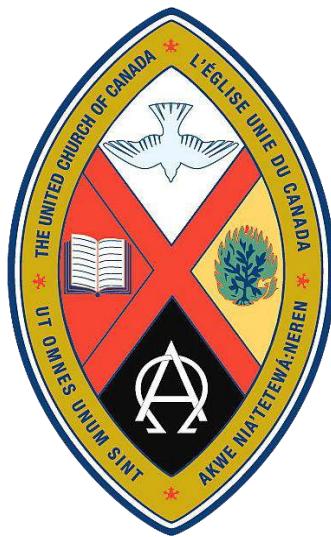


The Southampton/Mount Hope

Pastoral Charge



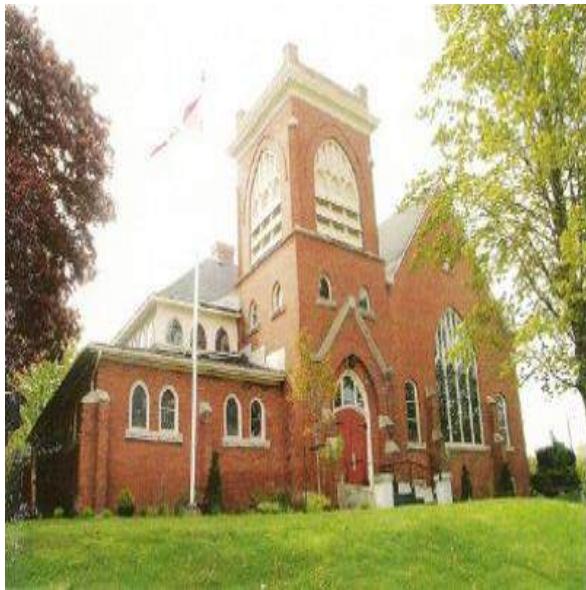
Joint Needs Assessment Committee Report

2017

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Southampton United Church



Mount Hope United Church

Mission Statement

Mission Statement - Southampton

Open Doors. Open Hearts. Open Hands.

Mission Statement – Mount Hope

My community of Faith exists because of Hope and Love within our Generation.

Our Mission is to awaken our vision by:

- Creating a caring community through the ministry of hospitality
- Celebrating our intimate connection with God through worship
- Growing in Faith through prayer, study and action
- Making God's way tangible in the world through our life together
- Reaching out with God's love to the wider community through generous giving

Community Profile

Southampton is a small town within the community of Saugeen Shores. Our population is approximately 3,700 residents which increases immensely in the summer months due to cottagers and tourism.

Mount Hope is approximately 20km Southeast of Southampton located in the township of Arran-Elderslie.

Southampton

- Located directly on the shores of Lake Huron and the mouth of the Saugeen River
- Lots of local employment opportunities, largest employer being the Bruce Power Nuclear Plant, currently expanding
- Location of the hospital for Saugeen Shores and surrounding area, Saugeen Memorial Hospital, which is currently undergoing an expansion

Mount Hope

- Small country church with a big heart
- Surrounded by numerous towns such as Tara, Chesley, Paisley and Saugeen Shores as well as a larger city Owen Sound
- Stems from rural roots, beef, cash crops and dairy farming

Both of these communities offer employment opportunities, health services, education and recreation. Please visit:

www.saugeenshores.com and www.arran-elderslie.com for more information.

Pastoral Charge Profile

Demographics

Southampton – Primarily an aging congregation with a few middle-age and younger families. Few to no children in attendance most Sundays unless it is a Baptism or holiday service.

Mount Hope – Similar to Southampton's congregation with more young families in attendance and more children. This church consists of approximately 14 core families at this time.

Governance Structure

Both churches are run by an official board consisting of 6 members. The Ministry and Personnel Committee consists of 5 members, 2 of which are from Mount Hope and 3 from Southampton.

The Southampton Board meets monthly and Mount Hope meets quarterly, both Boards come together for a Joint Board Meeting 3 times a year. Ministry and Personnel meets three times a year.

Marriage Policy – Appendix B attached

Service Details

Mount Hope – 9:30am to 10:30am

Southampton – 11:00am to 12:00pm

Both locations offer various kinds of quality music such as piano, organist and choir (Southampton only) as well as various guest performances.

What we do well as a congregation:

Both locations excel in hospitality, as our mission states, “Open Doors, Open Hearts, Open Hands”. We welcome new members and visitors with open arms. Southampton opens their doors annually to Summer Music Camp and many other concerts and events within the community such as suppers and the annual fish fry. Southampton also works with other local churches such as St. Paul’s Anglican through use of their facilities and other ecumenical activities. Mount Hope is involved in the “Blessing of the Seed” along with Dobbinton with which they alternate hosting. This is based around the Food Grains Project and has been a tradition since 1999. They also host a Ham Supper in the Spring and Harvest Supper in the Fall as well as other community involvements.

Where we find Challenge:

- Aging congregations
- Getting more young families and children involved in the church and attending more services and events
- Finding ways to increase income of the church

The Three Most Important Ministry Programs We Offer

Southampton

1. Weekly Worship
2. Food Bank contributions
3. Twinning with Cali, Columbia

Mount Hope

1. Weekly Worship
2. Food Grains Project
3. Community and social events

Facilities

Southampton's sanctuary holds approximately 250 people with a standing room in the back which opens to the sanctuary when large doors are open. We have a basement which houses a kitchen, storage, Sunday school and nursery. Our facility is used for meetings, dinners and other community events, it is fully accessible on the main floor but not to the basement. We share administrative staff, Kathleen Wolfe, with Mount Hope and her office resides in Southampton, as does the minister's office. The minister's office is spacious with lots of windows offering natural light, a sitting area and office area with lots of shelving. Mount Hope is a country church that holds approximately 100 people, there is a basement in this church but the building is not accessible.

Pastoral Care

In Southampton Pastoral Care, visits to shut-ins, hospitals and other visitations are the minister's responsibility at this time. We have no formal care team in place but would be open to creating one.

Mount Hope takes great care of their members and their families along with outreach into the greater community. When one is ill, injured or needs a visit they take it upon themselves to see that it happens along with visits from the minister when needed.

Financial Resources Profile

Southampton United Church, Mount Hope United Church and the Pastoral Charge each have their own General Fund covering their day-to-day activities. These General Funds for the last 5 years, as well as the approved Budget for 2017, have been consolidated in Appendix A attached. In addition, Southampton, Mt Hope and the Pastoral Charge each have some Special Purpose Funds which are outlined in our 2016 Annual Report which can be found at <http://smhu.ca> .

Southampton has its own Treasurer and Finance Committee. In addition, Mt Hope and the Pastoral Charge each have their own Treasurers.

2016	Southampton	Mount Hope
Envelopes Issued	39	0
People on PAR	56	9
Active Givers	95	23

Total annual income of the Pastoral Charge in 2016 was \$152,799 as shown in Appendix A. Total M&S givings for the Pastoral Charge in 2016 were \$20,324.

Annual Fundraisers:

Southampton – Fish Fry, Concerts, Pie Making

Mt Hope – Lunches, Suppers

Total travel allowance paid in 2016 was \$3,397.

Building maintenance and repairs in 2016 were \$3,642. Maintenance and repairs in both churches are done by volunteers and professionals as needed.

Neither church has had to ask for assistance from Mission Support to cover their budget.

Our Pastoral Charge would wish to maintain a full-time minister, and will pursue shared ministry. The maximum salary increment that the Pastoral Charge is able to pay is up to Category F.

At the end of 2016 our Pastoral Charge, including Southampton and Mount Hope, had combined cash and GIC's of \$215,526 which is sufficient to cover our Special Purpose Funds as well as our General Funds required beyond 2016.

Position Description Profile

The allocation of time for each responsibility will be determined with the minister. This time allocation will reflect a 40 hour work week decided with the strengths and skills of the candidate and the changing congregational needs.

Minister Position

- Conduct weekly services at Mount Hope and Southampton
- Must be eligible for a ministry position within the United Church of Canada
- Order of Ministry
- Prepare a children's time for Sunday service
- Help in selection of hymns along with organist
- Visit hospitals, nursing homes
- Visit homes of church members as needed
- Foster a strong outreach within our church and into the greater community
- Conduct weddings, baptisms and funerals as required
- Prior to weddings and baptisms, meet with couples/parents
- Develop an annual plan for Communion, varies but approximately 5-6 times a year
- Conduct Confirmation classes and Bible Study upon request
- Plan and prepare for season services such as Christmas Eve, Good Friday and Remembrance Day
- Attend Bruce Presbytery meetings 5 times annually
- Attend Hamilton Conference meetings annually
- Work in co-operation with Ministry and Personnel Committee members

Skills & Attributes Profile

- Ability to communicate clearly with energy and enthusiasm
- Ability to create practical messages that relate to Biblical text
- Inspire and guide the congregation through relevant messages that will appeal to all ages
- Encourage members in their church work
- Empathetic listening skills
- Compassionate
- Ability to increase and/or keep the amount of young families involved in church activities
- Foster a strong outreach into the greater Community
- Trustworthy
- Respectful of members and community
- Be open-minded, innovative and adaptive to change
- Approachable
- Appreciate small town and rural life
- Pastoral counselling skills

Terms Profile

Annual Salary

Determined by experience and qualifications and based on The United Church of Canada Salary/Compensation Model, negotiable at or above minimum for the category. Maximum salary increment available to pay is Level F with cost of living at Level 3.

Travel

Reimbursed on church business as per the United Church of Canada Salary/Compensation schedule and submitted with logbook.

Moving Expenses

Negotiable based on reasonable estimates

Vacation

One month per year (5 Sundays), in consultation with the Ministry and Personnel Committee.

Study Leave

3 weeks per year including Sundays, in consultation with the Ministry and Personnel Committee.

Continuing Education

Reimbursed as per the United Church of Canada Salary/Compensation Model with receipts

Administrative Support

The Office Administrator reports to the Minister and the Ministry and Personnel Committee.

Administrative Services

- Prepare weekly bulletin and announcements for Southampton and Mount Hope and prepare multimedia slides for Southampton
- Prepare annual reports for both churches and the Pastoral Charge based on input from the Minister, committee of chairs and group members
- Type correspondence from Minister as required
- Maintain all paper work and electronic filing system of all appropriate materials
- Manage short and long term facility use contracts (e.g. Organ maintenance) and approved fee schedules
- Prepare posters for church events and material places in the pews
- Update bulletin boards with posters of church and community events
- Attend Congregation Board Meetings as required

A list of full Administrative Services Kathleen provides is available. They also include record keeping and reception & liaison services. Her hours are Wednesday-Friday 9am-1pm.

Office supplies include: photocopier, printer, scanner and Wifi

Southampton – Mount Hope Pastoral Charge**General Fund Income & Expenses**

	2012 Actual	2013 Actual	2014 Actual	2015 Actual	2016 Actual	2017 Budget
Income						
Offerings	\$147,153	\$142,988	\$139,902	\$139,483	\$133,359	\$133,100
Fundraising	6,131	8,810	10,182	12,052	11,668	14,900
Investment Interest	5,121	4,959	5,192	2,546	2,935	2,916
Other	7,306	7,275	8,465	6,081	4,837	4,400
Total Income	165,711	164,032	163,741	160,162	152,799	155,316
Expenses						
Team Activities	8,023	4,673	3,391	4,078	4,414	4,980
Buildings	16,522	15,022	15,441	15,638	14,899	16,660
Administration	20,421	20,491	21,181	21,106	21,625	20,349
Personnel	123,147	129,086	128,565	126,839	131,962	109,450
Total Expenses	168,113	169,272	168,578	167,661	172,900	151,439
Net Income/(Loss)	\$(2,402)	\$(5,240)	\$(4,837)	\$(7,499)	\$(20,101)	\$3,877

Policy Statement on Marriage

Southampton United Church is a spiritual home with open doors, open hearts and open hands. As members of the United Church of Canada, we see people as unique, loved creations of God and welcome all people to the full life of Christian community, including marriage. We believe that loving relationships should be faithful, responsible, just, healing and sustaining of the couple and those around them, and that such relationships require preparation and nurture. The United Church of Canada and Southampton United Church celebrate all marriages in which two people honestly and with integrity affirm their intention to live together in bonds of love and fidelity for the rest of their lives. No couple will be denied solely on the basis of belief, previous marital status, sexual orientation or gender identity.

Affirmations

We AFFIRM that marriage is a gift of God through which Christians make a covenant with one another and with God. In marriage we offer one another the promise of lifelong companionship, rich expression of human affections and sexuality, and nurture for the children. We affirm the value of marriage and believe that the church must work both to redeem and care for the institution and support those entering into a covenant relationship with each other. We AFFIRM that this unity is a creation of God and is greater than the two individuals. It creates holy ground on which the two and all others must walk carefully and gently, yet forthrightly and with courage. It has boundaries that may not be trespassed. It takes precedence over all other relationships. It calls for that caring which heals hurt and tends growth.

We AFFIRM that the marriage ceremony is understood to be a service of worship in celebration of Christian marriage in which the vows of the couple are solemnized before God.

Guidelines for Weddings at Southampton United Church:

The resident minister of Southampton United Church, or a minister in voluntary association with Southampton United, will preside at weddings that take place in Southampton United Church. Ministers may also preside at civil wedding ceremonies on request.

Other clergy may be invited by the resident minister to participate in the service. Clergy who are not invited by the resident minister or Congregational Board may not conduct a marriage ceremony in Southampton United Church.

The couple must attend marriage preparation as requested by the minister.

The couple is encouraged to attend church at Southampton United prior to their wedding.

Marriages may be performed outside the Church building at the discretion of the minister.

The minister's discretion regarding a couple's readiness to marry, applies.

The minister and organist must determine that the music selected is suitable.

The final responsibility for the significance of the marriage service and all matters related to the conduct of weddings rests with the resident minister and Southampton United Church.

Approved by Southampton Congregational Board on February 6, 2013