

Andrew Donald Pastoral Charge



Salina Kirk Church
2259 Route 860
Salt Springs, New Brunswick



Southfield United Church
814 Route 865
Southfield, New Brunswick

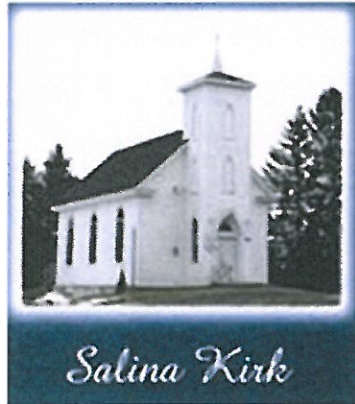
**Andrew Donald Pastoral Charge
(New Brunswick)
Saint John Presbytery
Maritime Conference
2016
JNAC Report**

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Part 3: Andrew Donald Pastoral Charge (new) 2016

3.1 Salina Kirk United Church Profile - 2016



United Church of Canada
Andrew Donald Pastoral Charge, New Brunswick
Saint John Presbytery,
Maritime Conference

"A family of faith called to Christ's ministry of healing and wholeness, justice and love."

3.1.1 Salina Kirk Membership

Church members and adherents: 40 with approximately 18 attending regularly.

Committees

Session	Yes
Ministry and Personnel	Yes
Stewards	Yes
Buildings and Grounds	Yes
Secretary	Yes
Treasurer	Yes
Trustees	Yes

3.1.2 Salina Kirk Community Profile

Salina Kirk is a 140-year-old structure located in rural Kings County about 15 minutes from the Town of Hampton and forty minutes from Sussex and the City of Saint John in opposite directions. Salina takes its name from the Salt Springs Brook, which flows behind the church. Many families

of Scottish Presbyterian heritage originally settled here in the 1820's. The community, now smaller, has a well-stocked General Store, a recreation center with 2 ball fields, a fire station in nearby Upham and a modern Elementary School Grades K to 5.

The local town of Hampton boasts a supermarket, summer farmers market, pharmacy, specialty stores, Artists Retreat Centre and beautiful walking trails by the river. It sits at the base of the entry to the Kingston Peninsula, which boasts remarkable vistas of the Kennebecasis River. Sussex is a growing community and also provides a vast array of services, good restaurants and a local hospital. The whole area dotted with dairy farms, has mosaic pastures, peaceful rivers and the rural environment is peaceful and friendly.

3.1.3 Salina Kirk Profile

Mission Statement

“Salina Kirk is a church family called by God to grow in Christ's love and to share that love freely, generously, and joyfully.”

The Salina community and congregation have a heart as big as all outdoors. Salina Kirk is this and so much more. This little church doubled its size when it added a basement complete with washroom, kitchen, and fellowship room 10 years ago. Everyone worked together and this was accomplished debt free. A recent January Sunday Service had a usual attendance of 21, which included 5 children.

When the congregation was asked to suggest some things they like about their church, eight written submissions were received the next Sunday representing 80 - 90% of families asked. Their comments included:

“The people that go to our church are the best, very caring, helpful and compassionate. I hope in the years to come it continues so that the people in this community will have a place to go to listen to the word of God.”

1. *“I like going to church at Salina for everyone is like family.”*
2. *“The congregation is friendly and hard working and willingly volunteers many hours of time as well as money.”*
3. *“Coming to Salina isn't because it is convenient. I don't live next door. I come to Salina because I feel everyone cares about everyone. It is a place to be yourself and not feel you are being judged in any way.”*
4. *“Our congregation is always mindful of the other people's sorrows, sickness, and loneliness.”*

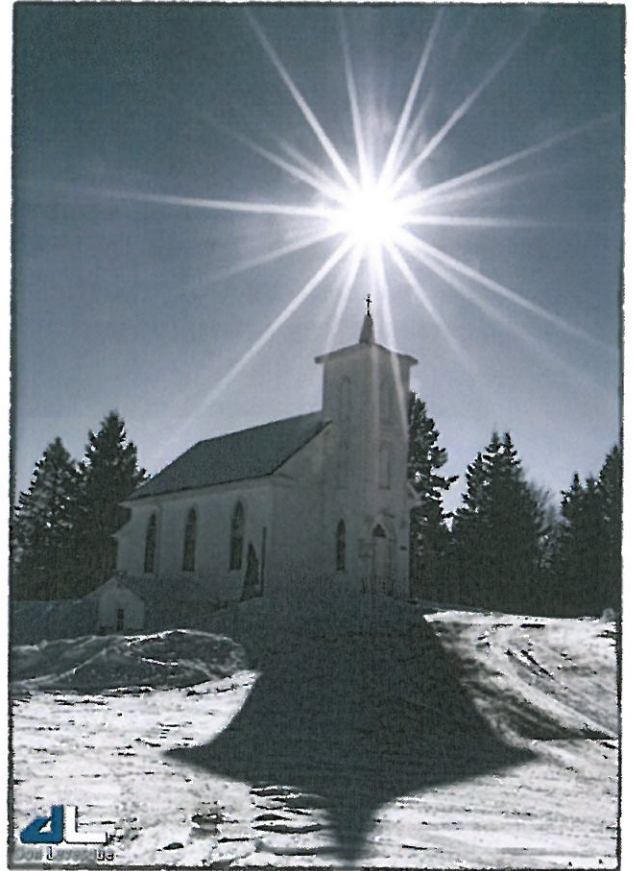
"This is our church, our community, our home."

Salina Kirk seats 90 people in its wheelchair accessible sanctuary. There is an area (presently unused) at the front that could seat another eight persons. It was originally intended for seating pallbearers. The pews have carpeted seats and the bookracks hold Voices United (word edition), Good News bibles, and Songs of the Gospel.

A room off the front of the sanctuary is comfortably furnished with chesterfield, chair, and coffee table. This area serves as a Ministerial dressing room and could also serve as a pastoral care meeting room. There is one washroom, a kitchen with full facilities and cupboards. The large room can seat 60 comfortably for a meal and more in rows. The Public Address system makes this area usable for 'overflow' services – special events – funerals etc. The basement is accessible from the sanctuary and also directly through a new vestibule / coatroom, currently completing construction, making it also wheel chair accessible. A sign exists at the roadside to advertise worship time (currently 9:15 A.M.) and / or special events and services.

3.1.4 Salina Kirk Congregation Survey Results

Congregational Survey Results Summary



*Salina Kirk Church
2259 Route 860,
Salt Springs NB, E5N 4E5*

December 2015
Joint Needs Assessment Committee

With the departure of the Salina Kirk's minister in October 2015 a Joint Needs Assessment Committee (JNAC) was appointed to make recommendations back to the Kirk's congregation and the Saint John Presbytery regarding the type of ministry needed to meet and serve the needs of the congregation.

On November 22nd, following Sunday service, the congregation was asked to complete a survey designed to give the JNAC members guidance on the congregation's wishes as the committee strive to determine the attributes the congregation would like to see in the replacement minister and the type of ministry they would like the minister to pursue.

The survey consisted of seven questions with multiple choice answers. The participants were asked to rank the various answers from *Essential* to *Less Important*. In addition there were optional questions to assess the makeup of the congregation such as age, sex and general comments they wished to share.

Nineteen church members filled out the survey.

Male	37.5%
Female	62.5%

Demographics of those who filled out the survey:

Under 25	12.5%
26-45	6.3%
46-65	25.0%
66-75	37.5%
75+	18.8%

The following pages contain a summary of the feedback from the survey. Please note comments are distributed throughout the feedback. These comments were from the survey.

Minister, Ministry & Congregation Related Questions and Top Three Answers

1. MINISTER'S ROLE - How do you see each responsibility of the minister?

1. Leading in worship
2. Encouraging congregational growth
3. Visiting and providing pastoral care to congregation members

Comment: "Especially encourage people who do not attend often."

2. MINISTER - What qualities are you looking for in a minister?

1. Approachable
2. Good sense of humor
3. Grounded in Bible-based theology

Comment: "I feel the need for the church to grow and interest the younger people. We need to get a minister that is youth minded but still understands the needs of the seniors."

3. SALINA KIRK'S MINISTRY - How do you see each ministry of Salina Kirk?

1. Worship
2. Fellowship
3. Visitation/Pastoral Care

Comment: "Salina is a welcoming community & family congregation."

4. SALINA KIRK - Which qualities describe our congregation?

1. Cares for all ages in our church
2. Welcoming
3. Regular communication with everyone associated with Salina Kirk

Comment: "Most welcoming group of people. Would hate to see our church have to close. So realistically we must consider merging with Southfield."

Worship, Church Organization & Future Related Questions - Answers Ranked Most Important to Least Important

5. WORSHIP - How do you see each element of the worship experience?

1. Preaching
2. Prayer
3. Reading of Scripture
4. Lay leadership
5. Variety of styles and ways of worship
6. Ritual (eg. Order of Service)

6. Church Organization – With Saint Andrew’s expressed desire to change the Andrew Donald Pastoral Charge:

1. Consider forming a rural Pastoral Charge consisting of Salina & Southfield
2. Consider partnering with Southfield to share the cost of a part-time minister
3. Consider partnering with Southfield to offer services in alternate weeks in each church
4. Consider merging with Southfield to form a single congregation
5. Consider partnering with another United Church to share the cost of a part-time minister
6. Consider forming a Pastoral Charge with another United Church

Comment: “I would like Salina & Southfield to continue to worship together each Sunday at Salina & Southfield.”

7. FUTURE - What should be the future focus for Salina Kirk United Church?

1. Congregational growth
2. Worship services
3. Amalgamation
4. Seniors’ programs

Comment: “with the Lord’s help”

3.1.5 Salina Kirk Resources

- | | | |
|--------------------------------------|-------------------------|--------------|
| 1. Assets | Building - Insured for: | \$210,000.00 |
| 2. Investments | | \$ 79,000.00 |
| 3. Assets from ADPC manse (estimate) | | \$ 25,000.00 |
| 4. General Fund Account for 2015 | | |

Salina Kirk United Church Statement		
January 1, 2015 to December 31, 2015		
General Fund		
Opening Balance		\$ 5,886.69
Receipts		
Tithes	\$ 14,995.00	
Non-Receipted Tithes	\$ 414.10	
Initial Offering Envelopes	\$ 37.00	
Mission & Services	\$ 275.00	
Memorial Donations to GF	\$ 310.00	
Memorial Bulletin	\$ 10.00	
Bank Interest	\$ 2.54	
Upper Room	\$ 29.40	
Easter Offering	\$ 85.00	
Thanksgiving Offering	\$ 170.00	
Christmas Offering	\$ 165.00	
Yard Sale	\$ 529.00	
Donation to Hydro Bill	\$ 100.00	
Investment + Interest	\$ 3,111.33	
Total Receipts		\$ 20,233.37
Total Revenue		\$ 26,120.06
Expenses		
Salina Percentage 24%	\$ 15,320.00	
Hydro	\$ 3,122.75	
Fire Insurance	\$ 1,819.00	
Snowplowing	\$ 100.00	
Bank Charges	\$ 89.00	
Coffee Maker for Kitchen	\$ 79.09	
Mission & Services	\$ 275.00	
Envelopes	\$ 37.00	
Upper Room	\$ 29.40	
Memorial Bulletin	\$ 10.00	
Grad Gifts	\$ 57.29	
Cross	\$ 20.00	
Total Expenses		\$ 20,958.53
Balance In Fund as of December 31, 2015		\$ 5,161.53

3.2 Southfield United Church Profile - 2016



**Southfield United Church
United Church of Canada
Andrew Donald Pastoral Charge,
New Brunswick
Saint John Presbytery,
Maritime Conference**

3.2.1 Southfield United Church Membership

Church members and adherents: 30 with approximately 13.5 attending regularly.

Committees

Session	Yes
Ministry and Personnel	Yes
Stewards	Yes
Buildings and Grounds	Yes
Secretary	Yes
Treasurer	Yes
Trustees	Yes

3.2.2 Community Profile from Southfield United Church

Southfield United Church is located in a small rural community in the rolling hills of Kings County, N.B., approximately 70 km. from Saint John and 20 km. from Sussex.

Southfield, once an active farming community, now has only a few small farms, several retired residents, and many younger residents who travel to work in Sussex or Saint John or at the Potash Mine in Penobscus.

Sussex is the major shopping area for the community. Sussex is known for the International Hot Air Balloon Festival held every September and also known as the Mural Capital of Atlantic Canada.

Sussex provides a vast array of services, good restaurants and a local hospital. Other nearby communities includes Norton, Cassidy Lake, Salt Springs and St. Martins.

The area is also close to the gateway of the St. Martin's Fundy Trail. This magnificent hiking area is an unfettered escape to beauty and offers the opportunity to watch the rising Bay of Fundy tide phenomenon (www.fundytrailparkway.com). St. Martins is a popular summer holiday destination for families and many enjoy camping on the shores of the Bay of Fundy at camp grounds.

The church is near to the Portage Centre at Cassidy Lake, which is a treatment center for youth who are addicted to drugs and alcohol. Also, located at Cassidy Lake is Camp Tulakadik, a Baptist Church Camp.

3.2.3 Southfield United Church Profile

Mission Statement:

***"Southfield United Church is a church chosen by God,
to be a community rooted in faith, growing as a family
in the experience of Christ's love, worship and work."***

Southfield United Church was built in the 1860's and was like the other churches in the Charge, Presbyterian. On entrance to this church, one is instantly aware of its history. It holds the archives and some significant memorabilia pertaining to Rev. Andrew Donald and the Charge. The church seats approximately one hundred people, but the size of the congregation is a small percentage of that with weekly attendance varying. (The average attendance for the months of October and November, 2015 was 13.5) We have approximately 30 families that would call Southfield United their home church.

Several people who grew up in the church return for regular services and support the church in many ways. The general public knows it as a working congregation and the church hall is the only community center for the surrounding area, used for elections and different community celebrations as well as for community group meetings.

The congregation enjoys music sung from "Voices United" and "Songs of the Gospel" Hymnals. At present we do not have an organist but music is provided from the "Voices United" CD's.

Throughout the year different fundraising events are held with the proceeds being used for church work and outreach. In addition to the Mission & Service Fund, support is given to the Sussex Sharing Club and in the past to the Sussex Health Centre. Help is given to those in the area during times of need, illness or tragedy. Christmas baskets are also delivered to several in the area.

The church has seen many construction changes because of the opening of a local potash mine, and the necessary re-routing of highway (route 865). The church was moved and placed on a cement basement, which also allowed for a bathroom and kitchen facilities. An addition was added to the back of the sanctuary and is used as a meeting area. A second entrance was added to the basement in 2013 for safety reasons, and a new roof was put on in 2014, the sanctuary is wheelchair accessible but at present the basement is not.

3.2.4 Southfield United Church Congregation Survey Results

Following is the survey sent out (30 were sent out and 21 returned - a 70% participation), with the responses following each question. *Note: Results are sorted by preferences*

Question # 1: What qualities are you looking for in a minister?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Approachable				
Compassion				
Sense of humor				
Grounded in Bible-based Theology				
Experience with an aging congregation				
Skilled in working with families, children & youth				

The top three - Being compassionate, approachable, and having a sense of humor, followed by grounded in Bible-based theology, experienced with an aging congregation, and skilled in working with families, children and youth.

Question # 2: How do you see each responsibility of the minister?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Leading in worship				
Visiting and providing pastoral care				
Encouraging congregational growth				
Providing Counseling				

Most important were leading in worship, and visiting and pastoral care, followed by encouraging congregational growth. Counseling was less important.

Question # 3: Which qualities describe our congregation?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Welcoming				
Social				
Care for all ages in our church				
Rich faith History				
Community-focused				

The top two were welcoming and social, followed by caring for all ages in our church, and being community-focused.

Question # 4: How do you see each element of the worship experience?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Preaching				
Prayer				
Ritual eg. Order of Service				
Reading of Scripture				
Lay Leadership				
Variety of Styles and ways of worship				

Most important were preaching, prayer, and reading of scripture followed by Lay leadership.

Question # 5: What should be the future focus for our church?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Congregational growth				
Worship services				
Community Outreach				
Seniors Programs				

Most important was congregational growth, followed by worship services and community outreach. Less important was seniors programs.

Question # 6: How do you see our church going forward?

Results	E = Essential	I = Important	SI = Somewhat Important	U = Less Important
Remaining within the Andrew Donald Pastoral Charge				
Partner with another United Church newly formed Pastoral Charge				
Share a ministry with another United Church				
Going it alone with a part time minister or lay supply				

The highest number of votes were for a shared ministry with another United Church, followed by going it alone with a part time minister or lay supply.

3.2.5 Southfield United Church Resources

Our building is 145 years old with several antique pieces of furniture. We have a Bible used by the Rev. Andrew Donald, a baptismal font, donated in memory of Rev. Donald by his descendants, a new communion table and three matching flower stands, and a new Communion Set. The church has two electric organs, a new music CD system and a full set of VU CD's. Also there are five stained glass windows.

The Church was completely renovated in 1994 when the building had to be moved.

The building was placed on a basement with kitchen facilities and bathroom. Also, an addition was put on the rear of the building and is used as a meeting area. The building has electric heating.

A second entrance to the basement was constructed in 2013. A new steel roof was put on in 2014.

Financial Statement January 01, 2015 to December 31, 2015					
GENERAL ACCOUNT					
	Balance Forward		December 31\14		\$4,702.44
RECEIPTS:					
	Envelope Offerings			\$16,579.00	
	Loose Offerings			\$212.00	
	Mission & Service Fund			\$1,147.00	
	Envelope Recovery			\$43.00	
	Donation to Building Account			\$210.00	
	Upper Room			\$18.00	
	Donation to Cemetery Account			\$161.00	
	Card Convener -Cheque returned			\$130.28	
		Total	Receipts	18500.28	\$18,500.28
EXPENSES;					
	Andrew Donald Pastoral Charge			\$14,650.00	
	Mission & Service Fund			\$1,762.00	
	Organist			\$750.00	
	Transfer to Building Account			\$1,210.00	
	Envelope Recovery			\$43.00	
	Transfer to Cemetery Account			\$161.00	
	Upper Room			\$18.00	
	PAC deposit books			\$36.23	
	Card Convener			\$130.28	
				18760.51	-\$18,760.51
			Balance on hand		4442.21

Financial Statement January 01, 2015 to December 31, 2015				
BUILDING ACCOUNT				
	Balance Forward		December 31\14	\$13,372.46
RECEIPTS:				
	Memorials		\$3,503.38	
	Donation to Building Account		\$500.00	
	Special Memorial Donation		\$300.00	
	Yard Sale		\$1,223.00	
	Transfer from General Account		\$1,210.00	
	Donation for VU CD'S		\$290.00	
	Variety Basket Tickets Sale		\$2,051.00	
	Hall Rental- Election		\$200.00	
	Christmas Eve Offering		\$2,807.00	
		Total Receipts	\$12,084.38	\$12,084.38
EXPENSES:				
	NB Power		\$2,881.58	
	Safety Deposit Box		\$35.00	
	Memorials		\$250.00	
	Transfer to Cemetery Account		\$270.00	
	Goolds Flowers		\$47.46	
	Canada Post – Stamps		\$192.10	
	Winter Plowing		\$1,400.00	
	Mowing of Lawn		\$270.00	
	Supplies for Church/Hall		\$72.00	
	Home Hardware (new door)		\$870.09	
	Gifts		\$164.35	
	Insurance		\$1,742.00	
	VU CD'S & CD Player		\$515.50	
	Local Outreach Donations		\$339.00	
		Total Expenses	\$9,049.08	-\$9,049.08
			Sub total	16407.76
	LESS: Special Memorial Fund			-\$7,822.81
				\$8,584.95
			Term Deposit	\$841.48
			Balance	\$9,426.43

Financial Statement January 01, 2015 to December 31, 2015				
CEMETERY ACCOUNT				
	Balance Forward Dec. 31\14			\$338.50
RECEIPTS:				
	Memorials		\$109.00	
	Donations (\$250 transfer fr. Building Acc)		\$270.00	
	Transfer from General Account		\$161.00	
	Transfer from Term Deposit		\$500.00	
		Total Receipts	1040	\$1,040.00
EXPENSES:				
	Mowing of Cemetery		\$810.00	
		Total Expenses	\$810.00	-\$810.00
			Sub total	568.5
			Term Deposit	\$1,544.00
			Balance	\$2,112.50

Southfield United Church of Canada					
Financial: General Account					
RECEIPTS:					
Year	2011	2012	2013	2014	2015
Balance fwd.	\$4,087.61	\$3,274.85	\$3,888.27	\$3,737.71	\$4,702.44
Envelopes	\$19,290.00	19,044.50	\$18,435.00	\$18,868.00	\$17,726.00
Loose	\$620.00	\$24.00	\$150.00	\$550.15	\$212.00
Other	\$2,197.88	\$3,683.60	\$2,077.08	\$1,995.00	\$562.28
Total	\$26,195.49	\$26,026.95	\$24,550.35	\$25,150.86	\$23,202.72
EXPENSES:					
	\$22,920.64	\$22,138.68	\$20,812.64	\$20,448.42	\$18,760.51
Balance	\$3,274.85	\$3,888.27	\$3,737.71	\$4,702.44	\$4,442.21

3.3 Ministry of the Pastoral Charge

Salina and Southfield congregations provided its JNAC members with the following as priority Ministry responsibilities for Salina:

1. *Leading in worship*
2. *Encouraging congregational growth*
3. *Visiting and providing pastoral care to congregation members*

“Especially encourage people who do not attend often.”

3.4 Resources

- See subsection 3.1.5, Salina Kirk Resources in section 3.1 Salina Kirk United Church Profile – 2016 (above).
- See subsection 3.2.5, Southfield United Church Resources in section 3.2, Southfield United Church Profile - 2016 (above).

3.5 Ministry Personnel Position Description and Terms

Salina & Southfield are looking for part-time ministry personnel for a one year appointment. It would be for 10 hours per week split between the two congregations. In addition to the above, both congregations would be looking for the continuation of the existing rotation of two lay worship leaders.

With lay worship leaders for all but one Sunday per month, the appointed minister would be required for a (one) Sunday worship at each church every month (9:15 AM at Salina and 10:45 AM at Southfield). The congregations would envision remaining time be utilized for other pastoral duties such as (but not limited to) baptism, funerals and meetings. At time of appointment the requirements for office services, copying and so forth will be finalized and become part of the final engagement package.

In summary the two rural congregations which make up the new Andrew Donald Pastoral Charge are looking for a quarter-time position for ministry personnel up to category F pay scale.

Beyond this appointment the congregations will be continuing to engage with Dancing with the Spirit group, with the goal of becoming part of a Cooperative Ministry Cluster.

3.6 Skills and Knowledge Required of the Ministry Personnel

Salina and Southfield congregations provided its JNAC members with the following as key attributes or skills of its Ministry Personnel:

- 1. Approachable*
- 2. Good sense of humor*
- 3. Grounded in Bible-based theology*

"I feel the need for the church to grow and interest the younger people. We need to get a minister that is youth minded but still understands the needs of the seniors."

