

Joint Needs Assessment Report
Kamloops United Church, Kamloops, BC
April 2008 – Amended February 2010



OUR MISSION

We covenant to be Christian Disciples --
Loving God
Following Jesus
Serving with Spirit

OUR VISION

To actively embrace and live out our stated Mission and Values.
To nurture, equip and support faithful discipleship in ever new and changing ways.
Kamloops United Church,
a downtown and affirming congregation,
is Love based and mission focused.
We believe that the Spirit is always up to something new.

Profile 1: Community

Kamloops, located at the confluence of the Thompson Rivers, is one of the major cities of the southern interior of British Columbia. There are over 85,000 residents with a growth rate of 1.3%. Daily direct flights are available to Vancouver, Calgary and during the ski season, to Seattle. Vancouver is a short 45 minute flight away. Two passenger railways make regular connections. Kamloops is at the hub of the highway system, only a 4 hour drive from Vancouver. For a detailed map of Kamloops and area, please refer to www.kamloops.ca/maps.

As the Tournament Capital of Canada, we welcome more than 100 local, provincial, national and international sporting events each year. Kamloops boasts 13 incredible golf courses, of which 10 have 18 holes; three new championship courses opened in 2007. All types of sports enjoy excellent facilities from sports fields to arenas, an Olympic Pool and Aquatic Fitness Centre, ball diamonds, tennis courts and curling rinks. The city is committed to promoting a healthy life style.

There are more than 100 fishing lakes within an hour of the city. The Kamloops Rainbow Trout is world famous for its fighting spirit. In winter ice fishing is popular.

Kamloops is known around the world as a mountain biking mecca. Leisurely trails to high adrenaline descents are here because of the diversity of our terrain.

From easy walks to strenuous mountain ascents, Kamloops offers an incredible variety of hiking opportunities.

Winter activities include downhill skiing at Sun Peaks [where Olympic Gold Medalist, Nancy Greene is Director of Skiing] dog sledding, snowboarding, Nordic skiing, snowmobiling, tubing and tobogganing. The trails for Nordic skiing include groomed trails as well as back country experiences. There are 50 km of groomed trails at Stake Lake, 35 km at Logan Lake, both within 30 minute drive of Kamloops. Harper Mountain is nearby for both downhill and cross country skiing as well as tubing.

Other playtime activities include the B.C. Wildlife Park, home to more than 65 species including interactive displays, a petting zoo, splash park and miniature train.

The Kamloops Symphony and the Western Canada Theatre offer regular performances at the Sagebrush Theatre. Music in the Park presents free outdoor musical performances in Riverside Park every evening in July and August. Project X provides edgy and interesting theatrical productions often held in non-traditional venues. Members of the community have the opportunity to participate in the Thompson Valley Community Orchestra and the Kamloops Players theatre group. The Kamloops Museum, the city's Art Gallery and city libraries welcome visitors.

The Kamloops Parks, Recreation, and Cultural Services Activity Guide promotes leisure, arts, culture and sports opportunities for the City, region, community organizations, and local businesses.

Camping enthusiasts will enjoy the provincial parks located at the city's edge.

We offer a wide range of ethnic restaurants and grocery stores including Greek, Japanese, Dutch, Chinese, Indian, Mexican, Mediterranean, Thai, Italian and Korean.

The Kamloops public school system includes speciality schools including a Science and Technology School, a School of Fine Arts (grades 1 to high school), French Immersion School and a specially equipped high school to teach trades. Our Thompson Rivers University is making a name for itself with wide and varied academic courses as well as trades, fine arts, nursing, respiratory therapy and animal health technology. The University also has an Open Learning Centre.

Service Clubs include Rotary, Masonic Lodge, Royal Canadian Legion, Philanthropic Education Organization, Army Navy & Air Force Veterans, Lions, Soroptomists, and Kiwanis.

With a vibrant downtown core and several shopping centres throughout the city, Kamloops is a shopping mecca.

The area is home to Royal Inland Hospital, a regional acute care hospital and is the regional centre for many government and non-governmental offices. The industry in and surrounding Kamloops includes tourism, mining, forestry, agriculture, and secondary manufacturing.

Currently, Kamloops straddles two provincial legislative ridings, both held by the BC Liberal Party and is in a federal Conservative riding.

Please visit www.venturekamloops.com for more information about the community amenities.

Kamloops United Church (KUC) members come from all areas of Kamloops with some members driving up to 45 minutes from outlying areas.

We are one of three United Church congregations in Kamloops. The other two are Mount Paul United Church with a full-time Interim minister and PLURA Hills United Church with a 3/4 time minister.

The three United Churches collaborate on special services including Easter Sunrise, Good Friday, Maundy Thursday, Blue Christmas and an Animal Blessing service. We have a joint youth group that is overseen by a joint youth advisory group. We are often invited to each others' church sponsored social gatherings and fund raisers. Discussions have begun in an effort to increase the sharing of resources and church staff amongst the three United Churches. Several models are currently being discussed.

In addition to the other two United Churches in Kamloops, there are 47 other faith communities representing 27 denominations. A ministerial group including Anglican, United and Lutheran ministers meets regularly for support and discussion of emerging issues.

Profile 2: The Ministry of the Pastoral Charge

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OUR VALUES

Worship: We come together as the church to celebrate God's presence and to witness to our faith.

Inclusiveness: We seek to welcome and affirm all people.

Communication: We commit to open and timely information sharing and we strive to understand diverse points of view through dialogue and education.

Community: With compassion, we offer support and love, sharing laughter and tears.

Discipleship: We respond faithfully to God's call to follow and embrace God and Jesus, the Christ, more fully.

Faith Formation: We support development of personal Christian faith through instruction, study, creative expression and learning at all ages.

Justice: We strive to be fair and just in our relationships and support those experiencing injustice.

Ministry: We care for others within and beyond our congregation, serving the needs of downtown, the wider community and around the globe.

New Life: We believe in the transforming power of Faith, Hope, Grace and Love.

Stewardship: We manage our property, personnel and finances to serve our Mission and support efforts that protect and sustain God's creation.

Statement of Affirmation: Kamloops United Church welcomes and embraces all persons who seek to live faithfully, regardless of sexual orientation, age, gender, racial or ethnic background, differing abilities, economic or cultural background, and affirms that all are welcome to become full participants in the life, membership and leadership of this church.

The role of KUC as a downtown church will be important in the future as the profile of the downtown area changes. New high end condominiums are being built near the church and older homes are being remodelled in the older downtown residential areas attracting even more families and mature couples into the area.

Year	Average Weekly Attendance Oct & Nov	Households under pastoral care	Confirmed memberships	Baptism	Marriages	Funerals/Memorial Services	Members removed by death
2003	n/a	373	286	2	9	20	12
2004	180	390	271	5	5	14	5
2005	173	395	255	7	2	23	1
2006	175	418	250	2	4	17	4
2007	165	422	241	5	5	19	3

More data from 2007:

Ages 3 to 5 - 4 children, average attendance of 2
 Ages 6 to 11 - 10 children, average attendance of 5
 Ages 12 to 18 - 3 children, average attendance of 2
 Nursery (under 3) - 6 registered

Church sponsored groups, by age group:

Youth group 12 to 14 years - 6 youth involved
 Senior youth 15 to 17 years - 3 youth involved
 Adult groups (18 and over) - 179 (one person can be counted more than once) in choir, Bible study, outreach, etc.
 United Church Women (UCW) – 48 members in 3 units.

In recent years we have held well attended group studies such as *The Heart of Christianity* (based on the book by Marcus Borg), *Living the Questions*, *The Cup of Our Life* (based on the book by Joyce Rupp), and *Disciple* bible study. KUC is a member of Affirm United, and same-sex marriages and covenanting services take place here.

Kamloops United Church is a downtown congregation. A Downtown Ministry is a component of the church encompassing advocacy, building safety and maintenance, and outreach through other community services. This ministry is currently undergoing a review to determine the scope and ministerial needs. Many community groups such as Alcoholics Anonymous (AA) and Narcotics Anonymous (NA), and the Gay And Lesbian Association (GALA) meet here. The Food Bank has a satellite location here every Friday morning. Our congregation runs a Thrift Shop from the building. PIT Stop (People in Transition) is a community hot meal program held every Sunday for 80-140 guests in the church's Fellowship Hall. Several congregational members, folk from other churches, and other interested community groups take turns preparing the weekly meal.

The Kamloops Food Bank first began in the early 1980's, at KUC. It was called "Hank's Cupboard" in honour of the congregational member whose vision started the project.

Similarly, the successful Kamloops Farmers' Market, which runs from April to the end of October was the dream of another member of the congregation.

For several years, we have enjoyed Holy Week recitals presented by members of the congregation and community. Hot cross buns made by members of the congregation are available at each of the noon hour recitals.

The congregation frequently gathers for fun-filled celebrations of landmark birthdays, anniversaries, retirements, church school Funlympics, church picnic and Homecoming.

KUC members provide support for each other in the good times and in the difficult times.

We have sponsored and supported several refugee families through the Kamloops United Church Refugee Resettlement program. The congregation strives to support fairly traded goods and uses Fair Trade tea and coffee at all fellowship functions.

Although the congregation is accepting of a vast array of theological stances, we are used to and comfortable with the liberal theological messages currently offered from the pulpit.

Profile 3: Resources of the Pastoral Charge

Kamloops United Church changed to the Carver model of governance two years ago. The Council Circle of 7 members (plus clergy and one representative each from Ministry and Personnel Committee and the Ministry Management Team), and meets monthly. The congregation has become quite comfortable with that style.

The Christian Education Centre currently houses KUC staff offices, chapel, lounge, kitchen, gymnasium/fellowship hall, preschool, offices for a variety of non-profit groups, and the electrical and mechanical hub of the building. The use of the CE wing is currently under evaluation by the KUC Redevelopment Project which estimates that \$2,000,000 will be required to renovate our existing building, including \$800,000 for a new heating system. Other renovations include a new roof, electrical upgrades, sound proofing between the offices, new boiler, and upgrading the washrooms. The status of this project and other information is available on the KUC website at www.kamloops-united-church.com

The office equipment includes two laptop computers, one assigned to each minister. In addition, the office is equipped with a computer, photocopier, fax machine and high speed internet.

Paid Staff (as of March, 2008)

- 1 full time minister
- 1 full time office administrator
- 1 full time custodian/security
- 1 part time custodian/security
- 1 relief custodian/security
- 1 part time Music Animator (13 hours per week, this position will be available effective July 1, 2008)

We anticipate that congregational funds will remain stable as they have been in past years.

We will follow the salary guidelines as laid out by the United Church of Canada.

Profile 4: The Position Description (Replaced Feb. 2010)

Position Title - Minister of Spiritual Formation and Community Outreach

This position will have two major areas of focus: (1) Spiritual Formation with children, youth, and families; and (2) Community Outreach. This is a team ministry position working cooperatively with the present minister, as well as other staff and related small group ministries. Work within the two major focus areas will also include portions of worship leadership, administration, and fostering church connections. The desired breakdown is as follows:

Spiritual Formation and Community Outreach - 60% (19.2 hours / week)

This will include current goals and objectives as set out in the 2009 Ministry Plan including:

- discerning spiritual needs of children, youth, and families and determining ways to meet those needs, by developing programs to encourage active participation, and developing educational opportunities for the KUC congregation to explore their faith and develop their gifts and callings.
- developing an intentional invitation program to encourage, welcome and support new participants at KUC.
- developing programs to meet the spiritual needs of the local business and professional community.
- providing pastoral care support to the KUC congregation, as part of the team ministry.

Worship Leadership - 30% (9.6 hours / week)

Will be undertaken in cooperation with the present minister, and with an emphasis on alternate styles, times, and days of worship that might better meet the spiritual needs of children, youth, and families.

Administration - 10% (3.2 hours / week)

Will involve participating on the KUC Council Circle and Ministry Management Team, other meetings including, but not limited to, local clergy gatherings and wider church courts.

Accountability

The minister is accountable to the KUC Council Circle through the Ministry and Personnel Committee, and to the Kamloops-Okanagan Presbytery, as one of the parties to the covenant. Changes to the terms of the call or the working conditions may only be made after full negotiation with all three parties. The minister's performance and goals will be reviewed annually by the Ministry and Personnel Committee at KUC.

Profile 5: Skills, Abilities and Expectations

Expectations

Follows the United Church of Canada Code of Conduct and Standards of Practice and Ethical Standards for Ministry Personnel as a guideline for ministry

Collaborates with other ministerial staff in planning for coverage during leaves, in consultation with Ministry & Personnel

Follows guidelines for personal and building safety

Communicates on a regular basis with Ministry and Personnel, providing records of activities and time spent as requested

Works well with groups of individuals in a wide age range

Abilities

Collaborates well within team ministry

Offers compassion and caring

Inspires through preaching and sharing the gospel

Thinks in a diverse manner to solve problems

Is self-motivated

Has a positive attitude towards learning, spiritual growth and personal health

Skills

Utilizes conflict resolution in order to reach consensus

Sets goals and priorities

Practises good time management skills

Applies counselling skills which include confidentiality

Provides leadership skills including an ability to encourage laity in leadership roles as well as affirm and call forth the gifts and abilities of the members

Uses a variety of forms of communication such as music, art, film and drama

Facilitates groups working through change in a positive manner

Communicates clearly and effectively assessing the needs of the intended audience

Profile 6: Terms (Replaced Feb. 2010)

Annual Salary	.8 FTE Minimum National Guidelines with additional salary or benefits negotiated with the Search Committee (beginning at 10% and potentially increasing over consecutive years in the Position)
Housing Allowance	\$1,200 / month
Travel Expense	as logged at National Guidelines (currently \$0.41 / km)
Financial Support for Study	\$1,280 / year
Basic Telephone	\$25.73 / month (excluding personal long distance)
Study Leave	3 weeks annually
Vacation	1 month annually

- A regular schedule of office hours shall be set
- Time off in lieu of statutory holidays will be arranged with the Ministry & Personnel Committee
- Vacation & Study Leaves are arranged with the Ministry & Personnel Committee
- Full time secretarial assistance is available

JNAC Report Addendum - Approved February 2010

The JNAC Report was approved by the congregation in April 2008, since then there have been several new developments at Kamloops United Church, (KUC). As a result, the Council Circle decided an update of the report was in order. No attempt has been made to revise any portions of the report that do not directly affect the position that is being filled, as the information therein does not require change at this time. Instead, this Addendum to the original report has been produced to reflect subsequent developments. This addendum adds pertinent information to Profiles 2 and 3 and completely replaces Profiles 4 and 6, as well as the Recommendation section.

A) Addition to Profile 2: The Ministry of the Pastoral Charge

1. One recent endeavour is the search for a Lay Marriage Minister, (LMM). An internal advertisement has been posted to fill this position. The posting closes at the end of February, with the position being filled by April, 2010.
2. Along with the two other United Churches in Kamloops, KUC is sponsoring a Registered Nurse studying in the Parish Nurse Ministry Education Program at the University of Saskatchewan in Saskatoon. Council Circle has agreed to be a participant in her upcoming practicum program.
3. The congregation at KUC is helping to sponsor a new refugee family of 5 from Iraq, who arrived in Kamloops in September, 2009.
4. Early in 2009, Council Circle embarked on a project to develop a Ministry Plan that would encompass our visioning to date and chart a strategic ministry pathway into the future. In October, 2009 the congregation approved the completed plan which provides goals, objectives and strategies for mapping our ministry direction.

It was affirmed that KUC will continue to be a vibrant centre for Christian community, reaching out in the heart of Kamloops. Three goals were identified, they are:

- A. GROW THE CONGREGATION.
- B. DISCERN OUR DOWNTOWN AND LOCAL MINISTRY.
- C. USE OUR LANDS AND BUILDINGS TO SUPPORT OUR MISSION.

The document details the tasks associated with the plan, it includes a Timeline and designates Personnel and Small Group Ministries within KUC to carry them out. Those tasks specifically assigned to the new Ministry position include:

- Forum for families
- Intergenerational workshop
- Service alternatives
- Nursery/Children's Church
- Programs for older youth
- Drama/Arts
- New partnerships

- Targeted programs
- Intentional invitations

Some of the new tasks have been started while others have been postponed until the necessary staff or groups are in place.

B) Addition to Profile 3: Resources of the Pastoral Charge

In January 2010, the congregation gave approval to a concept of replacing the present Christian Education Centre with new facilities that will incorporate affordable housing as well as KUC administrative facilities.

The concept entails the phased development of these facilities.

Phase 1 would result in renovations to the existing sanctuary including a new kitchen, hall, pre-school, Sunday school, meeting rooms, support and service spaces and a new outdoor recreation space.

Phase 2 would see the construction of a new 7-storey, 55-unit residential tower over an underground parkade with indoor and outdoor amenity space, a new thrift store and KUC administration areas including a lounge and chapel.

Phase 3 would include the construction of a new 11-storey, 80-unit residential tower over an underground parkade with indoor and outdoor amenity space.

Recommendation (Replaced Feb. 2010)

Presbytery to declare a vacancy, effective July 1, 2010, for a permanent .8 F.T.E. Minister of Spiritual Formation and Community Outreach. The position is open to Order of Ministry or Designated Lay Ministry applicants and would be for 32 hours per week, allowing for additional hours as required due to seasonal workloads.

Appendices

1. Map of the city of Kamloops, Community Facts and Population Tree profile of the age distribution
2. Welcome to a Multitude of Ministries at Kamloops United Church which describes Core, Small Group and other important ministries
3. Kamloops United Church current Budget
4. Current Annual Report
5. Position guides - Administrative Secretary, Music Animator, full time Custodian, Minister of Worship and member of the Ministry Management Team.
6. Statistical and Information forms from 1999 current reports
7. Comparison of annual donations from 2002 to 2007