

# **Joint Needs Assessment Report**

**For**

The Rednersville-Albury Pastoral Charge

A Congregation within the United Church of Canada

July 2011

## **Profile #1 – Community**

### **Rednersville Albury Pastoral Charge**

Just west of Kingston and south of Belleville lies beautiful Prince Edward County, an island peninsula that juts out invitingly into Lake Ontario. Known to the locals simply as “*The County*”, or “*Quinte’s Isle*”, it offers fertile agricultural land, wineries (including over 500 acres of vineyards), quaint antique and craft shops, delectable restaurants, interesting Loyalist architecture, incredible bird-watching opportunities, magnificent beaches and sand dunes, ample and varied accommodations and a plethora of enticing recreational activities. Prince Edward County is also home to Albury Church, a beautiful country church located on the Rednersville Road (County Road #3), right next to the Bay of Quinte, where the Rednersville-Albury Pastoral Charge holds its regular services.

#### **Area Services:**

- Hospitals are conveniently located in Picton, Trenton and Belleville. In the Family Health Teams, family doctors are accepting new patients.
- Several walk-in clinics are available.
- Ambulance service, dentists, orthodontists, physiotherapists, chiropractors, etc. are available.
- Several Retirement and Nursing Homes.
- New public libraries in Trenton and Belleville.
- Museums, Art Galleries, and Artists’ Studios.
- Farmers’ Markets and Market Gardening Roadside Stands (for fresh area produce).
- An excellent educational system (including several elementary and secondary schools, a French immersion program, a special needs school for learning disabled and the hearing impaired, a professional ballet school, and Albert College, which is a renowned private elementary and secondary school).
- Loyalist College, a post-secondary school, is located in Belleville.
- Queen’s University is located about an hour to the east (in Kingston) and Trent University is about an hour and a half drive to the northwest (in Peterborough).

- A large Military Base (8 Wing Trenton).
- Lay School of Theology (in Belleville).

**Area Clubs and Activities:**

- A thriving 'Arts' community (with several popular annual artistic events/festivals, a regular series of plays performed at the Pinnacle Playhouse, the Stirling Theatre, Milford's Mount Tabor Community Playhouse, and varied entertainment and guest performers at Belleville's Empire Theatre and Picton's Regent Theatre).
- Service clubs (Kiwanis, Lions, Rotary, etc.) and Fraternal Organizations (Shriners, Masons, etc).
- Charitable organizations with area offices (United Way, Canadian Red Cross, CNIB, Canadian Cancer Society, Heart and Stroke Foundation, etc.).
- New horse racing facilities are now being built.
- Marinas and Yacht Clubs (the Trent and Rideau Canal Systems are close by for boating enthusiasts).
- Guilds that encourage weaving, spinning, knitting, quilt making, etc.
- Music programs (including music festivals, Choral Society, Quinte Symphony, barbershop groups, etc.).
- Golf courses, curling clubs, health clubs, flying clubs, and a variety of organized sports (soccer, tennis, squash, darts, billiards, baseball, hockey, figure skating, swimming, kayaking, sailing, hiking, running, cycling, skiing, fishing tournaments, etc.).
- New YMCA in Trenton with a swimming pool.
- Ontario Hockey League franchise (the Belleville Bulls).
- Provincial Parks and Conservation Areas (including the ocean-like setting and magnificent sand dunes of Sandbanks Provincial Park).

## Economic Basis of our Area:

- Prince Edward County was once known as “*The Garden County of Ontario*”, and it’s still the location of many orchards and market gardens. It’s also the site of several award winning wineries, dairy farms, and unique farming operations (mushroom, donkey, ostrich, etc.). There are over 20 wineries currently operating in Prince Edward County.
- Tourism is a growing industry. The *Belleville Waterfront and Ethnic Festival*, an annual event in July, *Maple in The County*, *Taste The County*, the Arts Trail and the Taste Trail are just a few of the many cultural events that attract visitors. There are many restaurants, B&B’s, art galleries and small speciality shops which add a unique and lively flavour to the area. Several major hotel/motel chains are also found in the area.
- The major shopping centre is Belleville’s Quinte Mall (with over 100 stores and services) but there are also several large box stores in the area and a wonderful assortment of small, unique boutiques and antique shops.
- With its ideal location just off the #401 and convenient proximity to such major centres as Toronto, Ottawa, and Montreal, the area has several major industries (including several call centres, Sears Distribution Centre, Parmalat Canada, Deloro Stellite, Bioniche Life Science, ExxonMobile Chemical, Wellington Mushroom Farm, Decoma Autosystems, Nortel, Halla, Procter and Gamble, Essroc Cement).
- The area also attracts smaller specialized industries like Fifth Town Artisan Cheese. Not only is it known for its award winning goat and sheep cheeses, it is the only processing plant in Canada to be designated as a LEED Platinum environmental facility. The area encourages new and innovative industry.
- The air base at Trenton is currently under expansion. This means an influx of military personnel and their families which has a strong economic impact on the whole area.

## **Profile # 2 – Pastoral Charge**

### **Our Past**

#### **Rednersville United Church**

The first religious services in what is now the Rednersville Albury community were conducted by Methodist circuit riders, sometimes called saddlebag preachers. They were sent to Upper Canada by the New York Conference of the Methodist Church to establish classes or congregations among the pioneer Loyalist settlers. They traveled from place to place on horseback with saddlebags containing oats in one part and a Bible and a few articles of wearing apparel in the other. Services were held in houses, barns, schools, or in the open air. These circuit riders established a regular route and they preached every day of the week.

By 1848, the Methodists in Ameliasburg had increased to the extent that those at Rednersville and vicinity held a meeting in the village on September 23 of that year and “resolved that a subscription be opened and circulated for the purpose of building a Wesleyan Methodist Church in Rednersville immediately.” And on Sunday, February 17, 1850 the Church was dedicated “to the service of the Almighty God.”

#### **Albury Church**

The history of Albury Church and that of the Peck family have come hand in hand down through the years from 1800 to the present. The original grant from the Crown for Lot 93, 1<sup>st</sup> concession of Ameliasburg was to Captain John Bleeker. On January 1, 1800 he sold the land to James Peck and his wife Elizabeth. Here the Peck family remained and raised their family. One of the many contributions made by James and Elizabeth Peck was the donation of an acre of land for a school, church and burying ground for all Protestant Christian denominations. The name Albury was derived from “all buried”, a reference to the fact the adjacent cemetery is interdenominational and all can be buried there.

Many of the descendants of James and Elizabeth remain in Ameliasburg today and are members of Albury Church.

The first Albury Church was built in 1850. However this building was demolished in 1898 and the construction of a new and better building began immediately. The new church was dedicated November 9, 1898 and now in the year 2009 still serves as a place of worship.

Originally there was a four-point charge consisting of Rednersville, Albury, Victoria and Centre. When Victoria and Centre closed in 1967, many of the members of these two churches joined Rednersville and Albury which in turn amalgamated to form the Rednersville-Albury Pastoral Charge.

## **Our Present Rednersville-Albury Pastoral Charge**

On February 27, 2005, the congregation of Rednersville United Church made the decision to close the doors of the 155-year old church. Congregational numbers were down and in spite of their best fund-raising efforts, the church could no longer remain viable.

On March 6, 2005, Rednersville United Church amalgamated with its sister church Albury. The roots established long ago by the early circuit riders now support a united congregation, the Rednersville-Albury Pastoral Charge.

A church is only bricks and mortar. It is the minister and congregation that give it true substance. In the Rednersville-Albury Pastoral Charge, everyone works together not only for the betterment of the church itself but also for the community it serves.

In 2008, a new entrance was added to the church to make the building more accessible. This new entrance also includes a chair lift to the sanctuary and hearing devices have been installed in four pews for those with a hearing impairment.

## **Worship**

It is Sunday morning in Albury and the bell which was installed in the tower belfry in 1900 begins to toll as the families of Rednersville-Albury Pastoral Charge gather together for a time of worship and prayer. Inside, the sun shines through the beautiful stained glass windows that have been dedicated in memory of family members.

For many in the congregation, their ancestors built this church and they were born and raised here. For others, the community is new. They have come from different places. But here, in this place of worship, they feel at home. Rednersville Albury is a family church. All are welcome. Special services are held for all Holy Days. The Rednersville-Albury Pastoral Charge also has an adult Bible Study Group when interest is shown. Once a month, we hold Tummy Sunday for donations to the local food bank and fellowship after the service.

## **Stewardship**

Our stewards donate many hours of their time to the church. This includes fund-raising events such as – the annual Pancake Breakfast, Spaghetti Suppers and Travelogues to name a few. In addition, they contribute their knowledge and skill to necessary renovations and repairs to the church.

## **Sunday School**

Today the Redersville-Albury Sunday School consists of 6 – 8 children, ranging in age from 3 – 16 and is a vital link in the church community. Our dedicated teachers and volunteers continue to guide and instruct our young people with teachings from the Bible.

## **The Choir**

Music has always played a major role in the Rednersville Albury Pastoral Charge. And today, under the talented direction of our organist and choir director, the Rednersville Albury Choir provides anthems and music leadership in the church service. The Christmas Cantata is a popular Advent service for the community and the annual Christmas Bazaar, convened by the choir, is a very successful event.

## **Victoria Willing Workers**

When Victoria Church amalgamated with Albury Church, the Ladies of the Victoria Community continued to meet on the second Monday on a monthly basis. They assist in various Albury Church fundraisers, convene a very successful fundraising Yard Sale annually (since 1981), and lend support and assistance to members of the Victoria Community and to some local charities.

## **Albury Women's Group**

The Albury Women's Group meet the first Tuesday of the month. Their efforts, both charitable and fundraising, support a number of worthwhile causes. These include: the Children's Aid of Prince Edward County, Baskets for Seniors, Community Seniors Program, Mission and Service Fund of the United Church. Fundraising and community outreach programs include: euchre and cribbage nights, bake tables at the Fall Bazaar and the very popular pie booth at the Ameliasburg Fair.

The Albury Women's Group continues to fulfill its mission in various creative ways to assist in maintaining the church as a Christian centre of worship in the Albury Community.

## **Albury Friendship Group**

Initiated as a community Outreach Program just six years ago, the Albury Friendship Group has become an integral part of the church community. Meeting every Wednesday morning in the church hall, this “crafts, friendship and coffee” gathering provides a time of meeting with friends and if one chooses, to join the “quilters”. It is through the sale of handmade quilts or quilts done on commission, that this group raises funds in support of the church. In addition, they provide quilts and funds for the Homeless, Alternatives for Women in Picton, Three Oaks Women’s Shelter in Belleville and the New Life Girls Home in Consecon.

## **Country Church Players**

Some musical members of the Rednersville-Albury Church have joined with some friends from other area churches to form “The Country Church Players.” Usually each year at least one “Variety Show-type” performance is scheduled. Some years more than one show is performed by this group. Other interested folks in the congregations lend their assistance with props, ticket sales, stage management, etc. Proceeds go to the churches involved.

## **Our Future**

It is the congregation’s desire that the Church and all the member groups within the church continue to provide Christian leadership and community outreach throughout the Rednersville Albury faith community.



## **Profile # 3 – Resources**

### **Human Resources:**

Our structure is the Church Council model with a Chairperson, Vice Chair, Secretary, Treasurer, Presbytery Representative and several committees: Finance, Stewards, Worship and Sacrament, Christian Education, Ministry and Personnel,

Presently, we have a part-time ordained minister, a part-time secretary and a part-time organist and choir director. Volunteers from the congregation carry out any other administrative and custodial duties (i.e. cleaning the church and making any repairs) and also organize the Sunday School program.

### **Property:**

The church itself was built in 1898 and features a brick exterior and the original pressed tin interior. It seats approximately 225 in the sanctuary on the upper floor. On the lower floor are a general purpose room used for Sunday School and meetings, the minister's office, a washroom and a well equipped kitchen. The organ used for services is a Baldwin and there is also one piano in the sanctuary and an additional organ downstairs. We have an improved sound system for use in the sanctuary and a TV-VCR-DVD unit in the meeting room downstairs. The minister's office includes a computer, photocopier and answering machine. A new addition with a chair lift has improved access to the building. The parking lot has been graded and expanded for better drainage.

## **Profile # 4 – Position Description**

### **Minister of Rednersville Albury Pastoral Charge**

Rednersville Albury is a congregation that endeavours to maintain a healthy balance between rich historic traditions and emerging concerns of its community. Energy and focus need to be directed not only in worship but also in fellowship and in outreach in strengthening and building the congregation. The Minister of the Rednersville-Albury Pastoral Charge must be a strong leader who is interested in every aspect of the church life and relates well to people.

#### **Expectations and Responsibilities:**

##### **Worship Service**

- prepares and delivers thought provoking sermons that convey the Christian message, strengthen individuals and motivate the congregation.
- selects the hymns in consultation with the organist and choir and has input into other musical selections and contributions.
- prepares announcements and Order of Service bulletin with Church Secretary.
- works, in consultation with the Worship Committee on a regular basis (bi-monthly or quarterly), to establish a calendar of services.
- seeks feedback from the congregation directly and through the Worship Committee.
- is sensitive to the present and future needs of the congregation while respecting the traditions important to both the congregation and the community.
- incorporates a children's time in the service prior to their departure for Sunday school.

##### **Pastoral Care:**

- administers an active visitation program encompassing visits to all congregational members and adherents and especially those who are hospitalized or recuperating at home as well as the elderly and/or incapacitated members who are unable to attend church services.
- makes appropriate visits to bereaved members at their time of bereavement, and provides the support needed to help get them through their time of greatest difficulty.
- conducts pre-marital counselling, weddings, funerals, baptisms, confirmations and other specific pastoral care needs or issues (i.e. personal counselling).

- occasionally attends ladies' groups meetings to show support of special programs/outings, to get to know the members and be informed of the groups' plans

### **Administration:**

- attends meetings of the Church Council and Standing Committees to provide leadership and education.
- maintains the church roll in consultation with the Church Council.
- facilitates the transfer of members to and from the Rednersville-Albury Pastoral Charge,
- provides appropriate documentation for weddings, baptisms, funerals, etc.
- oversees the preparation of the community newsletter
- attends and participates in the South Zone and Belleville Presbytery Meetings and Bay of Quinte Conference

### **Christian Education:**

- assists in the organization and function of the Sunday School under the leadership of the Christian Education Committee
- establishes and instructs adult education classes as determined by the Minister and/or the Christian Education Committee

### **Welcoming-In/Outreach:**

- participates in the social activities that foster the development of our church family by interacting at church social events to welcome attendees.
- helps to attract young families through youth programs, Christian teaching and community outreach
- continues to support and foster ways to relate the church to the community and encourage the development of a mission-oriented congregation
- works with the Church Council to encourage new members to participate and join the congregation and to actively focus on retaining members

### **Self Development:**

- in consultation with the Church Council and Ministry and Personnel Committee establishes an annual professional development plan. The Minister will be granted study leave based on the needs identified in the Professional Development Plan

### **Profile # 5 – Skills**

- A mature and self-motivated individual with good listening and communication skills, as well as a good sense of humour
- A sound theological background and the ability to convey the Christian message to the congregation
- A history of community involvement would be an asset.
- Relates well with members of the congregation and all age groups
- Promotes an environment that encourages active participation by the congregation both during worship and in the social activities that foster the development of our church family
- Supports and assists Christian Education in all of its forms within the church and is willing to assist in the fostering of programs aimed at the different age groups and members of the congregation
- Displays the ability to co-ordinate, train and delegate effectively
- Displays good problem-solving, conflict resolution and time management skills and, at the same time, provides a tolerant, warm and caring ministry
- Demonstrates skills in pastoral care and willingness for visitation as required

## **Profile 6 – What we have to Offer**

As a one-point charge we have:

- a growing faith community
- a variety of interest groups
- a strong volunteer base
- a commitment to Mission and Service
- a supportive community
- an accessible building
- the financial resources to support a part-time minister

We are supportive of community needs.

Salary range, benefits and allowances will be dependant on the candidate's qualifications and other considerations, and will be subject to negotiation. United Church of Canada guidelines will be followed. Items for consideration would include: housing allowance, moving expenses, travel allowance, vacation, continuing education and book allowance.

### **Recommendations:**

To ensure the survival of the Rednersville-Albury Pastoral Charge, we submit the following recommendations in order of preference to the Presbytery for their consideration:

1. Employ a part-time minister.
2. Share a minister with another United Church on a part-time basis.
3. Join another area church to form a two-point charge