

# REPORT OF THE JOINT NEEDS ASSESSMENT COMMITTEE

## *A Report to the Joint Official Board and Congregation of Elora - Bethany Pastoral Charge*

**Elora, Ontario  
May 2007**



Elora United Church  
Elora, Ontario  
<http://www.elorauc.org>



Bethany United Church  
Centre Wellington Township, Ontario  
<http://www.bethanyunitedchurch.org>

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## Executive Summary

On November 29, 2006 in response to the resignation of Phil Irish as Elora – Bethany’s Youth Coordinator, the Joint Elora-Bethany Official Board passed the following motion:

*That the Official Board ask Waterloo Presbytery to initiate a Joint Needs Assessment Committee (JNAC), with the task of reviewing the previous Needs Assessment Report in general, and the Minister for Youth and Children in particular, and updating it to reflect the current profile for the Pastoral Charge.*

*That the members of the Joint Needs Assessment Committee include four representatives from Elora and two from Bethany, and that effort be made to ensure that this includes at least two youth representatives, and if it does not, then two youth representatives will work with the committee as corresponding members.*

On January 14, 2007 a Joint Needs Assessment Committee was formed and has been meeting on a regular basis to update the previous report and recommendations.

Here are the members of the Elora-Bethany Joint Needs Assessment Committee for 2007.

Elora United Church		Bethany United Church	
Marilyn Abraham	(519) 787-0096	Denise Beckham	(519) 846-9853
Jessica Bridge	(519) 843-7521	Robert Hull	(519) 846-0008
Devin Howard	(519) 846-0550	<b>Presbytery</b>	
Tom Skimson	(519) 846-5635	Drew Maxwell	
Jasmine Thomson	(519) 846-0302	Rob Selby	

The committee first met on Thursday February 1, 2007 at Elora United Church and all subsequent meetings were held either bi-weekly or weekly at 7:00pm. Tom Skimson was elected Chairperson and Denise Beckham as Secretary. All decisions were made by consensus. As directed by the original motion, the JNAC focused mainly on reviewing the 2002 JNAC Report and determining the best way to gather information in order to compare results between 2002 and 2007. It was decided that a similar Congregational Survey would be used to poll the congregations of both churches and select Focus Groups would be interviewed. Representatives from the JNAC had discussions with both church Boards, Sunday School Teams and congregational members.

Following the survey and group meetings, most of May was spent on the analysis of the data collected in order to develop the recommendations given in this report. The committee completed its work on May 25, 2007 and planned to seek approval from the Joint Official Board on Monday May 28, 2007. The congregational meeting to present to members of both churches has been planned for Sunday June 3, 2007.

The committee has worked diligently to capture the thoughts, desires and wishes of the Elora-Bethany Pastoral Charge in this report and the result is now left to the Official Board and Congregations for action.

The previously noted motion directed the JNAC to review in general the 2002 JNAC Report and specifically review and make recommendations on the vacancy declared by the resignation of Phil Irish effective June 30, 2007. The past JNAC recommendations indicated that the Elora – Bethany Pastoral Charge should consider calling or appointing a half-time Minister of Children, Youth and Young Adults approximately 6 months after calling the Minister of Worship, Spiritual Development and Pastoral Care. This recommendation was not followed as Phil Irish had already stepped into the Youth Coordinator position.

A congregational survey was conducted in April with distribution at Worship and via mail. The survey's goal was to gather information that could be compared against the previous 2002 survey as well as focus on Youth Ministry. The survey results show that both churches share interests in some areas while others are more church specific. Areas that ranked high for both churches included children, youth and community outreach. Elora demonstrated a keen interest in contemporary services while Bethany leaned more towards traditional services.

## **Recommendations**

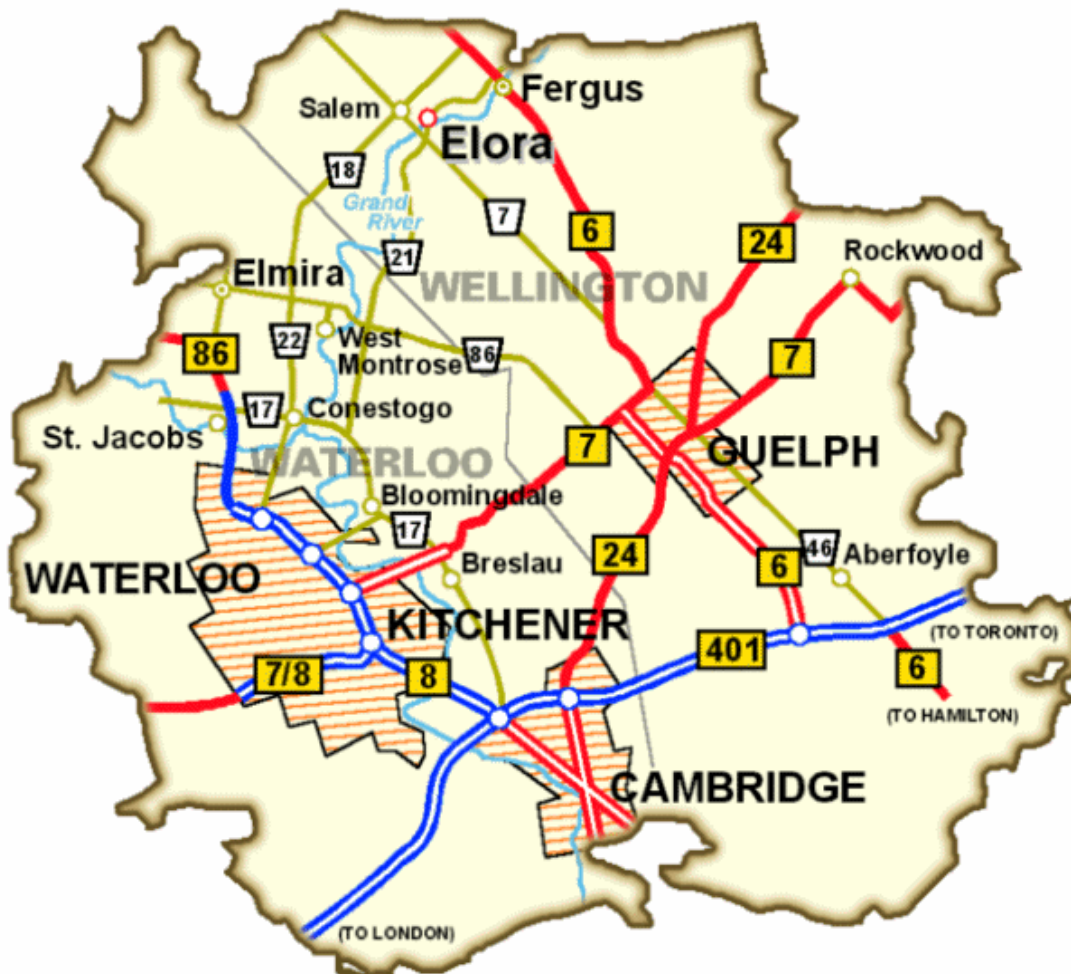
1. That Waterloo Presbytery declares a vacancy for the Elora-Bethany Pastoral Charge immediately and that upon such a declaration the Joint Needs Assessment Committee is dissolved.
2. That the Elora-Bethany Pastoral Charge and Waterloo Presbytery form a Joint Search and Selection Committee as soon as possible in order that one half time Staff Associate of Youth and Children's ministry be called
3. That the Joint Official Board note and take action on other strong themes that emerged from soliciting feedback from both congregations. These themes are:
  - a. Community Outreach
  - b. Senior's Ministry (determined from the percentage of seniors who completed the survey and provided feedback)
  - c. Greater emphasis on contemporary worship at Elora
4. It is apparent that both congregations would like more of many things. The JNAC suggests that in order to cover the cost of increasing the hours for the Staff Associate, as well as expanding some of the other programs, that a Stewardship campaign be considered within the next year.

## Introduction to the Community

Elora, located in south-central Ontario, 20 km north east of Kitchener-Waterloo and 15 km north of Guelph, provides plentiful resources for today's modern families. From the 401, follow Hwy.6 North through Guelph. Continue on Hwy.6 to County Road No.7. Follow No.7 for about 10 minutes.

- Elora United Church is located at 75 Geddes Street in downtown Elora, Ontario
- Bethany United Church is located at the Corner 4th Line east & Side Road 10, Township of Centre Wellington, South of Elora.

Our Elora-Bethany community is summarized in the next 3 profiles as required in the Pastoral Relations Handbook.



The map is from the website <http://www.eic.elora.on.ca>.

## **Profile 1 - Community**

### **The Village Of Elora**

Elora is an historic community, established in 1832, located on the banks of the Grand River. Many early stone buildings remain, notably the Elora Mill, converted to a 5 star country inn. Adjacent to the mill is the village landmark, the Tooth of Time. This tree-capped rock marks the Elora Falls and the beginning of the Elora Gorge, a 60 ft. deep limestone gorge.

The current population of Elora is approx. 4300 with a wide range of housing available and several new housing developments under construction. Elora also boasts the County operated Wellington Terrace Home for the Aged and seniors housing complex.

Cultural attractions within Elora include the renowned Elora Festival (titled "A Celebration of Song"), which comprise a three week summer program of choral and Classical music events, as well as seasonal productions, The Elora Festival Singers, the Elora Community Theatre, the Gorge Cinema featuring mainstream and art films as well as numerous restaurants from casual to fine dining.

Recreational facilities in Elora include the Elora Arena and Community Centre, numerous parks, the Elora Cataract Trailway, and adjacent to the village, the Elora Gorge Conservation Area with trails, picnic and camping facilities.

Several other faith communities are active in Elora including Roman Catholic, Anglican and Presbyterian and a number of others are located within Centre Wellington.

Elora is a growing and vibrant village within the heart of Centre Wellington with a rich heritage, dynamic arts and cultural scene and a strong sense of community.

### **The Township of Centre Wellington**

The Township of Centre Wellington is a recently amalgamated community located in the County of Wellington, comprising the Town of Fergus, the Village of Elora and the township of Nichol, the township of West Garafraxa and the township of Pilkington (where Bethany United Church is located). Within Centre Wellington there are schools, churches, shopping, libraries, the County Museum and Art Gallery, live theatre, hospital, nursing and retirement homes and recreational facilities that include an indoor pool and sports complex.

The township's current population is approx. 24,000, with a predicted doubling of its population by 2025. For a more comprehensive view, please visit [www.ferguselora.com](http://www.ferguselora.com).

Centre Wellington is currently experiencing mixed growth, attracting both older retired people and young families. The largest age groups are 0-15 and 45-64' with the average household income exceeding \$55,000. The largest employers are manufacturing, tourism, retail and business service industries. Based on the 2001 census, the predominant ethnic and linguistic group is English.

### **The Surrounding Communities**

Centre Wellington is located in the heartland of Southern Ontario, approximately 25 minutes from Guelph, 30 minutes from Kitchener / Waterloo and 1½ hours from Toronto and Pearson International Airport.

In Guelph, approximate population of 100,000, there is a multitude of services and facilities

available including a primary and chronic care hospital, University of Guelph, Ontario Agricultural College, Ontario Veterinary College, River Run Performing Arts Centre, Guelph Sports and Entertainment Complex as well as Stone Road Mall with over 75 stores. For more information visit [www.city.guelph.on.ca](http://www.city.guelph.on.ca).

Kitchener/ Waterloo, population approximately 300,000, also offers many attractions including the University of Waterloo, Wilfred Laurier University, Conestoga College of Applied Arts and Technology, numerous hospitals, Centre in the Square for the Performing Arts, as well as two large shopping centers and much more.

For more information visit [www.region.waterloo.on.ca](http://www.region.waterloo.on.ca).

## Profile 2 - Pastoral Charge

### ***Our Mission: Empowered by God's Spirit, we continue the work of Jesus.***

Presently the Elora-Bethany Pastoral Charge is a two-point charge with one full-time minister for Worship, Christian Development and Pastoral Care, and a 1/3 time youth minister (vacant June 2007). The minister leads two services each Sunday: Bethany at 9:20 a.m. and Elora, 11:00 a.m. The Elora-Bethany Pastoral Charge Official Board meets 2 or 3 times a year. Bethany is governed by a Board of Session and Stewards which meets monthly. Elora is governed by a Council. The two churches were united into one Pastoral Charge in 1950.

The two churches have a very amicable relationship, but function autonomously in many areas. For example, the worship styles are different for both churches. The Youth Group and some shared services are exceptions to this norm. Each church alternates holding Christmas Eve Services each year at 7:00 and 8:30 p.m., and an 11:00 p.m. Communion Service is held at Elora for both congregations. Bethany and Elora celebrate New Year's Eve with a skating party. On Good Friday, services are shared with Knox Presbyterian Church with services alternating between Elora United and Knox Presbyterian.

In 2001, a committee was struck at Elora United to review the relationship between the two churches and the two-point charge. At the Annual Meeting, February 2002, the decision to stay as a combined two-point charge was reaffirmed.

	<b>Elora</b>	<b>Bethany</b>
Congregational Households	179	67
Resident Confirmed Members	180	98
Children in the Sunday School	25 - 40	-
Average Attendance	109	50
Identifiable Givers (Supporting Households)	126	47
Identifiable Givers to M&S	96	9
Number on PAR program	48	2
Infant baptisms in 2006	3	2
Confirmations in 2005	7	4

### **Elora**

The purpose of Elora United is to be a visible caring community of Jesus Christ, striving to share in the continuing action of God in our community and the world, in worship, love, and service. We seek to provide a community of faith where each person can grow and serve as a unique child of God. We proclaim a vision of hope in God as: The Creator who gives life, the Saviour who redeems us and sets us free, and the Spirit who fills and guides us in our daily lives.

The present church was opened and dedicated on March 1, 1863. Before that, Methodists worshipped together in homes, in a stable, in a log schoolhouse, and in other locations. The present organ was bought in 1925 and upgraded in 1997. Additions to the church were made in 1953 (meeting room with small kitchen, main kitchen, two offices and nursery) and in 1988 (new entrance, elevator, washrooms with handicapped accessibility, and renovations to

chancel area.)

Elora United is currently governed by a 9 member Council with, each serving 3 year terms, an appointed chairperson and appointed secretary. The Board of Trustees is made up of 4 members serving 4-year terms. There are 4 people on Ministry and Personnel Committee serving 4-year terms. The Council oversees the many conveners and their teams who do such tasks as:

- A Worship Team and convenors involved in areas of worship and Sunday Fellowship.
- A Pastoral Care Team - visiting, packages to college/university students.
- Inviting and Welcoming Team, coordinating all efforts to welcome visitors, seekers and newcomers (including website, ushers/greeters, Welcome Centre, and newcomer events)
- Finance and Stewardship Team
- Children's Worship is led by a team of 4 teachers with Sunday help from parents of the participants. The Children's Worship begins with prayer and song then the children divide into two groups for stories/crafts. Average attendance is about 23 with about 40 individuals who have attended. At Christmas there is usually a special event or concert. The children take part in worship dramas from time to time. We also have a Children's Choir.
- Property Team, in charge of maintenance of building and grounds.

Currently, Youth meet weekly about 3-4 times a month, except summer. They go on 2 weekend retreats each year. Recently, they spent March break on a mission trip to Toronto. A middle school/high school discussion group is offered on alternate weeks, during worship time. There is also a book study group for high school youth, which meets once a month.

The UCW looks after kitchen needs, lunches following funerals, greeting cards, and baptismal Bibles which are presented by the Cradle Roll Convenor. They sponsor a Shamrock Supper in the spring and a Bake, Craft and Treasures Sale in the fall. Funds raised are used to support projects of the local church, the community and U.C. Projects.

We have a Friendship Club made up of many members who have been together since the time of the Young Peoples Union. They meet for worship, for fellowship and to hear speakers on different topics of interest. They often get together to decorate the church for Christmas and for Thanksgiving. Money collected at meetings is used to support projects of the local church, of community and of wider world.

Currently there is a book study group, a *Spiritual Potluck* discussion group, a Profession of Faith study group, and a film discussion group planned for the summer.

The Annual Congregational Picnic is often held on the farm of a family of the congregation and is a great time for everyone. Recently, Elora and Bethany have combined their summer picnics. We alternate locations. On Easter morning at the Sunrise Service, we meet by the Grand River in a park a block from the church. We light a fire for warmth; enjoy a brief service and share fish and bread kept hot over the fire. We then go back to the church for a breakfast before the main Easter service. The UCW sponsors a Shamrock Supper in March with the help of others in the congregation. They also have a Bake, Craft and "Treasures from Grandma's Attic" Fair in November. The Youth Group have sponsored and emceed the Annual *Talent (or not) Show*. In the past, proceeds from this show have gone to CAMEO as

well as to help with medical expenses for a child in our congregation. The Good Friday Fish Fry is a major event serving close to 400 meals.

All these events involve many hands, much phoning and the dedication of team leaders. We enjoy the fellowship and fun we have at these events. We get to know each other better and feel closer as a community when we worship on Sunday morning.

Over the past several years we have introduced "contemporary" worship into our services. We now have a Praise team that leads us in worship and pre-service singing on one or two Sundays a month. When we started this change from strictly "traditional" to a "blended" worship we lost approximately 5 members, but we gained members who came in because they heard "music they could relate to" coming through the windows. The worship team works to ensure a balance of "traditional" and "contemporary" in our worship, as well as ensuring children and youth are included.

## **Bethany**

*"In memory of the Pioneers of Bethany Church who lit the Lamp of Faith in this Community."*

This phrase is inscribed on a plaque in the lobby of Bethany and sums up a great deal about our faith community's from our past into our present. The Bethany Congregation has its roots in the mid 1800's as a Methodist church in the Elora and Ponsonby Circuits.

The Bethany congregation is mainly rural, agricultural in its nature with its country location just south of Elora. It is not unusual for several generations of one family to be present at Worship. We are a small community where we enjoy knowing one another by name. The congregation has seen its share of ups and downs in the past decades as younger people move away to post-secondary education outside the area. Recently, the countryside has become a place of rebirth for many young professional families looking to move from the urban areas and raise their families. The fellowship of our congregation seems to be the drawing card for many new members in their quest for spiritual growth. Our members equally represent all ages and come from a wide geographic area from Fergus to Elora and Guelph to Ariss.

Bethany enhances their worship services with guest musicians along with the talents of many congregational members, multimedia techniques are also used to project hymns and communications during the service. Bethany has a vibrant quarterly newsletter that reaches out not just to the congregation but to local residents as well. Posters and invitations are also used during seasonal times of the church year to encourage visitors to come out and enjoy specific services. Many of our members sing in groups that perform during times such as Easter and Christmas. Bethany also shares services with Elora on a prearranged schedule.

With the wide range of ages, Bethany has an abundance of talent and experiences to draw on in its quest for Spiritual growth. With the busy lives of the younger families, the participation over the year varies with their family schedules. Even so, our Friends, Relative and Neighbours events always attract great turnouts. These events include the U.C.W. Fall Ham Dinner, the Christmas Play, the Men's Spring Breakfast and the Summer Sunday School Picnic. There is always a core attendance of the devoted at Bethany for every worship service.

Bethany's commitment to service in the community and beyond has been through participation in the World Food Grains Bank, the Mission and Service Fund as well as

annually supporting families in our local community at Christmas. All profits generated from the annual Craft, Bake Sale and Live Auction are donated to purchase gifts and necessities arranged through the Adopt-A-Family program. The crafts are created by the children, youth and volunteers throughout the Sundays of November and then presented for sale along with donated baked goods. Specialty gift baskets, also donated by the congregation, are a big hit in the live auction.

Bethany's goal is to maintain their small, country church appeal and uses this as a guiding principle when preparing for the seasons of the Church year. Decorating the church for Christmas, Easter and throughout the year is a task enjoyed by many members of the congregation. Bethany prides itself on making every effort to ensure that the congregation, along with visitors, are welcomed into their warm and inviting atmosphere.

## Profile 3 - Resources

Year - 2006	Elora	Bethany	Total
Offerings	\$96,240	\$32,084	\$128,324
Other Income	\$23,082	\$3,865	\$26,947
<b>Total Raised</b>	<b>\$119,322</b>	<b>\$35,949</b>	<b>\$155,271</b>
Pastoral Charge	\$71,945	\$27,391	\$99,336
Congregation	\$44,096	\$17,205	\$61,301
<b>Total Expenses</b>	<b>\$116,041</b>	<b>\$44,597</b>	<b>\$160,638</b>
<b>Surplus / Deficit</b>	<b>\$3,281</b>	<b>(\$8,648)</b>	<b>(\$5,367)</b>

### What money we spend and how

- Offering to the Mission and Service Fund: \$36,547
- Pastoral Charge Expenses: \$99,336 (Elora 73% / Bethany 27%). Budget for 2007: \$99,336
- Approximately 38% of general expense at Elora is for property maintenance, utilities, and property and liability insurance ... 19% for Bethany
- Elora United Special Gifts Fund: Of all the money received in a year, 90% is to be spent in the next year and 10% is put in the Special Gifts Trust. The Trust interest is also spent each year. Spending is designated to four categories which must receive equal weighting over a 4-year period - Project of The United Church of Canada, Outreach, Education and Capital Projects.
- Ministry Personnel costs are approx. 46% of Elora United general budget and 48% of Bethany's.

### Property and Capital

#### Elora

- Approximately 3/4 acre of property in the downtown Elora
- No parking on property
- Sanctuary seats 250 people
- Fellowship Hall has a capacity of 125 people
- Elevator in main lobby.

- 1950's addition has two offices, a washroom (wheelchair accessible), a meeting room (for up to 35 people) with small kitchen on the second floor.
- Fellowship Hall has a kitchen, nursery, 2 washrooms and a wheelchair accessible washroom, small office, and ante room off of a fenced in playground.

The Elora Co-operative Preschool has rented part of our facility for over 25 years. At this time they are here 5 days a week. We co-sponsor with the Preschool an Adult/Child Activity group one morning a week. The Brownies are here weekly and the Fergus-Elora Community Living Group and other groups (such as Alcoholic Anonymous) hold events/meetings here from time to time.

### **Bethany**

- 3 acres of land at corner of 4<sup>th</sup> line East and Side Road 10, Centre Wellington
- Has parking lot and area for picnics, corn roasts, etc.
- Sanctuary seats 150
- Fellowship Hall - 90 people
- Full kitchen and two washrooms
- Bethany Savings: \$141,287 (Investments only, excludes bank balances)

### **Current Staff**

- One Ordained Minister
- Office Administrator (12 hours/week)
- Treasurer (Pastoral Charge and Elora United Church finances)
- Staff Associate for youth ministry

### **Elora**

Music Coordinator  
 Church Treasurer  
 Cleaning - contracted out  
 Grass cutting - contracted out  
 Snow removal - contracted out

### **Elora Volunteer Positions**

Church School teachers  
 Worship Planning Team  
 Care Callers (Pastoral Care)  
 Praise Team  
 Choirs  
 Property Team  
 Inviting and Welcoming Team  
 Finance and Stewardship Team  
 Ministry and Personnel Committee  
 Trustees

### **Bethany**

Music Coordinator  
 Church Treasurer  
 Custodian – contracted out  
 Grass cutting – contracted out  
 Snow removal – contracted out

### **Bethany Volunteer Positions**

Church School teachers  
 Choirs – part time  
 Ministry and Personnel Committee  
 Trustees

## **Introduction to the Position**

The JNAC had a very specific mandate to determine if both congregations continue to support the need for a Minister of Youth and Children. The congregational surveys, across all ages, re-affirmed the pastoral charge's desire to support youth ministry but also showed that there was interest in expanding the role to include children.

### **Profile 4 - Position**

#### **Half time Staff Associate of Youth and Children's Ministry**

Duties:

##### ➤ **Overall**

- provide leadership for youth and children's programming
  - to specifically include Youth Ministry for both churches but with an additional focus on Sunday School leadership at Bethany and support to the Children's Worship at Elora
- emphasis on volunteer development for both churches
- develop and maintain programs and special events for children and youth
- participate in the leadership team that runs the Vacation Bible School program and volunteers
- in conjunction with the Minister, develop and conduct youth Confirmation classes
- reach out to children and youth with sporadic attendance with a view to increasing their involvement in worship and/or church programs

##### ➤ **Junior Youth**

- re-establish a Junior Youth Program for grades 6 to 8 with the hope to move towards continued involvement in a senior youth group

##### ➤ **Sunday School**

- oversee the Sunday School program at Bethany and plan occasional worship services that included the Sunday School children in preparation and delivery
- where needed provide spiritual guidance for Sunday School teachers at both churches
- join the leadership team for Children's Worship at Elora and assist with program delivery when required
- assist in recruiting Sunday School teachers for both churches
- attend meetings of the Sunday School teachers of each congregation to provide guidance and/or leadership in planning

##### ➤ **High School Youth**

- plan and attend events for the youth of the Pastoral Charge (for example the previous Cluster Rallies) .
- plan new events in collaboration with the youth

## Profile 5 – Skills

### Staff Associate of Youth and Children

#### ❖ Experience:

- Experience in working with children and youth

#### ❖ Skills:

##### ➤ Planning/Organization

- an ability to plan and implement programs for the young people of the congregation is essential
- a “heart” for outreach - locally, nationally, globally

##### ➤ Pastoral Care

- ability to relate to all ages
- strong, Christian faith is essential - one that can be drawn on for pastoral care
- empathetic and caring -a 'people person' who genuinely cares about individuals
- enthusiasm for children and youth

##### ➤ Team Work

- be a team player, ready to work with existing volunteers from the congregations
- be able to offer leadership where required
- be able to provide guidance to volunteers
- be able to recognize and encourage those who are ready to take on a new task
- work collegially within the Ministry Team
- offer support to the Minister during worship services (particularly with children's time)

##### ➤ Energy

- an energetic disposition will be required to attend youth events, many times a month

##### ➤ Communications

- skill in coordinating activities/programs
- proficiency in administrative communications
- computer skills are an asset
- music ability would be an asset

## Profile 6 - Terms

### Staff Associate of Youth and Children's Ministry

1. It is the current plan to hire on a half-time basis.
2. The Staff Associate's salary is set in accordance with the guidelines of the United Church of Canada for the current year, including allowance schedules and moving costs.
3. The position's regular working hours will be 20 hours per week but it is understood that from time to time this may vary based on activities planned
4. On an annual basis, the Ministry & Personnel Committee (M&PC) of Elora-Bethany Pastoral Charge reviews performance, salary and benefit levels for all staff positions, including the Staff Associate. Typically around October, a detailed performance evaluation is conducted and recommendations are forwarded to the Church Council for drafting the overall pastoral charge budget. The congregations of the pastoral charge provide final approval for the overall budget at each of their annual meetings, specifically authorizing amounts for salary, housing allowance, travel expenses, education and books.
5. Neither congregation in the charge owns a manse; therefore a housing allowance is paid in accordance with United Church policy of fair rental value which includes the cost of providing heavy appliances, rugs and drapes. All housing allowances are subject to approval by Presbytery at the time of call or appointment and shall be reviewed at least every three years. The 2007 housing allowance for a Staff Associate is \$15,000. This amount will be prorated at 50% based on the half-time nature of the position
6. Travel expense reimbursement is based on the current rate set by the United Church. It will be paid upon submission of a travel log. Travel between the two churches in the pastoral charge will be reimbursed, while travel from home to the church office is considered a personal expense. A yearly travel expense budget will be set by the pastoral-charge based on job expectations and past experience.
7. An annual allowance for books and continuing education is \$600 for a ½ position.
8. Yearly study leave of 3 weeks, including 3 Sundays, to be negotiated with the M&P committee and other ministry staff
9. Our vacation policy is one month vacation (including 5 Sundays) within one year as per UCC policy. Vacation will be pre-arranged customarily for July or August in consultation with M&PC. Time off needs to be coordinated within the ministry team to ensure continuous, year round coverage.
10. Statutory holidays, where they fall on Good Friday, Easter and Christmas will be compensated as time off in lieu. Statutory holidays (10) are: New Year's Day, Good Friday, Easter, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving, Christmas and Boxing Day
11. As the situation warrants, the Staff Associate is entitled to special leaves for reasons of

disability, maternal and parental, sabbatical, bereavement and compassionate purposes. All special leaves are subject to the guidelines of the United Church of Canada and Waterloo Presbytery

12. Benefits are provided in accordance with requirements of Canada Customs and Revenue Agency and guidelines from United Church of Canada and existing pastoral charge budgetary guidelines. The pension and health benefits are the standard United Church of Canada plan. The Staff Associate, for taxation reasons, pays for long-term disability insurance.

## Congregational Survey Summary

A congregational survey (Appendix A) was developed and circulated to members of the Pastoral Charge either at Worship service or via Canada Post.

The survey had a good response rate. We received 25 surveys from Bethany and 85 from Elora. There were a lot of comments, indicating that the respondents felt strongly about their church, the staff and programmes. A quick breakdown of the type of respondents shows:

Age			Gender		
	Elora	Bethany		Elora	Bethany
Under 13	8	2	Male	25	9
14 – 18	10	1	Female	55	14
19 – 29	5	0	Not Indicated	5	2
30 – 39	8	1	<b>Total</b>	<b>85</b>	<b>25</b>
40 – 49	10	4	<b>Attendance</b>		
50 – 64	10	7	Regular	<b>77</b>	<b>18</b>
Over 65	32	10	Occasionally	<b>6</b>	<b>6</b>
Not Indicated	2	0	Other	<b>1</b>	<b>0</b>
<b>Total</b>	<b>85</b>	<b>25</b>	Not Indicated	<b>1</b>	<b>1</b>
			<b>Total</b>	<b>85</b>	<b>25</b>
<b>Participation in Programmes</b>			<b>Participation in Special Events</b>		
Lead	9	0	Lead	4	0
Lead & Participate	6	1	Lead & Participate	5	1
Participate	52	17	Participate	52	13
Blank	18	7	Blank	24	11
<b>Total</b>	<b>85</b>	<b>25</b>	<b>Total</b>	<b>85</b>	<b>25</b>

## Recommendations

The Joint Needs Assessment Committee has developed the following recommendations based upon its work in the Pastoral Charge in 2007. We recommend:

1. That Waterloo Presbytery declares a vacancy for the Elora-Bethany Pastoral Charge immediately and that upon such a declaration the Joint Needs Assessment Committee is dissolved.
2. That the Elora-Bethany Pastoral Charge and Waterloo Presbytery form a Joint Search and Selection Committee as soon as possible in order that one half time Staff Associate of Youth and Children's ministry be called
3. That the Joint Official Board note and take action on other strong themes that emerged from soliciting feedback from both congregations. These themes are:
  - a. Community Outreach
  - b. Senior's Ministry (determined from the percentage of seniors who completed the survey and provided feedback)
  - c. Greater emphasis on contemporary worship at Elora
4. It was apparent that both congregations would like more of many things. The JNAC suggests that in order to cover the cost of increasing the hours for the Staff Associate as well as expanding some of the other programmes, that a Stewardship campaign be considered within the next year.

## Survey Results

The following pages summarize the results from the submitted surveys.

This first chart reflects the congregation's position on the current staffing levels of both churches. Some of the additional comments received, in conjunction with choosing over or under staffed, included reference to the lack of children/youth involved from Bethany therefore questioning if a youth leader was required. Conversely, at Elora there were 6 specific comments about continuing programming for youth. Elora also had 4 suggestions to expand the custodial position and 2 additional comments specifying that seniors ministry is also important.

	<b>Elora</b>	<b>Bethany</b>
Over Staffed	0%	8%
Under Staffed	17%	0%
Staffed Appropriately	83%	92%
	100%	100%

The following 2 charts represent the selections made when asked to choose the top 4 areas members would direct new resources to, if given the opportunity. Children and Sunday School, Youth and Community Outreach ranked the highest for both churches.

<b>Elora</b>	<b>%</b>
Youth	19%
Children and Sunday School	17%
Community Based Outreach	14%
Worship	10%
Music	10%
Adult Faith Formation	7%
Pastoral Care	6%
World Based Outreach	6%
Facilities	6%
Seniors	3%
Other	2%
Administration	1%
	100%

<b>Bethany</b>	<b>%</b>
Children and Sunday School	22%
Youth	16%
Community Based Outreach	13%
Music	12%
Facilities	11%
Pastoral Care	6%
Worship	6%
Adult Faith Formation	5%
Seniors	4%
Administration	4%
World Based Outreach	2%
Other	0%
	100%

When asked to choose which 3 of the listed programs would be considered most important there were 61 members of the Elora congregation that provided suggestions. The percentages are based on the number of members who responded.

<b>Elora Top 3 Programs</b>	
Contemporary Worship Services	44%
Youth programs & activities	26%
Church music	25%
Life / Small Group Ministry	23%
Social action/justice	20%
Community outreach	20%
Sunday school programs	20%
Scriptural preaching	18%
Traditional Worship Services	18%
Mission & Service	15%
Sharing our Faith	10%
Fellowship social activities and events for all ages	10%
Alternative Worship Services	7%
Adult education	7%
Prayer Group	5%
Stewardship (time/talent/resources)	3%
Bible study	3%
Intergenerational programs	3%
Visiting (shut-ins/hospital/homes)	3%
Interdenominational activity	2%
Other	2%
Administration	0%

When asked to choose which 3 of the listed programs would be considered most important to Bethany members, 20 people provided an answer. The percentages are once again based on the number of members who responded.

<b>Bethany Top 3 Programs</b>	
Community outreach	55%
Youth programs & activities	40%
Church music	35%
Traditional Worship Services	30%
Scriptural preaching	20%
Mission & Service	20%
Sharing our Faith	20%
Stewardship (time/talent/resources)	15%
Sunday school programs	15%
Fellowship social activities and events for all ages	15%
Contemporary Worship Services	10%
Visiting (shut-ins/hospital/homes)	10%
Social action/justice	5%
Adult education	5%
Intergenerational programs	5%
Alternative Worship Services	0%
Bible study	0%
Life / Small Group Ministry	0%
Prayer Group	0%
Interdenominational activity	0%
Administration	0%
Other	0%

The previous two charts show that both churches have diverse interests but also have common themes such as youth and music. Elora had a high percentage of respondents (44%) who considered contemporary worship services important while Bethany chose to support more traditional worship (30%).

The following charts outline what each church thought of the individual programs ... should they remain the same or should there be more or less emphasis placed on them.

Elora showed an interest in more community outreach, fellowship and social justice/action and also indicated the less traditional type worship might be considered.

<b>Elora</b>			
	<b>Less</b>	<b>Same</b>	<b>More</b>
Scriptural preaching	5	68	3
Traditional Worship Services	29	37	5
Contemporary Worship Services	5	24	11
Alternative Worship Services	8	2	26
Church music	1	53	17
Social action/justice	0	35	30
Community outreach	0	27	42
Mission & Service	3	46	20
Stewardship (time/talent/resources)	2	40	20
Sunday school programs	0	48	23
Bible study	0	44	17
Adult education	1	41	23
Youth programs & activities	0	42	26
Sharing our Faith	2	40	21
Life / Small Group Ministry	1	35	23
Prayer Group	1	48	11
Intergenerational programs	0	40	20
Visiting (shut-ins/hospital/homes)	0	46	21
Fellowship social activities and events for all ages	2	34	34
Interdenominational activity	3	42	22
Administration	2	50	4
<b>Other</b> ... not always the same person preaching, less M&S	0	0	2

Bethany's largest numbers showed that they prefer things as they are however, some interest was shown in increasing emphasis on music, community outreach, Sunday School programs and fellowship. The highest number under the "less" category was 4 and it was specific to alternate worship services.

<b>Bethany</b>			
	<b>Less</b>	<b>Same</b>	<b>More</b>
Scriptural preaching	1	20	2
Traditional Worship Services	3	20	2
Contemporary Worship Services	3	13	6
Alternative Worship Services	4	9	6
Church music	1	8	15
Social action/justice	0	15	5
Community outreach	0	6	15
Mission & Service	1	17	2
Stewardship (time/talent/resources)	0	14	9
Sunday school programs	1	5	15
Bible study	1	17	2
Adult education	0	16	3
Youth programs & activities	1	8	13
Sharing our Faith	0	12	9
Life / Small Group Ministry	0	20	0
Prayer Group	1	16	3
Intergenerational programs	1	14	6
Visiting (shut-ins/hospital/homes)	0	13	8
Fellowship social activities and events for all ages	0	9	14
Interdenominational activity	0	12	7
Administration	1	15	1
<b>Other</b> ... need a green program, recycling program needed, more organ music	0	0	3

The following charts relate specifically to the Youth Ministry Coordinator and the traits that members thought would be important in that role.

<b>Elora Top 3 Traits In Youth Ministry Coordinator</b>	
Plan and lead youth and children's programs	16%
Inspire and lead	12%
Strong Christian faith	11%
Strong and relevant spiritual message	10%
Work as part of a team	9%
Listen and give caring support	8%
Connect with all ages	6%
Enthusiasm / commitment to outreach / social action	6%
Strong communication skills	5%
Create and lead unique programs	3%
Develop / support Christian education	3%
Work with and encourage volunteers	3%
Administration/organization ability	2%
Other	2%
Openness to new ideas / directions	2%
Musical ability	2%
Enthusiasm for personal / professional development	0%

<b>Bethany Top 3 Traits In Youth Ministry Coordinator</b>	
Plan and lead youth and children's programs	17%
Inspire and lead	14%
Listen and give caring support	11%
Connect with all ages	11%
Enthusiasm / commitment to outreach / social action	10%
Strong Christian faith	10%
Strong and relevant spiritual message	6%
Develop / support Christian education	5%
Strong communication skills	5%
Create and lead unique programs	3%
Musical ability	3%
Work with and encourage volunteers	2%
Work as part of a team	2%
Enthusiasm for personal / professional development	2%
Administration/organization ability	0%
Openness to new ideas / directions	0%
Other	0%

The following tables list the strengths and areas for improvement as noted in the comment section by each congregation:

<b>Elora Strengths</b>
Friendliness and organ Music
Friendliness, minister, finance
Sunday School
Organization and events
Youth, active older Adults
Enthusiasm, paid leadership
its ministers - all of us
fellowship and spiritual learning
sharing our facilities with other groups; enthusiasm of Youth minister, Youth and Music director.
The minister and the Music.
good people
willingness to change (I hope)
Minister, Youth Minister, Music Director, Choir, Praise Team, Board
Warmth, friendliness, welcoming
Commitment of members, caring people
Welcoming members, excellent minister/wife, young talent, warm older people
love of Music, outreach to all ages, many ways to be involved
strong community and congregational support
Musical leadership, ministry team, Sunday school, community, administration, volunteers
Beautiful choir, talented pianist, good minister
Music is good, everyone is enthusiastic
Our Pastor!
friendliness – welcoming wonderful messages & Music
"Greg" and the good people who attend and are willing to help
Music, creativity
its Music, friendliness, communication
Congeniality and willingness to participate
young families, welcoming, concern for our planet
Friendly, outgoing
affirming and commissioning congregation
the people, Music, games, choir, cookies
excellent worship, congregation talents, abilities, resources
volunteers so many people doing so much
strong staff and volunteer compliment
a supportive environment
Relaxed, inviting, worshipful service (love Greg's prayers of the people)
I liked being in Children's worship and playing and eating cookies, singing songs, Greg telling us stuff about Jesus
Welcoming, interest in developing deep faith. Strong focus on Children and Youth. Small groups
financial, multigenerational, some highly committed folks
Singing and having fun
committed minister, music, currently exceptional youth minister
volunteers

<b>Elora Strengths ... continued</b>
great people, supportive, open to new ideas
Energy, creativity, music
welcoming and fellowship
our minister, youth, leaders
all forms of spiritual growth, welcoming people
people friendly, minister messages meaningful, stimulating, well presented, music

<b>Bethany Strengths</b>
Minister, Board, Love, Outreach, Love for God
caring people
Minister, congregational togetherness
enjoying our time together
We are willing to work hard to continue operation of the church.
Very close group
Love of god, generosity in helping others, great pastor
The experience of our elderly members. The enthusiasm of the younger members.
community spirit
variety of talents & ages
Participation
Strongly supportive caring people
a sense of history in our church gives a feeling of stability
Youth mission and service
a sense of history
Neighborliness
to act as Christians
life and spirit

<b>Elora - Areas to Improve</b>
More contemporary worship
More organ, less piano, no keyboard
A willingness to connect intimately with all members of the congregation; like siblings
Preaching reflective of global religious diversity
become more welcome, contemporary worship
church maintenance
connecting with new members
Less spiritual, narrow focused preaching and more justice and outreach preaching
More old hymns (see LSM)
communication and welcome
Looking outward, more discussion about what we are doing
Community outreach
a willingness to see what we all can do in an area of our interest
more contemporary worship but no waving and yelling
More dramatic involvement
Youth group
Services 1 hour in duration. The Message and all activities can be conveyed in 1 hour!

<b>Elora - Areas to Improve ... continued</b>
Maintenance of our building important
Hearing Aid system
social activities - do we need them?
Keep service within 60 minutes
Music, more contemporary, more praise team, shorter sermons, more united church issues
more Youth in congregation
Sunday service is dull for many men, and too "spectator church" instead of participant
accountable time
Kitchen revamp, better storage of chairs and tables for safety
Shorter more powerful sermons, fill the void that Phil will leave
expansion of membership
people don't really know each other deeply. Faith sharing and sharing our struggle would be great
sitting still in Adult church
More opportunities for people to connect with people on a deeper level
faith sharing, planning for faith development
faith & fellowship
more contemporary music
allow gay marriages, newer technology
care of grounds and building. I.e. back door& windows
outreach to larger community
communication, promote our church activities, programs celebrate special activities, media coverage, photographs, share youth experiences out side of the church

<b>Bethany - Areas to Improve</b>
Outreach, comfortable inside Bethany for people
try to increase membership and monetary givings to maintain church
Music, Music, and Music
Church should go green, more involvement by members
Repairs to church building
Accessibility to ALL areas of the church to every one.
better attendance
need more young people in church & to have a large Sunday School again
church and community support
need to enlarge our congregation and improve our Children's programs
Youth mission and service
a clear vision for the church and this process is under review
to enlarge our congregation
attendance, hopefully to make a future
try to get more people out to church
many committed members
reaching out

## Focus Group Notes

### Elora Board

- Believe a youth minister would be involved directly with them 2-3/hrs per month and random retreats
- As a person appointed by Presbytery they will automatically become a member of the Council
- Negotiate attending council meetings 1X/3months
- Would like to see Youth Minister:
  - Keeping Council informed
  - Good communication
  - Someone who can balance day to day of bigger picture of the mission of the church as a whole ... this has been useful in terms of communication ... improves visibility ... connects with other groups
- Conversely, Council is trying to move away from the “nitty gritty” at Council meetings
- The person needs to respect leaders and governances
- Be part of the leadership team

### Bethany Board

- Concerned with lack of interest of children/youth ... feel it's a direct relationship to not having specific programs
- Also sees youth ministry as outreach in the community
- Concerned that Bethany does not have the resources to cover a youth minister
- Would like to see focus on Sunday School

### Elora Children's Worship Team

- Purpose of group is to provide an encouraging and open environment to help the children of our community understand God's message and to build their own personal relationship with him
- Major activities of group and hours spent:
  - 30-45 minutes of Children's Worship time on Sundays while adults are in the sanctuary for their worship time
  - Usually involves singing and prayer as a large group from which we currently split into 2 groups for more age specific lessons, discussions, crafts and activities until we meet with the congregation for snacks after the service.
  - We have approximately 25 children attending each week with upwards to 45 who have attended from age 3 -12. The preparation for each week takes between ½ hour – 1 hour including prep for craft materials

- Currently there is no nursery so the odd time we'll have an infant or toddler usually with a parent join us for the initial singing time
- There are 4 teachers plus ad hoc parent volunteers
- Would like to seem more volunteers/teachers and resources available. We foresee growth that will cause us to split into at least one more class, which will require more volunteers. Currently the commitment has been quite high (at least every other week) so having more folks would rally help to spread the work load and simply add to the program we have by the variety of people committed to our children
- Would like a resource library ... no energy or resources to make this happen
- Would like some kind of nursery for those under 3
- Suggest things such as Sundae Sundays, PJ Move nights ... all require human resources and time
- Believes Youth Minister would need to be involved with SS team to a degree ... likely only once per week ongoing ... but prep meetings (currently every six weeks for 2-3 hours) and additional commitment for VBS prep
- Would like to see YM to be somewhat involved in organizing and administering aspects of youth ministry. Could include:
  - Helping to organize volunteers
  - Providing resources/ideas for curriculum
  - VBS
  - Not required to take on a SS teaching position yet assist with leadership to the children's worship team
- Strong skills in recruiting volunteers as well as organizational skills and a strong personal faith would be excellent traits

### Bethany Sunday School

- If Bethany can afford a Youth Minister then they should also run the SS at Bethany
- One hour prep and one hour for SS ... 2 hrs per week
- Should consider tailoring the frequency of SS to the # of kids currently in the congregation ... 2 X per month for example
- SS teachers get frustrated preparing lessons and only having their own children to teach
- Seems to be great reluctance from the congregation to teach at all
- If youth leader comes to Bethany for children's moment why wouldn't they also lead in Sunday School. Realize this isn't in current job description but Bethany needs leadership
- We should also look at, if we hire with exactly the same Job Description. How well would that serve Bethany? Do we get our "money's worth" because we are not a wealthy congregation

## Youth Group

The youth group was asked to consider what activities and/or events they would like to stop, start or continue (go).

### **STOP**

- Organ Music
- Phil leaving

### **START**

- Youth Band
- Movie Camps
- Week long canoe trip
- Marker wars
- More candy
- One on One bonding
- Laser Tag
- Youth Fair
- Games to do with the community
- Skiddys
- Bowling
- Movies
- More concerts
- Meetings at people's houses

### **GO**

- Concerts
- VBS
- Wonderland
- Famine
- Weekly Meetings
- Youth events
- Canoe trips
- Everything
- Retreats
- Vespers
- Movie nights
- Sleepovers
- Mission trips



April 22, 2007

**Dear Elora / Bethany Congregations:**

On November 29, 2006 the Joint Elora-Bethany Official Board passed the following motion:

*That the Official Board ask Waterloo Presbytery to initiate a Joint Needs Assessment Committee (JNAC), with the task of reviewing the previous Needs Assessment Report in general, and the Minister for Youth and Children in particular, and updating it to reflect the current profile of the Pastoral Charge.*

*That the members of the Joint Needs Assessment Committee included four representatives from Elora and two from Bethany, and that effort be made to ensure that this includes at least two youth representatives, and if it does not, then two youth representatives will work with the committee as corresponding members.*

On January 14, 2007 a Joint Needs Assessment Committee was formed and has been meeting on a regular basis to update the previous report and recommendations. Once the JNAC Report has been completed it will be presented to the Official Joint Board as well as the congregation for approval. At that point, it will be presented to Presbytery for their review and upon their approval the JNAC recommendations will be implemented.

**We Need Your Input Now!**

We, the committee, have arrived at the point in this process where we need to ask your advice as to where we are today and what we need as a congregation for the future. We ask that **each** member of the church fill out a survey individually rather than just one per family.

Deadline for return of survey is **May 6, 2007** ... there will be boxes available in both churches but if you prefer to mail please address to:

**Elora-Bethany Pastoral Charge**  
**Box 737, 75 Geddes Street**  
**Elora, Ontario**  
**N0B 1S0**  
**RE: Congregational Survey**  
Fax ... (519) 837-9227

This is an opportunity for all members of the pastoral charge to help shape our churches' future. If you have any questions, please contact any of the following Elora or Bethany members of the Joint Needs Assessment Committee below. Thank you for your cooperation.

Elora United Church		Bethany United Church	
Marilyn Abraham	(519) 787-0096	Denise Beckham	(519) 846-9853
Jessica Bridge	(519) 843-7521	Robert Hull	(519) 846-0008
Devin Howard	(519) 846-0550	<b>Presbytery</b>	
Tom Skimson	(519) 846-5635	Drew Maxwell	
Jasmine Thomson	(519) 846-0302	Rob Selby	

**"Empowered by God's spirit, we continue the work of Jesus"**

# ELORA / BETHANY PASTORAL CHARGE SURVEY 2007

Please return by May 6, 2007

## AGE:

## GENDER:

<input type="checkbox"/> 13 & under <input type="checkbox"/> 14 - 18 <input type="checkbox"/> 19 - 29 <input type="checkbox"/> 30 - 39 <input type="checkbox"/> 40 - 49 <input type="checkbox"/> 50 - 64 <input type="checkbox"/> Over 65	<input type="checkbox"/> Male <input type="checkbox"/> Female
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## WORSHIP:

I normally attend: <input type="checkbox"/> Elora <input type="checkbox"/> Bethany	<input type="checkbox"/> Regularly <input type="checkbox"/> Occasionally <input type="checkbox"/> On Special Occasions <input type="checkbox"/> Other _____
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## OTHER CHURCH ACTIVITIES:

I participate and/or lead in the life of Elora / Bethany United Churches by (check as many as apply):

	<u>Lead</u>	<u>Participate</u>
Participating in programs & activities	<input type="checkbox"/>	<input type="checkbox"/>
Helping at special events	<input type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input type="checkbox"/>

## STAFFING AND RESOURCES:

Currently, our staff roster consists of:

- A full time Minister
- A part time Youth Ministry Coordinator
- Music Directors at both churches
- Secretary
- Treasurers at both churches
- Custodians at both churches

Regarding the match between staffing and the requirements of the church would you consider us to be (please select one):

- Over staffed
- Under staffed
- Staffed appropriately ... the right ratio of staff to church members and needs.

If you selected "over staffed", in which areas do you think too much emphasis is being placed?

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If you selected "under staffed", in which areas do you think too little emphasis is being placed?

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**If you could direct new, Elora/Bethany resources towards a specific area, which of the following would you choose?**

**Rank your top four choices in order ... 1 = most important**

- \_\_\_ Children and Sunday School
- \_\_\_ Youth
- \_\_\_ Music
- \_\_\_ Pastoral Care
- \_\_\_ Seniors
- \_\_\_ Adult Faith Formation
- \_\_\_ Community Based Outreach
- \_\_\_ World Based Outreach
- \_\_\_ Facilities
- \_\_\_ Administration
- \_\_\_ Worship
- \_\_\_ Other \_\_\_\_\_

**TRAITS YOU CONSIDER DESIRABLE IN A YOUTH MINISTRY COORDINATOR:**

Please rank the following statements: **1 for high priority and 4 for low priority**

	HIGH		LOW	
	1	2	3	4
1. Ability to convey strong and relevant spiritual message .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Ability to work with and encourage volunteers .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Ability to work as part of a team .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Ability to listen and give caring support .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Administrative / organizational ability .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Ability to plan and lead youth and children's programmes .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Ability to create and lead unique programmes .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Ability to connect with all ages .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Ability to develop / support Christian education .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Enthusiasm / commitment to outreach / social action .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Openness to new ideas / directions .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Enthusiasm for personal / professional development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Ability to inspire and lead .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Has a strong Christian faith .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Exhibits strong communication skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Possesses musical ability .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

17. Other: \_\_\_\_\_

Please list the 3 most important aspects: # \_\_\_\_\_, # \_\_\_\_\_, # \_\_\_\_\_

### CONGREGATIONAL LIFE AND PROGRAMMES:

How important are the following aspects of our church? Please indicate if in your opinion you wish:

**LESS** .....for less emphasis than present  
**SAME** .....for things to continue as they are  
**MORE** .....for more emphasis than present

LESS, SAME, MORE

- |  |       |
|--|-------|
| 1. Scriptural preaching .....                                  | _____ |
| 2. Traditional Worship Services .....                          | _____ |
| 3. Contemporary Worship Services .....                         | _____ |
| 4. Alternative Worship Services .....                          | _____ |
| 5. Church music .....  | _____ |
| 6. Social action/justice .....                                 | _____ |
| 7. Community outreach .....                                    | _____ |
| 8. Mission & Service .....                                     | _____ |
| 9. Stewardship (time/talent/resources) .....                   | _____ |
| 10. Sunday school programmes .....                             | _____ |
| 11. Bible study .....  | _____ |
| 12. Adult education .....                                      | _____ |
| 13. Youth programmes & activities .....                        | _____ |
| 14. Sharing our Faith .....                                    | _____ |
| 15. Life / Small Group Ministry .....                          | _____ |
| 16. Prayer Group .....   | _____ |
| 17. Intergenerational programmes .....                         | _____ |
| 18. Visiting (shut-ins/hospital/homes) .....                   | _____ |
| 19. Fellowship social activities and events for all ages ..... | _____ |
| 20. Interdenominational activity .....                         | _____ |
| 21. Administration .....                                       | _____ |
| 22. Other: _____   | _____ |

List the 3 most important attributes: # \_\_\_\_\_, # \_\_\_\_\_, # \_\_\_\_\_

## OUR CONGREGATION:

I came to this congregation because:

I feel God is calling us to:

What really excites me about being a Christian is:

What specific ways do you feel Jesus is calling us to continue His work?

What specific gifts and resources has God given our congregation to do this work?

My dream for our congregation is:

To bring to this congregation my real passions and interests in life, I need:

The strengths of our congregation are:

Areas for improvement are:

Anything we've missed?

Deadline for return of survey is **May 6, 2007**

Confidentiality - The completed survey forms will only be reviewed by the members of the Joint Needs Assessment Committee and the results will be shared with the Official Boards of each church. Tabulated results will be included in the final Needs Assessment Report but only as aggregate values with no individual information being used.

**Thank you from all the members of the Joint Needs Assessment Committee and the Official Boards of both churches for taking the time to complete this survey.**