

Milford-Gay's River Lantz Joint Needs Assessment

September 2017

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Milford – Gay’s River – Lantz Pastoral Charge

Community Profile (#1)

Milford Gay’s River Lantz Pastoral Charge consists of Milford Lantz and Gay’s River United Churches. The Churches are a ten minute drive apart and are located halfway between Truro and Halifax, Nova Scotia.

Milford Lantz United Church is located on Highway #2 in Milford Station, Hants County. It serves the communities of Milford, Lantz and Hardwood Lands. This area, originally settled in the late 1760’s, is a rural community. It is included in what is called the corridor.

Gay’s River United Church is located on Highway 224 in Gay’s River, Colchester County. It serves the communities of Gay’s River, Cooks Brook, Pine Grove, Dutch Settlement, Antrim Road, Carroll’s Corner and Shubenacadie East. The first church was built in 1818 and the present church was built in 1858. This area is a rural community.

Education, Health Care and Services:

Milford Lantz communities have Maple Ridge an elementary school (grades P–5) located in Lantz, a middle school, Riverside Education Centre (grades 6 -8) and Hants East Rural High (grades 9-12) both located in Milford.

Gay’s River communities are in two counties, Colchester and Halifax. The boundaries denote which schools the children attend. Colchester County children attend Winding River Consolidated (grades P-6) in Stewiacke and South Colchester Academy (grades 7-12) in Brookfield. Halifax County children attend (grades P-6 at Dutch Settlement Elementary or Musquodoboit Valley Education Centre and Musquodoboit Rural High School (grades 7-12).

Health care is available within a 15 minute drive. Services include medical clinics, dental offices, Optometrist, Physiotherapy clinics; several massage therapists and a community hospital in Middle Musquodoboit. The Colchester East Hants Health Centre located in Truro is a half hour drive and the QE11 and IWK Health Centre for Women and Children is an easy commute. The Lloyd E. Matheson Centre, located in Elmsdale, houses a library and a variety of health services.

Other services include grocery stores, gas stations, post offices, fire services, hair dressers, barbers, Emergency Response Services (ambulance), auto repair shops, daycare centers, restaurants and Tim Hortons.

Cultural, Social and Recreational Activities:

Milford Lantz Communities have several recreation areas. The Milford Recreation Association has a hall, tennis courts, ball and soccer fields. There are walking paths and a Lions Memorial Park, as well as the East Hants Swimming Pool. The East Hants Sportsplex is located in Lantz. The Field House can be used for a variety of sports including soccer, football, rugby, lawn bowling, field hockey, golf etc. Around the perimeter of the field is a walking / sprint track. The East Hants Sportsplex is also home to the East Hants Sports Hall of Fame. Both Milford and Lantz have skate board parks and play grounds.

Gay's River communities have a newly renovated recreational facility in Carroll's Corner located on Highway 277. The facility has a hall, ball field, basketball court and a playground for young children. It is also home to the Mastodon Walking Trail which has recently been added to the Trans Canada Trail. There are programs available that target all ages.

The communities contain a variety of sporting activities and facilities.

Pastoral Charge Profile (#2)

Mission Statement:

The Milford-Gay's River-Lantz Pastoral Charge is to be an inclusive and diverse community exploring and celebrating our Christian faith working for a world of compassion and justice respecting all of God's creation.

Significant Pastoral Charge statistics are as follows:

| Statistics – 2017 | Gay's River | Milford Lantz |
|--------------------------------|-------------|---------------|
| Households under Pastoral care | 28 | 75 |
| Historic Roll – Residents | 50 | 51 |
| -Non Residents | 11 | 18 |
| Average Sunday attendance | 20 | 50 |

Milford-Gay's River-Lantz Pastoral Charge operates under the Official Board style of governance. Each church has a Session, Committee of Stewards and Board of Trustees. The Official Board meetings and the combined Session meets bi-monthly.

Both churches have a paid organist, custodians and volunteer treasurers. The Pastoral Charge secretary is a paid position and a volunteer treasurer.

Both churches have a well equipped kitchen and church hall which are used for church activities and community groups.

Ministries supported by both congregations are as follows:

Food banks, Good Samaritan Fund, Scouts Canada, Mission and Service Fund, Visitation, various Senior Care facilities, SARC and Atlantic School of Theology. Gay's River supports breakfast programs at two elementary schools.

These Ministries are supported by many hands working together holding suppers, teas, coffee houses, hymn sings, auctions, yard sales, pie sales, memorial tree and a lot of sweat equity.

The charge also places importance on providing spiritual and leadership development opportunities. These opportunities are presented through visitation, study groups, a women's spirituality group, community quilt group, U.C.W. groups, Margie Roberts group, workshops and the dedication of many.

Challenges and Opportunities:

There are many committed hard working members in both congregations. Gay's River has a declining congregation but have a large community base of volunteers when needed. Likewise, Milford Lantz has a community base of volunteers when needed. A challenge is finding volunteers to fill positions such as Stewards, Elders, Trustees and heading up small maintenance undertakings.

Resources Profile (#3)

Both congregations are supported through regular offerings, outside donations, through memorials and bequeaths. Various programs include auctions, suppers, card parties, coffee house, calendar sales, celebration box, hymn sings, pie sales, and many other imaginative fund raising efforts. These contributions, gifts of time, hard work and financial support contribute to the success and upkeep of the churches; also providing salaries for ministry personnel and other paid positions. We strive to have a representative attend Presbytery meetings.

The Pastoral charge property of Milford Lantz and Gay's River consists of two well-kept churches. Gay's River also has a fifteen acre wood lot nearby that was bequeathed to that church many years ago.

We aim towards being accessible to all by installing ramps, accessible washrooms, hearing loops and accommodating wheel chairs. Milford Lantz has an elevator.

Milford Lantz United has a piano, sound system, TV and DVD player and a closed loop camera system.

Gay's River United has an organ, a piano, a sound system, a TV and DVD player.

The pastoral charge shares a projector, a large screen and photocopier. The office is located in the Milford Lantz church.

Leadership:

Both churches have members in leadership roles with active groups. Our pastoral charge policies consist of marriage, baptism and funeral policies. Individuals or groups organize services while the minister is away.

Both congregations have choir leaders and organists. Milford Lantz has an active Sunday school and Nursery care givers. Both congregations also have Voices United, More Voices and musical talents.

Annual Report available upon request**Position Profile (#4)**

Job outline for the Minister Milford/Gays River/Lantz and Shubenacadie Pastoral Charges (20 hours/week per Pastoral Charge)

Reporting to: The Official Board of the Pastoral Charges including the Ministry and Personnel Committees.

Key Responsibilities: In order of priority**a. Worship:**

Refer to Cooperative Ministry Agreement

b. Visitation and Pastoral Care:

Refer to Cooperative Ministry Agreement

c. Christian Education and Training:

Refer to Cooperative Ministry Agreement

d. Administration:

- a) Assists the Session to maintain accurate records on all households of the charges including membership (active and inactive), transfers, marriages, baptisms, deaths, confirmations and pastoral care.
- b) Must be present at meetings of the Official Board, Session, but not necessarily the chair. Will preside as Chair of the Board of Trustees.
- c) Support and assist the secretary in the main office of each pastoral charge while overseeing the regular correspondence on behalf of the charges.
- d) Prepares appropriate reports, bulletins and other printed materials as approved by the Official Board in cooperation with secretarial help provided by the charges.

e. Presbytery and Conference:

- a) Expected to attend meetings of Presbytery and Conference.
- b) Provides additional support to committees of Presbytery.

f. Community:

- a) Works in close cooperation with other local clergy to promote Christian fellowship and cooperative efforts in the area.
- b) Maintains contact with community groups and services in furtherance of the work of Christian Ministry (for example, local Scouts group)

g. Revitalization:

Refer to Cooperative Ministry Agreement

h. Personal Growth and Development:

- a) We are a charge who encourages and expects our Minister to make full use of their continuing education allotment in consultation with Ministry and Personnel Committee.
- b) Our charge recognizes that the minister needs to maintain a healthy balance in his/her own life.

i. Performance Evaluation:

- a) Participates in evaluations in accordance with the M&P handbook.
- b) Meets with the M&P Committees to discuss objectives and set goals for the coming year.
- c) When necessary, M&P Committees from both Pastoral Charges will meet.

Skills Profile (#5)

The following skills are important to our pastoral charges. We are looking for someone who has:

- a) the ability to convey the Christian message.
- b) a passion for pastoral care.
- c) the ability to relate well to all ages.
- d) the ability to assist with and/or organize education programs.
- e) a commitment to personal and professional development.
- f) a commitment to social action/outreach.
- g) administrative and organizational skills.
- h) basic computer skills (ie Microsoft word, email).

Terms Profile (#6)

This position is a full time position, based on 40 hours per week (20 hours per Pastoral Charge). It is open to ordained, diaconal or DLM.

- a) Salary and benefits according to United Church General Council salary schedules and processed through United Church payroll services.
- b) Nova Scotia statutory holidays (New Years day, NS Heritage Day, Good Friday, Canada Day, Labour Day, Christmas Day). When services are required on a statutory holiday a day off in lieu will be granted in consultation with Session and M&P.
- c) Travel expenses as per the United Church General Council specifications with a travel log.
- d) Financial support for continuing education and book allowance as per United Church guidelines. (currently \$1374.00)
- e) Part time secretarial support provided.
- f) Basic telephone service and internet provided at church office.
- g) Vacation as per United Church General Council guidelines.
- h) Presbytery and Conference participation is encouraged.

