

Joint Needs Assessment Report Whitehorse United Church

Whitehorse, Yukon



January 2009

TABLE OF CONTENTS

OUR MISSION.....	2
COMMUNITY AND RESOURCES DESCRIPTION.....	3
Our Community of Whitehorse, Yukon.....	3
Ministry of the Pastoral Charge	5
Resources of the Pastoral Charge	8
MINISTRY PERSONNEL DESCRIPTION	10
Position Description.....	10
Skills and Knowledge	12
Terms for Ministry Personnel	13
APPENDIX A - Photos.....	16
APPENDIX B – Committee List	17
APPENDIX C – Whitehorse United Church Strategic Goals & Actions.....	18

Photos: Harris Cox and Hank Moorlag

OUR MISSION

We are the United Church family in Whitehorse, Yukon. We are rooted in the traditions of the United Church of Canada, yet we reflect the characteristics of our "North of 60" location and population. We act as a caring community of faith, based on a foundation of Biblical teaching and spiritual truth.

As individuals concerned about ensuring the viability of our remote community, we work and volunteer actively in the community, sometimes allowing our activities to crowd our spiritual life. We accept and encourage personal spiritual exploration at individual rates of growth. We seek consensus while maintaining respect for the diverse opinions, backgrounds, and faith journeys of our individual members. We struggle with living in the fast-paced (total) world around us, sometimes invigorated by the changes, sometimes overwhelmed by them, but trying to make sense of them in light of our faith.

MISSION STATEMENT:

In this context, our mission is to:

- + celebrate Christ's life and presence in our midst**
- + minister to the needs of our Church family and community**
- + follow Christ's example in reaching out in love and friendship to all people**
- + show loving concern towards all of God's creation**



COMMUNITY AND RESOURCES DESCRIPTION

Our Community of Whitehorse, Yukon

Whitehorse is an active city of over 24,000 people, the capital city (and the only large town) of the Yukon Territory. As the capital and a tourism centre, Whitehorse has many more amenities than one would expect in a southern community this size, with good financial services, all the major franchises and big box stores, all major car dealerships, plus specialty food, art and gift shops. Whitehorse does not have a large indoor mall. Be prepared for some increase in food and gas costs over Vancouver or Edmonton.

Physically the city is widely spread. There are several suburbs, almost individual communities, 1 - 4 miles from the downtown core. Public transport buses run regularly, though not frequently, and only approx 6 a.m. - 7 p.m. Monday-Saturday. A variety of housing is available at reasonable prices: an average, modern three- or four- bedroom home on a standard 60 by 100 ft. lot will cost \$250,000 - \$350,000, a new two-bedroom condo apartment about the same. Rental apartments are about \$750 - \$950 per month, renting a house will cost \$1150 plus.

We have very long days in June (midsummer midnight golf is a tradition) and very short days in December (light for about 5 hours), incredible Northern Lights, and great, clean air. As well as being a northern city, we are also by far the most westerly city in Canada. Even folks in Victoria are easterners to us. Winters are cold (we reached -48C last winter) but the overall climate is dry. With good clothing (and what a southern store calls winter clothing is spring clothing here) spending a sunny Yukon winter day outdoors is wonderful. You will never have seen such clear skies or brighter sunshine.

Education is good. There are 12 primary and 3 secondary schools, including Roman Catholic, French immersion, and a French first language school. The public school system follows the BC curriculum. Yukon College offers a range of post-secondary programs and a limited number of degree programs. There are a number of daycares and preschool programs including a Montessori program and a Child Development Centre which serves preschool children with diverse needs.

The Arts community is extremely active and diverse. We have a small theatre and a larger performing arts centre used by a wide variety of touring and home-grown musicians and performing groups. There are clubs and associations for all kinds of performing and tactile arts which give many opportunities for beginners and experts, and several art galleries.

There are very good opportunities for all ages to take part in sports, from tiny tot swimming to seniors' shuffleboard. A great many organized sports are available, and at reasonable cost compared to similar facilities in the south. Whitehorse boasts a large modern Games Centre with ice surfaces, gyms, and an aquatic centre. Other facilities include a curling club, fitness centres, excellent cross-country skiing facilities and a modest downhill ski facility. In summer the outdoors offer baseball diamonds, soccer pitches, golf courses, and water sports.

All these activities are run very largely by volunteers, so there is always plenty of opportunity to exercise your talents. There are also a great many service clubs and non-profit organizations, including many with a social justice focus.



Whitehorse is surrounded by mountains and forest and has many green areas within the city. Good walking trails are easily accessible from any part of the city. There are hundreds of kilometres of trails for cross-country skiers, mountain bikers and snowmobilers. Opportunities to paddle and hike are endless. Yukoners are outdoor folks in general. We have several very active nature- and eco-focused clubs.

Whitehorse is a major tourist stop for Alaska Highway travelers and hosts hundreds of summertime tour buses plus individual travelers, as well as a large eco-tourism industry, with visitors primarily from Europe. On some Sundays, tourists out-number locals at church. Both locals and tourists enjoy many very attractive lakeside campgrounds. There is excellent local fishing, winter and summer, and many residents hunt for moose and caribou. “Outside” hunters must employ guides and the privilege is expensive.

Two airlines serve Whitehorse, with at least two daily flights to Vancouver and direct flights to Edmonton and Calgary most days. The drive down the Alaska highway takes a minimum of two days to Edmonton, but the road is paved and well maintained. Be prepared for long distances between communities where gas, food and lodging can be found.

Yukoners use the Internet as a way of staying in touch. Email, Skype, etc. is widely used to stay close to family and friends “outside”, and indeed a great deal of business (including church business) is conducted electronically and by phone. Broadband connection is quite good, though the cost of high-speed internet and long-distance calls is considerably higher than in the south. Good cable TV, regular or high-definition, is available, though again more expensive than in southern cities.

Acute medical and hospital services in Whitehorse are very good. Serious cases are quickly referred to B.C. or Alberta specialists, and the waiting time is much less than for residents of the provinces. We have a new hospital and a new large extended care facility. There is a mild shortage of family doctors. There is a need for more mental health services. The same can be said for services for those with disabilities. FASD (Fetal Alcohol Spectrum Disorder) is a large, and largely unmet, challenge. We have, and must deal with, major problems of alcohol and substance abuse and other social problems, not unlike other Canadian cities.

Mining, Government, and tourism are the major industries of the Yukon. As a government town we are partly insulated from the current economic woes but many retirees are hurting, and mining and tourism prospects are uncertain for the coming year.

There are long established First Nations communities throughout Yukon. About a quarter of Yukon's population is of FN descent. Most First Nations are now self-governing. Significant numbers of white settlers reached the Yukon only in late 1800s with the Klondike Gold Rush. The building of the Alaska Highway during World War II encouraged mining exploration and more settlement. Today, that road is our lifeline to the "outside," bringing in most of our supplies.

However, the influx of these outsiders had a huge impact, mostly negative, on Yukon First Nations people. The legacy of residential schools still has a major affect on many FN families. The United Church had no direct part in any Yukon schools. Many of the Yukon's First Nations people are Baha'i, Anglican or Roman Catholic faith.

The people of Whitehorse are friendly folks. We are a mix of many backgrounds and cultures. It is easy to get to know people and the casual manner of the town means that you will soon find yourself rubbing elbows with gold-miners, doctors, truckers, homemakers and cabinet ministers.

To sum up, Whitehorse is an excellent place to live, to raise a family or to retire. Keep in mind that Yukon does not have a sales tax; some employees receive a northern allowance; there is a northern residence income tax break; we don't pay health care premiums; we have reasonable automobile insurance rates compared to some provinces; and our winter weather is often much better than central Canada's!

Check out these websites and browse through more information on the Yukon and Whitehorse:

<http://www.gov.yk.ca/aboutYukon>

<http://www.touryukon.com>

<http://www.yukoncollege.yk.ca>

<http://www.city.whitehorse.yk.ca>

Ministry of the Pastoral Charge

We are the United Church family in Whitehorse, Yukon, the only United Church for hundreds of miles.

Theology

We are a diverse group of people from many different places with many different faith roots. Most of us were born somewhere else, though many of us now consider Whitehorse our permanent home. We value our diversity and welcome and try hard to respect differences in opinion, faith and practice. Theologies vary from moderate to very

liberal. Many of our members see themselves as agents for change and renewal; others as bearers of tradition.

We value the inclusion of all people and try to be welcoming to persons with disabilities. While not officially “affirming”, we welcome and support same-sex couples and celebrate same-sex marriages. We are rooted in the traditions of the United Church of Canada, yet we reflect many of the characteristics of our “North of 60” location and population. We act as a caring community of faith, based on a foundation of Biblical teaching and spiritual integrity. Some of our most active members are from conservative churches and have found a church home with us because of our open-ness and friendliness.

As individuals concerned about our fellows and our environment, we work and volunteer actively in the community – so the pool of volunteers can become over-taxed. We accept and encourage personal spiritual exploration at individual rates of growth. We struggle with living in the fast-paced world around us, sometimes invigorated by the changes, sometimes overwhelmed by them, but trying to make sense of them in light of our faith. We continue to seek our own way to engage First Nation people more fully in the life of our church and congregation.

Us

Demographically, we are very mixed; we include many families with young children and quite a few seniors, and the in-betweens as well. The number of young families has grown considerably in the last ten years. We have more baptisms than funerals. There are about 250 families on the mailing list and average Sunday attendance is around 100 in the winter, less in the summer when many Yukoners head outdoors to enjoy our brief summer. Our 240-seat sanctuary is packed for the two services on Christmas Eve, and on Easter morning.

Currently, the majority of members and adherents are employed, well educated, middle-class and white. We are facetiously known as the “government church”. We include traditional, blended and single-parent families, singles, and partners. WUC’s congregation includes active members of all political parties, with surprisingly amicable relations.

Worship

We value thoughtful sermons and spiritually nurturing, diverse, creative worship. Our excellent organist, choir and other musicians add a wonderful extra dimension to our services. We have a very strong group of lay leaders who take active parts in regular worship and lead worship during the minister’s absence.

We have an active Sunday school ably run by committed volunteers, with attendance of 20-40 depending on the season. We regularly have young people reading, playing instruments or taking part in other ways in our Sunday worship. Children also serve communion and enjoy participating in dramas presented during worship several times a year (especially the Christmas pageant). Our minister leads a short young families’



service at 9.30 a.m. twice a month which we would like to see continued. We have no UCW as such. Women are leaders and participants in every aspect of church life.

We have an active young people's group of about 15 youth Grade 6 and up, which meets monthly. A group has attended the spring Conference youth rally for several years. We want to continue to encourage and nurture our children and young people.

We have in the past enjoyed having interns and this is a future possibility. We have sponsored a refugee family. Over the years, five members of our congregation have entered the ministry. We enjoy and value opportunities to learn through formal and informal study groups. We also enjoy congregational get-togethers over lunch.

Outreach

Individual members are involved in a vast array of different volunteer activities. As a church, we staff the inter-church soup kitchen twice a month. Past ministers have provided spiritual support to the alcohol and drug treatment Centre. The church has, for many years, provided strong leadership in support of an inter-church Christian Camp at Braeburn Lake. We support the Outreach Van, food collections for the Salvation Army and Mary House, the planned Food Bank, and "Share the Spirit" at Christmas.

Other Churches

Whitehorse has 17 Christian congregations, plus members of all world faiths, and non-believers. We value good relations with our Christian and other faith fellows but not at the expense of our principles.

We have a good relationship with the Lutheran church and share Good Friday worship; and good relations with the Roman Catholic churches also. We work with the conservative Ministerial Association on occasional community activities but cannot support their constitution. We look forward to a renewed relationship with the local Anglican Church.

The Men's Ecumenical Breakfast group is one venue where members of many churches can come together.

A small Muslim group has met for prayer every Friday in our church for several years.

Since we are the only United Church within reach, the minister needs to find collegial support within the congregation, in ministers of other faiths, or by long distance.

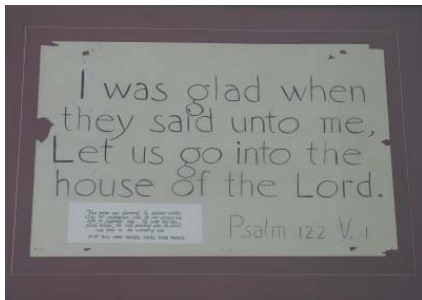
Resources of the Pastoral Charge

Key Personnel

As well as the full-time minister, Whitehorse United employs an administrator for 25 hours /week, gives its organist/pianist and choir director modest honoraria, and has a contract part-time custodian and a snow shoveller.

The administrator provides efficient book-keeping, building administration, and secretarial support for the congregation and the minister. As the first point of contact for members and visitors, her welcoming manner is a vital part of our ministry.

We have a very accomplished pianist and organist with a degree in music. He accompanies the choir and the congregation, and chooses and often composes his own arrangements of preludes and postludes in a wide variety of musical styles. Hymns are chosen by the worship leader, normally from Voices United, and anthems by the volunteer choir director. Informal consultation is expected of all parties. This is a musical congregation, with many talented voices and instrumentalists taking part in services. The choir normally leads worship with a Cantata at least once a year.



Lay Leadership

We enjoy strong lay leadership in all aspects of church life. Encouraging volunteers and providing opportunities for further growth is a priority. We are at present trying to arrange for the Licensed Worship Leader Certificate from St Stephen's Theological College, Edmonton, to be offered in Whitehorse as intensive weekend modules over 2009-2011. In the past we have held music workshops, invited guest speakers, etc., and are about to hold an Invitation to Theology cluster course from St. Andrew's College in Saskatoon. Many members have attended courses and retreats at the Naramata Centre, Naramata, BC. Financial assistance for training can be requested from the Wahl Memorial Fund of our church, or the Gladys Christensen fund (community-wide, for women only). We regularly hold Bible Study or faith discussion groups and retreats.

Fundraising activities have involved many volunteers and have also assisted in community building and outreach. Fundraisers have included a yard sale, book sale, talent auction, "Guess Who's Coming to Dinner", the fall turkey dinner, the Shrove Tuesday pancake dinner and the Snowflake Bazaar. Our members are talented and committed people who collectively make Whitehorse United a true community. They are our greatest resource.

Real Estate

Whitehorse United Church has an attractive, modern church building (built 1994) in the centre of town with an elevator to all levels. Upstairs is the 240 seat sanctuary, equipped

with an Allen Digital Pipe Organ, a Young Chang acoustical grand piano, pews, choir loft, sound system, and wireless hearing assistance: there is also the small "crying room", choir room, washrooms, narthex for coats and "Upper Room" for coffee, small meetings and mingling. The ground half-floor has modern offices for the Administrator and Minister, with up-to-date computers with high-speed internet access. There are smaller rooms for a modest library and photocopier. Downstairs is a large open room with dividers used for Joyful Noise, large meetings and meals, and by a number of diverse community groups. It has a well-equipped kitchen, nursery, washrooms, storage space and utility rooms.

Finances

1. **Assets and liabilities:** The church building and property are valued at \$2.17 million dollars. We have no significant debts. There is a Manse Fund to support a housing allowance for the Minister.
2. **Income and expenditures:** In 2008 the church's income was roughly \$209,700 (over 80% from givings, less than 10% each from rentals and fund-raising). Expenditures were \$214, 200, including Mission and Service.
3. **Patterns of giving:** There are 41 givers on PAR and about 90 using envelopes. We have had a number of fundraising events and campaigns. Gifts in kind (such as supplies, art, music, and donation of points for air travel) are also received.
4. There are special memorial funds which have individual purposes.



MINISTRY PERSONNEL DESCRIPTION

Position Description

Summary: The Minister of Whitehorse United Church provides worship leadership and coordination, pastoral care and Christian education. Ministry includes such things as community outreach, membership development and administration of the church.

Worship Leadership and Coordination: [25 – 30%]

- Coordinate planning and provide leadership for services for Sunday morning worship, intergenerational services and services for special occasions, including music;
- Provide principal leadership for special services throughout the church year, including Advent, Christmas, Lent and Easter;
- Plan and coordinate the significant participation of laity in worship, encouraging significant participation by children and youth;
- Prepare or oversee the preparation of the weekly service bulletin;
- Develop – either directly or with lay leaders – prayers for worship services, including the solicitation of personal prayers for Prayers of the People;
- Engage the interest of children and youth in Learning Together time and worship;
- Provide intergenerational services on a periodic basis;
- Provide educational opportunities for worship leadership, including both courses and workshops for young people and adults.

Pastoral Care: [10% minimum but varies depending on needs]

- Conduct weddings, funerals and other pastoral services;
- Provide pastoral care and visits to congregational members;
- Visit and follow-up with new and prospective members and adherents of the congregation;
- Help to ensure that the church is a welcoming presence in the community;
- Visit in hospital and extended care facilities as required.

Christian Education and Spiritual Commitment: [10 – 25% depending on month]

- Initiate, coordinate and support learning activities of the congregation – children, youth and adults;
- Encourage and support Joyful Noise leaders and teachers;
- Encourage and support youth group leaders;
- Plan, conduct or support adult-oriented learning activities, e.g. bible studies;
- Provide support and/or leadership for women's and men's retreats and weekend events such as music education;
- Provide leadership for rites of Christian initiation – baptism, youth confirmation courses and adult membership courses.

Membership Development: [Percentages are reflected in other categories]

- Support and encourage the congregation in volunteering in different aspects of church life;
- Provide the theological basis for stewardship;
- Provide encouragement and support for the Nominating Committee.

Outreach: [Percentages are reflected in other categories]

- Challenge individuals and groups in the congregation to engage in community outreach projects and programs, e.g. Soup Kitchen;
- Represent the congregation in working with community agencies;
- Educate the congregation about social justice, human rights and outreach concerns, e.g. Minute for Mission;
- Provide support services to the community, e.g. Whitehorse Correctional Centre, Copper Ridge Place
- Be the spokesperson on public issues on behalf of WUC.

Governance: [5 – 10%]

- Attend and provide monthly reports on activities and concerns to Church Council;
- Assist the Church Council in planning and goal-setting;
- Provide advice on United Church of Canada governance models, processes and procedures;
- Attend and report to both congregational Annual General Meetings – the Financial AGM [January] and the General AGM [May];
- Submit a written report to be included in the Annual Report;
- Contribute letters to the congregation to be included in the newsletters;
- Attend meetings of Ministry & Personnel Committee [4 times per year and on an ‘as needed’ basis reporting activities to Chair of M&P;
- Attend other committee meetings as deemed necessary.

Administration: [5 – 10%]

(This includes all the general office work that tends to be part of ministry, such as e-mailing, phoning and general organizing.)

- Oversee all administrative matters regarding general church business including correspondence, telephone inquiries, etc.;
- Work with the Church Administrator in a team relationship including input into annual performance reviews with a member of the Ministry and Personnel Committee;

Wider Church:

- Attend Northern Lights Presbytery meetings and Alberta and Northwest Conference meetings.

Reading and Study – Personal Development:

- Continuing education – plan and coordinate with Ministry and Personnel as well as Worship Committees an annual study leave;
- Read current literature and publications.

Skills and Knowledge

We are seeking a member of the Order of Ministry of the United Church of Canada as an Ordained Minister at Whitehorse United Church.

Skills

We seek a Minister who is:

- ❖ theologically competent as demonstrated by academic training and continuing education
- ❖ skilled in preaching and creative in liturgy
- ❖ comfortable with a wide range of theologies from moderate to very liberal
- ❖ skilled in both narrative theology and classical academic theology
- ❖ inclusive
- ❖ skilled in pastoral care and a good listener
- ❖ willing and able to work as part of a team with lay leaders, including Church Administrator, other staff, laity, and committees
- ❖ inviting and encouraging of participation for laity of all ages
- ❖ able to relate to children, youth and young adults and include them in the life of the church
- ❖ able to motivate others to live out the Christian faith
- ❖ a strong oral and written communicator – one who informs the congregation and committees as appropriate and as needed
- ❖ able to positively challenge our thought and faith
- ❖ open to and comfortable using different forms of worship
- ❖ committed to using inclusive language and who promotes its use in the congregation
- ❖ open to a variety of music in worship
- ❖ a teacher/instructor - good at encouraging skills development in others
- ❖ a capable administrator
- ❖ able to demonstrate good supervisory skills
- ❖ able to work in a cross-cultural environment
- ❖ trained, or willing to be trained, in internship supervision
- ❖ computer literate
- ❖ able to “do theology, not just read theology”

Personal Attributes

We seek a Minister who is:

- ❖ aware of world events and able to relate the Christian message, scripture and the church to our world; well-read
- ❖ reliable and follows up on commitments
- ❖ socially conscious
- ❖ respectful of different views and beliefs, flexible
- ❖ community-minded - actively participates in community events
- ❖ understanding of their own personal limits and takes time for self-care
- ❖ interested, hopeful, creative
- ❖ compassionate and empathetic with an emphasis on personal integrity
- ❖ confident
- ❖ open to the ecumenical nature of Whitehorse
- ❖ a team player; acknowledges work and gifts of others

Terms for Ministry Personnel

1. Salary and Housing

Terms	UCC Minimum	WUC Offer
Salary	UCC standard	UCC standard plus 5% - 15% (commensurate with experience)
Manse	N/A	
Housing Allowance	rent of 3 bedroom house	\$1300 per month
Housing related	minimum 20% of salary	Housing allowance is more than 20% of salary so no top up is required
Vacation Travel Allowance		\$700
Travel expenses	min \$0.39 /km	\$0.61 /km (to \$1500/year based on estimated 200km/month)
House hunting		return airline excursion or points tickets for successful candidate and spouse/partner, if any
Moving expenses	Reasonable cost of move for family and household effects	van-line move up to 10,000 lbs one-way excursion or points airline tickets, or family travel with one vehicle with gas, meals and accommodations

		note: moving costs could be up to \$20,000
Phone/fax/page	listed home phone	\$32 per month
Professional development	min \$1200 / year	\$1700 / year

2. Time On and Time Off

Terms	UCC Minimum	WUC Offer
Regular hours of work	40 hours/week	40 hours/week average. As the only minister, demands will vary according to pastoral care needs, church year, etc.
Vacation	1 month	1 month off (including 5 Sundays)
		2 additional Sundays (dates to be approved by M&P)
Study leave	3 weeks	3 weeks / 3 Sundays. Funding to limit of Professional Development budget. Timing and content to be approved by M&P
Sick / Parental / Bereavement / Compassionate / Sabbatical Leave	UCC policy	UCC policy

3. Benefits and Burdens

Terms	UCC Minimum	WUC Offer
Administrative		Church Administrator 25 hrs / week
Office equipment	provided	well furnished and equipped modern office in the church building
UCC Pension	UCC policy	UCC policy
UCC group insurance	mandatory	UCC policy
Payroll deductions	mandatory CPP / EI / income tax	mandatory (note Yukon has no health insurance premiums, has a Northern Living

		Allowance tax deduction)
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4. My Time and Our Time

Terms	UCC Minimum	WUC Offer
Fees / honoraria		(fees to minister - facility costs separate) weddings (approx 4-8 / year) members & adherents \$0 other \$250 funerals (approx 4-8 / year) members & adherents \$0 other \$150
Presbytery / Conference	attend 3-4 /year	attend 2 Presbytery and 1 Conference meeting /year. Subject to discussion with M&P, we support involvement with the larger church outside of these meetings, but travel time and expense is a consideration
General Council		subject to discussion with M&P
Community Work		encouraged but beware over-commitment - subject to discussion with M&P
Other Work		subject to discussion with M&P

APPENDIX A - Photos



Sanctuary



Choir Loft



Chancel



Lewis Hall (church basement)



Learning Together



Typical Summer Day



Main Entrance

APPENDIX B – Committee List

Committees of Whitehorse United Church

Committee	Membership	Active/Inactive
Trustees	5	Active
Church Council	12	Active
Ministry and Personnel Committee	5	Active
Special Gifts Committee	4	Active
Worship Committee	8	Active
Property Management Committee	8	Active
Finance Committee	3	Active
Nominating Committee	-	As required
Christian Growth Committee	6	Active
Social Justice Committee	8	Active
Community Life Committee	-	Inactive
Discipleship Committee	-	Inactive

APPENDIX C – Whitehorse United Church Strategic Goals & Actions

Updated January 2009

Goal 1. To address **social justice issues and outreach needs** and take thoughtful action in our community, our country and our world.

Actions:

- provide Sunday morning services; young family services; and other special services
- participate in the Outreach Van and Community Soup Kitchen
- participate in the annual community "Share the Spirit Campaign"
- participate in the Men's Ecumenical Breakfast group
- participate in the annual Spaghetti Dinner fundraiser for Braeburn Lake Christian Camp
- provide leadership in Braeburn Camp
- hold the Fall Fowl Supper
- hold the Shrove Tuesday Pancake Supper
- provide space for Muslim Prayer Group
- provide peace candles that those travelling can take to other congregations
- work with the Anti-Poverty Coalition
- encourage and support the work of the Social Justice committee of our congregation

Goal 2. To provide opportunities for worship and for **fellowship**, and to encourage, support and care for people in the congregation.

Actions:

- provide Sunday morning services; young family services; and other special services
- seek prayer requests during worship and the confidential prayer group meeting
- provide leadership in the Men's Ecumenical Breakfast group
- hold Two Toonie Lunches
- hold music nights
- participate in the annual Spaghetti Dinner fundraiser for Braeburn Camp
- hold the annual Fall Fowl Supper
- hold the annual Shrove Tuesday Pancake Supper
- hold retreats
- hold Church adult social events (two were held)
- consider establishing a combined visitation and pastoral care group
- update information about WUC (e.g. information on activities, committees, planned givings, bequests, etc. for use by Minister, Visitation and Pastoral Care group, etc.; and develop seasonal calendar, web site, etc.)

Goal 3. To provide Christian **education, training and learning opportunities** for children, youth and adults in the congregation.

Actions:

- provide Sunday morning services; young family services; and other special services (e.g. Christmas, Easter, Blessing of the Animals)

- provide Joyful Noise and Youth Groups
- provide leadership in Braeburn Camp
- provide Bible Study
- provide Kids Activity Day (fall and spring)
- provide retreats
- provide presentations, seminars and workshops

Goal 4. To strengthen the **membership, financial and volunteer base.**

Actions:

- participate in the annual Spaghetti Dinner fundraiser for Braeburn Camp
- hold the annual Fall Fowl Supper
- hold the annual Shrove Tuesday Pancake Supper
- continue to maintain a current and accurate membership list
- consider establishing a combined visitation and pastoral care group
- update the information package on planned givings (this action has not yet been taken)
- update information about WUC (e.g. information on activities, committees, planned givings, bequests, etc. for use by Minister, Visitation and Pastoral Care group, etc.; and develop seasonal calendar, web site, etc.)

Goal 5. To support **strong lay and ministerial leadership** in the church.

Actions:

- provide presentations, seminars and workshops on worship leadership
- provide opportunities for lay leadership and learning

Goal 6. To strengthen **leadership and organizational development** and review

Actions:

- Each year, committees Chairs will review committee goals, objectives and mandate with their members to ensure that members remain aware of the responsibilities; and each fall committee orientation will be conducted, to discuss committee roles and responsibilities and committee members' expectations
- Committee Chairs will meet annually with the Council Chair regarding the church action plan and/or the goals for the coming year, and the process for managing challenges that are outside of the regular day-to day operations. (See note below)
- As part of Ministry and Personnel Committee's on-going responsibility, they will conduct a biannual review of ministry and administration, based on the job descriptions and the ministry of WUC.