry

Help us get our groove back! We lack passion and energy!

A First United Story

WHAT??? The Presbytery is coming for supper!!!! First United must have its Spring Cleaning NOW!!!! The Ladies of the Joint Session and Board of Management were only in a mild panic. How to galvanize the Congregation to action? One of the ladies decided to invoke the spirit of Carol Burnett's beleaguered cleaning lady. With a clatter and bang, mop bucket, cleaning supplies and rags, she arrived at that Sunday's Service, just before the Offering was about to taken, and much to the minister's dubious surprise. Looking us all in the eye, she outlined jobs for the young and the old, the small and the somewhat larger, the handymen, the gardeners, and the housekeepers. There were opportunities for us all. And we came, that next Saturday morning, muffins, fruit and cheeses trays, cleaning supplies in hand. It was the most successful cleaning and will surely remain in the annals of First United.

A Lake Charlotte Story

Our Bible Study group has lasted for five years, once a week a group of 8-10 people meet on Wednesday morning, in the back room of our little church. I think the reason our group lasted was the care and love we all had for one another, not to mention the respect and care everyone had for Rev. Brad. He led a wonderful Bible Study with lots of discussion and lots of laughs.

An Oyster Pond Story

Oyster Pond United began as a Presbyterian Church in 1877. It joined the 'union' in 1925 under Rev. W.H. Manuel. The church survived through the years by the faithful commitment of its members and surrounding community. Today, although only a congregation of 10 households, we survive in much the same way. Together as a congregation, we sustain ourselves through our offerings and two annual fundraisers. These are generously supported by the greater Pastoral Charge and wider community.

A Head of Jeddore Story

The church in Head of Jeddore was built in 1878 by Peter Myers, at the time it was the practice that if a child had passed prior to being baptized, then the remains had to remain at the entrance to the church while the service was being performed. Rumor has it that Peter had built the church after his infant child was denied access to the other churches in the area for such a service. The church had been given the nick name of the 'grudge church' and is still known as this by some in the community to this day. Unlike our nickname, we do not hold grudges but strive to be a place of acceptance for those not welcomed elsewhere.

Our Church Family

The Musquodoboit Harbor Pastoral Charge consists of a family of four congregations or points.



First United is located in the center of Musquodoboit Harbour and has the largest membership of the Charge with roughly 206 households. The congregation dates back to 1840. First United is gifted with a senior choir. The church facility serves as a meeting space for community groups when not serving the congregation.



Head of Jeddore United is located one-half kilometer down the West Jeddore Road, off of Trunk #7, and is supported by 10 households. The church dates back to 1878.



Oyster Pond United is located on the Old Trunk Road (overlooking Navy Pool), off of Trunk #7, in Jeddore, Oyster Pond, and is supported by 10 households. The church dates back to 1876/1877.



Union Church is located roughly one-half kilometer down the Clam Harbour Road, off of Trunk #7, in Lake Charlotte, and has a membership of 32 households. The church is not a United Church building. In 1896, residents met to discuss erecting a building that would be suitable for divine worship, no matter what faith and the “Mission House” opened for worship in May 1901. The name changed to “Union Church” in 1920. In 1984, the church building and cemetery were taken over by the Lake Charlotte Union Church Cemetery Company which now owns it. At present, only the United Church holds services in the building.

Theologically speaking, the members of these congregations are accustomed to teachings from the Bible and sermons as they pertain to present day life. Sunday school and Bible study are also a part of the life of the Church.

The people of these congregations relate to each other by casual attendance at the various churches within the Pastoral Charge. There are combined congregational services throughout the summer months (one service only per week), followed by fellowship and refreshments. There are also joint Pastoral Charge services where members of all points are invited to participate. From time to time recreational and fundraising activities are enjoyed together. At present, the smaller congregations are sustained by aging (not old) cores of membership. Growth is slow.

The Pastoral Charge works through the following structure:

Official Board

The Official Board oversees all matters that affect the Pastoral Charge. The charge Treasurer, the Ministry & Personnel Committee, and the Joint Session report to the congregations through the Official Board.

- holds four meetings annually
- Chair – Rick Anderson (827-3906)

Joint Pastoral Charge Session

Responsible for spiritual issues affecting the charge as a whole, such as: securing supply in the absence of regular Ministry, planning for combined summer services, participation in Ecumenical services, etc.

- meets an hour before the Official Board meetings
- Secretary – Tanya Walsh (889-3479)

Ministry & Personnel Committee

Provides support to and supervision of persons employed by the Pastoral Charge.

- holds four meetings annually, or as required
- Chair – Dan Wellwood (889-3339)

Sunday School

Sunday school meets at First United Church during regular service. There are presently four classes ranging from Pre-school to Intermediate.

- A/Superintendent – position vacant

First United Session

Deals with spiritual issues that affect only First United, such as: administering the sacrament of communion, weddings, special worship services, admitting persons into membership, overseeing and supporting Sunday school, etc.

- meets the third Wednesday of the month at 7:00 pm (except months Joint Session meets)
- Clerk of Session – Nancy Turner (889-2403)

Board of Management – First United

The BOM is responsible for property and financial management, including: maintenance and repair of the church building, and fundraising in support of current expenses. Board members are also Trustees.

- Meets on the second Wednesday of the month at 7:00 pm
- Secretary – Heather Johnson (889-9193)

Times Locations of Services

Services are held each Sunday as follows:

1 st Sunday	Lake Charlotte @ 9:30am	First United @ 11:00am
2 nd Sunday	Head Jeddore @ 9:30am	First United @ 11:00am
3 rd Sunday	Lake Charlotte @ 9:30am	First United @ 11:00am
4 th Sunday	Oyster Pond @ 9:30am	First United @ 11:00am
5 th Sunday	no service @ 9:30am	First United @ 11:00am

In July and August there is only one service each Sunday at 10:00 am, and rotates among the four churches.

3.0 Resources Profile *'Our greatest resource is our people'*

Introduction

There are four components identified for the Resources Profile, those being: 1) volunteers, 2) a financial overview, 3) a review of church properties, and 4) a review of current staffing.

Volunteers

Some of the stewardship programs that we enjoy are Sunday School, lay Worship leaders, committee volunteers, outreach, Bible Study, a Senior Choir, music and many more (*for a detailed description of each see "Pastoral Charge Profile"*).

The congregations within the Musquodoboit Harbour Pastoral Charge are very similar to others with respect to contributions of time and skills. There are recognizable groups of motivated and committed individuals who support a large percentage of each church's work. There is an on-going attempt to achieve greater involvement of congregational members in church activities.

Financial

As a Pastoral Charge, we finance our expenditures through a number of means: weekly donations, PAR and fundraising activities. The majority of the funds are used for personnel costs, administration expenses, allocation, and outreach. In addition to a salary, housing allowance, travel expense, continuing education, and a book allowance, there are a number of other areas where our funds are used. These include Pastoral Charge Support Staff, conference delegates, ACTC, and Camp Kidston (*see Proposed Budget for 2011 which follows*). There are a number of patterns of giving, which include: special seasonal offerings i.e.: Christmas, Easter, Thanksgiving; volunteer donations; and the giving of time through participation.

When the Pastoral Charge Manse was sold the principal from the sale was placed in Trust and the interest earned is income for the Pastoral Charge.

Property

Within the Pastoral Charge, both Oyster Pond and Head Jeddore hold the church building and land as well as cemeteries; First United holds the building and land but not the cemetery; the Lake Charlotte building, land and cemetery are all held by the Cemetery Committee. Each congregation, except Lake Charlotte, is responsible for the repair and maintenance of these properties. This is achieved through both volunteer help and contracted work.

First United has recreational space located in its basement. It is used for both congregational and community activities including Sunday School, Girl Guides, Sparks and Path Finders, variety shows, and other fundraisers. There is also a social facility located at Lake Charlotte. Three of the four points offer wheel chair accessibility.

Personnel

We also employ a Pastoral Charge Assistant on a part-time basis. The assistant works for approximately 6 hours a week. The role of the Assistant is to work with Ministry Personnel and our congregations in an administrative capacity. First United houses the Ministry Personnel office and provides many modern conveniences such as: computers, photocopier, printers, fax machine, telephone, Internet access, and audio visual equipment.

Musquodoboit Harbour Pastoral Charge Budget 2011

Category	Budget
INCOME	
Allocation Payments	
Head of Jeddore	5,978.00
Lake Charlotte	7,970.00
Musq Harbour	59,774.00
Oyster Pond	5,978.00
TOTAL Allocation Payments	79,700.00
HST rebate	300.00
Invest Inc	2,000.00
Other Inc	0.00
TOTAL INCOME	82,000.00
EXPENSES	
Admin and Office	
Bulletins	200.00
Communication (Phone & Internet)	1,300.00
Liturgy supplies	300.00
Miscellaneous	200.00
Office Supplies	600.00
Photocopier Expense	1,800.00
TOTAL Admin and Office	4,400.00
Other	
Camp Kidston	200.00
Conference Delegate	400.00
Outreach Fund	600.00
Presbytery Allocation	2,920.00
TOTAL Other	4,120.00
Personnel	
Assistant Wages	3,700.00
Minister Wages & Housing	64,119.36
Ministerial Expense Account	4,750.00
Pulpit Supply	500.00
TOTAL Personnel	73,069.36
TOTAL EXPENSES	81,589.36
OVERALL TOTAL	410.64

4.0 Ministry Position Profile

Musquodoboit Harbour Pastoral Charge is seeking an ordained minister to provide spiritual leadership, preaching, education of both youth & adults and pastoral care. We want a person we can grow with together, someone to help us promote growth through moderate change over an extended period of time within our congregational community; someone to help develop and promote a feeling of openness, hospitality, familiarity, comfort and well-being within the church. When you walk through the front door you should feel as though you have just come home – it is our Father's house. It is expected that this will be a fairly time consuming portion of work; we recognize it will take all congregational members to work as a collective to promote this raised awareness.

Results of a Visioning/Mission process in 2004 brought forth our current Vision and Mission Statements and also indicated the need and desire to focus on the areas of Christian Education (especially youth and young adults), hospitality and fellowship, and communications. The minister will be expected to act in a support role for promotion of these ideals. A recent survey has indicated the need to focus on, and raise awareness of, our Vision/Mission statements.

Our current services use a traditional worship style which involves congregational participation, the 'children's time' portion of Sunday service plays a vital role in the spiritual development of our children and we expect the minister to foster this role and promote additional involvement of youth in the Order of Service

Pastoral care is an important component of ministry in this charge with an emphasis on those who are shut-in, those in hospitals and nursing homes, and those in crisis.

The minister can expect the support of an active Ministry and Personnel Committee who supervise and approve continuing education and vacation requests. The M&P carry out an annual performance review, monitors workloads and growth development, review the position profile for relevance, and may make recommendations to the Official Board. First United also has a talented choir and it is anticipated that the minister will work closely with the Choir Director.

The minister is expected to participate in the higher courts of the Church as appropriate, as well as Session and the Official Board Meetings.

5.0 Ministry Skills Profile

Prerequisites

Full-time Ordained United Church of Canada Minister, Increment Category A to C

Drivers License and own transportation

Preference is for the minister to live within boundaries of his/her Pastoral Charge; however living within a half hour commute is acceptable

Gifts

The minister selected to serve the Musquodoboit Harbour Pastoral Charge should be an enthusiastic, energetic individual with ability to work with all ages at various points of their faith journeys; possess good communication skills and be friendly open and welcoming. Our youth specifically request an individual who can relate to them individually as well as in group settings. Any musical talents are definitely an asset.

The minister's preaching style should reflect clear, strong spiritual context from the Bible, with the ability to relate to the congregation. Preaching should be challenging to the congregation with respect to spiritual growth, be educational and integrate into our daily lives.

The minister should be an advocate of growth in the church as this is of significant importance to the charge and we are aware that it will take the entire congregation acting as one to produce this growth. The minister should demonstrate strong facilitative and mentoring skills for small group ministries as well as study groups and Bible Studies and is expected to provide appropriate support to the Sunday school. It may be appropriate for the minister to offer direct leadership in some studies. The minister is expected

to lead baptismal preparation and confirmation classes. There is also an expectation that the minister will interview couples in regard to marriage plans to ensure compliance to the Charges Covenant of Marriage guide and head off any areas of concern.

The minister must be sensitive and empathetic toward members who are shut-in, in hospital, or in crisis. Home visitation is done by members of Session and a Lay Pastoral Visitation Team; however there will always be the need for ministerial visitations. The minister should be comfortable in this role. The minister is expected to visit hospitals, shut-ins and nursing homes as needed.

The minister must possess strong organizational and good time management skills.

Our minister will be encouraged to participate in the local Ministerial Association and to promote and maintain our involvement in ecumenical activities. Some of these activities include the rotational weekly service at the Birches Nursing Home, as well as the Remembrance Day Service at the Oyster Pond Cenotaph and the annual Lenten Services.

To reiterate, the Pastoral Charge has identified two main priorities for our clergy:

- **fostering an environment that will increase our membership**
- **engaging youth with a focus on young families**

Our Minister should anticipate roughly 20% of their weekly time to provide that leadership, recognizing that we are prepared as congregations to assist in other areas of his/her job to provide the time for this focus.

6.0 Terms of Employment Profile

Salary	At the appropriate Category based on the current Salary and Allowance Schedule, increment category A to C
UCC Pension	The employer pays its share of pension contributions
Group Ins.	The employer pays its share of group insurance
Housing	Housing Allowance at \$10,800.00 per annum
Travel	Mileage is paid at the rate set by the General Council to a maximum of 7,000km per year, a travel log is to be maintained by the minister with km travelled turned in to the treasurer monthly.
Continuing Education	Continuing Education/Book Allowance, a combined allowance of \$1,250.00 per annum
Secretarial	Secretarial assistance is provided at 6 hours/week, Wednesday and Thursday mornings from 9:00 a.m. to 12:00 noon
Regular Hours	A 40 hour work week is expected to be the norm and compliance with mandatory civic holidays. It is advisable that the minister work with the M&P Committee to determine limits of hours etc.
Vacation	One month of vacation per year, including 5 Sundays, to be taken in consultation with the M&P Committee
Long Weekends	The Minister shall have the Sundays of Victoria Day and Labour Day long weekends off
Study-Leave	3 weeks of study-leave per year, as per the General Council guidelines, in consultation with the M&P Committee

Telephone

The Charge pays basic residential telephone costs together with long distance charges incurred for church related business.

Sabbatical Leave

A proposal has been put forward to the Official Board to set up a Sabbatical Fund to cover a 3 month sabbatical after serving a 5 year period, to be made available to aid in our mutual growth development on our journey together

Prepared as an Introduction to Presentation of the JNAC to the Official Board and the Congregational Meeting

2011 Joint Needs Assessment Committee Preface

There were many discoveries made during the assessment process of which I would like to put forward to the Official Board and Congregation for consideration. These items should aid in growth of the congregational/ministerial relationship, growth of the congregation itself as well as improve the ability of future JNAC's and other committees to operate.

Survey

The survey results for this indicate that the majority do feel that their needs are being met under the current arrangement; however there is also the awareness that we need to have growth to survive. This needed growth is also expressed in the financial section. There has been recognition that we will need to have some moderate change over time in order to attain this growth and put more people in the pews. There have also been expressions of raising awareness of our Vision/Mission statements and that it will take the entire congregation working as a whole to create effective change and thus growth.

Much of the focus in this survey as well as that of 2004 was placed upon youth to be the expectation of the future; however we will not simply be able to work with the youth from within; our Sunday school numbers are shrinking as well as our congregational membership. We must look toward bringing in and retaining new members who will in turn bring in additional youth.

Recommendations

Financial

- From the attached financial info contained in the five-year view for M.H.P.C. you can see that we have gradually been increasing ministerial/assistant expenses and sacrificing our general operating budget as the increase in revenue stream has been outpaced by the increase in expenses by approximately 70% over the five-year period. By selecting a full time Minister from the salary increment categories A to C it will allow us to regain some of the footing we have lost and provide us with the opportunity to grow together. As indicated under the survey section and above we will need to promote growth and increase our revenue stream, or this may be the last opportunity for us to obtain full time Ministry at the M.H.P.C.
- I have also attached a five-year view of the income postings from the individual points, this clearly shows that First United appears to be struggling the most while Lake Charlotte appears to be the most prosperous. Things do change with time and there is a bit of give and take, however you may wish to consider revisiting allocations on this basis.
- Set up a Sabbatical Fund to allow for growth of the congregational/ministerial relationship, we must promote a mutual growth together. This fund should be budgeted to cover three months leave every five years.
- Adjust current accounting methods to provide improved transparency; present all items in a straight forward manner; do not lump items together under one header (ie. housing and wages should be separate line items). One item should not be traded off for another (ie. if an increase in pay is required then an increase in pay should be granted and accounted at that line item – not traded off for an increase in housing allowance)

Communications

- Review information exchange process for getting info out to the congregation and back.
- Possibly expand e-letter or other e-mail transmissions for internal communications.

- Set up bulletin board for those who do not have e-mail, board must be managed regularly.
- Provide a suggestion box for anonymous information retrieval, review and act as necessary on these suggestions.
- Upgrade of roadside signage (if possible) to attract potential new members to events/services.

Programs and Approval Process

- Programs brought forward to the Official Board for approval should be taken back to congregation members for acceptance and to gain some idea of actual members who will participate prior to approving the funding and commitment to the program. There has been a bad habit of approving programs on the basis of it being a “good idea” and then having the program flounder due to lack of interest either initially or with time.
- Program durations should be stated up front and limited to a possible six to eight week block schedule, with extensions made to block schedules as demand dictates. This will allow members to make shorter commitments and provide the opportunity for others to come on board when they can fit the schedule, it will also hopefully allow for a rotation of members and hopefully a greater overall involvement.

Hospitality Committee

- Bring back the Hospitality Committee, court all visitors as potential new members.
- Create an atmosphere of familiarity and make all feel welcome.
- Rotate committee members amongst the congregation to create more involvement by all.
- Think of and develop additional ways to welcome potential new members, possible ideas; create a family area, set up a photo gallery (everyday pictures of members, picnic photos and other event photos etc.)

Summation

Youth and growth will not come on its own; **it will take all of us** to foster an environment of open friendliness, relaxation, comfort and familiarity. We must feel at home upon entering and make all those who enter even if they are strangers, they must feel welcome and as if they are part of something upon entering our Fathers house. We must be open to the sounds of children in the church for it is truly a joyful noise, any signs of rigidity or judge mentality must be removed.

We must practice what we preach and overcome our short comings. All who approach must be made to feel welcome; we cannot afford to be judgmental of others on any basis. Boundaries of race, nation, class, religion, gender and sexual orientation must be broken down; after all we are all God’s Children.

Yours Truly,

Arthur Dooks
JNAC Chair

Summary of the Pastoral Charge Survey undertaken by the JNAC Committee as background research for JNAC 2011

TALLY SHEET (31)

Survey

1. All things considered, worship, programs, policies, people – does your church appear much the same today as it did ten years ago? Would you like to see this change?

Yes (17) No (11) Other (1) Both (2)

If yes, how? Worship-style hymns
Youth (Sunday school)
More people needed
Increase social awareness
Openness
More family
Active adherence
Congregation is shrinking
More involvement by entire congregation in tasks
More upbeat

2. We place considerable importance on doing things in the church in traditional ways. Would you be willing to experiment with the style and order of Sunday Worship?

Yes (25) No (6)

(a) If yes, how? Moderately
A little
No rushing away at service end
More song
More participation
Adjust order of service
Youth involved in service
Scripture reading by members
Great idea
More use of current technology
Different music – guitar etc.
Small changes
If it brings growth

3. Would you be willing to attend service/worship at other points on the Pastoral Charge when there is no service for your congregation?

Yes (24) No (4) Only in summer (3)

4. One of our responsibilities as Christians and a church is outreach. Do you see a specific need or opportunity for our Pastoral Charge to address in our community?

-yes (12) explain: Birches, homebound, food bank, adopt-a-family, visiting,
More youth involvement

- no, but agree outreach is important (19)
- who should be responsible?
 - Minister
 - Everyone, all
 - Official board

5. We all have spiritual needs, whether we can actually put them into words or not. In order for you to make your church attendance and participation important in your life, it needs to fulfill or work at fulfilling your needs.

(a) What needs in our church are being met or are not being met...

-for you (19) Being met (2) Not being met

-for your family _____

- as a couple _____

(4) No

Reply

-children/youth (6) More youth, involvement, Sunday school

-as a senior _____

-other - specify _____

(b) Number in order of priority (beside your responses)

Youth a priority for those who did not indicate needs being met

6. What are your dreams for this Pastoral Charge? Where do you see potential for growth?

(6) No reply

(14) Growth

(1) 4 points remain

(5) Depth and understanding

(5) Youth

(a) Potential - Indicated above

7. (a) What do you think the new Minister should be focused on?

Preaching	(17) x #1, (4) x #2, (2) x #3
Ability to Work with Youth	(8) x #1, (9) x #2, (1) x #3
Community Outreach/Involvement	(3) x #1, (5) x #2, (6) x #3
Pastoral Care (Hospital/Shut-ins)	(1) x #1, (6) x #2, (12) x #3
Home Visits	-- , -- , (5) x #3
Christian Education - for all ages	(2) x #1, (7) x #2, (5) x #3

(b) Please number your top 3 choices

8. Given the ease of communication (cell phones, e-mail, and hand held devices for accessing computers) and commuting (25 minutes to Dartmouth):

a. How important is it that the Minister lives within the Pastoral Charge?

Very Important	Important	Not Important
(8)	(12)	(11)

b. Would a candidate living within a half hour commute be acceptable?

Yes (27)	No (4)
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9. What else should we know?

(23) No reply
Check criminal background
Least home visited, more (1) on (1)
Losing battle
Brad was gifted
Don't close us down
"Teach" not "Preach"
Keep bible study - discussions

In 2004 this Pastoral Charge went through the process of developing a Vision statement. At that time we felt it was a description of our 'preferred future'. The vision statement led to a Mission statement which tells others who we are, what we do and how we do it. The Vision and Mission statements are as follows:

Our Vision

As the Musquodoboit Harbour Pastoral Charge we will be a welcoming and caring faith community in which all can safely explore their relationship with God and each other

Our Mission

We, the faith community of Musquodoboit Harbour Pastoral Charge, will

- ***provide nurturing faith development experiences for our children, youth and adults through a variety of programming, worship and fellowship***
- ***foster our ministry of hospitality – how we meet, greet and treat those within and beyond this faith community***
- ***promote open and healthy communication – how we listen and speak to one another; congregation to congregation***

10. (a) Do you feel the Vision Statement is still a description of our 'preferred future'? (25) Yes, (2) No, (1) Somewhat, (3) No reply

Comments? Losing youth
Dedicated Sunday school teachers
More awareness of vision
More action required

- (b) Do you feel the Mission Statement accurately reflects who we are, what we do and how we do it? (18) Yes, (4) No, (1) Somewhat, (8) No reply

Comments? Little youth involvement
A bit half-hearted, all need to pitch in
Depth, understanding
Moved away from youth
Bring attention to vision and mission statement
Need more accuracy
Youth action is lacking
Need action plan