



**Synode Montreal and Ottawa Conference
The United Church of Canada**

Ottawa Presbytery

Orleans Pastoral Charge

**Joint Needs Assessment Report
January 31 2016**

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PROFILE 1: DEMOGRAPHIC, FINANCIAL AND COMMUNITY

PART A: ABOUT OUR PEOPLE:

Number of congregations: 1 N/A (e.g. Outreach Ministries)

Congregation: Orleans United 978 240
 (Name of Congregation) (No. on roll) (Average Sunday attendance)

We think of ourselves mainly as: Rural Remote Small town X Suburban
 Urban Inner City Other _____

Most of us live (check only one): in an apartment X in single-family homes
 in retirement homes in long-term care homes on working farms on
 rural retirement properties in low income or rent-to-income housing

The rest of us live (check all that apply): X in apartments in single-family homes
 X in retirement homes in long-term care homes on working farms
 on rural retirement properties in low income or rent-to-income housing

PART B: ABOUT OUR PASTORAL CHARGE:

Our congregation includes: (approximate numbers in each group)

Infant and preschool 25 Children (5-12) 35 Teens (13-19) 30

Young adults (20-30) 75 Adults (35-50) 250 Adults (51+) 600

Young retirees (51-65) 100 Older retirees (65-70) 400 Seniors (over 70) 100

Most of us: (choose one)

Grew up in this area X Moved to this area for work
 Moved here to be close to family Moved here for other reasons

Many of us work in the following industries or sectors: (check all that apply)

X Health or social services X Education Manufacturing
 Transportation Agriculture and food production
 Retail Environment Mining/Forestry
 X Information Technology X Government Other

Our congregation and/or community includes a significant number of people considered low-income or on social assistance. X No

Our congregation is like: (*choose on that best applies*)

A big family where we all know each other;

A medium sized church where we recognize each other but may not know each other well;

X A big church with lots of staff, where small groups are close to one another based on common interest;

Other description: _____

Our heritage as a Pastoral Charge: (check one that best applies):

a) Has roots as a Methodist/Congregationalist/Presbyterian/Local Union Churches/Aboriginal congregation prior to Union in 1925;

or b) we began: between 1925 and 1945 between 1945 and 1965
 X between 1965 and 2000 after 2000

We have been officially designated an “Affirming Congregation”. X No

We have a marriage policy allowing same-sex marriages. X Yes

We think of our pastoral charge in the following way:

X We have a new vision and are really excited; still working out how to live into that vision

Describe the ministry in our congregation at this time.

A mutually supportive and respectful team ministry, where each minister brings unique skills and interests to meet the needs of a diverse congregation. Usually one minister is responsible for preaching (including preparing the order of worship) and the other minister is responsible for worship leadership (including prayers and children's time). Worship leadership is collaborative and shared jointly whenever possible, although having two clergy allows one member to be engaged in other Sunday church activities on occasion (e.g. retreats, Sunday school, youth classes).

The clergy are very involved in growing the leadership skills in the congregants and in each other, and inviting people to become involved according to their availability.

Ministry is a shared responsibility of many people. We have active ministry teams (congregational committees) in outreach, pastoral care, Elders, adult, youth and children's ministries, Worship, stewardship conversation, fundraising, finance, refugees, youth and adult choirs.

What would a newcomer experience in worship and church community life?

A welcome at the door. Another welcome at the Elders' table, another welcome as he/she enters the sanctuary and receives a copy of the bulletin. Worship is relaxed but thought provoking with excellent sermons and wonderful delivery from both clergy. The children gather very enthusiastically at the front in the “Children's Discovery Garden” to give their monetary gifts and interact as they learn from one or both of the ministers, before skipping / running out to Sunday School. The congregation sings energetically and the large choir is excellent. There may be a couple of infants and children in the congregation, whose parents

choose to have them remain present in worship for a variety of reasons. The newcomer would probably be approached by someone sitting near, either before or after worship. The newcomer would be invited by both that person in the pew and the clergy to join everyone in the hall for coffee and conversation after the service. We do not use any physical methods (name tags, coloured mugs etc.) to identify newcomers. We do not invite the newcomer to join a committee until after it becomes evident that the person wishes to make OUC his/her home. The bulletin insert and the video screen in the hall advertise the many faith community happenings in the church and the clergy might highlight one or two and invite people to become involved.

Several times a year, the ministry team offer a 3 session Believe, Belong Become workshop for those who wish to learn more about the UCC, OUC and their own faith. There is no pressure for participants to join the church.

Attendance at a ladies' dinner out or mom's night out, held monthly, might be a less intimidating way of forming relationships with the people in the congregation.

What do we do well as a pastoral charge?

What are our strengths?

- We are growing!
- A strong and active presence on the Multi Faith Refugee Committee
- An involved outreach team which supports the foodbank and local charities
- Dynamic worship
- Exciting and creative Sunday School
- An active teen group that takes responsibility; along with very capable leadership, for its learning and social programs and its finances.
- Several adult learning opportunities including a weekly men's breakfast and java jive to discuss the readings for the coming Sunday, and a twice a year book study.
- Involvement of men: Men's retreat, Wednesday morning breakfasts, men's roast beef dinner.

What aspects of our congregation's ministry could use development and growth?

Communication. Like all organizations, we struggle with this. We used to put out a quarterly newsletter, both by email (more than 80% of our congregation have email) and hard copy, but few people read it. Of 600 on the mailing list we have 400 email addresses. We used to put monthly ministry team (pastoral care, outreach, Elders, Sunday School, etc.) updates into a newsletter, with a note in the bulletin and from the pulpit to check it out on the bulletin board. It seems few people read it. We have a communications team that is working on this problem.

Welcoming. Young families new to the congregation say that they feel very welcome. However, we realize that we are not receiving feedback from those who do not return, and that churches, even with the best intentions, can appear scary and unwelcoming. Our Elders are trying different approaches to address this issue.

Finances. This is always a struggle. We have more people attending but this has not translated into increased income. The congregation is very generous when we hold fundraisers for

specific items (updating the washrooms), weekly givings are stable. We still carry three mortgages.

Outreach to the immediate community. OUC is a fairly homogeneous congregation, representative of the community in which we live. We could do more to be involved in the local community

What is our dream?

A community garden with fruit bearing trees.

A labyrinth on the property with shade trees, water fountain etc. where the community could gather and relax.

Three clergy and possibly a parish nurse. The ability to sponsor more refugees, and more people to help them integrate into the community.

Removal or replacement of the tower. (\$150,000 to take it down. Bricks are falling and it will have to be done)

Improved AV equipment so we could reach people via streaming, YouTube etc.

Bus to transport those with mobility challenges

Increase our weekly visits to seniors and those who cannot get out.

Provide drivers and help with shopping for those in need

Provide more volunteers to the Cumberland Resource Centre

What are the three most important ministry programs we offer?

Outreach

Care and support team (pastoral care)

Children's and teen's programming.

What are the biggest challenges to ministry in our congregation right now?

Financial

What will be the biggest challenges to ministry in our congregation 5 years from now?

Finding ways to engage the younger adults who see volunteering as a time-limited, task specific opportunity. Their busy lives do not allow for long, face-to-face meetings and commitments that are ongoing in nature. At the moment, we are relying on those 55+ to carry out the ministry of our teams (committees). What are the ways in which someone might be a contributing partner of a team without being a member of that team?

Expanding the spirit of welcome, on which we've been working so intentionally, to meaningful pathways of assimilating those we have welcomed ... how do we move people from active participants to engaged volunteers and keep them inspired and motivated?

Helping the "silent majority" appreciate that their presence and participation in the congregation's ministries are critical for the future wellbeing of our faith community ... that their "yes to God's mission here" is the only thing that will move OUC forward ... without it the church falters.

The current financial burden resulting from earlier decisions, as faithful as those decisions may have been at the time (taking on a huge debt-load, assuming the endless growth possibilities of the institutional church), is difficult to justify to the next generation who had no part in the decision but now share responsibility.

Finding ways to engage members of the congregation in the mission and ministry of OUC while understanding the new realities and pressures on the “next” generation
Encouraging the “next” generation to find their place within the leadership of the congregation – and allowing the current generation to gracefully and graciously allow for new leadership experiences and possibilities

Continuing to be mindful of remaining faithful and relevant in today’s ever-changing society
Looking to the future with optimism and possibility and making the appropriate plans (financial, missional and otherwise) to ensure OUC’s continued relevance in the next decade and beyond

PART C: ABOUT OUR COMMUNITY

This is what we love about our community. This is what makes it unique.

Situated on the banks of the Ottawa River, steps from Petrie Island with its marina, three beaches for swimming, lovely sand and nature trails. Excellent bus service to downtown Ottawa (15-25 minutes), an exceptional arts centre, (The Shenkman Centre) in the heart of Orleans, nature trails throughout the city, excellent shopping, many restaurants, and a bilingual atmosphere which adds vibrancy to the community

The three economic, demographic or political challenges facing our area are:

Rapid transit is being expanded to carry people to downtown where most work. This has caused some traffic delays

Few strong employers in the immediate area.

Personal and family financial struggles which are largely hidden because of the middle class nature of the community

Here are two or three websites that offer detailed information about our community:

www.ottawacommunitynews.com/orleans-on

https://en.wikipedia.org/wiki/Orleans,_Ontario

www.ottawatourism.ca

Other faith communities represented in our community/region are:

St Helen's Anglican, Grace Presbyterian, Divine Infant RC, Bilberry Creek Baptist, Seventh Day Adventist (They meet Saturdays at our church) Paroisse Catholiques Romaines – St Joseph, Christ Embassy, New Wine Covenant, Abiding Word Evangelical Lutheran, Église Baptiste, Évangélique Bon Berger, Capital City Church, Carleton Baptist, Redeemer Alliance, Resurrection Lutheran, Community Pentecostal, Church of Jesus of Latter-Day Saints

We have close ties with the following faith communities, social services or community outreach services: (e.g. food bank, community associations, etc.)

Queenswood United, Centre 507, Gloucester Emergency Food Cupboard (GEFC), Orleans-Cumberland Community Resource Centre (OCCRC) and food cupboard, Eastern Ottawa Community Resource Centre (EOCRC), Helping With Furniture, Multi-faith Housing Initiative (MHI), Interchurch Refugee Group, Tucker House, Habitat for Humanity .

Are there opportunities for ministry in your congregation or community that could/should be explored?)

Yes. With several high schools, three community associations

Are there opportunities for shared ministry between congregations (United Church or other denominations) in your wider community/region that could/should be explored?

Yes. We should be exploring connections with other churches in our community. Although the Seventh Day Adventists meet at our church, we do not engage actively with them, partly because they are a francophone community.

Within the United Church, Orleans is a member of:

Synode Montreal and Ottawa Conference

Montreal and Ottawa Conference consists of five (5) Presbyteries: Montreal, Quebec-Sherbrooke, Ottawa, Seaway Valley, and Consistoire Laurentien. Spanning most of the province of Quebec and eastern Ontario, this bilingual Conference embodies a diversity of cultures and ethnicities that shape a unique flavour of ministry for those who offer leadership here.

For further information visit our Website: www.montrealandottawaconference.ca

The Ottawa Presbytery

The Ottawa Presbytery of the United Church of Canada is composed of 61 pastoral charges (49 in Ontario, 12 in Quebec) with 80 congregations serving over 18,000 United Church members in addition to an outreach ministry in Iqaluit, Nunavut. More than 100 ministry personnel (active and retired) and over 100 lay representatives are members of the Presbytery which meets monthly at various locations throughout the presbytery. Congregations are located in both Ontario and Quebec and are representative of rural, urban, and suburban communities. Ministry is provided in English and French as well as a number of other languages. Special ministries related to the Presbytery include Carlington Community Chaplaincy, Centre 507, Emergency Food Centre, Ottawa West Community Chaplaincy, hospital, military, and university chaplaincy, and Youth Ministries Program.

Settlement opportunities within Ottawa Presbytery often include a mix of full time and part-time positions in the West Quebec part of the presbytery and on the edges of the Presbytery. No pastoral charge in the presbytery is more than one hour and a half from the National Capital's city core with all its amenities.

The services of the Presbytery Office support congregational life in West Quebec and both rural and urban areas of the City of Ottawa. The staff includes a full time Presbytery Minister, a full time Youth Minister, and an office administrator. The Ottawa Presbytery Office is located in the United Church Regional Centre at City View United Church, 6 Epworth Avenue, Nepean. The Regional Centre is the home of the west office of the Montreal & Ottawa Conference and the Ottawa Presbytery.

For further information, visit our website: www.uccanottawa.org

PART D: ABOUT OUR ASSETS

Governance structure: Official Board X Council Church Board

How many people are on your Governing Body? 11 plus 2 clergy

How many are typically present at a meeting of your Governing Body? -11

Our Church Building:

Our Sanctuary holds 500 people.

Are there meeting rooms? X Yes

What are they used for?

Ministry team meetings, youth studies and social events, quilting club, book club, adult ed events, moms and tots, Scouts. Also we rent space to TOPS, two exercise groups, two choirs, Seventh Day Adventists (hall and sanctuary) and- Military Families French Language course

Is there a basement? X No

Is there a nursery? X Yes with audio from the sanctuary

Is the nursery toys/furniture compliant with current safety standards? X Yes

Are there Sunday School rooms? X Yes

How many? 4 plus the hall Are they also multipurpose use? X Yes

Are there community rooms, church hall or activity rooms? (i.e. quilting, gym, etc.)
 X Yes No (see above)

Largest community room holds 150 people.

Brief descriptions:

Chapel adjacent to and connected with the sanctuary accommodates 85 people

Small choir room with piano, also used for Sunday School and some adult education sessions during the week

4 other small Sunday School rooms with pint sized chairs and tables.

Hall with kitchen access, can be used as a gym. Contains locked cupboards for Sunday School supplies

Youth lounge, furnished and decorated by our youth, with wifi, computers, screen. Also used for meetings and quilting club. Can seat 15

Nursery with new floor, Noah's Ark painted on the walls, bright windows, sink and cupboard

Library, kept up to date, tables, white board, can seat 20 people.

Small room used for counting after service and meetings of small groups (4-6)

Small chapel, seats 8-10, used for meetings, and quiet times.
 Two clergy offices
 One main office

Do you own a Manse? No

Where is the minister's office located? Down a quiet corridor, past the main office, opposite the side door to the sanctuary.

Describe it: Newly painted, window overlooking garden and parking lot, book shelves, desk, - 2 parts and 90 degrees, small round table with 3 chairs.

Is the building used by outside groups? Yes

Brief descriptions (tenants, occasional rentals, frequency of use):

See above. Building is in use every evening, and many Saturday and Sunday and weekday afternoons. We have had to turn down potential renters.

Is there audio visual capacity in the sanctuary church hall portable equipment moved in as required.

Is there a photocopier in the church? Yes 2 photocopiers

Is internet provided at the church? Yes **If yes, is it** High Speed

Is the church accessible per United Church Accessibility Guidelines? Yes

http://www.united-church.ca/files/handbooks/buildings_accessibility.pdf

We have just upgraded our washrooms to be compliant.

Are all areas of your building accessible? Yes except: The sanctuary has a ramp up to the pulpits. It is too steep and has no railing. This will be brought up to code next summer when we replace the carpets in the sanctuary.

If yes, how:

wheelchair ramps	elevator/lift	<input checked="" type="checkbox"/> power-assisted doors
<input checked="" type="checkbox"/> accessible washrooms	braille signage	<input checked="" type="checkbox"/> hearing-assist system
<input checked="" type="checkbox"/> large-print worship materials		increased lighting
other:		

If no, please list areas in the building which are not accessible:

See above

If available, estimate of the cost to meet accessibility needs:

\$25,000. Our fundraising campaign started this Oct 4, 2015 with the goal of upgrading the carpet (\$17,000.) and ramp (\$8,000.) by August 2016.

Support Staff:

Is there support for administrative tasks (e.g. bulletin, scheduling, and reception)?

X Yes

If yes, how many hours per week? 22 hrs If yes, is this X paid

Is there support for caretaking tasks? X Yes

If yes, how many hours per week? 25 If yes, is this X paid

Briefly describe the music for Sunday Service:

Many people say the music at OUC is one of the things that keeps them attending. We use both Voiced United and More Voices, with 4-5 hymns per service. The congregation is enthusiastic about singing. The choir sings one anthem each service. The Music Director routinely invites other instrumentalists (flute, guitar, trumpets, violins, drums, pipes) to enhance the music experience.

Is there someone specifically named to support to your music program? X Yes

If yes, how many hours per week? 15 hrs. If yes, is this X paid

Do you have a choir? X Yes **If more than one, how many?** 2 – senior and junior
 The children's choir sings at the service about 4 times per year.

Who provides Sunday Supply when your minister is way on vacation or study leave?

We have two ministers who can spell each other off. We have 5 lay worship leaders who take the service immediately after Christmas and can help out if both ministers are unavailable.

Number of worship services each Sunday: 1 at 10 AM

Do you have an active Worship Committee? X Yes

Ministry and Personnel Committee:

How many committee members? 6 How often does the committee meet? Every 2 months on average.

Has one or more of the committee members ever attended an M&P Committee training event in the last three years? X Yes

Pastoral Care:

Do you have a trained Pastoral Care Team in place? X Yes

Are there volunteers who help with the hospital, shut-in & member visits?

Yes

If yes, how many volunteers? 10

We also have a volunteer parish nurse for the next year or two.

Does this area of the congregation's ministry need to be developed: Yes

If yes, explain how: Our care and support team is very active with phone calls, visits, caring casseroles and care bears to those who are sick. However, since many of our volunteers work full time, we could use more trained people. The team offers "Seasons of Life" seminars four times a year dealing with issues such as loss and bereavement, financial information, setting boundaries etc. The needs and possibilities are endless.

Christian Development / Faith Formation:

Do you have a Christian Development Committee?

We have Children's Ministry, Youth Ministry, and Adult Ministry teams who support the faith formation of this congregation in a myriad of ways

Is there someone specifically named to support to your educational program?

Ministry Team leaders along with their teams work with clergy to provide faith formation opportunities for all ages

PART E: ABOUT OUR FINANCES

The word or phrase that best describes our current financial situation is:

Abundant

Adequate

Not meeting expenses but optimistic

We are not meeting expenses. We rely on bequests and reserves to fund operating budget.

Other

Our Revenue Sources are:

Congregational Givings 74% Congregational Fundraising Activities 9 %

Rental of building/services 14% Bequests, Reserves, Investments < 1%

Other (please briefly describe): HST rebate, Program revenues

Is there a Finance Committee? Yes

Financial statistics:

How many weekly offering envelopes do you issue? 182 (37 are inactive this year)

How many people are on Pre-Authorized Remittance (PAR)? 128

How many active givers are there? 273.

What is the annual income of the Pastoral Charge? \$414,289. (2014)

What amount of money is directed toward the Mission and Service Fund?

\$36,500 for 2014 (collected separately and not included in revenue).

What are your fundraisers? Soup lunches, fashion show, Christmas and spring bazaars, men's roast beef dinner, progressive dinner, food related fundraisers, Presbytery dinner, berry sales, Sundae Sunday, Women's International Tea, grocery gift cards, Rona and Boston Pizza receipts, pancake breakfast, targeted fundraising (i.e. carpet in sanctuary)

What amount is paid for the minister's salary? (two Ministers) \$104,800. NOT including housing.

What was the total travel allowance given last year? \$2057.

How much of money raised goes for building maintenance? \$20,702. In 2014 for property, building and equipment maintenance not including custodial services (\$36,490.)

Church building maintenance and repair:

Who does the repairs? Small repairs by a member of our property committee. Large repairs are contracted out.

Are major repairs required? X Yes

List in priority with estimated costs:

Replacement of frayed carpet and ramp in sanctuary \$25,000 (in the budget)

Furnace replacement when it breaks \$5000 (in the budget)

Removal of tower \$150,000

Have you had to ask for assistance from Mission Support to cover your budget?

X No

What is the maximum salary increment you feel you are able to pay? F

Might you consider offering above the minimum salary? X Yes

Are you considering a reduction or increase in working hours of ministry personnel?

X Stay the same

What other potential revenue resources do you have to draw upon in your church and wider community?

We have just started a grant application writing team, which, hopefully may be able to tap into agencies such as Trillium for some of our needs. We are expecting that this will be ongoing, but that the earliest successful request will not provide funds for at least a year.

PART F: OUR FINANCIAL RESERVES

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency. Yes No

Our Financial Accountability:

Our financial statements are reviewed by an external person each year:

Yes, third-party review No

Our financial statements from the last three years are available upon request.

Yes No, but available on our website No

Our Financial Statistics from the last five years:

	Line # in UCC Yearbook	Current Year	One Year Ago	Two Years Ago	Three Years Ago	Four Years Ago
Households Under Pastoral Care	Line # 3	950(est)	950(est)	957	950	611
Financially Supporting Households	Line # 6	325	320	320	346	346
Attendance at Sunday Worship	Line # 20	285(est)	275(est)	267	294	277
Regular Givers	Line # 18	370(est)	370(est)	390	467	377
Operation of Pastoral Charge (\$)	Line # 40	\$295,000. (est)	\$300,000. (est)	\$292,370.	\$292,903.	\$283,851.

Additional comments or notes that you feel may be relevant:

The number of households under pastoral care is based on our mailing list and includes many occasional attendees

The Estimated Operational Income and Expenditures for the past year, the current year and for the next three years have been estimated as follows:

Year	Income	Expenditure	Difference (+ or -)
2014	\$419,000.	\$409,000.	\$10,000.
2015	\$409,000.	\$397,000.	\$12,000.
2016	\$415,000.	\$410,000.	\$5,000.
2017	\$420,000.	\$410,000.	\$10,000.
2018	\$427,000.	\$417,000.	\$10,000.

Additional Information and or Explanation:

This analysis does not include the special fundraising in 2015 and 2016 for the replacement of carpet and other renovations in the Sanctuary.

One of our Ministers is retiring September, 2016. As a result, we do not know the salary costs of the new Minister joining our church. The numbers of 2017 and 2018 assume an individual receiving a few thousand less in compensation than our present Minister who is in Category F and receiving a salary more than 30% above the minimum. The higher increase in expenditures in 2016 are a result of additional costs associated with the hiring of the new minister.

As of January 2016 Orleans United Church has the following long term financial obligations
 Royal Bank mortgage – balance remaining \$71,000.00 (on an original debt of \$425,000.00).
 The annual payment is \$17,240.00

It is expected that this mortgage will be retired in about four and a half years.

Church Extension Loan – current balance \$116,700.00. As agreed, annual payment is for interest only in the amount of \$820.00. As soon as the Royal Bank mortgage has been paid off, Payments on this loan are expected to begin, with terms to be negotiated.

McKendry Capital Fund – current balance \$100,000.00. As agreed, annual payment is for interest only at a rate equal to the Royal Trust T-bill account rate. In 2016, the interest payment was \$2,334. Payment on this loan will begin after the Church Extension Loan has been paid off.

The brickwork on the Church tower has deteriorated badly. The cost of demolition or repair is estimated at \$150,000. No provision has been made to deal with this issue.

PROFILE 2: LIVING MINISTRY PROFILE**Orleans United Church
Living Ministry Profile
June, 2015**

The Living Ministry Profile is a United Church of Canada initiative and a pilot project of the Montreal & Ottawa Conference. It enables a pastoral charge, like Orleans United, to reflect on its statement of purpose (its declared mission or ministry) on an annual basis, allowing the faith community to update and reaffirm who they are and what they believe God is inviting them to do.

OUC's Living Ministry Profile project was coordinated by our Ministry & Personnel Committee and prepared by several Ministry Teams and leaders in the Spring of 2015: Council, our two clergy, Outreach, Elders, Care & Support, Finance, Worship, Youth, and Children's Ministries. It is the most current description we have concerning the identity of our church community and how we live God's purpose through our programs and ministries. The church is grateful for their contributions.

In the early 2000's Orleans United prepared a Mission Statement based on Micah 6:8 – "What does the Lord require of you? To seek justice, to love kindness and walk humbly with your God." We described our purpose as ***"a contemporary Christian community bringing people of all ages and backgrounds together with God in friendship, action, prayer, love and service through Jesus Christ."***

In 2013, through the efforts of OUC's Future Directions Ministry Team, an interpretation of the earlier Mission Statement was articulated. Wanting to be more in tune with the "actions" suggested in the Micah passage and hoping that our people might memorize and embrace it, Future Directions offered this update: ***"To empower faith journeys and model Jesus' goodness through vibrant community."***

Most recently, in 2015, a newly formed Communications Ministry Team hoped to find a catchphrase that would become OUC's message to effectively communicate who we are and what we strive for as a community of faith. The message at the heart of Orleans United's mission currently promoted by Communications is: ***"Spreading God's goodness together."***

This Living Ministry Profile seeks to unpack and amplify these expressions of mission we claim as a faith community. Council hopes as you read it that you will feel affirmed by the many good things we do as followers of Jesus and be encouraged to discover new ways to partner with God and your friends in Christ here at Orleans United Church.

**Orleans United Church
2015 Living Ministry Profile**

1. Does the description of our physical community (town, city, region) still adequately reflect who we are? In what ways has our community changed?

A recent Economic Review conducted by the City of Ottawa indicates that over the past four years Ottawa's population grew by 3.8% and employment increased by 3.2%, being the smallest growth of all major Canadian cities. The proportion of our younger population (under 14 years) fell slightly to 16%; the proportion of 15-64 yr olds has also fallen slightly but still makes up 70% of the population and our seniors (65 and over) now make up 14% having risen by 1.4%. 61.7% of our city's workforce is employed in the private sector; 35.3% in the public sector and 3% in not-for-profit. Average personal income is \$46,388 which is an increase of 7.3% and is the third highest in the country. Ottawa also ranks third in the most affordable housing index.

The community of Orleans remains essentially the same type of community as it was at the time of the last JNAC report in 2009, Ottawa's eastern suburban community with the majority of the working force commuting into downtown for work and a significant francophone component. According to the 2011 census Orleans' population was 107,823. In 2014 the population had grown to just over 119,000. The suburban area continues to spread east and south with constant new housing developments. The population of Orleans continues to include a highly educated and diverse mixture of federal government employees, military and police personnel, high tech workers and service providers/entrepreneurs, retirees and stay at home parents.

2. Do our facilities continue to meet the needs of our congregation and wider community?

Our facilities do generally continue to meet the needs of our Congregation with the facility being used almost every day and every evening of the week for a variety of activities. This high volume use and the age of the building means that we face some expensive maintenance and capital repair items such as repair/replacement of the tower, sanctuary flooring, furnace replacement, and storage capacity, to name only a few.

We are not so sure we meet the needs of the wider community, not completely at least. It is noteworthy that we rent our sanctuary to a predominately francophone, black, Seventh Day Adventist Church, which means that the building use on a weekly basis includes another faith community of a significantly different demographic. In addition, baptism bookings are full every month and sometimes require a 3 month waiting period. In terms of space rental we need more daytime renters, but our space is too limited for some groups and our policy against serving alcohol curtails the use of our facility. Serving alcohol however involves many expenses and complications. The lack of adequate wireless services throughout the building may be limiting some ministries. A Revenue Stability Task force has recommended that we conduct a full market analysis to compare our facility to other similar facilities and to consider the need for technology enhancements to meet the needs of our congregation and other community users of our building.

3. How has our congregational demographics changed over the past year?

There are 600+ families who consider OUC their church home. Over the past five years our congregation has stabilized to a worshipping community of 200+ people from September through May. Of those 200 worshippers about ½ grew up in a faith tradition other than UCC and ¼ are new attenders since Rev. Glen joined Rev. Molly. About 1/3 of them are younger than retirement age, 1/3 travel from beyond the immediate neighbourhoods to worship, and 1/3 support the church through PAR. The Sunday School program is growing slowly with 90 children registered and an average attendance of 25 in 4 classes through grade 6. OUC Youth has over 30 registered teens in their programs with about 15 attending Sunday morning activities on a regular basis. In the whole congregation there are about 300 financial contributors averaging about \$1,000/year, with slight increases each year during these five years. The overall makeup of our congregation appears stable with the impression that new attenders are finding meaningful participation in the life of the faith community.

4. In the past 12 months, how has our congregation responded to the outreach needs within our community, regionally and globally?

Locally in our east Ottawa neighbourhood OUC's Outreach Ministry Team has encouraged the congregation to ongoing involvement with two community centres and their respective food cupboards (Gloucester and Orleans/Cumberland) including monthly food drives. Over the past year it has expanded food relief awareness by adding a Lenten "Change for Change" offering on behalf of breakfast programs in local schools. In addition, the Outreach team championed the Green Church Initiative in the congregation to better live with respect in creation, which resulted in joining the city recycling and waste pick-up program.

Regionally we maintain active relationships with Centre 507, the Multifaith Housing Initiative, Helping with Furniture, and the Interchurch Refugee Group (in which OUC has a central leadership role). The refugee ministry maintains ongoing relationship with families who we have sponsored over the years, and we recognize the global nature of this work. Our primary global outreach though is through Mission and Service; last year we exceeded our target and collectively donated \$36,660 which is over 10% of our congregation's total offerings in 2014.

Outreach is a dynamic part of OUC's mission, playing an important role in the life of the congregation. The Outreach Ministry Team has more ideas than people. Our ongoing struggle and growing edge is to expand involvement and share participation with more people.

In what ways have we assisted our congregational leadership in responding to the mission of the congregation within the community of faith and beyond?

Orleans United Church (OUC) is a large and active community of faith. We strive to provide meaningful experiences for people, from many different backgrounds, who have come to call OUC home. It takes many hands to ensure that all needs are being met. At OUC our new Council structure allows for fluid movement and sharing of information between Ministries, Members at Large, Ministers and the Congregation. It aims to promote grass roots initiatives, giving people the opportunity to act where they see a need, whether it be big or small. Ministry teams are more self-motivated, and have contributed to and improved the overall experience at OUC in a very positive way. We are working hard to have meaningful conversations through programs such as *Believe.Belong.Become*, which has helped newcomers and regulars alike to find and follow their faith journey in a more meaningful way. The Inter Church Refugee committee, on which a significant number of members of OUC participate, has been an integral part of our congregation as we rally together to ensure the needs of new Canadian families are met. Providing time for Fellowship following the service each Sunday has been integral in allowing people the opportunity to visit, chat and exchange ideas. This time allows newcomers to meet people and strengthen their connection at OUC. We work to engage people both within our congregation and beyond via social media. Our website, Twitter feed, and Facebook page are accessible to all within our community and beyond. It helps members of the congregation to stay connected when they are away at school or travelling. It also helps to give OUC a voice in the greater United Church of Canada and beyond. Being inclusive, all ages at OUC are encouraged to participate in the future planning discussions, ensuring many view-points are heard and considered. Involving all ages helps to promote succession planning, ensuring that the vibrant and engaged community at OUC continues to thrive for years to come.

5. In what ways have we assisted one another within the congregation on our individual spiritual faith journey?

Opportunities for personal engagement and meaningful connections are plentiful at Orleans United, and it is through such moments that people feel most encouraged in their faith journeys. Small group experiences such as retreats and adult study groups (e.g. *Believe.Belong.Become*, Men's breakfast, Java Jive, Lent/Advent book studies) provide the chance to explore questions of faith and find support for individual faith journeys. The Easter butterfly opportunity is just one example of how individuals and families at OUC are encouraged to share their faith with each other and the wider community. Individual relationships nurtured during experiences such as confirmation mentoring, the ministry of coffee hour after worship, or youth group were identified as key to feeling encouraged in one's faith life.

Worship is a central component to life at OUC, and through worship people feel spiritually nurtured. The ministry of music, the special services (Ash Wednesday, Candlelight Vigil, etc), celebrating sacraments, the participation of lay people in all aspects of worship, the inclusion of children and youth in all activities all serve to provide an atmosphere where individuals can grow in faith. OUC seeks to offer a welcoming environment that encourages

people to find their own place in church. In all we do, we seek to invite people to join together in a spirit of growing and discovering.

There exist opportunities for continuing to expand our spiritual nurture and care, particularly as we consider the needs of busy families, and the unique challenges of a large and diverse congregation. How do we encourage connection and create an environment where people will reach out to us, sharing their needs and vulnerabilities? We need to continue working at expanding our circles of engagement, both within the congregation and with the surrounding community.

6. Are there new initiatives that have been undertaken – or need to be undertaken – to remain faithful to our call within this town/city/region and our world?

OUC continuously searches for innovative ways to answer our call locally, regionally and around the world. The Spirit that moves us is a restless one. Over the past five years congregational leaders have intentionally focused on initiatives to help the congregation to position itself for the next generation of ministry in Orleans. Council established a Future Directions Ministry Team which guided the early stages of this transition. It completed its mandate in 2014 with a major revision of our Council structure. The new Council elected in the Spring of 2014 is smaller with 6 of its 13 members tasked with sustaining meaningful relationships with the 20-plus ministry teams that operate within our faith community.

Other new initiatives include:

- 1) The Stewardship Conversation Ministry Team, which approaches stewardship in a way that focuses on the broader meaning of faithful partnership with God and each other;
- 2) a renewed Youth Ministry Team, which has developed a partnership with the youth group giving them more hands-on responsibility with developing their programming and managing their finances
- 3) a new Communications Ministry Team recently begun in 2015, which is working on establishing a consistent and congruent “message” about the church’s mission, which will be expressed internally for improved communication in the congregation and externally to project our image faithfully in our neighbourhood and beyond; and
- 4) the implementation of the Green Church Initiative which resulted in joining the city of Ottawa's recycling and waste pick-up program and the cancellation of a garbage contract with a fiscal saving of nearly \$3,000 annually.

We are mindful of the continued need to develop and pursue our long range vision.

7. Are we as a congregation continuing to meet the pastoral care, spirituality and self-care needs within our community of faith and the wider community, Ottawa East?

Focussing this question through the lens of pastoral/spiritual care, OUC’s Care and Support (Ministry) Team takes an active role in meeting the personal needs of many people in our congregation and neighbourhood. On the pastoral care front, CST delivers casseroles to families disrupted by crisis and gives “comfort bears” to individuals who need a reminder that they are not alone. Its compassionate notes/cards ministry sends hand written messages of

love to a dozen people every month. CST people are present at every church funeral for both church families and neighbours, and visit with folks who need support and encouragement. On the spiritual care front, CST holds Season of Life workshops for the congregation and the wider community several times a year (in the past year - Wills and Estate Planning, Seniors' Tea and Resource Fair, and most recently The Power of Prayer with 45 people attending). The team also hosts an annual "Candlelight Vigil" for anyone feeling fragile at Christmas, sponsors a regular email prayer ministry which remembers others in times of struggle, and engages worshipers in prayerful conversation every Sunday in the "Care Alcove" just outside the Sanctuary.

Care and Support is committed to encouraging everyone to become more actively engaged in a caring ministry every day. It continues to explore new ways to connect with youth, young adults, and younger families, to improve our mentoring/modeling of kindness and compassion through our congregation, and to build "caring" bridges with other OUC ministry teams.

8. Are we faithful in our use of our resources: financial (\$), talents (people) and physical (building)? Do our stewardship goals assist us in meeting the needs of the life and work of our congregation?

Congregational leaders are attentive in addressing the ways we communicate about church resources as a whole in order to fulfill the heart of our mission – "to encourage everyone's faith journey, to model Jesus' kindness through our faith community, and to spread God's goodness to others." OUC's Resource Ministry strives to be as efficient, effective and environmentally sound in managing our church's building, financial, and human resources. Financially, a narrative budget approach has helped our faith community better appreciate the sacred relationship between "the offerings we give" and "the ministries we accomplish." Concerning both paid staff and church volunteers who minister side by side, steps have been taken to formally inventory the talents of all congregation participants for ministry. Regarding the building and property, the congregation faces ongoing capital replacement needs (e.g. carpets, furnaces, painting) and tries to address at least one improvement annually. As well, the church is faced with a major structural concern over brickwork on the tower and other wall areas.

In terms of stewardship, the ongoing work of our Stewardship Conversation continues to focus attention on a three-fold goal: 1) active participation in OUC's ministry programs; 2) intentional volunteering in at least one OUC ministry; and 3) regular, meaningful financial support of OUC's overall mission.

9. In what ways do your financial/budget projections for the coming years need to be updated? Are they still accurate?

Financial projections are updated annually and incorporated in the budget presented to and voted on at the Annual Congregational Meeting. The annual budget is developed based on past experience and best estimates for the coming year. However, due to the uncertain nature of congregational revenues and expenditures, there are some deviations from the approved budget. In 2015, total revenues, which depend on congregational givings and rental income, were 3.6% above budget. Because program and building expenses were below expectations,

total expenses were 3.5% below budget. The result was a positive balance at the end of the year of about \$12,000 compared to a budgeted deficit of \$12,483.

The presentation of the budget at the Annual Congregational Meeting combines both financial and ministry-based approaches. Work on “narrative budgeting” over the past four years has led to a presentation of the line item budget that focuses on 3 main “assets” that make OUC a healthy faith community: 1) our ministry programs, 2) our paid personnel as resources to our ministry programs, and 3) our church building as our family home for over 25 years in the neighbourhood.

Our growing edge includes increased focus on budgeting and revenue generation for major capital improvements. Recent budgets focus predominantly on annual operational expenses and do not adequately include the cost of capital projects. Council is considering the recommendations of a Revenue Stability Committee that explore options to improve the financial position of the congregation. Council is also exploring ways to more effectively communicate awareness of our financial needs to the congregation as a whole.

As we look to the future, concern is expressed about aging donors and subsequently a shrinking donor base. For every established giver who moves on, it often takes several new givers to make up the difference. We continue to search for innovative ways to address financial needs honestly and transparently without alienating supporters.

10. Does our worship meet the diverse needs of the whole people of God?

Recognizing that OUC’s congregation is very diverse in terms of its theological views, church backgrounds, expectations of worship, and ages, we work hard at providing dynamic, engaging worship that will appeal to all. That said, the inclusiveness and diversity of our congregation means that it is impossible to meet everyone’s needs on any given Sunday. The Worship Committee pays close attention to the worship needs of the congregation and seeks to address concerns and accommodate requests as much as possible. There is a rich community of gifts within our congregation and it is always wonderful to have people share their artistic talents, including music, drama, and visual arts, in worship. We are blessed to have a significant number of Licenced Lay Worship Leaders who share in worship leadership regularly. Sunday morning worship often involves a number of voices including a Worship Elder, Scripture Reader, choir, soloists, musicians, lay speakers sharing Ministry Moments or Minutes for Mission, and two clergy.

There is a sense that worship at OUC would feel comfortable to those who grew up with a traditional United Church background, but is also accessible and inviting for those who come to us with little or no church experience. There is always room for improvement in terms of offering alternative styles and forms of worship, either in terms of when services might be offered or the kind of worship that might be engaging. The clergy have experimented with some alternative worship opportunities over the past few years. We are mindful that worship takes place in a variety of ways and various locations including in small group gatherings and at retreats.

11. What does it mean for us to be a part of the United Church of Canada?

OUC values its relationship with the United Church, particularly in terms of the ways that it informs our identity. Being part of a denomination which is perceived as flexible, responsive, inclusive, open and welcoming is important to who we are as an individual faith community. Our relationship with the United Church of Canada means knowing that we are part of a faith tradition that is ever-evolving, that places decision-making responsibilities in the hands of the congregation, that is willing to take a stand on political issues, and that emphasizes social justice and outreach. Opportunities for asking questions, learning, and being encouraged on one's individual faith journey feel like hallmarks for the United Church, and are vital components of life at OUC.

12. Regarding the Ministry Personnel Position Description:

a) Does our existing Position Description adequately reflect the reality of our ministerial needs?

Yes, and the description of our full-time, equal, collaborative team is described as follows: The success of the team ministry model experienced at Orleans United has been based largely on the understanding that in this team, all ministry duties and responsibilities will be shared in a mutual and collaborative way. The position designations suggest the ministry personnel who in the team will assume primary responsibility for initiating those collaborative conversations for any given area. The position descriptions are fluid and evolving understandings of the lived-out ministry at OUC, and as such there is room for allowing the gifts and strengths of each team member to be fully realized. It is understood that both ministry positions are charged with the total oversight and care of the congregation and all of its various pastoral needs.

b) Are the specific "Terms of Call" still appropriate? Do they need to be updated?

Yes, a current update has been developed in April, 2015 as follows:

The Position Description portion of this Living Ministry Profile has been placed in Profile 3 below.

PROFILE 3: POSITION DESCRIPTION(S)

The following position descriptions are current and are based on two, full time, Ordained Ministers.

Ministers called to Orleans Pastoral Charge are accountable to Ottawa Presbytery and accountable to the Pastoral Charge through the Ministry and Personnel Committee.

Orleans United Church

Position Descriptions for the Full-time, Equal, Collaborative Ministry Team

NOTE: This document was developed in April 2015

The Position of Team Minister with Focus on Faith Formation and Leadership Development is currently filled

The Team Minister with Focus on Congregational Care and Outreach plans to retire in 2016

	<i>Team Minister</i>	<i>Team Minister</i>
	<i>Focus on Faith Formation & Leadership Development</i>	<i>Focus on Congregational Care & Outreach</i>
<u>Worship and Sacraments</u>	<p>30%</p> <ul style="list-style-type: none"> • Plans and arranges and leads regular and appropriate seasonal worship; • Preaches in approximately 50% of the Sunday Mornings • Takes primary responsibility for seasonal and special worship services; • Preaches the Word in a way that brings meaning to people's lives and is relevant to the world we live in; • Actively supports the role of music as an integral part of our worship services; • Administers the Sacraments (communion and baptisms); • Presides at weddings and funerals in accordance with Orleans United Church Policies; • Ensures one clergy person present at Worship Committee meetings; • Coordinates guest preachers/speakers in worship services; • Primary liaison with Worship Committee; • Develops & maintains worship schedule; • Maintains relationship with Elders regarding Worship matters. 	<p>25%</p> <ul style="list-style-type: none"> • Plans and arranges and leads regular and appropriate seasonal worship; • Preaches in approximately 50 % of the Sunday mornings • Shares in the special seasonal services; • Preaches the Word in a way that brings meaning to people's lives and is relevant to the world we live in; • Actively supports the role of music as an integral part of our worship services; • Administers the Sacraments (communion and baptisms) and • Presides at weddings and funerals in accordance with Orleans United Church Policies. • Ensures one clergy person present at Worship Committee meetings

<u>Pastoral Care and Visitation</u>	15 %	30%
	<ul style="list-style-type: none"> • Provides leadership in the pastoral care of children, youth and young families; • Takes an active role in the pastoral care of the Congregation; providing pastoral visitation as needed to homes, hospitals, senior residences and nursing homes and via phone and social media; • Offers spiritual guidance and compassionate listening on a responsive basis to individuals as time permits; • Provides emergency counselling and makes referrals to community social resources; 	<ul style="list-style-type: none"> • Provides leadership in the pastoral care of the Congregation; • Provides the majority of pastoral visitation as needed to homes, hospitals, senior residences & nursing homes and via phone & social media; • Offers spiritual guidance and compassionate listening on a responsive basis to individuals as time permits; • Provides emergency counselling and referrals to community social resources; • Primary liaison with Care & Support Team; • Provides home communion at Christmas and Easter • Offers Post-care/follow up with families regarding baptism & funerals as well as with new Members; • Co-ordinates meeting new and prospective members, offering the fellowship of our congregation; • Maintains relationship with Elders regarding congregational care matters.

The United Church of Canada -- Synode Montreal and Ottawa Conference
A Joint Needs Assessment Report for Orleans Pastoral Charge

<p><u>Faith Formation and Leadership Development</u></p>	<p>33 %</p> <ul style="list-style-type: none"> • Develops programs to aid the spiritual development of children, youth, young adults & families, leading groups and acting as a resource for others; • Provides spiritual leadership to participants and leaders; • Oversees the recruitment and recognition of volunteers as well as the training and development of congregational leaders; • Oversees the selection of appropriate curriculum materials for children and youth education programs; • Takes the lead on baptism preparation and follow up; • Ensures appropriate coordination between worship service and Sunday school and youth programs; • Integrates children & youth participation in worship services; • Primary responsibility for baptism preparation for families; • Primary responsibility for youth confirmation; • Primary liaison with Children's Ministry & Youth Ministry; • Encourages and supports leadership development within ministry teams of the church. 	<p>10%</p> <ul style="list-style-type: none"> • Assists and supports in the recruitment and recognition of volunteers as well as the training and development of congregational leaders; • Primary responsibility for adult faith formation opportunities (including <i>Believe.Belong.Become</i>) • Participates in and leads faith formation activities; • Co-ordinates the adult education program; • Encourages and supports leadership development within ministry teams of the church.
<p><u>Outreach</u></p>	<p>5 %</p> <ul style="list-style-type: none"> • Encourages, supports and facilitates outreach programs; • Educates and encourages our church community to support United Church programs at home and abroad. 	<p>10%</p> <ul style="list-style-type: none"> • Encourages, supports & facilitates outreach programs shares in this ministry with the Outreach Committee; • Educates and encourages our church community to support United Church programs at home and abroad; • Primary liaison with Outreach team and neighbourhood ministry partners.

<u>Stewardship</u>	<p style="text-align: center;">2 %</p> <ul style="list-style-type: none"> • Supports stewardship through messages in worship service. 	<p style="text-align: center;">5 %</p> <ul style="list-style-type: none"> • Supports stewardship through messages in worship service; • Primary liaison with Stewardship Conversation; • Offers congregational educational opportunities around stewardship issues; • Prepares and presents Narrative Budget to Council and congregation; • Maintains relationship with denominational stewardship programs.
<u>Operations and Administration</u>	<p style="text-align: center;">5 %</p> <ul style="list-style-type: none"> • Participates in weekly staff meetings with Office Administrator, and Music Director; • Attends Council meetings and acts as an ex officio member of this and its committees within our constitutional structure; • Coordinates the vacation and study leave schedule of the Ministerial Staff; • Attends to team development within staff team. 	<p style="text-align: center;">10 %</p> <ul style="list-style-type: none"> • Participates and acts as chair in weekly staff meetings with Office Administrator, and Music Director; • Attends Council meetings and acts as an ex officio member of this and its committees within our constitutional structure; • Collaborates with the Office Administrator to maintain the ecclesiastical records; • Collaborates with the Office Administrator concerning the daily administration of OUC; • Primary liaison with Communications team including preparation of relevant and engaging messaging for distribution; • Primary liaison with Finance Committee, Property Committee, and Trustees; • Maintains relationship with Presbytery representatives and Green Church Initiative

<u>Other External Duties</u>	<p style="text-align: center;">10%</p> <ul style="list-style-type: none"> • Participates in Presbytery and Conference meetings; • Represents Orleans United Church in the community; • Pursues continued personal growth and professional development through ongoing study; • Participates in interfaith and wider church opportunities as they arise; • Consultation with M & P will be required whenever additional commitments arising from external participation may impinge on regular congregational obligations. 	<p style="text-align: center;">10%</p> <ul style="list-style-type: none"> • Participates in Presbytery and Conference meetings; • Represents Orleans United Church in the community; • Pursues continued personal growth and professional development through ongoing study; • Participates in interfaith and wider church opportunities as they arise; • Consultation with M & P will be required whenever additional commitments arising from external participation may impinge on regular congregational obligations.
<u>Professional Development</u>	<p>The foregoing description refers to the distribution of duties over the hours that a Minister is working during any given period of time. A Minister called to the multi-staff situation at OUC can be assured of taking their full Study Leave each year. Those three weeks, including Sundays, represents 5.8% of a 52 week year. Along with the 3 weeks of study leave we understand professional development to be a vital part of ministry and would expect a minister to engage in learning opportunities and personal growth on an ongoing basis. To this end the Ministers at OUC engage in ongoing self-directed learning</p>	

PROFILE 4: DESIRED SKILLS, KNOWLEDGE AND EXPERIENCE

Requirements:

Orleans United Church requires an Ordained Minister on a full time basis to join in and grow with the Ministry Team at Orleans United. The following are the desired attributes of this person.

Skills:

- Dynamic orator/storyteller able to make scripture relatable to congregants of all ages.
- Compassionate ability to engage with people of all walks of life at all stages of life.
- Sense of humour and very strong interpersonal and communication skills.
- Ability to lead/guide without taking over or micro-managing.
- Superior time management, organizational and planning skills with respect to urgent, short-term, and long-term projects.
- Comfort with, and ability to deal with resistance to change.
- Ability to engage and encourage new voices and new points of view, including on established committees, while still honouring the contributions of existing members.
- Ability to give a compassionate and respectful, but still firm, 'no' when required.

Knowledge:

- In-depth knowledge of scripture and theology.
- Knowledge of governance models, leadership strategies, and group dynamics.
- Knowledge of outreach, modern media, and/or other communication tools and techniques.
- Knowledge of strength-based volunteer models or other motivational/empowerment tools
- Knowledge of Orleans United's Living Ministry Profile and a demonstrated understanding of our commitment to Spreading God's Goodness Together within Orleans United and the larger Orleans community.

Personal Attributes:

- The key attribute is an openness to being an equal partner in a team ministry where both Ministers share responsibility for overall pastoral services, including Sunday Worship, and both are involved in every facet of life at Orleans United, yet respect and give space to each other's strengths.
- An openness to meaningfully considering many different points of view and being part of a team, whether paid staff or ministry team, where you may not always have the final say.
- A commitment to transparency in decision making, subject to any relevant privacy/confidentiality considerations.
- An ability to work variable hours including early mornings, evenings, and of course, weekends.
- An openness to different interpretations and understandings of scripture and the ability and willingness to model that openness for others.

- A passion for multiple areas of ministry but also a willingness to shoulder half of the responsibility for the less visible and/or fun work.
- A willingness to challenge others, an ability to give, and model for others how to give criticism in a constructive and courteous manner. You understand that leading doesn't always mean making the popular or easy choice, or getting your way, and can model these leadership skills for others.
- A theological approach consistent and supportive of OUC as a progressive, liberal and inclusive church.

Experience:

- Experience and / or willingness to work in team ministry or other shared leadership model.
- Experience engaging young adults as they transition from youth to adulthood.
- Experience planning and leading adult bible study.
- Experience crafting dynamic worship services including drafting and delivering original sermons on a bi-weekly basis, working with the Music Director, lay readers, and Ministry partner to ensure consistency between the sermon, music, children's discovery garden, and overall message of worship, and consistency in messaging from week to week.

PROFILE 5: WHAT WE CAN OFFER

1. Orleans United is an equal opportunity employer
2. All terms will be prorated as appropriate for the balance of 2016.
3. OUC is prepared to pay UCC Category A to F minimum and has generally been prepared to pay more than the minimum depending on a number of factors and in particular the candidate's knowledge, skills, experience and performance.
4. The starting compensation is to be determined by Council in consultation with the Joint Search Committee, Ministry and Personnel Committee and Finance Committee.
5. Housing Allowance: Orleans Pastoral Charge is located in UCC COL Group 4.
6. Continuing Education and Learning Amount: Reimbursement of up to \$1500.00 per year and to be prorated for the balance of 2016 for any new member of the team.
7. Continuing Education/Educational Leave of three (3) weeks per pastoral year.
8. Sabbatical Leave: OUC provides sabbatical leave in accordance with UCC policy. (Manual 2.3.5)
9. Communication: In addition to providing office telephones, OUC compensates Ministers for "Out of Office Communications & Technology". In 2015 this was \$1032.00 for the year and in 2016 is proposed to be \$100.00 per month.
10. Vacation: Five (5) weeks including up to five (5) Sundays. All vacation arrangements involve consultation with the other Minister of the team and the Ministry and Personnel Committee.
11. Pastoral Care: Reimbursement of up to \$1150.00 per year for discretionary expenses in the performance of pastoral duties and to be prorated for the balance of 2016 for any new member of the team.
12. Ministers and their families are entitled to free admission to OUC sponsored events - tickets to suppers, registration fees at retreats etc.
13. People who directly support our Clergy
 - a. a part time administrator paid 22 hours per week
 - b. a part time Music Director paid 15 hours per week
 - c. 5 Licenced Lay Worship Leaders
 - d. Extensive lay involvement in the entire Worship experience (from the greeters at the door to the last counter to leave we name about 25 people each Sunday)
 - e. Many willing hearts and hands with many talents.
14. Technical Equipment support and services:
 - a. high speed internet in each of the Ministers' private offices
 - b. extensive social media presence
 - c. extensive audio visual support for worship
 - d. photocopiers
15. Manse, if applicable: N/A
16. Moving/relocation budget: OUC will meet our Pastoral Charge obligation to cover all reasonable moving expenses in accordance with UCC policy supported by receipts and based on three (3) quotes.

PROFILE 6: PASTORAL CHARGE – TELLING OUR STORY

Name of Pastoral Charge: Orleans United Church

Address of Pastoral Charge: 1111 Orleans Blvd, Orleans ON, K1C 7C8

Brief Description of Pastoral Charge:

Orleans United is a progressive, liberal, and inclusive church with a multi-generational congregation in the heart of Orleans. Our ministers live what they preach as equal partners in a team setting working closely with the Music Director, office staff, lay ministers, and congregants sitting on more than a dozen different ministry teams.

We have a rich history with many of the original founders of the church still key members of council and numerous committees, but we are also a modern church with a thriving multi-class Sunday School program, youth program, and several other programs and activities aimed at helping busy young families incorporate faith into their daily lives.

We are looking for a Minister who can honour our past, present, and our future and can recognize and value the role that each phase has played, and continues to play, in the rich tapestry that is life at Orleans United.

Dynamic worship that inspires and energizes our congregation to spread God's Goodness, is at the heart of Orleans United; and requires a skilled and innovative storyteller who can translate theological passages for the modern world so that everyone, young and old, finds something that resonates.

Consistent with our focus on creating a welcoming space for all who seek God's Goodness is our need for a Minister with an in-depth understanding of theology and an ability to relate it to current events and struggles. This is not only during worship, but also during deeper debate in adult bible study, in formal pastoral support, as well as informal chats during coffee hour and throughout the week.

We have recently increased our social media presence including Facebook, podcasts, and short videos and are also looking for new opportunities to increase our presence in the larger Orleans community both through traditional and innovative forms of outreach and community involvement.

A commitment to expanding our reach both to new potential members and to other community organizations with whom we might partner to raise awareness of and/or address social justice issues is part of our ongoing planning and we are seeking someone with knowledge, experience, and a commitment to this area of ministry.

Full-time ordained minister – Orleans United Church, Ottawa

Vacancy September 1, 2016

Due to the pending retirement of one of our two full-time ministers, Orleans United Church, located in a suburb of Ottawa, Ontario is seeking a full-time ordained minister to be an equal partner in team ministry with our continuing minister. Orleans United is a progressive, liberal, and inclusive church with a multi-generational congregation. We have a thriving multi-class Sunday School program, youth program, and several adult education programs all aimed at helping people of all ages incorporate faith into their daily lives. We seek a minister who can contribute to the dynamic worship that inspires and energizes our congregation to spread God's Goodness.

We are always looking for new opportunities to increase our presence in the larger Orleans community, and to connect with other community organizations committed to social justice, using both traditional and innovative forms of outreach and community involvement. We will be accepting letters of interest, including a CV and a Statement of Faith, from candidates until March 18, 2016 at ouc.jsc@rogers.com. Please see the Joint Needs Assessment Report on the OUC Website: www.orleansunitedchurch.com.

Note to Applicant Ministry Personnel: Please indicate your interest by providing a cover letter describing your skills and gifts, a statement of faith, and a resume to: ouc.jsc@rogers.com.

Closing Date: March 18, 2106

Profiles 1-6: Approved by the Board/Council of:

Orleans
Pastoral Charge

Ottawa
Presbytery

Name/Signature of Chair of Board/Council

Date

Name/Signature of Secretary of Board/Council

Date

Name/Signature of Presbytery Representative to JNAP

Date