

TO: FSA Congregation
FROM: FSA Council
RE: Community of Faith Profile documents – request for approval
DATE: September 20, 2020

Background

As a prerequisite to initiating a search process for new Minister's at FSA, we have been required to complete a set of documents that describe our history, who we are, what we are doing as a community of faith, our financial situation and our physical assets.

This material is structured through a set of documents as follows:

- Living Faith Story Worksheet
- Demographic Worksheet
- Physical Assets Worksheet
- Financial Viability Worksheet

Review Process

These documents were shared with FSA members on August 18, 2020 and opportunities to provide feedback have been created through an on-line survey, two open Zoom meetings, emails and phone calls.

Changes to the documents have been made in response to this feedback. In the main, the changes have been one of emphasis rather than significant changes in the content as originally drafted.

The updated documents are attached for congregational members to review before September 20, 2020.

Request of the FSA Community of Faith

On September 20, 2020 the FSA congregational members present will be asked to approve the documents.

Next Steps

Once approved, the materials will be sent to the Antler River Watershed Regional Council for their review and approval. The Regional Council will be meeting on October 7th. Assuming our material is approved, a liaison person from Regional Council will be assigned to work with us to help us define the position descriptions, decide whether we want to recruit an Intentional Interim Minister or go directly to recruiting a Minister; and, also address the option of sharing the Visitation Minister position with another church. If the option of sharing this position becomes a real option then we will need to negotiate and enter into an agreement for "sharing" Ministry personnel. Regional Council has provided a draft document to assist us with this process.



CONGREGATIONAL MEETING

Sunday, September 20, 2020

Purpose: To approve the First-St. Andrew's Community of Faith documents as circulated to members

AGENDA

1. Invocation: The Rev. Dr. David McKane
2. Election of Chair and Secretary of Congregational Meeting

Declaration of Voting Rights to those present

Motion: To extend the right to vote to adherents and youth at the September 20, 2020 Congregational Meeting according to the provisions of the United Church of Canada Manual and the Statement of Policies and Procedures of First-St. Andrew's United Church.

MOVED BY: SECONDED BY:
DISCUSSION: VOTE:

3. Welcome
4. Motion to approve the set of documents referenced as the First-St. Andrew's Community of Faith Profile.

MOVED BY: SECONDED BY:
DISCUSSION: VOTE:

5. Next Steps
Once approved, the materials will be sent to the Antler River Watershed Regional Council for their review and approval. The Regional Council will be meeting on October 7th. Assuming our material is approved, a liaison person from Regional Council will be



assigned to work with us to help us define the position descriptions, decide whether we want to recruit an Intentional Interim Minister or go directly to recruiting a Minister; and, also address the option of sharing the Visitation Minister position with another church. If the option of sharing this position becomes a real option then we will need to negotiate and enter into an agreement for “sharing” Ministry personnel. Regional Council has provided a draft document to assist us with this process.

6. Benediction: Rev. Dr. David McKane

Antler River Watershed; Horseshoe Falls; Western Ontario Waterways Regional Councils

Community of Faith Profile: Cover Page

Please fill in this page and send it in with your completed worksheets and Living Faith Story.

Community of Faith/Congregation FIRST-ST. ANDREW’S UNITED CHURCH

Pastoral Charge (if different) _____

Date of Approval by Governing Body (Council/Board) September, 15 2020

Date of Approval by Congregation September, 20 2020

- Purpose:**
- Annual Self-Assessment Review and Update
 - Preparation for Ministry Personnel Search
 - Preparation for Property Transaction
 - Other _____

- Included:**
- Financial Viability Worksheet
 - Demographics Worksheet
 - Living Faith Story
 - Real Property Worksheet
 - Manse Information Worksheet

Contact Information: Please provide 2 contacts

Name: Stephen Elson

Position with the Community of Faith: Chair, Council

Email Address: stephenelson2@gmail.com

Phone Number: 519 433 0689

Name: Bruce Moor

Position with the Community of Faith: Chair – M&P Committee

Email Address: bmoor@sympatico.ca

Phone Number: 519 663 0869

Antler River Watershed; Horseshoe Falls; Western Ontario Waterways Regional Councils

Community of Faith: Living Faith Story Worksheet

PURPOSE: To provide information about the Community of Faith's understanding of their ministry and mission.

Who uses it: Communities of Faith in regularly assessing their ministry and in gathering their profile information for ChurchHub.

Community of Faith: FIRST-ST. ANDREW'S UNITED CHURCH

Address: 350 QUEEN'S AVENUE, LONDON, ONTARIO, N6B 1X6

Pastoral Charge: FIRST-ST. ANDREW'S UNITED CHURCH

Regional Council: ANTLER RIVER WATERSHED

Date: September 20, 2020

Mission Statement

First-St. Andrew's United Church has adopted as its vision and goal the achievement of its mission statement:

"First-St. Andrew's United Church of Canada: An inclusive Christian Family encouraging spiritual growth through worship, friendship, learning and action."

The mission statement expresses the major guiding objective of First-St. Andrew's United Church.

Our values are incorporated into our Vision statement

We, the people of First-St. Andrew's United Church, will continue our commitment to creating a community, where all people are welcome regardless of age, differing abilities, economic circumstance, ethnic background, gender, gender identity, physical or mental health, race, or sexual orientation.

All persons are welcome to take part in every aspect of our Church life and witness, including membership, leadership, celebration of life passages, and marriage.

Our vision is founded in the ministry of Jesus, which leads us to celebrate God through our worship and music, to counter injustice, to reach out to others in need, to preserve the environment, to engage in learning, and to grow spiritually as individuals and as a Church family.

As we continue on our journey of learning what it means to be an inclusive worshipping community, we understand the importance of hearing and respecting each other's stories, gifts, and skills.

We celebrate the richness that this diversity brings to our congregation as it challenges us to be ever more open to new perspectives and broader awareness.

Describe how you currently live out your unique mission:

In the future FSA will be known and recognized as being a church and community meeting place that reaches out by offering a wide range of programs and services that attract different groups and members of the community – through programs offered both inside and outside the church facility – in partnership with other groups and organizations, as appropriate.

These programs and services individually and collectively will be designed to:

- *Nurture spiritual growth and development **through education** and worship [Faith];*
- *Work in service to others and build community through social action and partnerships [Service]; and,*
- *Celebrate life through music and the arts [Arts].*

December 2017, FSA Planning Committee report to Council (excerpt)

For an up-to-date description of FSA Planning Committee work see Building Blocks (July 2020) https://ab603697-3ef1-410b-ba7a-15f88def19f7.filesusr.com/ugd/25fec5_51e755c1b96f4fc3a3d2a5e4caff142a.pdf

The following outlines pre-COVID 19 activities at FSA.

Worship

Sunday Services

Regular Sunday services are held in the sanctuary at 10:30am from September through June. Over the summer months, we move to the cooler Proudfoot Hall for worship. In addition, we love to honour the beauty of our natural world by worshipping outside on the lawn for some special Sundays in the summer. Special services include The Blessing of the Animals in early July, and our annual Pride Service followed by a Pride Parade Picnic to help celebrate diversity in London.

Sunday School (JK-Grade 8)

Children begin Sunday morning worship in the sanctuary with their families before coming downstairs for BIG CIRCLE time to share the morning theme. After this, children are divided into appropriate age groups where they explore the Bible story in greater detail. The curriculum uses a rotational model

which allows children to explore through a variety of learning media such as computer, cooking, music, drama, science & games.

Nursery

A supervised, safe & cheery nursery for infants to age 4 is open on Sundays from 10:00am to 12:00pm.

Participation on Sunday Morning

There are several roles available each week for: Welcoming Greeters, Candle Lighters, Scripture Readers, Communion Servers, Lay Liturgists and helping out by serving coffee downstairs after the service at Coffee & Conversation.

Adult Ministry

Bible Study

FSA offers two bible study groups; one on Thursday Morning 10:00 am–11:30 am and another on Sunday Morning 9:00 am–10:00 am (just before Sunday Worship Service). These groups help participants to prepare for the Sunday morning worship by reading and discussing the lectionary selections

Book Club

The FSA Book Club, a very informal gathering of bibliophiles who discuss books based on their thought-provoking and spiritual values. It meets every month, except during the summer, usually on Tuesday evenings. Dates and the name of the next book(s) to be discussed can be found in the email blast (This Week at FSA) in the Bulletin Insert, and in the Atrium slide show anytime.

FSA Film Night

Once a month (except during the summer) on a Wednesday evening in the Chapel we show a film, eat some popcorn, and then reflect and talk about what we've seen using the lens of what we stand for within the world of Christianity. Check the email blast (This Week at FSA), the Bulletin Insert, and our Atrium slide show to find out the date and title of the next film or read about the film on the church posters.

Library

Our church library has something for everybody including, of course, inspiring books and movies for all ages as well as church-based periodicals – all available for your use on an honour system. Come in and check us out!

Pastoral Care

If you feel in need of Pastoral Care, we offer the services of a Pastoral Care Minister as well as a Lay Visitation team, Caring Callers, Healing Prayer Stations at Communion services and a Prayer Chain.

Care-for-the-Caregivers

Do you provide care for another, either personally or professionally? Perhaps you would benefit from the support of others who share this most important role. Care-for-the-Caregivers is a support group which meets in the church on the fourth Monday of the month from 7-9:30pm. For more information, contact Jo Ann Silcox.

Music

The Senior Choir

Our Senior Choir sings weekly at the 10:30am Sunday service and in the Music at First-St. Andrew's series outreach concerts. Rehearsals are Thursday evenings from 7:30-9:30pm. Some music-reading ability and prior choral experience would be helpful, and regular commitment is essential. We have four paid soloists in the Senior Choir and two Eberhard vocal scholars.

The Laudamus Bells

Our Laudamus Bell Choir is a friendly group of musicians who rehearse for two hours weekly at a mutually agreed upon time for the group and play in services about once a month. The day/time changes according to people's availability but is set at the beginning of each term – fall, winter/spring. New members are welcome. Prerequisites include an ability to read music, and knowledge of music to approximately the grade 6 level. Specific training on the bells is provided.

The Children's Choirs

Our children's choirs rehearse on Wednesdays at 5:45 pm. The Junior Joyfuls range from 4 to 8 years of age, while older children can join the Joyful Singers from grade 3 to grade 8. We also offer these older children the opportunity to learn the art of handbell ringing with the Joyful Ringers, who rehearse on Wednesdays from 6:30-7:15pm.

The First-St. Andrew's Strings

The FSA Strings is an accomplished performing group that has enjoyed increased exposure over the past years. The conductor is Igor Saika-Voivod.

The Concert Series

First-St. Andrew's is committed to musical outreach in the London area through year-round concert activity made possible through the generous support of the Friends of Music.

Family, Friendship and Social Action

Environmental Stewardship Coalition

The Environmental Stewardship Coalition was created after the City of London declared a climate emergency. The focus of the group is to bring together people and groups from across the city to educate and advocate for greater action to reduce greenhouse gas emissions. This group seeks tangible ways to be better stewards of the Earth and ensure a livable planet for the next generation. The group publishes a weekly environmental tip and meets the third Monday of every month.

Comfort Quilts

The Comfort Quilts group creates quilts for Project Linus. This is an organization which supplies quilts to children who are experiencing difficulties in their lives, whether it be from medical procedures, fire or domestic violence. We are a group of people with varying quilting skills. Some of us are beginners, and some have been quilting for a while. We are very happy to have new members join us on the first non-holiday Monday of the month from about 9:30am to 2:00pm. Bring a lunch and sewing equipment.

Isabel Getliffe Sewing Group

The sewing group meets Wednesdays from 9:30am–2:00pm from spring until the bazaar in November. Everyone who is interested in doing hand and machine sewing, cutting and stuffing is welcome. Bring a lunch—coffee is provided.

KnitWits

This friendly group of beginning and experienced knitters meets on the second Tuesday of each month from 1:30–3:00pm in the parlour. Projects include knitting warm articles of clothing for adults and children in the London community, and prayer shawls for those in emotional or physical crisis. We welcome all who enjoy knitting or anyone who would like to learn.

Men's Brown Bag Lunch

Every Wednesday, 12:00-1:00pm, resuming in September, a group of men meet in the parlour to talk as they eat their bagged lunch. What do they talk about? Sports, politics (carefully), our work (and play) and religion.

Mission and Outreach

This Committee actively represents FSA's interest and involvement in community outreach and social action. Among other activities it promotes the Mission and Service Fund of the UCC, ELUCO (East London United Church Outreach), Canadian Foodgrains Bank, Amnesty International, St. Paul's Daily Bread Foodbank and Bridges out of Poverty/Circles.

Sing For Your Supper

This is a community meal before the children's choirs on Wednesday evenings during the school year. All are welcome to join us for lots of fun and food before singing. The main course is provided, and families rotate bringing dessert and drinks. Supper is served from 5:15pm to 5:40pm with the children's choirs beginning at 5:45pm. You are welcome even if you are not going to sing afterwards.

United Church Women (UCW)

The purpose of the UCW is to unite women of the congregation for the total mission of the church and to provide a medium through which they may express their loyalty and devotion to Jesus Christ in Christian witness, study, fellowship and service. The UCW consists of one unit with a dedicated active Executive of ten members, who plan events.

Thanks to the FSA Membership and Nurture Committee for the 2020 FSA Program Guide for the organized list of FSA Activities.

What are your goals for the next year that might enhance your current ministry or begin something new?

We have given this question careful consideration and as a result have identified a number of important themes, not only for the immediate future but for the longer term as well. We recognize that some themes are more fully developed than others. We know, for example, that staffing is an immediate area of attention while thinking about what we want to look like ten to fifteen years from now is less clear. Nevertheless, we know we need to plan for that longer-term future and take steps to realize it. The repurposing of part of the church building is an important “preparing for the future” step for FSA.

Important Themes:**1. We need to build Ministry Leadership and Staffing that will guide us into the future**

We have finalized the recruitment of a Director of Music (full-time) and expect that within the next year this person will not only get settled into their new role but will be able to move FSA forward and enhance the music program in new and exciting ways - ways that will not only meet the needs of the FSA community of faith but also connect with and attract the larger community.

Our Youth and Young Family Coordinator (part-time) has had to go on extended medical leave and we have hired an interim person to assume this role until the future is better known. Christian Education and development are an important part of FSA and over the next year we are looking to maintain stability and support engagement by our children, youth and young families.

The pastoral care needs of our community of faith are many and we are looking to recruit a person with the skills and experience to serve this need within our community on an on-going, part-time basis. This role is currently being filled on a short-term contractual basis. We see this role as an ideal role for sharing with another pastoral charge and initial discussions in this regard have already taken place. Within the next year we hope to have this role filled and operational on an on-going basis.

We currently have a Supply Minister who is providing the spiritual leadership of FSA. We have a need to recruit a new lead Minister to provide on-going ministerial leadership to FSA in the months and years ahead. Our goal for the next year is to recruit and have a new Minister to lead the on-going ministerial needs of FSA.

FSA is undergoing significant changes in many ways. This provides both a challenge and an opportunity for FSA. A significant challenge over the next year will be to manage and support staffing changes and transitions and at the same time build community in the face of or in the aftermath of COVID-19. The opportunity is that with new staff comes new perspectives, the opportunity to build and change to meet the changing needs of our community of faith and the larger community it serves. The opportunity to build relationships, collaborations and

partnerships with others needs to be part of our future goals over the next year and beyond. It needs to be a hallmark of our future.

2. We need to repurpose parts of FSA and develop new uses for the reconfigured space

FSA recognizes, as it has for some time, that we are generally an aging congregation with limited numbers of younger members joining annually. Like many others, we are struggling to meet our on-going costs from annual givings. Thankfully, endowments managed by our Board of Trustees have put us in a position where funds are transferred from the interest of the trust accounts to general operating accounts to “balance” the annual budget. We recognize that this is not a long-term sustainable solution and therefore steps are being taken, through our Planning Committee, to look at repurposing parts of the church building, and through the Board of Trustees to increase the endowment funds, so that additional revenue can be obtained. While at the beginning of the planning process a number of steps have been taken to identify future options; over the next year it is hoped that additional steps can be taken to more clearly define our future in this regard.

3. We need to address Volunteer “burnout” and to expand our traditional volunteer base

FSA has a dedicated community of faith and many individuals who volunteer many hours of their time, skills and talents to FSA in fundraising, caring for others, teaching and support, bringing leadership to the running of the church and its many groups and committees. At times though, the number of people who ‘step up’ are the same who say “Yes” when asked time and time again. While not a new challenge, it is an important one to address – otherwise volunteer burnout will weaken commitment and volunteer resources. A volunteer recruitment, retention and support strategy is an important community building initiative.

4. Young people and Young Families need focused attention to make FSA attractive and welcoming to them

FSA is challenged to attract young people, including young adults, and young families to FSA. We are not alone in this regard, as we know it is characteristic of many of the traditional “mainstream” faith communities. Nevertheless, while Sunday mornings might not be the time or place to engage young people and families – the success of our weekly “Sing for your Supper” sessions points to what is possible for young children and this might be expanded. Having stability in our Children and Young Families Coordinator role will help FSA to move forward in this direction along with alternative gatherings of celebration and song for example. This is another illustration of essential community building for FSA. We need to “play to our strengths” in music and being an Affirming Ministry of the United Church.

The youth need to know that someone is there for them, whether they go on to further education in this city or somewhere else. It’s an important time of their life and we should be there for them. We have to find a way of keeping these teens in our thoughts as well as being an important part of their lives until they settle into some other community.

It is difficult getting teens out and parents to participate at this age, but the church needs to support the teenage years by connecting children with the adult programs. It is a big and important part of one's life. If we are going to have a future with people supporting the church, we also need to focus attention on young adults and what will be attractive to them.

5. We need to expand and promote Faith, Service and the Arts (FSA)

FSA has adopted FSA (Faith, Service and the Arts) as a way to describe the major themes and focus of FSA as a community of faith. This has brought clarity to our programs and services and helps define priorities moving forward. In the years ahead, it is hoped that this theme can be expanded and enriched for the benefit of all.

6. We need to adapt and change to meet the future

FSA enjoys a long and distinguished tradition of being one of the founding churches in downtown London, having occupied the corner of Queens Avenue and Waterloo Street since 1841. It has gone through many changes physically and in terms of its membership and role in the community. It grew and expanded, and now has contracted over that time. Farquhar House (the former manse) and some church programming space has been converted to rental space.

Efforts to reach out to the wider community, not just through the Eco-meditation garden initiative, but in many other ways have been successful: the outdoor church services, the art shows, the sing-a-long Messiahs, the involvement of the yoga school, meditation and some indigenous practices in our services, the jazz series - with some sold out concerts. These have made us more approachable. We have moved to meet the community, in many cases, closer to where they are.

The future of FSA requires preserving what is sacred, cherishing and growing faith among its members; being committed to social justice and service, and, enhancing music and the arts, all of which bear witness to being a vibrant community of faith. To make this future a reality, FSA will be challenged to change and adapt. As it has done in the past, so it will again to create a viable future.

Antler River Watershed; Horseshoe Falls; Western Ontario Waterways Regional Councils

Community of Faith: Demographics Worksheet

PURPOSE: To provide information about the Community of Faith's ministry and community.

Who uses it: Communities of Faith in gathering their profile information for ChurchHub and preparing their Living Faith Story. Copies are sent to the Regional Council in digital form.

Community of Faith: FIRST-ST. ANDREW'S UNITED CHURCH

Address: 350 QUEENS AVENUE, LONDON, ONTARIO

Pastoral Charge: FIRST-ST. ANDREW'S UNITED CHURCH

Regional Council: ANTLER RIVER WATERSHED

Date: September 20, 2020

Background information to help prepare your Living Faith Story and to determine your ability to support ministry:

ABOUT OUR PEOPLE: (Multi-point Communities of Faith will complete Part A, B and C for each congregation)

Number of congregations: 1 2 3 NA (e.g. for Outreach Ministries)

Congregation A	First-St. Andrew's	277	115
	(Name of Congregation)	(# on roll)	(Avg. Sunday attendance)

We think of ourselves MAINLY as:

<input type="checkbox"/> Rural	<input type="checkbox"/> Remote	<input type="checkbox"/> Small town	<input type="checkbox"/> Suburban
<input checked="" type="checkbox"/> Urban	<input type="checkbox"/> Inner City	<input type="checkbox"/> Other	_____

Most of us live (check only one):

<input type="checkbox"/> In apartments	<input checked="" type="checkbox"/> In single-family homes
<input type="checkbox"/> In retirement homes	<input type="checkbox"/> In long-term care homes
<input type="checkbox"/> On working farms	<input type="checkbox"/> On rural retirement properties

The rest of us live (check all that apply):

<input checked="" type="checkbox"/> In apartments	<input type="checkbox"/> In single-family homes
<input checked="" type="checkbox"/> In retirement homes	<input checked="" type="checkbox"/> In long-term care homes
<input type="checkbox"/> On working farms	<input type="checkbox"/> On rural retirement properties

Our congregation includes (approx. number in each group)

Infants and pre-school	11	Children (5-12)	10	Teens (13-19)	10
Young adults (20-30)	40	Adults (31-40)	30	Adults (41-50)	30
Adults (51-64)	30	Adults (65-70)	30	Adults (71+)	30

The proximity of our members to the church are (approx. number in each group)

0-5 km	25	5-10 km	30	10-15 km	25
15-20 km	15	over 20 km	15		

Neighbourhoods FSA Attendees Live

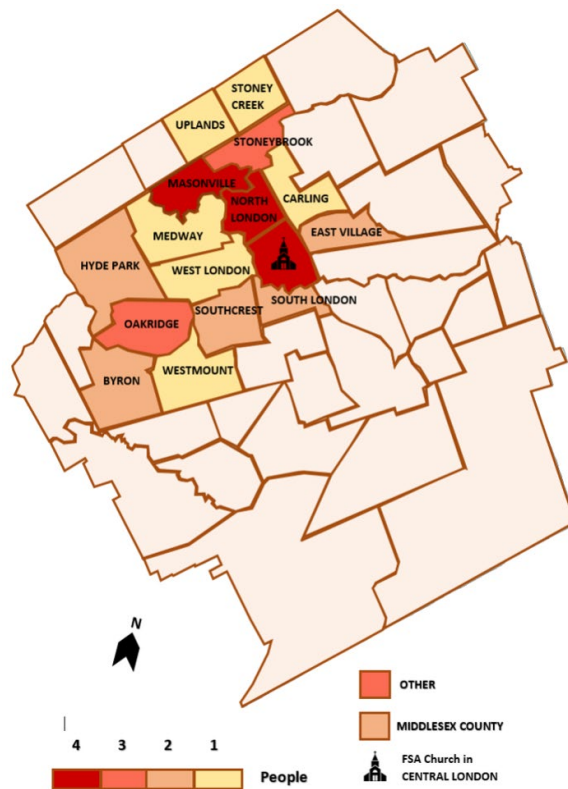


Figure 1: Choropleth Map showing neighbourhoods where FSA attendees reside. Regions with no name mean that 0 respondents selected this option

This map is an excerpt from a Western University geography project undertaken in partnership with FSA.

See Appendix for more details.

Also see <https://www.london.ca/About-London/community-statistics/neighbourhood-profiles/Pages/City-of-London,-Central-London-and--Downtown.aspx>

Most of us...: (choose one)

- Grew up in this area Moved to this area for work
- Moved here to be close to family or other resources Moved here for other reasons

Comment: Many members grew up in London or moved here for work. Most people who come to FSA do not live in the neighbourhood. We draw people from throughout the city.

Many of us work in the following industries or sectors: (check all that apply)

- Health or social services Education Manufacturing Transportation
- Agriculture and food production Tourism/Hospitality Retail
- Environment Mining/Forestry Information Technology
- Other (specify): **Many members are retired**

We work as (check all that apply):

- Employees Contractors Owners Consultants Managers

Our congregation is like: (choose one that best applies)

- A big family where we all know each other;
- A medium sized church where we recognize each other but may not know each other well;
- A big church with lots of staff, where small groups of people are close to one another based on common interests.
- Other description:

Our gifts, skills and passions:

In our Community of Faith we have gifts in the following areas:

Gifts	Description
<input checked="" type="checkbox"/> Education	Many members are affiliated with Western University and Fanshawe College
<input checked="" type="checkbox"/> Artistic	A number of members are artisans and artists
<input checked="" type="checkbox"/> Worship	We have a roster of people who are lay liturgists, scripture readers at services and greeters

<input checked="" type="checkbox"/> Compassion	We have an active roster of volunteers who reach out to those who cannot attend church – Caring Callers and a prayer chain in addition to having a Minister of Pastoral Care and a designated pastoral care volunteer. The FSA knitting group (the Knit Wits) regularly make prayer shawls for distribution to those in need. We have a Care for the Caregiver support group We have a lay visitation team and healing prayer stations during communion
<input checked="" type="checkbox"/> Hospitality	
<input type="checkbox"/> Other	

In our Community of Faith we have people with these skills:

Skills	Description
<input checked="" type="checkbox"/> Play musical instruments/Sing	We have a number of children’s choirs as well as a senior choir; Laudamus Bells (handbells), First-St. Andrew’s Strings ensemble. We have an annual jazz service and on a regular basis people provide solo music for specific services. We hold seasonal music events. We have four paid soloists in the Senior Choir and two Eberhard vocal scholars.
<input checked="" type="checkbox"/> Teaching	We have volunteer church school teachers and leaders. We have two weekly bible study groups
<input checked="" type="checkbox"/> Organizing	Both staff and volunteers are very adept at organizing a variety of small and large events
<input checked="" type="checkbox"/> Social Media	We are producing weekly on-line services and posting to YouTube during COVID-19 and plan to continue doing this We have a very active and up-to-date web site We have a Facebook page We issue weekly eBlasts to keep our community of faith up-to-date on developments
<input checked="" type="checkbox"/> Health Care	Nurses, physicians and other health care providers, as well as health care researchers are members of our faith community
<input checked="" type="checkbox"/> Cooking/Baking	Fund raising events often include cooking and baking goods for sale
<input checked="" type="checkbox"/> Listening	
<input checked="" type="checkbox"/> Other	Creative, artistic projects, graphic design, photography, social media
<input type="checkbox"/> Other	
<input type="checkbox"/> Other	

In our Community of Faith we have people who are passionate about:

Passions	Description
<input checked="" type="checkbox"/> Poverty issues	Our Mission and Outreach Committee is active in poverty issues and we are an active supporter of ELUCO (East London United Church Outreach) and two members of FSA sit on their Board The UCW actively supports local social agencies that address poverty issues

	<p>Scarves, mittens, hats, blankets, baby outfits and more are handmade for people in need throughout the community</p> <p>Scarves, hats and mitts are collected and distributed at Christmastime.</p> <p>We actively support St. Paul's Social Services by collecting and donating food</p> <p>The Mission and Outreach Committee is also an active supporter of Los Quinchos, a school in Managua, Nicaragua for children who work on the streets</p> <p>FSA hosts regular meetings of Bridges Out of Poverty/Circles – a local initiative to support people living in poverty to improve their life skills and capacity to cope</p>
<input checked="" type="checkbox"/> Affirming Ministry	We are an affirming community of faith and have an active Affirm Committee. We support AIDS/HIV research and support services
<input type="checkbox"/> Building Community	
<input checked="" type="checkbox"/> Climate Change	We have an active Environmental Stewardship Committee
<input type="checkbox"/> Health Care	
<input checked="" type="checkbox"/> World hunger	<p>Our Mission and Outreach Committee advocates for Mission and Service Fund contributions on a regular basis.</p> <p>We are an active partner with St. Marys United Church in St. Marys in an annual Foodgrains Project for the Canadian Foodgrains Bank</p>
<input checked="" type="checkbox"/> Refugee support	We are helping to support the settlement of a Syrian refugee family by acting as guarantors. FSA is the Sponsoring Organization.
<input checked="" type="checkbox"/> Social Justice	We actively support Amnesty International
<input checked="" type="checkbox"/> Other: Arts	We have an active Arts Committee that promotes art at FSA and in the community
<input type="checkbox"/> Other	
<input type="checkbox"/> Other	

Our heritage as a Community of Faith: (check one that best applies):

- Has its roots as a Methodist/Congregationalist/Presbyterian/Local Union/Aboriginal congregation prior to Union in 1925;

OR, Began between

- 1925 and 1945 1945 and 1965 1965 and 2000 After 2000.

We think of our Community of Faith as in the following way: (choose one that best applies):

- We have a new vision and are really excited; maybe not as organized as we will be but really excited; maybe even a bit unrealistic at times.

- We are clear about our vision and purpose and are developing the skills and gifts to bring it about; we are excited and optimistic in who we are.
- We are clear about our vision and purpose; we have the skills, gifts and confidence to move toward our vision.**
- We know we are changing; we haven't yet come to terms with it; we have some anxiety about the future but we are still confident in who we are.**
- Our congregation is changing rapidly and it is clear that we can no longer continue as we have been; we don't know, though, how to go forward; we have some anxiety. We believe that we have a future but we can't yet see it.
- We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.

NOTE: Two boxes have been checked as we have skills, gifts and confidence to move forward and know we need to change but we have some anxiety about the future as it has not been clearly defined.

ABOUT OUR TANGIBLE ASSETS

Governance structure:

How many people are on your Governing Body? 12

Comment: Some people hold more than one position on Council

How many are typically present at a meeting of your Governing Body? 10

Comment: We currently have one vacant Youth member position, a vacant Chair Elect position and a vacant Chair of Mission and Outreach position.

Support for Your Ministry:

Is there support for administrative tasks (e.g. bulletin, scheduling, reception)? Yes No

If yes, how many hours per week? 25 If yes, is this paid or volunteer?

Who takes the service when your minister is away on holidays or study leave?

Our Minister Emeritus

Ministry and Personnel Committee:

How many members? 8

How often does the committee meet? Monthly and as needed

Has one or more of the committee members attended an M&P Committee Training event in the last three years? Yes No

Our Church Building(s): (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

How many people does the sanctuary hold? 525

What is the seating/set up in the sanctuary (pews, chairs, choir loft, etc.) Primarily pews on main level & in choir loft, but there are several rows of chairs possible at the front of the sanctuary. There is a combination of pews and chairs in the balcony. The chairs in the choir loft are for the choir, near the organ console.

Is the sanctuary used other than for Sunday worship? No Yes *if yes, how?* Recitals & concerts (internal and rentals)

Is there a basement? Yes No

Are there meeting rooms? Yes No

For what are they used? Committee meetings, Christian education & groups, outside renters

Is there a nursery? Yes No

Are the toys/furniture compliant with current safety standards? Yes No

Most toys are compliant – changing table and crib may not be – deep clean scheduled for the end of summer and any unsafe furniture will be disposed of and replaced.

Are their Sunday School rooms? Yes No

How many? 4 rooms on lower level plus youth room upstairs. Are they multi-purpose use? Yes No

Are there activity rooms? (i.e. quilting, gym, library) Yes No *if yes, please describe.*

Proudfoot Hall (gym), library, Fireside Room (large multi-purpose room)

Is there an approved Kitchen? Yes No

Comment: It is not a commercial kitchen

Where is the office located for the minister?

Second floor

Describe it: It is a large office with a desk, bookshelves, an en-suite washroom, and a couch and arm chairs and coffee table to allow for one-on-one and small meetings.

To what extent is the building available for ministry purposes compared to being rented out?

In the main church building a small kitchen preparation area is rented out to Meals on Wheels on a full-time basis and there is an office space on the fourth floor of St. Andrew's Hall that is rented out on a full-time basis. All other spaces are available for church use although meeting spaces are rented out on a regular basis, especially the Chapel.

A space use report undertaken for FSA by Geography student at Western University showed the following: Of 1,072 bookings in 2019, 57.93% were unpaid uses and 42.07% were paid rentals. Of all bookings, 231 were for music, 206 for soul care and 141 were for meetings.

Spatial Use Category	Number of Events	Percentage of Total
Arts and Crafts and Sales	56	5.22%
Meetings and committee	141	13.15%
Food	72	6.72%
Music	231	21.55%
other	37	3.45%
Faith	111	10.35%
Clubs and groups, parties	52	4.85%
Community Service	41	3.82%
Yoga, Meditation, Mindfulness and Labyrinth	74	6.90%
Funerals and Visitations	7	0.65%
Kee-Mo-Kee	24	2.24%
Soul Care	206	19.22%
Weddings	4	0.37%
Youth and Children	16	1.49%
TOTAL	1072	

What computers/telephones are provided at the church?

- There is WiFi connectivity throughout the church building
- Each of the staff offices has a desktop computer and they are networked
- Each staff office has a telephone and there is a landline on the landing between the ground level floor and the lower level (Proudfoot Hall)

Is there a photocopier in the church? Yes No

Is internet provided at the church? No Yes *if yes* High Speed Dial-up

Is the church accessible? No Yes Tell us how: The first floor is accessible from street level. This provides access to the sanctuary and meeting rooms. There is an accessible elevator that provides access to a lower level and also to the main hall of the church (Proudfoot Hall). There are accessible washrooms on the lower level.

What other measures of accessibility do you provide? (e.g. Assistive hearing device, large print, etc.)

Assistive hearing devices are available at the rear of the sanctuary. Large print hymnbooks are available.

Do you have plans for improving accessibility? No Yes *if yes, how?*

ABOUT OUR GEOGRAPHICAL COMMUNITY

Our relationship with our neighbours and community is:

Strong, we know them well and work together

Good, we have some connections with our neighbours and know about local concerns

Comment – could be improved. We are located near professional offices (in old heritage buildings) as well as high rise residential buildings

We are members of the Woodfield Community Association

We have built an eco-meditation garden to attract the neighbourhood onto our corner location at Queens Avenue and Waterloo. There are benches, gardens and art work on display.

Poor, we don't know people in the area around the church, and have no knowledge of local projects or concerns.

- Improving, we are getting to know people and are learning about the neighbourhood

Describe briefly the social and ethnic make-up of the community: Central London

- Average income was \$36,983 in 2016 up 17% from 2011
- Average household income was \$52,477, up 15% from 2011
- Number of married or common-law families 1,620 down 1% from 2011 – most (1,215) had no children
- Of all census families (2,090) 75% were two person families
- Number of lone parent families in 2016 was 470, up 6% from 2011. Of these 350 had one child and 395 were female headed
- Of all residents 10,655 were Canadian citizens and most (9,420) were Canadian born
- Of ten-year age groups in Central London the largest number (3,280 or 29%) were between 20 and 29 years of age
- In terms of education 40% had completed some form of post secondary education
- The majority of people in the area live in apartments (72%) whereas only 16% lived in single attached dwellings in 2016
- The unemployment rate in Central London in 2016 was 9.4%
- Common sectors of employment were sales and service (28%), education, law, social, community and government services (15%) and business, finance and administration (14%)
- 15% of the residents of the area were immigrants with the highest number being from Europe (710) followed by Asia (415)
- For most people English is the language spoken at home and is also their Mother Tongue
- Only 5% of the population spoke a language other than French or English at home

Information Source: City of London, Policy and Planning Support, Central London Neighbourhood Profile (1996-2016)

Identify the following about your neighbourhood/community:

Strengths:



First-St. Andrew's United Church

Woodfield is a historic neighbourhood in Central London, just northeast of downtown. There are many historic houses in Woodfield, some of which date from the 1840s and most were built between the late 1800s and early 1900s. There are also a few more recently built townhouses and mid- and high-rise apartment buildings. Woodfield is located within walking distance to the Downtown, Richmond Row, and Old East Village shopping districts.

Victoria Park, London's main downtown park, is located in Woodfield. It is a great place to find nature within the downtown area, hosts many large festivals in the summer and has festive lights and an outdoor skating rink in the winter. Across from Victoria park is London City Hall, as well as Centennial Hall, a concert and entertainment venue.

There are two schools in Woodfield. Central Secondary School, located right beside London City Hall, and Lord Roberts French Immersion Elementary School. Students also attend St. George's Public School, St. Michael Catholic Elementary School, and Catholic Central Secondary School.

West Woodfield Heritage Conservation District

The term "Woodfield" refers to a geographic area which has been identified as a downtown neighbourhood by area residents and recognized as such by the Planning Department. Historically, Woodfield developed as a result of the city's expansion north and eastward. Several factors have contributed to the delineation of Woodfield. Several early estates were established in this area which drew affluent Londoners. This expansion, eastward, stopped at Adelaide Street and the Grand Trunk Railway established a boundary to the south. Today, the recognized perimeters of the neighbourhood are Richmond Street (west), the CPR tracks (north), Queens Avenue (south), and Adelaide Street (east).

West Woodfield Heritage Conservation District was designated under Part V of the Ontario Heritage Act in 2008.

Challenges:

- The most visible challenge of the neighbourhood and FSA is homelessness and people using the church and surrounding area for living "rough". Drug paraphernalia, including used needles are not uncommon.

Name some ideas where your gifts/skills/passions might be welcome in the community

Passion for music/arts/social justice

Here are two or three websites that offer detailed information about our community:

<https://www.historicwoodfield.com/>

<https://www.london.ca/About-London/heritage/Pages/West-Woodfield.aspx>

<http://www.london.ca/About-London/community-statistics/neighbourhood-profiles/Pages/City-of-London,-Central-London-and--Downtown.aspx>

Other faith communities represented in our neighbourhood/community are:

- Metropolitan United Church
- St. Paul's Cathedral (Anglican)
- St. Peter's Cathedral (Roman Catholic)
- First Baptist Church
- Minh Dang Quang Temple (Buddhist)
- London First Church of the Nazarene
- Calvary Chapel
- Dundas Street Centre United Church
- Church of Pentecost London Assembly
- Colborne Street United Church

We have close ties with the following groups/ organizations/faith communities:

- St. Paul's Cathedral (Anglican)
- Metropolitan United Church

Pastoral Charge Statistical Information to be entered onto ChurchHub

This information can be found on your most recent Statistical Report, or if there have been significant changes you can use updated information. *(In the future this will automatically update in your profile based on your online submission of your statistical form).* **If you are a multi-point pastoral charge then this is pastoral charge statistics, not individual congregational statistics.**

Number of Preaching Places	1	Removed by Death	15
Number of Church Schools	1	Removed by Certificate or Other	8
Number of households under Pastoral Care	277	Total Membership, Resident and non-Resident	427
Number of financially supported households	247	Total non-Resident Membership	0
Number of Baptisms (adult)	3	Identifiable Givers to Local Expenses	253
Number of Baptisms (children)	6	Identifiable givers to Mission and Service Fund	107
Number of Marriages	1	Average Weekly Attendance at Sunday Worship	115
Number of Funerals	15	Total Membership, Church School	78

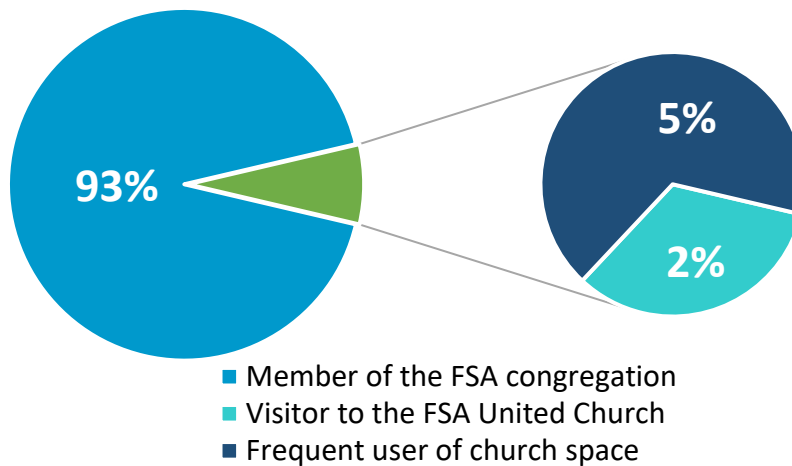
Total Membership, Resident and non-Resident (previous year)	446
Membership by Profession of Faith	4
Received by Certificate or Other	0

Total Membership in Christian Education Program	186
Membership in Men's Group	20
Membership in Women's Group	62

Appendix – Church Profile from Western Geography Student report, December 2019, Authors Joy Tigchelaar and Aaron West

Appendices

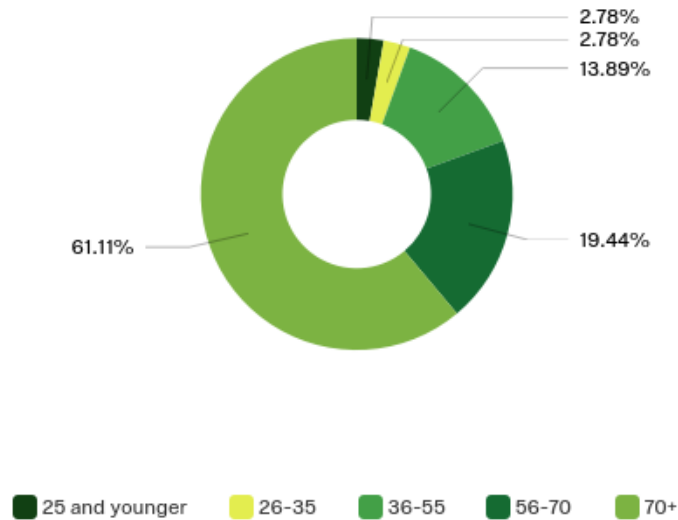
Survey Respondants Role at FSA



The majority of survey respondents (N=48) are members of the congregation. There were no responses from adherents of the broader united church community, and very few responses from visitors and frequent users of its space. For future studies it would be beneficial to further receive the opinions of people in the surrounding community. This will target individuals who would not otherwise enter the building and better serve renters of FSA's space. A community needs survey will reveal what the surrounding community would like FSA to provide or change to meet its needs.

Figure A: Pie Chart showing the role of survey respondents at FSA

Age of Survey Respondants



The majority of survey respondents were greater than 70 years of age. This may influence why many members are less open to more drastic changes. A key limitation is that the survey results could not show the true age-range of our study population. Older people tend to be more frequent attendees in most church congregations, and so are more prone to participate in a survey. Comments such as “Don’t allow too many people to use the church, as it needs to retain its current lovely upkeep” highlight a resistance for change. Additionally, it is difficult to determine future steps for the church when the majority of respondents were of an older age bracket. Getting the congregation ready for change is a vital step for modifications to take place.

Figure B: Pie Chart displaying results to "What age bracket do you belong to?"

Gender Identity of Survey Respondents

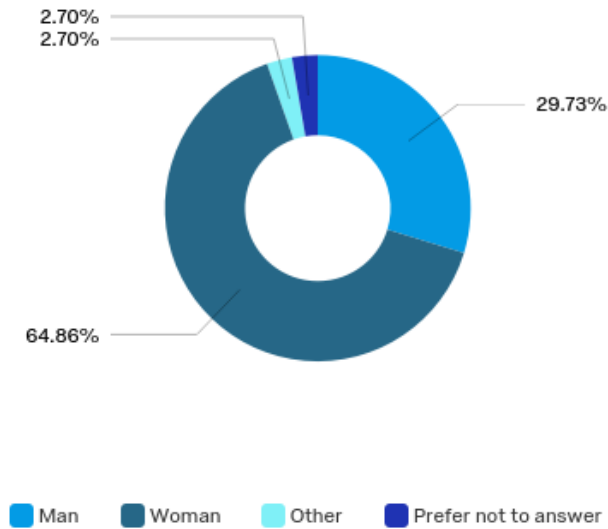


Figure C: Pie Chart displaying results to "What gender do you identify with?"

Education Level of Survey Respondents

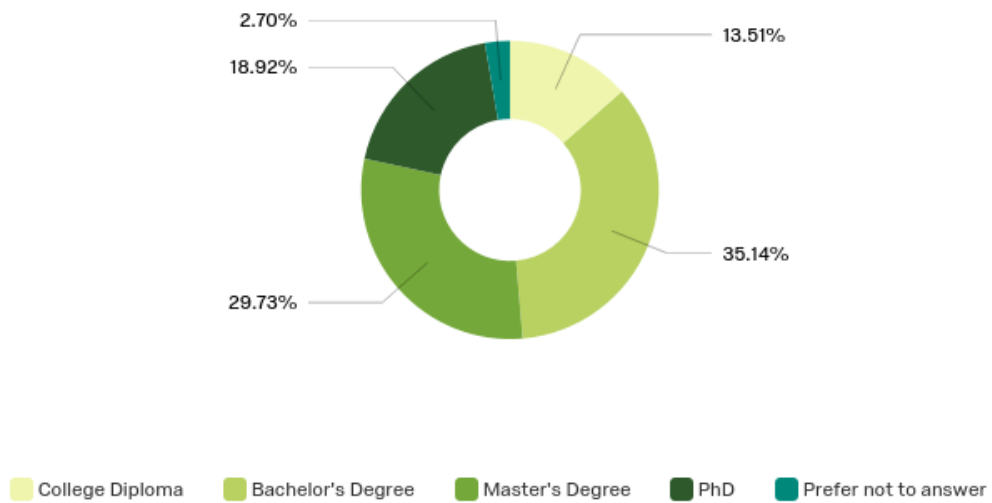


Figure D: Pie Chart displaying results to "What is your highest level of education?"

Faith Background of Survey Respondents

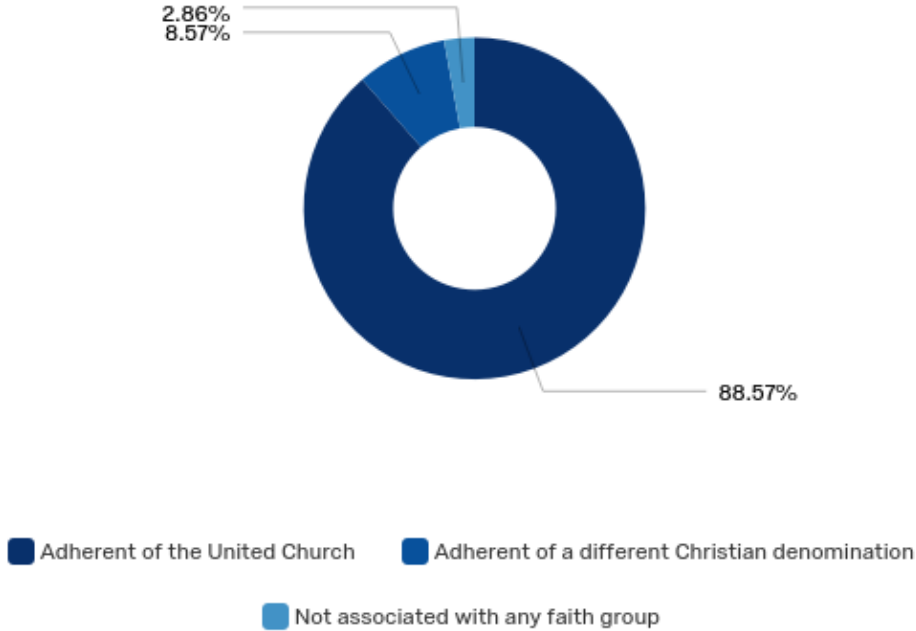


Figure E: Pie Chart showing results to "What is your Faith background?"

Ethnic Identity

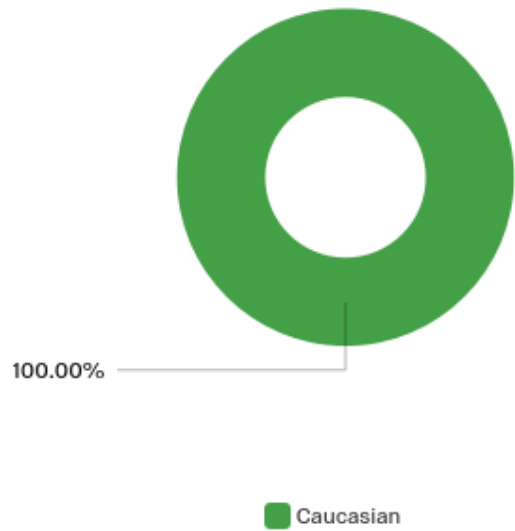


Figure F: Pie Chart showing results to "What ethnic community do you identify with?"

Annual Household Income

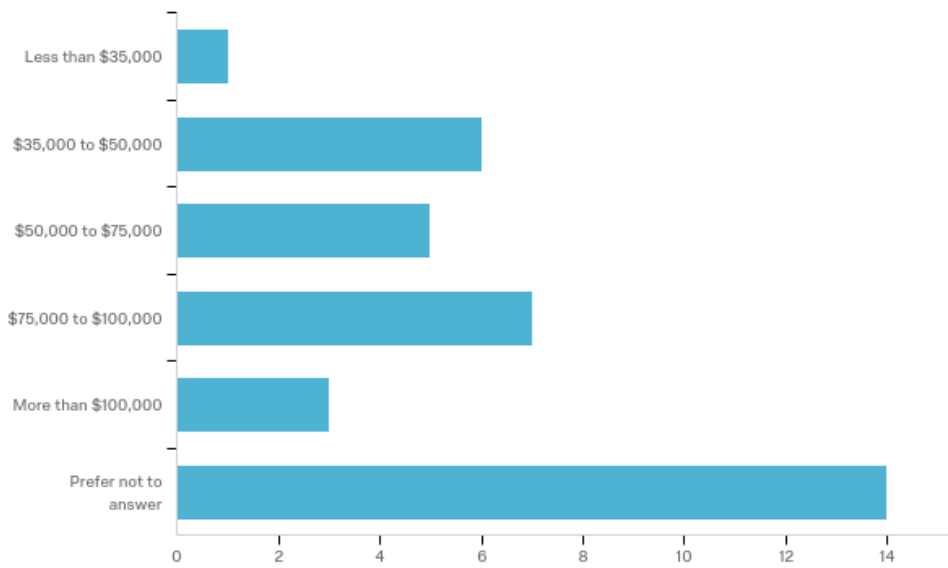


Figure G: Bar chart showing results to "What is your annual household income?"

Neighbourhoods FSA Attendees Live

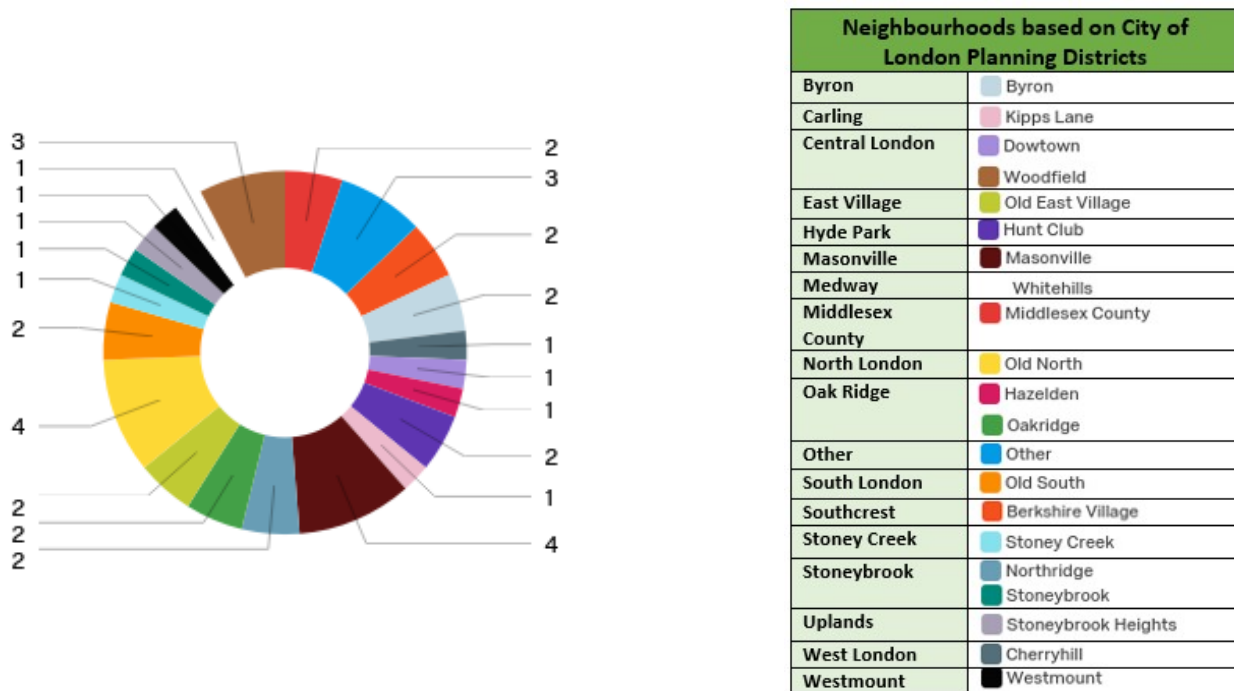
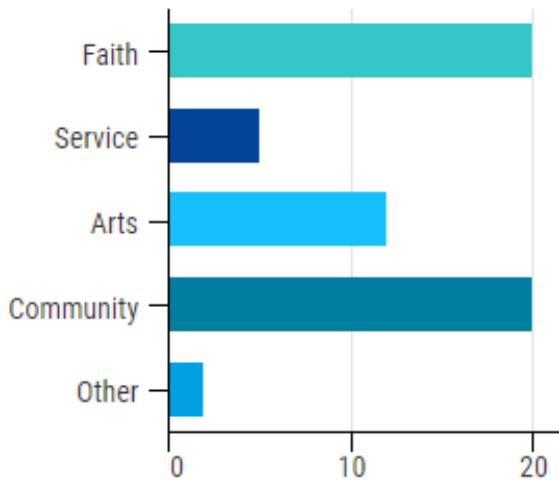


Figure H: Pie Chart displaying results to “What London Neighbourhood or area beyond do you live in?”

Personal Significance of FSA’s Space to Survey Respondants



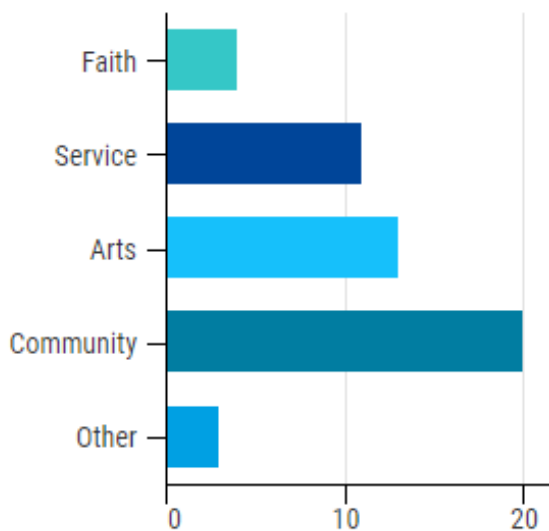
INDIVIDUAL

Most frequent terms used per category:

- **Faith:** Love, Sanctuary, Church,
- **Service:** Outreach, Community Needs
- **Arts:** History, Heritage, Architecture
- **Community:** Proudfoot Hall, Friends, Home

Figure I: Personal Significance of FSA. Comments were allocated to categories of Faith Service, Arts, Community and Other to observe the highest perceived personal significance.

Perceived Significance of FSA’s Space to the Broader Community



BROADER COMMUNITY



Most frequent terms used per category:

- **Faith:** Spiritual, Church
- **Service:** Outreach, Garden, Programs
- **Arts:** Expression, Concert, Historic
- **Community:** Social Justice, Safe

Figure J: Perceived significance of FSA in the Broader Community. Comments were allocated to categories of Faith Service, Arts, Community and Other to observe the highest perceived significance.

The following people provided content to complete this document:

- Kathryn Skelly
- Stephen Elson
- JoAnn Silcox
- Heather Locking-Cusolito

Antler River Watershed; Horseshoe Falls; Western Ontario Waterways Regional Councils

Community of Faith: Real Property Worksheet

PURPOSE: To provide information about the Community of Faith's real property assets.

Who uses it: Communities of Faith in gathering their profile information for ChurchHub and to be sent to the Regional Council.

Community of Faith: FIRST-ST. ANDREW'S UNITED CHURCH

Address: 350 QUEENS AVENUE, LONDON, ONTARIO N6B 1X6

Pastoral Charge: FIRST-ST. ANDREW'S UNITED CHURCH

Regional Council: ANTLER RIVER WATERSHED

Date: September 20, 2020

The community of faith continues to describe its ministry context by outlining some of the details of its real property.

Please list all church property including manses, building lots, or other property held separate from the church land and building. Include the street address.

- The Trustees of FSA (hereafter referred to as FSA) owns the property listed as 350 Queen's Avenue, London, Ontario. The property includes the church building; the former manse (now used as a rented administrative office) designated as 356 Queen's Avenue; a small outbuilding (shed) for lawn maintenance equipment and a parking lot.
- FSA owns no other property separate from the church land and buildings.
- The church building and surrounding property is zoned NF (Neighbourhood Facility) by the City of London.
- The former manse and surrounding property have two zoning designations – R3-1 – which is residential and OC-4 which refers to Office Conversion – permitted uses of OC-4 zoning includes dwelling units and offices in existing buildings.
- FSA is located on the western boundary of the West Woodfield Heritage Conservation District.

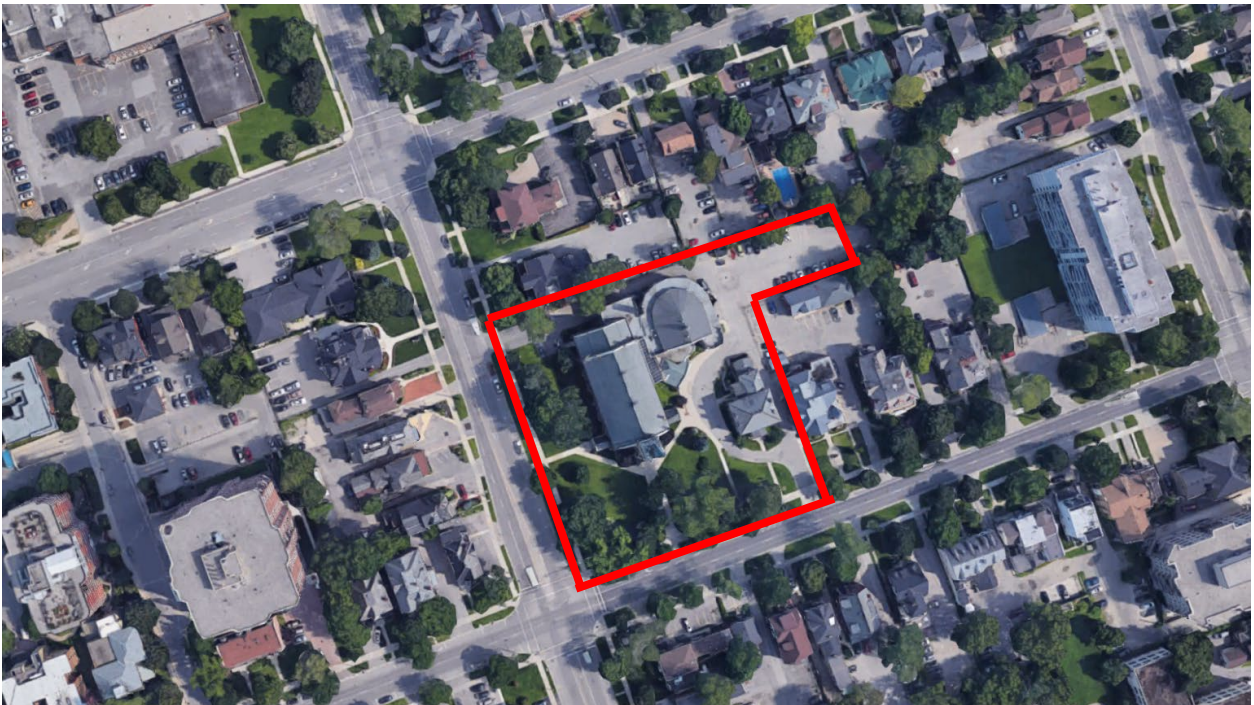
Excerpt from the 2008 document defining and describing the West Woodfield Heritage Conservation District

HERITAGE BUILDINGS

Within the West Woodfield Heritage Conservation District, a large proportion of buildings have been designated under Part IV of the Ontario Heritage Act or listed in the City of London's Inventory of Heritage Resources. There are also a number of properties that are neither listed nor designated yet retain their heritage value and architectural significance. All of these properties were assessed and identified in Phase 1 of this study with A, B or C ratings. The assessment also ranked some buildings as 'D'. These buildings have lost or irreversibly altered their original heritage features and/or lack architectural character within their new or old design. See Figure 3 for the assessment of each property within the West Woodfield Heritage Conservation District.

Despite a building's architectural rating, all buildings contained within the heritage district are protected and governed by the policies and guidelines of this plan. (bold added) The policies and guidelines for the properties ranked as 'D' are concerned primarily with maintaining compatibility within the neighbourhood and the visual nature and streetscape of the community.

The buildings on FSA property are not as designated heritage buildings. However, the property has been designated as having an A rating – meaning that the buildings have both heritage and architectural significance. Please note highlighted section above.



Congregational property is sometimes listed in the name of one of the denominations that formed The United Church of Canada. Has the title for these properties been confirmed as being properly held as the property of a congregation of The United Church of Canada?

Yes No

The title to the property dates back to 1841 before the building of St. Andrew’s Presbyterian Church in 1869. In 1847 the trustees for the congregation of St. Andrew’s Presbyterian were deeded the land in perpetuity by Queen Victoria.

Cemeteries

Please list all cemeteries including any previously connected with the congregation and no longer operated by it. Please include cemeteries of congregations who may have amalgamated or from existing congregation.

Not applicable to FSA

NOTE: Thanks to George Jolink and Doug Jones for their review of an earlier draft.

Name of Called/Appointed Minister or Pastoral Charge Supervisor: Rev. Dr, David McKane

Date: September 20, 2020

Antler River Watershed; Horseshoe Falls; Western Ontario Waterways

Regional Councils

Community of Faith: Financial Viability Worksheet

PURPOSE: To provide information about the Community of Faith's financial ability to support ministry.

Who uses it: Communities of Faith in gathering their profile information for ChurchHub and preparing their Living Faith Story. Copies are sent to the Regional Council in digital form.

Community of Faith: FIRST-ST. ANDREW'S UNITED CHURCH

Address: 350 QUEEN'S AVENUE, LONDON, ONTARIO

Pastoral Charge: FIRST-ST. ANDREW'S UNITED CHURCH

Regional Council: ANTLER RIVER WATERSHED

Date: September 20, 2020

Please append a recent financial statement to this worksheet.

We have attached a copy of our recent financial statements

Link to the 2019 FSA Annual Report:

https://ab603697-3ef1-410b-ba7a-15f88def19f7.filesusr.com/ugd/25fec5_ac5c57641ca1476798f794c6dc24e5c9.pdf

The following is a collection of background information. It is designed to help you look for trends over the last 6 years. This information is to help prepare your Living Faith Story, to determine your ability to support ministry, and to send to the Regional Council.

1. Do your expenses exceed your revenues?

Year	Total Revenues (incl. PAR, envelopes, fundraising, other income)	Amount given through envelopes	Amount given through PAR	Expenses	Do expenses exceed revenues? (yes/no)	Bank balance at end of year
2020 Jan - June	\$ 300,231	\$ 30,618	\$ 136,192	\$ 275,983	No	\$ 97,729
One year ago 2019	\$ 810,018	\$ 88,043	\$ 291,112	\$ 822,010	Yes	\$ 88,749
Two years ago 2018	\$ 793,437	\$ 113,024	\$ 286,280	\$ 793,437	No	\$ 137,035
Three yrs ago 2017	\$ 835,631	\$ 100,724	\$ 308,862	\$ 829,157	No	\$ 96,264
Four yrs ago 2016	\$ 848,981	\$123,155	\$ 309,985	\$ 845,692	No	\$ 38,462
Five years ago 2015	\$ 901,117	\$454,586	combined	\$ 885,201	No	\$ 50,024
Six years ago 2014	\$ 818,384	\$474,461	combined	\$ 834,603	Yes	\$ 50,388

Comments: *Current year: COVID-19; no music director Dec 2019-Aug 2020*

Please include any comments you think are pertinent to your consideration—renovations, special fundraising, money that comes in as revenue but you really don't have use of because it goes out to organizations, GICs, term deposits, memorial fund, support of M&S, no minister, or minister on sabbatical. These comments help you understand why expenses might grow one year and revenues another.

2. Payroll Costs:

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

Minister of Worship: 40 hours per week (position vacant as of Sept 1, 2020)

Minister of Visitation: 12 hours per week (same person Supply Minister Sept 2020)

Music Director: 35 hours per week (position vacant since Dec 2019; new director Sept 2020)

Secretary: 25 hours per week Administrator: 32 hours per week

Facilities Manager/Custodian: 20 hours per week

Youth & Young Families Coordinator 25 hours per week: (presently on medical leave)

At full complement of staff: (2019) Minister of Worship 40 hrs; Minister of Visitation 12 hrs; Music Director 35 hrs; Church Administrator 32 hrs; Administrative Assistant 25 hrs; Youth & Young Families Co-ordinator 25 hrs; Custodian 20 hrs (+ contract staff 15hrs)

Cost of payroll (\$ paid plus employer contributions (EI, etc.) for everyone.

Current year (2020 Jan-June)	One year ago (2019)	Two years ago 2018	Three years ago 2017	Four years ago 2016	Five years ago 2015	Six years ago 2014
\$138,141	\$362,562	\$381,471	\$373,891	\$359,279	\$358,199	\$379,516

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

No Yes

A portion of the income derived from our investment portfolio, managed by the Board of Trustees in consultation with a professional advisor, is transferred to general operating funds.

Are there any outstanding loans? No Yes *if yes, please list?*

Click or tap here to enter text.

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

Year	Utilities (Power & Water)	Fuel	Maintenance	Total	Exceeds 25% of Revenues (Yes or No)
Current year Jan-June 2020	\$ 7,203.77	\$ 8,121.38	\$ 19,083.45	\$ 34,408.60	No
One year ago 2019	\$ 16,040.51	\$ 16,708.93	\$ 84,134.30	\$ 116,883.74	No
Two years ago 2018	\$ 17,241.44	\$ 15,515.55	\$ 78,993.83	\$ 111,750.82	No
Three years ago 2017	\$ 18,257.28	\$ 14,389.52	\$114,161.93	\$ 146,808.73	No
Four years ago 2016	\$ 18,782.65	\$ 9,546.70	\$ 88,113.22	\$ 116,442.57	No
Five years ago 2015	\$ 18,408.17	\$ 14,755.87	\$124,027.98	\$ 157,192.02	No

Six years ago 2014	\$ 18,629.53	\$ 18,157.22	\$ 58,144.67	\$ 94,931.42	No
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5. How many contributors support your congregation? *2016 – high number of funerals, therefore many memorial donations from visitors.

Current year	One year ago 2019	Two years ago 2018	Three years ago 2017	Four years ago 2016*	Five years ago 2015	Six years ago 2014
Est 320	320	326	286	405 *	322	384

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

We do not have access to this information. However, as stated in the Demographic Profile Worksheet, the age profile of our congregation is as follows:

Infants and pre-school	<u>11</u>	Children (5-12)	<u>10</u>	Teens (13-19)	<u>10</u>
Young adults (20-30)	<u>40</u>	Adults (31-40)	<u>30</u>	Adults (41-50)	<u>30</u>
Adults (51-64)	<u>30</u>	Adults (65-70)	<u>30</u>	Adults (71+)	<u>30</u>

If one were to consider contributors in the adult age groups only, the profile would look like this:

Young Adults (20-30) – 40 or 21% Adults (31-40) – 30 or 16% Adults (41-50) – 30 or 16%
Adults (51-64) – 30 or 16% Adults (65-70) – 30 or 16% Adults (71+) – 30 or 16%

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

Contributors and Givings

Annual giving	Number of givers: Current year	One year ago 2019	Two years ago 2018	Three years ago 2017	Four years ago 2016	Five years ago 2015	Six years ago 2014
\$0–\$100	Est 98	98	38	60	156	65	106
\$101–\$500	Est. 64	64	58	58	67	59	70
\$501–\$1,000	Est 47	47	49	41	45	58	59
\$1,001–\$5,000	Est 91	91	96	111	114	120	130
\$5,001+	Est 18	18	11	11	18	18	17

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

- No project
- Letters to congregation when we have the need
- Regular information and letters sent to all members and adherents
- Program such as Called to Be the Church with information during worship, letters, and a request for commitment
- Program and information presented at a congregational get-together
- All-member visitation
- Other

If you did, what were the results?

[Click or tap here to enter text.](#)

Have you encouraged members, at least yearly, to increase PAR givings? Yes No

Currently approximately 120 people contribute using PAR.

10. Please list any investments, special funds, and other monies your community of faith holds. What are the rules/restrictions around the use of those funds? (Dec 31/19)

Investment / Fund / other	Amount	Rules/Restrictions
Friends of Music		
(see 2019 Annual Report		
for both Operations		
And for Trustees)		
For amounts and descriptions		

Link to the 2019 FSA Annual Report:

https://ab603697-3ef1-410b-ba7a-15f88def19f7.filesusr.com/ugd/25fec5_ac5c57641ca1476798f794c6dc24e5c9.pdf

The 2019 Annual report – pages 37-58 contains the full financial statements for 2019 for both operating and Trustee funds of FSA. Camp Kee-Mo-Kee donations end in 2021

More information is available upon request.

THINKING ABOUT THE DATA YOU HAVE COLLECTED

The covenant with a minister that you call is seen to be at least a three-year commitment. Show how you will be able to meet that commitment.

OBSERVATIONS

Treasurer’s observations:

The financial strength of FSA is represented by a modest 2020 growth in donations/donor and our investment portfolio totalling over \$4,000,000. The Trustees have calculated that we will not have to use the investment capital for seven years to fund church operations at the current level of staffing. We are currently taking steps to significantly increase our annual operating revenue from sources other than congregation givings.

Clearly, we are financially viable for at least three years.

Search team’s observations (if separate from above):

Not applicable at this time as a Search Team has not yet been formed.

Regional council’s observations (optional):

Click or tap here to enter text.

RECOMMENDATIONS *(This section must be completed. If you are having difficulties making a recommendation please contact the Minister, Congregational Support and Vision for assistance)*

Now that you have all of this information, what is your plan for ministry (ministry stream, highest category you feel you can afford, full- or part-time), and how are you planning to pay for this ministry for at least a three-year commitment?

To find the Ministers' Salary Schedule and Cost of Living Group please see: <https://www.united-church.ca/leadership/church-administration/ministers-salary-schedule-and-cost-living-groups>

** Recommendation of treasurer, and governing body:

The First-St. Andrew's United Church community of faith is viable to call/appoint a Minister of Worship and Congregational Life up to Category F for 40 hours per week.

The First-St. Andrew's United Church community of faith is viable to call/appoint a Minister of Visitation Services up to Category F for 12 hours per week.

Payment for both of these Ministerial positions, for at least three years, will be addressed through a combination of Board of Trustee funds and contributions by members.

Pastoral Charge Statistical Information to be entered onto ChurchHub

This information can be found on your most recent Statistical Report, or if there have been significant changes you can use updated information. *(In the future this will automatically update in your profile based on your online submission of your statistical form).* **If you are a multi-point pastoral charge then this is pastoral charge statistics, not individual congregational statistics.**

Replacement Value of Church Building(s) and Content	20,452,045	Total Raised for All Purposes by	
Value of Manse and Site	913,435	(A) Congregational Givings	379,116
Housing Allowance	n/a	(B) United Church Women	27,794
Value of Other Property, Endowments, Investments, etc.	4,513,310	(C) Other Organization, Sources, Means	731,987
Estimated Value of Church Land	1,200,000	M&S Received from Pastoral Charge (Exclusive of UCW)	\$48,988
Property Insurance on All Church Buildings and Contents	21,365,480	M&S Received from United Church Women	\$7,500
Total Liability on Loans, Mortgages, etc.		Paid Out for Other United Church Appeals or Funds	\$25,000*
Expended for Local Capital Improvements	6,125	Paid Out for Other Purposes (Hospital, Bible Study, etc.)	
Expended for Capital Debt Principal and Interest Repayment	n/a	Compensation Paid to One Minister, Lay Supply or Student Supply	87,662
Expended for Operation of Pastoral Charge (incl. All Salaries)	833,826	Compensation Paid to Other Ministerial Staff	28,745
		Travel Expenses Paid to Ministerial Staff	1,272

- \$25,000 for Camp Kee-Mo-Kee capital campaign
\$2,017 for Guest Preachers, in 2019