

RYERSON UNITED CHURCH

Wilson Street
Ancaster, Ontario

JOINT NEEDS ASSESSMENT
REPORT TO THE CONGREGATION
JANUARY 2017 *



*** revised January 16, 2018**

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Introduction

Ryerson United Church is ready to enter a new period of Church life. A time of interim ministry is drawing to a close and a transition team has enabled the congregation to define a new mission for spiritual awareness, care for one another and a wider ministry in the community. We are looking forward to welcoming a new minister to Ryerson.

This has led to the formation of a Joint Needs Assessment Committee (JNAC). The JNAC was inaugurated at a congregational meeting on October 16, 2016 as follows: 2 members of Presbytery, Debbie Christie and Doug Caldwell and 4 members of Ryerson: Phil Matthews, Jacquie Feeney, Shirley Glauser and Mary Penny*. The JNAC has met on a regular basis since then with the purpose of formulating a Report to the Congregation with recommendations for moving forward.

In accordance with the guidelines of the United Church of Canada, the JNAC has used the large amount of information from meetings and input from the congregation led by the interim minister and through leadership by the EDGE Ministry Development Consultants.

These reviews resulted in the development of the following six profiles, which are detailed in this report:

Community (a review of Ryerson United Church's place in the Ancaster community);

Pastoral Charge (who we are as a Congregation);

Resources (what we offer in terms of buildings and our financial viability);

Position (our expectations for a minister);

Skills (what role, qualifications, experience, and personal characteristics we think are most suitable);

Terms (what compensation package could be offered).

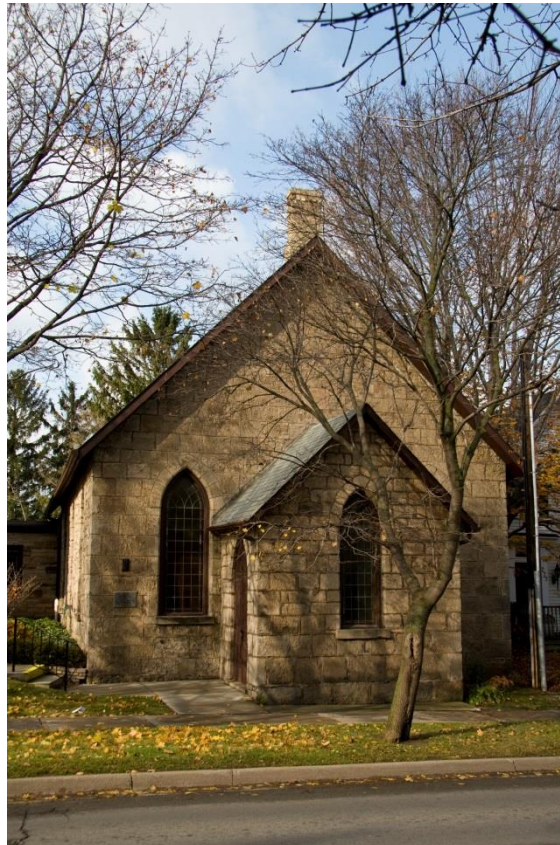
Due process was followed. The JNAC report was presented to Ryerson's Board on November 23, 2016 and the motion to accept the recommendations below was passed unanimously. Ryerson plans to present the recommendations to the Congregation on December 18, 2016. Pending congregational approval, the report will go to the Pastoral Relations Committee of Hamilton Presbytery and subsequently to Hamilton Presbytery. Pending approval, Presbytery will declare a vacancy and initiate a Joint Search Committee for a call to Ryerson United Church.

*Doug Caldwell was unable to fulfill his position on the Committee

RECOMMENDATIONS:

As a result of the JNAC's mandate to review the ministry and mission of Ryerson United, and to provide recommendations to the congregation and Presbytery regarding our needs, the JNAC committee has determined the following:

- 1. That the Joint Needs Assessment Committee of Ryerson United Church in Ancaster recommends the declaration of a vacancy up to full time and that the position be filled by any ministry personnel of the United Church of Canada.**
- 2. That a Joint Search Committee be struck and the JNAC be disbanded.**



PROFILE ONE – COMMUNITY

OUR NEIGHBOURHOOD

Ancaster is a town of approximately 40,000 and part of the amalgamated City of Hamilton (approximate population + 500,000). It is located on the Niagara Escarpment in the heart of the Dundas Valley Conservation Area and is situated within a ten-minute drive to the John C. Munro airport. The Lincoln Alexander Parkway will take you from Ancaster to the east end of Hamilton and the Red Hill Parkway, connecting you to the QEW and to near-by destinations such as Toronto, Niagara Falls and Niagara-on-the-Lake.

It is easy to see, as you walk through town, why people have been drawn here for centuries. The first settlers, United Empire Loyalists, arrived in 1789. In 1791, James Wilson built a grist mill and started milling the stream. This became the nucleus for a community first called Wilson's Mills, but known after 1795 as Ancaster Village. Today, the Wilson name designates our main street and Ancaster retains the atmosphere of a country village yet offers all the modern amenities you would expect in a town just minutes away from major centres. The agricultural roots of the community are reflected in the annual Ancaster Fair, a fun, family tradition. A growing weekly outdoor farmers market is available across the street from Ryerson May – October.

COMMUNITY AMENITIES

In town, you will find a wide range of shopping opportunities and a variety of restaurants where you can enjoy dining out. We have many good golf courses, including the Hamilton Golf & Country Club (of Canadian Open fame). The Morgan Firestone Community Centre and Arena, The Spring Valley Arena, the Ancaster Aquatic Centre, and the Lions Club outdoor pool provide all ages with many choices for recreation. Curling clubs are within 10 minutes of town. We have a variety of youth activities year-round. There are several established dance, gymnastics and music studios in the immediate area.

Ancaster has a very active 55+Senior Achievement Centre, located in the rural setting of Albion. Their programs include: exercises, tai chi, yoga, many musical classes and performing groups, Memory Project, woodworking, woodcarving, book club, congregate dining, lunch 'n learn, biking, pole walking, and other educational workshops.

Ancaster also has amateur theatre groups, choir groups, as well as many active service clubs, and a thriving community centre.

For those interested in outdoor activities such as hiking, walking or biking, we have at our doorstep the Bruce Trail and the Dundas Valley. Also close by are the Bayfront Park waterfront trail and boating and sailing opportunities on Hamilton's waterfront.

Ancaster is fortunate to have many cultural Centres close at hand: Theatre Aquarius, First Ontario Sports Centre, Hamilton Place, Hamilton Philharmonic, Art Gallery of Hamilton, Royal Botanical Gardens, Hamilton Convention Centre, Hamilton All-Star Jazz Band, and Ancaster's own Fieldcote Museum. More information available on the website www.myhamilton.ca. Hamilton is home to many heritage buildings and museums, e.g. Dundurn Castle, open to the public. It is also home to a growing number of artists and artisans who are calling Hamilton home. There are numerous festivals and activities throughout the year to celebrate our artists and musicians. For the sports enthusiast, Hamilton is home to the Hamilton Tiger Cats (CFL Football), Bulldogs (OHL hockey) and Canadian Football Hall of Fame.

COMMUNITY PARTNERSHIPS

Some of the unique aspects of Ancaster:

- 1) Community food drive held every February, collecting 64,000 pounds of food throughout the community.
- 2) During Lent the Ancaster Ministerial Association hosts a Lenten lunch and worship service.
- 3) Ryerson is an active participant in the Ancaster Heritage Days in June.
- 4) Ryerson has recently connected with Ancaster Community Services to determine ways to serve Ancaster more effectively.

EDUCATION AND HEALTHCARE

Several pre-school and day-care centres operate in Ancaster including the "Montessori School", located at Ryerson.

Ancaster has several elementary public and Catholic schools and both a public and Catholic high school. There are several independent and private schools in Hamilton.

Redeemer University College in Ancaster, McMaster University and Mohawk College in Hamilton offer post-secondary education, as well as research centres. McMaster's Innovation Park is a 50-acre brownfield research and innovation development aligned with the research strengths of McMaster University.

The Hamilton area attracts renowned medical professionals at the Hamilton Health Sciences Corporation (McMaster Children's Hospital, Hamilton General Hospital, Juravinski Hospital and Juravinski Cancer Centre) as well as St. Joseph's Hospital which offers state of the art mental health services.

A wide variety of family health care services as well as fitness centres are available in Ancaster.

PROFILE TWO - PASTORAL CHARGE

Mission Statement

Ryerson United Church is an inclusive Christian congregation that:

- shares our spiritual journey
- cares for one another
- serves the community.

Our History

The Ryerson congregation was established in 1808 with strong roots in the Wesleyan Methodist faith. The early church was called the New Zion Methodist Church. Worship was held at the present site of a stone structure, now known as the Chapel, which replaced earlier wooden churches. At the time of union in 1925, the congregation adopted the name Ryerson United Church honouring the ministry of the Reverend Egerton Ryerson.

The present church was built beside the chapel and dedicated on November 8, 1959 to accommodate a growing congregation. In 1977, an addition was built to provide a Fireside meeting room and Church offices. In 2005, an elevator and office additions were completed from a member's bequest. In 2008, the church celebrated 200 years of ministry in Ancaster.

The Present

In the past members of the church provided strong leadership to the congregation and service to the Ancaster community. More recently, the loss of many members and difficulty in attracting younger families have resulted in challenges for the church. As for many churches, changes in leadership and a fall in attendance at church worship and functions have taken place since the early 1990's. At the present time, we do not have a Sunday school.

In spite of these difficulties, the congregation is exploring church renewal and has completed an EDGE Ministry of Development program. The results of this congregational study point to new ways to reach different groups in the community and possibly to develop different ways of worship.

A dedicated transition team and an experienced interim minister have engaged the congregation to develop values and a new mission statement that will guide a new ministry at Ryerson.

The congregation has a tradition of generously supporting outreach in the community and on international issues. Much of the present outreach is dedicated to supporting the many initiatives at Wesley Urban Ministries as well as the Canadian Foodgrains Bank project with two other United Churches and the nearby farming community in Caledonia. Support through a member of the congregation is also given to Albert Schweitzer Hospital in Haiti.

In the past, the congregation has sponsored two related Kosovo families in war-torn Serbia in the 1980's and a family from the Republic of the Congo in 2008. The congregation is currently sponsoring a Syrian family, along with a co-sponsoring Muslim group (Hamilton Helping Hands), to come and live in Ancaster. We are eagerly awaiting their arrival.

As stated in our EDGE reports "it remains the wish of the congregation to see a thriving, multi-generational community of faith which works with all the United Churches in Ancaster to share the joy of the spirit". **Realization of this vision will require new practices of faith with a new minister willing to grow our faith and challenge us in new directions.**

<i>Ryerson United Church Pastoral Charge</i>		
	2015	2014
Members/Adherents	180	188
Households	90	96
Children / Youth Under 18	--	--
Weddings	1	2
Baptisms	0	2
Received by Profession of Faith	2	2
Received by Certificate of Transfer	0	0
Deaths	5	3

Ryerson Anniversary High Tea, October



Ancaster Heritage Days, June – Ryerson BBQ



Ancaster Heritage Days, June – Soap Box Derby

PROFILE THREE - RESOURCES

STAFF

Ryerson currently employs a part-time minister, music director, and church administrator, and a full-time custodian.

VOLUNTEERS AND FINANCES

An up to date Annual Report is attached showing our financial statements as well as the various reports which provide an excellent summary of the active ministries here at Ryerson. Though Ryerson has been through a difficult time of division and loss of members over the past few years, we have emerged as a stronger, forward looking congregation, ready to tackle the work of rebuilding. Our volunteers are hard-working, often taking on several jobs in order to keep Ryerson as active as possible. We hope to build on this base to become even more active in serving our community.

We are fortunate to have forward thinking leadership with regards to our finances. Our location and extensive building facilities as outlined below are used by many outside parties including the Ancaster Montessori School. Combined, these cover the cost of operating the building and providing a full-time custodian.

As a result of this JNAC process Ryerson has given careful consideration of the options for Ministry given the financial resources. Projections for a 30-hour position have indicated a 5 year commitment is feasible and the congregation supports a Call to Ministry based on these projections.

BUILDING AND GROUNDS

Ryerson has a large sanctuary with pew style seating for 240. Due to decreased numbers at worship in the past few years, the front pews of the sanctuary were re-configured to give a more intimate place to worship. There is a choir loft that seats 30; however, the current small choir now sits in the congregation and comes to the front on those Sundays when they have an anthem to share. Our Allan Electronic Organ provides strong musical support for our worship service when needed, but we are more apt to hear the grand piano situated at the front of the sanctuary. Both are in excellent condition. We have a professional sound amplification system that offers a great deal of flexibility for worship, presentations, and concerts. We have a portable video projector and screen for use in the sanctuary and elsewhere for multi-media presentations.

Ryerson is an accessible building with meeting rooms, several multi-purpose rooms, office areas, two kitchens and a gym. Our large parking lot accommodates 120 vehicles. A bus stop is located within walking distance of the church.

Our air-conditioned office area includes a telephone system, answering service, photocopier / printer, filing and storage facilities, and a dedicated WiFi network. There are private offices for the minister, the church administrator, and the music director. Laptop computers are provided for the minister and church administrator.

The building and site are secured and monitored by a sophisticated digital security system.



PROFILE FOUR - POSITION

ANTICIPATED WORK RESPONSIBILITIES

Worship (12 – 14 hours)

To lead Christian worship that meets the needs of the congregation and foster meaningful participation of all ages by:

- 1) planning and organizing services
- 2) working closely with the worship committee, director of music and lay leadership
- 3) accepting primary responsibility for presiding over worship services and presenting thought-provoking, inspiring messages applicable to day-to-day lives
- 4) exploring and developing opportunities for alternative worship

Mission and Outreach (6 – 10 hours)

To increase understanding of outreach and social action as expressions of Christianity by:

- 1) assisting the congregation to develop greater local outreach and visibility in the community
- 2) supporting lay leaders with the ongoing mission and outreach of the congregation
- 3) working with other Ancaster Churches, Presbytery and Hamilton Conference.

Congregational Development (4 – 5 hours)

To inspire and develop our members by:

- 1) attracting, encouraging and supporting new members (particularly youth and young families)
- 2) developing and supporting a strong lay leadership to assist the congregation and minister to follow its mission
- 3) keeping lines of communication open to ensure that everyone feels included and well informed

Pastoral Care and Counselling (4 – 5 hours)

To take a proactive role in fostering Christian fellowship and love, as well as a sense of community, and assist those in distress by:

- 1) visiting with Congregational members who are bereaved, sick, distressed and shut in.

- 2) fostering a caring and efficient lay Pastoral Care Team.
- 3) providing marital, bereavement and crisis counselling as required.

Christian Development (2 – 4 hours)

To enrich the lives of the congregants with knowledge of the Bible, an understanding of Christ's teachings, and support their journey of faith and spiritual growth by:

- 1) assisting, encouraging and enabling a Christian Development Committee to develop, plan, organize and implement education programs.
- 2) helping individuals develop ways of the Spirit and form a stronger personal relationship with God
- 3) attending ongoing educational sessions for self-improvement

Administration (2 – 4 hours)

To ensure the efficient and effective workings of the church by:

- 1) working collaboratively with all staff to ensure the day to day needs of the church are met.
- 2) attending various meetings including monthly Council meetings
- 3) complying with the administration duties as outlined in the Standards of Practice for the United Church of Canada.

The Minister will be accountable to the congregation through the Ministry & Personnel Committee of Ryerson United Church, and to the Hamilton Presbytery.



PROFILE FIVE - SKILLS

Ryerson is a congregation of approximately 90 persons, most of whom are retired from full-time employment. We are experiencing declining membership. In response, our membership acknowledges the challenge and is ready to support new directions and new initiatives to help us return to a multi-generational congregation focused on Christian service to the community.

The Ryerson congregation has identified an increasing demand for pastoral care. A new minister will help us provide pastoral care that utilizes lay representatives in a variety of ways. This will allow the minister to direct his or her pastoral care to those most in need.

While the traditional elements of a worship service are respected by our congregation, there is a specified desire to have sermons reflect a modern-day perspective that will have relevance in our society today.

The minister we are seeking will:

- be an enthusiastic leader in our journey of renewal
- be comfortable with the use of social media
- be able to work collaboratively with other staff members
- be prepared to work with other churches in Ancaster, especially the other United Churches
- be skilled in developing lay leadership to assist with pastoral care, Christian development and outreach
- be comfortable with a variety of ways to provide a meaningful and relevant message at our church services

PROFILE SIX – TERMS OF THE CALL

SALARY

Wages, up to and including Category F, will be negotiated following the guidelines set by the United Church of Canada, prior to acceptance of position.

WORK WEEK/ VACATION

Holidays and any other eligible leaves follow the standard as set by the United Church of Canada.

- 30 hour work week
- one month vacation (including 5 Sundays)
- 3 weeks study leave

EXPENSES AND ALLOWANCES

1. Cost of Living allowance according to Hamilton Presbytery guidelines (Zone 4) with no manse available.
2. A telephone allowance of \$600.00 per year (\$75.00 per month)
3. Travel Allowance for church-related responsibilities at \$0.50/km
4. Continuing Education allowance according to United Church Guidelines (\$1374.00 per year)
5. Vacation of one month per year (including 5 Sundays) generally to be taken in the summer months but negotiated with the Ministry & Personnel Committee.
6. Benefits as per United Church of Canada Guidelines including Pension.
7. Moving, Sabbatical and other Fees to be negotiated in contract.

All other conditions will comply with expectations set in “*The Manual*”.