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BLOODALE UNITED CHURCH

Joint Needs Assessment Committee Report

Regarding: A review leading to the search for a new Minister

November 2008

Submitted by the Joint Needs Assessment Committee:

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Bloordale JNAC Report - 2008

Record of Joint Needs Assessment Report (Form MEPS 403 JN)

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Part D: Response of Pastoral Charge Board/Council

The BOARD/COUNCIL recommends that: _____

Month/day/year

Signature: Person authorized by board/council

Printed name: Person authorized by board/council

Part E: Response of Pastoral Charge Meeting

The PASTORAL CHARGE recommends that: _____

Month/day/year

Signature: Person authorized by pastoral charge

Printed name: Person authorized by pastoral charge

Part F: Acknowledgement of Presbytery/District Pastoral Relations (*The Manual*, current version, Section 53.1)

PRESBYTERY/DISTRICT recommends that: _____

Month/day/year

Signature: Chair of Pastoral Relations Committee
(or designate)

Printed name: Chair of Pastoral Relations Committee
(or designate)

Part G: Response of Presbytery/District Meeting

PRESBYTERY/DISTRICT action is: _____

Month/day/year

Signature: Secretary of presbytery/district

Printed name: Secretary of presbytery/district

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A. Executive Summary & Introduction

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A.1. Executive Summary

The Report:

The primary purpose of this report is to review the Church's programs and resources in order to determine the staffing needs at Bloordale United Church.

Recommendations:

We recommend the following:

1. That Toronto West Presbytery approve this JNAC Report and acknowledge that a vacancy exists at Bloordale United Church for a full-time permanent Minister. We further recommend that they approve the formation of a Joint Search Committee whose responsibility will be to undertake a search for a new Minister. Ideally, an effective start date for a new Minister would be no later than September 1, 2009. The Minister's Profile included in this report in Section B.5 should provide the selection criteria on which the search will be conducted.
2. We recommend that Bloordale's Council use the content of this report and the supporting materials contained in the Appendices and the JNAC's project files to develop future Operational Plans and Objectives for the Church. Future plans should be aimed at dealing with important issues and suggestions identified by Congregational members and Standing Committees in their responses to the JNAC Questionnaires (Surveys). We recommend that a Planning Committee be formed to undertake this work for Council over the next twelve months.

A.2 Introduction

Bloordale United Church has been a flourishing and active Church for 50 years. The Church membership and activities peaked throughout the 1960's and 1970's as the area developed and young families moved into the area. Throughout the 1980's and 1990's Church membership experienced a declining trend as the children in the local families reached adulthood and moved away. Many of the families liked the community and, as a result, they have remained in the area as long-term residents. However, as we progressed through the 1990's and 2000's the population aged and the demographics in the area changed. There were fewer and fewer young families in the area although this is now changing. This new trend is having only a minimal effect on the demographics of our membership.

Financially the Church has had operating surpluses throughout its lifetime until the last three years when the first operating deficits occurred. However, during the same three years, the Congregation has contributed nearly \$300,000. to the Dare to Dream Fund-Raising Program, the funds from which have been designated specifically for major capital projects and for strengthening our programs for our children, youths and elderly members. All of the planned capital expenditures have been completed and are fully paid for. The enhancement of our programs for the children and youth has been somewhat disappointing.

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A.2 Introduction Continued

During the last twenty years there has been a continuing social trend away from Church membership and attendance by the younger generations. In spite of these trends the Bloordale membership numbers, which are currently at 274, have stayed relatively stable over the past 15 years, but the regularity of attendance among our members has declined significantly with average Sunday attendance now running at about 112 persons per week. As recently as April 2007, attendance was averaging 130 persons per week. A major decline has occurred in the number of children attending Sunday School. On a typical Sunday, there might now be about 2-4 children in attendance as compared with 15 to 25, as recently as two years ago.

The Church has a strong Congregational base of members and adherents, many of whom are willing volunteers for the many activities that must be undertaken to operate a Church. We estimate that approximately 125 people provide meaningful volunteer services to the Church each year. We believe that this is indicative of the dedication that our membership base has for Bloordale.

The Church facility is in very good condition with the roofs, furnaces and boiler having been recently replaced using funds from the Dare-to-Dream fund raising program.

We have had very little turnover of staff over the years. Since 1959 we have had only four ministers. However, we have experienced a rash of staff changes for various reasons over the past year. This included: the Administrative Assistant, the Music Director/Organist, the Minister and the Children and Youth CE Coordinator. A new Administrative Assistant has been hired and a decision has been made not to replace the CE Coordinator at this time. A new Music Director/Organist has been hired and will begin in December 2008. A Supply Minister has been hired and contracted until June 2009 to fill our ministerial needs until a new permanent Minister can be hired.

The request for a change in pastoral relationship led to the formation of a Joint Needs Assessment Committee by mid-2008. A Joint Needs Assessment Committee (JNAC) was initiated at a Congregational Meeting held June 29, 2008. There is a recognized need that we should look at ourselves and assess our programs, operations and activities in order to provide a new minister with a comprehensive view of our current situation and to help us determine the skills and abilities of the minister who will best fulfill our needs. The resulting report will also help us to establish our priorities for future planning. The committee, including representatives from Toronto West Presbytery and supported by other members of the congregation, has been working throughout the summer and fall to expedite this work. This report presents the results of this work in the form of a "JNAC Report".

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A3. Bloordale Mission and Vision Statements

Mission Statement

Bloordale United Church is a community where people gather to worship God following the teachings of Jesus Christ in a welcoming environment of fellowship, music, learning, caring and sharing.

Vision Statement

Bloordale United Church will be an inclusive, vibrant Church that is increasing its Congregation and welcoming people of all ages to its family circle. We will have developed programs that are creative, interesting and fun for everyone. We will keep reaching out to the Community through expanded outreach programs and other activities that will draw the Community into the Church. All will be done in the spirit of worshipping God and following the teachings of Jesus Christ.

A.4. Summary of Issues and Concerns

Findings

The work of the Committee included undertaking two surveys soliciting the views of the Congregation and the Church's Standing Committees. Extensive discussion of Bloordale's past and present circumstances and of possible future directions occurred. Updated profiles of our Community, Resources and Ministry and Pastoral Charge have been prepared. Finally, new profiles of the Minister's position and needed skills have been developed.

The surveys included two Questionnaires - one soliciting the views of members of the Congregation, and the second soliciting the collective views of each of the Church's Standing Committees. These surveys requested comments and views on the things that are working well and should be continued; on suggested program adjustments or changes in direction for future consideration' and on the desired attributes and roles of a new Minister to meet our identified needs.

Overall the responses revealed a strong appreciation for the work being done, the general approach being followed in recent years and a strong consensus on the main priorities for the future.

The following are the highlights of the Surveys and of the Committee's discussions:

Survey Results

1. The primary emphasis relative to the Worship services included the quality and diversity of the sermon and the music program. Such themes as guest speakers, guest musicians and youth participation were highlighted. Overall, members seem to prefer traditional/familiar styles of service. Some, however, expressed a desire to try different and innovative styles from time to time, to assess their suitability.
2. Comments on the children's and youth programs expressed concern about the significant decline in Church School attendance over the last year and a half. A number of suggestions were offered to address this problem. Respondents commented on the fact that the children and youth events which

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have been aimed at the broader community have been well attended and have introduced many non-Bloordale families to our Church and its activities. The loss of our CE Coordinator has resulted in a serious leadership void. However, we have recently obtained the services of a University student to lead the youth portion of the activities. A position of Sunday School Co-ordinator is still vacant. (presently filled by a volunteer).

3. Pastoral Care was identified as an important ministry that is working well. We have completed the first year of a pilot project to test the benefits of utilizing the services of a part-time Visiting Minister. Her contract has been renewed for the second year. This activity is paid for using Dare-to-Dream (D2D) Funds. Suggestions for the future included ensuring that there is diligent follow-up of newcomers, visitors and our shut-in members and that the sick, hospitalized and bereaved members are identified and remembered.
4. Music was identified as being very important to our services. A number of suggestions for the future were presented. This included suggestions that both contemporary and traditional music be included in our services and that guest musicians be used occasionally to enliven the services. Members suggested that special music concerts such as our "Evening of Jazz Concerts" be continued.
5. The need to integrate Outreach awareness into our worship services and to continue to support selected Outreach programs was emphasized by the respondents. The responses from the Committee members suggested that in the future we expand our focus to include social justice issues, stewardship and other new outreach activities.
6. All respondents provided positive feedback concerning the many fellowship and social activities that are undertaken at Bloordale. More of the same are recommended for the future.

Subjects of Concern

In the discussion of the survey results the following area elicited extensive further discussion:

1. Membership, declining Church attendance and possible pathways to growth.

The Committee realizes that we are experiencing a social trend which is resulting in declining Church membership and attendance by the younger generations. There seem to be few examples of established, conservative urban Churches with significant growth. Those few where growth is occurring seem to be the result of having charismatic Ministers and energetic and enthusiastic membership. Also Churches that are considered to be evangelical and have very robust and enthusiastic music programs, youth programs and Church services seem to be growing. This is a frustrating area which is often discussed but not easily resolved.

2. Major new program initiatives particularly in the area of Outreach Programs and their possible impact on growth.

New outreach programs were discussed as an area where additional Congregational enthusiasm and community interaction could result. It is felt that such program activity may be a stimulant for growth. An example of success in this area is the new Food Bank initiated at St. James United Church.

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3. Financial Strength and Solvency

Some discussion revolved around our current financial position. As a direct result of our otherwise very successful Dare to Dream fund-raising program, we have been incurring financial deficits over the past three years which have drained the entire surplus that we had previously accumulated. We are not in as good a financial position as we wish in order to undertake new outreach initiatives or other program improvements which are required if we hope to stimulate renewed Congregational enthusiasm and membership growth.

We feel confident that Council will consider our recommendations and initiate the Committees and actions needed to effectively deal with the results of this report and the supporting surveys. Future change and improvement will only occur if an effective planning process is established.

B. Bloordale's Profile

1. Community Profile

BUC is situated in the Western edge of Toronto bordering the city of Mississauga., The broader region of western Toronto in which the church resides was historically called the city of Etobicoke before it was amalgamated into the city of Greater Toronto.

Our immediate catchment area is made up of mixed residential properties, three small retail plazas, one large retail shopping mall and several office towers. Approximately 50% of the population of the area lives in single family fully detached homes. Homes range from publicly subsidized condominium apartments to luxury homes.

There are no industrial enterprises nearby. The rest of the city of Toronto is very accessible for work, shopping and entertainment because of the proximity of the 427 highway and the Toronto expressway system. During non rush hour traffic, downtown Toronto can be reached in approximately 20 minutes.

We have the full range of educational institutions available to us in our immediate area. Terry Tan Child Care Centre and Bloordale Community School have been tenants at the church for over 20 years. First class hospitals are within easy reach of the area. Toronto is a noted medical and education center with Universities, Colleges and world renowned hospital and medical centers throughout the city. Metropolitan Toronto is a city of over 2.5 million residents with all of the services and amenities that one could desire.

Also, within our immediate area we have the Etobicoke Olympium (a world-class sports facility), Centennial Park for picnics and sporting events with its associated public golf course, Neilson Park Creative Centre and the Centennial Park Horticultural Greenhouse. The church backs onto to parkland that links to other parks by bicycle and walking pathways leading north to Eglinton Avenue and south to Lake Ontario. Several large shopping malls are easily accessible by car and public transportation.

Our church is located in a wonderful area in which to live and to raise a family.

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1. Community Profile – Continued

The people of the area are still predominantly Caucasian, however, similar to the rest of the city; the racial and ethnic make-up of the population is changing and diversifying. Our catchment area includes people of all racial, ethnic, social and economic groups... Our congregation at this time does not fully reflect this diversity. We are still predominantly Caucasian (80 %) and most of us are in the so called middle class of society.

The following is a summary of statistics taken from the 2006 Canadian Census showing the demographics of the population in our catchment area. More detailed statistics are given in Appendix 2.

Community Demographics

<u>Statistical Item</u>	<u>Postal Code M9C</u>	<u>%</u>	<u>Postal Code L4X</u>	<u>%</u>	<u>Notes</u>
Population Totals	35,225		19,240		Postal Code M9C
Population Age Analysis					Eglinton to Dundas
0 – 19	7,206	20	5,120	27	West Mall to Etob.
20 – 59	18,265	52	10,910	57	Creek
60 - +	9,754	28	3,210	16	
Housing No. of Private Homes					Postal Code L4XS
Owned	9,820	74	3,255	49	Burnhamthorpe to
Rented	3,440	26	3,325	51	Dundas
Population by Mother Tongue					Etob. Creek to
English	18,350	52	6,765	35	Havenwood
Other	16,875	48	12,475	65	
Analysis of Immigrant Population					
Non Immigrants	19,675	56	7,585	39	Born in Canada
Immigrants	15,550	44	11,655	61	Not born in Canada
Education (Population 25-64)					
with post secondary education	12,655	40	6,315	33	% of total population
Income (Individual 15 and older)					
Average Individual Income	\$ 39,359.		\$ 28,522.		
Average Family Income	\$ 94,804.		\$ 67,971.		

Our involvement in our community is extensive. The following is a list of some of the ways in which we interact with our community.

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1. Community Profile – Continued

Other groups which use our facilities:

Our facilities are extensively used by others to facilitate their religious, social and community programs and activities. Many of the users pay a rental charge, which is very important to us to help defray the costs of operating and maintaining our buildings. Some of the organizations that make use of our buildings are:

Yebon Korean Presbyterian Church	Boy Scouts
Agape African Church	Terry Tan Daycare Centre
Girl Guides	Bloordale AA Group
Weddings	Bloordale Park Development Commit.
Etobicoke AA Group	Funerals
Community School	Polling Station for Elections
Badminton Group	Annual Markland Wood Food Caravan
Seniors Group	Two Al-Anon Groups
Yoga Classes	

Other community activities include:

Participation in the Out of the Cold Program
Bloordale Blood Donor Clinics
Annual Vacation Bible School
Periodic Special Musical Events such as Jazz Concert, Steel Band Concert.
Participation in the St. James United Church Food Bank

Overall we feel that we have a significant presence in our community both because of our building's physical presence on a main thoroughfare and because of our community activities and involvement. We are concerned however, that in spite of this, we are not attracting a greater number of new members from our community.

What do we plan to do to attract new members?

One of the most important questions we must consider in the future is why we are not attracting a more diverse population into our Congregation. Are we projecting the wrong image?

In recent years and particularly in the past year we have made numerous mailings to a large portion of the people who live in our catchment area informing them of special and interesting events being held at Bloordale. Generally the responses have been poor except for special activities appealing particularly to children. For example, our Palm Fest with its petting zoo and other children's activities and our Halloween evening have been significant successes. At present, however, we do not have the answer to these questions.

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2. Ministry and Pastoral Charge Profile

Bloordale is always looking for new ways to engage and connect with the community at large. Many of our events offer a fun environment allowing visitors to experience the Church's culture and its members, outside of regular Church service. Events such as Vacation Bible Camp, the Haunted House, the Holly Tea, Geranium Sale and the Spring Rummage Sale have been very successful. Signs, household delivery of flyers, newsletters and our website all help spread the news of events taking place at BUC.

In 2005 BUC challenged itself with a very successful stewardship campaign. The Dare-to-Dream campaign raised over \$325,000 in pledges over a three-year time-frame, to support new ministry development and to upgrade the property.

Membership and adherents of Bloordale feel a strong connection with this church. We have many long-term members, including charter members who still actively participate in the life and work of our church. Average attendance on Sunday mornings is 112 people.

We welcome new members and families and are continually on a search for new ways to connect with and include new membership. We are striving to find a balance between including and overwhelming these individuals.

Members and the Community

Members of Bloordale feel a part of a larger church family. Worship, fellowship and music are an important part of our faith experience. We have a strong desire to grow in numbers and to hopefully reach out and include some of the younger families. Volunteerism is a strong component of life at BUC both in committee work and fundraising venues.

Sermons offer an interesting variety of style which include, a Great Preacher Series (supported by Memorial gifts), the Honorary Pastoral Associate, and shared summer services with local United Churches. Children are welcome and included in the services during children's time, communion and various special events.

Our Church Choir is an integral part of our Church, both through its musical contribution and its fundraising activities. Our Christmas Cantata is a highly anticipated event and a wonderful holiday tradition. We have both an organ and a piano for musical accompaniment and we have enjoyed occasional guest performances from flute, harp, cello, violin and vocalists throughout the years. We would welcome the reintroduction of a Junior Choir.

Pastoral Care is a strong component of our Church life. House-bound members are visited regularly, cards are sent to those who are ill or bereaved and a Prayer Chain can be activated upon request. During Christmas and Easter our sanctuary is decorated with flowers, which are then distributed to selected house-bound members. Our Rose Ceremony celebrates the birth of a new child or grandchild within our Congregation.

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2. Ministry and Pastoral Charge Profile

Special Events and Activities

Bloordale United Church is a Congregation steeped in tradition, active in fund-raising and passionate about their special events. The list below gives a snapshot view of what we hold most dear:

- UCW Rummage Sale (spring)
- UCW Geranium Sale (spring)
- UCW Potluck Dinners (June and December)
- Scout Christmas Trees
- Choir Christmas Cantata
- Sunday School Christmas Pageant
- Christmas Eve Services
- Community Pancake Supper and Food Drive (Choir-Lent)
- Ecumenical Easter Sunrise Service at Centennial Hill
- Congregational Pot Luck Luncheon & Annual Meeting (February)
- Community Christmas Caroling
- Welcome Back BBQ (September) / Fall Family Round-Up
- Millennium Project – installation of a lift for barrier free access
- Hosting one night of “Out of the Cold” at All Saints Anglican Church
- Mission and Service – annual giving
- Local Outreach - annual giving
- Card Parties
- Fashion Show
- Fund-raising Auction
- Annual Church Picnic (Outdoor Service, BBQ, Races & Games)
- Italian Night, Mexican Night (Fellowship)
- Teddies for Operation Smiles
- Craft Night (Fellowship & distribution to house-bound members)
- Church School fund-raising – muffins & sandwiches sale
- Sunday School Bake Sale for World Vision and Stone Soup lunch for World Hunger
- Food Bank – Weekly donations
- Vacation Bible Camp in July
- Halloween Haunted House
- February Freak Out
- Youth Group Events – meetings, sleepovers, community service
- Adult Christian Education e.g. Bad Boys of the Bible Group
- Concerts in the Sanctuary
- Fellowship Theatre outings
- Sunday morning Coffee Hour/Fellowship

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2. Ministry and Pastoral Charge Profile

Current Statistics

Members and Adherents

Members	
Active	213
Inactive	<u>61</u>
Total	<u>274</u>

Adherents	
Active	<u>66</u>

Total Members and Adherents 340

Attendance

Current Average	112	Annual moving average
Highest Average	131	Last three years – April, 2007

Other Groups' Membership

U.C.W.	30	
Senior Choir	14	
Sunday School	7	Current average
Youth Group	7	Current average

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3. Program and Activity Issues

.1 Results of Congregational Questionnaire

The JNAC Committee commissioned a Questionnaire that was sent to all households. We received 27 responses to the questionnaire from the Congregation which represented the views of 37 members some being family responses. This represented a response from 24 % of the questionnaires sent.

The following is the results from the questionnaire. A statistical summary of the responses is provided as Attachment 4 to this report.

The survey revealed the programs and activities that are most important to the Congregation and the areas that received the largest responses are:

Areas of Interest	Number of Respondents (Out of 37)
Increasing Membership	20
Quality of Sermons	16
Good Music	15
Social Activities	14
Programs of Interest to young families	13
Adult Religious Discussion (Bible Study)	7

The most important aspect according to the respondents seems to be increasing memberships, for example by revitalizing our Sunday school program in order to attract younger families.

Another extremely important aspect was the quality of the sermons. The Congregation is looking for a minister who is able to deliver thought-provoking sermons that are relevant to current events in our society and dealing with important issues around the world.

Our Congregation's responses also note the importance of good music during the service, especially in reference to the organist. They would also like a good mixture between new and old hymns, with no more than two new hymns a Sunday service. The Congregation also seems to be split on whether they like the inclusion of other instruments during the service with some enjoying this while others appreciate just the traditional music of the organ.

The respondents also indicated the importance of social activities as a part of our church. While different members brought up different events, many of our members enjoy this as it helps the Congregation to get to know each other better and create a greater sense of community.

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3. Program and Activity Issues – Continued

.1 Results of Congregational Questionnaire - Continued

Finally many congregational members indicated the importance of adult religious discussion groups. This will help the members grow in faith in a more casual environment while discussing their religious views and beliefs. Topics may involve but not be limited to the bible.

Many responses stressed the ability for the minister to write and deliver quality sermons. The minister should be able to bridge the generation gap connecting with both the older and younger members of the Congregation. It is felt that the minister should also be outgoing, understanding, socially-minded and demonstrate leadership skills.

.2 Results of Committee Questionnaire

In addition to the Congregational Questionnaire, which was sent to all members of the Congregation, there was also a second, detailed Questionnaire which was sent to the Chairs of the various Committees, with a request to solicit and consolidate input from their Committee members. The intent was to ensure that an input was obtained, despite it being the summer season, for those most actively involved in the workings of the Church through their participation in the various committees. All of the Committees were invited to comment on all programme areas rather than just the programme area of their own Committee.

The standing committees which responded included the Worship Committee, Christian Development, Pastoral Care, Outreach, Ministry and Personnel, Finance, Planned Gift, and Social & Fundraising. In addition to the standing committees, the U.C.W. group, which is a large and active one at Bloordale, and the recently commissioned Music Development Committee, also provided input. Smaller committees such as the Nomination Committee, the Property Committee, and Congregational Life Committee, provided input as well, but did so through dual memberships of their people in the other larger committees.

The Questionnaire to Committees focused on the various programme areas in the church, and requested input on:

- 1) things that were working well and should be continued,
- 2) suggested programme adjustments or changes in direction for the future, and
- 3) the desired attributes and role of the new minister in relation to the various program areas.

The detailed responses were rather voluminous (approx 53 pages in all) and will be made available for consultation in the church archives.

Overall the responses to the Questionnaire for Committees revealed:

- a strong appreciation for the work done and the general approach followed in recent years in all of the program areas, and
- a strong consensus on the main priorities for the future, as outlined below.

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3. Program and Activity Issues – Continued

In addition, there were many suggestions for the future at detailed levels. At the detailed levels, the suggestions from the committees were numerous and varied, reflecting a rich diversity of opinions and recognition within the committees of the desirability and value of future changes and improvements.

The committee responses were most voluminous in the areas of Worship, and in the area of Children's and Youth Programmes, indicating the high importance and high level of concern about these programme areas. However, there were many comments and suggestions for the other programme areas as well.

Worship

There was considerable emphasis in the response from Committees, on the following:

- The importance of stimulating sermons which relate bible passages in a meaningful way to everyday life.
- The desired depth and complexity of sermons, with some people preferring intellectually-challenging sermons and others preferring sermons which are more easily understood.
- Involvement of lay readers, including both adults and youth was identified as something that should be continued.
- The occasional use of Guest preachers, the "Great Speaker" series from a few years ago, was cited as a good example of how this might be done.
- The importance of music as an integral part of the church service.
- The importance of including Outreach and Stewardship themes in our services.
- The importance of continuing the involvement of younger children in our service, including a "Children's Time" segment, before the children proceed downstairs to Church School.

Overall there appeared to be a leaning towards more traditional/familiar styles of service, but also a desire for and receptiveness to different and more innovative styles of service from time to time.

Children's and Youth Programmes

The Committee responses indicated:

- various children's and youth's events introduced over the past several years which were aimed at the broader community worked well and should be continued. e.g. Haunted House and Craft Night on Halloween, Palm Fest before Easter, Caroling, youth participation in "Out of the Cold, the Children's Christmas Pageant.
- concern over the recent decline in attendance over the past year and a half at Sunday School and at regular youth group meetings

Numerous suggestions were offered, many at a rather detailed level, about how the problem of declining attendance might be addressed:

- It was stressed that it was important to have a fun/energetic leader for the youth group, a leader who can relate well with the young people.
- A mix of purely "fun" activities, with more serious ones such as youth participation in the "Out of the Cold Program" or participation at "Youth in Conference" might work well.
- It was noted that we should take care to avoid overloading the busy young parents who have volunteered to serve as Sunday School teachers, with other church-related duties.

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3. Program and Activity Issues – Continued

- An earlier staffing arrangement, of two dynamic young women at senior high school/ university level filling the Sunday School Co-ordinator and Youth Leader roles, was suggested as one that worked well in engaging children and youth in Church-related activities.
- Closer liaison, coordination and publicity with local schools, the BUC-sponsored Scout group, and some of the other organizations which use our facilities, might help to broaden participation and increase attendance in our children's and youth activities.

Adult Christian Education

We have had a numerically small but loyal following for our adult Bible study/discussion groups, e.g. the "Reflectors" group, and "Bad Boys of the Bible" sessions. Suggestions included:

- Active involvement of the lay participants as well as the minister in the leadership of such programmes and in leading and hosting the discussion sessions.
- Holding the discussion sessions outside the church facilities, e.g. in participant's homes, or other offsite facilities.

Pastoral Care

Pastoral Care was identified as an important ministry which has been working well, with a hard-working and caring Pastoral Care Committee working together as a team. It was noted that:

- Pastoral Care has also been supported, during the last year, by a part-time visiting minister, an arrangement that is expected to continue.
- Team effort was important for this Committee, including active participation both in visitations and in Pastoral Care Committee meetings by the full-time minister as well as the visiting minister and Pastoral Care Committee members.

Suggestions for the future include:

- Enhanced follow-up for newcomers, visitors, and chronic absentees.
- A return to including (with permission) a prayer list in the church bulletin for the sick, shut-in, hospitalized, and bereaved.
- Introduction of a separate Committee to deal with membership issues.

Music Programmes

Music was identified as being of high importance to our Congregation. Committee feedback indicated that:

- Contemporary music as well as traditional music is appreciated, both in our Church services, and also in special musical events such as Jazz concerts or vocal concerts organized as fundraisers by the Social and Fundraising Committee.
- For our Church Services organ music and the Church Choir were identified as being particularly important.
- The occasional use of other instruments, e.g. piano or guitar or other instruments, was also encouraged as was the involvement of guest musicians and vocalists.
- A cooperative effort between the minister and the music director in planning of the musical part of our church services was stressed.
- Music programmes suitable for a Junior Choir were important, including occasional participation in our Church services.

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3. Program and Activity Issues – Continued

Outreach

Our participation in various Outreach programmes was identified as being highly valued by Bloordale, including:

- the “Out of the Cold” programme,
- the St James Food Basket
- the annual “Mitten Tree”
- “Camping Opportunities”,
- financial aid to “Youth Without Shelter”,
- Fred Victor Centre,
- Ernestine’s

The feedback from Committees stressed the continuing importance of integrating Outreach into our worship services to:

- remind us of the needs of others,
- provide feedback about existing programmes which we have been supporting,
- bring to our attention new outreach initiatives and opportunities in need of our support.

For the future, a desire was expressed for an expanded focus on social justice issues, stewardship, and new outreach initiatives.

Fellowship

There was very positive feedback in the committee responses about the variety of and quality of our fellowship events and programmes, such as:

- UCW potlucks and card nights,
- “Coffee Time” after our Church services,
- “Mothers and Tots” meetings for young mothers,
- BUC Annual Golf Tournament,
- Concerts in the Church
- Social Committee outings to concerts, theatres and the like.

Many of our fellowship programmes and events have been open, not only to BUC members and adherents, but also to friends and family and the wider community. Some events combined fellowship with fundraising, and were quite successful in raising funds for the Church.

In addition to recommendations for “more of the same”, suggestions for the future included:

- more free events,
- more child/youth-oriented outings and activities, and
- particular attention and recognition for new members, e.g. with introductory blurbs about new members in our “Bloorbeat” newsletter.

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4. Resources Profile

.1 Financial Resources

Bloordale is a financially sound Church with significant assets as shown in the summary of our current Balance Sheet below. However, we have been incurring operating deficits over the past three years for the first time in our history. These have resulted in an accumulated deficit. The resulting cash shortage has eliminated our working capital and our Capital and Contingency fund and forced us to obtain two loans from Toronto West Presbytery. The operating deficits have occurred due to the following:

1. Over the past four years we have been involved in a very successful fund-raising Campaign called "Dare to Dream" (D2D), which, when completed this year, will have resulted in Congregational contributions of approximately \$300,000 above our regular contributions.
2. We have been unable to use the D2D funds to cover our operating deficits because of constraints put on its use during the campaign. We committed to the Congregation to only use the funds for approved purposes that did not include covering operating expenses. The funds have been used to pay for necessary capital expenditures, such as the replacement of the roofs on our two buildings, the purchase of new furnaces, boiler and major electrical improvements. Other uses included programs for our children, youth and the elderly.
3. Throughout the D2D Campaign, we stressed that the Congregation should not let their D2D contributions influence the level of their contributions for operating purposes. They did however, and as a result we have, during the course of the D2D Campaign, been incurring operating deficits. The accumulated deficit position on our Balance Sheet as at June 30, 2008 was \$49,242.

With the D2D Campaign winding down, our members are now responding favourably to requests by our Council to continue some of their D2D contributions, as they are able, as local contributions to cover operation expenses, and to help eliminate the annual deficits. We are hopeful that this will result in a balanced budget this year and that it will result in operating surpluses beginning in 2009. However, at best, it will take several years to re-establish our cash position to its previous levels.

As mentioned previously, we have significant reserves in the form of other funds, such as our Manse Fund, Memorial Fund, Planned Gift Fund, Capital and Contingency Fund and in property assets, which are more than sufficient, if needed, to deal with our cash problem. Also, the replacement value of our buildings and equipment for insurance purposes is currently estimated at \$3,308,458 and the current market value of our land is significantly higher than its book value as shown on the balance sheet.

In summary, Bloordale United Church has ample assets available to deal with current or any future unforeseen financial problems that might occur. With the D2D Campaign nearing its completion, we are now in the position to eliminate the ongoing operating deficits. However, cash is required if we wish to re-establish our cash reserves to previous levels and put ourselves into a comfortable operating position.

FOR DRAFT PURPOSES ONLY

Bloordale United Church Balance Sheet Position 2006, 2007 and June 30, 2008 Abbreviated Statement

ASSETS	2006 <u>Audited</u>	2007 <u>Audited</u>	2008 to June 30 <u>Not Audited</u>
	\$	\$	\$
Current Assets			
Bank and Cash	95,585.	44,307.	39,717.
Accounts Receivable and Prepaid Expenses	18,929.	18,965.	19,652.
 Investments			
Manse Fund, Including Capital Gains	327,798.	326,727.	326,727.
Planned Gift Fund	12,307.	17,916.	33,049.
 Fixed Assets			
Land, Buildings and Equipment (at original cost)	559,950.	559,950.	559,950.
 TOTAL ASSETS	1,014,569.	967,865.	979,095
 <u>LIABILITES, FUNDS & DEFICIT</u>			
 Current Liabilities	 \$	 \$	 \$
Accounts Payable & Accrued Liabilities	11,629.	14,923.	28,905.
Loans Payable – Toronto West Presbytery	28,000	55,000.	48,000.
 Total Current Liabilities	39,269.	69,623.	76,905.
 Funds			
Capital & Contingency Fund	8,033.	1,820.	2,297.
Memorial Fund	10,016	21,523.	23,194.
Dare to Dream Fund	76,406.	6,888.	6,205.
Manse Fund	327,798.	326,727.	326,727.
Planned Gift Fund	12,307.	17,916.	33,049.
 Total Funds	434,560	374,874.	391,472.
 TOTAL LIABILITIES AND FUNDS	473,829.	444,497.	468,377.
INVESTMENT IN CAPITAL ASSETS	559,950.	559,950.	559,950.
OPERATING FUND – DEFICIT			
Opening Balance	(12,978.)	(19,210.)	(36,582.)
Add Current Year	(6,232.)	(17,372.)	(12,650.)
 Closing Operating Fund Balance	(19,210.)	(36,582.)	(49,232.)
 TOTAL LIABILITIES, FUNDS, and	1,014,569.	967,865.	979,095.
OPERATIONS (DEFICIT)			

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4. Resources Profile - Continued

.2 Physical Resources

Bloordale facilities consist of two buildings, a beautiful unique round Sanctuary and an attached two story Community Services/Christian Education (CE) Building. The sanctuary is at the same elevation as the 2nd floor of the CE building. Stairways and a lift service the two floors in the CE building and also accommodate anyone who needs to access the sanctuary from the CE Building.

The sanctuary will seat 250 worshippers. The buildings originally opened in 1960 but have subsequently undergone many upgrades. Facility upgrades have included all new energy efficient windows, wireless sound systems, an Allen Organ and a new upright Yamaha piano. The Minister's and administrator's offices, as well as the many other rooms located around the perimeter of the sanctuary have all been refurbished in recent years. New furnaces (3), a boiler, new roofs on both buildings and an updated electrical system have been installed over the last three years. Our kitchen is fully equipped with modern appliances. We keep our facilities, equipment, lawns and gardens well maintained and in excellent condition.

We share our facilities with a Korean Presbyterian Church group, as well as Agape African Church. The CE building which is used by many community groups for meetings and programs, including a permanent child daycare centre, and a children's community school, contains many rooms including an auditorium/gymnasium, a full-sized stage, a parlour (meeting room) and Sunday school and youth classrooms.

Both buildings have barrier-free access and therefore are wheelchair accessible. The buildings and doorways have been upgraded to comply with the latest fire and safety regulations. We carry ample insurance to ensure that we and the public are fully protected against unforeseen accidents or other events. Currently the buildings and contents of every description are insured for \$ 3,308,458. It should also be recognized that the current value of our property (land) has not been appraised in recent years but would likely be valued at more than \$ 2,000,000.

Our major physical assets include:

- Property – Land
- Sanctuary Building and furnishings
- Community and Christian Education Building and furnishings
- Elevator
- Church Organ (Allan)
- Pianos (2) (one a new Yamaha)
- Church related assets for communions, special services and music programs
- Overhead sound system, computerized projection system, wireless audio assistance system
- Fully equipped offices (3)
- Computers and Printers (3)
- Boiler
- Furnaces (3)
- Fully Equipped Kitchen
- Furnished Parlor, Sitting Room, Nursery and Youth Meeting Room
- Cleaning and Yard Maintenance Equipment

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4. Resources Profile - Continued

.3 Staff Resources

As outlined below our staff resources consist of only two full-time positions, the Minister and the Custodian - all other positions are part-time. However, all other positions are considered to be permanent part-time positions for which we wish to have continuity of service.

Full-time Minister	Full-time. Position will be vacant September 1, 2008 See Position Description following.
Honourary Pastoral Associate	Retired Minister available for advice and assistance if and when required
Visiting Minister	Part-time. Supports the work of the Minister and the Pastoral Care Committee as required.
Nursery Attendant	Part-time. Sundays only during the Sunday worship services.
Christian Development Coordinator	Part-time. Position is currently vacant. We are considering hiring two part-time people to share this activity
Organist, Choir Director	Part-time. Position has just been filled.
Office Administrative Assistant	Part-time. Undertakes the administration and office activities as well as providing support for the Minister, Council and the church's standing committees. This position is contracted for 25 hours per week.
Custodian	Full-time. Undertakes the cleaning, servicing and minor maintenance activities required throughout our facilities.

.4 Membership and Volunteer Resources

Charitable organizations such as churches rely heavily on the voluntary services of their members and adherents. We at Bloordale are no exception. We are particularly blessed with a congregation that has many willing volunteers. Our current member and adherent numbers are as follows:

Members Active	213
Members Inactive	<u>61</u>
Total Members	<u>274</u>
Adherents Active	<u>66</u>
<u>Total Members and Adherents</u>	<u>340</u>

We estimate that over the period of one year, as many as one-half of our active members and adherents volunteer to share in church related work and activities. Based on the fact that among our members there are many shut-in's and elderly people who are unable to volunteer their services, we consider this to be a very high level of willing supporters. Our main volunteer activities and numbers of participants are as follows:

Volunteer Resources

Board of Trustees	6 members
Church Council	17 members

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4. Resources Profile - Continued

COMMITTEES:

Christian Development	7 members	
Communications	7 members	
Congregational Life	2 members	
Finance	6 members	
Memorial Fund	3 members	
Ministry and Personnel	5 members	
Nominations	4 members	
Outreach	5 members	
Pastoral Care, Visiting	8 members	
Planned Gift Fund	4 members	
Property	7 members	
Worship	9 members	
Social and Fundraising	6 members	
Total Management & Committee volunteers	96 members =====	Some members sit on more than one committee.

Other volunteer services provided:

Sunday School & Youth Teacher Volunteers	10 members
Ushers Volunteers	30 members per year
Offering Counter Volunteers	35 members per year
Coffee Hour Volunteers	40 members per year
Readers, Greeters etc.	50 members per year

.5 External Resources

Pastoral Services provided by the Ministers from St. James and Richview United Churches.

Summer worship services coverage throughout July and August are held jointly, three weeks each, among Bloordale, St. James and Richview United Churches in order to provide vacation time for the Ministers of these three congregations. This also includes coverage for any Pastoral Care needs that might arise during the summer months. These three churches also hold joint services throughout the year for such special occasions as: Good Friday Service, Easter Sunrise Service and Special Christmas Music Services.

Toronto West Presbytery Support
United Church Head Office Support and Publications
United Church Planned Gift Fund Advisor Support

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5 Minister's Position Profile – Full-Time Ordained Minister

.1 POSITION OBJECTIVES

- To guide the spiritual development of the Congregation; to help people to deepen their understanding of God's Love and the Gospel of Jesus Christ, and to share their gifts of time, talents and resources in the service of God and others
- To support the development and delivery of programmes that will help to grow the Congregation and retain the participation of our current members
- To harmonize the work of the church staff, including the Music Director, the Church Administrative Assistant, the Church Custodian, and the Visiting Minister
- To facilitate the setting of short and long-term goals, with the Church Council and the Congregation, and to take joint responsibility with the Congregation in fulfilling the Mission and Vision of Bloordale United Church.
- To serve as a catalyst for spiritual growth.

ACCOUNTABILITY

- The Minister participates in the meetings of the Church Council, participates as a member of the Worship, and Pastoral Care Committees, and acts as a resource for the other committees of the church. New initiatives are presented to the relevant committee(s) for discussion and approval.
- The Minister reports to the Church Council through the Ministry and Personnel Committee and is assigned one member of that committee as a liaison person. That person will meet with the Minister quarterly. A formal performance appraisal will take place annually.
- The goals and objectives agreed to between the Ministry and Personnel Committee and the Minister will be used as the basis for the performance evaluation.
- The Minister is also accountable to Toronto West Presbytery as one of the parties of the covenant

AREAS OF RESPONSIBILITY

Worship

In conjunction with the Worship Committee the Minister:

- Plans and arranges regular and appropriate seasonal worship, and preaches in approximately forty Sunday Morning Services each year.
- Preaches the Word in ways that brings meaning to people's lives and is relevant to the world we live in.
- Actively supports the role of music as an integral part of our worship services.
- Administers the Sacraments (communion and baptisms) and presides at weddings and funerals in accordance with Bloordale United Church Policies.

FOR DRAFT PURPOSES ONLY

5 Minister's Position Profile – Full Time Ordained Minister - Continued

Stewardship

The Minister:

- Encourages and assists the lay leadership of the Church in situations related to Stewardship..
- Facilitates & fosters stewardship in the form of contributions of time, talents and offerings by the members of the congregation as a whole

Christian Development

The Minister works with the Christian Development Committee to ensure a dynamic and well rounded CD program, and:

- Encourages members of the congregation to increase their knowledge and understanding of the Word
- Serves as a resource for the various groups of the congregation, such as Bible Study Groups and the Sunday School.
- Provides preparation for baptism, marriage and confirmation.

Pastoral Care

The Minister:

- Takes an active role in the pastoral care of the Congregation; provides pastoral visitation to homes and hospitals as needed; coordinates and shares in this ministry with the Pastoral Care Committee and the part-time Visiting Minister.
- Meets with prospective new members, offering the fellowship of our congregation.

Outreach

The Minister:

- Encourages, supports & facilitates outreach programs.
- Educates and encourages our church community to support United Church programs at home and abroad.

Administration

The Minister:

- Ensures the maintenance of up-to-date records for baptisms, weddings and funerals.
- Attends Congregational meetings, as well as Council, Worship Committee and Pastoral Care Committee meetings, and may attend meetings of other Committees as required.
- Represents Bloordale United Church at Toronto West Presbytery and Toronto Conference.
- May participate in West of 427 Ministerial Association.
- Meets with Choir Director/Organist, Youth leader, and any other staff on a regular basis.

FOR DRAFT PURPOSES ONLY

5 Minister's Position Profile – Full Time Ordained Minister – Continued

.2 SKILLS PROFILE

Bloordale United Church is seeking a motivating, professional who is strong in his/her own faith, and has the ability to challenge us to grow in our faith and in our commitment to serve God and others. Desired attributes are:

- Strong preaching skills with the ability to inspire and hold the interest of a mixed demographic, with sermons that relate Bible readings in a meaningful way to modern life.
- The desire and ability to promote stewardship and outreach to others who are in need of our support.
- Interest in and concern for peace and social justice issues which are confronting Canada and the world at large, and the desire and ability to help us integrate these into our thinking and our actions both inside and outside the Church.
- The desire and ability to work with us towards our goal of growing our Congregation and our youth and Sunday School programs.
- Prior experience and comfortable with people of all ages and diverse backgrounds.
- Experience, interest and ability in providing pastoral care, including visitations, counseling and referrals.
- Appreciation, knowledge, and understanding of the role and importance of music in worship.
- Enthusiasm and ability to foster, support, and encourage Christian education programs for children, youth and adults.
- The ability to act as a facilitator and team player who can work comfortably and effectively in a shared ministry with our various committees, our church staff, and our membership.
- Good listening skills as well as leadership skills, and the ability to grow and adapt to new situations, new ideas, and new challenges which may arise in the course of the ministry.
- The aptitude and ability to carry out the administrative functions of the position.
- Ability to balance professional and personal life.
- Is interested in life-long learning and professional growth.

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5 Minister's Position Profile – Full Time Ordained Minister - Continued

.3 TERMS OF EMPLOYMENT:

Salary	Salary and benefits shall be based upon length of service and commensurate with status and category as currently prescribed in the 2009 United Church of Canada Salary and Allowances Schedules (above minimum standard)
Office	Private office located within the Church, with computer and internet access. The Minister will be expected to maintain a schedule of office hours.
Housing Allowance	\$23,000.00 per year - amount to be reviewed every 3 years
Travel Allowance	\$0.39 per kilometer
Vacation	One month within the pastoral year, ideally to be taken in the summer months when the Church is closed. The Minister will make a request to the Ministry and Personnel Committee at least six weeks prior to his/her vacation so M & P Committee can make a recommendation to Council for approval.
Study Leave	3 weeks annually as per 2009 Salary and Allowances Schedule. The Minister will make a request at least six weeks prior to his/her study leave so M & P Committee can make a recommendation to Council for approval.
Study and Book Allowance	\$1,200.00 per year
Basic Telephone	\$1,200.00 per year, excluding personal long distance calls.
Pension and Group Benefits	As assessed, based on United Church employee benefits programs.
In Bound Moving Expenses	Based on reasonable estimates and receipts, as per current United Church policy to a maximum of \$1,200.
Office Administrator	Provides administrative and clerical support to the Minister.

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Appendices

	Pages
1. Community – Population Demographics for our Catchment Area	30 - 32
2. Resources - Other Supporting Volunteer Groups and their Activities	33 - 35
3. Results of Congregational Questionnaire	36 - 38
4. List of Reference Materials Used	38

FOR DRAFT PURPOSES ONLY

Appendix 1, Page 1

Our Community's Demographics Based on the Canadian 2006 Census

Statistical Item	Bloordale Catchment Area				Notes
	Postal Code M9C	%	Postal Code L4X	%	

POPULATION - 2006

Population Make-up

Male	16,520	47	9,675	50
Female	18,705	53	9,565	50
Total	35,225	100	19,240	100

Postal Code M9C -
Eglinton Ave to Dundas St.
West Mall to Etob. Creek

Population Age Analysis

0 - 19	7,206	20	5,120	27
20 - 59	18,265	52	10,910	57
60 - +	9,754	28	3,210	16

Postal Code L4X
Burnhamthorpe to Dundas
Etob. Creek to Havenwood

Total Number of Families

	10,045		5,485	
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Average No. of Children per Family

	1.1		1.3	
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HOUSING

Total No. of Occupied Private Homes

Owned	9,820	74	3,255	49
Rented	3,440	26	3,325	51

Average No. of Persons per Home

	2.6		2.9	
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Types of Occupied Homes

Detached	5,375	41	1,840	28
Semi-detached	400	3	440	7
Townhouse	810	6	620	9
Apartment	6,675	50	3,680	56

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Appendix 1 – Page 2

ETHNIC BACKGROUND

Total Population by Mother Tongue

English	18,350	53	6,765	34
French	355	1	250	1
Other Ethnic Groups	15,060	44	11,970	61
Multiple Languages	770	2	735	4
Total	34,535	100	19,720	100

Analysis of Population by Immigrant

Status and Place of Birth

Non Immigrants	18,975	54	8,065	41	Born in Canada
Immigrants	15,550	46	11,655	59	Born outside Canada
Totals	34,525	100	19,720	100	

Analysis of Immigrants by Major Sources

Americas	1,695	10	885	8	
Caribbean and Bermuda	665	4	435	4	
South America	815	5	365	3	
Other Americas	215	1	85	1	Includes USA
Europe	8,035	52	4,555	39	
Western Europe	505	3	205	2	
Eastern Europe	3,105	20	1,965	17	
Southern Europe	3,450	22	1,995	17	
Italy	655	4	550	5	
Other Southern Europe	2,795	18	1,450	12	
Northern Europe	975	6	390	3	
United Kingdom	870	6	315	3	
Other North Europe	105	1	75	1	

Community's Demographics - Continued

Africa	555	4	420	4	
Asia and Middle East	5,070	33	5,660	49	
West Central Asia and Middle East	735	5	505	4	
Eastern Asia	1,700	11	670	6	Includes China
Southeast Asia	1,025	7	1,500	13	Includes Philippines
Sothern Asia	1,610	10	2,985	26	Includes India
Oceania and Others	355	2	315	3	
Total	15,550	100	11,655	100	

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Appendix 1, Page 3

LABOUR FORCE

Total Population 15 years or older

In the Labour Force	18,020	62	9,980	65
Employed	17,050	58	9,185	60
Unemployed	970	4	795	5
Not in Labour Force	11,145	38	5,430	35
Total	29,165	100	15,410	100

Participation Rate	61.8	64.8
Employment Rate	58.5	59.6

Labour Force by Major Occupational Groups (page 15)

Management	2,025	11	730	8
Business, Finance and Administration	4,120	23	1,835	19 Includes clerical positions
Natural and Applied Sciences	1,665	9	790	8
Health Occupations	770	4	270	3
Social Sciences, Education, Govern.	1,300	7	540	6 Incl. judges, lawyers, teachers
Art, recreation, culture, sports	565	3	170	2
Sales and service	4,285	24	2,355	24
Trades, transportation, equip. operators	2,140	12	1,795	18
Basic industries-agriculture, mining	85	0	120	1
Manufacturing, utilities, processing	775	4	1,110	11
Totals	17,730	100	9,715	100

EDUCATION

	% Total Pop.		% Total Pop.	
Population 25-64 with postsecondary education				Total Pop - 25-64
Males	6,000	70.0	3,310	62.8 25-64 Males - L4X - 5270, 8570
Females	6,655	69.3	3,005	56.8 25-64 Fem. - L4X 5290, 9610
Total	12,655	69.6	6,315	59.8 25-64 Total - L4X 10560, 18180

INCOME

Individual income population 15 years and over - 2006 - before taxes

Males Average Income \$	46,250	32,574
Female Average Income \$	33,594	24,408
Total Average Income \$	39,359	28,522

Family income population 15 years and over - 2006 - before taxes

	94,804	67,971
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FOR DRAFT PURPOSES ONLY

Appendix 2

Resources – Supporting Voluntary Organizations and their Activities

As summarized in the Resources section of this report, there are a number of groups within the Church that provide extensive volunteer services of various kinds in support of the work of the Church. The activities of the main such groups are as follows:

Bloordale United Church Women

We have a very active UCW at Bloordale. Two units meet monthly for worship, study and fellowship. The UCW is very active undertaking fund-raising projects and activities throughout the year. Funds from these projects are usually donated to:

- United Church Mission and Service Fund
- Other selected charitable organizations
- The church's operating fund to pay for specified capital projects.

Fund raising activities each year usually include:

Rummage Sale
Holly Tea
Geranium Sale
Card Party
Others

Italian Night
Christmas Fund Raiser
Seniors' Luncheon
Garage Sale

Senior Choir

The Senior Choir undertakes the following events each year in support of their music requirements and the Church's Operating Fund.

Christmas Cantata
Annual Pancake Supper

Social and Fund Raising Committee

This committee is very active arranging social outings for groups of congregational members such as: baseball games, musical or playhouse productions, concert by guest musicians etc. They are also very active in organizing events to help raise funds for the church. Recent examples have been a very successful Jazz Concert, a Steel Band Concert and a concert by a Baritone Vocalist.

FOR DRAFT PURPOSES ONLY

Appendix 2 - Continued

Communications Committee

Communications Committee provides the following special services.

Telephone tree to relay important messages and notices to the Congregation.

E-mail register to relay important messages and notices to the Congregation.

Maintains a Bloordale Web Site on the Internet

Publicizes Church worship services and events to our surrounding community.

Christian Development Committee

This committee has been very active sponsoring special events throughout the year, including:

Scouting Day Worship Service

Family Day Service

Other Special Sunday Services such as the Famous Preachers Series

Welcome back barbeque each September

Church School picnic each June

Adult Christmas craft night

Children's Christmas craft night

Family Christmas caroling to shut-ins

Christmas Pageant

Sunday School fund raising activities.

Ministry and Pastoral Charge Profile

In March 2008, we celebrated 50 years of service to both our congregation and our community. Throughout the years, we have been blessed by the service of the following ministry staff:

1958-1968	Rev. Tom Head
1969-1980	Rev. Harold Burgess
1980-2001	Rev. Dr. Stephen Mabee
2001-2003	Rev. Jesse Doyon (Intentional Interim Minister)
2004-2008	Rev. Stephen Iverson

Rev. Robert (Bob) Trimble, joined us in 1997 at retirement and serves as an Honorary Pastoral Associate.

We have also had a number of part-time CE staff share their talents throughout the past 20 years:

1986-1996	Edna Miller – Diaconal Minister Christian Education
1996-1998	Barbara Fullerton – Church School Coordinator

FOR DRAFT PURPOSES ONLY

Appendix 2 - Continued

2000-2003	Maryann Skinner – Youth Worker
2003-2004	David Jung/Lee Sampson – Christian Education Facilitator
2004-2005	Jessie Hooper – Christian Education Facilitator
2005-2006	Kristina Pauksens – Youth Leader
2005-2006	Kaylee MacRae- Sunday School Coordinator
2006-2008	Ted Grady – Youth Minister

Significant contributions have been made to our music program by our Music Director/Organists as follows:

1998-2002	Derek Lewis
2002-2008	Margaret (Margie) Dulude
2008	Mervin Fick

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Appendix 3 - Results of Congregational Questionnaire August 2008

Question / Responses	Program Area	No. of References	Response Reference Numbers	Totals
Question 1 - What do you like about Bloordale's current worship, programs & activities ?				
Like our current worship service	Worship	1,1,1,1,1,2	1,2,3,5,6,15	7
Excellent temporary organist	Music	1,2,2,2	1,4,8,12	7
Christian discussion sessions	Minister	1,2	2,24	3
Social aspects and activities	Social	1,1,2,1,2,2,1,1,1,2	2,5,6,11,12,23,24,25,27	14
I love Bloordale	Worship	1,1	3,5	2
Happy with Stephen's Ministry	Minister	2,2,2	4,14,26	6
Involvement of Ministers' I the music	Music	2,2,1,2	4,1,20,26	7
Question 2 - What do think needs to be changed about our current worship service, programs and activities? What are the priorities ?				
Increasing membership	Council	1,2,1,1,2,1,2,2,1,1,2,1,1,2	1,6,7,11,12,13,14,15,20,21,22,24,25,27	20
Increasing revenue	Finance	1,1	1,13	2
Plan a membership drive	Council	1	1,	1
Increase Outreach to Markland Comm.	Outreach	1	1,	1
Quality of the sermons	Minister	1,1,1,2,2,2,2,2,1,1,1	2,4,5,8,10,13,15,17,19,20,24	16
Relaxed, contemporary service	Worship, Minister	1,1,2,1	2,8,12,22,24	7

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Good music	Music	1,1,1,1,2,1,1,2,2,1,2	2,5,6,8,10,11,17,20,21,22,23,24,27	15
Adult Bible Study		1,1,1,2,2	5,9,22,25	7
Current status of S. School Attendance	Child Ed.	1,2	2,6	3
Programs of interest to young families	Child Ed.	1,2,1,1,2,2,2,1,1	2,6,7,11,12,14,15,20,21,24	13
Question 3 - Do you attend Sunday service at least 10 times per year.				
If not, why not ?				
Attend regularly	N/A	1,1,1,1,2,1,1,1,1,1	1,2,3,5,6,7,9,11,16,18,	
		1,1,1,2,2,1,1,1,1	19,20,21,22,23,24,25,	22
			26,27	
Question 4 - Do you have any strong preferences in the characteristics of your Minister ?				
Mature	Minister	1,1,1,1,2,1,1	1,3,5,9,12,19,23,25	10
Youthful	Minister	1,1,2,2,2,2,2	3,9,14,15,22,26,27	12
Involved	Minister	1,1,1,1	1,5,8,21	4
Thoughtful and Considerate	Minister	1,	1,	1
Strong commitment to young families	Minister	1,2	1,6	3
Support for Organ'iztn and Fund raising	Minister	1,	1,	1
Thought provoking sermons	Minister	1,1,2,1,2,2,1,1,2,2	2,5,8,9,11,18,20,21,24,25	15
Outgoing and socially minded, likeable	Minister	1,1,2,1,2,1	2,3,6,7,12,24	8
Strong on Pastoral Care	Minister	1,1,1	2,7,24	3
Strong Leadership ability	Minister	2,2,1,2,2	11,18,23,26,27	9

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List of Program Areas	Abbreviation
Minister's Activities	Minister
Worship Services	Worship
Children Programs & Education	Children Ed.
Youth Programs and Education	Youth Ed.
Adult Christian Education	Adult Ed.
Music Program	Music
Pastoral Care Programs	Pastoral
Outreach Programs	Outreach
Fellowship and Social Programs	Social
Other Programs	
Council Responsibilities	Council
Finance Responsibilities	Finance
Administration	Admin.

Appendix 4. – List of Reference Materials Used

The following are the principle reference documents used during the development of this report:

1. The Manual 2007 - The United Church of Canada's Policy Manual
2. Handbook for Joint Needs Assessment Committees (JNAC)– Revised November 2007
3. Handbook for Joint Needs Search Committee (JNSC) - Revised November 2007
4. Sample JNAC Reports:
 - Humber Valley - April, 2007
 - Bloordale United Church - March, 2006
 - Bloordale United Church - June, 2004
 - Windermere United Church - June, 2003
 - Emmanuel-Howard Park United Church - Feb., 2002
 - Parkdale United Church - June, 2004
5. Ministers' Job Descriptions
 - Bloordale's Former Minister's Descriptions - 2007
 - Generic – Source Unknown
6. Canadian Census Results - Postal Code Data - 2006
6. Bloordale's Questionnaires
 - Congregational Questionnaire - July, 2008
 - Standing Committee's Questionnaire - August 2008