

Kimberley United Church

Joint Needs Assessment Report

February 2011

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Introduction

Kimberley United Church started the Joint Needs Assessment Process in January 2011, when the Rev. Jeff Seaton requested a change in Pastoral Relations.

The Joint Needs Assessment Committee has prepared this report using information collected from needs assessment surveys distributed in January 2011 and the previous Joint Needs Assessment Report prepared in 2007.

Members of the JNAC committee:

Rhonda Pigott (Presbytery Representative)

Pat Ridler (Presbytery Representative)

Jim Andrews - Chairperson

Myra Farquhar - Secretary

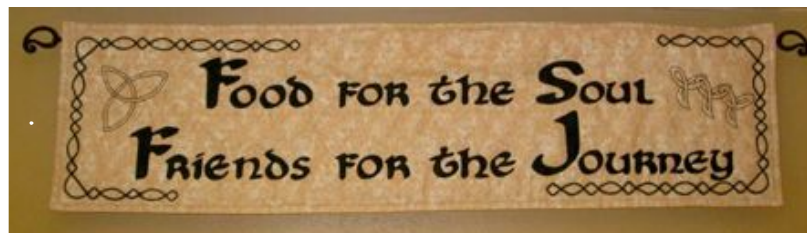
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Community Profile: City of Kimberley

Nestled along the west edge of the Rocky Mountain trench in southern British Columbia at an elevation of 3,600 feet is the city of Kimberley. It has a population of 7814 and is the home of fabulous downhill and cross-country skiing on North Star Mountain, just 5 minutes from the downtown. The major employers of Kimberley are Kimberley Alpine Resort, tourism businesses, School District # 6, forestry, the City of Kimberley, and the Tembec Pulp Mill at Skookumchuck. Kimberley is a tourism and retirement city, as well as a bedroom community to Cranbrook.

We are a warm, friendly community well known for our willingness to volunteer and successfully stage many festivals throughout the year. The very popular KIOTAC (Kimberley International Old Time Accordion Championships), Summer Fest activities, Summer Theatre, Arts on the Edge Festival, Disabled Ski Championships and International Dance and Music Fest are but a few. In 2010 the Kimberley Conference and Athlete Training Centre opened. Recreation facilities such as curling rink, skating arena, and swimming pool are all designed and updated for accessibility to disabled persons.

Our climate conditions are:

- Avg. annual rainfall 275 mm
- Avg. annual snowfall 149 cm
- Avg. January high temperature -1.9 C
- Avg. July high temperature 25.9 C

Kimberley is part of Rocky Mountain School District #6. The District Office is located in Invermere with a Zone Office in Kimberley. There are 2 kindergarten to grade 3 primary schools, a grade 4 to 7 intermediate school and a grade 8 to 12 secondary school. Many international students attend Kimberley schools. Selkirk High School also provides a sport school for hockey players. A branch of the College of the Rockies is in Kimberley, and the main campus in Cranbrook is only a 30 minute drive away. There are day care and nursery schools in Kimberley.

Kimberley has a Health Centre with a medical clinic, physiotherapy clinic, X-ray, lab, and health unit. A fire department, RCMP detachment, ambulance service, and a volunteer search and rescue team are located in Kimberley. Kimberley has local shopping facilities including two grocery stores and a two pharmacies. Nearby Cranbrook, with a population of about 21,000 is the regional shopping centre for the area. The East Kootenay Regional Hospital is in Cranbrook.

Service clubs, fraternities and youth clubs are extremely active. In the summer we enjoy live community theatre productions and live street entertainment. The Kimberley Underground Mining Railway runs from the downtown to the base of the ski hill with daily rides scheduled during the summer. These rides include a visit to an underground mining interpretive centre and a mine site power house.

The area is a year round mecca for all types of recreation. There is a family oriented ski hill and cross-country trails, two hockey arenas, a curling rink, and a new indoor swimming pool in Kimberley. For the golf enthusiast, there are three top courses and several par 3 courses offering a variety of challenges, great beauty and a range of fees. A Nature Park is five minutes from the downtown with many kilometres of walking and biking paths to enjoy. In 2010, a paved bike and walking trail between Kimberley and Cranbrook was opened. This follows the right of way of the railroad that carried ore out of the old Sullivan mine. The St. Mary River, other streams and many lakes provide excellent fishing.

The Canadian Rockies International Airport is 20 minutes away. Daily flights to Vancouver and Calgary allow convenient connections to elsewhere. Airports at Spokane, Kalispell, Lethbridge and Calgary are all just over a four hour drive from Kimberley, through some magnificent mountain scenery.

Appendix I provides excerpts from the Environics Analytics Service Area Report for Kimberley United Church. Kimberley is a community with a high percentage of retired people and seniors. The Environics report shows that 73% of Household Maintainers in Kimberley have age greater than 45 years.



Pastoral Charge Profile

The history of the Kimberley United Church began in 1902 when Rev. Colwell served the community as part of a circuit. He traveled by horseback and was supported by the Methodist Mission. This is how Kimberley was served for approximately the next 18 years.

In 1920-21 Rev. Evan Baker came to build a Methodist Church. There was quite a bit of interest in church services so a group from all Protestant denominations was organized. A piece of land was obtained, the contract was awarded to Jones and Doris of Cranbrook and a hall was built where the current church stands today.

In 1925 the United Church of Canada came into being and the congregation in Kimberley voted for Union. Rev. Evans was the minister and the growth in the church was steadily improving because of the Sullivan Mine.

From 1927 to 1936 the church had several supply ministers and endured good times and bad. In 1936, Rev. Galbraith ministered the church and enjoyed the "post depression" years where there was a large increase in churchgoers. By 1946, there was a definite need to look at enlarging the church. Plans were made and the new church building was completed in 1951.

Several ministers have been here since 1961. The women's groups played a very integral role in the growth of the church. Music has always been a very important part of the church and this tradition continues today. During the 1960's the Sunday School was very large, boasting a membership of over 400 children.

For many years Kimberley Pastoral Charge had two preaching points: Kimberley and a small church at Canal Flats. The Canal Flats United Church closed in 2002, and Kimberley Pastoral Charge became a single point charge.

Kimberley United Church uses the Church Council Governance model. Representatives of all committees attend regular Council meetings. A Worship Committee works with the minister to supplement worship services, and to fill in at the pulpit when needed. An M&P committee meets and conducts regular reviews with all staff. Other active committees are Property and Finance, Outreach, Pastoral Care, Faith Formation, and Communications

A lectionary study group meets regularly. Once or twice a year a study group meets to explore faith using various resources.

Kimberley United Church supports the Kimberley Helping Hands Food Bank. On the first Sunday of every month, members are invited to bring a special food offering for the food bank. The M&S fund is well supported. Our local Outreach Committee provides support for local school meal cards, the L.E.E.S Youth Centre, Strong Start program, and dry grad. We also continue to support the Khmer Women's Voice Centre in Cambodia. Members of our congregation are active volunteers in many areas. We also reach out to the community through quarterly fellowship teas.

Our church choir serves in many ways. Their music leadership for hymns and anthems is a key part of Sunday worship. They, along with the local community choir lead a Christmas season worship service with a cantata performance. This cantata is also often performed at Grasmere United, a small church in a neighbouring pastoral charge. They, also, carol at care homes and other locations. An organist shares in the music leadership with a choir director.

Pastoral care for Kimberley United Church is not just the work of the minister. Members of the congregation are actively involved with a prayer shawl ministry and a card ministry. Volunteers visit at hospital, care homes, and homes of isolated seniors. Home communion is offered. There are regular services held at the Pines which is the local special care home.

Volunteer work has been part of many building renovations described in the Resources profile.

Activities such as teas, apple pie making, "cookie walk", garage sales, auction sales are fund raising events that also provide fellowship and community involvement.

"United for Kids" is the name for the Kimberley United Church program for children. In 2010 activities included spring flower planting, a family day camp, and an advent activity day. Many young families from the community participated in these events. Children are welcomed as part of our regular church service and resource material is provided.

Under the direction of the Communication Committee a church website has been developed. This is a great tool for communication of church activities within our congregation and with the broader community.

Web address is www.kimberleyunited.ca

Statistics can tell important stories. In 2010, the story of Kimberley United Church included:

- 8 funerals
- 1 wedding
- 2 new members by reaffirmation of faith
- 122 members and 80 adherents
- weekly attendance near 65

A needs assessment survey was conducted in January 2011.

Here is a summary of most common responses.

We are very good at:

- Being an inclusive faith community
- Community service
- Warm and caring fellowship

We need to improve in:

- Engaging new members, especially younger families
- Explaining to the broader community what Kimberley United church is all about

In five years what I hope to see happening in this congregation is:

- to have new active members
- to be self sufficient with a balanced budget

The programs in the pastoral charge that were described as most important were:

- Worship/preaching
- Music
- Visiting
- Social action/justice-seeking
- Support for locally developed outreach



RESOURCE PROFILE

Kimberley United Church is located near the historic and commercial centre of Kimberley. The church building has had several stages of expansion and renovation. There are 4 main areas as part of this building:

- the church sanctuary and offices.
- the lower hall, in the church basement, has a well equipped kitchen.
- the upper hall has been refinished and equipped with a serving kitchen area. This area is wheel chair accessible and is used for after church coffee time and meetings.
- a second lower hall is available for rental.

Since 2000 high efficiency furnaces have been installed, and the building has been weather-proofed to reduce high energy bills. Old roofing has been replaced by metal roofing that should have a very long life. The flooring in the upper hall was refinished, the hall repainted, and a serving kitchen installed. This area has good access for handicapped and senior members of the congregation. Much of this work was done by volunteers. The building's outside stucco was repaired and painted in 2006.

Music is an important part of Kimberley United Church. Financial stipends are paid to the choir director and the organist. In 2009 the old organ was replaced with a digital piano/organ and an upgraded sound system which includes wireless microphones.

Regular offerings totaled \$103,000 in 2009, and \$105,200 in 2010. This covers most of the regular operating expenses. The number of envelope and PAR users in 2009 was 80 and in 2010 was 86. Other income comes from rental of the church hall and fundraisers. Fundraisers are also important as social events.

A summary of financial statements for 2009 and 2010 is in Appendix II.

Kimberley United Church has many long term members who provide a consistent financial base as well as time, energy, and commitment to the work of the church. Kimberley is an attractive place for people to move after retirement, and recent growth in the congregation has included this group. The support of volunteers in many aspects is one of the strengths of our church.

Kimberley United Church Trustees have investments of approximately \$78,600. A Legacy Fund Policy has been established to encourage bequests, memorials, and other special donations. This policy also clarifies how these funds can be spent. Kimberley United Church has had an operating deficit for a few years, and there is concern that we need to get to a balanced budget as soon as possible. Planned Giving workshops have presented information to the congregation dealing with topics such as wills, bequests, and annuities. Council is now considering how to implement a stewardship campaign.

The world famous Sullivan lead and zinc mine in Kimberley closed in 2001. Since then we have changed from a mining and resource based community to a retirement, recreation, bedroom community. Both the demographic makeup and the financial wealth of the City is changing. How these changes will affect the operation of the Kimberley United Church will be the focus of ongoing study.



Position Profile

a. Spiritual leadership

- worship services - on Sunday and other days of the calendar year as necessary.
- worship services at the "Pines" special care home, once a month.
- counseling, marriage preparation, baptisms, and funerals.
- church membership classes.
- visitation of the sick and shut-ins (either personally or with lay people).
- hospital visitations.
- encourage lay ministry and study groups, as well as youth programs.

b. Program leadership

- assist with adult study groups.
- support and train lay leaders (for study groups, worship services, and pastoral care)
- develop innovative programs designed to engage younger families and/or new members

c. Community leadership

- social interaction with the community at large.

d. Administrative leadership

- encourage and support lay leadership within the congregation.
- work with the secretary, choir director, organist, chair of the Council, and other committees.
- attend meetings of the Council and sub-committees as needed.

e. Accountable

- to the Council of Kimberley United Church through the M & P Committee, Kootenay Presbytery, B.C. Conference, and the United Church of Canada.

Skills Profile

Sunday morning worship is very important to the congregation of Kimberley United Church. Respondents to the JNAC needs survey gave top priority for an ability to preach and organize worship services. Currently our congregation has a majority of active seniors who are comfortable with a traditional style of service. However, we are willing to experience a variety of worship styles. We are looking for a minister with skills to lead the congregation in spiritual understanding and growth.

Ability to communicate with diverse groups is important. Although the number of young families and children within the congregation is small, we feel it is important to work to develop and increase their involvement. We want to find a minister who will spend time and energy with these groups in innovative ways.

Visiting and community outreach will be an important part of this role. Some volunteers are already active in this work and we want our minister to help members of the congregation improve their skills in pastoral care.

Because there are other vacant pastoral charges in this Presbytery, there may be extra demands on a minister from outside our community, such as worship services or weddings. A minister should have the organizational skills to allocate time to all parts of the job. Priorities will be set by the Council, the M&P committee, and the minister with consideration for the interests and strengths of the minister. Ability to encourage and develop lay leadership within the congregation will help to ensure the long term viability of Kimberley United Church.

We are seeking a minister prepared to help us discover more effective ways of ministering to our congregation and community with enthusiasm.



Terms Profile

1. Full-time ordained or diaconal minister: Salary negotiable, based on United Church salary and allowances schedule (2011).
2. Housing allowance is provided at \$12,000 per year.
3. A computer/technology allowance is provided at \$200 per year.
4. Travel or mileage rebate, basic phone service, study leave, and book and continuing education allowance according to the United Church of Canada guidelines.
5. Moving expenses from hiring point are reimbursed
6. Church secretary presently works 7 hours per week.
7. Annual vacation is one calendar month



Appendix I:

Excerpts from the Environics Analytics Service Area Report

Demographics Summary of the Households in the Service Area (Kimberley)

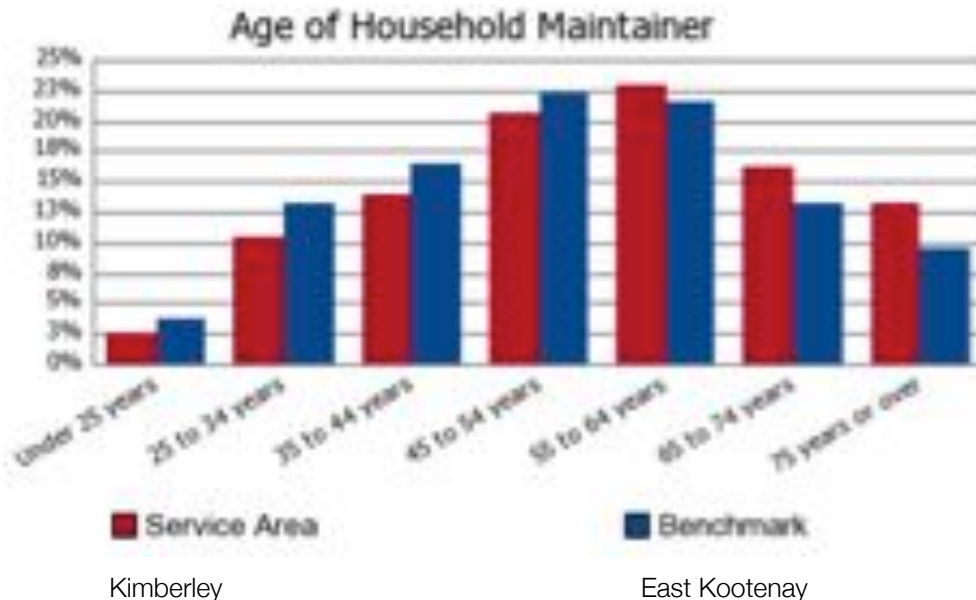
The Kimberley United service area has a population of 7814 or 3618 households. The population has been growing at an average rate of 0.82% since 2005. This rate is expected to decrease to -0.2% through 2020.

Religion

The predominate religion is Christian representing 61.9% of the population. 17.9% of residents declare themselves to be Roman Catholic while 15.6% declare themselves to be members of the United Church. Approximately 37.5% declare that they have No Religion.

Family Formation and Age of Maintainer

The households that reside in the service area are predominantly comprised of two person families. Houses are typically owned, single detached homes. Compared to East Kootenay in general, there are more households headed by those 75 years or over (13.2%) in the service area. The Emerging Spirits category (25 to 44 years old) makes up 24.4% of household maintainers, with a strong skew towards the older side of the category



Description of Kimberley United Church Congregation

The Kimberley United Church congregation is heavily concentrated in five of the 66 lifestyle clusters representing 86.99% of the total congregation and 100.00% of the service area. Congregation members tend to be mature, lower-middle class suburban homeowners, though there are some upper-mid families in the mix.

Mature, lower-middle class suburban homeowners

99 Members 67.8% of congregation 2296 Households in Area

Upper-middle class families and couples

12 Members 8.2% of congregation 717 Households in Area

Lower-middle class mature and young in industrial communities

9 Members 5.5% of congregation 222 Households in Area

Downscale small-town seniors

7 Members 4.8% of congregation 177 Households in Area

Social Value Trends (Kimberley Service Area)

EnviroNics tracks the changing social values in Canadian society. The report lists and describes the top social trends for the service area. In many cases these social value trends will also reflect the social value trends of people in the congregation/faith community. The Index value indicates the service area's strength towards the specific Social Value. An index of 100 is average, the higher the index, the stronger the value.

Social Value Trend	Index
Religiosity	153
Regional Identity	133
Confidence in Small Business	127
Financial Concern Regarding the Future	127
Risk Aversion	124
Canadian Identity	122
Fatalism	122
Flexibility of Age Identity	122
Primacy of the Family	121
Awareness of Mortality	119
Search for Roots	118
Attraction to Nature	118
Technological Anxiety	118
Community Involvement	115
Importance of Brand	115

Appendix II: Summary of Financial Statements for 2009/2010

	2009 Actual	2010 Actual	2011 Budget
Revenue			
Envelopes	\$75,400	\$76,900	\$79,000
Plate	2,100	1,800	2,000
M & S	7,100	8,100	7,300
Outreach	4,900	4,100	4,000
Christmas	7,900	9,900	9,000
Easter	3,400	2,500	2,500
Thanksgiving	2,200	2,500	2,400
Rentals	3,000	2,200	2,900
Fund Raisers	8,200	12,100	10,300
Other Revenue	3,400	3,400	3,100
Special Gifts – Operations	1,200	3,500	-
Total Revenue:	\$118,800	\$127,000	\$122,500
Expenses			
Salaries & Benefits	\$68,500	\$69,800	\$71,980
Travel Allowance	2,500	2,700	2,600
Professional Dev.	1,200	1,200	1,200
Operating & Maintenance	2,800	1,600	3,000
Custodial Services	8,900	8,700	8,900
Fuel & Utilities	7,100	6,900	7,000
Insurance & W.C.B.	3,700	6,300	5,100
Conferences & Workshops	1,100	500	500
Faith Formation Committee	400	700	500
Worship Committee	2,100	2,000	1,800
Communications Committee	1,000	1,200	1,000
Pastoral Care Committee	1,200	1,800	1,600
Outreach Committee	7,100	6,100	4,900
M & S	9,000	10,000	8,000
Office Expenses	3,500	3,800	3,900
Sundry Expenses	400	400	400
Supply & Relief	500	1,000	520
Presbytery Assessment	4,100	3,800	3,900
Outreach – Flow Through		3,300	-
Total Expenses:	\$125,100	\$131,800	\$126,800
OPERATING GAIN (LOSS)	(6,300)	(4,800)	(4,300)

	2009 Actual	2010 Actual	2011 Budget
Opening Bank Balance	\$4,700	\$8,900	\$8,600
Special Gifts – Capital	-	300	-
From (to) Trustee Funds	23,600	5,000	3,700
Bequests	-		-
Capital Expenditures	(13,100)	(800)	-
Closing Bank Balance	\$8,900	\$8,600	\$8,000