

**JOINT NEEDS ASSESSMENT COMMITTEE
(JNAC)**

REPORT

**BLOOMINGDALE UNITED CHURCH
860 SAWMILL RD., BLOOMINGDALE, ON NOB 1K0**

Community and Resource Description

Our United Church is situated in the picturesque village of Bloomingdale, no more than a 20-minute drive from Guelph, Kitchener, Waterloo, St. Jacobs, Cambridge and surrounding areas. Once predominantly a farming community, Bloomingdale has evolved into more of a bedroom community. Our church family is a blend of people from all walks of life, with our members mainly commuting from the surrounding areas, and only a handful of families living in the village itself.

This church was first known as United Brethren in Christ, the earliest recorded meeting having been in 1880. After joining the United Brethren Association of Congregational Churches, and becoming a 'Congregational' Church in 1907, it provided most of the social life of the community. With the union of Methodist Congregational, and Presbyterian churches, it became Bloomingdale United Church in 1925. It retained its Congregational rights and as such we have retained ownership of our building and property.

The first 'circuit' of churches included Bloomingdale, Zion, Freeport and later, Highland Road United. In 1968, the pastoral charge became St. Timothy's and Bloomingdale.

The beginning date of Sunday School has not been recorded, but we do know that the S.S. work has been carried on through the years by many descendents of the early members.

The Christian Education Wing was built in 1960 with money donated by the congregation; a library (a Region of Waterloo facility) was added later; an addition was completed in 2001, providing a ground-level kitchen and washroom, as well as increased Sunday School space.

We are a very friendly, open congregation where everyone is welcome, valued and respected. Due in part to our small size, almost everyone is involved with the church on a personal level, represents one committee or another and participates in the various outreach projects we have. At the present time, the majority of our congregation is over 50 (years of age). We are lacking participation from the 15-35 years of age demographic. We have a full Sunday school with steady attendance. There are two other churches in Bloomingdale – Mennonite and Koinonia. The Mennonite and UC congregations have a long-standing co-operative relationship, having worshipped together for Good Friday Service for many years. More recently, the Lutheran congregation, Conestogo has become a third component of this arrangement; a third service, 'The Longest Night', a Christmas service for those experiencing loss, has been added.

Theologically speaking, we consider ourselves to be a liberal congregation, always open to the new and wonderful ways in which to experience and explore God's word and His love. For the past 11 years we have had a quarter-time ordained minister, who was a strong, energetic leader and whose responsibilities and involvement included, but were not limited to: baptisms, communion, funerals, weddings, sermons, youth group, music, choir, outreach trips and pastoral visits.

Historically, we have clearly identified the needs of those around us and have individually, and as a church, given much outreach support to our township and urban area, as well as gifts to Mission and Service Fund providing relief for people around the world.

We consider ourselves to be a strongly connected faith-filled group of people who care deeply about each other and about our church. We are meeting the challenges that ensue when the pulpit is vacant, and with God's help and guidance, move forward to the next phase that awaits us.

Our financial success for the next five years will be related to the overall success of the joint ability of the congregation and the minister to retain the current membership and to encourage growth. We do not anticipate the maintenance of the facility itself to be a financial burden to us, and as such would be able to support a half-time ordained or diaconal minister.

**This survey has been prepared by the Joint Needs Assessment Committee for the purpose of rating the importance of certain qualities we might look for in a new minister.
Thank you for taking the time to consider the points listed.
The results will assist the future search committee**

How important is it that our new Minister is...	Not very Important			Very Important	
	1	2	3	4	5
1 - Available 1/4 time (10 hours per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 - Available 1/2 time (20 hours per week)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 - Able to excite and encourage new people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 - Able to keep the interest and commitment of the existing people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 - Involved with the children/youth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6 - Involved with seniors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7 - Contemporary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8 - Traditional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9 - Community minded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10 - World minded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 - Involved with other churches in our community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 - Actively involved in visitations and pastoral care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13 - Actively involved in fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14 - Actively involved in Christian Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15 - Active in theme time/children's stories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16 - Involved in music/choir	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17 - Computer literate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please return this survey by October 29th to the box provided at the back of the church. Questions/comments may be directed to any of the following committee members:

Sandra Gordon-745-6231, Janice Moore-886-8159 , Rick Reichard, chair-664-2802 , John Smith-578-1337, Ken Snider-745-3696, Claudia Thum 763-6727; Irene Weber-884-0124, Ruth Wright, secretary-742-9663

Ministry Personnel Description

The JNAC process has reached the point where we, after following the handbook, along with the assistance of the Presbytery representatives, have fully considered the needs of the Bloomingdale pastoral charge as it relates to securing ministry personnel.

To arrive at a consensus we distributed a survey to all members of the congregation. (*See copy of survey data*)

The **results of that survey** indicate that the ministry personnel we desire

- should be able to excite and encourage new people,
- keep the interest and commitment of the existing membership,
- take an active interest in the children/youth of the congregation and the seniors,
- as well as being community minded, in the sense that he/she is someone who feels the sense of community that already exists. Since this rural community is small, and since many who attend commute from other communities in the area, actual involvement with 'community' will be minimal.
- We see children's stories during the service being an integral part of ministry, as well as an interest in the Christian Education generally.
- Ours is an exceedingly friendly atmosphere, so we would expect involvement in the fellowship that makes up a part of who we are.
- When asked whether we are seeking a contemporary or a traditional approach to ministry, the congregation was fairly evenly divided. With the broad range of age groups, there is a certain amount of flexibility, so we are open to new ideas, new music and a varied approach to worship.

Duties:

- The preparation of Sunday service is expected; our past experience has been that the elders take part in the service by opening with announcements, the call to worship and often reading the scripture. Volunteer input is had for other parts of the service as required.
- The minister would deliver the sermon, the children's story, the prayers, offering and benediction. Hymns are selected by the music committee, with input by the minister as to the appropriateness of the choices to fit with the meditation for the day. We have a small, but lively choir that presents an anthem each Sunday.
- Attention to/emphasis on worship preparation, and pastoral care related to children/youth and seniors might be divided equally.
- Christian 'nurture' may or may not include formal education time with groups, i.e. Bible study.
- For a number of years, we have not experienced pastoral care as it relates to visitation, except at the time of serious illness or bereavement. We feel that with half-time ministry, that pastoral care could be increased.

Our Structure:

Volunteer assistance is offered for the preparation of the bulletin and announcements. The church business is the responsibility of the Official Board, which meets two or three times/year. The Session meets regularly to consider issues as they arise; the Board of Stewards also meets four or five times/year. The ministry personnel would be required to be in attendance at the Official Board and the Session meetings. We have an active Sunday school under the leadership of a superintendent, answerable to the Session.

Remuneration:

We are interested in someone at the level of 'ordered ministry', ordained or diaconal: The stewards, having collaborated with the treasurer, have indicated that a **half-time** minister could be supported. This pastoral charge is able to pay a salary of between \$15,000 and \$20,000. In the past 11 years, our minister was quarter-time, since he was gainfully employed in campus ministry as well. There could be discussion for negotiating extra Sundays off, extra holiday time, and internet connection, should any of these issues present themselves as we consider the position.

Prepared by:

JNAC of Bloomingdale United Church: Rick Reichard (chair), Ruth Wright (secretary), Irene Weber, John Smith, Janice Moore, Sandra Gordon, Ken Snider, Claudia Thum, and Jane Maass, Rev. Yun Hee (Waterloo Presbytery reps).