

St. John's United Church Fall River
(The Waverley Pastoral Charge)
Community of Faith Profile



FINAL May 11, 2025

Table of Contents

Introduction	3
Profile Team's Consultation Process	3
Living Faith Story	4
Community Profile	6
Staffing	8
Property	8
Governance Model	9
Financial Viability	10
Position Profile	12
Skills Profile	13
Terms of the Call	14
Recommendation	14
Profile Team Members	14
Children and Youth Program Leader Position Description	15
Financial Viability Review	16

Introduction

Wellington United Church and St. John's United Church Fall River (SJUC) made up the Waverley Pastoral Charge since the opening of St. John's United in 1994. On May 26, 2024, the congregation of Wellington United voted to request formal amalgamation conversations with St. John's United and on June 6th the SJUC Council responded positively to this request. An Amalgamation Team was formed with representatives from both congregations and over the next 4 months an Amalgamation Plan was completed. At separate meetings of each congregation on October 6, 2024, the Plan was approved to amalgamate the two churches under the name of St. John's United Church Fall River as the Waverley Pastoral Charge. The Bermuda Nova Scotia Region of the United Church of Canada subsequently approved the amalgamation effective January 1, 2025.

The Amalgamation Plan included these statements of mission and vision.

Mission Statement:

At St. John's United Church, we are a welcoming Christian family, nurturing and inspiring people of all ages to continue in the ministry of Jesus.

Vision Statement:

In response to God's call, St. John's United Church Fall River is a community of faith that seeks to welcome all people to participate fully in all aspects of our life and work, including but not limited to people of all sexual orientations, gender identities, ancestry, race, age, cultural background, economic status, language, and ability. We are all about creating community, following Christ and serving the world!

Profile Team's Consultation Process

In advance of writing this Community of Faith Profile, the Profile Team met with the representative of the Bermuda-Nova Scotia Regional Council to be advised of the requirements set out in the Manual and to discuss what consultation process might suit best.

Over the next 6 weeks or so, members of the Team met with Rev. Sally Shaw, the M&P Committee, Trustees, Choir, United Church Women, the Christian Life and Growth Committee, and the youth group, KOGA, to gather their suggestions and observations about our church and church life, about the role of the minister, and about the qualities, abilities, and strengths they would like to see in their new minister.

Also, through the weekly email communications, individual members and adherents were given the opportunity to submit their suggestions and observations to the Profile Team. Three submissions were received.

Living Faith Story

With God's loving help, we gather as community to nourish the soul and compassionately care for the world.

In Worship

All are welcome. We gather on Sundays to be reminded that life is full of meaning, wonder, joy, sadness and hope. We gather to hear again the teaching of the Gospel, to ponder its answers to difficult ethical, social questions in an increasingly complicated world, and to connect through scripture and song to thousands of years of God's stories of love in action. In a warmly decorated, light-filled sanctuary, we gather to pray for a healed planet and a peaceful world. We gather to see familiar neighbours and make new friends. All hope to leave with their souls energized for the work of being a loving person in the world.

Nurturing Community

St. John's has various groups and events designed to nurture a sense of community. We have family movie nights, pot-luck suppers, music concerts, coffee houses and so on. The UCW (United Church Women) continues to be very active in supporting many of these events as well as hosting its own annual events such as the Strawberry Festival, Haddock Chowder luncheon and Christmas Tea and Sale. We have study groups to learn about things that matter and to strengthen us. We provide community space for various sports groups, Guiding groups, bridge players, and various other community activities. The church has also provided space for blood donor clinics and for civic authorities to hold information meetings.

In recent years, a special event, "Walk Through Bethlehem", promoted widely as a community event, has been very well received and will surely become an annual tradition each Christmas season.

Likewise, the "Tree of Lights" has become a Christmas tradition that brings many together to name individual family members or close friends whom they want to recognize or to leave a memorial to special loved ones.

Affirming Ministry

As a community of faith, St. John's United Church Fall River followed the national church's process of education, discernment, and decision-making to become an "affirming ministry". On March 3, 2024, the congregation of St. John's United formalized the decision to become an affirming ministry so that the ongoing "affirming process" could be continued.

Compassionate Care

In times of suffering, grief and bereavement, the church provides spiritual care and outreach through its clergy, a pastoral care team and a full-option funeral service ministry. Our clergy and leaders provide a calm public presence. They distribute accurate information and referral in times of public crisis. They are trusted. And for times of quiet comfort, we have an active prayer shawl ministry.

We have food drives for Beacon House Food Bank and generous donations to support the Beacon House Shelter guests are much appreciated. We take our turn making suppers for Metro Turning Point Men's Shelter and St. George's Soup Kitchen in Halifax. We support the initiatives of other community organizations that seek to alleviate poverty and suffering.

Funeral Ministry

As a community of faith and Pastoral Charge, we understand that families are most vulnerable at the time of death. We are called to bring hope and light during this difficult time. A funeral ministry team consists of individuals called to this ministry who will walk with families and assist the minister. We have created a brochure designed to help families make preparations from the writing of an obituary to creating a service of celebration and thanksgiving. Members of the team may be called upon to communicate with families, prepare the church for visitation and the service and be present to help with those events. Together, with the minister, we smooth the pathway and provide a sense of the Holy during this most difficult time.

Children and Youth

We believe all children are gifts to our community of faith and to the broader world. To provide programs that support and nurture the faith development of our children and youth, a part-time leadership position has been in place for six years. As a result, an active Sunday School and a youth group known as KOGA (Kids on God's Adventure) continue to grow. KOGA sponsors many events for youth and their families, and for older generations.

Music Ministry

As a ministry, music has always been a priority at both Wellington United and SJUC. Now that the two churches have been amalgamated, the unique musical gifts of the combined choirs will continue the tradition of a strong music ministry. Also, a children's choir is in itself a special ministry that is much appreciated by young and old.

Recently from the SJUC Vision Team

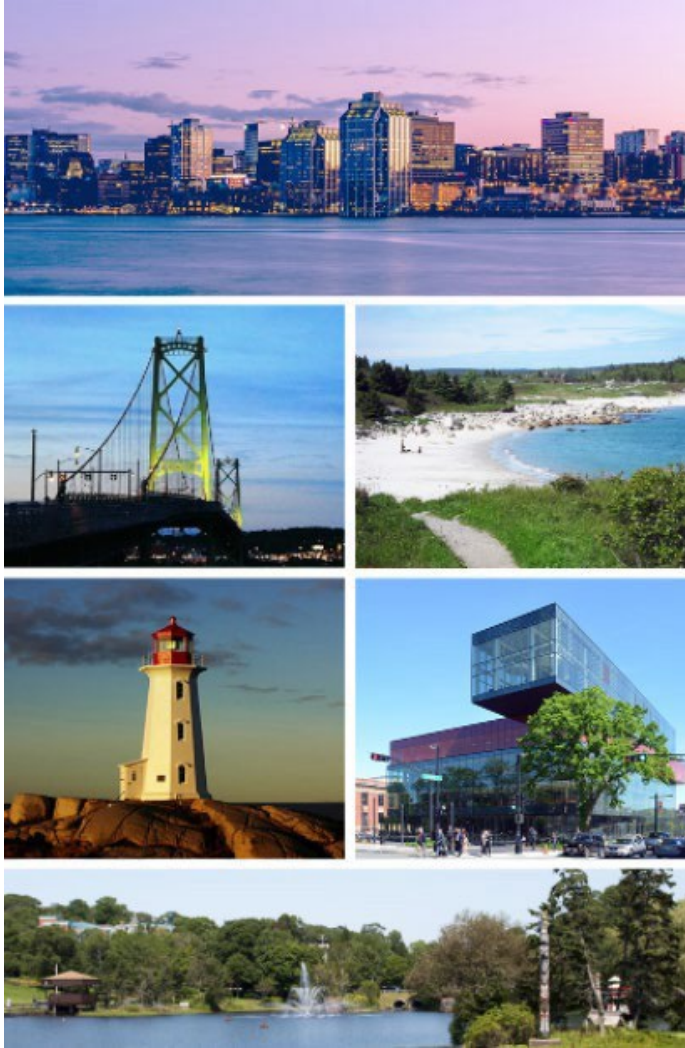
At the Council meeting October 16, 2024, the Vision Team submitted for Council's consideration 6 priorities for our church's mission and ministry. Council adopted the following list which affirms some longstanding priorities and identifies some emerging priorities:

- 1. That Council continue to prioritize the excellent work that is underway in Youth & Children's programming*
- 2. That Council continue to move ahead with the Affirming process*
- 3. That Council prioritize strengthening connections by encouraging us to know and care for each other better, through social events, celebrations, etc.*
- 4. That Council continue to prioritize community care by facilitating our work with partners such as Beacon House to be active in areas such as food and housing security for those who are in need*
- 5. That Council prioritize offering or hosting programs that champion and value mental health (e.g. the Mental Health First Aid Course), including for younger and older people (Healthy Minds)*
- 6. That Council prioritize greening our church by encouraging efforts to work together to reduce our personal, household, and congregational carbon footprint, valuing ecojustice and mitigating climate change.*

Community Profile

We always begin worship by acknowledging that we live and worship in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq . This territory is covered by the "Treaties of Peace and Friendship" which the Mi'kmaq and Wolastoqiyik first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik title and established the rules for what was to be an ongoing relationship between nations. We are all treaty people.

The Waverley Pastoral Charge includes the areas of Waverley, Fall River, Windsor Junction and Wellington, all part of the greater city of Halifax. This suburban community nestled among



forests and sparkling lakes has a multi-purpose recreation centre, restaurants and shopping amenities. The Waverley Pastoral Charge is 20 minutes from both downtown Halifax and downtown Dartmouth. Halifax-Dartmouth is a bustling modern port city undergoing rapid expansion which is home to many renowned universities, shipyards, high-quality health-care facilities, historic parks, fine museums, and many first-class sports facilities. The Fall River-Waverley area has a rich history... literally! Waverley was a gold mining town; gold had been discovered in the late 1800's in small workable deposits. Although Waverley's background was in farming and logging, a lively community grew up to exploit the mines.

The communities of Waverley, Fall River, and Wellington lie along the route of the Shubenacadie Canal System, through which it is still possible, with a few

portages, to paddle a canoe from Dartmouth to the Bay of Fundy. The Mi'kmaq were known to have inhabited Fall River prior to European settlement, using the waterways for a portage route connecting with the Shubenacadie Valley. The arrival of railways put an end to the dream of shipping on the Shubenacadie Canal.

With the railways came Windsor Junction, the main hub between local and trunk lines and, the work yard. Farming, timber, and the ready source for gravel promoted the growth of this community. Notwithstanding, as Halifax and Dartmouth grew, this area became part of a prospering bedroom community. Today, with two main access highways nearby and with the settling of many employees of the airlines and industries of the Halifax International Airport, this has become a lovely suburban area.



Within the communities of the Waverley Pastoral Charge lie two pristine provincial parks: Laurie Park and Oakfield Park as well as the trail system and ball field at Charles MacDonald Sports Park. The Gordon R. Snow Community Centre is also nearby, offering year-round local access to Parks and Recreation Programming. There is a growing number of restaurants and cafés as well as several

professional centres (including an optometrist, dentists, physiotherapists and physicians); three elementary schools, one junior high and one high school. The current population for the area is over 6500.

SJUC Staffing

Minister: Rev. Dr. Sally Shaw retired January 31, 2025

Interim Minister: Rev. David Hann

Children and Youth Program Leader: Rev. Jenny Eisener (part-time)

Administrative Assistant: Rev. Jenny Eisener (part-time)

Music Director/Pianist: Peter Thamer

SJUC Church Property

St John's United Church is situated on approximately 4.5 acres of land with frontage on Provincial Highway No. 2 in Fall River. The building construction was completed in 1994 with a gross area of approximately 12,000 square feet and large parking areas to accommodate 100 vehicles. The building has ample space for an amalgamated congregation with a Sanctuary seating capacity of 280, dedicated space for Christian education, fellowship hall, the Wellington Chapel (recently named), modern kitchen and administrative space. The building was designed to maximize a single level layout with optimal utilization of space for multi-purpose functionality. The fellowship hall can serve as an overflow area when a larger worship space is required.

Governance Model

(These sections highlighting the new governance model of the St. John's United Fall River, as the Waverley Pastoral Charge, are lifted directly from the Amalgamation Plan approved on October 6, 2024.)

St. John's United Church has always emphasized the importance of having all members of the congregation engaged in ministry in one form or another. Since the beginning, its governing Council has been accountable to the whole congregation. Now that St. John's United Church has been amalgamated with Wellington United Church, engagement of the whole congregation continues to be a significant guiding principle in designing and implementing a new governance model.

The following principles served as a guide in this model's design:

- The strengths of the former governance framework should be carried forward.
- Building trust in a governance model must always be kept in mind.
- The governance structure and processes should be and be perceived as uncomplicated and easily understood, especially as they relate to decision making.
- The number of Council and committee meetings should be kept to a minimum.
- Some Council and committee decisions can be made or ratified by email.
- Meeting agendas, distributed in advance, should focus only on matters that need attention---not all committees need report at each meeting.
- The model should give a reasonable level of autonomy to the Council Executive and committees to carry out their respective mandates defined by Council.
- A Ministry and Personnel Committee and a Board of Trustees--with responsibilities defined in the United Church Manual--are committees of Council.
- Although the United Church Women as an organization is independent of the Council, it has a representative on Council.

Role of the Council

St. John's United Church Fall River as a Congregation is accountable to the Bermuda-Nova Scotia Region of the United Church of Canada.

The Congregation of St. John's United Church, consisting of members and adherents, is governed by the current edition of The Manual of the United Church of Canada (<https://united-church.ca/sites/default/files/2024-01/the-manual-2024.pdf>).

Reporting annually to the Congregation, the Council's decision-making responsibilities include leadership in planning for the future, policy development, coordination of the day-to-day activities and programs, and administrative oversight.

Ministry personnel serve as resource persons for Council.

The Council is responsible overall for the work of its standing committees, the Nominating Committee and any ministry teams. Each standing committee is empowered to act within the guidelines laid out in both The Manual and this document.

Integration of Wellington's Leaders into the New Structure

- To more fully integrate Wellington worship traditions into the life of the new congregation, the Wellington Session Members were invited to join the Spiritual Oversight Committee. An active Wellington member has now volunteered for this committee. The current Council Chair was a member of the Wellington Session.
- To more fully integrate the Wellington communal celebrations into the life of the new congregation, the Wellington Stewards were invited to join the Finance Committee or Stewardship and Fundraising Team.
- The Wellington Trustees are members of the joint SJUC Trustees.
- The Wellington Choir members were invited to join the United Voices Choir; five Wellington Choir members are now singing in the United Voices Choir.

The Council Members:

- a) Chair of Council, Vice-Chair of Council, Secretary, and Treasurer elected at the Annual Meeting.
- b) Ministry Personnel settled or appointed to the Congregation (As per the Manual, the ministry personnel must be present for a Council meeting to take place).
- c) The Council Chair, Vice-Chair, Secretary, Treasurer, and Minister make up the Council Executive.
- d) Chairs or representatives of the committees and Trustees.
- e) Bermuda-Nova Scotia Region representative.
- f) United Church Women representative.

Financial Viability

For three decades, St. John's United and Wellington United, collectively as the Waverley Pastoral Charge, shared the financial responsibility at 85% and 15%, respectively. Now that the amalgamation has been approved, the 2025 budget of the Pastoral Charge is the responsibility of the amalgamated congregation which has retained the name of St. John's United.

Although St. John's United Church Fall River has no mortgage and no debt there is concern for costs associated with the staffing level that has been in place for the last 6 years. SJUC has always given high priority to having a part-time children and youth leader position along with a full-time minister position. Because salaries comprise the largest expenditure, options to reduce expenditures significantly would have to include the level of staffing.

For at least a decade, St. John's United has been operating beyond its means in that the total revenue through offerings, facility rental fees, GIC interest and donations, including significant

donations from the UCW, has not matched total expenditures. The annual operating deficit has been covered by drawing down on savings and from proceeds of a major investment known as the Glengarry Fund. This approach to managing the deficit is becoming more challenging as all the savings have been utilized. On one hand, ways to reduce staffing costs seem inevitable, but on the other hand, there are reasons to be optimistic and hopeful, to see SJUC realize its potential to get on a path to stability and sustainability.

The following notes, gleaned during the consultations to prepare this Profile Report, taken collectively say SJUC may be at a turning point:

- St. John's United has no mortgage and no debt,
- The strength of the programs for children and youth---Sunday School and KOGA---and the return of the Children's Choir are, without question, bringing young families to church,
- The recent amalgamation has resulted in a small but measurable increase in Sunday morning attendance and in the number of volunteers to take on various positions of responsibility in leadership, management and governance,
- The Glengarry Fund investment has successfully weathered the ups and downs of a volatile market for several years,
- A GIC associated with the previous sale of the Pastoral Charge manse of about \$100,000.00 continues to generate interest annually,
- Several offers to purchase the Wellington United Church property have not resulted in a sale, but interest is still being expressed,
- It is reasonable to assume net proceeds of \$250,000 when the Wellington property is sold,
- Because the last stewardship campaign was carried out in 2022, the congregation is quite unaware of the financial viability and challenges being highlighted in this Profile.

The Position Profile presented below assumes that the present level of staff will be relatively unchanged, and that the Wellington property will be sold.

Position Profile

St. John's United Church, as the Waverley Pastoral Charge, is seeking a full-time ordained or diaconal minister within the United Church of Canada to fill the position described in the five components set out below. Although these components overlap in various ways, estimated percentages of the hours per week have been assigned to give a sense of the amount of time generally expected for each area of responsibility.

St. John's United became an "affirming ministry" very recently. How this ministry will strengthen and how it will shape our community of faith must be kept in mind in all aspects of the minister's role. For this reason, it has not been singled out as one of the components with an estimate of time.

Worship Leadership (30% weekly)

Prepare and lead regular Sunday morning services and special worship services in the sanctuary and online. A priority for worship is the ability to preach the Gospel in prayerful, heart-felt, spiritual language relatable to all ages and to apply the Gospel's teaching to the real-world challenges affecting our people and communities today, in a way that is warmly inclusive and engaging. An appreciation of the ministry of music in worship is a given.

Pastoral Care (25% weekly)

Attend to the needs of the congregational members – children, youth, families, seniors, sick, lonely or troubled. The minister is expected to be actively involved in working with the volunteers who are already engaged in visitation and pastoral care. The funeral ministry, which ranges from 8 to 15 services per year, is a major component of pastoral care.

Creating a Culture of Financial Sustainability and Generosity (20% weekly)

Provide spiritual guidance and practical support in financial stewardship, in creating a "culture of generosity". In the past 2 years, St. John's United's focussed attention has been on a "visioning" process post-Covid, on becoming an affirming ministry, and on the amalgamation. It is now very timely to focus on financial sustainability by "creating a culture of generosity". Financial sustainability is important to strengthen and increase capacity as a community of faith, through outreach within the surrounding area which has been growing rapidly for several years and continues to grow.

Outreach (10 % weekly)

Apply the teaching of the Gospel to the various works of outreach and to how outreach and creating a culture of generosity come together hand in hand to enhance a sense of community

in serving those in need in a practical sense. St. John's United has always reached out to serve our communities and their organizations through numerous traditions, events, and services.

Administration/Meetings (10% weekly)

Provide leadership and guidance for the Administrative Assistant. Attend various meetings including Council, Trustees, and other committees or groups within the church. Involvement in regional committee and annual meetings.

Christian Education (5% weekly)

Provide spiritual guidance and support in various opportunities for Christian education, including workshops, retreats, or discussion groups. Baptisms, confirmations and marriage preparation sessions are also opportunities for Christian education. And support the Children and Youth Program Leader who is working with young families and volunteers to keep the Sunday school and KOGA youth group growing.

Skills Profile

Personal Style / Qualities

- Friendly, warm, welcoming
- Visibly empathetic and compassionate
- Inclusive and affirming
- Comfortable in one-on-one, small and large group settings
- Enthusiastic and resilient
- Efficient and effective in use of time and resources

Worship Preparation

- Passion for skilled, dynamic preaching with a focus on scripture and the Gospel
- Well planned services; structured yet flexible
- Sermons related to our lives and current events and relevant to all age groups
- Willingness to try different styles of worship
- Appreciation of traditional and contemporary music
- Comfort with live online services.

Leadership

- Strong Financial Stewardship abilities
- Facilitative, flexible style – encourages others to contribute / lead
- Feedback and coaching skills
- Excellent role model for people of all ages
- A genuine interest in and support of children and youth
- Ability to help people inquire / discover outreach possibilities and passions.

Terms of the Call

- Salary will be based on the 2025 applicable scale up to and including “Category F” of the *United Church of Canada Salary and Allowance Schedules*. Approved moving costs will also be covered in accordance with United Church policy and Schedules.
- All other compensation, benefits and allowances outlined for ministerial personnel will conform to United Church of Canada policy and rates, including:
 - One-month vacation, including five (5) Sundays
 - Three weeks study leave
 - Travel expense reimbursement
 - Continuing Education support
- In terms of office support, the ministry position is supported by a part-time paid Administrative Assistant. The office provides access to computer, telephone, e-mail and internet.

Recommendation

The Community of Faith Profile Team of St. John’s United Church Fall River, as the Waverley Pastoral Charge, recommends that the Bermuda-Nova Scotia Regional Council approve and post a vacancy for this full-time ordained or diaconal ministry personnel position.

Profile Team Members

Heidi Carr, Chair

Jim Gunn, Secretary

Emily Harnish

Shelley Richard

Joe Sharpe

Kathy McKay, Bermuda-Nova Scotia Regional Council Liaison

CHILDREN AND YOUTH PROGRAM LEADER

POSITION DESCRIPTION (PART-TIME)

St. John's United Church is a welcoming and inclusive church located in the picturesque community of Fall River, Nova Scotia. We are a multi-generational congregation with a mission to gather community, nourish the soul and reach out in compassion.

In our commitment to providing faith formation for our children and youth, St. John's United is accepting applications for our Children and Youth Program Leader position.

This role will explore the needs of our youth and young families, experiment with new activities and curriculum, and broaden the reach of our programming through outreach.

This 20-hour per week position is accountable to the Council of St. John's United Church (SJUC). Generally, the Children and Youth Program Leader works collaboratively with the Lead Minister, volunteers and parents to create children and youth programming that will have a lasting impact within our congregation and community.

More specifically, the Children and Youth Leader will:

- Provide leadership and facilitate programming and activities for youth (grades 7 and up);
- Organize Sunday morning faith formation curriculum for children age preschool to grade 6;
- Recruit, train, coordinate and encourage volunteers for Sunday School;
- Participate in worship planning and coordinate occasional child & youth led services;
- Orient new families, maintain regular contact with current families with children and youth and

organize family themed events.

Qualifications

- Experience within a Christian community of faith as a member of the United Church of Canada or a baptized person who agrees with the United Church's inclusive and affirming ethos.
- Demonstrable theological and biblical knowledge and understanding of the Christian story through education and/or experience
- Relevant education and/or experience working with children and youth.

SALARY: \$20,000 – \$24,000 based on 20 hours per week. Salary to commensurate with education and experience.

Financial Viability Review

Community of Faith: **Waverley Pastoral Charge (2 churches amalgamated Dec 31, 2024)**

Date: **March 2025 (This data excludes the use of grants ,savings , GICs and investment gains to cover deficits)**

1. Do your expenses exceed your revenues?

Year	Revenues EXCLUDES MISSION & SERVICE	Amount given through envelopes incl. M & S	Amount given through PAR_ incl. M&S	Expenses	Do expenses exceed revenues? (yes/no)	Bank balance at end of year
Current year 2024	\$185,592	\$38,939	\$113,576	\$230,815	yes	\$40,550
One year ago 2023	\$221,112	\$47,447	\$122,787	\$257,905	yes	\$75,795
Two years ago 2022	\$225,114	\$44,830	\$120,925	\$265,117	yes	\$101,197
Three years ago 2021	\$186,044	\$51,594	\$118,631	\$218,297	yes	\$126,134
Four years ago 2020	\$182,257	\$50,751	\$122,450	\$230,815	yes	\$136,374
Five years ago 2019	\$228,991	\$75,405	\$106,695	\$238,093	yes	\$133,373
Six years ago	\$	\$	\$	\$		\$

Comments

Please include any comments you think are pertinent to your situation—renovations, special fundraising, money that comes in as revenue that you really don't have use of because it goes out to organizations, GICs, term deposits, memorial fund, support of Mission & Service, no minister, or minister on sabbatical. These comments help you understand why expenses might grow one year and revenues another.

A recent financial statement should be appended to this document.

See attached:

Income statement and balance sheet for St. John's United Fall River

Income statement for Wellington United.

Data provided on the worksheet is consolidated for both churches.

Effective Jan 1, 2025 , we are an amalgamated congregation operating as St. John's United Fall River

2. Payroll Costs – (F.Time Minister retired Jan. 31, 2025)

At present we have called or appointed the following paid staff –for 2025:

Minister: 20 _____ hours per week

Secretary: 16 _____ hours per week

Custodian: none _____ hours per week

Other (youth, Sunday School, etc.): 20 hours per week

Cost of payroll (\$ paid plus employer contributions (EI, etc.) for everyone:

Current year	One year ago	Two years ago	Three years ago	Four years ago	Five years ago	Six years ago
2024	2023	2022	2021	2020	2019	
\$176,543	\$166,808	\$161,211	\$143,471	\$163,320	\$161,277	\$

3. Have you experienced a deficit for more than two consecutive years-YES**4. Are there any outstanding loans? NO****5. Do utilities, maintenance, and repairs exceed 25 percent of revenues?**

Year	Utilities (Power and Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (Yes or No)
starting 2024					
Current year	\$4,758	\$14,363	\$16,652	\$35,773	NO
One year ago	\$4,049	\$18,258	\$17,280	\$39,587	NO
Two years ago	\$3,584	\$18,780	\$18,158	\$40,522	NO
Three years ago	\$3,316	\$11,727	\$14,549	\$29,592	NO
Four years ago	\$3,489	\$10,632	\$14,709	\$28,830	NO
Five years ago	\$3,842	\$15,076	\$14,297	\$33,215	NO
Six years ago	\$	\$	\$	\$	

6. How many contributors support your congregation?

Current yr 2025	One year ago 2024	Two years ago 2023	Three years ago 2022	Four years ago 2021	Five years ago 2020	Six years ago 2019
135	166	163	166	164	179	202

7. How many contributors would you have in each age group this year?

0–20 years	-
21–30 years	-
31–40 years	5%
41–50 years	10%
51–60 years	15%
61–70 years	30%
71–80 years	30%
81+ years	10 %

8. Is there a reliance on a few generous contributors where 50 percent of the revenues come from one or two contributors? **NO**

Contributors and Givings

Annual giving	Number of givers: Current yr 2024	One year ago 2023	Two years ago 2022	Three years ago 2021	Four years ago	Five years ago	Six years ago
\$0–\$100	13	8	7	11			
\$101–\$500	56	55	59	58			
\$501–\$1,000	46	48	51	48			
\$1,001–\$5,000	48	48	46	44			
\$5,001+	3	4	3	3			

9. Have you taken part in a stewardship project (campaign) in the past two years?

_____ No project

_____ Letters to congregation when we have the need

_____ Regular information and letters sent to all members and adherents

X _____ Program such as *Called to Be the Church* (on the [Stewardship Toolkit](#) website) with information during worship, letters, and a request for commitment 2012/22

_____ Program and information presented at a congregational get-together

_____ All-member visitation

X _____ Other - **newsletters sent to contributors, occasional to all members**

If you did, what were the results?

\$2000 –local, \$700 - M & S

Have you encouraged members, yearly or more regularly, to increase PAR givings? ☒ Yes ☐ No

Not assertively but we do regularly report the financial situation

10. Please list any investments, special funds, and other monies your community of faith holds. What are the rules/restrictions around the use of those funds?

\$300,000 investment in a balanced fund (bonds & equities)- There is a restriction for \$250, 000 –cannot be used for operating expenses . It can be used for building projects such as roof, furnace and other long-term projects.

\$116,000 GIC investment from the sale of manse. Will mature in Sept 2027. We will need the approval from Region to access.

As a result of the amalgamation of Wellington United into St. John's we have a building/land to be sold. It is our hope to net \$250,000 from a sale.

Having examined your current financial situation, you will want to examine the minister's salary schedule on the [Minister's Salary Schedule and Cost of Living Groups page](#) and work with your treasurer to determine the cost of ministry personnel at different increment categories. This will include salary, allowances, and employer contributions to government plans, pension, and benefits. Your treasurer will perhaps understand these tools more clearly than members of the search team.

- The United Church of Canada provides budgeting tools for treasurers for both ministry personnel and lay employees on the [Budgeting Tools for Treasurers page](#).*
- In addition to the employer costs noted in the tables in these United Church tools, there are employee and employer premiums for Employment Insurance and Canada Pension Plan. (Tables for these costs are available on the [Canada Revenue Agency website](#).)*
-

Thinking about the Data You Have Collected

The covenant with a minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

We will need to use the proceeds of the sale of the vacant church Wellington as well as any investment gains achieved.

It is our intention to do an all household stewardship campaign in 2025 and increased efforts for fundraising.

Observations

Treasurer's observations:

Despite the amalgamation the number of contributors has decreased for 2025. Wellington congregation was contributing 15% of our shared expenses (\$21,000)

(FT Minister & PT Admin) and other office expenses , copier tel etc.)

2025 estimate of contributions from Wellington is approximately 15% of the previous contribution level.

During the previous 7 years we have received some federal wage subsidy funds (2020 & 2021), we have used our savings and investment gains to cover our deficits.

We have reduced the admin hours and currently have a 50% supply minister (retired).

Search team's observations (if separate from above):

Regional council's observations (optional):

Recommendations

Now that you have all of this information, what is your plan for ministry (ministry stream, highest category you feel you can afford, full- or part-time), and how are you planning to pay for this ministry for at least a three-year commitment?

Recommendation of search team, treasurer, and governing body:

_____ community of faith is viable to
call/appoint a minister in Category _____ for _____ hours per week.

**St. John's United Church
Comparative
Income Statement**

	<u>Jan 1 - Dec 31, 2023</u>	<u>Jan 1 - Dec 31, 2024</u>
REVENUE		
Offering - Local	121,437.38	115,913.88
Offering - Initial	95.00	80.00
Offering - Loose	2,424.75	2,719.27
Offering- online (members)	1,134.00	1,409.76
Offering - Sunday School	150.00	20.00
Offering - Miscellaneous	<u>25.00</u>	<u>0.00</u>
Total Local Offering	125,266.13	120,142.91
Funeral ministry	5,838.00	2,469.00
Church & Hall Usage Fees	25,493.15	19,218.88
Donations made by UCW	5,000.00	17,000.00
Donations - Memorials	340.00	115.00
Donations - Miscellaneous	1,425.00	1,503.00
Fundraising revenues	3,782.41	796.74
Celebration of Lights	3,900.00	4,005.00
Toonie Plate	24.00	120.00
Use of Capital Improvements Fund	400.00	0.00
Advertising/Sponsorship revenue	900.00	2,400.00
Investment income	<u>858.17</u>	<u>439.72</u>
TOTAL REVENUE	<u>173,226.86</u>	<u>168,210.25</u>
EXPENSES		
Shared Pastoral Charge costs	114,825.79	114,946.31
Music team costs	8,645.75	8,680.67
C & Y Leader costs	40,592.66	45,244.00
Sabbatical	<u>3,600.00</u>	<u>0.00</u>
Total Pastoral Charge costs	167,664.20	168,870.98
Heating fuel	14,034.00	10,609.42
Electric power	3,166.75	3,579.38
Halifax Water & HRM Fire Prot. Tax	721.29	750.25
Snow removal	7,504.00	6,772.50
Janitorial labour	4,588.20	4,836.84
Cleaning & general supplies	899.91	790.14
Sunday School curriculum	200.24	36.75
Sunday School expense	164.49	88.01
KOGA	341.09	770.45
CLG/Support	<u>1,345.50</u>	<u>2,080.42</u>
Total CLG Costs	1,686.59	2,850.87
Church office supplies/maintenance	503.65	602.85
Church In Action	448.84	923.42
PAR remittance costs	615.00	605.50
Choir costs	131.04	86.97
Grounds maintenance	0.00	115.86
Fundraising expenses	167.83	0.00
Christmas -Walk to Bethlehem	334.81	1,857.37
Miscellaneous	859.75	950.49
Sign upgrade	0.00	0.00
Insurance - church	6,038.05	7,087.34
Church building maintenance	2,110.07	2,816.59
Bank charges	12.50	7.50
Spiritual Oversight	60.00	0.00
Stewardship campaign expenses	<u>197.80</u>	<u>102.02</u>
TOTAL EXPENSE	<u>212,109.01</u>	<u>214,341.05</u>
NET OPERATING LOSS	-38,882.15	-46,130.80
DRAWDOWN FROM INVESTMENT	<u>20,000.00</u>	<u>30,016.03</u>
NET LOSS AFTER DRAW FR INVESTMENT	-18,882.15	-16,114.77

**St. John's United Church
Comparative Balance Sheet**

	<u>As at Dec 31, 2023</u>		<u>As at Dec 31, 2024</u>
ASSET			
CURRENT ASSETS			
General Account, #83533-102	20,315.77		20,452.45
MarketWatch Acct #83533-282	38,611.40		0.00
MarketWatch Acct #83533-292	<u>0.26</u>		<u>12,029.94</u>
Total Cash on Deposit		58,927.43	32,482.39
Accounts receivable	5,363.06		8,146.87
Accts Rec - The Square	0.11		0.11
HST Receivable	<u>911.74</u>		<u>1,283.56</u>
Receivables - Net		6,274.91	9,430.54
Inventory - Office supplies	<u>200.00</u>		<u>200.00</u>
Inventory Total		200.00	200.00
Prepaid expense		280.04	0.00
Investments		<u>314,558.74</u>	<u>316,338.56</u>
TOTAL CURRENT ASSETS		<u>380,241.12</u>	<u>358,451.49</u>
Fixed Assets			
Land - Fall River	103,351.03		103,351.03
Building - Fall River	<u>857,107.10</u>		<u>857,107.10</u>
Net: Property - Fall River		960,458.13	960,458.13
Furniture & fixtures	<u>12,090.44</u>		<u>16,544.03</u>
Net: Furniture/fixtures		12,090.44	16,544.03
Computers & office equipment	<u>7,326.80</u>		<u>7,326.80</u>
Net: Computers & office equipment		7,326.80	7,326.80
TOTAL FIXED ASSETS		<u>979,875.37</u>	<u>984,328.96</u>
TOTAL ASSET		<u>1,360,116.49</u>	<u>1,342,780.45</u>
LIABILITY			
CURRENT LIABILITIES			
M&S Fund - Collected	27,969.55		25,942.55
M&S Fund - Remitted	<u>-22,575.04</u>		<u>-20,129.54</u>
M&S Fund - Payable		5,394.51	5,813.01
Misc. Accounts Payable		0.00	85.00
Accounts Payable		<u>17,339.28</u>	<u>15,554.18</u>
TOTAL CURRENT LIABILITIES		<u>22,733.79</u>	<u>21,452.19</u>
TOTAL LIABILITY		<u>22,733.79</u>	<u>21,452.19</u>
EQUITY			
EQUITY			
Retained earnings		59,973.53	41,091.38
Equity - Youth Account (KOGA)		1,719.49	0.00
Equity - Investment (Eastport)		314,558.74	316,338.56
Equity - Capital Improvements Fund		998.52	998.52
Investment in Capital Assets		979,014.57	979,014.57
Current Earnings		<u>-18,882.15</u>	<u>-16,114.77</u>
TOTAL RETAINED EARNINGS		<u>1,337,382.70</u>	<u>1,321,328.26</u>
TOTAL EQUITY		<u>1,337,382.70</u>	<u>1,321,328.26</u>
LIABILITIES AND EQUITY		<u>1,360,116.49</u>	<u>1,342,780.45</u>

WUC Financial

WUC Financial Report 2024

Operating Account

Opening Balance 2024: 7,264.73

Income

Envelopes/PAR: 13,890.00

Cash: 474.25

Donation: 25.00

Fun Fair: 1427.00

Lobster Supper: 4713.00

Bank Correction: 1.00

WPC Treasurer: 1025.45

Balance from Building Fund: 910.00

Mature GIC's: 10,889.08

M & S Fund: 1893.00

Total Income: 35,247.78

Expenses

WPC Treasurer **21,2.64.00**

Sabbatical: 1008.63

Music: 600.00

Cleaner: 350.00

Phone: 376.03

Nova Scotia Power: 1177.77

Heating: 3754.05

Insurance: 4770.96

Lobster Supper: 1575.00

Snow Removal: **948.75**

Water Softener Salt **20.68**

The Laker: 150.00

WUC Closing: **330.13**

Transfer Between Accounts: 171.41

Bank Charges: **54.00**

M & S Fund: 1893.00

Total Expenses: **38,444.41**

Balance at WUC Closing: 4068.10

Building Account

Opening Balance 2024: 740.00

Income

Envelopes: 170.00

(includes transfer between accounts)

Closing Balance October 2024 910.00

Envelope Secretary - No Report

Memorial Fund

Opening Balance 2024:	3863.59
Transfer between Accounts (to keep account active)	136.41
Closing Balance 2024	4000.00

Respectfully Submitted,
MonaMCox
Treasurer