

Loring Pastoral Charge
Loring, Port Loring, Arnstein and
Golden Valley

Joint Needs Assessment
Committee Report
July 2017

Table of Contents

Recommendations Page 2

Our Community Page 2

Our Pastoral Charge Page 3

Our Church Buildings Page 3

Worship and Pastoral Care Page 4

Resources Page 4

Job Description – Position Profile Page 4

Job Description – Skills Profile Page 5

Job Description – Terms Profile Page 5

2017 Budget Page 6

Summary of Financial Assets Page See Attached

The Recommendations of the Joint Needs Assessment Committee

With God's guidance, the Joint Needs Assessment Committee for the Loring Pastoral Charge recommends the following:

1. That North Bay Presbytery declare a full time (100%) vacancy for a Paid Accountable Minister. This member may be an Ordained, Diaconal or a Designated Lay Minister, Category A or B, which we hope to sustain for 3 years.
2. That the vacancy be filled by call or appointment.
3. That the current Joint Needs Assessment Committee be disbanded, with thanks.
4. That a Joint Search Committee be struck to fill this vacancy. Representatives for the Joint Search Committee to be appointed by the Official Board.
5. That the Official Board appoint a half-time (50%) Ministry Personnel for a period of 6 months, with the focus on Sunday services and pastoral care.
6. That the Loring Pastoral Charge explore the possibility of amalgamating its two congregations.

Our Communities:

Loring, Port Loring and Arnstein: (St. Andrew's United Church)

We are a series of small, rural communities situated on Highway 522, which extends from Highway 69 to Highway 11, known as the Argyle area. We are in the Almaguin Highlands area of the District of Parry Sound. The area stretches from the Lost Channel in the west, to Commanda in the east.

Golden Valley: (St. Paul's United Church)

We are a tourist area with many resorts, cottages, hunt camps, small farms, and large tracts of crown land. Because we are a series of unorganized townships, we are governed by the Local Services Board.

Golden Valley is a small, rural village, situated along Highway 522 in the Almaguin Highland region of the District of Parry Sound. We have access to the four-lane highway joining at Trout Creek (3.5–4 hours from Toronto) and are also accessible to the airports in North Bay and Sudbury. The Golden Valley church

services the east end of the Argyle area. Our small congregation comes from Golden Valley, Bear Valley, Carr, Arnstein, and adjacent areas.

Both churches are in a tourist area, with many cottages and hunt camps on the lakes and on the crown land that surrounds the area.

Education:

- The needs of students K-12 are met by the Near North District School Board, which offers quality public education; JK-8 attend Argyle Public School; secondary students attend Almaguin Highlands Secondary School in South River
- Nipissing University, located in North Bay, offers a wide range of programs for full-time and part-time students.
- Canadore College, also in North Bay, offers diploma and degree programs

Health Care:

Excellent regional hospitals are located in North Bay and Sudbury. The area is serviced by the 911 service, a nursing station at Loring with a nurse practitioner on site, and medical and dental services are provided in Powassan and North Bay. There is also a massage therapist and foot clinic in the area.

3

Entertainment, Recreation and Attractions:

Recreational opportunities abound in this area (hockey, ice skating, canoeing, kayaking, paddle boarding, sail boarding, swimming, camping, fishing, hunting, hiking, baseball, yoga, judo, and tai chi) It also boasts a snowmobile trail system.

Tourism is supported by several provincial parks, the Pickerel River water system, various conservation areas and an abundance of waterways.

Social interaction is offered by seniors clubs, Legion groups, Lions, Masonic and Eastern Star, horticultural society, and historical society.

Our Pastoral Charge:

Mission Statement: We are a family of faith committed to serving God through our witness to Jesus Christ. Our purpose is to proclaim the Gospel, teach the truth, promote justice in the world and provide a place where friendships can be built through Christian fellowship. We hope to encourage and enable people of all ages to grow in their faith and commitment to Jesus Christ.

Demographics:

St. Andrew's:

As a church we do well at holding joint services, conduct fund raisers, reach out to others in the community, and work with St. Paul's to maintain our manse.

Our biggest challenge is our shrinking congregation which leads to less offerings. We have only one youth which means there are less and less people to fill the jobs quota, which in turn is making it hard to keep our doors open.

Our dream is to have a church and a presence in our community.

The three most important ministry programs offered at this church are:

1. Having a church presence.
2. Holding services (and funerals if needed).
3. Reaching out to everyone.

St. Paul's:

As a church we do well at holding joint services, conducting fund raisers, reaching out to others in the community, and working with St. Andrew's to maintain our manse. We also host a coffee hour once a week that is very well attended.

Our biggest challenge is our shrinking congregation which leads to less offerings. We have no youth so that is making it hard to see a future where our doors are kept open.

Our dream is to have a church and a presence in our community.

The three most important ministry programs offered at this church are:

1. Having a church presence.
2. Reaching out to everyone.
3. Holding services (and funerals if needed)

Our Church Buildings

St. Andrew's: The sanctuary holds approximately 150 people. The building includes a basement, consisting of a meeting area, a fully equipped kitchen, two bathrooms, storage area, and a room for utilities.

St. Paul's: The sanctuary holds approximately 100 people. The building includes a basement, consisting of a meeting area, a fully equipped kitchen, two bathrooms, storage area, and space for utilities.

Both churches have limited accessibility for individuals with mobility issues.

Worship and Pastoral Care

When our minister is away on holidays or for study leave, services are conducted by pulpit supply and church volunteers.

Pastoral care has typically been done by the minister and members of the congregation caring for each other.

Resources

The Chair of the Official Board is Lori Holotuk. Faye Owens is the treasurer for St. Paul's, Carol Webb for St. Andrew's, and Les Lysch is our Central Treasurer. We offer volunteer secretarial services, an office, and a manse.

Job Description – Position Profile

Position profile

Worship service:40%

- Sundayworship services and special services, including communion in consultation with Session
- Bulletin preparation
- Regular consultation with the organist and choir for hymn selection
- Develop worship themes and special foci for the worship life of the congregation

Change Process: 15%

- Facilitate the change process required to amalgamate two congregations into one strong vibrant United Church presence in the Argyle area

Rites of Passage: 5%

- Baptisms, marriages funerals, confirmation in consultation with session, including preparation and follow up

Administration:10%

- Attend to routine mail and paperwork
- Complete congregational records for weddings, funerals and baptisms
- Attend and provide resources to meetings of session, council, ministry and personnel committee, trustees, manse committee, and others as needed
- Prepare mileage logs for the treasurer
- Meet quarterly with the ministry and personnel committee
- Attend the annual general meeting and congregational meetings as required

Visitation: 25%

- Hospital visits as needed
- Monthly visits to members in long care facilities
- Visits to members in crisis, providing pastoral care as needed

Presbytery:5%

- Attend Presbytery meetings

- Ability to embrace and manage a change process
- Ability for team building
- Strong listening skills
- Ability to provide leadership to facilitate significant changes in both churches
- Ability to provide a strong community presence
- Ability to guide and help develop a vision for the future
- Ability to balance job demands (time management)
- Communication and worship leadership skills

Job Description – Terms Profile

Annual Salary and Benefits: As per United Church of Canada Minimum Salary and Allowances for Ministry Personnel up to Category B (100% - 40 hrs/week).

Travel: As per United Church of Canada guidelines, currently \$0.39 per kilometre (upon submission of mileage log)

Continuing Education Allowance: \$1374.00 annually

Housing: A manse is available with a taxable benefit of \$12000.00 per year

Vacation: One month (31 days including five Sundays) may be taken in a block or as individual weeks

Study Leave: As per United Church of Canada guidelines, 3 weeks of study leave is provided

Statutory Holidays: Statutory holidays are to be taken on the day of, or as soon as possible thereafter

Compassionate Leave: Granted as required, in consultation with the Ministry and Personnel committee and Manitou Conference

Telephone Allowance: Basic telephone service is provided at the manse. (\$?)

Moving Expenses: The minister must provide 3 quotes for moving, and expenses will be paid up to a maximum of \$6000.00

Other Requirements: The minister is required to have his/her own means of transportation, and a valid driver's license. The minister is also required to be in good standing (possess a current Vulnerable Sector Police Check and completed Boundaries and Racial Justice training)

Note: Continuing Education, Vacation, Study Leave and Sabbatical Leave are taken in consultation with the Ministry and Personnel Committee