

# JOINT NEEDS ASSESSMENT REPORT

Faith Centennial United Church

Selkirk, Ontario

October 2016



# FAITH CENTENNIAL UNITED CHURCH

Erie Presbytery of Hamilton Conference

## JOINT NEEDS ASSESSMENT REPORT

Approved by Congregation on.....

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## **A. Introduction**

Faith Centennial United Church is a rural, traditional/orthodox, Christ-centered congregation. We are “family sized” and strive to be warm and welcoming. The congregation is generous with its money, time and energy. Our congregation of 97 families is situated in the village of Selkirk Ontario, along the shores of Lake Erie approximately 45 minutes south of Hamilton and Brantford. Our church is in Erie Presbytery of Hamilton Conference.

**We have an immediate opportunity for a member of the ministry personnel to accept a call to lead an eager group of lay leaders and followers into a new phase of spiritual growth and Christian service.**

## **B. Our Mission Statement**

Faith Centennial United Church, built on Faith by God’s grace, is called to lead people to Jesus, bring them into dynamic Christian fellowship, grow them into Christ-like maturity and equip them for service to glorify God’s name.

## **C. Our Goals**

Worship----- To explore different worship styles/experiences

Outreach----- Share the love of Christ

Relationship---- Strengthen our church fellowship

Discipleship----Grow believers into Christian maturity

Service-----Equip people to serve the Lord

## **D. Selkirk Community**

Selkirk is a small farming community of approximately 500 people. The lands surrounding the area are primarily in agricultural use for mixed farms. The Nanticoke Industrial Park is located 10km west where major industries such as U.S. Steel and Imperial Oil are established.

## **Emergency & Medical Facilities**

911 services are active. Volunteer Fire Dept. serves the area well with excellent response times.

Hospitals- Dunnville War Memorial & West Haldimand General Hospital in Hagersville, (approx. 20km), Norfolk General in Simcoe (approx 30km) are all well respected. We have access to the specialized services of Hamilton and London hospitals.

Doctors, Dentists & Pharmacies are all located in surrounding towns such as Dunnville, Cayuga, Hagersville, Jarvis, Port Dover & Simcoe (within 20 mins).

## **Education**

Students are bused to both Elementary & Secondary Schools.

Rainham Central Public School (JK- Gr. 8) located in neighbouring village of Fisherville.

J.L. Mitchener (JK- Gr. 8) located in Cayuga. Jarvis Public School (JK-Gr.8) in Jarvis.

Cayuga Secondary School, Hagersville Secondary School, Holy Trinity – Simcoe Fanshawe College has a campus in Simcoe, Mohawk College and McMaster University are close by in Hamilton. Brock University is located in St. Catharines.

### **Area Churches**

Other churches in our immediate area include: Selkirk Baptist, Selkirk Christian Chapel, Church of Christ, Mennonite Church.

The churches join together for Good Friday, Remembrance Day and Gas Fest Sunday Evening Worship services.

### **Organizations**

Selkirk Lions Club, Scouting, Historical Society, Horticultural Society, Calorie Counters, Chat or Craft, Chamber of Commerce, Seniors, Gas Drilling Rig Society are all active.

Several community events are sponsored by local organizations such as Heritage Day, Selkirk Gas Fest, Fisherville Fun Day, Selkirk Hall Board Monthly Dinners, Christmas Light-up & Illuminated Tractor Parade.

### **Library & Community Centre**

Selkirk Public Library & Community Centre offer many services to area residents.

### **Retail Services**

A select group of businesses cater to the immediate needs of Selkirk and area residents including Esso, Town & Country Food, Home Hardware & Lumber, Selkirk Truck & Auto, Barnwood Loft, Village Shop, Sears, Bryce's, Jenny's Hair Boutique, Jim Mattice Company, Village Esthetics by Becky & Chopper's Motorcycle Shop.

Neighbouring towns of Dunnville, Cayuga, Hagersville, Port Dover, and Simcoe provide ample shopping opportunities along with Outdoor Farmer's Markets in Hagersville & Dunnville (seasonal). Several large shopping malls are located in Hamilton & Brantford which is a 45 minute drive.

Local restaurants include Sunflower Café, Ye Olde Fisherville Restaurant, Cheapside Diner, and Rainham Center Dairy Freeze (seasonal).

### **Sports & Recreation**

Selkirk Community Park has a lighted baseball field and pavilion available for rental. Local arenas are close by in Dunnville, Cayuga, Hagersville, Port Dover & Simcoe. Cayuga & Dunnville arenas offer rubberized walking tracks. Only minutes from Lake Erie conservation areas and parks are numerous providing opportunities for camping, boating, fishing, swimming and in the winter, skating, cross-country skiing and ice-fishing. Several golf courses are within minutes. Indoor swimming and gym facilities are available in Simcoe.

### **Area Attractions**

Wilson MacDonald Memorial School Museum  
Selkirk Provincial Park  
Haldimand Conservation Area  
Cottonwood Mansion  
Haldimand County Museum  
Ruthven Historic Site

Hagersville Golf Course  
Cayuga Golf Course  
Coral Creek Golf Course  
Simcoe Little Theatre  
Lighthouse Festival Theatre  
Grand River Boat Cruises

Summer vacationers along Lake Erie add to our population during the summer months.

Residents are able to enjoy extensive cultural and recreational adventures in surrounding London, Hamilton, Niagara Falls, Niagara-on-the Lake, all located within a 90 minute drive. Toronto is only 2 hours away.

The John C. Munroe Airport (Hamilton Airport) is a 30 minute drive.

### **E. CHURCH HISTORY**

In 1963 the EUB churches which consisted of Rainham White Church, Stoney Creek Church and Selkirk Churches met at the Fisherville Community Centre for a congregational supper and to vote on the erection of a new church as an amalgamated congregation. Selkirk was the most suitable location. The construction began in 1964. The name Faith Centennial was chosen from many suggestions. It was built on Faith, as there was no building fund available. Also, it was named in recognition of the Centennial observance of the Canada Conference Evangelical United Brethren Church. In 1968 the Canada Conference became part of The United Church of Canada – thus Faith Centennial became a part of that union. Since that historic occasion the members and adherents of the Selkirk charge have proved themselves to be part of the answer to the plea of Jesus Christ. “That they might all be one, as we (the Father and Jesus) are one.” They worship and fellowship in a debt free church building. They have built a manse for the convenience of the minister and family. They also have assumed full financial responsibilities for the minister, missions and maintenance. In 1996 Faith Centennial became a member of the NACC and is supportive of the 20 Articles of Faith. To the glory of God they have served, they are serving, and they will serve.

### **F. Our Governing Structure**

Faith Centennial’s governing structure entails- Session, Official Board, Ministry & Personnel, Stewards, Trustees and Manse Committee. Session meets monthly and the Official Board meets 4-5 times yearly. Individual committees meet at various times as needed through-out the year. All chairpersons report to the Official Board. The treasurer administers the finances, along with the Mission & Service treasurer.

### **G. Programmes & Activities**

Faith Centennial offers many opportunities for members to get involved in the “work” of the church and to discover their particular “gifts” for ministry.

**Weekly Prayer Meeting-** Wednesday’s 10:00 am.

The **United Church Women** meet monthly for a program and fellowship. There is a business aspect to each meeting as they actively serve the congregation physically (congregational lunches, funeral lunches, etc.) and financially through a busy catering schedule and the sale of homemade meat pies. The UCW is an avid supporter of Ryerson United Church Camp, Senior Support Services, Ronald McDonald House, The Simcoe Women’s Shelter, the Haldimand Pregnancy Centre and Jarvis Food Bank just to name a few.

**Sunday School** meets weekly from September to June. The Adult Class (with average attendance of 10) meets at 10:00 am. A combined Sunday School class for ages 3-13 (at present) meet during the 11:00 am Worship Service.

They raise money to send children to Ryerson Camp. For every one child they send from our church family they also send one from the community. Their biggest camp fundraiser is participating in the Selkirk Town-wide Yard Sale.

**Supervised Nursery** is available weekly for 0-3 year olds.

The **Praise Team** meets weekly to practice and leads the congregation in singing at the beginning of each Worship service. We read from the **NIV Bible** in church and sing from the **Hymnal for Worship and Celebration**.

Members of the congregation have an opportunity to participate in and donate to the Haldimand Backpack Program, Local Food Bank, Haldimand Pregnancy Centre and support the Women's Shelter by purchasing Christmas gifts for the children and pack "Shoe Boxes" as part of the Samaritan's Purse Shoe Box ministry. They are also encouraged to support the United Church "**Mission and Service Fund**".

Faith Centennial continues to fundraise for any **Renovation Project** with a "Time and Talent Auction". Proceeds from the "Roast Beef" Dinner & "Project 141" boost the General Fund. Support for the **Canadian Foodgrains Bank Project** comes from both the congregation and the community to help defray the cost of planting, harvesting and transporting the beans. Sunday lunches throughout the year and a Garden Market in the summer help to raise additional money for the project.

We have a representative to Erie Presbytery.

During the week our Fellowship Hall is used by the Beavers, Cubs and Scouts.

Twice weekly, Sit-to-be-Fit exercise program sponsored by Haldimand Abilities Centre is offered to the community.

## **H. Resources**

The attached Financial Report (Appendix A) shows a comparison for the previous two years.

In 2003 we undertook a large renovation project which included a bright open foyer, wheelchair accessibility through a lift to all levels, new washrooms, meeting room and office. Phase 2, the kitchen was completed in 2008 along with new Sunday School rooms and enlarging the fellowship hall. **Our current project** is replacing the shingled roof on both the church and manse with metal. (July 2016).

As part of the building additions a furnished spacious office is equipped with a laptop, printer and internet availability. A photocopier, TV & DVD/VCR are also located on site. The power point projector and screen enhance our Sunday morning services. A new outdoor digital sign was installed in 2014 for outreach and advertising to the community.

The bulletin and newsletters are photocopied by a volunteer.

Books and videos are available in the church library.

Our church is cleaned weekly by our many volunteers.

## **Housing/Manse**

A brick manse was built in 1968 a short walk from the church. A 1-1/2 story home with attached garage has a living-room, dining-room, kitchen, bathroom (4 piece) and 2 bedrooms on the main level. There are two bedrooms and a bathroom (2 piece) on the

upper level. The finished basement includes a large family room, bedroom and laundry room. All appliances included.

In 2015, we received a Manse Modernization Matchable Grant which replaced the dining room window, all interior and exterior house doors, and all baseboard and trim. A new metal roof was installed July 2016.

Although our manse has served our needs well in the past, we are open to various housing arrangements to meet the desires and needs of our incoming minister.

## **I. Ministry Personnel Position Description**

### **Job Summary**

The Minister will work with the lay leaders in the charge to provide leadership in worship, pastoral care and visitation, Christian education, and outreach in our community and abroad.

### **Job Qualifications**

The Minister shall have credentials recognized by the United Church of Canada as:

- A member of the ministry personnel

The Minister shall have a driver's license valid in the Province of Ontario and a reliable vehicle for use in this position as there is no public transportation available.

### **Key Duties and Responsibilities**

#### 1. Worship

- Bible based, Christ-centered preaching
- Lead uplifting and energetic worship services relating gospel to everyday life
- Encourage youth & laity involvement – scripture reading, special music
- Children's Time – Good News Candle -weekly
- Administer communion - 1x month

#### 2. Christian Education

- Encourage Christian development through existing programs or initiate and lead new ones
- Assist the congregation in their faith journey
- Encourage the work of the Sunday School
- Encourage youth ministry
- Conduct preparation classes for marriage, baptism, confirmation and membership as required
- Participates in community church services and ministerial events

3. Pastoral Care
  - Recently bereaved
  - Visit shut-ins, nursing homes and absentee members and report to M&P Committee
  - Respond promptly to a congregant crisis
  - Visit new people & members
  - Provide personal counselling as needed
  - Participation in congregational events
  
4. Outreach / Evangelism
  - Willing to be involved in community activities, issues and concerns and understand rural ministry
  - Promote congregations community involvement
  - Provide benevolent assistance on an individual basis
  - Encourage congregational outreach programs
  
5. Administration
  - Attend all Board, Session, Stewards, Trustee and Congregational Meetings
  - Keep congregation abreast of what is happening at the Conference & Presbytery levels
  - Ensure the maintenance of church records – Baptisms, Marriages, Confirmations, Transfers and Deaths
  - Ensure updated list of members (Historic Roll)
  - Prepare bulletin, photocopied by volunteer
  - Photocopy materials as required
  - Prepare power point for Sunday Worship

### **General Work Context**

1. The Minister shall be responsible to manage his/her time and maintain an average of 30 hours of work per week.
2. Regularly scheduled office hours and days off shall be established and advertised, in consultation with the Ministry and Personnel Committee.
3. Except on the Minister's day off, he/she shall maintain availability to the congregation by telephone and voice mail throughout each day.
4. The church shall provide some administrative support as negotiated between the Minister and the Ministry and Personnel Committee.

### **Review and Amendment to the Position Description**

The Ministry and Personnel Committee of the church shall review this position description on an annual basis or upon request by the Minister.



### **Inspirational Comments.....**

- *The group conducting our church service now are doing a great job. Well organized, very polished work. Thank you!*
- *The folks of the church are hard-working, dedicated & committed to making our world a better place – truly admirable.*

Appendix A  
 Faith Centennial United Church  
Current Fund

	<b>2015</b>	<b>2014</b>
Balance on Hand Jan. 1	\$ 9,022.69	\$ 2,307.58
<b><u>RECEIPTS</u></b>		
Envelope Offerings	52,121.50	50,355.95
Loose Offerings	1,172.71	1,415.32
Anniversary Offering	4,165.00	3,475.00
Thanksgiving Offering	3,893.00	3,465.00
UCW-(re: church gas, hydro, telephone, donation)	2,700.00	3,500.00
Receiver General Tax Rebate	142.74	0.00
GST Rebate	1,189.22	1,190.67
Benevolent Fund Offerings	35.38	270.00
Proceeds Food-Grains Lunch & Plant Sale, Donations, Concert	5,174.85	3,862.26
Proceeds Food-Grains (sale of bean crop)	2,194.84	2,700.82
Proceeds – ( Fish Dinner /Beef Supper)	3,420.00	3,803.00
Faith Centennial- Building & Repair Fund (Loan)	0.00	10,000.00
Donations –Fundscrip Receipts	20,260.00	20,490.00
Misc. Donations	4,280.00	1,850.00
Donations – Use of Hall & Church	0.00	150.00
Proceeds – Auction Event	5,965.75	5,886.25
Proceeds – Easter Breakfast	175.00	0.00
Proceeds Annual Meeting Lunch (Lift Maintenance)	162.00	127.25
50 <sup>th</sup> Anniversary Events, Donations	3,132.00	1,730.85
Donation – Chamber of Commerce	30.00	30.00
Hamilton Conference (Viability Assessment)	1,000.00	0.00
<b>TOTAL RECEIPTS</b>	<b><u>\$111,213.99</u></b>	<b><u>\$114,302.37</u></b>
 <b>Balance on Hand &amp; Total Receipts</b>	 <b><u>\$120,236.68</u></b>	 <b><u>\$116,609.95</u></b>

<b>EXPENDITURES</b>	<b>2015</b>	<b>2014</b>
Minister's Salary	\$37,724.04	\$37,388.04
Minister's Travel Allowance	2,103.60	2,388.20
Minister's Continuing Education	1,032.00	1,600.00
Receiver General of Canada (Church Share)	2,949.12	2,923.56
United Church Pension Fund (Church Share)	4,647.48	4,710.84
United Church Insurance Fund (Church Share)	3,112.89	3,781.68
ADP Service Charge	330.90	326.54
Niagara Analytical Lab (water testing)	266.92	260.48
Church-Hydro, Gas, Telephone	5,449.25	5,456.31
Presbytery & Conference Dues	1,583.32	1,634.68
Stationery & Office Supplies	612.07	502.21
Kal Photocopy Co. Ltd. (copier)	350.19	0.00
Advertising	38.42	346.49
Church Fire & Liability Ins.	3,173.04	3,122.28
Donations to Singers & Speakers	450.00	1,050.00
Memorials	50.00	60.00
Bank Service Charge	241.53	397.54
United Church (Viability Assessment)	1,000.00	0.00
Auction Expense	904.59	869.89
Fish Dinner/ Beef Supper Expenses	1,278.88	1,038.47
Technical Standards & Safety (lift)	220.35	100.00
Hal-Brant Elevator Service (lift)	555.00	740.00
Christian Copyright License	125.00	125.00
Hamilton Conference Registration	0.00	90.00
Defibrillator	111.87	0.00
The Lighthouse – Christian Education	15.65	0.00
Canadian Food-Grains Bank Donation	6,369.69	7,563.08
P.A.R. Service Charge	49.50	45.50
Benevolent Fund (Minister's Discretion)	200.00	1,960.00
Teitz Water Haulage (church)	450.00	360.00
50 <sup>th</sup> Anniversary Expenses	3,881.43	550.00
Selkirk Chamber of Commerce (Membership)	30.00	30.00
Archive Expense	162.58	125.23
Fundscrip Expense	20,260.00	20,385.00
Misc. Church Expense- candles, piano tuning, uv bulb	117.27	505.93
Manse- hydro, gas, telephone, taxes, fire ins	7,897.82	7,150.31
<b>TOTAL EXPENDITURES</b>	<b>\$107,744.40</b>	<b>\$ 107,587.26</b>
<b>Balance Dec. 31</b>	<b>\$12,492.28</b>	<b>\$9022.69</b>
Balance includes		
Benevolent Fund Balance	330.33	494.95
Fundscrip Funds	105.00	105.00
Anniversary Fund	431.42	1,180.95
Building & Repair Fund Loan	10,000.00	10,000.00
Lift Maintenance Fund	97.00	0.00
Lift Maintenance Loan	0.00	65.00
Food-Grains Bank Fund (overpayment)	0.00	1000.00
<b>Actual Current Fund/Deficit</b>	<b>\$1,528.53</b>	<b>(\$1,693.11)</b>

Faith Centennial United Church  
**Building & Repair Fund**

	2015	2014
Balance on Hand January 1.	9,313.00	15,223.51
TOTAL RECEIPTS	1,391.87	5,553.97
<b>Balance on Hand &amp; Total Receipts</b>	<b>\$10,704.87</b>	<b>\$20,777.48</b>
TOTAL EXPENDITURES	3,010.94	11,464.48
<b>Balance on Hand December 31.</b>	<b>\$ 7,693.93</b>	<b>\$9,313.00</b>
Balance to include Current Fund Loan	10,000.00	10,000.00
<b>Actual Building &amp; Repair Fund Balance</b>	<b>\$17,693.93</b>	<b>\$19,313.00</b>

Faith Centennial United Church  
**Memorial Fund**

	2015	2014
Balance on Hand January 1.	\$6,411.70	8,787.30
TOTAL RECEIPTS	3,328.17	3,237.92
<b>Balance on Hand &amp; Total Receipts</b>	<b>\$9,739.87</b>	<b>\$12,025.22</b>
TOTAL EXPENDITURES	33.50	5,613.52
<b>Balance on Hand December 31.</b>	<b>\$9,706.37</b>	<b>\$6,411.70</b>

Faith Centennial United Church  
**Mission & Service Fund**

	2015	2014
<b>Total Remitted to Mission Board</b>	<b>\$6,331.00</b>	<b>\$6,684.65</b>

**Membership Statistics**

	2015	2014
Resident members - 99	132	128
Non-resident members -33		
* Average weekly attendance 40		

## Appendix B

### **Group Survey Themes**

(to obtain these results each committee in the church was interviewed)

#### **Skills & Expectations**

- Good & open communication
- Organizational skills, accounting skills, knowledge of financial records
- Willingness to encourage & support existing groups
- Visit congregation members & adherents
- Good leadership qualities
- Supportive, enthusiastic
- Musical ability
- Support of fundraising, church functions
- Knowledge of church policies-(grants, financial assistance)
- Able to plan for future
- Pass on input received from members – Liaison to committees
- Attend committee meetings as required to keep communication lines open
- Accountable to the M&P Committee and report on monthly activities
- Be open to suggestions when received
- Announcements in bulletins
- Accountable for his/her hours

#### **Our Unique Ministry in the Selkirk Community**

- Offer a nice building presence in the community equipped with handicapped accessibility & a modern inspected kitchen
- Blended church service
- Welcoming, open door policy
- Support Food Bank
- Concert Band in support of the FoodGrains Bank
- Crisis Relief
- Catering
- Beef Supper
- Display Foodgrains signs in the bean field to remind people of those hungry
- Time & Talent Auction

#### **Changes to Enhance our Future**

- Growth in the congregation along with a minister to maintain this
- Good human resources & organizational skills
- Visits by the minister to members who no longer come out
- Children for Sunday School
- More training in the job descriptions for each committee
- Electronic up-grades to assist the hearing impaired (lapel microphone, pulpit microphone)
- Better communication between committees & groups
- Increase in number of people for committees
- Strong Official Board Chair
- Members better informed about grants
- A few people do not like the 10:00 am service

- Pave section outside church

Appendix C

**Congregational Survey Feedback**

(32 respondents out of 111) – 29%

**A. Please check what describes you:**

<b>1. My age is:</b>	<u>4</u>	30 or younger
	<u>2</u>	31-50
	<u>13</u>	51-75
	<u>13</u>	75-plus

<b>2. Members</b>	<b>28</b>	<b>Adherents</b>	<b>4</b>
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<b>3. I attend church:</b>	<u>17</u>	Every Sunday
	<u>7</u>	3-4 times a month
	<u>2</u>	1-2 times a month
	<u>6</u>	Occasionally
	<u>0</u>	Not at this time

**4. Ordained Minister -24 (75%) Diaconal -6 (19%) Lay Minister – 0 No Response- 2 (6%)**

**B. In our church, which programs do you see as important?**

- Sunday School
- UCW
- Sunday Worship
- Outreach
- Food-grains
- KFC Fund
- Praise Team
- Fellowship/ Lunch
- All programs
- Bible Study
- Prayer Meeting
- Fundraising
- Christian Education
- Youth Involvement

**C. Are there activities you would like to see offered that aren't currently?**

- Youth Group
- Church Family Socials- Games/Activity Night
- Bible Study
- Men's Group
- Outreach
- Special Services- hymn sing/ a drama/ no sermon
- Book Club
- Program to reach those struggling with religion
- Mom's Group

**D. What skills or personal strengths would you like to see in our new minister?**

Pulpit Skills: Strong preaching skills, talk plainly, good communication, sound theology, inspiring speaker, leadership, engaging, Love Jesus

Inter-personal skills: Personable & able to relate to all ages, friendly, outgoing, open-minded, flexible, respectful, encouraging

Enthusiasm for pastoral care - good visitor, good listener, compassionate, patient, supportive

Dedicated, motivated, organized

Musical

Community oriented, outreach

Open to new ideas, good team person

Technically inclined

Focus on professional development

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**E. In your opinion, our church is good at.....**

Welcoming & accepting, friendly

Supporting existing church programs & activities

Providing food/ Catering/ Fellowship

Helping members & others in need

Sustaining itself – paying our bills/ financial support

Fundraising

Praise & Worship

Preaching

Musically talented

Food-grains

Bringing in guest artists

Outreach

Providing a calming environment

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**F. In your opinion, our church needs to improve at.....**

Creating interest to draw new members & maintaining them

Involve young members

Welcoming

Cater to children & young families

Contacting absentee members

Finding out the needs of our community

Open minded to options of sharing a minister

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**G. In your opinion, where do you see us as a church in 5 years?**

Part of a 2 point charge  
Hopefully more young people  
No change, still in Selkirk  
Prospering, thriving, going strong, still singing God's praises  
Revival, Lord willing/ positive change  
Needing more congregation  
More community minded  
Smaller than we are & struggling  
Major membership problem  
Major financial problem  
Possibly closed  
Technology may replace churches  
Will still have a good roof

**H. In your opinion, what should our outreach to community include?**

Taking part in Community Events – Gas Fest, Tractor Parade, Town Flowers  
Community Entertainment – Christmas Eve Service, Pageant, Concert Band  
Church Dinners, Auction  
Helping those in need  
Open building for community – Scouts, Sit-to-be-Fit program for seniors  
KFC – send kids to camp  
More advertising – door to door, on our new sign

**RECOMMENDATION:**

**Based on the results of our congregational surveys that were returned, the Joint Needs Assessment Committee's recommendation is that Erie Presbytery declare one ¾ time (30 hours) vacancy for Faith Centennial United Church.**