

ST. PAUL'S UNITED CHURCH

JOINT NEEDS ASSESSMENT REPORT

October 2010



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INTRODUCTION

In accordance with the guidelines of *The Manual of the United Church of Canada 2010*, a Joint Needs Assessment Committee (JNAC) was formed following the resignations of ministry personnel at St. Paul's United Church in Tisdale.

The Joint Needs Assessment Committee commenced on August 23, 2010. Individual members undertook the various assignments as required in *The Manual*. At the outset, the committee identified the need for a transparent process and the involvement of a well-informed congregation. A strategy was developed to ensure regular communications and progress reports were provided to the pastoral charge.

In September and October 2010, a needs assessment survey of the pastoral charge was undertaken and special attention was given to ensuring that an extensive outreach process was in place to guarantee inclusion of a representative cross section of members of the congregation. Distribution of the survey tool occurred in a variety of ways which included distribution to all organized church groups, eg., UCW, Women's Fellowship Group, Choir and Committees; distribution at Sunday worship services; individual in-person interviews either by telephone or in person, a mail out, and by the general availability and visibility of the joint needs assessment committee members at Sunday services and various church events and activities.

The report is dated October 2010 and was prepared by the Joint Needs Assessment Committee:

- Donna Dobson (Chair)
- Mary Grant (Secretary)
- Gloria Arneson
- Marilyn Brady
- Edith Dahl
- Carol McPhee
- Judy Saelhof
- Betty Stoker
- Linda Griffiths (Presbytery representative – lay person)
- Rev. Evelyn Rigby (Presbytery representative – ministry personnel)

See APPENDIX A – *St. Paul's Needs Assessment Survey & Results – Fall 2010*

A. COMMUNITY & RESOURCES DESCRIPTION

1. The Community of St. Paul's United Church

Nestled in the heart of the Carrot River Valley, Tisdale is a town of 3,600 + people and has been steadily growing. It is predominantly a rural community and excellent highways connect Tisdale with the three largest cities in the province – one and one-half hours from the City of Prince Albert; two hours from the City of Saskatoon and three hours from the City of Regina.

The area in which Tisdale is located is a wonderland delight for the outdoorsman and recreational opportunities in the region abound with many lakes, several regional parks, a provincial park, and trophy fishing opportunities -- all within an hour's drive of the community.

Tisdale is one of the richest agricultural areas of the province with six major grain handling facilities (Viterra, Pioneer, Louis Dreyfus, Parish & Heimbecker, Cargill and Walker Seeds) within a 25 km radius. The community has strong manufacturing industries which include Northern Steel, Irving Machine & Iron Works, and several registered seed farms boast award winning operations.

It is a family-friendly, vibrant community with a variety of retailers and trades people including the Tisdale Mall, the Beeland Co-Op Mall, three major banks and the Credit Union, nine churches and a newly opened three-story Canalta hotel with 67 rooms and three bridal suites in it.

The community offers a complete range of services including hairstylists, massage therapy, lawyers, accountants, community library, and excellent education facilities for everyone from pre-school to grade 12 through the North East School Division, with the opportunity for university classes arranged through Cumberland Regional College.

Health care services are provided through the Kelsey Trail Health Region. The Tisdale Hospital offers 24-hour emergency and in-patient acute care services. Attached to the hospital is a level three/four long-term care facility, and the Ministry of Health has approved the construction of an addition to the long-term care facility to replace the aging Sasko Park Lodge. Fundraising has begun for the new care facility as well as a community-owned health-plex which will provide clinic space and offices for a variety of health care professionals including physicians in one location conveniently attached to the hospital/nursing home complex.

The people of Tisdale are very active and the community strives to provide all residents the opportunity to develop to their fullest potential and enjoyment through culture and sport. For those with a social or competitive bent, there is organized hockey, curling, bowling, golf, volleyball, ball, soccer, gymnastics and various other sports, and for those who prefer simply recreational activities, the opportunities abound with recreational sports, walking trails, parks, mini golf, outdoor pool, fitness centres and tennis courts. A thriving arts and culture environment is evident in the community and offers a wide range of opportunities such as a writers group, an art group, a photography club, a quilting group, book clubs, dance club, community band, men's choir, etc., etc.

All of these opportunities have been made possible through strong community commitment, leadership and cooperation which includes extensive volunteer hours from the residents of Tisdale and surrounding area and the involvement of service clubs such as the Lion's Club, Lion-L's, Kinsmen and Kinettes (among others). To understand Tisdale, one must understand a commitment to partnership and a shining example of this spirit of partnership is the Tisdale RECplex which is a show-case integrated facility that houses middle and secondary education; Cumberland Regional College; a sports facility which includes a six-sheet curling rink, arena, outdoor pool, an auditorium, community library which serves the school, college and public; a community performance theatre; a day care; and Kelsey Trail Community Health offices and clinic space. Another example of community spirit and cooperation is the Golden Age Seniors' Centre which came to be as a result of a partnership between the town and the local seniors' association. The result of this collaboration is a beautifully-maintained and completely debt-free centre which is a hub of daily activity.

The community has embraced the establishment of immigrant families and is the location for the central offices for North East Newcomer Services.

Over the last few years the downtown has undergone a beautification project which includes new sidewalks, lighting, Montgomery Park and a Town Square where many activities take place such as the weekly Farmers' Market and outdoor concerts and events.

Other groups have joined this spirit of partnership and the Tisdale Ministerial and community choir are two examples of how church people have embraced the cooperative model.

This provides a brief overview of the community of Tisdale – please visit the following websites for a more comprehensive outline as well as pictures of the community:

- Town of Tisdale www.townoftisdale.com
- North East School Division www.nesd.ca
- Kelsey Trail Health Region www.kelseytrailhealth.ca



2. The Ministry of St. Paul's United Church

The **Mission Statement of St. Paul's United Church in Tisdale** is: *St. Paul's United Church is a faith community worshipping God through our gathering and local and global outreach. As a people of all ages we worship, learn and grow as we serve the spiritual, emotional and physical needs of others.*

The theology of the pastoral charge could be best described as a balanced ecumenical theology.

The church community extends for approximately a 15 - 20 km radius around Tisdale. Membership statistics in 2009 indicate 266 active members and adherents with a full membership of approximately 350 families. The Joint Needs Assessment Survey was conducted in the fall of 2010. 194 surveys were distributed, of which 102 were returned. The results of the needs assessment survey provides that about one-third of the congregation is women over the age of 80 and about two-thirds of the congregation have been a member of St. Paul's for more than 10 years. Many survey respondents indicated that they have been members for much longer than 10 years.

Statistics indicate that average weekly attendance has ranged from 102 in 1999 to 58 in 2009. Over that same ten year period, the overall average weekly attendance was 81.5. About half of the respondents to the needs assessment survey indicate that they attend church regularly (many weekly) and about half of the respondents describe themselves as being "moderately active" in the church while most responded that they "help when they can."

The results of the needs assessment survey clearly identified that music is a valued central feature of worship at St. Paul's. The music ministry is led by a dedicated choir and organist/music director. Pastoral visiting, counselling and support also

rate high towards meeting the needs of the congregation and this requirement is growing as the demographic of the membership ages. Long-term members who are no longer able to actively participate in the life and work of the church need to feel that they continue to be vital and valued members of the church community. An active lay pastoral visitation committee exists and the Minister plays a key partnership role with the lay committee in visiting those who are sick, shut-in or alone.

The number of young families attending regular Sunday services has declined and St. Paul's United Church faces the same challenge as many other denominations in attracting young families, children and youth. It would be most fulfilling to the congregation if an increase of young people and an active Sunday School could be re-established. Leadership in developing some strategies to achieve this would be welcome.

The congregation has indicated a desire for a worship leader with a warm, open, friendly personality who conveys the Christian message in uplifting sermons. They place value on a well-rounded individual who maintains a visible and involved presence within the greater community.

St. Paul's United Church maintains a friendly relationship with all other churches in the community and is an active member of the Tisdale Ministerial Association.

Warm, welcoming, friendly fellowship is evident within and beyond the church.

- Sunday services are currently held at 11:15 a.m. and the needs assessment results suggest a preference for a slightly earlier time for Sunday worship;
- Prior to the beginning of Sunday worship services, an enthusiastic hymn sing is held;
- Potluck lunch is held after service the first Sunday of each month;
- A dedicated group of volunteers regularly visit homebound members;
- Participation in interdenominational activities – Lenten services, World Day of Prayer; Remembrance Day Inter-denominational Service
- Greeters & Ushers;
- Regular Newsletter;
- UCW – general plus two units (evening and afternoon);
- Committees; Observer rep.; Presbytery rep.;
- Community choir;
- Participation in Tisdale Ministerial Organization;
- Delivery of Meals on Wheels;
- Lay worship services and funeral ministry team;

- Membership in health care auxiliaries;
- Volunteer at long term care facilities – birthday teas, visitation and entertainment, worship leadership;
- Tisdale & Area Community Action Cooperative, Ltd. (TACACL); Collective Kitchens
- Good Food Box; Food Bank; Healthy Baby/Healthy Parent Program;
- Shared ministry with St. Andrew’s Presbyterian Church during the summer months.

Special services are traditionally held at Christmas and Easter and other special services have included: Hanging of the Greens; Pentecost; Thanksgiving; Sunday School Pageants; Camp Sunday; and College Sunday. In 2009, Communion was celebrated quarterly.

Baptisms are performed upon request and statistics provide that an average of three baptisms per year have been performed over the past eight years (three in 2009). In past, confirmation services have traditionally been held in the spring with the last confirmation class held in 2005.

Since 1999 an average of four marriages a year have been held in the church (seven in 2009) and an average of 15 funerals per year have been conducted over that same timeframe (14 in 2009).

Sunday School is offered September through May. Children worship with adults during the first portion of Sunday service and then leave for classes. A nursery room space is available for young children. A call has been issued for a volunteer to assume the role of organizing the Sunday School program for the upcoming year.

Fundraising takes many forms and provides the opportunity for fellowship while at the same time assisting with the finances. Some fundraising initiatives of note include the annual Fall Supper, the annual Spring and Fall Rummage Sales, the annual Spring and Christmas Tea and Bake Sales; a Stew Luncheon, Shrove Tuesday Pancake Supper, and a Pie and Cake Auction among others.

The UCW takes a lead role in organizing and assisting with many of the fundraising projects and activities, eg., Lenten lunches, and they provide funeral lunches. UCW members are active members, and have served on the executive and outreach of the Tamarack Presbyterial.

The Women's Fellowship Group meets monthly at the home of members, and themes are wide-ranging and chosen as interests arise. Activities in past have included banners, name tags, school kits and layettes, prayer shawls, bake sales, fall supper, a cook book, and animated discussion on current events/topics. The main focus of this congenial group is one of fun and fellowship.

St. Paul's United Church is eagerly anticipating hosting the 2011 Saskatchewan Conference in May of 2011. An energetic Local Arrangements Committee has plans well underway.

See *APPENDIX A - St. Paul's United Church Needs Assessment Survey & Results - Fall 2010*



3. The Resources of St. Paul's United Church

Property

A brick building and adjoining parking lot is owned by St. Paul's United Church. The church building is over 50 years old and has received several upgrades. It is well maintained under the supervision of the Property Committee with most maintenance done by volunteers. Some features of note in the facility include:

- fully wheel-chair accessible (ramp, automatic door, lift to the lower level; washrooms; wheelchair);
- a sanctuary which will seat approx. 200 people;
- a pleasing Minister's Study;
- a well-equipped administrative office (photocopier, fax, computer, internet, scanner, etc.);
- air-conditioning; recently up-dated energy efficient furnaces;
- sound system;
- well-maintained yard which includes a memorial garden;
- an organ and Baby Grand piano;
- a Sunday School piano;

- a fully-equipped kitchen and ample basement area for funeral lunches, rummage sales, pot lucks, etc.;
- ample storage areas;
- a multi-purpose room (nursery, meeting room, expanded seating space).

Some recent maintenance issues which have arisen as a result of excess rain fall have included water under the lift and some seepage problems, and efforts are underway to resolve this. Future improvement needs include replacement of the downstairs carpet, and plans are being made to address this need.

Personnel/Staff

- A paid part-time **administrative support person*** works three hours per day three days a week.
- A paid **janitorial team*** is employed for six hours/week.
- A paid part-time **financial person*** is responsible for the financial operations.
- A **Youth Worker*** would be a faith motivated, dedicated and committed individual who would coordinate Sunday School and youth activities and would report to the Minister. This paid part-time position is currently vacant.
- * See *APPENDIX B – Position Descriptions*
- The **Choir Director/Organist** receives an honorarium.
- **Volunteer Resources** -- There are many individuals and groups who are truly the unsung heroes of the congregation. They volunteer their time on a regular basis and provide the following services and assume the following tasks (among others):
 - Newsletter Editor for quarterly newsletter;
 - Teaching Sunday School;
 - Lay readers and worship leaders at Sunday services; greeters, ushers and choir members;
 - Committee membership on the following committees: Worship, Ministry & Personnel, Finance, Pastoral Visitation, Property, Stewardship (presently inactive), Christian Education, Planned Gifts Fund;
 - Opening the church and preparing for Sunday worship service; facilitating pot luck lunches;
 - Board members are scheduled to secure the offering following each Sunday worship service and counting the offering with the office administrative person;
 - UCW members; Women's Fellowship members;

- Volunteers deliver bulletins to the senior's lodges and to shut ins;
- Volunteers provide seniors with a ride to Sunday worship service;
- Volunteers do building maintenance and yard and lawn care.

Finances

The number of identifiable givers to local expenses over the past 10 years has ranged from a high of 163 in 2006 to a low of 136 in 1999. The overall annual average for the period 1999 to 2009 is 152 identifiable givers.

In 2009, St. Paul's United Church operated with a net surplus of \$5,785.50. The annual operating revenue was \$110,328.47 and annual operating expenses were \$104,542.97 for the year ended December 31, 2009.

The approved budget for 2010 has budgeted revenues of \$107,600.00 and budgeted expenses of \$118,210.00 leaving a budgeted deficit of <\$10,610.00> for the current year. Diligent oversight will ensure that this projection is well-managed.

As at December 31, 2009 St. Paul's United Church had investment savings and term deposits totalling \$158,839.89 and bank balance, memorial fund and improvement fund balances totalling \$40,897.53.

See *APPENDIX C for St. Paul's United Church Annual Financial Report (February 7, 2010) and Annual Committee Report (June 13, 2010).*

†††

B. MINISTRY PERSONNEL DESCRIPTION

1. Position Description

- A full-time ordained, diaconal or recognized lay minister to serve the congregation of St. Paul's United Church in Tisdale, Saskatchewan.
- Accountable to the St. Paul's United Church Official Board through the Ministry and Personnel Committee, and to the Tamarack Presbytery.
- The provision of overall leadership to assist the members and adherents of St. Paul's United Church to share in a life of Christ.
- Through a partnership with the members of the pastoral charge, to provide worship leadership, inspiration, encouragement and education and to participate in general church events, to provide support to individuals who need it, and to maintain a visible outreach ministry in the community.
 - Leading in Sunday worship services, funerals, weddings, baptisms, sacraments and special services as required.
 - Conduct services, other than Sunday worship, in response to events in the life of the pastoral charge and the community;
 - Encourage lay members to assume leadership roles in worship and the life of the pastoral charge;
 - Providing spiritual care through visits to persons or families who find themselves in need or want of pastoral care;
 - Assisting and resourcing lay members in providing for the growth of the members of the pastoral charge through the development and delivery of meaningful Christian education for all ages of the congregation, e.g., Bible study, Sunday School, youth programming;
 - Willingly visit those requiring or requesting it in their home, nursing home or hospital;
 - Attending to administrative needs as necessary, eg., handling necessary communications (emails, letters, phone calls, etc.), correspondence and reports to the board and attending meetings.
 - A partnership between the minister and the pastoral charge is expected, to ease the stress of extra duties.

Description of Ministry and Suggested Components

These components are intended as a guideline and it is noted that further modification/flexibility to this model may be indicated.

- **Worship – approx. 50% of minister’s time.** Includes:
 - worship preparation and delivery;
 - funerals and bereavement visitation
 - weddings
 - baptisms
 - Special Services, eg., Christmas and Easter
- **Pastoral Care – approx. 20% of minister’s time.** Includes:
 - institutional ministry (special care homes and hospital);
 - congregational visitation;
 - individual/family counselling.
- **Christian Education – approx. 10% of minister’s time.**
- **Administrative duties – approx. 10% of minister’s time.**
- **Outreach – approx. 5% of minister’s time.**
- **Other – including Presbytery and Conference -- approx. 5% of minister’s time.**

2. List of Desired Skills

- Personal Relations Skills – ability to work with people of all ages and integrate the youth into the church community. Approachable, warm, open, friendly; a sense of humor;
- Worship Skills – Ability to lead traditional worship services as well as some more contemporary and/or innovative services in partnership with the congregation. Deliver thought provoking sermons; develop worship sensitive to the needs of the congregation;
- Pastoral Skills – Ability to provide spiritual nurturing on a one-to-one basis, or to a group. For example: Comfortable visiting the ill and bereaved.
- Leadership/Administrative Skills – Working knowledge of the policy and polity of the United Church of Canada and an overall sense of what is going on within the pastoral charge. Ability to motivate and organize; to work collaboratively with the Board and congregation; to provide leadership in developing some strategies to re-establish the Sunday School program.

3. Terms of the Position

- Salary, allowances and reimbursements for a full-time position as per *The United Church of Canada Minimum Salary and Allowances for Ministry Personnel (2011)* and *Financial Handbook for Congregations 2010*;
- Housing Allowance – a cash housing allowance of **the greater of** \$650.00 per month, **or** 20% of the ministry personnel salary;
- Travel Expenses - Reimbursement for work-related travel at the minimum rate set annually by General Council;
- Continuing Education Allowance - \$1,250 annually;
- Book Allowance - \$300 annually;
- Holidays & Leaves:
 - Vacation – one month per year in consultation with Ministry & Personnel Committee;
 - Continuing Education/Study Leave – three weeks per year in consultation with Ministry & Personnel Committee;
 - Week between Christmas & New Years – on call;
 - Sabbatical Leave – three (3) consecutive months after five years of continuous service, as outlined in Section 0.39, of *The Manual 2010 – The United Church of Canada* and, in consultation with the Ministry & Personnel Committee;
- Residence Telephone -- 50% of a 24-hour bundle across Canada; internet, fax and email available at the church;
- Participation in the United Church Pension and group benefits plans;
- Moving expenses as supported by receipts, and a cash gift of \$1,500 to assist in the transition to a new home;
- One Sunday off every three months (one Sunday off per quarter), in consultation with the Ministry and Personnel Committee.
- Paid part-time office administrator; volunteer newsletter editor.



APPENDICES

APPENDIX A - St. Paul's Needs Assessment Survey & Results - Fall 2010

- St. Paul's United Church Needs Assessment Survey Results Summary Report - Fall 2010
- St. Paul's United Church Needs Assessment Survey Results Tally Sheets & Summary of Comments
- St. Paul's United Church Needs Assessment Survey - Fall 2010

APPENDIX B -- Position Descriptions

- Administrative Support
- Janitorial Staff
- Financial Staff
- Youth Worker

APPENDIX C - St. Paul's United Church 2009 Annual Financial Report & Annual Report

*APPENDIX A - St. Paul's Needs Assessment Survey & Results
- Fall 2010*

- St. Paul's United Church Needs Assessment Survey Results Summary Report - Fall 2010
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St. Paul's United Church Needs Assessment Survey Results Summary Report October 2010

The JNAC survey -- 194 surveys were distributed; 102 surveys were returned.

The results of the survey showed the following results:

Our Congregation:

1. Our congregation-- about one-third are women over the age of 80.
2. About two-thirds of the congregation have been members for more than 10 years and many for much longer than that.
3. About half of the respondents attend church regularly, many weekly.
4. About half are moderately active and most "help when they can".

Why is St. Paul's Our Church? The things that we value most are: (top five - most important #1)

1. Our music, choir and special musical presentations
2. Preaching
3. Worship Style
4. Pastoral Visiting and Pastoral Counseling and Support
5. Special Groups, particularly UCW involvement

There were only two items in the survey that no one rated as **most important** and those were Adult Christian Education and Mission and Service Fundraising.

What Do We Value in a Worship Leader?

The things we would most like to see (top five – most important #1)

1. Warm, open, friendly personality
2. Delivers Uplifting Sermons
3. Conveys Christian message
4. Visit Shut Ins in the Hospital
5. Able to keep the Interest and Commitment of the Existing People

There were none of the items in the survey in which there were not at least five participants who thought it was most important. We would like a well rounded worship leader who is both compassionate and friendly. It is important to us that our leader be visible and involved in fellowship events both in our church and our community.

What We Value:

Many people value many different things, but the things getting the most mention were the warm welcoming fellowship felt at St. Paul's. Many people valued the music program and the people involvement in all activities. There are a large

number of very active volunteers. As one respondent put it , “ I like everything, It is a good place.”

What We Need To Improve:

Generally the congregation at St. Paul’s would like to see more younger families in our midst along with our pews being fuller Sunday to Sunday. We would like to see a vibrant Sunday school. We also see a need to improve our relations and communication with the broader church.

What Do We Dream for in Five Years?

We would like to see church attendance up and that the church is alive and vibrant with an active minister. A vibrant youth population with an active Sunday School and a church which is financially sound would be dreams of most people.

**St. Paul's United Church Needs Assessment Survey Results – Fall 2010
Tallied Results**

Age:

<15	16-35	36-50	51-65	66-79	80+
	4	9	19	37	34

Gender:

Male	Female
23	79

Years at St. Paul's:

<10 years	1 – 10 years	> 10 years
3	17	76

Worship Attendance:

Weekly	Monthly	Occasionally	Special occasions
43	11	26	15

Participation in "Other Church Activities:

Very Active	Moderately Active	Inactive	Unable
9	50	25	11

Time of Service:

9:30	10:00	10:30	11:00	Other	Don't Care
1	10	23	33	11:15 1	19

Should there be discussion with other denominations about shared ministry?

Yes	No	Don't Know
53	4	38

Would you be willing to Increase your Givings?

Yes	No	I already give what I can	Maybe/Depends what it is for
39	4	41	4

Why is St Paul's Your Church?

Worship Style:

1	2	3	4	5	Most Important
2	4	25	18	29	24

Preaching:

1	2	3	4	5	Most Important
2	3	17	22	33	20

Lay Participation in most aspects of church life:

1	2	3	4	5	Most Important
4	7	31	19	12	7

Youth Christian Education (Sunday school, confirmation, etc):

1	2	3	4	5	Most Important
1	8	15	29	19	14

Adult Christian Education (Bible Study, Workshops, etc.):

1	2	3	4	5	Most Important
15	17	20	16	0	0

Fellowship/Social:

1	2	3	4	5	Most Important
1	4	28	26	25	14

Mission and Service Fundraising:

1	2	3	4	5	Most Important
4	17	27	13	6	1

Local Community Outreach (Food Bank, etc):

1	2	3	4	5	Most Important
4	8	17	26	13	9

Special groups (UCW, Women's Fellowship, Men's groups, etc.):

1	2	3	4	5	Most Important
4	4	23	29	19	15

Music:

1	2	3	4	5	Most Important
2	1	5	20	54	36

Choir:

1	2	3	4	5	Most Important
0	3	9	26	43	25

Special Music Presentations:

1	2	3	4	5	Most Important
0	2	15	16	37	13

Pastoral Counseling and Support:

1	2	3	4	5	Most Important
3	4	11	26	30	23

Pastoral Visiting (Shut-ins, nursing homes, hospital, etc.):

1	2	3	4	5	Most Important
2	4	12	22	36	27

Meeting, Caring and Learning from Each Other:

1	2	3	4	5	Most Important
1	6	27	20	15	6

Spiritual Growth/Intellectual Stimulation:

1	2	3	4	5	Most Important
3	7	22	20	15	11

What Do You Value in a Worship Leader?**Conveys Christian Message Simply and Confidently**

1	2	3	4	5	Most Important
0	0	13	14	53	45

Delivers uplifting Sermons:

1	2	3	4	5	Most Important
0	1	10	13	54	47

Identifies the Need for and Develops Christian Education for all ages:

1	2	3	4	5	Most Important
2	1	16	25	24	16

Participates in Sunday School and Leads Confirmation:

1	2	3	4	5	Most Important
3	2	20	25	17	9

Visits Shut ins and Persons in the Hospital:

1	2	3	4	5	Most Important
0	2	17	18	42	36

Provides caring, trusting and compassionate counseling:

1	2	3	4	5	Most Important
0	2	20	26	25	19

Involved with other churches in the community:

1	2	3	4	5	Most Important
2	5	17	20	20	12

Participates in Church Committee meetings and Provides encouraging guidance:

1	2	3	4	5	Most Important
0	6	25	23	14	5

Actively Involved in Fellowship:

1	2	3	4	5	Most Important
2	2	21	25	19	7

Leads and Inspired Others to Action:

1	2	3	4	5	Most Important
1	1	19	22	25	18

Meets with each family Occasionally:

1	2	3	4	5	Most Important
12	12	21	14	14	12

Performs Tasks in an organized and Planned manner:

1	2	3	4	5	Most Important
0	6	17	26	23	13

Able to Keep the Interest and Commitment of the Existing people:

1	2	3	4	5	Most Important
0	0	8	21	50	42

Warm, open, friendly personality:

1	2	3	4	5	Most Important
0	0	4	16	67	53

St. Paul's United Church Needs Assessment Survey Results – Fall 2010 Summary of Comments

(Note: These results indicate the number of respondents and are not ranked in any particular order.)

What We Value:

People Involvement (Volunteers)	10
Welcoming/Warmth/Fellowship	26
Musical Talent	16
Celebration through Song and Scripture	2
Christian Fellowship	5
Accessibility	3
Valuable for Weddings and Funerals	1
Everything "it is a good place"	1
Family Togetherness	1
UCW	4
Counseling if Necessary – Especially in times of stress	3
Warm Welcome to Newcomers/Inviting	5
Willingness to Respond to Needs	1
Willingness to help Others in the Community	1

What We Need to Improve:

Better Communication	6
(Sitting around a table to discuss possibilities, ideas and how to make things work)	
More young people and families	18
More and Different Groups	3
(Young couples/single group, Wed. AM sharing, Jr. choir, youth mid-week program)	
More activities for families (ie. Sleigh rides)	1
Uplifting Sermons (fill our gas tank)	1
Church policies (controlled by Presbytery)	4
To feel valued even if I don't attend regularly	1
Exciting things/a leader to stir up enthusiasm	2
More open to accept difference of opinions (less bickering)	2
Fuller Pews (some under 60)	5
Need to Encourage and Welcome larger community	1
Lay people to be more active	1
(Don't expect ministers to solve problems)	
More Welcoming	2
More respect for Minister	1
Younger, well rounded Minister	3

In five years?

Strong Lay Leadership/People happy to do jobs that need to be done	2
Youth CE	6
Men taking a bigger roll	1
Younger families	9
People come and not pressured to support financially	1
Financially sound	2
More Fellowship & active social life/Smiles & Laughter again	3
More visitations	1
Bible Study	1
Updated music (drums, etc)	1
No conflict/Open Communication	2
Church attendance up / Vibrant active church (church is alive and well and we have an active minister)	19
Church in good repair (new stove, basement Flooring, higher toilet seats)	2
Cooperation on all church levels	1
Respect and help and support for ministers	2
Open communication in our church and community	1
Once a month youth service	1
Sharing with other denominations (using the same facility) or during Advent and Lent	2
More baptism/weddings/celebrations – these invite new people to our church	1

Suggestions:

A little humor in sermons
Prompt beginnings
Less pages in the bulletin – we don't need to read what the leader is to say
Minister is the most important role. If you have a good minister you will draw people
Services more formal
More relaxed services – not so structured
Minister should live in Tisdale
Don't need nametags – we know our neighbors
Old hymns/More new songs
I don't like long sermons
Special occasions like Christmas being more child friendly
No bobbing up and down
No Visiting at the first of the service/I like "Passing the Peace"
Speak Up!!!
More information as to what is happening in church/active Website
TIME –keep to under an hour in length. **Note: This was a special request of at least 8 respondents.**

St. Paul's United Church Needs Assessment Survey Results – Fall 2010

Summary of Longer Comments

(Note: Some respondents took some thought and effort to share more detailed comments. Most of these follow for your interest.)

For me, church is where I come for spiritual renewal and re enforcement. I like my minister to be able to pass that on to me. He/She is my spiritual leader. To shake hands with everyone in church does nothing for me, however uplifting singing and hearing the choir does.

I appreciate Maurice and his music SO MUCH! If he could play a musical selection (of his own choice) every Sunday, it would be so wonderful.

Our congregation is getting very old-many have been faithful, contributing members and continue financially supporting the church. They need to know they are valued-a visit by the minister would tell them how important they are and that the church still cares about them.

The church has always been there in my time of need, however that has not been the case in recent years. My faith journey has not been fostered in the last ministry. The most recent ministry did not appear to be even slightly interested in any of the congregation-a hearty smile could do wonders-so would a warm handshake. St. Paul's was a most depressing place to come to service on Sundays. Recent services have been uplifting and brought a happy feeling to my heart. We need to make church a place of renewal and re-energy.

I go to church for inspiration and spiritual growth. I think we need to put energy into Christian Education from the cradle to the deathbed and I see counseling as a part of that Christian education.

Sunday School needs a great deal of work immediately. The young families coming need to have teachers and perhaps 1 or 2 in the nursery or we will lose these young families,

In the future I hope we can grow back to where we used to be with a minister who is involved in our community. A leader who speaks to you when you see them and attempts to make some home visits, time permitting.

These are all good qualifications for a minister for St. Paul's, however one person can only do so much and we can't expect anyone to fill all these expectations.

We need to tell others our thoughts and be open to all ideas and opinions. We also need to be open to new ideas and ways, but not to abandon the old ones.

We need a minister:

1. who will agree to reside in our community and is highly visible in the church and community
2. who will have inspiring worship services with a clear theme for each service so people leave inspired and energized
3. who will have a vision for the future of our church which will include member involvement

In five years I hope to see everyone pulling together just as they have done lately. We have some very talented people in our congregation and we are so lucky.

Sermons don't need to always be uplifting, but they do need to stimulate discussion, and action. We need to look at multi church involvement and support of local initiatives and share ideas to build strength in our community. I am not sure if organizational skills are that high as some of the world's most creative people are not the most organized. A minister can't be everything to everyone, but we don't want to fall asleep in Sunday service.

I find our services quite "slow", lecture style and fragmented. Our family attends services in other churches where the minister is upbeat and approachable. Maybe we would attract younger families if we had services at an earlier time to prevent conflict with lunch dates, naptime, sporting events and other family affairs. I attended a service in my "home" community and was thrilled to see the children active Sunday school and laughing minister. I think change is good..

It is not the minister's fault if people are hard of hearing. You see the baptisms, but no confirmations because the kids are not being brought. That fault lays with the parents, not the ministers.

Real change in life only happens with good communications and sincere participation in group discussions as a whole.

Pastoral Visiting is important. You should not have to be ill to require a visit.

ST. PAUL'S UNITED CHURCH NEEDS ASSESSMENT SURVEY-Fall 2010

Dear St. Paul's Members, Adherents and Youth

The Joint Needs Assessment Committee has the task on your behalf to help determine who we are as a faith community, the type of leadership support we need at this time, our strengths and weaknesses and our dreams for the future.

It is important that everyone be involved. In this process we are asking you to complete this survey. Your opinions are important to us and will be kept confidential unless you wish otherwise.

Committee Members: Donna Dobson – 873-5417, Mary Grant – 873-2557, Marilyn Brady – 873-2017, Edith Dahl – 873-4416, Betty Stoker – 873-2455, Gloria Arnason – 873-4865, Judy Saelhof – 873-4310, Carol McPhee – 873-4025
Please contact any of us or the church office (873-2424) with any questions or for further input. **Thank you for your participation.**

Who Are You? Please use an x to indicate your response.

Age: Under 15 16-35 36-50 51-65 66-79 80+

Gender: Male Female

Years at St. Paul's: < 1 year 1-10 years >10 years

Worship Attendance: Weekly Monthly Occasionally Special Occasions

Participation in "Other" Church Activities:

Very Active Moderately Active Inactive Unable

What time would you like St. Paul's services to begin?

9:30 10:00 10:30 11:00 Other Don't Care

Should St. Paul's be in discussion with other denominations about shared Ministry in Tisdale? Yes No Don't Know

Would you be willing to increase your givings if more income were needed in the future? Yes No I already give all that I can

Do you require transportation to events at St. Paul's? Yes

If so, please provide your name to one of those on the JNAC committee.

Why Is St. Paul's Your Church?

How important to you are these activities of the church? Please indicate the importance of each to **YOU** by circling one of the numbers. If you have no opinion, do not circle any number.

	<u>Low</u>	<u>Moderate</u>	<u>High</u>	<u>Most</u> <u>Important</u>		
Worship Style	1	2	3	4	5	___
Preaching	1	2	3	4	5	___
Lay Participation in most Aspects of Church Life	1	2	3	4	5	___
Youth Christian Education (Sunday School, Confirmation, etc)	1	2	3	4	5	___
Adult Christian Education (Bible Study, Workshops, etc)	1	2	3	4	5	___
Fellowship/Social	1	2	3	4	5	___
Mission and Service Fundraising	1	2	3	4	5	___
Local Community Outreach (Food Bank, etc)	1	2	3	4	5	___
Special Groups (UCW, Women's Fellowship, Men's group, etc.)	1	2	3	4	5	___
Music	1	2	3	4	5	___
Choir	1	2	3	4	5	___
Special Music Presentations	1	2	3	4	5	___
Pastoral Counseling and Support	1	2	3	4	5	___
Pastoral Visiting (Shut Ins, Nursing homes, hospital, etc.)	1	2	3	4	5	___
Meeting, Caring, and Learning from each other	1	2	3	4	5	___
Spiritual Growth / Intellectual Stimulation	1	2	3	4	5	___

Using the space provided in the "Most Important" column, please indicate by a check at least 3 Activities that are most important to you.

Other Comments:

What Do You Value in a Worship Leader?

	<u>Low</u>	<u>Moderate</u>	<u>High</u>	<u>Most Important</u>		
Conveys Christian message simply and confidently	1	2	3	4	5	___
Delivers Uplifting Sermons	1	2	3	4	5	___
Identifies the Need for, Develops and Supports Christian Education for <u>all ages</u>	1	2	3	4	5	___
Participates in Sunday School and leads Confirmation	1	2	3	4	5	___
Visits Shut-ins and persons in the Hospital	1	2	3	4	5	___
Provides caring, trusting compassionate counseling	1	2	3	4	5	___
Involved with other churches in the community	1	2	3	4	5	___
Participates in Church Committee Meetings and provides encouraging guidance	1	2	3	4	5	___
Actively involved in Fellowship	1	2	3	4	5	___
Leads and Inspires others to Action	1	2	3	4	5	___
Meets with each Congregation Family occasionally	1	2	3	4	5	___
Performs Tasks in an organized and Planned Manner	1	2	3	4	5	___
Able to Keep the interest and Commitment of the Existing people	1	2	3	4	5	___
Warm, open, friendly personality	1	2	3	4	5	___

Using the space provided in the Most Important, please check you top 5 characteristics most important to you.

Other Comments:

Our Congregation:

What we value about our church:

What we need to improve / what you would like to see changed:

In five years, what I hope to see happening in this congregation is:

Other Comments: (Please use this space and any additional sheets you may need)

We ask that this feedback be returned to the box at the back of the church foyer by October 3rd at the latest. Please contact any member of the committee for additional discussion or input.

Thank you for participating! Your input is very important to this process and the future of St. Paul's.