



JOINT NEEDS ASSESSMENT COMMITTEE REPORT

for Orchard Valley Pastoral Charge

May 7, 2017

Part 1 – COMMUNITY PROFILE

Part 2 – PASTORAL CHARGE PROFILE

Part 3 – MINISTER POSITION

ADDENDA

- Orchard Valley United Church Overview, 2015
- Orchard Valley United Church Interim Minister's Report, 2017
- Orchard Valley United Church Financial Statements, 2016

Prepared by the Joint Needs Assessment Committee

OVPC representatives:

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Community Profile

The Community of the Pastoral Charge

Home to the world's highest tides, and nestled amid rolling hills, lush and fertile land, interspersed with bustling towns and villages, replete with culture, sports facilities, cultural venues, and all only an hour's drive from Halifax, the Orchard Valley Pastoral Charge welcomes residents from the eastern part of Kings County. This part of the Annapolis Valley nestles between the North and South Mountains from Hantsport to Coldbrook. The people involved in Orchard Valley United include communities north and south of the Cornwallis River. There is a history of co-operation among clergy in the area through several local Inter-Church Councils. Both Berwick United Church Camp and Sherbrooke Lake United Church Camp as well as the Tatamagouche Centre are within easy driving distance. Halifax, Nova Scotia's capital, and the Robert L. Stanfield International Airport are less than 100 km away.

The communities of Wolfville, New Minas and Kentville are found along Provincial Highway 1 on the south side of the Cornwallis River. This area contains the majority of services most people can require, from hospitals to medical specialists, dental, legal or entertainment, live theatre, restaurants, summer and winter sports facilities, a wide diversity of residential accommodations, and a growing assortment of "box stores" and mall shopping along with "boutique" or specialty shopping.

Orchard Valley Pastoral Charge draws from communities in eastern and central Kings County of the Annapolis Valley from Hortonville to Cambridge, including Grand Pré, Wolfville, Greenwich, Port Williams, New Minas, Kentville, and Coldbrook. In addition, we have a number of congregants in the Canning, Canard, Centreville area.

Wolfville is the home of Acadia University, one of the finest liberal arts universities in Canada. Home of a thriving L'Arche community, Wolfville has a population of 4200 which increases by 3500 when the University is in session. In 1985, Wolfville was declared a nuclear-free zone, and in 2007 it became Canada's first fair trade town. Grand Pré, on the outskirts of Wolfville, boasts the historic Covenanter Church and the Grand Pré UNESCO World Heritage site.

New Minas is a major commercial area and the location of the local detachment of the RCMP. Incorporated as a village in 1968, New Minas has a population of approximately 5000 and continues to grow in both commercial and residential development. New Minas is also recognized as the soccer capital of Nova Scotia.

Kentville is the Shiretown of Kings County, with a population of approximately 6300. Kentville has many municipal, provincial and federal government offices and is the site of the Valley Regional Hospital. It is also the home of a world-class agricultural research facility and a large industrial park.

Features of the Orchard Valley Catchment Area

In describing some of the details of the catchment area the words “variety” and “depth” become apparent. The lists in the various categories are meant to show this diversity, without being in any way exhaustive.

Businesses

- Agricultural Research Centre
- Automotive sales and service for all major brands
- Banking services (all major chartered banks and credit unions)
- Bed and Breakfasts, mid-range and upscale accommodations
- Construction services
- Farm markets
- Fitness centres
- Grocery stores, chains and smaller stores
- Hardware stores
- Legal, dental and insurance services
- Movie theatre complex and a drive-in theatre
- Pharmacies
- Range of fast food, mid-range and upscale restaurants
- Shopping malls, big box stores, smaller specialty shops
- Wineries

Climate

The warmest temperatures and second lowest rainfall in the province characterize this area. Soils are diverse but many are well drained and ideally suited to horticultural crop production, so it is not surprising that the majority of the vegetables and small fruit are produced in this region. The sheltering benefits of the North and South Mountain ridges ensure excellent heat unit accumulation during the growing season, while the moderating effects of the highly tidal Bay of Fundy ensures milder winter temperatures.

Cultural Facilities

- Acadia University Performing Arts Series, Art Gallery, public lectures and student concerts
- Art galleries
- Community theatre and music venues
- Dance studios
- Film co-operatives
- Ross Creek Centre for the Arts

Health Services

Valley Regional Hospital in Kentville is a 148-bed, 24-hour. Level III Emergency Care Centre that is supported by a very active Hospital Foundation. The Hospital has become a stroke centre and is fundraising to add a Hospice. Fidelis House, onsite, is staffed by volunteers to provide accommodations for families visiting long-term patients.

Other walk-in clinics are located in Wolfville (Eastern Kings Memorial Health Centre, Mud Creek Medical Co-operative), New Minas (New Minas Medical/Walk-in Clinic) and Berwick (Western Kings Memorial Health Centre).

There are also a number of other health and social services available in the area:

- Chrysalis House Woman's Shelter
- Crosbie House for Addiction Services
- Kings Regional Rehabilitation Centre
- Mental Health and Addiction Services
- Red Door Youth Help and Support Centre
- VON services

Community Services

- Annapolis Valley Regional Library system, with community libraries and a travelling bookmobile service
- C@P sites (community access point)
- Volunteer and professional fire services in Wolfville, Canning, New Minas, Kentville, with first response medical emergency alert services
- Foodbanks – Canning, Kentville, Wolfville
- Low income housing
- Nursing homes
- Police services through town police in Kentville with RCMP detachments in New Minas and Wolfville providing service to the rest of the area
- Seniors' assisted living in New Minas, Kentville, Wolfville
- Sheltered workshops
- Valley Waste Management Services is a national leader in recycling, waste disposal and composting procedures

Service clubs are also well represented in the area:

- Lions Club
- Red Cross
- Gyros
- Kinsmen
- Rotary
- Masonic Lodge
- Eastern Star
- Habitat for Humanity
- Guides and Scouts

Public Schools

- Aldershot Elementary (P-5)
- Coldbrook and District (P-8)
- Evangeline Middle School (New Minas) (6-8)
- Gaspereau Valley Elementary (Gaspereau) (P-5)
- Glooscap Elementary School (Canning) (P-5)

- Highbury Education Centre (New Minas) (Alternate High School)
- Horton High School (Greenwich) (9-12)
- Kings County Academy (Kentville) (P-8)**
- L. E. Shaw Elementary (Avonport) (P-5)
- New Minas Elementary (P-5)**
- Northeast Kings Education Centre (Canning) (6-12)
- Port Williams Elementary (P-5)
- Wolfville School (P-8)

**Sites offering French immersion options

Private Schools

- The Booker School – International Baccalaureate Program (P-8) (Port Williams)
- Landmark East – A co-ed, international school for students with diagnosed learning disabilities (6-12) (Wolfville)
- Kings-Edgehill – A private university preparatory school (7-12) (Windsor)

Post High School Options

Nova Scotia Community College (NSCC) Kingstec Campus is located in Kentville. This community college offers multi-year applied courses that prepare students for the immediate job market. Programs represent the Academic Schools of Access; Applied Arts and New Media; Business; Health and Human Services; and Trades and Technology.

Acadia University in Wolfville is one of Canada’s highest ranked liberal arts universities, and includes a Divinity College. The University has a student population of approximately 3500.

Media Resources

- Cable providers and local programming
- Community newspapers
- Fibre op
- High speed internet
- Local radio stations

Sports and Recreation

Organized sports and registered teams are well represented within the Annapolis Valley, with many community facilities available. Acadia University athletic facilities are also available for use by the public. Among the options are:

- Arenas
- Baseball facilities
- Football
- Golf
- Horseback riding
- Public and private campgrounds
- Skateboard park

- Skiing – cross country and downhill
- Soccer facilities, both outdoor and indoor
- Squash
- Swimming
- Tennis courts
- Walking and biking trails

Churches

As well as our neighbours in Valley Presbytery, there are a number of denominations represented throughout eastern Kings County. Among them are:

- Anglican: Canning, Canard, Port Williams, Kentville, Wolfville
- Baptist and United Baptist: Aldershot, Canning, Kentville, New Minas, Port Williams, Wolfville
- Presbyterian, Seventh Day Adventist: New Minas
- Roman Catholic: Canning, Kentville, Wolfville
- Salvation Army, Pentecostal, Mormon, Church of Christ, Christian Reform, Bahai, Open Arms Ministry: Kentville
- Religious Society of Friends: Wolfville
- Wesleyan: North Alton

Many of these churches are members of local inter-church councils. In addition, there are a number of ministerial partnerships across denominational lines, some within the purview of the inter-church councils, and some working independently. They are all characterized by conversations about work shared in common, or that could be mutually supported, as well as enlightenment/nourishment, and/or simply safe spaces for sharing concerns.

PASTORAL CHARGE PROFILE

The Orchard Valley Pastoral Charge (OVPC) is among the newest in the United Church of Canada.

The History of the Pastoral Charge

The original pastoral charges that came together to form Orchard Valley Pastoral Charge embody the rich history of the United Church in this area.

The Wolfville Pastoral Charge combined St. Andrew's (Presbyterian), Greenwich (Methodist) and the historic Covenanter Church.

The Cornwallis Pastoral Charge included Kingsport (Emmanuel United, originally Congregational), Trinity in Canning (originally Methodist), and Canard (Presbyterian).

The single church from the Kentville Pastoral Charge took its name from the merger of the Presbyterian church of St. Paul and the Methodist church of St. Stephen.

The New Minas Pastoral Charge was the newest church in the area and was constituted in 1986 through the Ventures in Mission project.

Discussions about the future of the United Church in the eastern Kings area began early in the 2000's, with the following events leading to the amalgamation:

2003	Canard United invited Cornwallis Pastoral Charge and New Minas to consider future plans
2009	Wolfville and Greenwich amalgamated
2010	Steering Committee involving Cornwallis, Kentville, New Minas and Wolfville Pastoral Charges developed
February 2011	Trinity United in Canning closed
June 2011	Options document released
October 2011	Kentville, New Minas, Wolfville, and Canard voted to become one congregation (60% "no" from Canning and Kingsport)
Fall 2011	Visioning and Governance teams established
Fall 2011–Spring 2012	Joint services at each site and at neutral sites began
December 2011	Presbytery consultants hired to facilitate the process
February 2012	Trinity United and Canard officially amalgamated and became Canard Trinity United
April 2012	Vote on single versus multiple sites was taken with no clear decision achieved
July 2012	Combining diversities and strengths, these pastoral charges became Orchard Valley United Church

At the direction of Presbytery Executive, Orchard Valley United Church underwent a pastoral review¹ by Rev. Bill Macleod in 2015. This resulted in the departure of our two called ministers and the subsequent appointment of interim ministers Rev. Bill MacLeod, Rev. Ivan Norton and Judy Norton, as well as the creation of the OVUC Transition Team.

Our Mission Statement

**Inspired by the grace of God, we are a welcoming faith family
called to love ourselves, others and the world.
We seek to deepen our spiritual understanding
and reach out through worship and socially just action.**

Our Vision Statement

Living and Acting through Faith (LAF)

¹ Orchard Valley United Church Review 2016 and Orchard Valley United Church Interim Minister's Report 2017 (see Addenda)

Demographics

We have an active and enthusiastic intergenerational 9 o'clock service for the young and young-at-heart, a great interest in creating and supporting a ministry for youth, a large number of mature and dedicated folks who have held the United Church as their home for a long time, and a growing number of young and middle-aged folks who have so much to offer. We have a varied demographic, since our geography encompasses agricultural, business, and academic leaders. Orchard Valley United has a little bit of everything and we are just beginning!

We are also realistic and know that the majority of our people are in the "mature" category and that we have lost people through our decision to amalgamate. We feel that a strong pastoral relations team is paramount.

We have been encouraged by the attendance of an average of 150+ people, including a choir of 15, at the 11:00 am service, with an average of 30 people at the 9:00 am service, with 50 or more worshippers at the Covenanter Church during the summer months of July and August.

- Total membership – 661 people
- General fund contributors – 160 households
- Mission & Service contributors –80

Who We Are and What We Bring to the OVPC

We are united in the truest sense of the word by a desire to keep the presence of the United Church of Canada alive and vibrant in eastern Kings County.

We have many areas of interest including involvement with our local Councils of Churches, FoodGrains projects, local Food Banks and pastoral care for our people. We also support Berwick Camp and Sherbrooke Lake Camp as well as Mission and Service work.

Our pastoral charge maintains an active UCW, Men's Group, Friday Morning Breakfast Group, Spirit Yoga, Prayer Shawl Ministry, Fundscrip and Meet Your Feet program.

We share a commitment to proclaim the gospel of Jesus Christ; to be a community of Christian faith through regular worship and the sacraments, Christian education and fellowship, and to be a presence in and beyond our own communities. We offer our facilities to various community groups.

We also share concerns about declining membership, decreased numbers of youth and young families, declining numbers of people willing to take on committee and leadership work, and the cost of maintaining our facilities.

Governance Structure with Current Committees and Priorities

On August 9, 2012, the congregation of Orchard Valley United voted to adopt a Church Council structure. We have a clear direction Orchard Valley is to take:

1. Strong, vibrant worship with a variety of music
2. Outreach into the community and beyond

3. Specific focus on Youth and Young families
4. Pastoral support for those who have been negatively impacted by the amalgamation process, as well as ongoing pastoral support for any in need.

Committees and Groups

- Board of Trustees
- Christian Development
- Communications
- Congregational Life
- Covenanter Church
- Finance
- Ministry & Personnel
- Outreach
- Pastoral Care
- Property
- Stewardship
- Worship
- Men's Group
- Women's Groups
- Youth Group

Property (Assets)

We currently have two buildings – Orchard Valley United Church in New Minas and the Covenanter Church in Grand Pré, a Heritage site that offers summer worship services and selected special services. A committee was appointed in April 2017 to study our facility needs and plans.

Worship Services

We currently hold two Sunday morning services at Orchard Valley Church from September through June. The 9:00 am service is less formal and shorter in length while the 11:00 am is a blended style, incorporating more traditional elements and includes Sunday School.

Our services are lively and both informal and more traditional and incorporate a variety of worship styles. Music is very important to this congregation and we all bring a rich appreciation for the significance of music in our worship experience. We have vibrant and dedicated musicians, choir members and soloists who share in the musical leadership for worship.

In July and August, there is one service at 9:30 am in New Minas and the Covenanter Church holds services at 11:00 am with guest preachers and musicians.

Staff

Our staff consists of the following:

- Interim ministers: Rev. Bill MacLeod, Rev. Ivan Norton and Judy Norton
- Part-time music director/organist: Ken Hassell
- Contract pianist, early service: Dale Griffiths
- Full-time administrative assistant: Theresa Perrin
- Custodian: Louis Lightfoot

MINISTER POSITION

Recommendation

The Pastoral Charge has been under the leadership of the equivalent of one full-time minister during the transition period.

The recommendation of the Joint Needs Assessment Committee is to focus on finding one full-time ordained minister for Orchard Valley United Church with the understanding that we recognize staffing needs may evolve over time.

Summary

Following a congregational survey, it is determined that Orchard Valley requires a full-time ordained minister who will lead the congregation in the next phase of its spiritual growth and mission work. A dedicated follower of Christ's teachings, the minister will lead worship services. Biblically-based preaching relevant to everyday life is desired by the congregation, as is a progressive theology. Helping to deepen the spiritual development of the congregation, pastoral care and Christian education are central to the minister's work. A role model in our community, the minister will support the congregation's and wider church's outreach activities.

Detailed Job Description

Worship

The minister will deliver messages that are spiritually moving and challenging, encouraging meaningful worship services. Our congregation currently has two services each Sunday: an early, less formal service and a later, more traditional service. Special summer and Christmas services are also held at our Covenanter Church, using primarily guest preachers. Music is an important part of all services. The minister will work with the Worship Committee and Music Director to plan all services and will prepare and support the sacraments of Communion and Baptism.

Pastoral Care

Helping people deepen their spiritual experience, pastoral care and counselling are important aspects of the minister's role. More specifically, the following tasks would be carried out:

- Care for people in sickness and health, and during times of bereavement and life transitions
- Visit, call, and email congregants in times of need
- Provide appropriate pastoral care and funeral/memorial services for the bereaved and dying
- Connect regularly with those in key leadership positions
- Support the work of the Pastoral Care Committee, visit hospitalized congregants, and provide Communion in homes
- Attend congregational fellowship events that offer opportunities to connect with the congregation
- Ensure and support a pastoral presence in local seniors' facilities.

Outreach and Social Justice Programs

Orchard Valley subscribes to the United Church of Canada's focus on social justice issues. The minister will demonstrate a call to support outreach programs that seek to provide relief for homelessness, hunger, and health issues in our community. Encouraging the congregation to pray for and generously support worldwide issues such as natural disasters, poverty, hunger, and war, our minister will provide support for our Outreach Committee.

Christian Education Programs

Continuing on the theme of the spiritual development of the congregation, the minister will help resource and support the various current and future Christian Education programs. The children currently involved in the church number about 20 and there are a few youth and young adults whose program has been inactive recently. There is a focus on children at the early service and traditional Sunday School during the second service each week, September to June. Small group study for adults and a variety of family education activities are desirable, encouraged and facilitated by the minister.

Other Areas of Responsibility

Our congregation has a solid structure of strong committees and well-qualified members. We expect our minister to exercise sound judgement in the regular use of delegation to these committees and individuals. Encouraging lay leadership in both worship and program areas as well as on committees, the minister will manage the workload with the help of the congregation.

Skills and Knowledge Required of the Ministry Personnel

The ideal candidate for the full-time ordained minister position at OVUC will have the following capabilities and skills:

- Ability to deliver Biblically-based, inspiring, meaningful sermons that relate to the events of today
- An outgoing personality with the ability to connect and interact easily with people, encouraging participation in church life
- Compassionate and experienced in providing pastoral care to those with physical and mental health challenges, the aging, the bereaved and dying, and those with spiritual needs, while also celebrating the joys in congregants' lives
- An interest in exploring creative styles of worship and Christian development activities; resilient and self-reliant, exercising sound judgement in the regular use of delegation
- Organization, administration and skills as a facilitator.

Other characteristics that would be an asset are:

- Open-minded and down to earth
- Sense of humour
- Ability to work with all age groups
- Friendly and personable
- Caring and kind
- Energetic
- Good listener

Terms of the Ministry Position

Salary and benefits will be commensurate with the United Church of Canada 2017.

Minimum Salaries for Ministry Personnel Cost of Living (COL) are negotiable based on experience and skill. Travel expenses as well as Continuing Education and Learning Resource Allowance will also follow the same guidelines and are negotiable.

With regard to other terms of the position such as Vacation, Study Leave, telephone and internet reimbursement, and moving expenses, the church will meet the minimum requirements subject to further negotiation.

MOTIONS

- 1 – I move that the congregation accept the report as presented by the Joint Needs Assessment Committee.
- 2 – I move that Orchard Valley Pastoral Charge requests Presbytery to declare a vacancy for ministry at Orchard Valley as of September 1, 2017.

Addendum

Orchard Valley United Church Overview, 2015

Insert 2015 overview report here in PDF

Addendum

**Orchard Valley United Church
Interim Minister's Report, 2017**

Orchard Valley United Church
Interim Minister's Report

by
Rev. W. M. MacLeod
January 23, 2017

The Valley Presbytery of the United Church of Canada engaged the writer to conduct an overview of the congregation of Orchard Valley United Church. In that process the Presbytery and Congregation accepted the recommendations of the Rev. W. M. MacLeod. These recommendations are contained in the report of the overview attached to this document.

The Presbytery and Congregation began to work to implement the recommendations resulting from the Overview. The Rev. Ivan Norton and Ms. Judy Norton were engaged to provide pastoral leadership, faith formation, and pastoral care to the congregation. Rev. Bill MacLeod was engaged to provide Interim Ministry and to work with the ministerial team and the Transition Team to identify and address issues raised from the overview and in the life of the congregation. The three ministry personnel were covenanted in a service of worship on October 1, 2015.

The Transition Team has been meeting on a regular basis approximately every six weeks. To date the Transition Team has several goals. These goals and the progress made to date are listed below:

Goal # 1 — Document History of Orchard Valley United Church - Completed Nov. 2015

Goal # 2 — Establish Identity — Congregational workshop generated information, Transition Team members have compiled same for presentation to congregation in March 2015.

Goal # 3 — Clarify the roles of the Council and its membership — Interim Minister and ministry personnel are planning for workshop in April following appointment of new members of Council.

Goal # 4 — Re-establish positive working relationships among the congregation, presbytery and Maritime conference — Interim Minister and Transition Team to prepare a written report to Valley Presbytery in March. Interim Minister in contact with Presbytery Sub Executive. Presbytery representatives continue work as part of Transition Team.

Goal # 5 — Review CD program — Judy Norton and CE committee to conduct review. Seasons of the Spirit curriculum adopted and introduced in Fall 2015. Recruitment of leaders continues.

Goal # 6 — Establish Historic Roll of Orchard Valley United Church — Judy and Ivan Norton to work with Council to rationalize membership roll — Continuing work.

Goal # 7 — Evaluate worship needs of Orchard Valley United Church and how best to meet those needs. — Goal identified in January, work to begin in April.

Goal # 8 — Identify areas in need of healing and design process to foster healing. — Goal identified in January, work to begin in April.

Goal # 9 --- Define Mission for Orchard Valley United Church --- The Transition Team and Interim Ministry team held a congregational workshop in November, 2016 and presented a draft Mission Statement to the congregation on January 15, 2016.

Goal # 10 --- Develop constitution/handbook for Council. The draft has been prepared.

Goal # 11 --- Establish working group to study facility needs of Orchard Valley United Church and make recommendations to congregation and Presbytery.

The Transition Team remains committed to the work of the Interim Ministry. They are highly motivated to work to improve the life of Orchard Valley United Church. We maintain communication between meetings by email. The Transition Team brings a great deal of energy to the life and work of the congregation.

One of the areas of improvement is found in the area of communication with and within the congregation. We continue to work to keep the congregation informed of progress and plans. The congregation is supportive of the work of the Transition Team and is looking forward to moving to establish JNAC in the weeks ahead.

Judy and Ivan Norton have been a tremendous support for the work of the Transition Team. They meet regularly with the Interim Minister and are in contact by email on a weekly basis. They continue to provide pastoral care and support for our people and work effectively to carry out the goals for this time.

We are presently on target for this stage of the Interim Ministry and look forward to continued progress in identifying goals and meeting same.

Respectfully submitted,

Rev. Bill MacLeod
Interim Minister

Addendum
Financial Statements

2016 Orchard Valley Pastoral Charge Financial Statements
2016 Orchard Valley Trustees Financial Statements

NOTE:

The Statement of Revenue and Expenditures for 2016 shows a shortfall of revenue versus expenditures, which was covered by transferring funds from OVUC's Trusteed assets. In turn, most of this transfer drawdown was covered by the assets' overall investment income.

The final version of this document will contain the 2016 Financial Statements,
as presented in the 2016 OVPC Annual Report.