

ALBERNI VALLEY UNITED CHURCH JOINT NEEDS ASSESSMENT COMMITTEE REPORT

February 2010



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JNAC MEMBERS:

Jean Bishop, Bill Irwin, Brenda West & Hugh Sproule (Chair).

Presbytery Representatives: Reverend Phil Spencer and Elva Hogan

INTRODUCTION

As a result of the minister requesting a change in pastoral relations in the spring of 2009, the Council of the Alberni Valley United Church (AVUC) appointed a Joint Needs Assessment Team (JNAC) in May of 2009. As of August 1st, 2009 an 11-month ministry supply clergy is served us.

We have grown in understanding and faith in the last year and a half of called ministry and our three-year intentional interim ministry. With guidance from these talented clergy, we held congregational sessions entitled: "*Where Have We Been*", "*Where Are We Now*" and "*Where Do We Go From Here*". We have strengthened the teams, our governance model, and now take a pro-active policy/governance approach to the day-to-day operation of our church. We have appreciated the spiritual guidance and enthusiasm that the Reverends' Robert Long and Anna M. Constantin have shared with us. Since August 1st, 2009 our minister has been the Rev. Sandra McMillan who has shared her expertise while on an 11 month contract which ends June 30th, 2010.

Worship, Children and Youth, Music, Study and Fellowship continue to be values we hold dear and we are working to strengthen our understanding of the future as we work through a strategic planning process. Our vision and mission statements are central tenets to understanding who we are.

Most recently, we have been working to set into action our Marketing Plan which is based on our new Vision and Mission Statements, which were adopted by the congregation early in the spring of 2009 (see below).

MISSION STATEMENT (2009)

The Alberni Valley United Church is a dynamic community of faith. Service, social justice and healing are at the heart of our life together. We are open to new insights and experiences as we encourage, challenge and joyfully celebrate God's blessings.

VISION STATEMENT (2009)

With God's Help:

- We free people to build programs, launch and staff new ones.
- We meet the social, educational and spiritual needs of our congregation.
- We work in care homes, hospitals and with lonely seniors.
- We engage qualified persons for leadership positions in the congregation.
- We develop our ministries of music and children.
- We share our work and faith with the larger community.

RECOMMENDATION

Commencing mid-fall 2009 the JNAC Team had several meetings at which we found that much of the 2009 JNAC was still relevant, and with some minor editorial updating, we could move through the process quickly. Since the fall, the AVUC Council has received updated JNAC information on a regular basis. In addition, in an effort to gain Congregational input on the JNAC Report, two open meetings were held on February 15th, 2010.

We recommend that:

- A vacancy be declared at Alberni Valley United Church *effective July 1st, 2010*.
- We call a member of the Order of Ministry, or a Diaconal Minister, or a Designated Lay Minister of The United Church of Canada for full-time placement.
- We recommend that as of July 1st, 2010 until a new ministerial candidate is selected and the call is extended, the Council Appointed Search Team be authorized to secure ministerial supply.

Following the adoption of the 2010 JNAC Report by the **Comox-Nanaimo Presbytery**, the Joint Needs Assessment Committee requests that AVUC's JNAC Team be disbanded.

COMMUNITY PROFILE (2009)

Location

Port Alberni is located in the centre of Vancouver Island about two and a half hours (190 kilometers) north of Victoria, British Columbia's capitol and an hour away from Nanaimo (access to the Lower Mainland by ferry or airplane). We are surrounded by mountains and at the upper end of the Alberni Inlet. Port Alberni and its nearby regional districts have a population of 25,394 (17,743 in Port Alberni and 7,651 from the immediate surrounding area).

Climate

Mild wet winters, moist spring and fall, and hot dry summers are typical for Port Alberni.

Natural Features

Tourism is a growing industry in Port Alberni. We are at the gateway to Pacific Rim National Park, one of Canada's largest park as well as Barclay and Clayoquot Sound. There are up to one million visitors to the West Coast each year. With breathtaking views, salmon and a deep-sea port, business opportunities are plentiful in Port Alberni; from cruise ship stops, eco-tours to sports fishing adventures.

Waterfront shopping and restaurants, a clock tower view and an art gallery are found at Harbour Quay. A ride on a Baldwin steam

February 18th, 2010



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locomotive leads from the waterfront to a local vineyard and then an operational steam-powered sawmill at McLean Mill - a National Historic Site. McMillan Park's Cathedral Grove features spectacular old growth trees on the way into town. Local lakes, rivers and mountains await discovery and enjoyment. An ever-expanding trail system gives locals and visitors alike a chance to explore our forests.

Economic Base

The forest and fishing industries continue to support many families in Port Alberni. However, these industries are facing sustainability issues. As in many communities, young families are sometimes forced to relocate for employment. Agencies in the community are working hard at diversifying the economic base to include tourism and the service industries.

Retail and Dining Out

Port Alberni offers five major supermarkets, three large hardware stores and a wide variety of specialty shops. In addition to health food and seafood shops, we have family and fast-food restaurants, pubs, ethnic and fine dining, coffee houses and doughnut shops. An even wider selection of stores is just an hour away in Nanaimo or Courtenay.

Community Services

Health Care

The West Coast General Hospital was built in 2001 with modern technology and a range of specialists. Port Alberni also offers healthcare professionals such as optometrists, dentists, massage therapists and holistic practitioners. We have intermediate and extended care homes, and a well-established hospice/palliative care program for end of life care.

Education

A good selection of daycare, infant/toddler centres and preschools are available for young children. There is a well-knit community of professionals ready to support the development of our young children. School District #70 (Alberni) provides public education for elementary, middle and secondary school age children with French Immersion, Francophone and alternative options available. First Nations and faith-based schools are also available. North Island College and Discovery College are local options for post-secondary education and university transfer courses.

Leisure

Port Alberni Parks and Recreation offers a wide variety of programs for all ages throughout the year; from dance to self-defense, crafts to pet care, the seasonal guide is packed with opportunities to grow and learn. A swimming pool, a two sheet ice arena, two golf courses, curling rink, dance studios, numerous outdoor fields, indoor gymnasiums, clubs, swimming team and a gymnastic academy organized and informal sports opportunities.

Youth groups, service clubs and various multi-cultural (e.g. First Nations, Sikh, Chinese and Italian) offer fellowship opportunities.



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community

- Study groups
- Sunday Children's Worship & Childminding for children under 5 years
- Pastoral Care
- Dinners, bazaars, garage sales, teas, auctions
- Church family events –dinner and games night
- Aerobics class
- Annual picnics

Outreach Activities:

- Mission and Service Fund
- Happy Times Senior Socials
- Cubs, Scouts
- Inter-church – Children's professional development day – fun event
- Bread of Life - food and monetary donations
- Winter clothing drive
- Support of the Bawku Eye Clinic in Africa
- Care Home services & hospital visiting
- Sophia Guyana Church
- Seasonal fellowship events
- Facility use by various community groups; e.g., Foster Parents, Adult Aerobics.
- AVUC choirs participate in an annual Community Choir Festival presentations
- Services required by the community (e.g. weddings, funerals)
- Interfaith school breakfast program

RESOURCES PROFILE

Congregational Challenges:

We have 87 members and 34 adherents. Of this number, there are approximately 99 faithful supporters. Although we have a few younger families, we are an older congregation that has experienced a decline in membership and attendance over the past 14 months due to people moving away and several deaths. Despite the decline in numbers our outlook remains optimistic and we want to expand our horizons. Like many churches throughout the country, we are experiencing financial challenges. Special events and musical services attract significant numbers.

Our Church Community:

There is no greater resource for a church than faithful, dedicated people. The Alberni Valley United Church resulted from an amalgamation process that started in May 2001 and became a reality in June 2003. We are proud to have enthusiastic people working with renewed energy in order to see our church community thrive and grow. A strong lay leadership has developed over the past five years. These leaders communicate well together and support one another.

Paid Staff:

- Office Administrator (Part-time)
- Custodian (Part-time)
- Church Accompanist (Contract)
- Sound Technician (Honorarium)
- Webmaster (Bills AVUC for services rendered)
- Sunday childminders (Honorarium)
- Wedding and Funeral Coordinator (Honorarium)

Congregational Skills:

- Pastoral and worship leadership
- Teachers
- Businessmen and women
- Health care workers, nurses
- Nurse's aides, lab technicians
- Hospice volunteers
- Labourers and construction workers
- Engineers
- Musicians, instrumentalists, vocalists
- Bankers and bookkeepers
- Counsellors, advocates
- Social workers, soup kitchen helpers
- Community planners
- Informational technology skills
- Children - learning and teaching
- Secretaries
- Artist
- Aerobics instructor
- Hairdresser
- Involved retired people

Physical Assets and Technical Features:

Main Floor

- | | |
|--|--|
| Sanctuary capable of seating 255 | . Power Point screen, projector, laptop computer |
| | . 5' Samick Grand Piano |
| | . Clavinova |
| | . Electronic pipe organ |
| | . Children's instruments |
| | . Professionally installed sound system with corded and wireless microphones |
| Minister's office and study | . Computer with network to printer |
| | . colour printer |
| Small meeting room 12 people max. | . Table and chairs |
| Office Administrator's office | . Computer, printer, scanner, fax, photocopier, two-line telephone with intercom |
| One child focused room | . Playthings for children aged one to seven |
| | . Child-size tables and chairs |
| | . Child-friendly library |
| Small Chapel/Children's Worship Room | . Pews and pulpit – child size tables & chairs |
| | . Craft and lesson material |
| Lounge suitable for seating 20 people | . Television, VCR/DVD unit |
| | . Small Library |
| Large kitchen | . Two electric stoves, four sinks, dishes, cutlery, industrial dishwasher, two refrigerators |
| Large gymnasium with stage suitable for 275 people | . Upright piano |
| | . Portable sound system |
| Male and female washrooms | |

Downstairs Floor

- | | |
|---------------------------|--------------------------------------|
| One medium room | Currently rented as daycare facility |
| Large room with divider | Ample storage |
| Male and female washrooms | |
| Furnace room | Oil furnace |

POSITION PROFILE

The Alberni Valley United Church is seeking a full-time member of the Order of Ministry, or a Diaconal Minister, or a Designated Lay Minister able to address our congregation's top five priorities:

- Preaching and leading in worship.
- Visionary leadership (to help us consider new ways to be church amidst challenging times)
- Pastoral Care (this includes pastoral support, visiting, taking part in care facility services, and being visible and available to members of the congregation).
- Active participation with children and youth including Sunday service.
- Administration (although administration is an important component to successful church operation, it should not be all consuming).

SKILLS PROFILE

The successful candidate will have demonstrated abilities in the following areas:

- Stimulating and relevant preaching is extremely important.
- Strong visioning and planning skills.
- Effective communication and conflict resolution skills.
- Team oriented.
- Good technology skills

The successful candidate will also be:

- Warm, compassionate and possess a sense of humour.
- Looking to grow the number of families in our Church community.
- Interested in a long-term commitment.
- Receptive and encouraging of our music and children's program.

Our hope is that the successful candidate will reside in the community of Port Alberni – preferably, for at least the next five years.

TERMS PROFILE

The Alberni Valley United Church Search Team is prepared to negotiate a viable terms package with a successful applicant based upon years of service in ministry and on experience and skills brought to the position. This package will include but will not be limited to the following:

- Salary in accordance with United Church guidelines.
- Government payroll compliance.
- An annual housing allowance to a maximum of \$12,000.00.
- Basic annual telephone service of approximately \$300.00.
- Travel expenses at .39 cents per kilometer.
- Annual vacation of four weeks.
- Annual studies leave of three weeks.
- Annual book and study allowance of \$1,200.00.
- Moving and relocation expenses will be reimbursed in accordance to United Church Policy.

MINISTERIAL POSITION DESCRIPTION:

Preamble: These past five years have been a reawakening for this congregation. The three year interim ministry process took us step by step from our past, through our present and finally to the most important step - where we want to go. The past two and a half years have been under the direction of a strong full time minister who helped us strengthen our teams and has helped us define the future. **Worship, children, youth, music, study and fellowship** are the key areas embraced by our church family (highlighted in the 2006 Kingston Report). Since this study, our strategic planning process has reaffirmed these areas. These will be the keystones for any extension of a ministerial call in 2010. We embraced congregational growth by adopting a **multi-generational approach**.

Ministerial Overview: We are seeking a full-time Ordered, Diaconal or Designated Lay Minister to assist us as an important member of the ministry team in addressing our congregation's top priorities and help us to determine a path so that we can realize our dreams and aspirations over the next five years. The successful candidate will need to be skilled in the following areas:

Worship and Preaching:

- Provide stimulating, relevant and challenging preaching
- Work with the well-developed Worship Planning Team that is dedicated to providing interesting, innovative and meaningful worship formats and special services for a multi-generational congregation. *(This smaller group within the larger Worship Team currently includes the Music Coordinator, the Children's Worship Coordinator and the Minister. This team reports back to the Worship Team for support in fine-tuning plans and implementation.)*
- Engage both the young and adults in an interactive and meaningful way during worship each Sunday.

Visioning Leadership, Planning & Development:

- To help the Congregation to develop new ways to be church amidst these challenging times.
- Assist the council and the teams to recruit and develop new leaders.
- Assist the church leadership by helping to strengthen our role within this community and that of the larger church.
- Work in concert with the congregation to attract our next generation of church attendees. It is in this area that we will need guidance in implementing AVUC plans and initiatives.

Pastoral Care:

- Work in partnership with the Pastoral Care Team to extend this church's commitment to the community in general and our members in particular.
- Plan and conduct the monthly Care Homes services with the Pastoral Care Team.
- Consult this Team as a resource and support the work of the team.
- Recognize the needs of those in our church family who are shut-in and/or ill.

Youth and Young Adult:

- Work with the Faith, Events and Education (FEED) Team, within its areas of influence
- In partnership with the teams, develop programs and explore options that will address youth and young adult issues and interests.

Fellowship and Study:

- Work in partnership with the FEED team in the area of congregational and/or group study. Current issues/books/movies of topical concern or interest as well as biblical texts are items worthy of discussion and study.
- As able, take part in and support fellowship events, as these events attract many of the unchurched as well as those from the wider community. This congregation has a long history of fellowship activities, generally around a meal (what could be more fitting?) where fun, laughter and entertainment are shared.

Management and Administration:

- The current AVUC governance model requires the involvement of a competent and innovative administrator to care for the church on a day-to-day basis.
- To assist the minister in his/her duties, we employ an office administrator and have active Church Council.
- The Council has adopted a policy governance approach. It has developed and approved a significant number of policies that assist staff and teams in the conduct of their duties.
- The successful candidate should possess and demonstrate leadership skills. As office staff supervisor, he/she works with our M & P Team to maintain a viable work ethic and atmosphere.