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**MOUNT CARMEL-ZION UNITED CHURCH  
JOINT NEEDS ASSESSMENT  
2018**



# **Mount Carmel-Zion United Church Joint Needs Assessment Report**

## **COMMUNITY PROFILE (#1)**

The population in Morriston is approximately 500. However, our congregation also includes members from the Township of Puslinch and surrounding areas. The Township population of 7,760 has become increasingly diverse over the last couple of decades.

Amenities are within 20 minutes. Since we are situated within commuting distance of major cities such as Guelph, Kitchener/Waterloo, Hamilton and the Greater Toronto Area, our real estate prices are difficult for young families to afford. There is a large gap in income levels due to the development of large estate homes and many long-term residents have entered into retirement. An eleven-estate home development will soon begin construction next to the church, but for the most part the population has become stabilized with little property that is able to be developed.

Educational facilities are nearby such as University of Guelph, University of Waterloo, McMaster University and Conestoga College. Elementary students would attend Aberfoyle Public School. High schools are in the Guelph area.

More information can be found at the websites [www.puslinch.ca](http://www.puslinch.ca) and [www.puslinchtoday.ca](http://www.puslinchtoday.ca)

## **MINISTRY of PASTORAL CHARGE PROFILE (#2)**

When The Evangelical United Brethren joined with the The United Church of Canada in 1968, the Morriston EUB (founded in 1840) became Morriston United Church. Before long, Aberfoyle United (1876) and Morriston United became a 2-point charge, with joint services in the summer. In 1975, the two congregations amalgamated and formed Mount Carmel-Zion United Church. MCZUC will celebrate its 178<sup>th</sup> Anniversary in September 2018. Both the Morriston church and manse received plaques for historical and architectural significance in 2000.

MCZUC is very much involved in mission work locally, nationally and globally. We regularly support the Mission and Service Fund as well as the Chalmers Community Services Centre, Welcome In Drop In Centre and Love Thy Neighbor projects which include Gifts with Vision and local projects. Our Prayer Shawl ministry began in 2006 and provides shawls for comfort and celebrations. We share in the Community Ministry Services such as Remembrance Day, Good Friday, special services, Vacation Bible School and Nursing Home services. For over 25 years we have offered Community Seniors' Luncheon Programs four times a year. This expanding program moved to the Puslinch Community Centre to provide better accessibility and parking. Funds raised from our Seniors' Christmas Dinner and other Mission & Outreach events support a variety of missions. Our popular Harvest and Holly Bazaar is held in November at the Puslinch Community Centre.

We offer meaningful worship services, choir and children's activities, Prayer Shawl gatherings, study groups, special services and fellowship throughout the year. Our Ways and Means group raises funds by providing catering for community functions, weddings and parties.

The average Sunday attendance is 25, comprised mainly of seniors with occasional attendance of families with children.

Members fall in the middle income to retiree category with varied employment and level of education.

Our worship style is traditional but we are open to new experiences. Children are encouraged to participate in Church Chatter and communion. Council and the congregation have developed Marriage and Baptism policies.

Over the years the Church provided Sunday School and Youth Groups and other programs which included Care Givers and Tots, Messengers, UCW and Community Breakfast with Santa. However, as numbers decreased or hosting the programs was no longer viable, they ended.

We try to live out our Mission statement that was developed in 1993:

**Mount Carmel-Zion United Church, together with God and the Word, aims to provide a caring community where everyone is welcome, where people of all ages can worship, enjoy fellowship, study and grow in faith and in ministry.**

### **MINISTRY PROFILE (#3)**

Sunday worship is at 10:30 a.m. and is a vital part of our ministry. We value a thoughtful sermon that is relevant and involves the children. Because we are an ageing congregation support is needed for those dealing with health issues and those in need of compassion.

Hymns are selected by the minister in conjunction with the music director.

The Minister will prepare the weekly bulletin.

In conjunction with other community churches, services are conducted monthly at the local nursing home.

Under the leadership of the Mission and Outreach Committee, seniors' luncheons are hosted 4 times a year, welcoming seniors from the wider community.

Our ministry includes:

- Baptism
- Weddings
- Funerals
- Communion

Attendance is required at the following meetings: Council, Annual, Presbytery(Region), Trustee and Worship.

Minister will work with other local churches on joint community services such as Good Friday and Remembrance Day.

With the upcoming changes in the United Church, the minister will work to develop networks and clusters with other churches.

## **SKILLS PROFILE (#4)**

MCZUC is seeking an inspiring minister to deliver meaningful worship, providing food for thought. Pastoral care, especially to our ageing community, and counselling to others are vital skills.

As we transition to a part-time ministerial position, we are looking for a motivator to help us discern our priorities and alternatives and lead us into coordinating and developing lay leadership.

We are open to a variety of ministry experience levels and designations: Ordained, Diaconal or Designated Lay Ministers. Recent graduates and students are certainly welcome.

Qualities that we are looking for include: good communication skills, working well with others, community minded. Musical skills would be an asset.

## **RESOURCES PROFILE (#5)**

MCZUC is a charming historical brick structure, with natural gas and electric heating. Our basement includes a large meeting area with a kitchen and a washroom. The sanctuary is accessible and the intention is to revisit the issue of an accessible washroom.

The church is equipped with a Yamaha Clavinova, a good audio system, TV, VCR and photocopier.

We have no office space or internet at the church, but these can be established based on the needs of the minister.

Our staff is comprised of an excellent music director and dedicated custodian. Volunteers are available to support administrative tasks.

A three-bedroom manse, located next to the church, is available. The manse is two-storey and not wheelchair accessible.

We are a small but mighty group of volunteers with various skills and willingness to serve on or support the work of our committees and minister. Many have strong community ties and involvement.

We have financial resources as outlined in our annual report.

## **TERMS PROFILE (#6)**

This is a half-time position based on 20 hours per week.

Mount Carmel-Zion United Church offers a salary at the minimum on the published grid in accordance with the United Church of Canada experience level, pro-rated to half-time. Payment is monthly by direct deposit from ADP, the United Church service provider.

The church-owned manse is available. The church will pay heating costs in excess of \$500 annually. Alternatively, if the minister does not wish to live in the manse, a housing allowance will be included in the salary in accordance with the United Church of Canada Minimum Salary for Ministry Personnel at the Cost of Living Group 4.

Monthly reimbursement for use of personal vehicle while on church business will be provided at the rate quoted in the United Church of Canada Minimum Salary for Ministry Personnel based on a log of travel.

Cost of moving to the area, if applicable, will be paid by Mount Carmel-Zion United Church.

Telephone service is provided in the church. Pro-rated phone and internet service in manse or home will be paid monthly as well as church-related long-distance calls.

A photo copier is provided at the church. The minister will be reimbursed for office supplies purchased and used for church business.

Secretarial service is on a volunteer basis as required.

A pro-rated Continuing Education and Learning Resources allowance will be provided up to the amount stipulated by the United Church of Canada Minimum Salary for Ministry Personnel.

Five weeks of holidays and three weeks of study leave per pastoral year will be provided.

