



Portland United Church
Joint Needs Assessment
May 2009

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The JNAC of Portland United Church

The Joint Needs Assessment Committee (JNAC) was requested to be formed through the Portland United Church Council on November 4, 2008 to begin the process of redefining the ministerial roles within the church.

Rationale

We completed this report as per the direction of the Church Council and believe it reflects the wishes of the congregation as we heard their voices. From all groups and ages, it was very apparent that considerable emphasis must be placed on encouraging young families to become more active in the life of our congregation. We must continue to find new programs where people of all ages will feel welcome and spiritually nurtured. We prayerfully submit that Portland United Church can become a gathering place for the surrounding diverse community. In addition Portland United Church can become a gathering place for all who feel they are on the fringes of our congregation. Our vision is that they will want to come in and take their place as a willing part of this faith community.

Research Methods

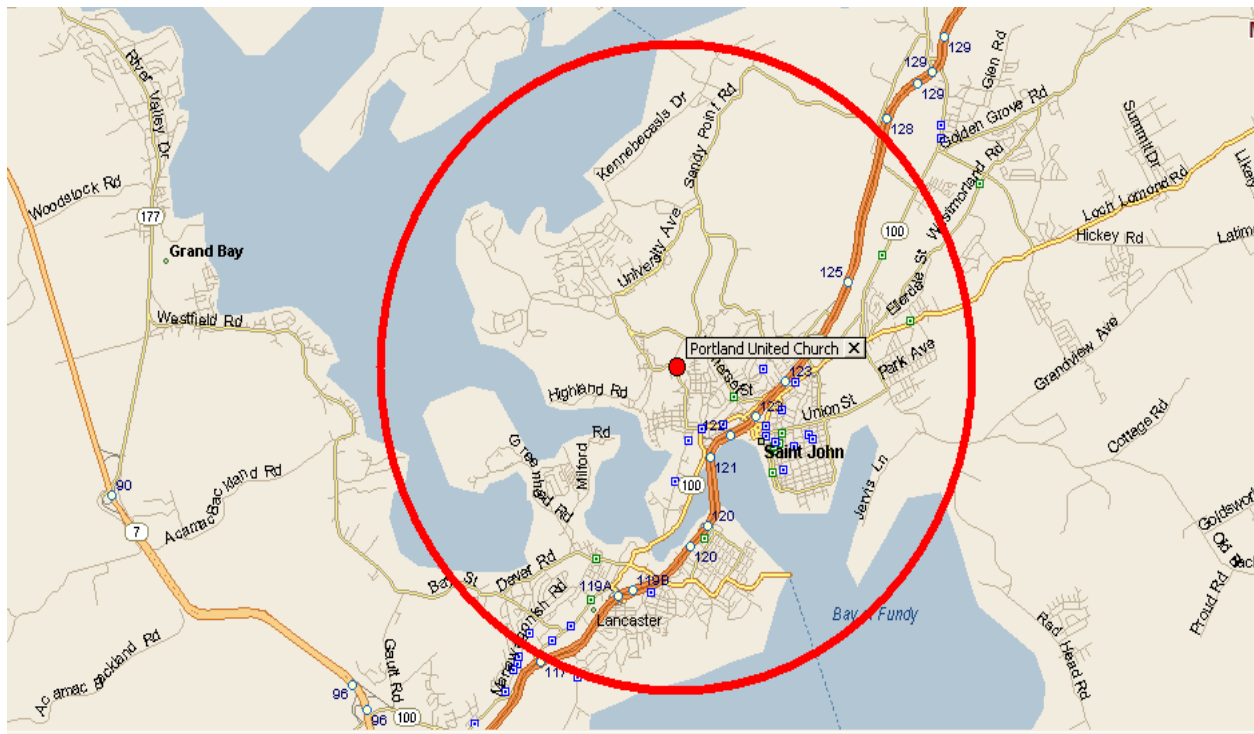
The JNAC committee used several methods to gather information from the members and adherents of Portland United Church. These included:

- Congregation introduced to JNAC committee members during worship service November 30, 2009 and regularly invited to approach members with concerns/questions/comments
- Small group visits by teams from JNAC committees asking for discussion and response to five questions
- Regular updates from the pulpit by JNAC committee members during announcement time
- Congregational survey distributed in church and by mail to approximately 650 members and adherents over the age of 12
- Coffee and conversation hosted by JNAC committee on March 15, 2009 to encourage discussion and return surveys
- Committee members from Portland United Church and Maritime Presbytery representatives met 13 times over a six month period. Informal work sessions were also held six times

Community Profile

Saint John is located on Atlantic Canada's Bay of Fundy at the mouth of the St. John River. The city is a 90-minute drive from the US border at Calais, Maine. Nova Scotia is accessible by road or by a three hour ferry crossing to Digby across the Bay of Fundy. Halifax, the largest urban centre in Atlantic Canada, is about four hours' direct driving from Saint John. Prince Edward Island can be reached via the Confederation Bridge within two and a half hours of Saint John. Fredericton, New Brunswick's capital city is one hour drive north of the city and Moncton is approximately an hour and three quarters drive east.

In 2006 the city proper had a population of 68,043 with a county population of 74,621. The population of the Census Metropolitan Area is second in the province with 122,389. Median age for Saint Johnners is 41.3 years old. According to the most recent Canada Census information, 22% of Saint John's population is 19 years and younger and approximately 16.5% are 65 and older.



Map Courtesy MapQuest with 5KM radius of Portland United Church

Portland United Church Mission Statement

“To promote the Gospel of Jesus Christ our Lord by Thought, Word and Deed”

History of the Community

The first people of the area were primarily Maliseet. European – French and English, traders and settlers arrived in the late 1600's setting up trading posts and small communities.

In 1783, following the American Revolution, approximately 14,000 American supporters of the British arrived in Saint John. Some of these "Loyalists" established settlements on either side of the St John River, "Parrrtown" on the east side and "Carleton" on the west. In 1785, these two settlements were incorporated by Royal Charter into the City of Saint John – thus becoming Canada's first city.

As Canada's oldest incorporated city, Saint John has developed a history of welcoming newcomers from all over the world. Each of these groups of immigrants continues to leave their own indelible imprint on Saint John.

Climate

The climate of Saint John is temperate with average summer temperatures in the mid to high 20s Celsius and winter temperatures from -10 to -20 Celsius. The Bay of Fundy, which never freezes, often diverts major snowstorms in winter. In the summer this large body of water acts as a natural air conditioner. Along with more moderate temperatures, the Bay also brings Saint John's famous fog.

Business and Labour Force

Wealthy industrialist K.C. Irving and his family built an industrial conglomerate in Saint John during the 20th century with interests in oil, forestry, shipbuilding, media and transportation. Irving companies remain dominant employers in the region with the most important businesses being eastern North America's first deepwater oil terminal, a pulp mill, a newsprint mill and a tissue paper plant.

Other important economic activity in the city is generated by the Port of Saint John, the Moosehead Brewery, the New Brunswick Power Corporation which operates three electrical generating stations in the region including the Point Lepreau Nuclear Generating Station, Aliant Telecom, numerous information technology companies and New Brunswick's largest health care facility, Saint John Regional Hospital. There are also a number of call centres which were established in the 1990s under provincial government incentives.

Saint John is on the edge of business growth in the near future and is being referred to as the energy hub of the Atlantic Region. A Liquefied Natural Gas terminal is nearing completion as is a transportation pipeline. The re-fit of Point Lepreau nuclear generating station continues with discussion of a second reactor. There is also discussion regarding the potential of a second oil refinery.

Tourism is becoming a factor in Saint John's economic development. The unique Reversing Falls phenomenon has long been an attraction for visitors to the city and plans for a revitalization of this site are underway. The Pugsley Wharf Cruise Ship Terminal was completed in fall 2008. From spring to fall 2008, 79 cruise ships visited Saint John with a total of 183,462 passengers and approximately 70,000 crew spending \$14 million dollars.

Other recent and projected developments in Saint John include construction of an Uptown Skateboard Park, a proposed Irving Oil office complex on Long Wharf, expansion of Market Square office building and construction of a major hotel in the North End.

Retail development on the West Side includes renovations to Lancaster Mall, a new major grocery store and a big box store development. On the West Side the East Point retail development continues to expand and retail giant Costco is planning a store within the next year. Several new housing, apartment and condominium complexes are also currently underway or in the development phase throughout Saint John.

Activities and Attractions

Saint John and region offers a variety of activities and attractions for all ages and interests. These include:

- Three National Historic Sites
 - The City Market
 - Martello Tower
 - Loyalist House
- New Brunswick Museum
- Fort LaTour
- Imperial Theatre
 - Saint John Theatre Company
 - Opera New Brunswick
 - Sympathy New Brunswick

- Concerts, plays, events
- Cherry Brook Zoo
- Lily Lake Pavilion
- Rockwood Park
 - Largest municipal park in Canada
 - Swimming, hiking, fishing, camping, rock climbing, nature trails, boating, cross country skiing, skating, sliding, horse back riding, biking, spelunking
- Harbour Station
 - Home of the Saint John Sea Dogs of the Quebec Junior Major Hockey League
- Canada Games Aquatic Centre
- Canada Games Stadium
- Exhibition Park
- Saint John Skateboard Park
- Within the region
 - Six golf courses
 - Five bowling alleys
 - Several skating/hockey rinks
 - Many sports fields for soccer, football, baseball, lacrosse and field hockey
 - Several boating and sailing clubs

Educational Facilities

Within a 5KM radius of Portland United Church, there are the following facilities:

- Five elementary schools grades K-5
- Five middle schools grades 6-8
- Three high schools grades 9-12
- One combined schools – grades K-8
- One French School grades K -12
- University of New Brunswick – Saint John
- New Brunswick Community College – Annex Campus
- Medical School in cooperation with Dalhousie University
- Five private vocational colleges and schools

Health and Long Term Care Facilities

Saint John Regional Hospital is an accredited teaching hospital and NB's only accredited trauma centre. New Brunswick's heart centre is also located at the regional hospital

St. Joseph's Hospital is located in Saint John's uptown. This facility provides a variety of services including a Breast Health Centre, diagnostic testing and a new centre for elective day-surgery and short-stay surgery. Restorative and geriatric assessment and care are offered on both an inpatient and ambulatory basis. The hospital also has a 24 hour emergency department for urgent and emergency care.

Within the Saint John region there are eight nursing homes caring for seniors and others with round the clock nursing and care needs. Many special care homes throughout the region support individuals with a variety of physical and mental health needs. Community support is also offered through agencies such as the Teen Resource Centre, Hestia House, Romero House, Coverdale and First Steps Housing.

Unique Character of Portland United

Each Congregation is unique. Portland United is unique in its history, tradition and presence in the community.

Portland United Church first opened on June 7, 1829 as the "Wesleyan Chapel" in the Parish of Portland. The growth of the congregation made it necessary to enlarge the "Chapel" in 1839. In August 1841, a shipyard fire destroyed this center of worship. A new church was built and opened for worship on June 5th, 1842.

Unfortunately, this new church was destroyed by fire on October 20, 1877. On October 10th, 1881 another new church was open for worship. In 1904 the Young Men's Association hall was built providing gymnasium facilities.

On December 1968, a decision was made to sell the existing church property to the Urban Renewal Commission and re-locate the congregation. The present building was constructed and on June 21, 1970, the first worship service was held.

Since the building was opened, an apartment building, Newport Village, non-profit housing, has been added to serve the housing needs of seniors, single parent

families and the physically challenged. Newport Two is currently under construction scheduled to open in the fall of 2009 with 31 units.

Economic diversity in our community makes us unique as our location places us in the center of both wealth and poverty. Portland United has a diverse community background because of inner city issues as well as a suburban lifestyle.

The social and economic demographics of the Portland United community are as follows as per 2006 Census:

- 95% of population speaks English as primary language
- 25% of families are lone parent families
- 56% of population 15 and older are employed in the labour force
- 40% of individuals earn below \$20,000
- Median income in 2005 was \$51,042
- Of 29,315 dwellings, 44% were rental accommodation

There are several churches within a five kilometer radius of Portland United which include:

- 6 United Church of Canada
- 8 Roman Catholic
- 7 Baptist
- 8 Anglican
- 11 Presbyterian/Other
- 2 Pentecostal
- 1 Synagogue
- 1 Mosque

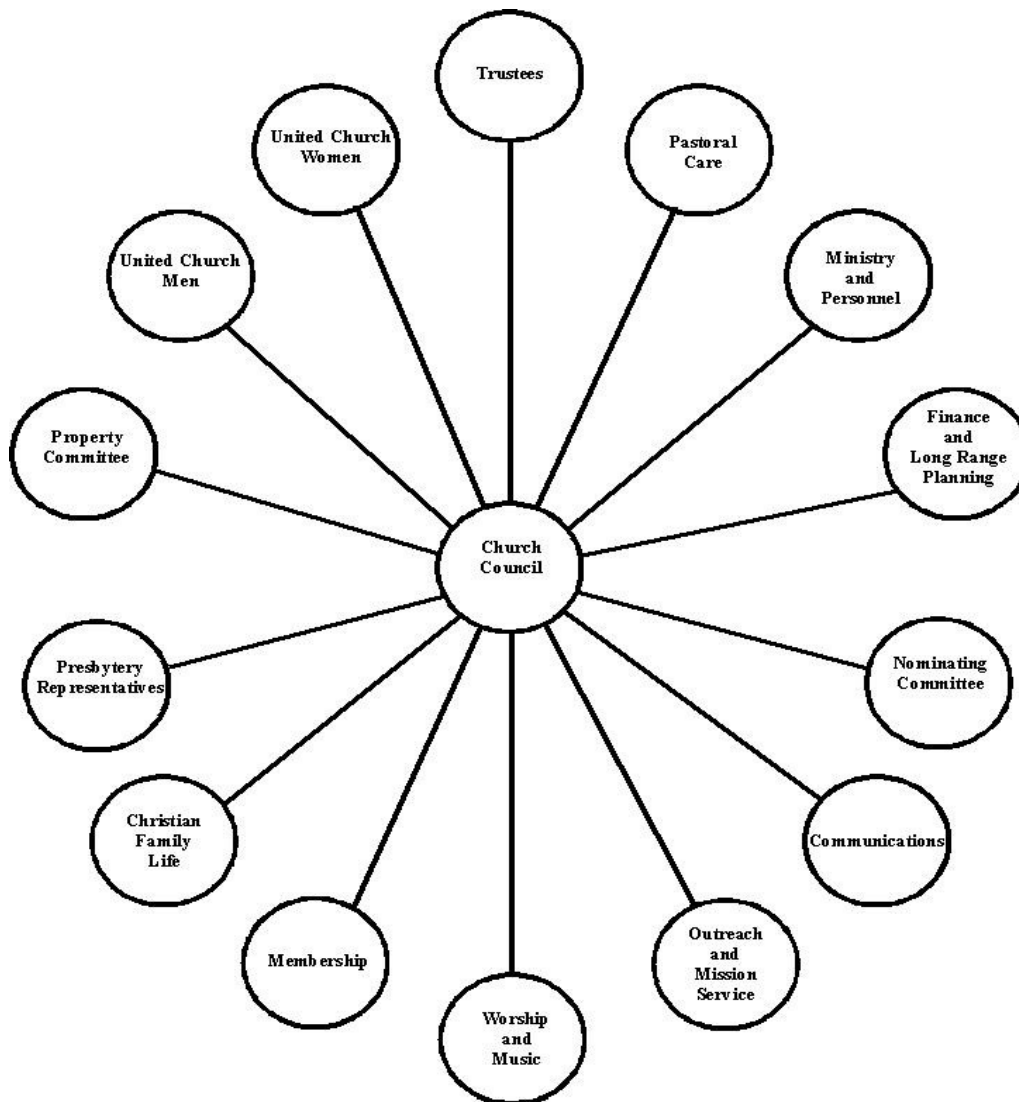
Percentage of Population that state their religion:

- 45% are Roman Catholic
- 14% are Anglican
- 10% are Baptist
- 9% United Church of Canada
- 22% Other

Portland United Church Membership

- Members: 440
- Households 366
- Adherents: 229
- Children: 69
- As per stats average attendance for October and November 2008: 161

Church Council Governance



Please Note: Council includes three adults and one youth at-large positions

Portland United Church Mission Statement

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"To promote the Gospel of Jesus Christ our Lord by Thought, Word and Deed"

Portland United has adopted a church council style of governance in 2007. 14 committees form our Church Council. Responsibilities and committees are:

The **Trustees** purpose is to hold title all real and personal property of the congregation and to administer the Endowment Funds and all other trust funds of the Congregation.

Pastoral Care is to ensure, together with the ministerial staff that Pastoral care is provided to all members/adherents of Portland United Church on an ongoing basis

The **Treasurer** maintains and keeps a record of the day to day finances and payments of bills and other disbursements. They also prepare monthly financial statements for council and yearly reports for the Annual General Meeting.

The **Ministry & Personnel** committee provides a consultative and supportive agency for the staff of the Pastoral Charge and for members and adherents of the Pastoral Charge.

Finance and Long Range Planning committee is to be responsible for the administration of the operating account and church funds, report on the current financial situation of the church and to prepare a budget for approval at the annual general meeting.

Nominating Committee addresses the needs of committees by finding members.

Communications committee provides support and the means to distribute information on activities of the ministry of Portland United Church through various forms of communication.

Outreach and Mission Services committee is to be aware of social problems and trends in the wider community and to stimulate congregational awareness and reflection on faith and encourage individual and congregational responses.

The **Worship and Music** committee is responsible for the ministry needs of worship and the ministry of music to meet the needs of all ages within the congregation.

The **Membership** committee shall keep the membership roll of the congregation, recording the date of admissions, transfers, removal, suspensions or other action concerning each member.

Christian Family Life committee shall study the educational needs of the congregation and plan and coordinate activities that promote a healthy community.

At-Large has three adult members and one youth. They attend meetings to represent the views of the congregation and to facilitate communication between the council and the congregation.

Presbytery Representatives attend the meetings of Presbytery, reporting back the decisions and concerns of the Presbytery to council and replaying to Presbytery the decisions of the pastoral charge.

The **Property Committee** maintains the church building and its facilities, utilizing volunteers where possible, maintains the office facilities, supplies, the equipment required by other groups and the allocation of space for church and outside activities.

United Church Women provides opportunities for fellowship and mutual support to all women of the congregation and encourages growth in Christian understanding, faith and experience through worship, Bible study and involvement in other activities.

United Church Men provides the opportunity for the men of the congregation to gather for fellowship and Christian development through worship, devotions and involvement in other activities.

Facilities

Portland United Church offers the following facilities.

- Main Sanctuary seats approximately 350
- Balcony seats 75
- Chapel seats 75
- Choir room
- Two Sunday School classrooms
- Nursery room
- Parlour
- Kitchen Facility
- Expansion room/Basement
- Four offices with computer/internet access
- Gymnasium with stage – wheel chair accessible

Portland United Church Mission Statement

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“To promote the Gospel of Jesus Christ our Lord by Thought, Word and Deed”

- Washrooms – not wheel chair accessible
- Wheel Chair Lift
- Large parking lot including eight handicapped spaces
- 2.5 acres of green space

Outreach

Portland United Church has a well established Outreach Program as follows:

- Many families benefit from Christmas Cheer program and occasionally from Benevolent Fund
- Saint John Food Bank
- United Church Clothing Depot
- Hestia House – Women’s Shelter
- Romero House
- Alcohol Anonymous
- Narcotics Anonymous
- Al-Anon
- Provide support to First Steps Housing Project
- Provide disaster recovery plan location for Innovatia
- Provide Scouting programs for Beavers, Cubs, Scouts, Ventures and Rovers
- Outreach to Centennial Elementary School includes:
 - Chicken Noodle Soup Club 2 days per week – with 167 children registered
 - Provide juice for breakfast program
 - Emergency evacuation location
 - Provides hats, mittens, socks and sweaters
 - Donation of school supplies
 - Volunteers at literacy events
 - Campbell soup labels are collected and donated to school
 - Gym and Kitchen are available for class events
 - Volunteers participate in variety of school projects

Small Group Findings

The JNAC committee attended each of the small groups (UCW, UCM, Council, Choir, Sunday School teachers, Scouts, Bible Study group, Quilters) within Portland United Church in order to provide the members with an opportunity to answer five questions.

1. What should the role of Portland ministry be?
2. What works, what doesn't work at Portland? What is missing within our church community? What can be improved or changed?
3. What growth area is most important within our church community?
4. What are three key factors necessary for a vibrant and growing congregation?
5. Are our resources (church members, staff, finances, and/or property) adequate to support growth and change and to carry out Portland's ministry?

The responses to these questions were used by the committee in designing the Congregational Survey.

Results showed that what is working at Portland is:

- Music/choir
- Food
- Fellowship
- Welcoming and friendly atmosphere
- Volunteerism

Staff

Portland United Church's current staff includes three full time positions - an ordained minister, a designated lay minister and a full time custodian. A secretarial position is currently full time but is changing to part time July 1, 2009. Our musical director is under an annual contract. There are also many volunteers.

Terms Profiles

Minister of Sacrament and Worship:

Salary and Housing

Salary: Per the United Church of Canada (“UCC”) published minimum guidelines

Benefits: According to the United Church of Canada Ministry and Employment Policies and Services Pension and Benefits 2009 Information Sheets.

UCC Pension: Paid Employer Share

UCC Group Insurance: Paid Employer Share

CPP/EIC: per Federal law, paid employer share

Housing: Manse or Housing allowance as per United Church of Canada published guidelines and the Saint John Presbytery Housing Guidelines.

Expenses and Allowances

Travel Expenses: As per United Church of Canada published guidelines

Moving Costs: As per United Church of Canada schedule and is the responsibility of the Pastoral Charge.

Education Allowance: As stated in the United Church of Canada Manual and guidelines.

Study Leave: Three weeks per Year.

Vacation: One month.

The above are estimates only based on recent terms and published requirements.

Minister of Young Families:

Salary and Housing

Salary: Salary according to the United Church of Canada's published guidelines, pro-rated for a twenty (20) hour week.

Housing Allowance: As per the United Church of Canada guidelines and the Saint John Presbytery's published guidelines prorated to hours worked.

Expenses and Allowances

Travel Expenses: As per the United Church of Canada's published guidelines.

Education/Book Allowance: As per United Church of Canada guidelines, prorated according to hours worked.

Benefits and Support

Secretarial: Support provided by Church Office Secretary (part time), Monday to Friday.

Office Equipment: Church Office furnished with computer, fax, telephone and copier.

Pensions/Insurance: As per the United Church of Canada's published guidelines.

Holiday/Vacation: One (1) month, pro-rated, (based upon hours worked) as per United Church of Canada published guidelines. Time taken will be coordinated with the Ministry and Personnel committee.

Study Leave: Three (3) weeks, pro-rated, (based upon hours worked) as per United Church of Canada's published guidelines.

Performance Review: An annual appraisal of salary, benefits and a performance review is conducted by the Ministry and Personnel Committee.

Position Profiles

Minister of Sacrament and Worship:

Portland United Church is defining the role of our full time ordained Minister of Sacrament and Worship.

Our church is a blend of very busy families. We have young parents racing to keep up with the demands of earning a living and raising a family. We have the “sandwich generation” who are experiencing the hectic pace of dealing with adult children still living at home and also caring for elderly parents who demand more and more attention. There is also a solid core of seniors who are the backbone of our church – always there and carrying a significant portion of the load. They too find life challenging for a whole number of reasons.

One of the main goals at Portland is to have our people involved. We would like to have our Minister continually identifying opportunities that would take advantage of the rich pool of talent that we have at our disposal.

A recent congregational survey indicated that a thriving church must be friendly and have an emphasis on youth, young families, seniors and a connection with the community at large. Survey respondents highlighted the following key areas of focus

WORSHIP LEADERSHIP AND PREPARATION

Sermons:

Biblically based sermons that are relevant to today’s lives and issues, are important to many members of the congregations. They enjoy a message that challenges, inspires, sparks discussion, and provides food for thought over the upcoming week. A significant portion of the Minister’s time will be spent preparing and leading effective worship sessions. The Minister will work with and support the Minister of Young Families who will take a key role in preparing and leading worship services monthly.

Music:

The universal appeal of music is certainly alive and well at Portland. It is appreciated by all segments of our congregation. We are blessed to have a talented Organist and Choir Director, and a very good choir as well. The coordination of music selections between the Minister, the Organist and the Minister for Young

Families is important in making the worship experience more interesting and meaningful. Working with the Worship and Music committee, the Minister shall ensure that there is a variety of music and hymns which involve the congregation, giving priority to old, new and modern (upbeat) selections in that order. Music is also a key component of many of our special events, bringing even greater pleasure to these gatherings. Portland's congregation are open to variations in the presentation of music.

Special Occasions:

The Minister will play a key role in preparing and leading services for occasions to celebrate such as: Christmas, Lent, Easter, Thanksgiving, Anniversary, baptisms, etc. The congregation of Portland has identified that monthly celebrations of Holy Communion are important to them. The Minister shall provide leadership for funeral and wedding services and other services such as nursing homes and community memorials. On an ecumenical level we see the Minister encouraging cooperation between local churches and sponsored organizations with participation in services recognizing such occasions as Remembrance Day and the World Day of Prayer.

PASTORAL CARE

The Minister's involvement in pastoral care will consist mainly of being available for people in need, visiting the sick in hospital, shut-ins, seniors, the bereaved, and those who are in crisis. Working within the mandate of the Pastoral Care committee, the Minister shall provide leadership and guidance via personal counseling, drop in visitation and spiritual staff care as well as phone and email visitation. Personal visits from the Minister have been identified as a high priority of the Portland congregation.

ADMINISTRATION AND GOVERNANCE

The Minister is expected to be a team player, participating as an ex officio member on the Church Council, the Worship and Music Committee, the Pastoral Care Committee and other committees as needed. The Minister should be available as a sounding board and provide guidance to program leaders and groups within the congregation. The Minister must be able to mentor and work with other members of the staff to maintain open communications and the effective running of the day-to-day life within Portland United Church. The Minister shall be responsible for

maintaining personal administrative tasks such as filing, correspondence and scheduling.

OUTREACH

Portland is active and outgoing when it comes to the larger community. Our facilities are used by a number of community-based groups and organizations. This usage gives us an opportunity to be proactive in outreach, which is important to the congregation.

WIDER CHURCH AND ECUMENISM

We expect our Minister to regularly participate in Presbytery, Maritime Conference, and the Downtown Ministerial Association. The Minister should be willing to play a role in ecumenical events and meetings in our community. Ongoing personal and professional development is also important to Portland and we encourage our Minister to participate in appropriate opportunities.

CHRISTIAN EDUCATION AND GROUP STUDIES

The Minister needs to keep in close contact with the part-time Minister for Young Families regarding the ongoing activities involving children, youth and young adults. On a number of occasions during the year, the Minister should become directly engaged with these groups and participate in their activities. There is also a desire within the congregation to have the Minister lead or facilitate study sessions on a regular basis.

Minister of Young Families:

Portland United Church is currently seeking a candidate to work a 20 hrs/week position as a Minister for Young Families

The successful candidate's responsibilities will be to:

- work with the minister and church community to attract young families
- work with the Minister of Sacrament and Worship to conduct confirmation classes
- maintain dialogue with families involved in baptism and confirmation.
- research programs for young families
- be responsible for one multigenerational, alternate format service each month
- assist with special services within the Christian calendar in consultation with the Minister of Sacrament and Worship and music director.
- promote Portland United Church within the community
- co-ordinate and be responsible for all youth and young adult activities
- provide support for Sunday School superintendent and teachers
- work within the Christian Family Life and Worship and Music Committees
- nurture and develop a future for youth ministry
- attend Church Council meetings
- attend Presbytery and Maritime Conference

Skills Profiles

Minister of Sacrament and Worship:

We would hope the Portland United Church's congregation would provide significant challenges and rewards for the person who fills our Minister of Sacrament and Worship position.

The Minister should be skilled at preaching relevant, thought-provoking, scripture based sermons and to effectively deliver them to create a solid foundation for the congregation to build on. The Sunday worship service is the breath of life for many parishioners. We are looking for a Minister to provide meaningful spiritual experiences that clearly relate to our daily lives, thus enriching our faith and challenging us to live more truly as God's people in the world around us.

At Portland we value and appreciate the universal appeal of music. The Minister should be able to work with our Organist/Choir Director, choir and the Worship and Music Committee to ensure that our congregation shall enjoy old, new and upbeat music.

The Minister should be capable of prioritizing and managing multiple tasks regularly. This position requires an individual who has confidence in their own ability as a spiritual leader. A willingness to work with our Church Council is a prerequisite, as is being able to work with our part-time Minister of Young Families. Mentoring and providing guidance to other staff members is also important. The Minister should be enthusiastic in response to various church groups.

With the demographic mix in our congregation, the Minister must be approachable, compassionate, flexible, spontaneous and have a sense of humour. The Minister should also have the ability to communicate effectively with all age groups.

Portland United Church members want to be empowered as we empower, be guided as we guide and to be supported as we support. We have a reputation as a warm and caring congregation and our Minister should embody these qualities.

Minister of Young Families:

Portland Church is working to grow its Young Family base which would form an integral part of its life and spirit. It is for this reason that the candidate must possess an excitement for the development of the spiritual and personal potential of the young Families in our congregation.

The individual must demonstrate an ability to communicate effectively with individuals of all ages, with a particular gift for working with the young as well as young adults/families at various stages of their personal and spiritual development. They must be a compassionate listener, in order to assist the young families in dealing with the myriad of challenges present in the current culture.

The successful candidate is expected to demonstrate a level of personal maturity and have recognized status with the United Church of Canada or be willing to work towards recognized status for ministry within the United Church of Canada.

The position requires a strong ability to define, lead and organize necessary tasks, and to successfully attract and motivate volunteers to whom these tasks may be delegated. The individual must be able to effectively offer support and encouragement when required, while allowing a certain degree of autonomy to those involved in fulfilling such tasks. Someone who possesses tact and diplomacy will be most successful in any such interpersonal dealings required in this role.

The position requires that the candidate be able to fulfill responsibilities in a time frame that is defined by events as they occur in the church life. A view of the position as a “vocation” will be a helpful philosophical outlook to the successful candidate.

The Minister for Young Families is an extremely important role and must be met with excitement and great enthusiasm. A candidate with such passion and energy will find the time at Portland to be both fulfilling and gratifying.

Recommendations

1. We recommend that Portland United Church continue to support one full time ministerial position, Minister of Sacrament and Worship as redefined by the position profile contained within the JNAC report.
2. We recommend that a second ministerial position be redefined as Minister of Young Families and be a part time position. The position profile is contained within the JNAC report.
3. We recommend that Portland United Church Council/Portland United Church Congregation/Saint John Presbytery accept these recommendations.
4. We recommend that the JNAC, having completed its work, be dismissed with thanks.

Joint Needs Committee Members

Rev. Dr. Elizabeth Stevenson	Presbytery Representative
Margaret Atkinson	Presbytery Representative
Paul Potter	Chairperson
Cindy Fleming	Secretary
Bob Bond	
Shawn Clarke	
Garnet Cress	
Marianne Haines	
Lois Irvine	
Joan Spencer	

Appendix A (Survey Data)

METHODOLOGY

~~ Most comments related to a specific category in the survey and they have been posted on the same sheet as the statistics.

~~ Some comments however were either broad enough to apply to more than one area or they touched on things outside the scope of the survey. These general inputs have been captured on a worksheet entitled "General Comments".

~~ Results in each of the survey categories are scored in two different ways.

The first method assigns numerical values to the each rating.

The "Highest", "High", "Moderate", "Low", "Lowest" ratings were assigned "5", "4", "3", "2", "1" values respectively

This reflected the different degrees of importance assigned to the issues by individuals

The outcome of such an approach is shown in the "Weighted Importance Score" columns of the spreadsheets as well as in the graphs

The second method simply counts the number of votes that each item received.

This tracks the number of votes each item received without considering the level of importance assigned by the respondent.

The outcome of such an approach is shown in the "Vote Count Score" columns of the spreadsheet. These numbers are not included in the graphs.

~~ Accuracy and Completeness

Not all respondents understood the survey in the same way

Some individuals only completed a portion of the survey

Some people put checkmarks in two separate boxes on the same item line

These and other minor inconsistencies all required a certain level of interpretation when tallying the results.

While these factors may have a minor impact on accuracy, they have little effect on the general direction suggested by the results

GENERAL

The general inputs captured below are in no particular order.

Because of the many comments received regarding financial issues, a sub-group called "Financial" has been established.

General Comments That Appeared In The Surveys:

- ~~ We need change to grow
- ~~ Willing vs able participation
- ~~ Cross illuminated – front of church
- ~~ Computers should be removed from minister office.
- ~~ I hope I can attend more. I am not as healthy as I would like to be.
- ~~ Church requires leadership from Ministry, and people will follow and volunteer
- ~~ We are an older congregation and this comes fewer people to support the church and participate in activities.
- ~~ There needs to be follow-through this time. Also we need to reach out to those who once supported us but no longer do.
- ~~ I sincerely hope that this survey brings a change to improve the financial situation of Portland, so that we remain a part of the community.
- ~~ I'm glad to see the church is willing to change. Updating the ways of Portland Church should be dealt with as other churches are further advanced. Change is good.
- ~~ Although I realize youth are important I feel that those who regularly support the Church are also very important. Is there any effort made to get back those who have left the Church?
- ~~ Thank you JNAC for working together, thinking of the greatest good that can be done in God's name by this congregation. For by doing so I am reminded that: Christ died for us all!
- ~~ This process was done before with the strategic planning committee and nothing ever changed. A lot of people put a lot of work into it. Will this process listen to the members or will nothing change again?

- ~~ It seems many believe that we're the only Church with youth problems, money problems, etc. But in talking to members of many congregations, they have problems too. It doesn't draw people to a church where people are walking around looking down and listing all the difficulties in the church. This doesn't provide a very uplifting feeling when we're here and that shows outsiders the general feeling. There have been many changes in our services but what I think is most hurtful is the overall attitude toward Portland United.

- ~~ There appears to be too much conflict between the staff and between staff and church committees and members which does not make for a happy church body or for members to want to be part of it. It is hard to accept a "new computer" as an excuse for no financial statements for the annual meeting thus indicating a very strong lack of organization and cooperation. It is very important that have one "full time" minister who is interested in making things work. Is available in church or visiting hospitals or shut in during working hours (9-5), devotes time and interest in recognizing where problems lie and acts upon with a ministerial attitude. Until such happens we will continue to be a dying church. There needs an all out effort to attract new members and young families and to earn their respect. This hopefully would inject new life into programs and groups including Sunday School where kids will learn something about God and respect instead of playtime. There must be direction and co-operation from the minister. I believe it is necessary to have a full time secretary and a part time sexton should be enough to fulfill the needs.

Financial

- ~~ Charity begins at home
- ~~ Financial considerations are paramount
- ~~ Balance budget with income from envelope par special anniversary easter
- ~~ As a relatively new senior transfer, my contribution and support has to financial mainly at this stage of life. I have been an active member in various charges where I have lived since the age of 8
- ~~ I would like to see a financial written presentation of weekly givings; it will tell whether I am on the low end or upper end of givings and doesn't disclose my income (that is my business) yet it will tell me whether I need to reassess my givings and thus affect my rowing the boat. other places I have lived have found it effective.

Portland United Church Mission Statement

"To promote the Gospel of Jesus Christ our Lord by Thought, Word and Deed."

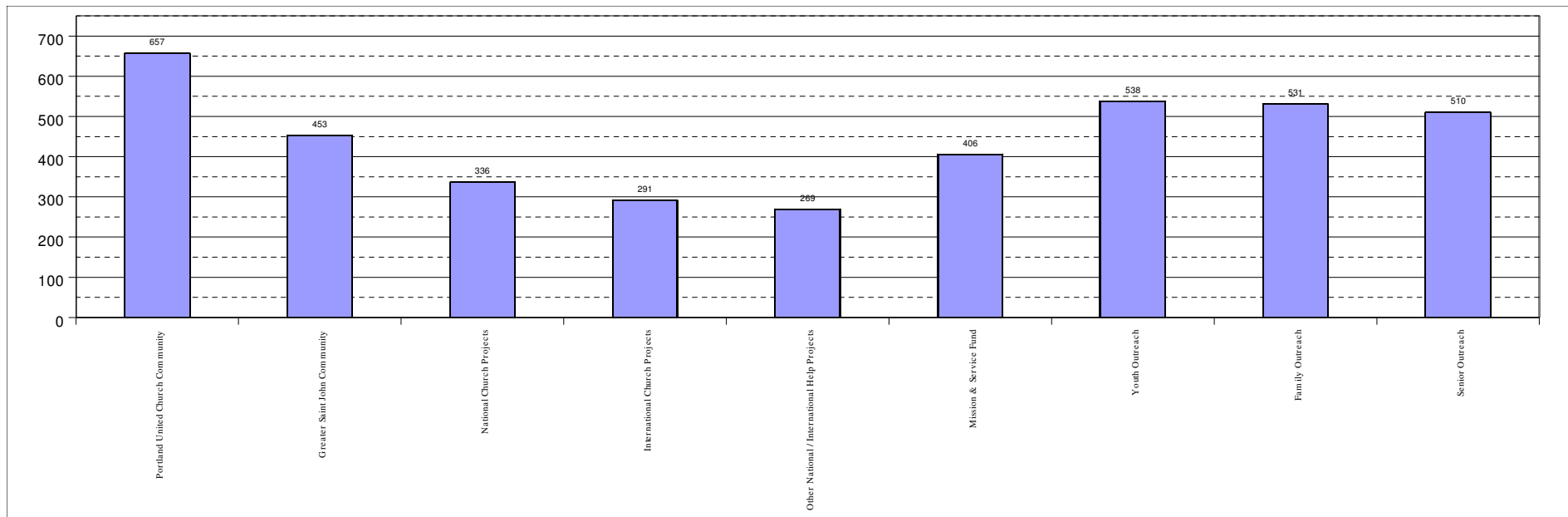
OUTREACH

What priority do you place on outreach?

Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
Portland United Church Community	78	52	19	1	0	657	150
Greater Saint John Community	7	60	52	10	2	453	131
National Church Projects	3	13	62	35	13	336	126
International Church Projects	2	7	48	45	19	291	121
Other National / International Help Projects	2	6	39	48	22	269	117
Mission & Service Fund	13	33	51	25	6	406	128
Youth Outreach	30	76	28	0	0	538	134
Family Outreach	33	67	32	1	0	531	133
Senior Outreach	26	64	36	8	0	510	134

Are you willing to participate in outreach projects?

Total respondents = 128
 Total who said yes = 44 (34%)
 Total who said no = 84 (66%)



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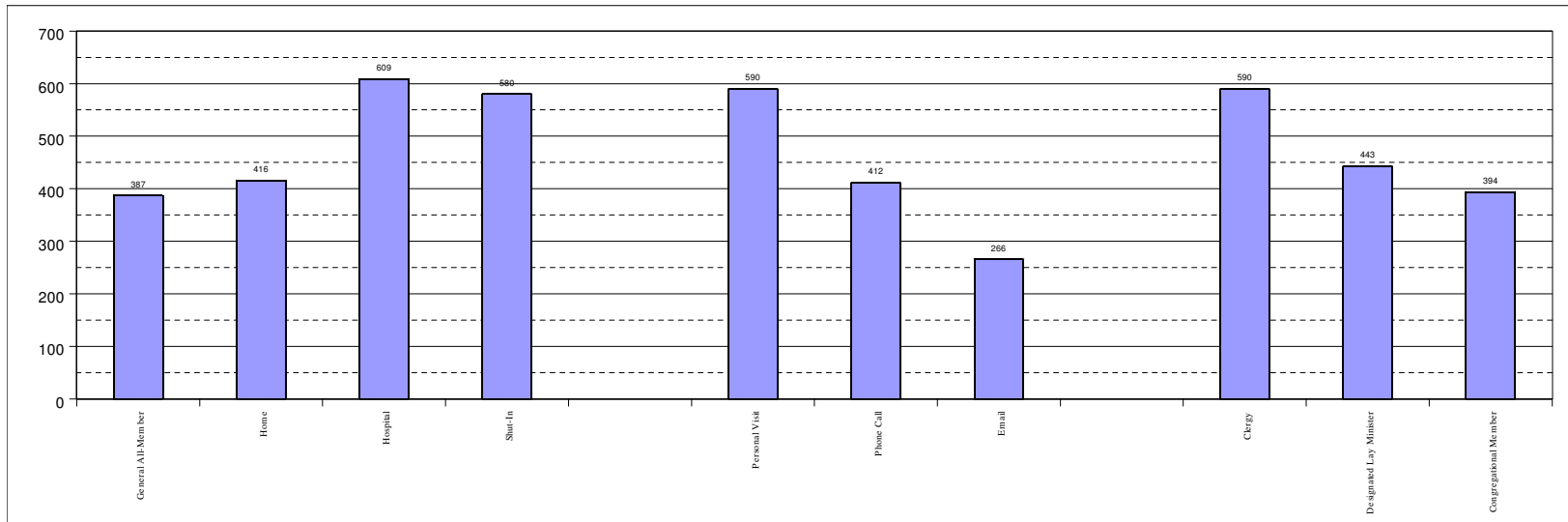
VISITATION

What priority do you place on visitation?

Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
General All-Member	21	23	36	36	10	387	126
Home	18	30	48	28	6	416	130
Hospital	56	70	15	2	0	609	143
Shut-In	54	59	20	7	0	580	140
Personal Visit	67	44	21	8	0	590	140
Phone Call	9	45	42	27	7	412	130
Email	3	16	30	27	43	266	119
Clergy	57	63	13	7	0	590	140
Designated Lay Minister	17	46	49	11	5	443	128
Congregational Member	8	37	49	24	11	394	129

Are you willing to participate as a visitation person?

Total respondents = 120
 Total who said yes = 31 (26%)
 Total who said no = 89 (74%)



Comments That Appeared In The Surveys Relating To Visitation:

-- Clergy do hospital visits
 -- Doesn't matter who visits
 -- New to the church visitation
 -- Not being done Consistently
 -- Personal visits should be shut-in and hospital
 -- I suspect visiting is happening, quietly, unreported
 -- Doesn't matter who visits as long as there is contact

-- Email - this usually does not work for seniors
 -- Phone call - Sometimes hard for seniors to hear
 -- I feel certain visits should be done by certain people
 -- General all member visitation periodically every 4 years
 -- Doesn't matter how visit happens as long as there is contact
 -- I did my share of visiting as an elder. I'm too old to do anything more
 -- Visitation high because apparently it deserves higher priority than we currently give it

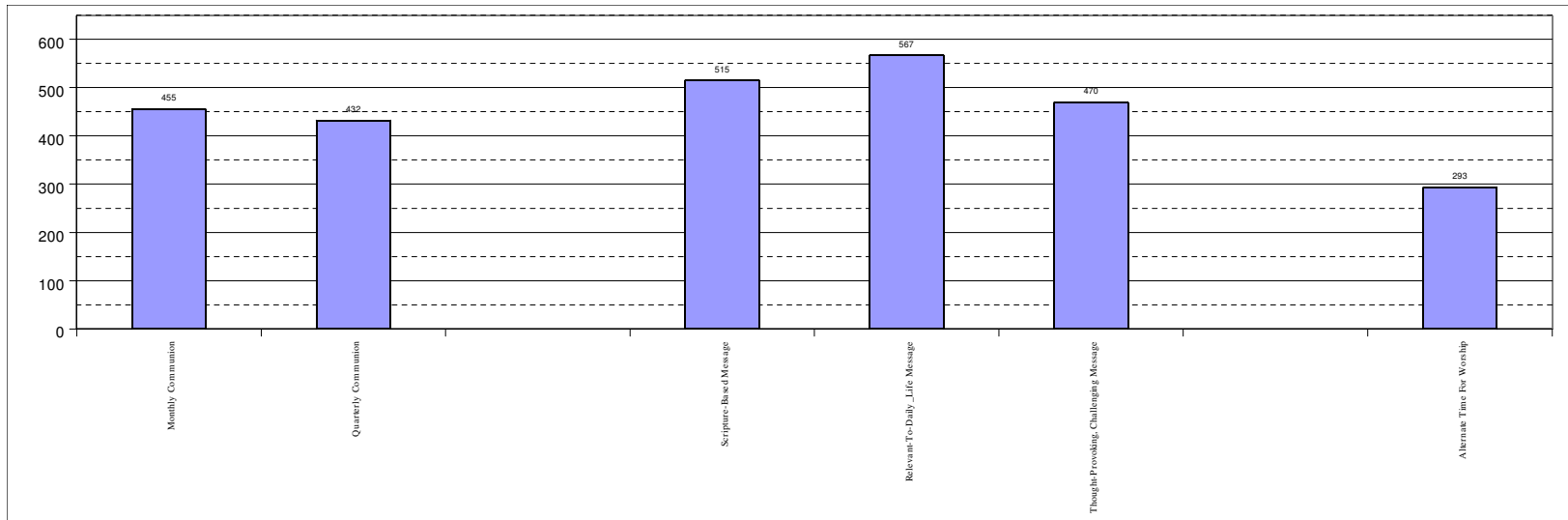
SPIRITUAL MESSAGE

What priority do you place on the spiritual experience?

Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
Monthly Communion	41	32	28	14	10	455	125
Quarterly Communion	30	38	32	14	6	432	120
Scripture-Based Message	39	54	29	5	7	515	134
Relevant-To-Daily_Life Message	56	59	16	1	1	567	133
Thought-Provoking, Challenging Message	27	49	38	11	3	470	128
Alternate Time For Worship	8	23	23	23	46	293	123

Are you willing to participate as a lay reader?

Total respondents = 132
 Total who said yes = 34 (26%)
 Total who said no = 98 (74%)



Comments That Appeared In The Surveys Relating To The Spiritual Experience:

- Alternate time: 9:00 or 10:00 mass for family with children
- Would like an alternate time to worship, preferably Saturday PM
- In summer alternate time for worship one year, switch the next year
- In times such as these I need a sermon that will help me through the week
- Too much commotion in service, would like more reverence and dignity shown
- Communion done as often as it is now for me seems to reduce the impact of the act
- I don't go to church to hear a member of the congregation preach. That should be the job of a lay minister.
- Choice for worship service on other days/evenings of the week, society is now 24/7, churches should be more flexible for worship
- I am concerned that the church service has become very regimented with little change week to week. Doesn't pertain to life in the present.
- As a young family ,I would love to be able to attend an early morning service that is kid friendly and orientated. The idea of separating the members re adults and children reminds me of the older generation school of thought.

- Weekly communion
- Service should end after Postlude
- Ask why people not coming to Church
- The lecture methd could be done at bible study
- Need to add variety to Sunday morning service
- Would like to see another blessing of pets service
- Alternate time of worship - the Catholics do it right

MUSIC

What priority do you place on music within worship?

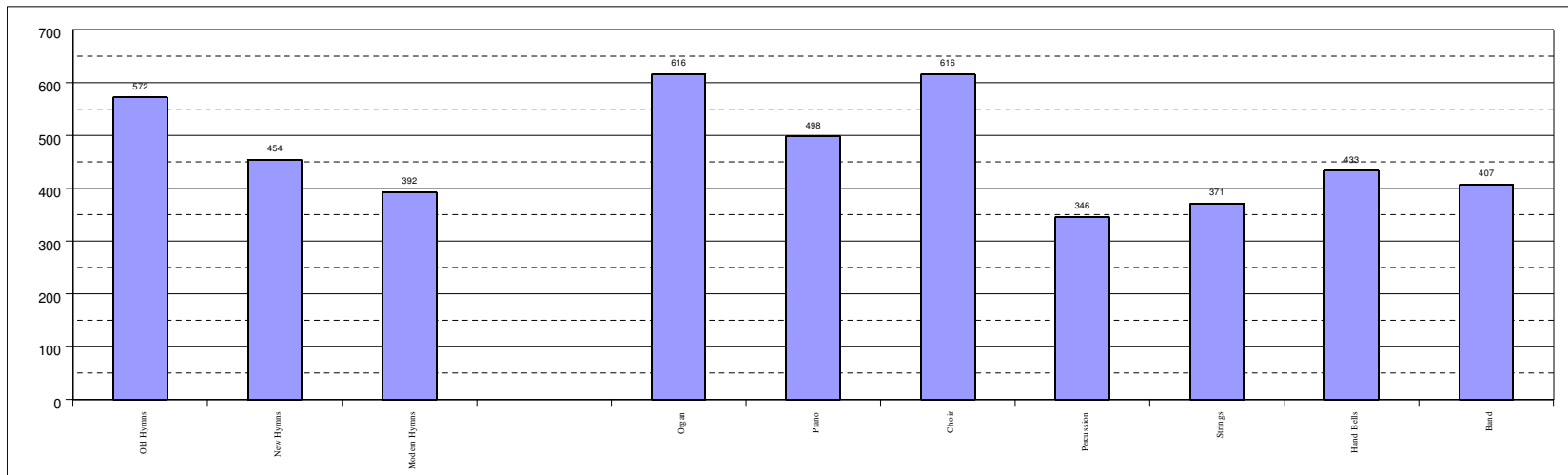
Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
Old Hymns	54	53	23	8	5	572	143
New Hymns	16	46	53	14	3	454	132
Modern Hymns	13	38	38	28	5	392	122
Organ	71	49	18	5	1	616	144
Piano	20	67	40	5	0	498	132
Choir	72	54	13	0	1	616	140
Percussion	10	23	49	22	13	346	117
Strings	8	33	56	11	9	371	117
Hand Bells	22	32	53	13	10	433	130
Band	15	39	42	19	12	407	127

Do you have talents you are willing to share with the music program?

Total respondents = 124

Total who said yes = 18 (15%)

Total who said no = 106 (85%)



Comments That Appeared In The Surveys Relating To Music:

- Mixture of hymns
- Mixture of music presentation
- New modern upbeat choir
- Like variety of music types
- New hymns as long as they are tuneful
- At present this choir and the music seem to be the most positive influence here
- New hymns: No one just the choir and Minister sings. Not inspirational... We need more music, solos, duets, etc.
- The melody of the hymn is very important. Hymns that have meaningful words, but a lousy melody should not be used
- Our strength is music. Sing hymns that the congregation can become involved in. Poor hymns with meaningful words totally take away from those meaningful words

YOUTH MEMBERSHIP AND MINISTRY

What priority do you place on youth membership and ministry?

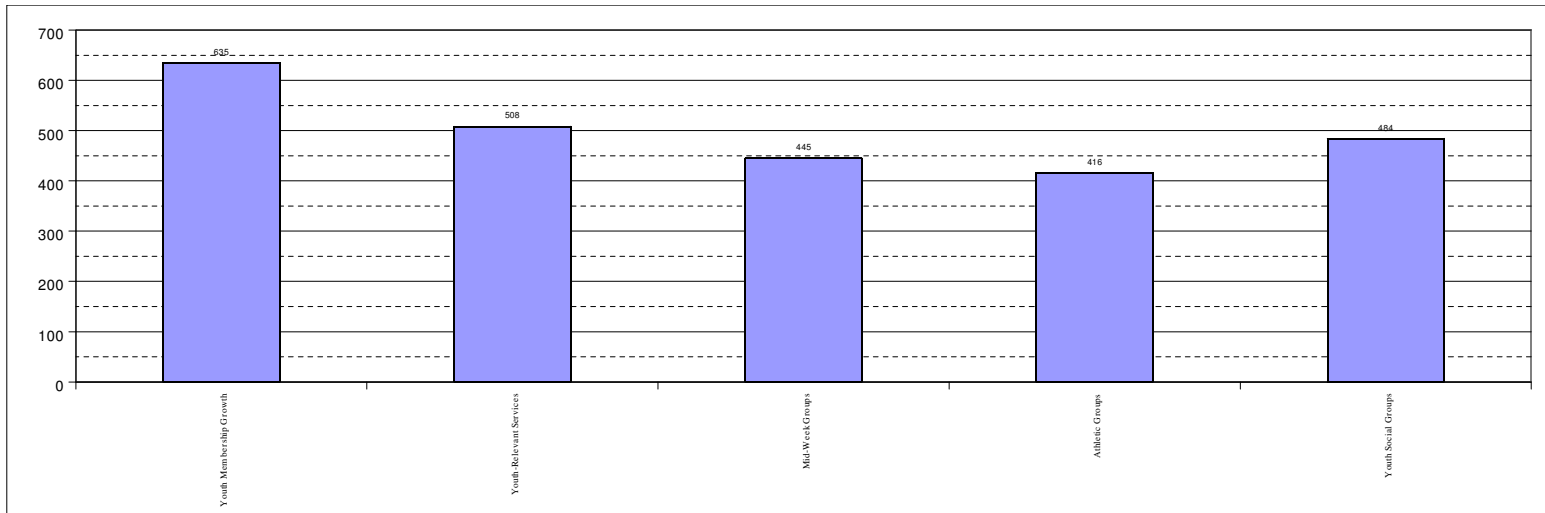
Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
Youth Membership Growth	82	49	9	1	0	635	141
Youth-Relevant Services	33	67	23	2	2	508	127
Mid-Week Groups	18	47	49	10	0	445	124
Athletic Groups	19	26	63	12	4	416	124
Youth Social Groups	28	59	33	4	1	484	125

Are you willing to participate in the growth of youth membership?

Total respondents = 118
 Total who said yes = 33 (28%)
 Total who said no = 85 (72%)

Do you have talents to share with the youth?

Total respondents = 115
 Total who said yes = 17 (15%)
 Total who said no = 98 (85%)



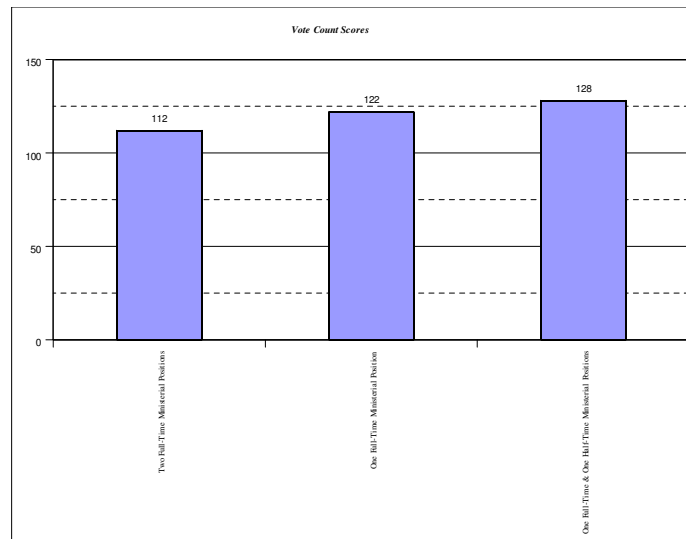
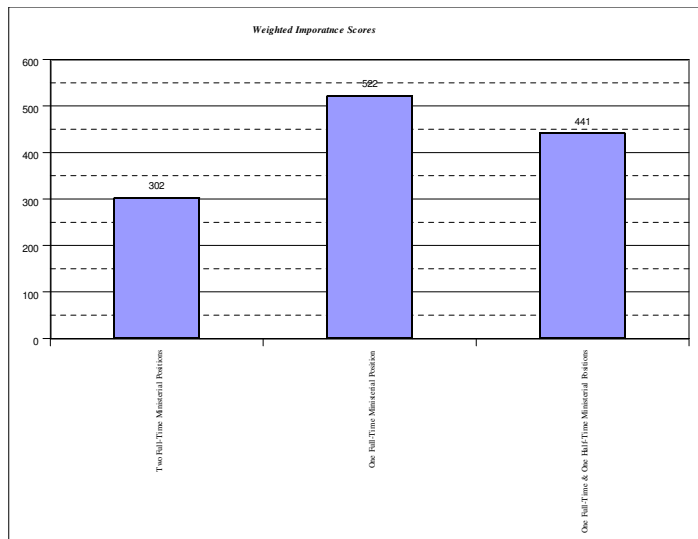
Comments That Appeared In The Surveys Relating To Youth Membership And Ministry:

- ~~ Sport events for youth, curling
- ~~ Youth as a whole is the highest
- ~~ Youth membership and ministry could be one and same
- ~~ If there is no youth inspiration or motivation, there is no future
- ~~ Need to do something - look at Main Street Baptist Church
- ~~ Youth not that it's not important but because I'm not involved, or am I? our future.
- ~~ Instead of constantly lamenting the absence of youth we should be more aware of what we do have
- ~~ What about the children who are being christened. It doesn't seem we see them very often after the babies are "done"
- ~~ If we do not start bringing the youth and young families back into the church the congregation will not be able to sustain itself and die out.
- ~~ Youth membership and ministry are important but youth doesn't put bread and butter on the table and keep the wheels turning. They are dependent on adult to do the rowing of the boat and they can learn. They are certainly the needed replacements.

STAFFING

How important is it for Portland to have the following ministerial positions?

Item	Highest	High	Moderate	Low	Lowest	Weighted Importance Score	Vote Count Score
Two Full-Time Ministerial Positions	23	5	28	27	29	302	112
One Full-Time Ministerial Position	76	23	12	3	8	522	122
One Full-Time & One Half-Time Ministerial Positions	38	27	30	20	13	441	128



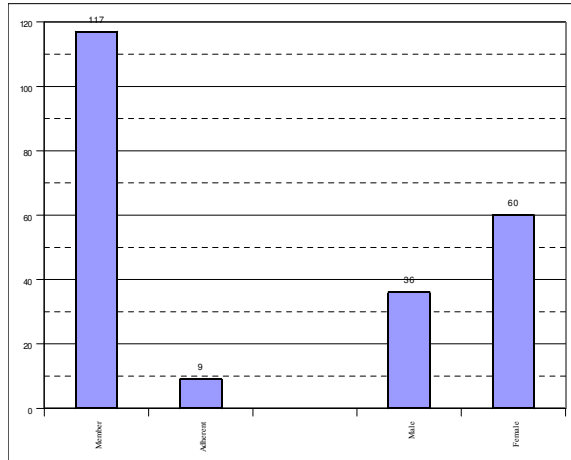
Comments That Appeared In The Surveys Relating To Staffing:

- Youth worker
- Hire a youth minister
- No money for two ministers
- I would like to have a youth minister
- Need a youth minister to bring in the future.
- Cannot afford two full time ministerial positions
- I'm not qualified to answer staffing questions
- One full time ministerial position and youth worker
- We need a youth minister, half time would be ideal
- Staffing is related to youth category and to visitation
- We should have a full time minister and keep Gail too.
- If a half time it should be someone who will do outreach
- Second minister should help the youth by giving more things to do and more upbeat sermons.
- Two full time ministers when the church has more youth and younger families involved in church
- Would there be any way to cost share with area United Churches some admin. services, youth functions and senior services?
- Perhaps we can share resources, people and property. We need to march on. We can't survive with our current members without growth.
- The second ministerial position must have the challenge to increase the youth base at Portland in order to see Portland Church into the future.
- We need a minister to be there when the other is sick, away or not available. Look when Tedd Paw was sick and Gail took over all his duties and did a very fine job!
- Staffing of the utmost importance to have one full time and one half time ministerial positions to accomplish all ministerial tasks at Portland. Custodian functions should be realigned to ensure full time job is performed.
- Excellent idea for survey! The idea of an outreach minister or youth minister I think on a part time basis would be excellent idea to work with Jennifer, someone who would like to be out in our community and letting them know what they can get involved in with pamphlets sent to school.

PROFILES

Respondent Membership and Gender Profile

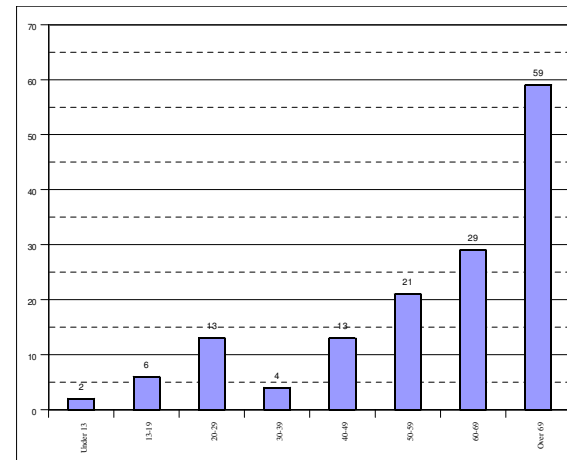
Category	Respondents
Member	117
Adherent	9
Male	36
Female	60



Note:
 ~~ Some respondents did not complete this section

Respondent Age Profile

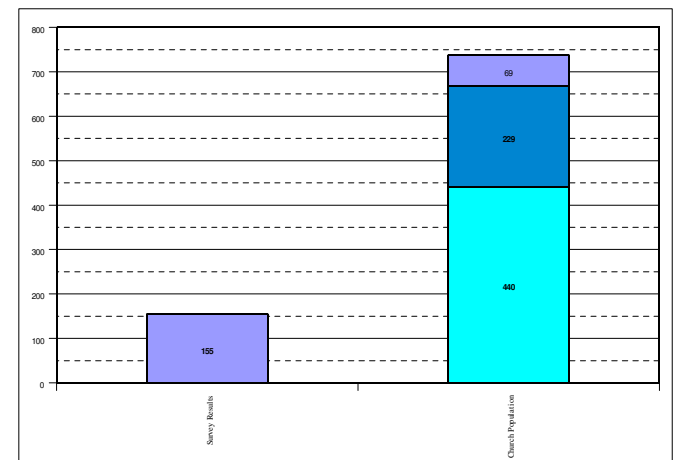
Age Group	Respondents
Under 13	2
13-19	6
20-29	13
30-39	4
40-49	13
50-59	21
60-69	29
Over 69	59



Note:
 ~~ Very Low Responses From People Below 40 Years Old
 ~~ Very High Response From The "Over 69" Age Group

Portland United Church Demographic Profile

	Survey Results	Church Population
Respondents	155	
Members		440
Adherents		229
Children		69
Total	155	738



Note:
 ~~ 21% of the total Church population provided input