

**The United Church of Canada
Pastoral Relations**

Faith United Mission Statement

We believe in a loving and forgiving God, shown to us through Jesus Christ, creation, the bible, and the community of believers.

Therefore we will:

- strive to provide a spiritual home that is openly welcoming, nurturing and safe whatever a person's ability/disability, age, ethnicity, exceptionality, gender identity, sexual orientation, or social or economic circumstance;
- seek to become disciples of Christ growing in faith through worship, study and prayer;
- risk sharing our resources with local and global neighbours in response to God's call;
- be committed to the responsible use and care of all that God has entrusted to us;
- encourage all who gather here to participate freely in the life and work of this church.

Let our actions reflect our faith.

Living Faith Story

Faith United is in Courtice, Ontario, a community of about 30,000 people at the eastern edge of the Greater Toronto Area. It is a growing community with many new young families moving in as well as older long-term residents. The church is young, having been founded as an amalgamated congregation in 1997, with a third church family joining us in 2011 as well as many other new members. We are an affirming congregation and are explicit in our welcome to all. We offer a blended worship service with a variety of musical styles as well as encouraging weekly lay leadership throughout the service. We have an active United Church Women's (UCW) group, men's group, and variety of other teams supporting the work of the church.

We have integrated technology into our worship with weekly live streams and remote video participation. Our congregation makes frequent use of Zoom for hybrid meetings, workshops, and studies. We are active in local and global ministries providing both generous financial support as well as personal supports to community programs and initiatives.

Faith United Pastoral Charge, Courtice ON

Our long-term called minister, Rev Dr Larry Doyle, is retiring. We have a Visioning Team currently working hard to determine our Community of Faith's future direction, and expect to be looking for a full-time called minister once this work is completed. To cover the gap between Rev Larry leaving and Faith United having a new called minister on board, we need someone to cover, and thus are seeking an appointed minister.

We place great importance on being a welcoming congregation. We officially became an Affirming congregation in 2018, our building is accessible, and we begin worship and meetings by sharing the land acknowledgment together. We welcome all who come to our door as well as those who participate online. Our worship and many meetings and gatherings are hybrid with dynamic livestreaming and/or Zoom participation. We are a warm, engaging community alive in the Spirit.

To further develop our welcome, we are exploring ways to expand our personal outreach to visitors through a standardized structure and intentional follow-up contact. Our minister would be a key participant of the welcome strategy.

Spiritual development has been an integral part of our community experience. Vibrant biblically based sermons using modern translations and personal experiences to teach, not preach are key to our worship services. All services are live streamed with participation both in house and online. We are a musical congregation appreciating all genres from traditional to contemporary praise and worship. Our services are blended in style and music forms a significant portion of our worship. We are open to exploring different styles of worship e.g. Indigenous practices, healing services. Expanding our online presence on social media and through podcasts and other on demand content is a future goal for spreading the Word. We are a community that values learning and is inspired by both worship and other faith journey programs.

Prior to the pandemic, we offered a variety of lay-led learning programs on such topics as Bible studies, spirituality, theology, other faith traditions, and health and wellness. A goal for the future is to return to these and develop more opportunities for spiritual growth for every stage of a person's faith journey. These would be offered at varied times to accommodate both working families and retirees. Our children's program, Joyful Noise takes place on Sundays. Expanding into youth programs is a future goal.

Our outreach programs are very well developed and include both global and local projects. Our donations to the Mission and Service fund are among the highest of churches in our region. Church Work in Durham supports nineteen local agencies as well as numerous special Christmas projects and monthly food drives. We have an annual Lifewater campaign, providing wells around the world. We are also generous with our time and talents through such activities as Meals on Wheels, Durham Outlook for the Needy, Family Fun Night, and Tots on Tuesday. We host a garden for the Durham AIDS Committee so that they can grow fresh vegetables for their clientele.

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A future direction for Faith United is to engage more with our local community as a location first, and a church second by partnering with the arts groups as a venue for shows and other events. There is no other facility in our town that compares with what we can offer. To do this, we will need to develop our communication strategy to reach out and advertise our presence more effectively.

We have a large property with lots of natural features to share. Our gardens are well-kept and include areas such as the butterfly garden, native plant garden, vegetable and herb gardens, and the children's garden. We have a wooded area with trails used by many of our neighbours. We are looking for ways to expand the use of our property in particular for multi-generational use. Other ideas include turning a portion of the large expanse of lawn into a memorial garden or a labyrinth.

Our building has been recently updated to improve our energy efficiency lowering our carbon footprint. Our sanctuary is a multi-purpose space and has an attached commercial kitchen. There are a number of rooms available for different sized groups and all are in use throughout the week.

We have a strong visiting team that, working with the minister spends time with those who are unable to attend worship, such as those who are sick or in hospital. With an aging portion of our congregation, this is an area that will need to expand.

Because we use online opportunities frequently, we would like to expand the technical team that supports these activities and build more online presence. A goal would be to offer all activities in a dynamic hybrid form. We plan on updating our website and expanding our social media footprint. Ideally, our communication strategy would be digital first and print second.

Our Council structure has been largely unchanged since formation. A priority would be to review the governance structure to identify ways we could make it both effective and attractive to new volunteers.

Job Description – Part-time (20 hours/week) Appointment

Faith United is an inclusive, affirming congregation that works actively with our local community through Church Work in Durham and abroad through Mission and Service. We offer a blended worship style that includes a variety of music in a hybrid format, both in person and live stream. Our meetings and programs are also offered in a hybrid format to encourage broad participation.

Worship (50%):

- Work with the Worship Committee and musicians to plan worship themes and seasons
- Prepare worship and preach weekly as well as in special services throughout the church year

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- Engage the congregation through messages that are bible-based (inspired not literal) and delivered with conviction, passion, and relevance in a manner that challenges people to grow spiritually and act out the gospel of Christ
- Encourage and promote lay involvement and leadership regularly in worship services
- Deliver the sacraments of communion and baptism, and offer support and guidance to families requesting baptism and confirmation

Pastoral Care/Administration (50%)

- Plan funerals and offer grief care to congregants who have experienced loss
- Plan and conduct weddings as required
- Equip and inspire a lay pastoral care team, equipping and supporting them to provide pastoral care.
- Maintain regularly scheduled office hours for drop-in appointments
- Attend all Church Council, Congregational and Trustee meetings
- Serve as an ex-officio member of all committees of the Council (except the Ministry and Personnel Committee) and attend meetings as required. Communicate with committee chairpersons on a regular basis
- Time will be allocated to permit the minister to participate in ECORC activities

Financial Viability Assessment

Community of Faith: Faith United, Courtice ON

Date: May 4, 2024

1. Do your expenses exceed your revenues?

Year	Revenues Rentals, Fundraising, etc	Amount given through envelopes (includes Canada Helps and e-transfers)	Amount given through PAR	expenses	do expenses exceed revenues? (yes/no)	Bank balance at end of year
Current year (Jan- Apr 2024)	\$ 35,675	\$ 37,851	\$ 34,753	\$ 129,705	yes	\$ 23,597
2023	\$ 57,479	\$ 113,097	\$ 106,719	\$ 316,526	yes	\$ 48,477
2022	\$ 78,154	\$ 83,038	\$ 107,033	\$ 327,437	yes	\$ 49,952
2021	\$ 54,650	\$ 92,962	\$ 109,496	\$ 303,829	yes	\$ 83,837
2020	\$ 91,235	\$ 135,463	\$ 99,233	\$ 288,231	no	\$ 126,223

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	\$	\$	\$	\$		\$
2019	69,802	112,007	83,515	299,759	yes	34,699
2018	93,051	98,874	69,176	295,882	yes	unavailable

Notes:

1. Revenue for 2020-2022 was increased by federal Covid funds received by the pastoral charge to assist with payroll costs.
2. Expenses were lower in 2020-2022 due to lack of in person worship and programs.
3. During the pandemic, we lost our Children, Youth and Young Families leader and chose not to fill that position at that time.
4. During the pandemic, we lost our custodian and chose to hire a cleaning service rather than another staff member.
5. In 2024, we encouraged donors to use e-transfers as this method provides the full amount of the donation to the church while PAR and Canada Helps both charge a processing fee.

2. Payroll Costs

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

Minister: 40 hours per week
 Office Administrator: 24 hours per week
 Music Facilitator: 13 hours per week

Cost of payroll (includes employer benefit contributions):

Jan-Apr 2024	2023	2022	2021	2020	2019	2018
\$ 65,825	\$ 185,037	\$ 208,742	\$ 212,691	\$ 202,799	\$ 195,957	\$ 185,292

3. Have you experienced a deficit for more than two consecutive years in the last five years? Yes

4. Are there any outstanding loans? No

5. Do utilities, maintenance, and repairs exceed 25% of revenues?

Costs exceed 25% of revenues in the years since we replaced paid custodial staff with a contracted cleaning service. This decreased our payroll expense more than it increased our contracted services expense. Maintenance costs in the following table are the sum of equipment rental, maintenance and repairs of the facility, the cost of monitoring the alarm system, the purchase of consumables (e.g, hand soap,

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toilet paper, disinfectants, etc) and outside contract services (snow plowing, cleaning, tree removal).

Year	Hydro, Water	Gas	Maintenance	Total	% of revenues
Current year (Jan-Apr 2024)	\$ 6,363	\$ 4,181	\$ 20,043	\$ 30,587	28%
2023	\$ 14,049	\$ 9,166	\$ 39,188	\$ 62,403	23%
2022	\$ 12,733	\$ 6,816	\$ 27,323	\$ 46,872	17%
2021	\$ 13,521	\$ 4,211	\$ 20,669	\$ 38,401	15%
2020	\$ 12,780	\$ 4,726	\$ 20,391	\$ 37,897	12%
2019	\$ 14,874	\$ 5,672	\$ 18,947	\$ 39,493	15%
2018	\$ 15,256	\$ 6,095	\$ 23,665	\$ 45,016	17%

6. How many contributors support your congregation?

This table excludes households who donate through Canada Helps. Because we do not issue tax receipts (Canada Helps issues the receipts), those households are not included in our database.

Jan-Apr 2024	2023	2022	2021	2020	2019	2018
101	157	145	122	140	143	156

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

As noted above, this table does not include households that donate through Canada Helps.

0-30 Years	31-40 years	41-50 years	51-60 years	61-70 years	71-80 years	81+ years
0	3	12	7	34	33	40

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

Contributors and Givings: as noted above, this table does not include households that donate through Canada Helps. The figures for the current year are projected amounts

based on January-April donations should the household continue to attend and donate at the same rate for the remainder of the year.

Annual Giving	Jan-Apr 2024	2023	2022	2021	2020	2019	2018
\$0-\$100	0	35	20	7	17	23	38
\$101-\$500	10	24	33	22	33	16	16
\$501-\$1,000	31	27	20	23	26	23	29
\$1,001-\$5,000	49	57	63	61	64	71	69
\$5,000+	11	14	9	9	8	10	4

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

We provide updates at annual congregation meetings and at special meetings at the call of the chair. Regular updates are provided in the bulletin and on our Facebook group. We have experienced some changes in donations to operations following some of these events e.g. donors giving less to designated programs (e.g. Mission and Service, Church Work in Durham, capital funds) and more to operations or increasing their operations donations, but it has not been significant. We have encouraged members to use PAR, but more recently have been encouraging e-transfer. This has been successful and has seen donors move from Canada Helps (which retains a user fee) to e-transfer (which has no user fee to the church). It is noted that PAR also costs the church a processing fee.

10. Investments, special funds, and other monies held by our community of faith

We have three investment funds as follows (balances shown are as of April 30, 2024):

Asset Replacement Account – monies donated for capital expenses are moved to this fund quarterly and used first when a capital project is required. The market value as of April 30, 2024 is \$2,168.

Designated Investment Account – monies donated for Mission and Service special appeals or held from the founding churches’ Manse Funds. The market value as of April 30, 2024 is \$143,084.

Undesignated Investment Account – monies held from the investments of the founding churches and used as required for capital or operating expenses. The market value as of April 30, 2024 is \$105,026.

Over the past two years, we had to invest considerable sums into repairs to the building, some of which were due to the aging of the building and some were upgrades to lower

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our energy costs. As well, we added some components to the sanctuary audiovisual system to improve our live streaming capacity. The repairs made to the main kitchen were mostly covered by our insurance. The only expenses that we had were the deductible of \$500, the HST of \$5,915 which the insurer did not pay, and the upgrade of the island counter to stainless steel for \$3,955.

We received funding to assist with these costs from special donations, a Faithful Footprints grant and a bequest. The net cost to the church was \$265,956 which was taken from our Asset Replacement and Undesignated Investment Accounts.

In addition to our capital needs, we also drew out \$87,402 in 2023 and a further \$10,000 in 2024 to cover operating shortfalls and to repay \$30,000 of our federal Covid Emergency loan.

Treasurer's Observations:

Since the pandemic ended, Faith United has been gradually rebuilding our revenue stream in a number of different ways, most notably by increasing our fund-raising efforts and our facility rentals.

The congregation has not had a stewardship campaign since before Covid, but notices in the bulletin and financial updates at congregational meetings has resulted in an increase in donations from members and adherents.

One new initiative that has helped with income is the availability of e-transferring donations as well as fund-raising and rental payments. The second initiative is the addition of debit payments.

Note:

The following information is copied from Church Hub and is drawn from the Annual Statistics submission.

General Information

Solo-Team Ministry – solo
Affirming Community of Faith

Real Property

1778 Nash Rd, Courtice ON L1E2L9

Congregation Demographics

Number of Preaching Places – 1
Number of Church Schools – 1
Number of households under Pastoral Care - 226
Number of financially supported households – 104
Number of Baptisms (adult) – 1

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Number of Baptisms (children) – 1
Number of Marriages – 2
Number of Funerals -13
Total Membership, Resident and Non-Resident (previous year) – 225
Membership rev. by Profession of faith – 2
Received by Certificate or Other – 9
Removed by Death – 9
Removed by Certificate or Other – 41
Total Membership, Resident, and Non-Resident - 186
Total Non-Resident Membership – 22
Identifiable Givers to Local Expenses – 117
Identifiable Givers to Mission and Service Fund - 104
Average Weekly Attendance at Sunday Worship – 155
Total Membership, Church School – 14
Total Membership in Christian Education Program Groups – 68
Membership of Men's Groups – 12
Membership of Women's Groups – 29

Financial Statement

Replacement Value of Church Building and content - \$3,375,020
Value of other property, endowments, investments, etc - \$196,812
Estimated value of church land - \$47,200
Property Insurance on all church buildings and contents - \$11,277
Total liabilities in loans, mortgages, etc. – 0
Expended for local capital improvements - \$80,730
Expended for capital debt principle and interest repayment - \$30,000
Expended for operation of pastoral charge (incl all salaries) #316,390
Total raised for all purposes by:
 (A) Congregational givings - \$271,013
 (B) United Church Women - \$8,747
 (C) Other organizations, sources and means - \$91,913
M&S received from pastoral charge (exclusive of UCW) - \$33,171
M&S received from UCW - \$3,100
Paid out for other United Church appeals or funds – 0
Paid out for other purposes (hospital, bible study, etc) - \$34,747
Compensation paid to one minister, lay supply of student supply - \$98,058
Compensation paid to other ministerial staff - 0