

NORTH BATTLEFORD: THIRD AVENUE PASTORAL CHARGE

Joint Needs Assessment Committee Report

May, 2018



***“We seek to love and care for God’s creation through
Worship and work in Christian community”***

BACKGROUND AND RECOMMENDATION

BACKGROUND

The Joint Needs Assessment Committee (JNAC) was established by the Board and Presbytery, upon being informed by Rev. Patterson that she would be retiring June 30th 2018. A JNAC is established any time there is a change in pastoral relationship or when there is a need to examine the life of a pastoral charge.

In order to carry out the responsibilities of completing a Joint Needs Assessment, the committee met with Rev. Patterson. A questionnaire was prepared and made available to the Official Board, committee members, and the congregation with a 61% response rate.

Based on information gathered from the survey, the committee submits the following report and recommendation.

RECOMMENDATION

The Joint Needs Assessment Committee recommends we request Presbytery declare a vacancy for a full-time Ordained or Designated Lay Minister effective July 1, 2018.

JNAC

Congregational Representatives

Cathy Richardson
Lorenzo Bacchetto
Darlene Humenny
Irene Sack
Kenneth Holliday
Greg Corcoran
Jean Deyell

Presbytery Representatives

Rev. Jo-Ann Hills
Sue Bernier

COMMUNITY AND RESOURCES DESCRIPTION

PART ONE: GEOGRAPHICAL COMMUNITY

We respectfully acknowledge that North Battleford is located on Treaty 6 territory, traditional lands of the First Nations and Metis people.

The city is situated on the banks of the North Saskatchewan River in northwest Saskatchewan. It is located on the Yellowhead Highway (Highway 16) and serves as the hub of five major highways. It is approximately the midpoint between Regina and Edmonton. Saskatoon (to the east) and Lloydminster (to the west) are the closest urban centres. Saskatoon, which has an international airport, is a 135 km distance. The immediate surrounding area includes ten First Nations Reserves.

Our community is home to approximately 14 000 residents with another 5000 neighbours across the river in the historical town of Battleford.

Third Avenue United Church is located in the centre of the city and shares a city park with the North Battleford Library.

DEMOGRAPHICS

North Battleford is comprised of a population which represents all age groups fairly equally, with many seniors relocating to the community. North Battleford is a mosaic of cultures from around the world. Recently, we have welcomed many people from Southern Asia and Eastern Europe. The median age of residents is 37 years.

REGIONAL ECONOMY

Agriculture continues to be the strong base of the regional economy. This is supported by oil field services, health care, and educational services. First Nations people have become increasingly active in the commerce and economic development of the city. The Gold Eagle Casino and Event Centre and Kihwi Restaurant proudly employ First Nations people. Both businesses provide an excellent venue for many activities to all peoples. Two shopping malls and an extensive industrial area compliment the retail sector. The Battlefords have been granted three licenses for retail marijuana sites.

RECREATION, CULTURE, & SOCIAL OPPORTUNITIES

The scenery in the area is second to none. Numerous lakes and the rolling hills of the river banks which surround the Battlefords provide year-round activities for all ages. These include but are not limited to skiing, fishing, boating, biking, tennis, football and soccer and hiking. North Battleford Golf & Country Club is situated on the scenic river hills of North Battleford. The Resort Village of Cochin with its famous Lighthouse is a short distance to the north. Battlefords Provincial Park lies just thirty minutes north on Jackfish Lake. The park is home to the Jackfish Lodge Golf & Conference Centre and an extensive campground.

Table Mountain Regional Park lies twenty minutes to the south west and is well known as Saskatchewan`s Leading Ski Area. Blue Mountain Adventure Park (to the north) provides year-round activities. The Battlefords have campgrounds, several ice arenas, outdoor tennis courts, a skateboard park, a multipurpose facility which includes a swimming pool with water slides, a curling rink, a field house, and a performing arts center.

North Battleford recently hosted a very successful Saskatchewan Winter Games & Pinty`s Grand Slam of Curling with plans for another Pinty`s in early 2019.

The cross-Canada walking trail winds its way through both communities before continuing on to other sites.

The long and rich history of the Battlefords is brought to life by the Western Development Museum, North Battleford Sports Museum and Hall of Fame, Fred Light Museum, Saskatchewan Baseball Hall of Fame and Museum and Fort Battleford National Historic Site. There are two art galleries: The Chapel Gallery, and the Allen Sapp Gallery. The Allen Sapp Gallery (Gonor Collection) houses paintings done by the famous Cree artist, Allen Sapp.

There is a community theatre group and several bands and choirs for both youth and adults.

The community is proud of many eating places from Fast-food to fine dining.

COMMUNITY HEALTH CARE

Health services include the Battlefords Union Hospital, two walk-in clinics, and three long term care facilities, one assisted living facility and several housing units for seniors and those with disabilities. The new Saskatchewan Hospital is nearing completion with the grand opening expected in the fall of 2018. Battlefords Mental Health Center provides outpatient services. A wide range of practitioners and doctors provide physical, dental, psychiatric, optical, chiropractic and specialist services. Specialists from Saskatoon practise out of the Battlefords Union Hospital on a regular basis. The department of Social Services provides various services in the area. Battlefords Tribal Council and Battlefords Agency Tribal Chiefs provide Health and Social Services to First Nations People. The "Lighthouse" and Food Bank & Resource Center provide temporary housing & support to the homeless and those requiring assistance. A Transitional Living Initiative assists the homeless to become self-sustaining. Habitat for Humanity has successfully placed two families in homes.

EDUCATION FACILITIES

Both Public and Separate school systems are represented in the Battlefords with classes from Pre-Kindergarten to Grade Twelve including an I.B. program and Advanced Placement programs. Upgrading, university, technical and trade classes are offered through North West College. Sakewew High School offers module based programming that allows students flexible scheduling in order to study while raising families and maintaining employment. The Academy of Learning Career College is located in the community.

PROTECTIVE & EMERGENCY SERVICES

North Battleford has the following services: R.C.M.P., Community Safety Officers, Fire Department of both volunteer & hired personnel, W.P.D. Ambulance and Rapid Alert.

HOUSING

The low cost of living is encouraging people from young professionals to millennials and seniors to take up residence in North Battleford. Recent real estate stability has been maintained with a buyers' market at this time. Three - bedroom houses range in the mid to upper \$200,000 range for a medium aged house. Apartment/condo/ house/duplex rent varies depending on size & location from \$750 per month. Recent construction of multi-family residences is providing additional options for residents. These are multi story (apartment style) & single -story row housing units. The United Church Cost of Living Group Assignment for North Battleford is COL2.

CRIME & CRIME PREVENTION

Recently, North Battleford has received much negative media coverage regarding suicide, crime, and tense inter-racial issues. Law enforcement, administration, and the public are working diligently in many areas to address these issues. The Community Safety Officers program is the first of its kind in the province and works closely with the R.C.M.P. to address ongoing concerns. Since 2014, a Community Safety Coordinator has been employed to oversee the Community Safety Strategy. The strategy has developed five pillars as its mandate and is managed in a proactive, holistic, service-based approach. To date, ten services and initiatives have been implemented with much success.

For more information: <http://www.cityofnb.ca>

PART TWO: MINISTRY

MISSION STATEMENT

“We seek to love and care for God’s creation through worship and work in Christian community.”

As a faith community, we have adopted, and put into words and deeds, what we believe to be our mission in this community and the world.

LOGO



This logo was designed to reflect the theme of our mission statement.

Cross: God, Christ

Circle: World/Creation

WW: Worship & Work

Third Avenue United Church: Christian Community

Third Avenue United Church is one of 22 churches in the Battlefords. These churches include a wide variety of denominations. We have a good relationship with other churches and the community which is evident by our participation in the Battlefords Ministerial Association sponsored activities: the “week of Prayer for Christian Unity,” the “World Day of Prayer,” the Lenten Lunch Series, the community Carol Festival, and the annual Remembrance Day services.

Our ministry and music staff and Pastoral Care Committee provide bi-monthly worship and communion to the residents of River Heights Lodge and Battlefords District Care Centre.

Third Avenue is an important downtown facility in the community and is used by numerous church and community groups. Many of these are small groups that rent our rooms at a reduced rate or use them free of charge. This is a large part of our community outreach. Our facility is usually rented to full capacity. Many of the members of our congregation are active in the community, serving as members of many different boards, councils, and organizations.

Our Community Involvement, Pastoral Care, and Stewardship committees are the means by which we attempt to cast a wider message and reach more people. There is much work yet to be done.

PART THREE: CHURCH FAMILY

Third Avenue is the worship centre for a pastoral charge which includes the city of North Battleford and surrounding areas north of the North Saskatchewan River.

The close proximity of the United Church in Battleford provides opportunities and challenges. We alternate worship between our churches for World Wide Communion and Good Friday. We also share worship for July and August. Each church takes one month. Our ministers have a good working relationship.

We are an historical church. The original part of our church was built in 1913 as a Presbyterian Church. In 1925, with the formation of the United Church of Canada, it became known as Third Avenue United Church. Expanding activities in the 1950's necessitated change and expansion. A two story addition, which included a gym and lower hall, was added and opened in 1963.

We are an urban church, but have strong ties to rural influences. This friendly and welcoming congregation is aging; however, the number of members has remained about the same over the past three years. The number of young families involved with our congregation has slightly increased. There has been a decrease in the average weekly attendance for Sunday services. Our average attendance is about 80. In 2017, there were two baptisms, two weddings, and seven funerals. We have a history of long term pastoral relationships (7-10 years) which often end in retirement.

While being traditionally conservative, our congregation has displayed a willingness to support new and innovative ideas for the promotion and improvement of our Christian community. Intergenerational worship services are an important part of our church life. They include an Agape service, Palm Sunday, Honouring the Veterans, Hanging of the Greens (beginning of Advent), White Gift, and Christmas Cantata.

Music is a key element in our worship. We have a pipe organ and grand piano, senior choir, and hand bell choir. Our choirs participate in the annual community carol festival and the senior choir presents a cantata at Christmas and Easter. We also invite and encourage soloists and guest groups to be involved in services.

A group of talented and dedicated Sunday School Teachers continue to offer Sunday School to a fluctuating number of children.

We have a very active Bible Study group that has grown from four to 17 people in the past few years. Conversation is led by the members of the group with clergy providing historical context. This group is open to anyone in the community.

We have an active Pastoral Care team comprised of nurses, a mental health specialist, and others. Training is provided for the members of this team. A Cancer Support Group was recently established and now meets regularly.

We also have an active “Youth Activity Club”. This is currently a group of young men, from the community, who meet once a week to play basketball and other indoor sports. This group is an important part of our outreach to the wider community.

Our Community Involvement Committee and Pastoral Care Committee have worked together over the past few years to offer events to help us connect with other cultural and faith groups in our community. These events were planned primarily for women, but were open to anyone in the community. “Building Bridges” initiated discussion with First Nation women. “Mary and Martha” looked at the role of women and “Embracing the Spirit” brought women of different cultures together to discuss their faith journey.

Although we do not have a UCW, we do have an active group that provides lunch for funerals.

Our church groups organize and run several popular community functions throughout the year. These include Sunday brunches, coffee before and after church, the fall supper, and a Christmas garage sale which includes a tea and bake sale.

Our pastoral charge uses a modified Unified Board structure for governance. In addition to the chairperson, past chairperson, vice chairperson, secretary and treasurer, the following have a board representative: Board of Trustees, Administrative Support Committee, Christian Education and Development Committee, Community Involvement Committee, Stewardship Education Committee, Worship and Membership Committee, Pastoral Care Committee, Ministry and Personnel Committee, and Presbytery. All of these committees are functioning and, when called upon, the minister acts as a resource to the committee.

PART FOUR: RESOURCES

Our primary physical resource is our building. The church has a large sanctuary, three halls (two with stages), three kitchens, four Sunday School rooms, a nursery, a board room, three large office spaces, a choir room, a lounge, and several other rooms.

At present, our facility is larger than required for church activities. This is offset by rentals to non-church organizations which is aided by our city-centre location.

In addition to the General Operating Fund, the church has a Building and Maintenance Fund, Memorial Fund, and Legacy Gift Fund. The Building and Maintenance Fund is dedicated to improvements and repairs to the building. The Memorial Fund is used to purchase special items. The Legacy Gift Fund is used to support and enhance the ministry of Third Avenue in areas such as: growth in Christian faith, outreach activities, youth ministry & programs, lay education, technology, music and worship.

A contribution goal is set each year at the Annual Meeting for the Mission and Service Fund.

In 2017, the General Operating Fund ended the year in a deficit. In 2016 it ended the year with a small surplus. Our monthly Sunday Brunch, the Fall Supper, Christmas Garage Sale, and funeral lunches all serve to increase revenue.

Church events and other information are on our website: www.thirdavenueunitednb.ca

We have a church newsletter which is published three times a year and is delivered to everyone on our church mailing list. The website and the newsletter are important communication tools for reaching all members of our congregation.

Recent renovations to our building include: a new lift, painting, carpeting and flooring, office space, Sunday School rooms, furnace, doors, water heater, and lighting.

Ongoing project goals under consideration are additions/upgrades of audio-visual technology and pipe organ refurbishment.

It is our desire to continue to be a viable church, making a difference in North Battleford and the surrounding area for many years to come.

Our church employs a full-time minister. The close proximity of the United Church in Battleford, as well as a reliable pool of pulpit supply, facilitates coverage and support for ministry personnel. We pay our current minister above the top of Category F on the United Church of Canada salary schedule.

Our office co-ordinator, custodian, and music staff are employed on a permanent basis.

Job descriptions are attached for the minister, office co-ordinator and custodian.

Well-equipped and spacious office facilities are provided for ministry personnel and include a computer, photocopier, and fax.

A committed group of individuals provides leadership for our board and committees. Although it is increasingly difficult to find people to assume leadership roles, we are fortunate to have many members who are willing to help with activities.

MINISTRY PERSONNEL DESCRIPTION

PART ONE: POSITION DESCRIPTION

WORSHIP

- Plan and lead worship with relevance to today
- Deliver the spiritual message in a way that will stimulate positive excitement and promote learning and understanding about doing God's work in our daily living
- Work co-operatively with the worship committee and music team in planning worship
- Incorporate intergenerational and contemporary worship on a periodic basis
- Conduct sacraments of communion and baptism
- Conduct marriage ceremonies and funerals
- Promote stewardship and mission and service

CHRISTIAN DEVELOPMENT/CHRISTIAN EDUCATION

Using the "Mission Statement" as a guide to give leadership to our congregation:

- Guide and support our volunteer leaders and church school program
- Guide and support people on their faith journey through Bible Study
- Encourage involvement of our youth
- Prepare persons for baptism, confirmation and marriage

PASTORAL CARE

- Provide pastoral care
- Provide assistance and support to the Pastoral Care Committee

COMMUNITY, INTERDENOMINATIONAL, AND ECUMENICAL ACTIVITIES

- Provide a United Church presence at community events, ecumenical services, and the Battlefords Ministerial Association
- Lead worship services and provide communion at Battlefords District Care Centre and River Heights Lodge, with possibility of expansion to other care homes

ADMINISTRATION AND COMMITTEE WORK

- As an active member of the church administration team (salaried staff, board, and committees), provide guidance and leadership for the whole congregation

PROFESSIONAL DEVELOPMENT

- Pursue and participate in professional development opportunities

PRESBYTERY/CONFERENCE

- Fulfill presbytery and conference membership responsibilities
- Take part in committee work in consultation with the Ministry and Personnel Committee of Third Avenue

PART TWO: DESIRED SKILLS

- Ability to plan and lead worship with relevance to today
- Ability to work with and communicate effectively with all ages
- Ability to work as a team with church staff, music personnel, board and committees
- Demonstrate organizational and administrative skills
- Ability to develop and support Christian Education programming
- Willing and able to provide pastoral care
- Willingness to provide leadership for stewardship, outreach and social action

PART THREE: TERMS OF THE POSITION

- We seek a full-time Ordained or Designated Lay Minister
- We are able to offer salary in accordance with the current United Church of Canada Salary and Allowances Schedule
- The Cost of Living Group Assignment for North Battleford is COL2.
- We provide basic listed home telephone service
- Work related travel expenses are paid in accordance with United Church policy
- We offer the following in accordance with United Church policy:
 - Continuing Education and Learning Resources Allowance
 - Study Leave
 - Sabbatical Leave
 - Moving expenses
- All statutory and church-based benefits are provided. Hours of work and other leave are as required by provincial and church mandatory regulations
- Fees and honoraria are retained by ministry personnel
- Regular office hours will be determined in consultation with the Ministry and Personnel Committee
- If a month has five Sundays, the Ministry personnel will receive the fifth Sunday off. Upon consultation with the Worship Committee this may be traded for another Sunday
