

2009

St. Matthew's United Church

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JOINT NEEDS ASSESSMENT COMMITTEE REPORT

Joint Needs Assessment Committee Report St. Matthew's United Church

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Committee Members:

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Community Profile (#1)

Belleville Ontario was settled by United Empire Loyalists in 1784 and became a city in 1878. Known as the "friendly city", the population of Belleville is 46,000 and over 192,000 live within 30 minutes of the city in Quinte West and Prince Edward County. Belleville offers big city amenities along with small town friendliness, and a pleasing mixture of the historic and modern. It is the centre for the Bay of Quinte Region, offering all the commercial and public services of a large urban centre including the region's largest hospital and retail mall.

Belleville is located on the Bay of Quinte, 2 hours east of Toronto, 2½ hours from Ottawa, 3 hours west of Montreal and 45 minutes from Kingston by car. It has excellent VIA Rail service to the above cities also.

Belleville is home to an excellent yacht harbour, which is a picturesque stopping

point for Great Lakes sailors and a favourite launch for sport fishing enthusiasts after Walleye, Pike and Bass. In the winter, Belleville becomes a major ice fishing centre. Each summer thousands of visitors enjoy the various festivals.



City Hall

Beautiful music chimes year round from the City Hall clock tower, overlooking the new civic square and Farmers Market. Residents and visitors alike enjoy walking, biking and rollerblading on the Bayshore Trail and new Riverfront Trail.

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Belleville has a mix of professional and light industry which offer many employment opportunities either full or part-time.



Belleville Hospital New Wing

The Quinte Health Care Belleville Hospital offers a complete range of diagnostic and treatment services. A 72 million dollar redevelopment project is underway, scheduled for completion in 2010 and will include:

- Construction of a new wing
- Expansion of the Continuing Care & Rehabilitation Units
- Expansion of Intensive Care Unit
- Increased hospital capacity by 77 beds

The Belleville District also offers medical laboratories, dental laboratories, nursing services and ambulance services including air ambulance.

The Loyalist College of Applied Arts and Technology located in Belleville provides in excess of 62 full-time academic and career-oriented certificate, degree, diploma, post-graduate, and university transfer programs and over 40 additional part-time programs through the Continuing Education division. Queen's University, which has a renowned

Theology College, is located in Kingston, 45 minutes east of Belleville.



Albert College

Belleville's Albert College founded in 1857, is Canada's oldest co-educational, boarding and day school. A close-knit atmosphere and diverse student body makes the school a truly unique learning environment from Junior Kindergarten to Grade 12 Post-Graduate.



Belleville Public Library

The Belleville Public Library and John M. Parrot Art Gallery, located at 254 Pinnacle Street, opened on May 27, 2006. The library offers books, movies, etc. and wireless internet access, computers for word processing, computer printouts, copies, computer training and many other services. The John M. Parrott Art Gallery, is located on the third floor of the Belleville Public Library. There are many interesting and educational exhibits, as well as special events.

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The Belleville Theatre Guild is a community theatre that stages a variety of plays ranging from light comedies to musicals, as well as offering theatre-related workshops and outreach programmes.



Empire Theatre

The Empire Theatre is home to musical performances, theatre events and film viewings. Special events are regularly scheduled, and include children's shows, comedy acts and concerts. There are a number of other theatres, near enough to Belleville to attend evening performances, in Trenton, Picton, Stirling and Kingston.

In addition to the downtown shopping area, called The Village, there are two malls. The larger of these, the Quinte Mall, is located in the northern part of the city and has more than 120 stores. In the same area there are a number of Big Box stores.

There are a number of family type restaurants as well as a number of fine restaurants within a 30 minute drive. Some are located in Belleville while others are in Quinte West (Trenton) or Prince Edward County.

The Canadian Forces 8 Wing Trenton, located just west of Belleville, is one of the largest and busiest air force bases in Canada.

They deliver supplies to the high Arctic (CFS Alert) and airlift troops and equipment worldwide. It is also responsible for search and rescue in central Canada and home to the famous Skyhawks with the Canadian Parachute Centre.

The RCAF Memorial Museum currently houses many artifacts, dating from the beginning of Canadian military aviation to the present day.



RCAF Memorial Museum

In addition to the indoor display there are about 20 aircraft on display outside.

Prince Edward County is Canada's fastest growing wine industry. There are over 600 acres under vine and more than a dozen wineries operating or planned.

The magnificent beaches of Prince Edward County, the numerous golf courses, the excellent fishing, the bounty of our local farms, make the Quinte region one of the best areas in Canada in which to live. There is something for everyone, whether one is raising children, in the empty nest stage of life or looking forward to retirement.

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Pastoral Charge Profile (#2)

Our Mission Statement

Believing in the good news that “God is with us – we are not alone”, St. Matthew's United Church is a renewed and renewing faith community, seeking to proclaim and live the Gospel of Jesus Christ. In traditional and contemporary ways, we endeavour to be inclusive, respectful, open to one another, and welcoming to all. In partnership with all God's Creation, we continually seek to be a sign of;

- Acceptance and mutual respect
- Comfort and challenge
- Faith and friendship
- Healing and hope
- Support and encouragement

St. Matthew's United Church is a Pastoral Charge of the United Church of Canada within the boundaries of Belleville Presbytery and the Bay of Quinte Conference. We are a Christ centered Church Family formed by the amalgamation of two United Church Congregations in 1995 and blessed by those who have joined and strengthened our family over the past 14 years.

While having a complement from the local neighbourhood, our members and adherents are drawn from the whole city of Belleville and surrounding area. Currently our gathered worshipers regularly number between 150 and 200 persons on Sunday mornings. In the past several years we have enjoyed an increase in attendance of younger families, couples and single adults seeking a spiritual home. With this increase, our children's programmes have also started to flourish with 20 to 25 children in “Kingdoms Kids” on Sunday morning and our second year of

offering a Daily Vacation Bible School in August.

St. Matthew's is living out it's mission to it's members, adherents, local neighbourhood, and abroad in various ways.

Our Sunday morning services include various music styles including a senior choir, a contemporary praise band, a children's choir and guest musicians. Congregational participation is encouraged. Following Sunday worship all are welcome to gather for coffee and fellowship. Midweek activities include Bible Study and such activities as “Christianity 101”, “Alpha”, “Simply Christian” and various book studies. We enjoy good relations with other local churches and participate in seasonal joint services, activities and meals.

We reach out to our community through a weekly food distribution program in partnership with the local food bank, a monthly community lunch and a reading program at the neighbouring elementary school. The Hastings and Prince Edward Children's Chorus use our facilities for their weekly practices. The Royal Conservatory of Music and various other groups use our facilities on a regular basis also.

St. Matthews, in addition to being a faithful contributor to the Mission and Service Fund of the United Church, has reached out to our world by supporting and participating in several mission activities including a youth trip to Cuba in 2008, a mission trip to Honduras in 2007 and 2008 and two mission trips to Guatemala planned for 2009.

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Resources Profile (#3)

St Matthew's church resembles the congregation itself. It is large enough to be substantial yet small enough to be comfortable. It is a perfect blend of old world charm and modern convenience. The building is well maintained and mortgage free, with a number of attractive features.



Chancel



Nave

Our newly renovated sanctuary is bright and beautiful, with simple yet elegant décor, oak flooring, padded pews and stained glass windows. It is equipped with a state of the art sound system complete with handheld and lapel microphones, giving us the flexibility to host various events. There is a rear projected power screen, projector and laptop

for power point presentations, a Yamaha Grand Piano, organ and electronic keyboard.

The minister's office is large and bright with a wall of east-facing windows and enough space for work and conversation areas. The office is well equipped with computer access, fax and photocopier and other electronic equipment.

Other features of the building include:

- space for conferences and banquets
- two kitchens, one of which is commercially equipped
- Tabernacle Prayer Room for personal prayer
- Friendship Room, furnished for small meetings.
- The Belleville Presbytery Resource Centre which supplies books to various churches in the area
- washrooms on both the lower and upper levels of the building
- large paved parking lot; 100 vehicles
- elevator access to all levels, including the sanctuary

The church is well positioned to serve the needs of our congregation and community



The Peace of Christ

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Position Profile (#4)

The congregation of St. Matthew's was asked to identify Ministry Personnel responsibilities that are outlined in no specific order:

- diversity in the planning, leading and preaching the Word of God, with spiritual conviction sensitive to the needs of the worshipping community
- willingness to value the identity of the St. Matthew's community and its mission statement
- develop and support community outreach
- pastoral care
- involve laity in planning, participating in and leading church worship services and church initiatives
- perform administrative duties while adhering to United Church Polity and existing Church Governance
- work in a team with other ministry personnel and staff
- fulfill individual responsibilities as a member of Presbytery
- work cooperatively and ecumenically with other churches in the community

Skills Profile (#5)

The following skills pertain to the Ministry Personnel of Word, Sacrament and Pastoral Care.

- diversity in the planning, leading and preaching the Word of God, with spiritual conviction sensitive to the needs of the worshipping community
- convey the Christian message in a clear, concise manner that is easily understood and relates to the daily lives of the congregation
- creativity in planning/leading regular and special worship services with the aid of instrumental and vocal music, lay leadership, story-telling, humour and new technology/multi-media
- ability to relate well to all ages and support the development of such programming
- conduct weddings baptisms and funerals
- willingness to value the identity of St. Matthew's faith community and its mission statement
- appreciate and acknowledge the cultural differences in a diverse congregation and its local community
- demonstrate leadership of the congregation with respect for its history and willingness to assist with visioning for the future
- gain an understanding of local community issues
- sustain and develop outreach opportunities in new and creative ways, in conjunction with members of St. Matthew's
- have knowledge of and promote National Church supported issues
- have awareness and support concerning continuing outreach in a missions context
- involve laity in planning, participating in and leading church worship services and church initiatives

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- recognize leadership potential in laity and facilitate leadership development
- use team approach in working towards a common goal with laity and staff
- delegate leadership roles within the church

Pastoral Care:

- recognize the varied needs of the congregation in relation to visitation of members and adherents, sick and elderly
- have individual and group leadership skills appropriate for all ages, dealing with issues such as grief and loss, relationships and spiritual concerns
- gain a knowledge of community based services for referrals
- have ability to give pastoral support related to marriage and significant life events

Administrative Duties

- have good knowledge of United Church Polity
- have strong organizational and administrative skills

- team approach to work with the Church Council, committees and staff
- working knowledge of computers, word processing , multi-media programmes

The membership of St. Matthew's identified the following as important personal characteristics of the Ministry Personnel called:

- excellent interpersonal skills
- sense of humour, respect
- willingness to learn
- approachable
- character is "down to earth"
- outgoing personality
- genuine concern for others
- good communication, preaching skills
- strong sense of self and ministry
- supportive and open-minded
- ability to relate to all ages
- ability to make Scripture "relevant"

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Terms Profile (#6)

The following are the salary categories based on the United Church policy and will be used as points of reference when negotiating salaries:

Type of Ministry Leadership	1-2 (A)	3-4 (B)	5-7 (C)	8-10 (D)	11-13 (E)	14+ (F)
Order of Ministry*	\$31,441	\$32,855	\$34,271	\$35,686	\$37,101	\$38,515

* Order of Ministry includes: Diaconal Ministers (including United or Retired Supply), Ordained Ministers (including United or Retired Supply), Diaconal Supply Ministers, and Ordained Supply Ministers.

- Housing allowance \$14,400/year
- Basic telephone service and office supplies as required
- Inclusive mileage rate of \$0.39/km with logs submitted
- Book Allowance and Continuing Education \$1200/year combined
- Moving costs as suggested by the United Church of Canada
- Standard benefits as required
- Full-time clerical support