



Profile Team Report

For

Orchard Valley Pastoral Charge

March 17th, 2024

Part 1 – COMMUNITY PROFILE

Part 2 – PASTORAL CHARGE PROFILE

Part 3 – POSITION DESCRIPTION- Revised September 15, 2024

ADDENDUM

- Orchard Valley United Church Financial Statements, 2023

Prepared by the Profile Team:

Orchard Valley United Church

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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 approximately 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 most services people will 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, Waterville and Woodville area.

Wolfville is the home of Acadia University, one of the finest liberal arts universities in Canada. Home to a thriving L'Arche community, Wolfville has a population of five thousand 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. In 2014 Wolfville became a leader in the slow-food movement and home to the DEVOUR Food & Film Festival.

New Minas is the 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 five thousand 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
- Craft Breweries

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 most 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 highly active Hospital Foundation. The Hospital has become a stroke centre and recently opened 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), New Minas (New Minas Medical/Walk-in Clinic, Mud Creek Medical Co-operative, Harvest Tides Medical Centre) 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, Greenwich, 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)
- Hantsport School (P-8)
- 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
- Pickle Ball
- Public and private campgrounds
- Skateboard Park
- Skiing – cross country and downhill
- Soccer facilities, both outdoor and indoor
- Squash
- Swimming
- Tennis courts
- Walking, biking and hiking trails

Churches

There are various 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
- United Church of Canada – New Minas (Orchard Valley), Berwick, Windsor, Kingsport

Many of these churches are members of local inter-church councils. In addition, there are several 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. In July 2018, OVUC called Rev. Don Sellsted as the full-time Minister.

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 to others through worship and socially just action.

As an inclusive community of faith, we actively seek to live our Mission by:

- **Publicly declaring our commitment to welcome all people inclusive of age, gender, culture, sexual orientation, gender identity, ability/disability, ethnic background, or economic circumstances**
- **Creating a safe space for courageous and challenging conversations enabling “Radical Hospitality”**
- **Celebrating, honouring, and respecting the richness that inclusion and diversity bring to our church.**
- **Continuing to educate ourselves, to learn and to grow by expanding our worship, study, resources, fellowship, and actions.**
- **Praying for the Holy Spirit to guide us as we work for justice for all, in church and in society.**

Our Vision Statement

Living and Acting through Faith (LAF)

Demographics

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 most of our people are in the "mature" category and that we have lost people through our decision to amalgamate and through our living with COVID. 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 15-20, at the 10:00 am service with 50 or more worshippers at the Covenanter Church during the summer months of July and August.

- **Total membership – 633 people**

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

- General fund contributors – 207 households
- Mission & Service contributors –107 in 2023

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 are an affirming welcoming Community of Faith.

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 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 decreased numbers of youth and young families, declining numbers of people willing to take on committee and leadership work. We have recently renovated our facilities to offer more space that can be used by not only the groups within the church but outside organizations as well. We have an expanded sanctuary, as well as a commercial kitchen, meeting rooms for various activities including our young children, nursery and choir and large flex space that can be used for dinners, social gatherings, or meetings.

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 living in nursing homes as ongoing pastoral support for any in need.

Committees and Groups

- Affirming Committee
- Board of Trustees
- Christian Development
- Communications
- Confirmation Group
- Congregational Life
- Covenant Church

- Finance
- Ministry & Personnel
- Outreach
- Pastoral Care
- Property
- Stewardship
- Worship
- Men's Group
- Vision Team
- 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. The Covenanter Church is 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 and recommended naming the current church site as the permanent home for OVPC, with a need for renovation/addition to accommodate needs and serve our Call. This project began in 2022 and we returned to our main facility for June 1, 2023.

Worship Services

We currently hold one Sunday morning service at Orchard Valley United Church. With the onset of COVID and the ability to stream our services we are currently meeting at 10:00 am. Our services are live streamed and can be found on YouTube at:

https://www.youtube.com/channel/UCW4VOpk_znrA5qevOqCr9Q

We are a unified faith community born out of an amalgamation of four local former pastoral charges. Our experiences through amalgamation have helped to shape our belief in and practise of radical hospitality.

As a loving and caring community, we want all who come to feel welcomed, included, valued, and supported. Inspired by the grace of GOD, we are called to love ourselves and others in the world. We seek to deepen our spiritual understanding as we grow and explore our Christian faith, living in honesty and compassion, and reaching out to others through our worship and socially just action in our community.

We are fortunate to worship and live in a newly renovated building which will allow us to deliver our Call and Vision more effectively. We want to benefit our surrounding community and be available to offer support to those around us in whatever ways we can.

Our focus is on outreach:

- meeting the needs of those disadvantaged, helping with health care needs, and supporting opportunities to offer dignity to those amongst us that are struggling with caring for themselves. Our current programs focus on foot care, supporting our local foodbanks through food drives, offering opportunities for the unhoused to refresh themselves and their belongings in a warm environment.
- We support children and youth programs to help them deepen their understanding of faith as well as support breakfast programs in our schools.
- Many of our congregants are seniors. We also support our seniors with opportunities to reach out and connect with them in several ways and offer support as needed.
- We welcome community groups to use our new facilities to meet the needs of their programs and
- we envision becoming a more community focused family as we walk the path that Gods calls us to.
- We want to be an integral part of our community so people feel welcomed when they visit and see us as a place they can go for support no matter their circumstances.

We seek to deepen our spiritual understanding and we invite you to join with us as we grow and explore our Christian faith, living in honesty, compassion, and reaching out to others through our worship and action in our community. We commit to be welcoming and including all people inclusive of age, gender, culture, sexual orientation, gender identity, ability/disability, ethnic background, or economic circumstances. We are a safe space for courageous and challenging conversations, enabling “radical hospitality.” We celebrate, honour, and respect the richness that inclusion and diversity bring to our church. As we continue to learn and grow by expanding our worship, study, resources, fellowship, and actions, we pray for the Holy Spirit to guide us as we work for justice for all in church and in society.

Our service is a lively blended style, incorporating traditional and contemporary elements, with active participation of Voyageurs (Sunday School).

Music is particularly 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, instrumentalists, guitar players and soloists who share in the musical leadership.

In July and August, we have one service at 10:00 am in New Minas and an 11:00 service at the Covenanter Church with guest preachers and musicians.

Staff

Our staff consists of the following:

- Full-time minister: Rev. Don Sellsted
- Part-time Minister: Rev. Dr. Linda Marcotte - Term

- Choir director: Thea Burton
- Accompanist – Carmen Peng
- Part-time Administrative Assistant: Rachel MacLean
- Custodian: Darrell McDow

MINISTER POSITION

Recommendation

The Pastoral Charge currently employs one full-time minister of Word, Sacrament, Worship and Pastoral Care.

The recommendation of the Profile Team is to appoint a three quarter-time position (30 hours per week). This could be from any of the following categories. The individual we envision could be an Ordained, Diaconal, Designated Lay Minister, Student Minister or an individual that offers education and some theological understanding (any combination of experience in social work, education, counselling, theology and supporting seniors) to supplement the staffing complement for the further fulfillment of Orchard Valley's Call.

On September 15, 2024 the Congregation gave further direction to the Search Team to add additional options to their search to include full time (40 hours per week) for a student up to and including Category B on the United Church of Canada Minimum Salary Scale.

Summary

Situated in the Annapolis Valley, Orchard Valley United Church is a welcoming, Affirming faith community. Having recently moved into new facilities, we are enthusiastic about supporting our community. Our candidate should be a dedicated follower of Christ's teachings, the candidate will work toward the spiritual nurturing of the congregation, particularly through the children, youth, outreach programs and supporting seniors and shut-ins through pastoral care and programs. In addition, the individual has a keen desire to be involved in the local community, is comfortable with multi-media, is open and flexible to creative approaches to working in a team.

The candidate will be an enthusiastic partner in our faith journey and will advocate for justice locally and globally.

Detailed Job Description

Christian Development Programs (55%)

The candidate will lead the various current and future Christian Development programs. The children currently involved in the church vary from week to week ranging in numbers from 2 - 20, with a few youths and young adults for whom a program is evolving.

There is a worship service each week at 10 am. Children attend the service until the “Time for all ages,” where the children come forward and learn about the sermon or something relevant to the season. They then leave for Voyagers (Sunday School). This program is held from September to June.

Energy would also be anticipated in building a Youth group program. Engaging our young adults in what it means to be a member of our church and how they can support those in our community and church family will be a task for the potential candidate.

Small group studies for adults and various family education activities are desirable, encouraged and facilitated by the candidate.

Outreach and Social Justice Programs (8%)

Orchard Valley subscribes to the United Church of Canada’s focus on social justice issues. The minister/student will demonstrate a call to engage with our existing outreach programs and inspire us to develop new outreach programs that seek to provide relief for homelessness, hunger, and health in our community. As a newly covenanted Affirming Church, the minister/student should expect to fully embrace our mission to be an affirming congregation.

Worship and Administrative Areas of Responsibility (7%)

Our congregation has a solid structure of strong committees and well-qualified members. We expect our ministerial team to exercise sound judgment in delegating to these committees and individuals. Most importantly, the ministerial team will work together to determine priorities and the sharing of responsibilities for the furthering of our church’s Call. This will include participating in worship and some Pastoral Care.

Supporting Seniors and Pastoral Care (30%)

Our congregation feels the importance of supporting the elderly in our family through pastoral care for seniors and shut-ins to allow them to maintain connection to the Orchard Valley family. Programs that help with connection could also be developed to meet the needs of this senior community.

Skills and Knowledge Required of the Candidate

The ideal candidate for the three quarter–time supply position at OVUC will have the following capabilities and skills:

- An interest in exploring and leading creative styles of Christian Development activities.
- The will to reach out to our extended community to help build relationships
- Understanding and care to support our senior population and to offer pastoral care as needed

- Passionate about outreach programs of all kinds: feeding the hungry, housing the homeless, caring for the sick and elderly, working for peace, providing leadership in the community.
- An outgoing personality with the ability to connect and interact easily with people, encouraging participation in church life.

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
- Flexible

Terms of the Position

Salary and benefits will be commensurate with the United Church of Canada salary guidelines for 2024. 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.

Regarding other terms of the position such as Vacation, Study Leave, telephone, and internet reimbursement, and moving expenses, the church will negotiate appropriate requirements.

If a non-ministry candidate is chosen, salary and benefits will be commensurate with experience and education in conjunction with United Church of Canada recommendations.

MOTIONS

- 1 – I move that the congregation accept the report as presented by the Profile Team.
- 2 – I move that Orchard Valley Pastoral Charge requests the Bermuda and Nova Scotia Region to declare a vacancy for ministry at Orchard Valley as of March 17, 2024.
- 3 – I move that Orchard Valley United Church populate a Search Team to fulfill the position outlined by the Profile Team.
- 4 September 15, 2024. Moved by Lorna MacNeil and seconded by Dale MacArthur that Orchard Valley Pastoral Charge expand the search criteria to include full time (40 hours per week) for the Minimum salary categories Student up to and including Category B.

Addendum

Financial Statements

2023 Orchard Valley Pastoral Charge Financial Statements

2023 Orchard Valley Trustees Financial Statements

NOTE:

The Statement of Revenue and Expenditures for 2022 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.

Financial Viability Review:

Community of Faith: Orchard Valley United Church

Date: March 1, 2024

1.

Year	Revenues	\$ given through envelopes	\$ given through par	Expenses	Do Exp exceed revenue	Cash on Hand at end of year
Current Year		9,909.00	23,206.42			
2023	388,272	156,638.43	146,226.42	388,551	Y	237,944
2022	442,674	261,415.07	145,153.51	376,929	N	225,381
2021	298,231	156,802.91	134,633.43	280,741	N	167,715
2020	293,838	198,274.93	129,312.40	279,467	N	127,726
2019	298,857	92,193.05	124,482.40	282,210	N	99,050
2018	300,123	81,324.57	122,102.40	298,093	N	73,885

Comments:

In 2022 & 2023 we vacated our church home to live in the mall while our building was gutted and reimaged. We were able to move back in during 2023 but extra expenses were incurred with moving, paying rent and additional utilities during our time away from home. During this time we did raise funds to help cover the additional costs related to building our new structure. Our M&S funds go directly to the UCC on a monthly basis. Please find attached the 2022 Financial Statements.

2. Payroll costs:

At present we have called or appointed the following paid staff:

Minister: 40 hours/week

Part-time Minister: 20 hours per week

Administrative Assistant: 27.5 hours per week

Custodian: 25 hours per week

Choir Director: 12 hours per week

Cost of payroll (\$ paid plus employer contributions (EI, etc.) for everyone:

Current year	2023	2022	2021	2020	2019	2018
	201,088	193,306	179,752	171,305	161,864	168,738

3. Have you experienced a deficit for more than two consecutive years in the last five years?

No

4. Are there any outstanding loans?

We currently have a loan (principal was \$350K) from the United Church of Canada that we are paying down at approximately \$39.5K per year. The term is over 10 years. Our current balance is approximately \$320K.

5. Do Utilities, Maintenance, repairs exceed 25% of revenues?

Year	Utilities (Power & Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (yes or No)
Current year		0			
2023	44,490	0	68,938	113,428	Y*
2022	40,517	0	67,450	107,967	N
2021	7,494	0	23,642	31,136	N
2020	8,772	0	23,377	24,249	N
2019	9,711	0	28,084	37,795	N
2018	8,773	0	25,615	34,388	N

We had unusual expenses during the years 2022 and 2023 due to major rebuild of our facilities and had to live elsewhere. We incurred additional expenses of ~ \$70,000 each of those two years.

6. How many contributors support your congregation?

Current year to date	2023	2022	2021	2020	2019	2018
159	294	237	177	204	297	250

7. How many contributors would you have in each age group categories?

We do not track ages so unable to fill in this table.

0-20 years	
21-30 years	
31-40 years	
41-50 years	
51-60 years	
61-70 years	
71-80 years	
81+ years	

8. Is there a reliance on a few generous contributors where 50% of the revenues come from one or two contributors?

Annual Giving	# of Givers: Current year (2024)	One year ago (2023)	Two years ago (2022)	Three years ago (2021)	Four years ago (2020)	Five years ago (2019)	Six Years ago (2018)
\$0-\$100	65	97	79	28	42	113	78
\$101-\$500	77	74	49	39	49	69	52
\$501-\$1,000	14	37	24	29	35	35	36
\$1,001-\$5,000	2	77	73	68	74	73	80
\$5,001 +	0	9	12	13	4	7	4

9. Have you taken part in a stewardship project (campaign) in the past two years?

- No Project - *proposed for 2024.*
- Letters to congregation when we have the need.
- Regular information and letters sent to all members and adherents.
- Program such as Called to Be the Church (on the Stewardship Toolkit website) with information during worship, letters, and a request for commitment.
- Program and information presented at a congregational get-together.
- All-member visitation
- Other

If you did, what were the results?

Have you encouraged members, yearly, or more regularly to increase PAR givings?
Yes No

We intend to plan for a Stewardship program this year. After just returning into a newly renovated building we can focus on our call and work and encourage members to share their gifts not only financial ones but also time and talents.

10. Please list any investments, special funds, and other monies your community of faith holds. What are the rules/ restrictions around the use of those funds?

OVPC Trustees hold funds totaling approx. 1.2 million dollars. Approx. 1.1 million is restricted where the principal may not be used and some cases the income is designated for special purposes. The majority of the income from restricted funds is either designated for operating or M&S. In 2022, the income from restricted investments were about \$30,000 to the operating and approx. \$6000 to M&S. In addition, the church receives the income from an estate where we do not hold the principal. The income from this source was approximately \$90,000 in 2022. These amounts are included in the total church revenue reports above.

Additional Information:

	Current Assets	Current Liabilities
2023	316,196	78,252
2022	256,781	31,400
2021	210,876	43,161
2020	158,499	30,773
2019	123,136	24,086
2018	97,454	23,569

Having examined your current situation, you will want to examine the minister's salary schedule on the Minister's Salary Schedule and Cost of living Groups page and work with your treasurer to determine the cost of ministry personnel at different increment categories. This will include salary, allowances, and employer contributions to government plans, pension, and benefits. Your treasurer will perhaps understand these tools more clearly than members of the search team.

- *The United Church of Canada provides budgeting tools for treasurers for both ministry personnel and lay employees on the Budgeting Tools for Treasurers page.*

- *In addition to the employer costs noted in the tables in these United Church Tools, there are employee and employer premiums for Employment Insurance and Canada Pension Plan. (Tables for these costs are available on the [Canada Revenue Agency website](#).)*

Thinking about the data you have collected:

The covenant with a minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

We are currently paying for 1.5 ministry staff. Based on our financial status and some bequests that we have received and will receive this year we feel we can adequately support the additional 0.5 of a salaried position if the congregation chooses to approve that option.

Observations:

Treasurer's Observations:

Treasurer states that we have a large surplus which we expect to increase by approx. 90,000 this year. We are in the financial position to hire if we decide to.

Search Team's Observations (if separate from above):

Regional Council's Observations (optional):

Recommendations

Now that you have all this information, what is your plan for ministry (ministry stream, highest category you feel you can afford, full- or part-time), and how are you planning to pay for this ministry for at least a three-year commitment?

Recommendation of search team, treasurer, and governing body:

_____ community of faith is viable to call/appoint a minister in Category _____ for _____ hours per week.

Our Living Faith Story:

We are a unified faith community born out of an amalgamation of four local former pastoral charges. Our experiences through amalgamation have helped to shape our belief in and practise of radical hospitality.

As a loving and caring community, we want all who come to feel welcomed, included, valued, and supported. Inspired by the grace of GOD, we are called to love ourselves and others in the world. We seek to deepen our spiritual understanding as we grow and explore our Christian faith, living in honesty and compassion, and reaching out to others through our worship and socially just action in our community.

We are fortunate to worship and live in a newly renovated building which will allow us to deliver our Call and Vision more effectively. We want to benefit our surrounding community and be available to offer support to those around us in whatever ways we can.

Our focus is on outreach:

- meeting the needs of those disadvantaged, helping with health care needs, and supporting opportunities to offer dignity to those amongst us that are struggling with caring for themselves. Our current programs focus on foot care, supporting our local foodbanks through food drives, offering opportunities for the unhoused to refresh themselves and their belongings in a warm environment.
- We support children and youth programs to help them deepen their understanding of faith as well as support breakfast programs in our schools.
- Many of our congregants are seniors. We also support our seniors with opportunities to reach out and connect with them in several ways and offer support as needed.
- We welcome community groups to use our new facilities to meet the needs of their programs and
- we envision becoming a more community focused family as we walk the path that Gods calls us to.
- We want to be an integral part of our community so people feel welcomed when they visit and see us as a place they can go for support no matter their circumstances.

We seek to deepen our spiritual understanding and we invite you to join with us as we grow and explore our Christian faith, living in honesty, compassion, and reaching out to others through our worship and action in our community. We commit to be welcoming and including all people inclusive of age, gender, culture, sexual orientation, gender identity, ability/disability, ethnic background, or economic circumstances. We are a safe space for courageous and challenging conversations, enabling “radical hospitality.” We celebrate, honour, and respect the richness that inclusion and diversity bring to our church. As we continue to learn and grow by expanding our worship, study, resources, fellowship, and actions, we pray for the Holy Spirit to guide us as we work for justice for all in church and in society.