

Joint Needs Assessment Committee [JNAC]

Report and Recommendation

Beach United Church

West 2 Bellefair Avenue
East 140 Wineva Avenue,
Toronto, Ontario

February 2008

Background and Summary

The JNAC committee of Beach United Church met regularly from the beginning of December 2007 until the end of February 2008 when its work was completed. The Committee members were:

- Phil Coombe
- Pat Davies
- Debbie Ferguson
- Catherine McVitty
- Karsten Riedel
- Karen Watson
- Nenke Jongkind, Presbytery Lay Representative
- Eilter Frerichs, Intentional Interim Minister

The JNAC's purpose was to study and report on the needs of the Beach United Church pastoral charge through an open and participatory process of information gathering and analysis. To this end, the following activities were undertaken:

Ministry needs workshop held on January 12, 2008

Youth and children's workshop held on February 10, 2008

Ministry needs survey – made available between January 12 and 31, 2008

Ministerial interviews

This report to the congregation of Beach United Church details our findings and conclusions and, consistent with the charge of the committee, includes the following information as required by a Joint Needs Assessment in the United Church of Canada:

1. Description of the community, resources and ministry needs of the pastoral charge, and
2. The skills and knowledge required for Ministry Personnel to meet these needs and the position descriptions for the Ministry Personnel.

After much analysis, research and discussion, the recommendation of the Joint Needs Assessment Committee is:

To request Presbytery to declare a vacancy for 3 full-time ministry personnel for Beach United Church.

More detail on this recommendation and the ministry needs on which it is based are detailed in this report which will be presented to the congregation on March 2, 2008.

Beach United Church – Community Profile

Beach United Church serves the Beach community, a largely residential urban community in the east end of Toronto. Often referred to as a unique village within the larger City of Toronto, this community is bordered by Lake Ontario to the south, Danforth Avenue to the north, Victoria Park to the east, and Coxwell Avenue to the west. Its proximity to Lake Ontario, the beaches, the boardwalk, parks and ravines make this community an increasingly desirable one. The average home price in 2006, according to the Toronto Real Estate Board, was over \$500,000.

Residents identify strongly with the Beach community and feel that most of their community needs can be met within its boundaries. According to the October 2007 Environics Analytics Congregational Research work prepared for Beach United Church, most current Beach United Church members are drawn from the neighbourhoods immediately surrounding Beach United Church, that is, east of Woodbine and south of Kingston Road.

The population of this community as of the 2001 census was 55,880*, an increase of 2.5% since the last census in 1996. English is by far the dominant language with 79% of its residents identifying that language as their mother tongue. Approximately 64% of Beach residents have attained either college or university education, exceeding the Toronto average of 55%. It is somewhat more prosperous than the former city of Toronto and generally comparable to the wider Greater Toronto Area based on average family and household incomes. This community is less ethnically diverse than the city average with 55% of residents being of English, Canadian, Scottish, Irish or western European heritage. The households in this community are predominantly comprised of one person. Houses are typically owned, single-detached houses, with 21% of households living in low-rise apartments.

The predominant religion is Christian, representing 55% of the population, with 23% of residents declaring themselves Roman Catholic, 7% United Church, and 29% no religious affiliation.

The area has many churches including: Kingston Road United Church, three Anglican Churches, two Roman Catholic, three Presbyterian, four Baptist, one Methodist Episcopal, one Mennonite and one Jehovah's Witness and the Beach Hebrew Institute. In this community there are four elementary schools, two middle schools and one high school under the public school board, and two elementary and one high school under the separate school board.

**55,880 population figure was sourced from the City of Toronto website as reference below and reflects Ward 22 only with boundaries as identified above.,*

http://www.toronto.ca/wards2000/pdf/ward32_population.

There is an enormous amount of pride and sense of belonging in the Beach community. A wide variety of events take place each year, including: the annual Beaches Jazz festival which draws tens of thousands of visitors, the Beaches Easter Parade, craft shows, Christmas tree lighting festival, and the Kingston Road Christmas parade. All these events engage residents of all ages.

Beach United Church – Ministry Needs

Who we were

We were two separate churches who had existed in the same neighbourhood for many years: two congregations that were part of the larger whole of the United Church of Canada, each with a proud history of ministries in this part of God's world. We were distinct from one another, yet good neighbours to each other and to the larger community.

Who we are now

We are two congregations who have chosen to come together on the same road. We have agreed to this journey together, although sometimes we're not certain of the road map, or what our destination is. We move on in hope.

We have traditions and practices from the past, and visions for the future, which we are sorting through to make a new congregation.

We have been blessed with visionary leadership who led the amalgamation and who crafted a *Creed in Action* [see Appendix 1, page 18] as the guiding vision for this amalgamation. The Congregation and Guiding Council have made a covenant to move forward and to move forward together. [See Appendix 2, page 26]

Individually, we are at different places on the road. A few are out in front. Some have had difficulty getting started. Some are tired and have left the road, waiting to hear news of the journey's outcome before carrying on. Some are impatient with the process. Others are beginning to come together with opportunities to help and support each other, in hope and in faith.

Who We Want to Become

Our uniting factor is hope -- the congregation shares an enormous sense of hope for the future of this church.

The potential for outreach to our neighbouring community is staggering. Information provided by *Environics* reveals that only 4% of those in the surrounding community who would be likely to attend our church currently do. We recognize that extending our reach means changing what we do and how we do it. We will have to change our programs, attitudes and the services we currently offer, starting with an understanding of the needs of our community, the development of a new vision for our ministry, and ministry coordination and

leadership to put this renewed vision into action. We have the energy within the congregation to begin this work right away. In fact, there is much activity already taking place. We have the potential for much more.

At the same time, we are challenged with forging a new United Church in the Beach which contains elements of the founding churches, but sees as a priority the establishment of a stronger, more relevant church in the community. We must respect our current members, while challenging ourselves and them to grow and reach beyond where we currently stand.

Our Current Ministries

Worship and Music

Worship is important to us. It is the time when the participants of the two former congregations gather as one to build a new story together. It is the opportunity to hear the theological lessons which inspire us for the journey, and guide the development of our new ministry. It feeds our souls and equips us to do God's work.

Our current worship services offer different perspectives, voices and interpretations of the biblical text, yet remain traditional in format. We are blessed with a strong intentional interim and supply ministerial staff. Midweek services have been offered and are continuing during Lent. Some of the issues currently being addressed in worship are: creating a worship environment which integrates our founding congregations and welcomes our Beach neighbours; and creating an energetic, celebratory atmosphere in worship and music that focuses on the good news of the bible.

We are blessed by a strong music ministry, which is deeply connected to the liturgy. We have a wealth of musical experience and talent in our music leaders and in our congregation. The music ministry has not only sustained the congregation during this time of transition, but also provides us with a means of outreach to the community through, for example, regular choir concerts. We believe there are more opportunities to use music as a form of outreach and a means of engaging the broader community.

We want to explore new forms and opportunities for worship that will deepen our understanding of God, ourselves and our world, and that appeal to the wider community. We are willing to intentionally explore other types of worship with the theological guidance to keep us connected to the liturgy.

Stewardship

Part of faith development must include stewardship development. We recognize that financial sustainability is key to sustaining our ministry in the community. Responsible stewardship of all our financial resources – sound fiscal planning and management, transparency in all funds, and intentional giving aligned with

faith -- are all important to our Council and congregation. We also recognize our obligation to respect and manage carefully our other resources – our physical assets, our volunteers' time, energy and skills – with which we have been entrusted. We value the gifts of our volunteers and we want to encourage and support them in all of their activities and contributions.

Pastoral Care

As frequently happens in amalgamating congregations, many members need pastoral care. In addition to the usual pastoral care needs of a congregation, Beach United needs to support and engage those who, as a result of the amalgamation process, are grieving and who need to find their place in their new home. Currently this need is being met by full-time ministerial staff through open office hours, visits, and other initiatives. We are aware, however, that congregational needs exceed the capacity of ministerial staff, and that we need to find ways of engaging lay leadership to help us provide pastoral care to one another.

Our high need for pastoral care will continue over the next few years as we work to become an integrated community, as we intentionally consider and adapt past traditions, and as we face challenging financial and property decisions. We know that we need to minister to one another -- maintaining respect, dignity and hope -- if we are to move through these challenges. Many lay leaders have expressed a willingness to assist with pastoral care. We need to identify varied opportunities and training for them to fully realize their potential for helping. Development of integrated, small-group ministry is seen as one very important way of addressing pastoral care needs in the coming year.

Outreach

We want to be able to join together in mission and ministry, as one congregation, looking to the future, and reaching out to God's world. We want to welcome and include all those who walk through our church doors, and to become a gathering place for the community. We recognize that some potential ministries and ministers are under-represented among us, compared to the community we live in. Through our *Creed in Action*, we have committed to "actively seek to welcome participants from demographic groups currently under-represented among us, and create an inclusive church community."

We want to equip ourselves to reach out together, beyond the church doors, to the community and to the world. We celebrate our current church fellowships, such as UCW, AOTS, choirs, youth groups, senior groups, their ministries and their leadership. We envision that we will develop an equal or greater range of ministries to serve the broader community. New outreach initiatives at Beach United have included a lecture series and a regular movie and discussion evening at a local cinema.

Children and Youth

We are blessed with a core of dedicated and energetic teachers and leaders who have sustained our Sunday School program. Recently, the number of children participating has increased, and we hope to continue this trend.

We are situated in a neighbourhood with a large number of young families and youth, and caregivers of young children. Many of these families will already be familiar with our physical facilities as homes for Montessori, playgroups and other community organized programs. We would like to expand and grow our ministry to these groups. We want to meet their needs through exciting programs for youth and children, and resource programs for parents and caregivers.

Our youth report their needs for ministry as follows:

- We need to bring in more people from the community who are not part of the church community now.
- We need something interesting and fun for youth.
- Friends at school don't really understand what the United Church is about (e.g., social justice). We need to find a way of letting them know more about what it stands for.
- We need to have friends at church. There are many social activities competing with church events, and if your friends are doing something else on a Friday night, it's hard to come to a church event.
- We want to do things to help others, not just talk about it.
- We want to have a place to come to where people know us, and where we have some traditions and rituals that are familiar and comfortable to us.

They describe a good minister as:

- Someone who could focus on youth, relate to youth, and engage them into participation.
- Someone who is fun, cheerful, happy and never gets angry.
- A role model, someone to look up to.
- Someone who can relate to youth, understand what they are interested in and what they would like to volunteer for, e.g., the 30-hour Famine, the Floyd Honey Walk for the Homeless, volunteering to clean up the ravines
- Someone who preaches about the bible, but makes it relevant to our world today.
- Someone who understands the type of sermons people might want to hear; more logical and rational
- Someone who understands how people question Christianity, especially in our multi-religious society, and who helps us understand Christianity within that context.
- Someone who doesn't ask them just to sit around and talk about the bible, but engages them in relevant discussions about world issues.

And our younger children have this to say:

“Church means:

- you can come and be with friends
- sharing
- thinking of others
- respecting each other
- love and friendship”

“The building is not really that important. You just need someplace to go so you can be with your friends.”

“Church is fun when you do things – like taking part in the service e.g. lighting candles, Christmas worship, taking communion, singing with movement.”

“Sunday school is fun. I like being with other kids. But I don't like being the only child, like at my other church. Food is very important; a shelf full of snacks and juice boxes would be good.”

“The bible is the way we listen to God. It gives us hints about how to live our lives.”

“Praying is difficult; I don't always know what to do. I pray before I go to sleep.”

Ministry to Seniors

Our congregation and our neighbourhood have a high proportion of seniors. Within the congregation, seniors have come together in such groups as the Beachcomers, who gather together for fellowship. Other groups, such as the AOTS and UCW, include a large number of seniors. As the community ages, this is an area of significant potential outreach, through, for example, seniors resource programs. We would like to identify more clearly the needs of seniors and develop programs that serve and reach out to this group.

Adult Faith Development

We have strong and varied needs for adult faith development. Parents of young children, those returning to the church, or those attending for the first time all need support and acceptance to express their faith needs and develop their faith. Long-term congregants need varied opportunities to understand and develop their faith as their lives and circumstances change.

Social Justice and the Environment

Both congregations have an historic commitment to social justice. Our *Creed in Action* states: “We believe that we can improve the balance between our focus on us and our focus on the world by working together as one congregation. We

believe that by pooling our resources and people, we can improve our impact on issues that need changing both near at hand and around the world. ”

We respect the environment and look for further ways and opportunities to live out our stewardship of the earth. We take seriously our promise to respect the world God has given us. In our *Creed in Action*, the amalgamated congregation commits to creating a physical location for the church that respects, preserves and restores the environment.

Our Guiding Council position for Outreach includes the areas of social justice and the environment; this position has been filled recently. Ministerial and congregational members donate their time and talents to social justice issues. Twice a week we feed the hungry through the interfaith drop-in lunch program. We volunteer for the Out of the Cold program. With the support of two neighbourhood small businesses, a new tradition – a knitting circle – has formed to knit pneumonia vests for children in developing countries. Interest is growing in a Habitat for Humanity project that will soon break ground in our community. The Sunday School annually raises funds for, and participates in, the Floyd Honey Walk for the Homeless. A significant indication of our commitment to mission and service is the annual contribution of 10% of all income the congregation donates from its budget to the United Church Mission and Service Fund.

Lay leadership and Volunteers

As well, we are blessed to have the skills of many professional members in the congregation, including those from the arts, business, education and other areas. These professionals are willing to contribute their skills and energies with the encouragement and direction of supportive leadership, working in partnership with ministry personnel. We want to use our talents to serve and speak to the community. We need support and leadership to organize these resources to meet our vision: that the community will come to know us for our reputation as a supportive body.

Pending Decision about the Physical Environment

We will be challenged in the coming months with critical decisions in our relationship as two former congregations. Perhaps the greatest of these is the question of our physical property. Currently, we maintain two separate properties. The process for making a decision about our physical environment is underway. Our *Creed in Action* states: “We have said that we will first sort out who we are and what we do as a united community, then we will decide what space we will need to carry out our work and to worship in”.

We know that we need to make a decision about our new church home soon, but we are also aware of the time required to foster this decision through the identification of needs of our emerging vision and ministry. We anticipate the need for significant pastoral care, facilitation and mediation skills to assist us in

this process and as we deal with the range of feelings from whatever decision is made.

Qualities of our Ministry Personnel

We need strong, uniting, visionary leadership:

To lead inspired and inspiring worship

- To inspire and guide us with worship services and sermons relevant to today's issues.
- To help identify the worship needs of our community, to develop worship strategies, plans and coordination to reach the Beach community.

To organize and motivate lay leadership and volunteers.

- For pastoral care: taking the lead in providing pastoral care, inspiring, motivating and supporting lay leadership and the congregation to give pastoral care to one another.
- For outreach: inspiring, guiding and motivating our many lay leaders to reach out to the community and to support our mission of social justice and environmental stewardship.
- For governance: inspiring, guiding, motivating and equipping our Church Council.
- For team ministry: coordinating teams of lay and/or professional personnel in specific areas of ministry

To communicate and to encourage dialogue within the church community

- Leadership that will assist our congregation in identifying our new ministry and vision, and in moving us toward our future vision.
- A healer and mediator who is not afraid to engage in the dialogue that is needed to help people sort out their differences and move forward. Someone who will help us, in faith and with respect, enquire about each church's history and events, and will make an effort to understand them and bring them together.

To provide theological guidance for our ministry in action.

- Leadership that can raise the theological questions that will help us, through faith, build an intentional and considered vision for ministry.

Recommendation of the Joint Needs Assessment Committee

Based on the ministry needs for Beach United Church, the recommendation of the Joint Needs Assessment Committee is:

To request Presbytery to declare a vacancy for 3 full-time ministry personnel for Beach United Church.

At least one of the three positions must be filled by an ordained minister in the United Church of Canada. Ministry personnel will be qualified to perform the roles and responsibilities identified in the following position descriptions.

Position Descriptions for Ministers A, B, C:

Working Relationship and Accountability

Shared Congregational Ministry: Ministry personnel work with all participants in the congregation to encourage shared ministry of lay volunteers, staff, and ministry personnel. The members of the ministry team are mutually and individually accountable for continuously improving the tasks they perform and for ensuring each maintains a work/life balance.

Ministry Team: Ministry personnel work as a collaborative and collegial three-member team. The team works within a larger collegial team including a Music Director, lay leaders for music, administrative staff, and caretaking staff. Ministry personnel are mutually accountable for the performance of the entire team and for sharing their special skills and talents where needed to contribute to a dynamic and vibrant Beach ministry.

Wider Team: Ministry personnel work collaboratively with the Guiding Council and the lay leaders designated in functional areas. Together they develop and implement goals and objectives that align with the congregation's overall vision.

Ministry & Personnel: Ministry personnel, in cooperation with the Ministry and Personnel Committee (M&P), will undertake both team and individual annual reviews. These reviews will include the development of goals and objectives, and of the measurement indicators to assess performance.

Wider Church: Ministry personnel are accountable to the membership of the congregation via the Ministry and Personnel Committee and to Toronto South Presbytery.

Requirements for all positions

Strong interest and skills for the particular position applied for are necessary, along with interest and skills in the other areas. Professional development to nurture and improve these skills will be planned in consultation with M&P. In addition, all roles require:

- ❖ A caring, open style of communicating with, and relating to, the congregation, the ministerial team, and other staff
- ❖ Knowledge of, belief in and willingness to implement, alternative and interfaith types of worship services
- ❖ Skills in relationship-building
- ❖ A willingness to provide leadership to lay leaders, congregation and staff in order to live our mission as Beach United Church.
- ❖ Knowledge of, and loyalty to, the United Church of Canada and its principles and practices.

Working Hours

These are full-time positions (40 hours per week) in accordance with The Manual of the United Church, church policies, and legislated employment standards. Flexible hours, including evenings and weekends, are required, and working schedules will be negotiated in consultation with the ministry team and M&P. Ministers are expected to maintain regular office hours, and to provide monthly reports of time on and time off to M&P.

Meetings and Administration

The ministers are expected to participate in meetings and committees as required, including those of staff, Guiding Council, the congregation, Presbytery, Conference and General Council (keeping meetings and committee work in balance with primary and secondary responsibilities). Ministers are also expected to meet with the appropriate Guiding Council (GC) representatives to provide support, guidance, develop programming and receive feedback.

Working Conditions

Salary, benefits and housing allowance are in accordance with United Church of Canada guidelines.

Areas of Responsibility for Ministers

Role A:

1. Worship and Leadership 50%
 - ❖ Provide dynamic and inspiring leadership at worship services
 - ❖ Represent and embody a strong sense of call and the appropriate celebration of faith, knowledge, skills and values for spiritual leadership
 - ❖ Develop and plan multiple services that offer both traditional forms of worship and new forms of celebration and spiritual sustenance.
 - ❖ Facilitate opportunities for interfaith learning and dialogue.
 - ❖ Support the development and participation of lay leadership in worship service.
 - ❖ Work with the Director of Music to co-ordinate music and expressions of faith. Explore other alternate means of expressions of faith.

2. Congregational Development 20%
 - ❖ Provide leadership and support to the congregation as it defines its ministry.
 - ❖ Focus on and address the needs of the members of the two legacy congregations so we can implement a successful amalgamation into an integrated congregation
 - ❖ Liaise with and support the Guiding Council's Integration Strategy Representative
 - ❖ Build a strategic plan for the future
 - ❖ Stewardship development

3. Co-ordination of Ministries 10%
 - ❖ Ensure the co-ordination of the various ministries of the congregation and of the ministry team
 - ❖ Provide appropriate administrative leadership
 - ❖ Support the communication needs of the congregation by ensuring timely and open communication between the various ministries of the congregation

- ❖ Ensure that information about workshops, events and concerns of the wider church are shared with the congregation by assisting in the preparation of the congregational newsletter and its website
- ❖ Assist the congregation in maintaining its relationship with the Presbytery and the wider church

Other Activities: 20%

Supporting and participating in Activities 3 through 6 (listed in Roles B and C)

Taking part in activities to maintain work/life balance including continuing education; attending meetings not covered within the activities listed; and serving on community or church committees as required and feasible.

Role B:

4. Pastoral Care and Life Transitions 40%

- ❖ Provide pastoral care to members of the congregation
- ❖ Coordinate home, hospital, workplace, and institutional visits
- ❖ Identify criteria for, and coordinate, rites of passage (i.e. weddings, baptisms, funerals)
- ❖ Support the development and participation of lay leadership for pastoral care.
- ❖ Coordinate and facilitate specialized individual and group support (i.e. cancer support, grief counselling, crisis intervention)

5. Spiritual Exploration and Practice 40%

- ❖ Develop and coordinate opportunities and programs that promote spiritual exploration/faith formation, growth and practice
- ❖ Coordinate the development of lay leadership in spiritual education.
- ❖ Provide opportunities for small group ministry

Other Activities: 20%

Supporting and participating in Activities 1, 2, 3, 6, and 7 (listed in roles A and C)

Taking part in activities to maintain work/life balance including continuing education; attending meeting not covered within the activities listed, and serving on community or church committees as required and feasible.

Role C:

6. Emerging Spirit and Family Ministry 40%

- ❖ Work in conjunction with the 'Emerging Spirit' Guiding Council representative to design programming geared to attract and welcome new members to the congregation
- ❖ Develop targeted programming geared towards all members of young families; including parents, children, and care-givers
- ❖ Integrate children and youth participation in activities of the church including: worship and special services, social justice activities, seasonal studies, and faith formation.
- ❖ Plan and coordinate vibrant, faith formation for children.
- ❖ Plan and coordinate innovative and relevant faith formation programming for youth.
- ❖ Encourage, train and mentor lay participants in Family and Emerging Spirit ministry

7. Outreach, Social Justice and Environmental Ministry 40%

- ❖ Identify, develop and coordinate opportunities for Beach United to reach out to the community, offering our talents and skills (thinking globally and acting locally).
- ❖ Support the development and participation of lay leadership in social justice outreach activities.
- ❖ Develop and coordinate opportunities for Beach United to educate and raise awareness in the community about the critical needs of the surrounding community.

Other Activities: 20%

Supporting and participating in Activities 1 through 5 (listed in roles A and B),

Taking part in activities to maintain work/life balance including continuing education; attending meetings not covered within the activities listed; and serving on community or church committees as required and feasible.

Ministry Resources (non-monetary)

- Secretarial staff of 2.5 FTE at this time
- High-quality music ministry that includes a music director (17 hours/week) and a part-time assistant (10 hours/week). The music program includes: senior choir, junior choir, youth choir, two bell choirs and a number of musical groups.
- Two large buildings, with prime locations on or near Queen Street East
- Active Ministry and Personnel Committee
- Active and creative lay leadership currently developing a new infrastructure to meet the needs of an amalgamated congregation.
- A large number of talented volunteers with a wide variety of skills and experience
- A visionary plan called *The Creed in Action*. It was prepared as a cornerstone of amalgamation and as a blueprint for Beach United's future direction.

Appendices

Appendix 1 The Creed in Action: The Basis for Union

Section 1: Scope and Limits

***“We are not alone
we live in God’s world.”***

We believe that as we travel life’s path we are always in God’s presence and surrounded by God’s Love.

- a) We are two congregations that are a part of the larger whole of the United Church of Canada, located in the East part of Toronto known as ‘the beach’. Currently Kew Beach and Bellefair congregations are the two church congregations that are interested in the possibility of union.
- b) We celebrate our proud history of ministries in this part of God’s world, distinct from one another and as good neighbours to one another and the larger community
- c) We expect that the church will mean different things to each of us at different times. Consequently there will be times when we need and times when we can give. We intend that they will balance and that whenever possible we will see ourselves as servants of God to help others in any way that we can.
- d) We respect that each participant in the church may bring unique gifts and that money will not be the only measuring stick for value.
- e) We recognize that as a community that wants to serve our neighbourhood both near and far that we will endeavour to encourage and build a culture of participation, commitment, giving, and responsibility within our congregation
- f) We will invite new leaders, members, and participants from among people who identify with the church and will also serve wider circles who call upon us for help.
- g) We will actively seek to welcome participants from demographic groups currently under-represented among us and create an inclusive church community.

Section 2: Theology and Faith

***“We believe in God:
who has created and is creating,
who has come in Jesus
the Word made flesh
to reconcile and make new,
who works in us and others
by the Spirit.”***

- a) We believe God has created and is creating our many gifts.
- b) We believe that God came to us through Christ and continues to live amongst us.
- c) We will use clear and current language wherever possible to include all members of our church community.
- d) We believe that God works through us, others and through the Spirit.
- e) We believe that it is the same creating God, incarnate Christ and living Spirit.
- f) As congregations of the United Church of Canada, we hold much in common in our theological approaches, although there may be some subtle differences. To this end we respect the many different ways God is revealed to each of us.
- g) We will continue, as we have in the past, to be open to diversity of theological thought and we will strive to educate ourselves on current issues.
- h) We will be open to new conversations about God’s presence and activity with each other, and with the wider, multi-faith community, including those who question God’s presence.
- i) With a purpose of assisting those who want to grow closer to God and to develop their spirituality, we will provide opportunities and support to do so.
- j) We respect that each of us will look to the Bible in different ways for guidance, some in a literal manner and some a metaphorical manner.
- k) Christ’s resurrection remains the central key to our faith.
- l) The mysteries of nature and wonders of science will assist us in learning about God’s creative actions.

Section 3: Worship

“We are called to celebrate in God’s presence”

- a) The worship services will celebrate God’s presence in our lives in an open and welcoming environment.
- b) We respect the importance of music in both congregations and are confident that our ability to praise God through music will continue stronger for all the gifts that each congregation will bring. We are confident that there will be many opportunities for different celebrations through music.
- c) We recognize that the one, traditional Sunday morning service meets many members needs and also are committed to working at developing alternative methods of worship and spiritual sustenance.
- d) Our traditions are important and weave together to demonstrate what is important to us as a community. With that in mind, great effort will be made to honour and maintain many of our congregation traditions and also to build new traditions with great meaning for our children and those who come after us.
- e) We recognize that endings are inevitable and that there will be changes. It is our hope to be a caring and supportive community for those of us who grieve at different times for what may be lost.

Section 4: Space and Accessibility

“We are called to live with respect in creation”

- a) First we must remember that the strength of the United Church, our church, is our people. What we do determines our faith, not the building in which we stand or sit.
- b) That said, we acknowledge our beautiful buildings and that they are deteriorating at a faster rate than we can renovate.
- c) We have said we will first sort out who we are and what we do as a united community, then we will decide what space we will need to carry out our work and to worship in.
- d) We already know that our site must be accessible, warm, caring, multi-purposeful and meet all required laws for buildings and services that we will want to provide i.e. Food, childcare, accessibility and so on.
- e) We are apprehensive about our current sites and buildings – and how changes will be decided.
- f) We are concerned about our obligations to current tenants and our community space users and to that end intend to honour our agreements till June 2008 with possible negotiations beyond that..
- g) We recognize that there are no surplus assets, but extensive liabilities of deferred capital repairs and costs to reconfigure our space to responsibly meet one united church’s needs.
- h) We take seriously our promise to respect the world God has given us and as such will seek to create a site that respects, preserves and restores the environment.

Section 5: Ministries and Ministers

“We are called to love and serve others”

- a) Pastoral care remains a very important item to us and will be addressed as the groups come together, both to look at what has been done and what we want to do. Input from those previously involved will be greatly appreciated.
- b) Our mutual care and concern for each other, and our service to others, are central ministries we share among all lay volunteers and all staff
- c) We build relationships and community in a rich variety of groups and activities, each with their own ministries and leadership.
- d) We recognize that some potential ministries and ministers are under-represented among us, compared to the community around us.
- e) We believe it is important to widen our circles of care and to reach more of our neighbours in service together.
- f) We celebrate our current church fellowships, such as UCW, AOTS. Choirs, youth groups, senior groups and their ministries and their leaderships
- g) We support our current commitments to community fellowships such as bridge and bowling, couple's club, theatre groups, beavers, cubs, scouts, guides, and rangers, and AA groups
- h) We anticipate an equal or greater range of ministries, led by a partnership of lay volunteers, and lay and ministry personnel paid staff, in developing teams
- i) We expect that some groups may merge while others continue to meet in their original groupings.
- j) We acknowledge that people who are congregational members may gather in many other configurations, which are neither governed by the church nor owed more than the same neighbourliness and helpfulness we extend toward any community neighbour.
- k) We recognize that there will be times of stress and encourage dialogue to better understand and help each other.
- l) We hope to continue as one good employer of building and administrative staff to complement lay volunteers and make ministry possible, safe, and hospitable. Changes in staffing will be addressed in an open and honourable manner and decisions will be made based on the congregations' community needs. A Joint Needs Assessment Committee ultimately will determine this.

Section 6: Social Justice and Action

“We are called to seek justice, and to resist evil”

- a) We will continue to learn about social justice issues, make efforts to understand evil and learn how we can make changes through our actions.
- b) We celebrate our denominational traditions of ‘thinking globally and acting locally.’
- c) We believe that we can improve the balance between our focus on us and our focus on our world by working together as one congregation.
- d) We believe that by pooling our resources and people, we can improve our impact on the issues that need changing both near at hand and around the world.
- e) We will continue and strengthen our current advocacy work, and participation in local ecumenical and inter-faith coalitions such as lunch programs.

Section 7: Communication and Evangelism

“We are called to proclaim Jesus, crucified and risen, our judge and our hope”

- a) We proclaim our belief in Christ’s story in everything we do, individually and as a church community, so that our belief is communicated to others through who we are and how we live our faith on a daily basis.
- b) We believe that we can do more together than should we try to continue as individual congregations.
- c) We distinguish between service, offered without inviting others to join as a result, and evangelism which is prepared to share our good news and hope, and to extend an invitation.
- d) We plan to be clearer and more professional about the messages we send out to offer help and service, and to invite participation and belonging
- e) We intend to develop better use of new technologies to communicate among our participants and beyond to our surrounding community
- f) We may be the only gospel our neighbours read. We must make it clear and focused. We should remember **“May you see the face of Christ in everyone you meet and may they see the face of Christ in you.”**

Section 8: Rites and Rituals

“In life, in death, in life beyond death, God is with us ”

- a) We celebrate a common story of living through losses, and living in hope, with many informal local traditions as well as formal liturgical rites
- b) We recognize that all of us, and both congregations, already enjoy the presence and company of God, and have much to teach and have more to learn at all ages
- c) We believe that we can realize and represent that abundant life, death and life beyond death better together in one thriving church than in two declining ones
- d) We will continue time honoured and loved traditions and shared rituals after our vote on February 25, 2007 and beyond any union of our congregations
- e) Our families and neighbours will be able to bring their births, changing relationships, and deaths to celebrate and grieve, as we can at the current congregations
- f) We will work together to combine and respect the honoured and loved traditions of the founding congregations
- g) We will develop new rites and rituals, as we grow together, that will bind us together, speak deeply to new members, and become traditions for new generations
- h) We offer rites and rituals without discrimination as they are an integral part of our pastoral care ministry
- i) We look forward with anticipation the opportunity to celebrate our new community with rituals of celebration and commitment, making a new covenant together

Section 9: Governance and Development

“We are not alone”

- a) Governance will be open, participatory and transparent.
- b) Through uniting our congregations, we will eliminate some of the duplication of effort by volunteers that is presently involved in operating two congregations.
- c) We will continue to utilize a council structure given that the founding congregations were governed in this manner.
- d) Representation on the new council will come from past council members, new council members, members of the BKD, and an overall equal representation from both founding congregations.
- e) We are committed to hearing the “voices” of the congregation and will work diligently to encourage communication, improve methods for listening and opportunities to share views and ideas that will lead to a richer community.
- f) The functions of the council of the uniting congregation in the Beach will be outlined by the Transition Team for the initial interim period, and continue to evolve thereafter through consultation with the congregation.
- g) We believe that our new church will evolve and that when our Council feels it is ready to move forward, we will require a vote by the congregation representing at least 2/3 to move away from the 50-50 balance on Council.
- h) Any issue that is to go to congregation for a vote will have at least 2/3 majority recommendation from Council before being presented.
- i) We would begin the development of a policies and procedures manual for the church within the first six months, incorporating best practices of the past and reflecting new and changing needs and context of the present. The manual would be an evolving resource for efficient and effective governance and operation of the new church.
- j) We believe that participants in the new congregation should be encouraged to offer their skills. We are committed to developing a system that will support volunteers and discourage burn out.

Appendix 2 Covenant **January 6th 2008**

In the Methodist tradition, the first Sunday of the New Year was an opportunity for the congregation to renew its covenant with God and with each other. Sometimes, this service took the form of the Renewal of Baptismal Vows. A covenant is a promise we make with God and one another to live God's way. We are invited to make covenant with one another and with God for the life of our Beach United Church. The Council of the congregation will also covenant with each other, God and the congregation for service and ministry among us. We believe it important for the whole community, including children, to be together for this service.

The Covenant with the Council of Beach United Church

Members of Council, you were appointed by Toronto South Presbytery to have the care of this congregation's spiritual and temporal well-being. The time has now come for you to covenant with God, with one another and with this congregation for the faithful exercise of the work you have undertaken.

I ask you, therefore,

Will you covenant with God and this congregation to model faithful ministry by caring for the vision and the spiritual life of the congregation through

- Supporting and giving appropriate leadership to the congregation as it moves from grieving its losses to creating a new common identity;
- Working with a joyous heart that frees the spirit of every member and friend of this congregation;
- Caring for and ministering to the needs of all members of this community?

We will, God being our helper.

Will you covenant with God and this congregation to be faithful stewards of the congregation's life and affairs by

- Nurturing the vision and the spiritual life of the congregation;
- Taking the necessary time together with the member of this community of faith to discern what is God's will for this church;
- Developing best and faithful practices that will enable the Council to work effectively?

We will, God being our helper.

Will you covenant with God and this congregation to provide open, transparent and invitational leadership by

- Communicating actively and openly to ensure that there is deeper understanding of issues and problems;
- Encouraging the congregation's active engagement in conversations about its future and about who God wants this people to be;
- Respecting and trusting each person's commitment and contribution?

We will, God being our helper.

Will you covenant with God and one another to minister to each other by

- Supporting gratefully the work of the Council and its members in their various portfolios as they work on behalf of the whole community;
- Including joyfully both old and new in the life of the congregation;
- Being faithful in your support of Beach United Church?

We will, God being our helper.

Will you covenant with God and one another to be actively engaged in the conversation about the future of this congregation and who God would have us become by

- Taking the necessary time together with other members of this community of faith to discern what is God's will for this church;
- Accepting, being patient and caring for one another during this time of change;
- Being open to learning and change as we grow in the Spirit;
- Asking for and accepting help when needed?

We will, God being our helper.

Appendix 3 - Current Operating Budget

(Approved by the Beach United Church
pastoral charge on February 3, 2008)

BEACH UNITED CHURCH OPERATING FUND BUDGET 12 MONTHS PERIOD

RECEIPTS	2007* Actuals	2008 Budget	Increase (Decrease)
Offerings			
Envelopes	183,251	159,000	(24,251)
Par	203,014	192,500	(10,514)
Count me in	8,942	9,000	58
Silverbowl/Special	28,101	15,000	(13,101)
Loose	9,437	8,000	(1,437)
Other	14,164	9,500	(4,664)
	446,909	393,000	(53,909)
Other Income			
Rental Income	194,910	214,300	19,390
Memorial Fund	20,402	15,000	(5,402)
Manse Fund	15,000	15,000	-
United Church Women	20,300	10,000	(10,300)
Couples Club, AOTS	4,500	3,500	(1,000)
Special Events	5,929	10,000	4,071
Interest income	3,065		(3,065)
	264,106	267,800	3,694
Total Income	711,015	660,800	(50,215)
Expenses			
Ministry and music			
Salaries	267,424	226,850	(40,574)
Benefits	37,294	40,630	3,336
Staff Expenses	3,804	8,000	4,196
	308,522	275,480	(33,042)
Facilities			
Salaries	78,855	79,870	1,015
Benefits	15,839	12,940	(2,899)
Insurance	19,144	18,500	(644)
Utilities	67,299	70,200	2,901
Repairs and maintenance	24,337	17,900	(6,437)
Capital projects	11,460	20,000	8,540
	216,934	219,410	2,476
Administration			
Salaries	69,752	57,400	(12,352)
Benefits	14,189	11,230	(2,959)
Printing & stationery	11,129	10,000	(1,129)
Office and telephone	14,920	16,500	1,580
Financial charges	5,698	3,300	(2,398)
	115,688	98,430	(17,258)
Program Expenses			
Music	9,114	6,500	(2,614)
Children and Youth	3,532	4,500	968
Pastoral Care	2,936	1,500	(1,436)
Worship	1,658	1,500	(158)
Community Outreach	100	1,500	1,400
Communications and marketing	1,208	3,000	1,792
Congregational Development	1,382	1,500	118
Stewardship	6,313	1,000	(5,313)
Council discretionery		1,000	1,000
	26,243	22,000	(4,243)
Other			
Mission and Service	59,956	60,730	774
Presbytery Fees	18,485	16,415	(2,070)
	78,441	77,145	(1,296)
Total Disbursements	745,828	692,465	(53,363)
Net Operating Surplus (Deficit)	(34,813)	(31,665)	(3,148)
Real property anticipated review expenses		60,000	60,000

* Actual expenses for 2007 represent combined expenses incurred by
Beach United Church, Bellefair United Church and Kew Beach United Church

Appendix 4

5 YEAR Budget - Beach United Church

Assumptions:	Current 2 combined - Dec '06 KBUC & Mar '07 BUC	1 Church & 3 Min staff, 2 bldgs; Donations down 20%, rent flat	1 Church & 3 Min staff, 2 bldgs; Donations flat, rent flat	1 Church & 3 Min staff, 2 bldgs; Rent flat, Donations up 5%	1 Church & 3 Min staff, 1 bldg; Donations up 5%	1 Church & 3 Min staff, 1 bldg; Donations up 5%
Used 2.5% Expense Inflation						
Income	2006	2007	2008	2009	2010	2011
	Actual Total					
Envelopes & PAR (incl M&S)						
Envelopes, Loose	\$227,139	\$181,711	\$181,711	\$190,797	\$209,876	\$220,370
PAR - M&S Fund in/out @ West	\$213,840	\$171,072	\$171,072	\$179,626	\$197,588	\$207,468
Other Givings Income	\$8,476	\$6,781	\$6,781	\$7,120	\$7,832	\$8,223
Total Envelop/PAR-Givings	\$449,455	\$359,564	\$359,564	\$377,542	\$415,296	\$436,061
Church Groups						
UCW, AOTS, CC, OKP	\$27,700	\$22,160	\$22,160	\$23,268	\$25,595	\$26,875
Occasional Events Recpts	\$29,527	\$0	\$10,000	\$10,500	\$11,550	\$12,128
Total Church Groups	\$57,227	\$22,160	\$32,160	\$33,768	\$37,145	\$39,002
Church Users/Rental						
Rental Income	\$186,042	\$210,000	\$210,000	\$210,000	\$125,000	\$125,000
Queen Street Market	\$13,810	\$13,810	\$13,810	\$13,810	\$0	\$0
Total Rental Income	\$199,852	\$223,810	\$223,810	\$223,810	\$125,000	\$125,000
Interest Income						
Investment Income	\$4,254	\$30,844	\$31,354	\$28,787	\$28,765	\$29,176
Memorial Fund	\$20,581	\$0	\$0	\$0	\$0	\$0
Manse Trust	\$16,800	\$0	\$0	\$0	\$0	\$0
Total Investment Income	\$41,635	\$30,844	\$31,354	\$28,787	\$28,765	\$29,176
Total Income	\$748,169	\$636,378	\$646,888	\$663,907	\$606,206	\$629,239
Expenses				Use 2.5% inflation	Use 2.5% inflation	Use 2.5% inflation
Payroll & Development						
Ministers	\$284,411	\$192,000	\$192,000	\$196,800	\$201,720	\$206,763
Benefits	\$53,505	\$42,240	\$34,560	\$43,296	\$44,378	\$45,488
Music	\$55,091	\$40,000	\$40,000	\$41,000	\$42,025	\$43,076
Benefits	\$6,212	\$6,400	\$6,400	\$6,560	\$6,724	\$6,892
Facilities	\$79,596	\$79,480	\$79,480	\$81,467	\$49,400	\$50,635
Benefits	\$15,574	\$17,486	\$17,486	\$17,923	\$10,868	\$11,140

Administration	\$65,259	\$66,948	\$57,400	\$53,439	\$54,775	\$56,145
Benefits	\$14,630	\$14,729	\$12,628	\$11,757	\$12,051	\$12,352
People Development						
Staff	\$508	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Congregation	\$0	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Total People Cost	\$574,785	\$464,282	\$444,954	\$457,242	\$426,941	\$437,490
Other Expenses						
Building Expenses						
Insurance	\$20,015	\$18,500	\$18,500	\$18,500	\$10,000	\$10,000
Utilities Other	\$5,153	\$1,467	\$1,467	\$1,467	\$500	\$500
Heating	\$43,175	\$38,858	\$38,858	\$38,858	\$20,000	\$20,000
Hydro (w Eco Challenge)	\$14,954	\$14,206	\$19,889	\$20,386	\$11,000	\$11,000
Water	\$2,785	\$2,507	\$2,507	\$2,507	\$1,200	\$1,200
Repairs/Mtce/Supplies	\$32,895	\$29,192	\$29,192	\$29,192	\$15,000	\$15,000
Capital Bldg Repairs (.5% new)	\$0	\$0	\$0	\$0	\$22,500	\$22,500
Total Building Expenses	\$118,977	\$104,729	\$110,412	\$110,909	\$80,200	\$80,200
Office Expenses						
Printing, photocopiers	\$12,542	\$9,560	\$10,000	\$10,000	\$10,250	\$10,506
General expenses	\$1,111	\$1,800	\$1,800	\$1,800	\$1,845	\$1,891
Internet & Computer Needs	\$1,542	\$3,371	\$1,000	\$1,000	\$1,025	\$1,051
Supplies	\$10,245	\$9,000	\$10,000	\$10,000	\$10,250	\$10,506
Postage	\$3,133	\$2,373	\$2,500	\$2,500	\$2,563	\$2,627
Telephone	\$4,912	\$3,500	\$3,500	\$3,500	\$3,588	\$3,677
Bank & Interest Charges	\$2,400	\$1,500	\$1,500	\$1,500	\$1,538	\$1,576
Total Office Expenses	\$35,885	\$31,104	\$30,300	\$30,300	\$31,058	\$31,834
Program Expenses:						
Church Program Expense						
Music - Organ & sheet Goods	\$5,421	\$5,000	\$5,000	\$5,000	\$5,125	\$5,253
Worship	\$1,218	\$3,500	\$3,500	\$3,500	\$3,588	\$3,677
Children & Youth	\$5,170	\$4,500	\$4,500	\$4,500	\$4,613	\$4,728
Outreach & Service	\$3,812	\$3,500	\$3,500	\$3,500	\$3,588	\$3,677
Pastoral Care	\$1,612	\$1,000	\$1,000	\$1,000	\$1,025	\$1,051
Learning & Growth	\$6,019	\$2,000	\$2,000	\$2,000	\$2,050	\$2,101
Chairs Discretionary Expense	\$144	\$900	\$900	\$900	\$923	\$946
Church Program Costs	\$23,396	\$20,400	\$20,400	\$20,400	\$20,910	\$21,433
Communication/Marketing	\$630	\$5,000	\$3,000	\$3,000	\$3,250	\$3,500

Presbytery Fees - review rolls	\$17,485	\$17,485	\$17,485	\$14,500	\$14,500	\$14,500
M&S Remittance - 10% Income ex Interest	\$61,318	\$60,553	\$61,553	\$63,512	\$57,744	\$60,006
Total Program Expenses	\$98,019	\$103,438	\$102,438	\$101,412	\$96,404	\$99,439
Total Expenses	\$827,666	\$703,554	\$688,104	\$699,863	\$634,603	\$648,963
Surplus/Deficit	-\$79,497	-\$67,176	-\$41,216	-\$35,956	-\$28,397	-\$19,724
Building Review Cost - May use \$60,000 gift \$	\$0	\$0	-\$50,000	\$0	\$0	\$0
Potential Severances	\$0	\$0	-\$10,000	\$0	\$0	\$0
Net Surplus/ Deficit	-\$79,497	-\$67,176	-\$101,216	-\$35,956	-\$28,397	-\$19,724