

JOINT NEEDS ASSESSMENT REPORT

Wesley-Knox United Church

Open doors, open hearts, open minds...



91 Askin Street, London, Ontario N6C 1E7
www.wesleyknox.org

FEBRUARY 2011

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JNAC COMMITTEE MEMBERS

Mallory Brennan, Hugh John Cook, David Cooper, Neil Eadie, Carl Hearn, Debbi Jarvis, Barb McGill, Marilynne McNeil, Mary Anne van de Vooren, Alex Walker, Ron Olson (Chair). Joyce Payne, Herb Summers (Presbytery Representatives)

ESTABLISHMENT OF THE JOINT NEEDS ASSESSMENT COMMITTEE

The Joint Needs Assessment Committee (JNAC) was appointed at a Congregational Meeting on June 20, 2010. This committee of eleven, representing a cross-section of our congregation, along with two representatives from Middlesex Presbytery, has met from July 2010 to February 2011 to assess the needs of the congregation upon the retirement of our present Minister.

Approximately 28% of the Wesley-Knox membership responded to a congregational survey. Analysis of the survey responses indicates that, while generally satisfied with current worship services, the congregation is open to change. In terms of a new minister, the congregation expressed a desire that (s)he be friendly and personable, an eloquent speaker and comfortable with all ages, but especially good with children. Most respondents also expressed a strong desire to continue working at attracting new members, particularly young people and families. Many ideas were put forward as to how this might be accomplished.

The charts and their analyses, developed from the congregational surveys, reflect in considerable detail the varied opinions of the Wesley-Knox membership. This body of information had a profound effect on the recommendations made by the Committee.

OUR MISSION

Wesley-Knox United Church is a community of Christians that, through God's love, welcomes and nurtures everyone.

Through fellowship, worship and outreach, we strive to be a growing congregation. We express our faith to the world through service.

OUR GOALS

- Encourage people to follow the example of Jesus;
- Reach out to the community, nation and world in response to Jesus as recorded in Matthew 25: 35 *For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me.*
- Give voice to all members of the congregation through an open governance structure;
- Open people's spirits to accept new music, new ways of working, new people and new ideas;
- Help the congregation to develop ways of handling controversial topics without polarizing them into special interest groups;
- Develop systems to care for people within the congregation so that no one is forgotten.

OUR CHALLENGES

- Growing our church membership not only in numbers but in spirit;
- Attracting younger adults to become involved in the life and governance of the church;
- Ensuring the integrity of the church property, through a carefully-planned maintenance/improvement program;
- Capturing and realizing a "Big Dream".

OUR STRENGTHS

- A diverse congregation in terms of age, sex, profession, wealth, life experience and background of the members; this diversity permeates all areas of Church Life including leadership roles within the congregation;
- A large body of capable, willing and active members;
- A continuing tradition of embracing/championing important issues of Social Justice;
- An even longer tradition of inclusivity. All who come are readily welcomed into the Wesley-Knox community;
- A Music Education program which touches virtually everyone in the Wesley-Knox community as well as many in the greater London area.

RECOMMENDATIONS

- That Middlesex Presbytery declare a vacancy effective July 1, 2011 in the position of full-time ordained Minister at Wesley-Knox, and that a Joint Search Committee (JSC) be formed to seek a qualified person;
- That the new Minister start no earlier than January 1, 2012, and that the period of time from July 1, 2011 until the arrival of the new Minister be filled by supply ministry;
- That current staff members be retained for the foreseeable future;
- That, given the significant emphasis on youth and young families expressed in the congregational surveys, the Official Board explore opportunities for youth and family ministry, including the possibility of additional program staff in 2013 to augment the skills of the new Minister and complement current programs.
- That once the Minister is in place, the Official Board continue to use the contents of this report and its supporting materials, to develop operational plans and objectives for Wesley-Knox.

OUR MINISTRY

Our Dreams

Wesley-Knox dreams of having a ministry which:

- Is active, welcoming, and growing with enthusiastic people;
- Attends to the needs of a diverse congregation:
 - Relates well to all generations;
 - Engages young families through worship experiences relating to their lives in the modern world, and with a vibrant Sunday School and a variety of fellowship activities;
 - Motivates youth and provides activities to encourage them to participate in church life;
 - Makes a substantial investment in the Sunday School;
 - Continues to provide rewarding services and fellowship for older adults;
- Engages in society around Wesley-Knox:
 - Reaches out to the needs of our neighbourhood as well as to the world;
 - Connects with other faith communities;
- Encourages new ideas, is supportive yet challenging.

What We Want Our Minister To Do

Responsibilities

In fulfilling our dreams for ministry we expect our spiritual leader to:

- Provide strong spiritual leadership which engages all generations.
- Plan worship experiences which include:
 - Biblically-based sermons related to today's world and our everyday lives;
 - Appreciation for the significant role which music plays in our worship, planned in partnership with our Director of Music;
 - Creativity;
 - Contemporary elements;
 - Significant involvement of the laity.
- Establish a rapport with all generations; especially engaging and motivating youth and young families:
 - Be willing to participate in and encourage the many activities of the congregation;
 - Conduct follow-up and counselling to young couples and families;
 - Connect with non-member families whose children participate in the children's community choirs.
- Be an enabler:
 - Use his/her experience, knowledge and training skills to inspire and challenge the congregation into action through mission and outreach to the wider community;
 - Provide direction to congregational leadership in achieving large goals;
 - Provide clear vision, knowledgeable leadership, guidance and encouragement to lay leaders of study groups, committees, Sunday School, youth groups, UCW;
 - Build on strengths and gifts of congregation members.
- Maintain a vital, positive, working relationship with the Official Board and other governance bodies;
- Build community within the congregation and amongst the faith communities in London.

Remuneration

All salary and benefits will be calculated according to the United Church of Canada Financial Handbook for Congregations (2010) and Salary and Allowances Schedule applicable to Ministry Personnel.

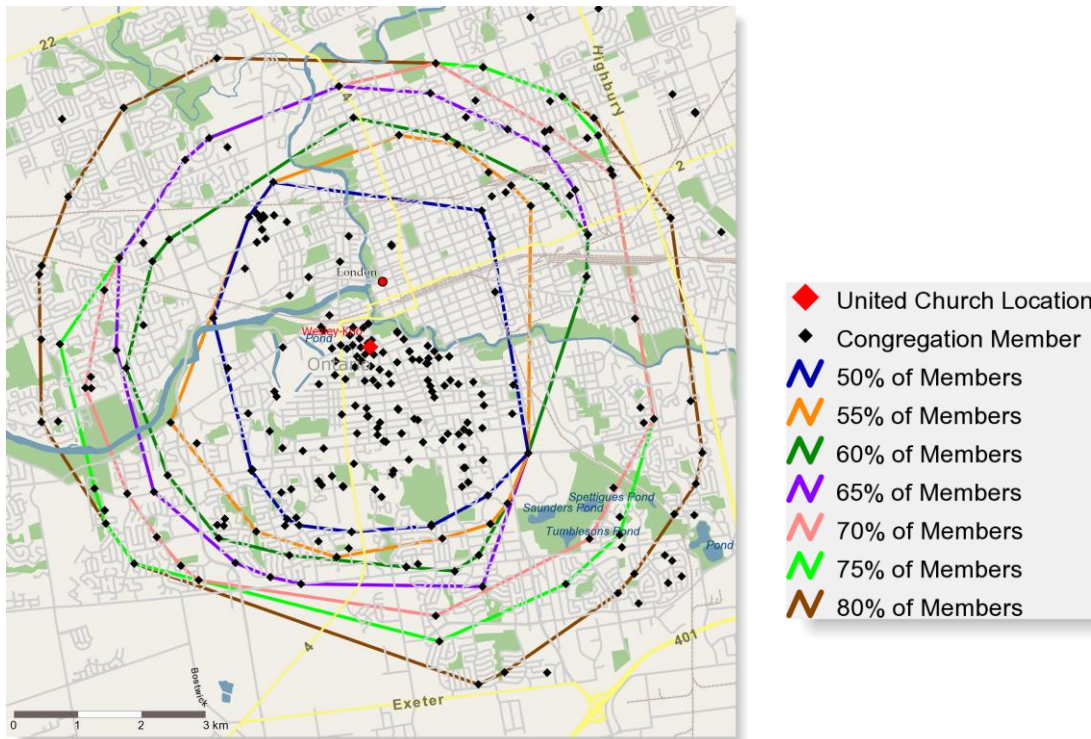
WESLEY-KNOX CHURCH FAMILY

Wesley-Knox is a large congregation with over 500 members representing a wide cross-section of ages and socio-economic levels.

We respond to challenges as a community through acts of caring and compassion. Newcomers are made welcome in this environment.

Where do members live?

More than 80% of Wesley-Knox members live in the City of London. Although there is a significant cluster around the church itself, over half of our members live outside of the Old South region. Many members travel from other parts of the city and beyond.



A Brief History of Wesley-Knox

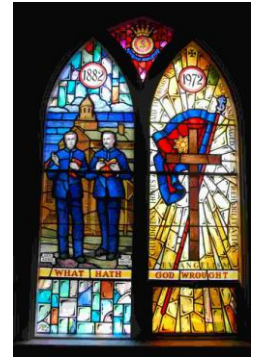
Wesley-Knox has a proud history as a “uniting” as well as a “United” church. Founded in 1874 as New Brighton Methodist, it later became Askin Street Methodist Church. With church union in 1925 the congregation was renamed Wesley United Church. In 1972, Knox United Church and Wesley United Church amalgamated to form Wesley-Knox United Church. In 2000 several members of First Westminster United Church joined with Wesley-Knox. In 2006 this congregation amalgamated with Centennial United Church to form the current Wesley-Knox United Church.

For over 135 years the congregation has had a significant influence in the community with its mission work. Through groups of volunteers, a wide variety of projects have continued to draw the people of the church closer together while achieving their goals. A few examples are: fund-raising to aid the people of Southern Sudan in recent years, expansion of the sanctuary in the early 1900s to accommodate a growing congregation, renovation of the Sunday School area and building the chapel in the 1960s, and re-building the organ in the 1990s.

Over the years, music has been an integral part of services and outreach with church orchestras, bands, choirs, and soloists.

One event of particular historical significance to this church was the eventual establishment of the Salvation Army in Canada. Jack Addie, a member of Askin Street Methodist Church, met a visitor,

Joe Ludgate at a service one evening in 1882. They became aware that they both had a background in The Army in England. Commemorative stained glass windows and a plaque, in the sanctuary, remind us of this important event.



What are we doing?

Sunday Worship

Our worship services are mostly of a traditional nature; however, we frequently incorporate more contemporary elements.

Laitry is frequently involved in our services as readers and worship leaders. We currently have three licensed lay worship leaders within the congregation.

We value the role that music plays in our worship services. The Minister teams with the Music Director to develop a flow of energy throughout the service. The music of the choirs, soloists and instrumentalists is carefully integrated into the theme of each week's service and our worship experience is enhanced with a Casavant/Guilbaut-Thérien organ, Kawai grand piano and timpani.

We know that children and youth are the cornerstone of our future, so we are pleased to offer rich Sunday programs to both groups. Pageants, story times, youth bands and choirs allow young people to share their talents and energy in our worship.

Programs Music



Our Music Director plays a key role providing music in a worship setting that facilitates contact with God. She encourages participation of many people in the musical art and prepares these people to offer their gifts in worship. The program provides a rich education for our church musicians of all ages.

- Our 35-voice Senior choir participates in leading worship each week with a wide variety of music from Bach to contemporary to jazz-gospel;
- Our Children's Community Choirs program includes:
 - Mysterium, a 9-voice group of youth grades 8-12+;
 - Over 80 children in the Boys choir/Girls choir [Gr 4-8], Primary choir [SK – Gr 3] and Singing Games Group [ages 4-5]; the Boys and Girls choirs join to form the Junior Choir;
- Our boys band is a group of youth who occasionally add a pop beat to worship;
- Our Handbell choir is a multi-generational group performing with a 5-octave set of handbells.

Sunday School and Nursery

Led by our Sunday School Coordinator, our Sunday School is an active, vibrant part of our church with children in Nursery through Grade 12. Not only do they have classes each week but they participate in worship through Children's Time and their annual pageant.

Youth

Our youth groups are led by trained volunteer leaders:

- The Senior Youth Group (grades 8 – 12+) meets each week and the Junior Youth Group (grades 5-7) meets once a month; the two groups have several joint activities throughout the year;
- We are privileged to host the SWELL (London Conference youth worship service) twice per year. This service draws approximately 300 youth from across London Conference.



Adult Study

Adult study sessions range from the progressive Christian series “Living the Questions” led by lay leaders, to traditional Bible Study led by a minister. We are proud to have offered, in 2009, a lecture weekend with well-known progressive Christian author Marcus Borg. In 2010, a series that featured lectures by a Muslim woman, a historical Jesus scholar, a liberal Roman Catholic, and a Unitarian minister who has now joined clergy of the United Church.

Adult Fellowship

The Men’s Group meets monthly on Sunday morning for breakfast at a local restaurant. Their main project is running a Community Breakfast program on the second Saturday of each month.

Movie Nights are run in several series on Friday evenings throughout the year.

United Church Women

The Wesley-Knox UCW is one of the strongest in Middlesex Presbytery with 90 active members in three vibrant units meeting the needs of women at Wesley-Knox. This is a proud group of women who rise to any occasion to do the work God has called them to do.

Outreach

The ministry of Wesley-Knox reaches many lives in our immediate community and beyond:

- Our children’s Community Choir program draws children from Old South into the primary and junior choirs.
- Our Community Breakfast program and Out of the Cold supper each month attend to the needs of our community’s more vulnerable.
- In collaboration with Canadian Aid for Southern Sudan, the Mission and Service committee of Wesley-Knox has spearheaded several projects involving the congregation, such as buying sewing machines and goats, and building schools in that African country.
- Our Moms, Pops and Tots play group welcomes families from not only our congregation but the community.
- Each Christmas season congregation members support the work of the Salvation Army through their participation in the annual Christmas Kettle Drive.
- Our UCW has many projects which they support with financial assistance as they strive to meet the needs of less fortunate community members.
- We support two groups of Narcotics Anonymous as they meet weekly in our building. At Christmas each year we host the “Night Passed” service for all 12-step program participants and their families.
- We support the arts and culture of the city as the community choir, The Karen Schuessler Singers, uses our facilities for their rehearsals and concerts.
- We support an open-door policy with respect to marriages and baptisms.
- The semi-annual SWELL currently is hosted by Wesley-Knox.

THE COMMUNITY WE SERVE

Wesley-Knox United Church is located at 91 Askin Street, London, Ontario.

London is a large city with over 350,000 people and is ideally situated at the junction of Highway 401 and Highway 402, halfway between Windsor/Detroit and Toronto. London has an international airport with direct flights to Toronto, Ottawa, Vancouver, Calgary and Winnipeg as well as Chicago. The city is the home of two major post-secondary institutions, Fanshawe College and the University of Western Ontario, which contribute to the city's reputation for medical research, health care and manufacturing.

The church building itself is located in the heart of Wortley Village. Wortley Village is a unique "village"-style community, situated in the Old South region of London. In Wortley Village there are four large active churches but within Old South there are sixteen including one other United Church. Other denominations represented include Roman Catholic, Presbyterian, Anglican, Baptist, Reformed, Pentecostal and Evangelical.

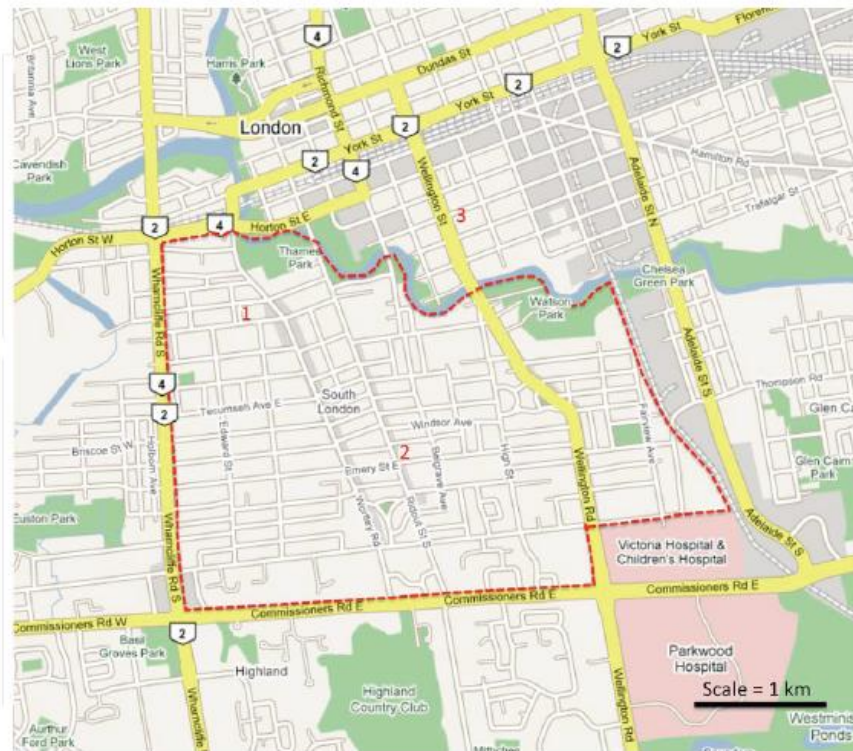


Figure 1. Map showing the five census tracts (red dashed boundary) that comprise Old South. The three United Churches shown are: 1 Wesley-Knox, 2 Calvary, 3 Wellington

The Wortley Village neighbourhood was established in the late 1800s. At that time it was the separate village of New Brighton, south of the city of London, and served the surrounding small farms. After annexation by London in 1890, the land was subdivided, forming the residential area now known as Old South London. This was a time when front porches were more important than garages. That belief is strongly held in the community to this day with its mixture of century two-storey houses, bungalows and apartment buildings.

The streets in Old South are lined with mature trees with many parks and walking paths throughout the area that connect to London's extensive multi-use pathway system. In 2010, Thames Park Pool reopened, completely renovated with a new heated pool including eight 50-metre swimming lanes, diving boards, a lazy river and a giant red water slide.

Wortley Village itself contains virtually all amenities: a library, a drug store, a bank, a grocery store, a hardware store, a dry cleaner, a garage, four restaurants, two ice cream shops, medical centres (traditional and alternative), several chiropractors, doctors, dentists, massage therapists, lawyers and accountants as well as an assortment of salons, spas, art galleries and specialty shops. All this is contained within two blocks, making the village an ideal residence for seniors

and young families who can walk to all of these locations. Downtown London is about a 30-minute walk from the Village.

There are a number of social and civic-oriented groups throughout the area. The Old South Community Organization (OSCO) is dedicated to preserving and promoting the cultural, architectural and natural heritage of the neighbourhood. Each summer the OSCO hosts The Gathering on the Green, an outdoor festival held on the grounds of the former Normal School (Teachers College) with live music, games for the kids and community vendors. The Friends of the Coves is an environmental group working to promote awareness and protection of the Coves wetlands that are part of the Thames River ecosystem.

Old South has five elementary schools (public and Catholic) and a public-board secondary school.

GOVERNANCE

The governance by-laws for Wesley-Knox are outlined in its recently revised Constitution which is posted on the Wesley-Knox website. Our governance structure is based on the Unified Board Model. In our interpretation of this model, the congregation is ultimately responsible for all facets of church life. The primary function of our Official Board, including its Council and Standing Committees along with the Board of Trustees, is to represent the wishes of the Congregation.

While the UCW has its own by-laws, it also has formal representation on the Official Board and Council.

OFFICIAL BOARD

Currently there are approximately 50 active members on the Official Board. Each year one-third of Board membership is eligible for re-election at the Congregation's Annual Meeting. All Board members are expected to take an active role in the work of the church either through participation on standing committees or some other more individual initiative. The Minister is a member (ex officio). The Board has six scheduled meetings a year.

COUNCIL OF THE OFFICIAL BOARD

Council is comprised of the Board Chair, Vice and Past Chairs, Treasurer, Secretary, Standing Committee Chairs; a representative from each of the Board of Trustees and the UCW. The Minister is a member (ex officio). Total membership is fifteen. Council has five scheduled meetings a year.

COMMITTEES OF THE OFFICIAL BOARD

Expectations for all standing and ad hoc committees, as well as specific duties assigned to each standing committee, are detailed in our Constitution. Standing Committees of the Official Board include: Christian Education, District Visitors, Finance, Ministry and Personnel, Mission and Service, Property, Stewardship, and Worship.

Ad Hoc committees are struck as needed by the Board.

BOARD OF TRUSTEES

The Trustees protect the interests of and perform all of the relevant duties for the Congregation as outlined in the Manual [**Trust and model Deed: Appendix II**]. Currently we have thirteen Trustees. They are elected at the Annual Meeting and serve for life or until they opt to resign.

INDIVIDUAL INITIATIVES

The Wesley-Knox community has developed a culture of support and encouragement for individual initiatives that further our stated mission and goals. There are many such examples of successful individual commitment, all supported by the Board but beyond the formal committee structure.

RESOURCES OF WESLEY-KNOX

PHYSICAL RESOURCES

The current church building was built over a period of years in several sections and levels. In 1880 the original wooden structure was replaced with a brick building of neo-gothic design. An addition in 1908 enlarged the Sanctuary and added the Christian Education wing with major renovations to this area being undertaken in 1965. Subsequent renovations to the sanctuary were a rebuild of the chancel, and the beautification of the back wall with the inclusion of several stained-glass windows from the former Centennial church building. In 2009 the chapel was redesigned including stained-glass windows from Centennial.

The building occupies several levels:

Lower level

- Large well-equipped kitchen, social hall and newly-renovated gymnasium, piano



Level 1

- Sanctuary with surrounding balcony seating 650-700
- 3-manual Casavant/Guilbaut-Thérien pipe organ, Kawai grand piano, timpani, 5-octave set of handbells



Level 2 (4 steps above Level 1)

- Vestry, church office, photocopy/workroom
- Centennial Parlour – small kitchen; grand piano
- Chapel – rear section set up for meeting space
- Library



Level 3

- 2 large Sunday School rooms with adjacent small classrooms, SS resource centre, nursery, pianos
- Music Director's office
- District Visitors office

Accessibility

- Lift with access to all levels
- Ramp and automated doors from parking lot access Level 1 from outside
- Automated doors access lift hallway and Sanctuary

Church office

- Computers in church office and vestry with internet access and local network capabilities
- Fax machine
- Multi-function photocopier

Church Website

www.wesleyknox.org

SUPPORT STAFF RESOURCES

Minister of Visitation (part-time)

Provides assistance to our Minister in areas of visiting, weddings, funerals, baptisms, new person greeter, pulpit supply and Bible study

Director of Music

Responsible for overseeing the quality and content of music in worship services

Sunday School Co-ordinator (part-time)

Responsible for the continuing Christian education of the children through weekly classes on Sunday mornings during the church service

Office Administrator

Responsible for performing the duties of receptionist, secretary, clerk and record-keeper, as necessary, to support the daily operation of the church. Support to staff members

Assistant to Music Director (part-time)

Assists Director of Music in coordinating the Primary, Junior and Youth choirs in areas of communication with parents, maintaining music libraries and performing general organizational duties

Custodian

Custodial services are contracted from a local building maintenance company with service provided by one person.

CONGREGATIONAL SURVEY ANALYSIS

A brief survey consisting of nine questions was distributed to the Church members and adherents to solicit attitudes toward Sunday services, other church programs and the ministry. The survey was meant to focus on each respondent's openness and desire for change in those areas. Survey questions also asked members to identify the strengths of Wesley-Knox and the perceived challenges we might face over the next 10 years.

For those that were not on the Church's mailing list, copies of the survey were made available for pickup. The letter accompanying the survey and several Sunday morning announcements stressed that all family members who were capable of completing a survey should do so; the committee had a strong desire to hear from everyone. Of the surveys distributed, 132 completed copies were returned, representing approximately 28% of the entire congregation but closer to 1/3 of the "more active" members of the church.

The survey had several open-ended questions to avoid biasing the responses and to encourage the congregation to present any and all ideas. With the exception of question 6, the survey was designed such that there was space for a single specific answer to all questions. Question 6 was laid out in such a way as to facilitate multiple answers. The JNAC was pleased with the enthusiastic response from the congregation. Often there were six or seven responses to questions where it was originally anticipated that there would be only one.

In order not to bias the survey results in favour of those who provided multiple responses, answers were weighted. In this way, each person's responses could be treated equally. For example, an answer of "Music" would have a weight of 1, but an answer of "Music and Sermons" would be split with a weight of 0.5 to Music and 0.5 to Sermons.

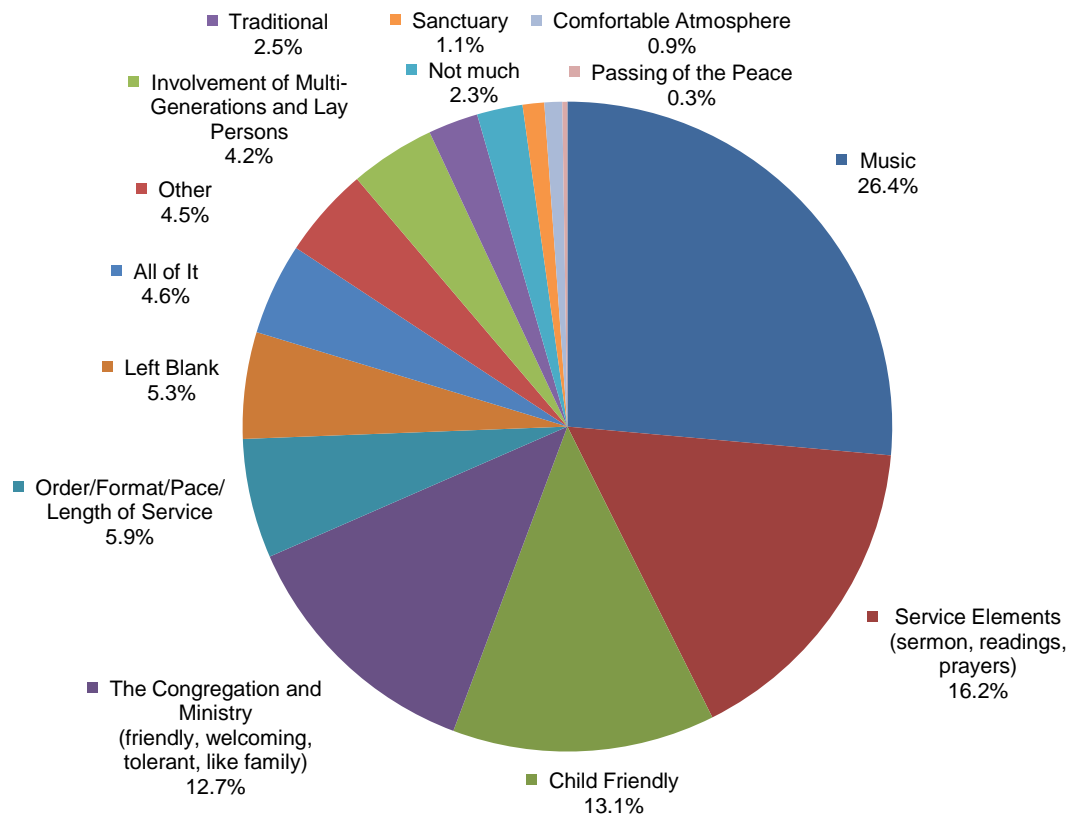
Under each chart is a statement reflecting the total of the recognized responses and their consequent average number of responses per survey respondent.

In order to make each chart presentable, similar responses were grouped together. The remaining responses that did not fit cleanly into one of the overall categories for that chart were put into an aggregate "**Other**" category. Questions not answered were put into a "**Left Blank**" category and given a response weight of 1.

The JNAC also reviewed the data for each age group, in isolation. Although these statistics are not included in this report, significant differences by age group are noted within the descriptions of each chart as presented.

The title of each of the following charts represents a survey question. Each chart graphically displays the congregation's collective response.

Chart #1 What Do You Like Most About Current Sunday Services?



This question elicited 299 categorized responses or 2.27 responses per person.

Clearly **“Music”** in its many forms (hymns, anthems, primary, junior and senior choirs, organ, handbells, etc) is enjoyed by the majority of the congregation.

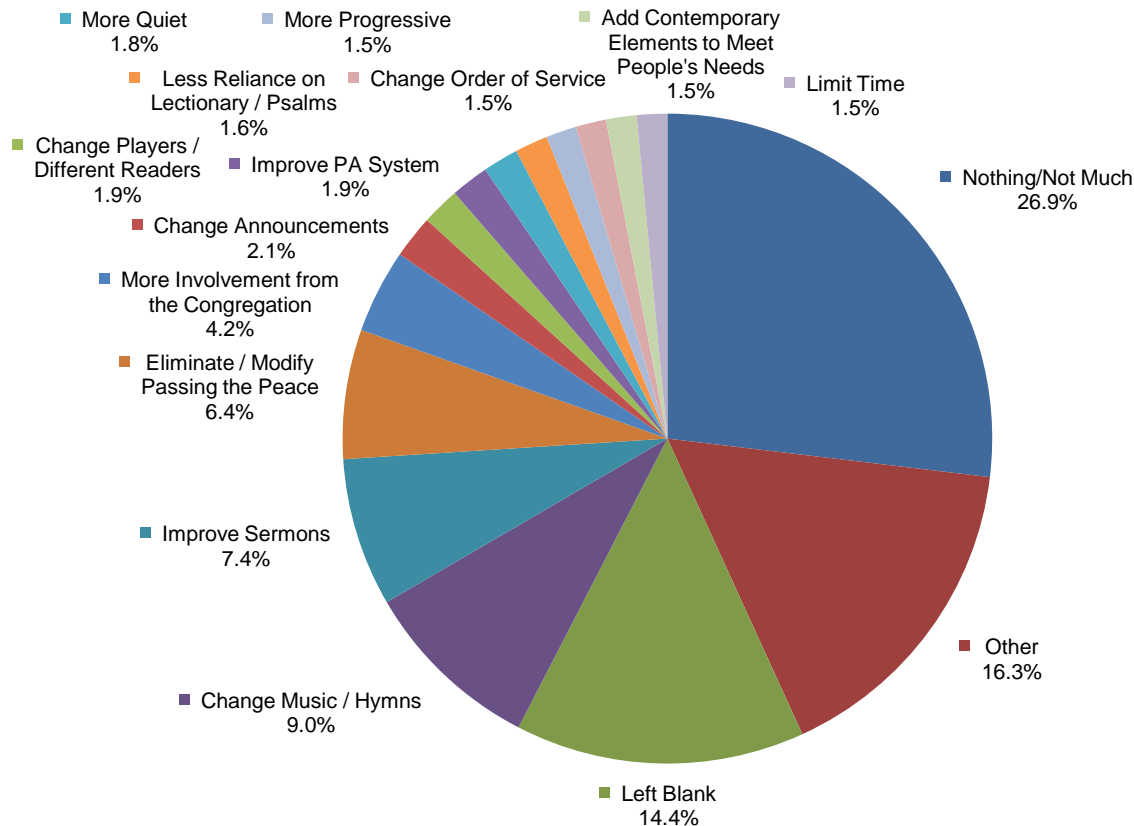
The congregation also expressed significant support for the various non-musical **“Service Elements”** (sermons, readings, prayers, etc).

“Child Friendly” included all responses indicating Children’s Time, Sunday School or a general appreciation for the children themselves and their interactions with the Ministry and Congregation.

“The Congregation and Ministry” included any responses pertaining to fellowship, coffee hour, companionship, friendly people, feelings of community or family, tolerant or welcoming people or the appreciation for the personalities of the ministers.

The **“Other”** category included a variety of responses that did not fit cleanly into any of the other categories, such as: meaningful, thoughtful, variety, flexible, honouring of women, energy and feeling of the Holy Spirit, progressive, spontaneous and guest speakers.

Chart #2 What Would You Change About the Sunday Services?



This question elicited 167 categorized responses or 1.27 responses per person.

Those who responded “**Nothing/Not Much**” did not respond with anything further, so combined with “**Left Blank**” fairly represents the percentage who did not indicate that they wish anything to change with current Sunday services. (41.3%)

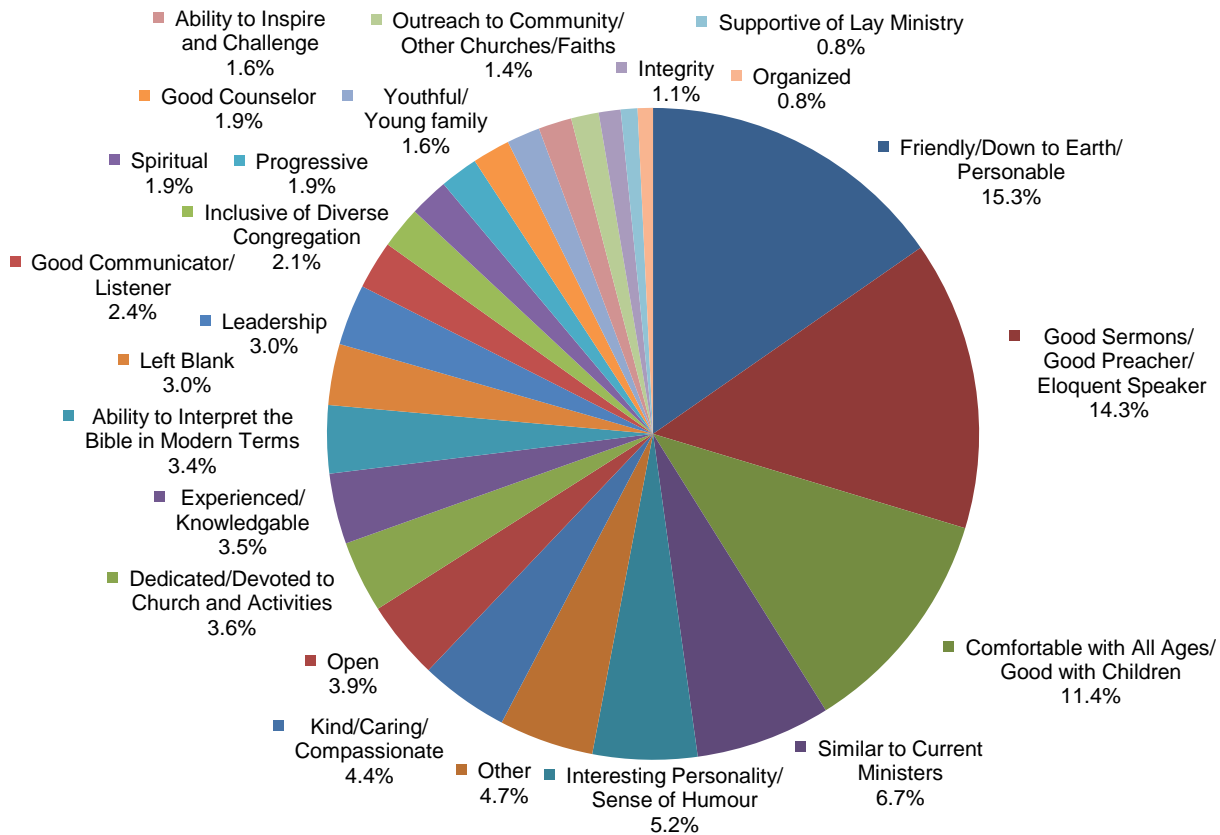
The remaining 58.7% of the surveys indicated a wide variety of changes. In the category “**Change Music/Hymns**”, 19 of 132 surveys expressed a desire for change, about evenly split between those desiring more of the older, traditional hymns and those desiring more contemporary/modern or gospel music, with others indicating that there should be fewer hymns.

The next largest category was “**Improve Sermons**”. This included 12 surveys which indicated that they would like the sermons to be more challenging or inspirational, relevant to life today, or shorter.

“**Eliminate/Modify Passing the Peace**” was mentioned in 10 surveys. It was also mentioned in one survey as “something most liked about current services”. Given the open-ended nature of the questions, the Committee believes that the congregation’s attitude toward this practice should be reviewed in more detail before any changes are recommended.

The “**Other**” category included partial responses from 28 individual surveys where the cumulative weight was less than 1 (0.8%). These included: changing the order of music in the service, changing service time, offering more services, bringing the minister closer to the congregation, more meaningful homilies, more traditional, no camera flash, allowing members to easily verbalize concerns/prayer needs, more time between hymn announcement and starting, more child-oriented, change collection process, more gravitas in lay preachers, more technology, more/less clapping, change prayers, improve Children’s Time, more creative rituals/baptisms, more community, Sunday School for entire service, and more connection with other faith communities.

Chart #3 What Qualities Would You Like to See in a Minister?



This question elicited 384 categorized responses or 2.91 responses per person.

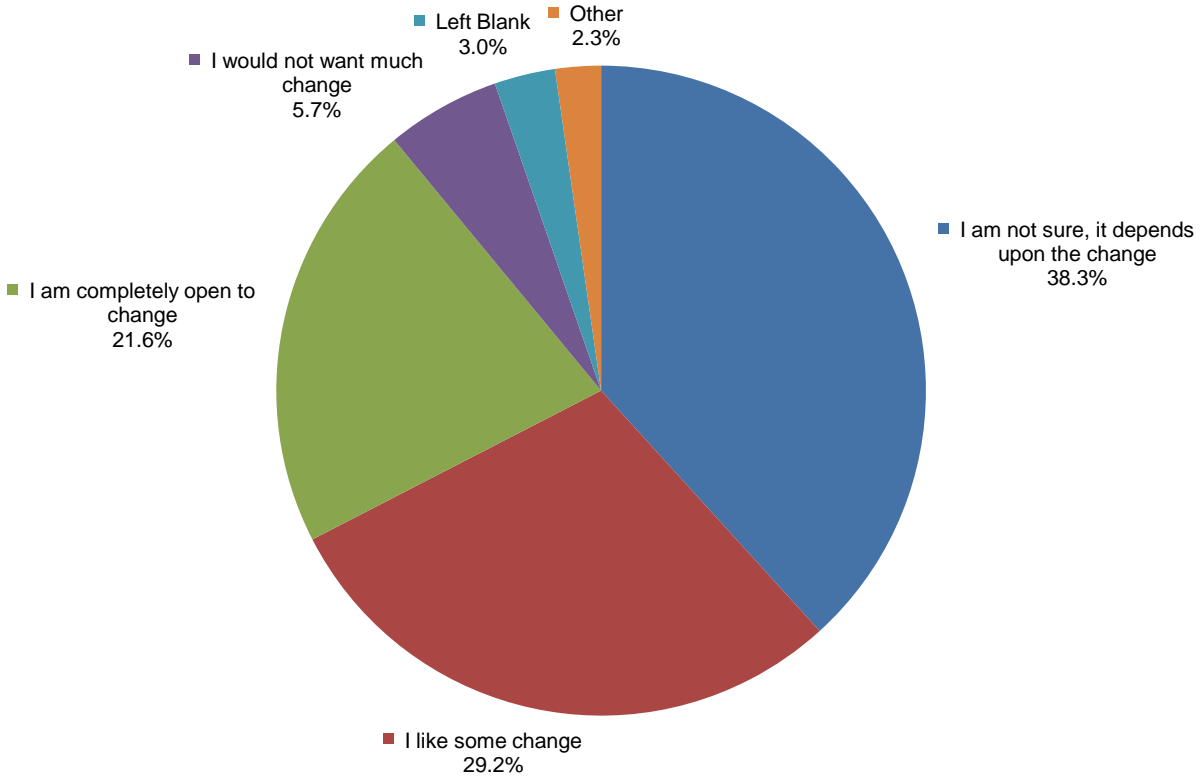
The congregation expressed an overwhelming desire that the new minister be **“Friendly/Down to Earth/Personable”**, **“Comfortable with All Ages/Good with Children”** and be an **“Eloquent Speaker/Good Preacher”** delivering **“Good Sermons”**. Many of the smaller categories could have been grouped into these larger categories as well, but since their scope was potentially larger, they were left on their own. For example, “the ability to inspire and challenge” could be in reference to the minister’s ability to preach, but unless this was specified in the response, it was not included in this category.

Twenty-two respondents indicated that the current ministers have the above and other qualities, and that they would like to see similar qualities in the new minister.

The **“Other”** category included partial responses from 29 surveys where respondents gave three or more categorized responses. These categories included: intelligence, passion for social justice, not overzealous, enjoys music, sincerity, respects traditions, team player, flexible/adaptable, takes vacation in quiet times, female, confident, modesty/humility, sincerity, creative and non-solicitous.

When the data was viewed with each age group in isolation, the major categories did not change, but the relative importance did change. **“Interesting Personality/Sense of Humour”** was most important to those under 20 (41.7%), **“Comfortable with All Ages/Good with Children”** was most important to those between 36 and 55 (11.1%) and **“Friendly/Down to Earth/Personable”** was most important to those over 55 (16.8%). The 20-35 age group response to the survey was not large enough to be statistically relevant.

Chart #4 How Open are You to Change?



This question elicited 141 categorized responses or 1.07 responses per person.

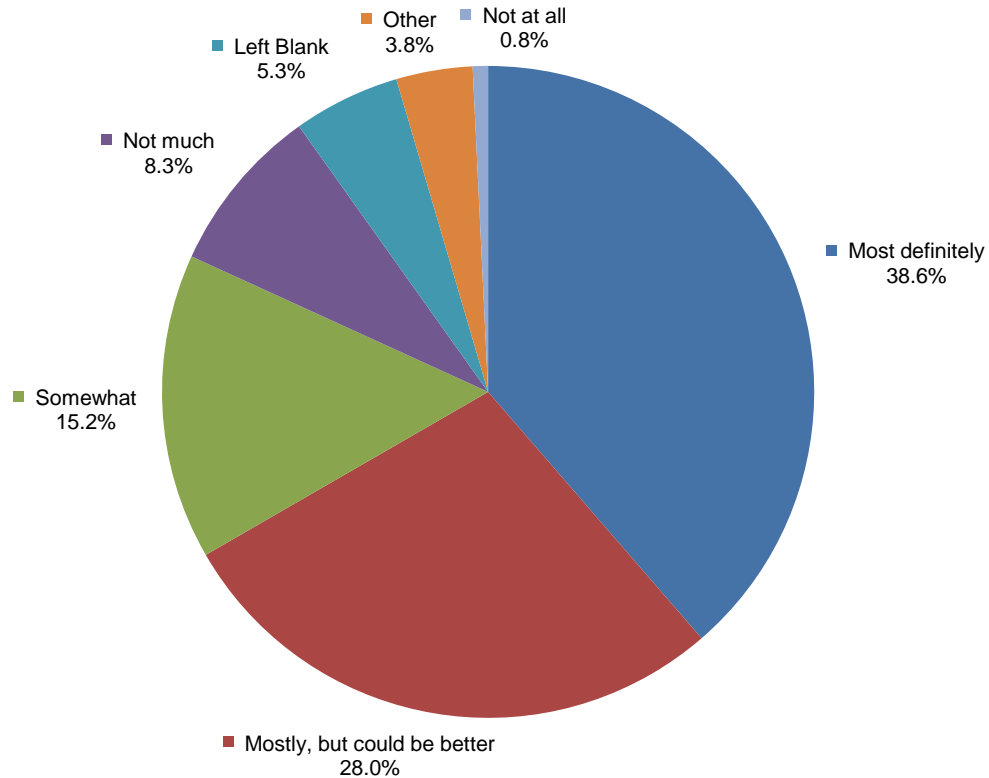
Where people indicated a hybrid response such as “I like some change, but it depends upon the change”, their responses were weighted 50% in one category and 50% in the other.

The “**Other**” category contains three survey responses that did not fall into any of the given categories and could not be readily subdivided and weighted. They are:

1. You didn't list my category. I do not favour change for change's sake nor copycat change. I favour change that will help us realize a clearly articulated vision of the church. At this time, I do not believe we have such a vision. That vision must come first.
2. For Me: I am completely open to change; however, it depends on the change, i.e. ...need to be scripturally based. For Church: I am not sure, it depends upon the change.
3. I am open to change

The survey results indicate that the age range of 36-55 is the most open to change with 48.3% of respondents indicating that they are “completely open to change”, which is over twice the percentage of all respondents combined.

Chart #5 Is Wesley-Knox Fulfilling Your Spiritual Needs?



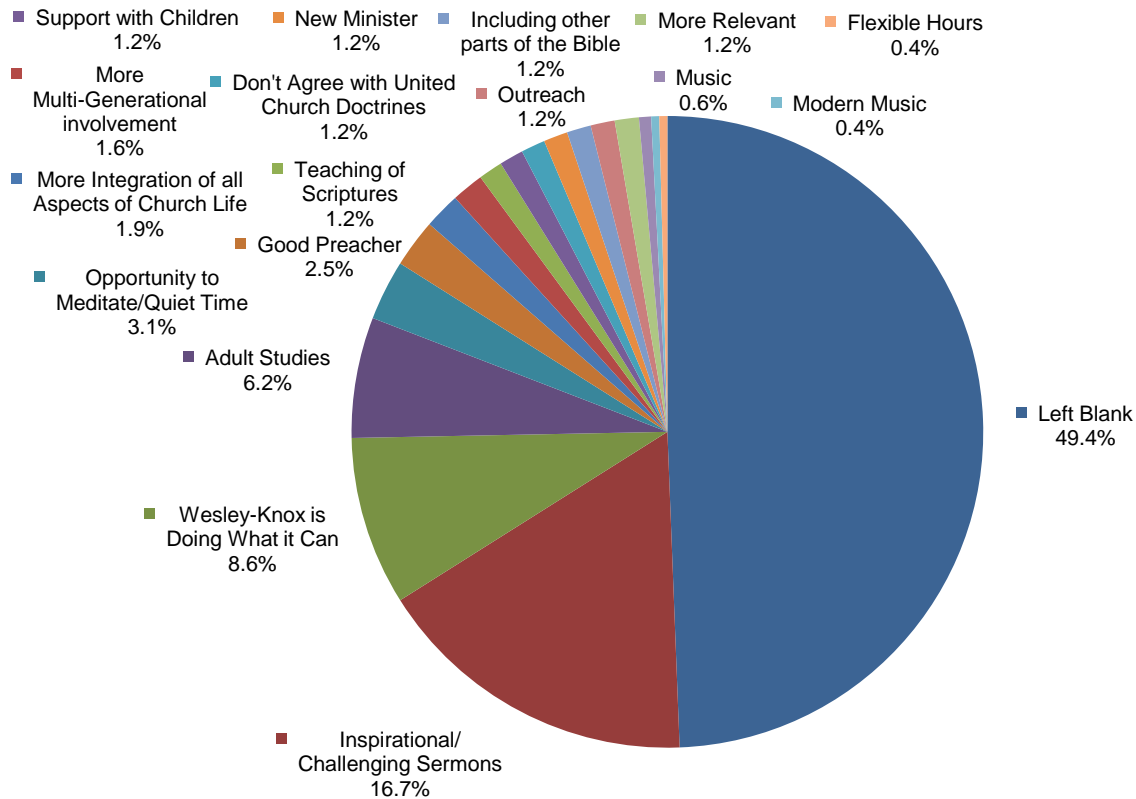
This question elicited 132 categorized responses or 1.00 response per person.

The **“Other”** category contains five survey responses that did not fall into the identified categories. Three people selected ~~“Mostly, but could be better”~~, one person put a “?” beside “Mostly, but could be better” and one person responded “Somewhat, probably as much as possible”.

The end result of this question is that there were 81 respondents who indicated that Wesley-Knox is **not** fulfilling their spiritual needs. Part 2 of this question asked: “What would meet your spiritual needs?” These 81 responses formed the basis of this analysis.

There was no significant change to the survey results based on age of respondents.

Chart #5A
What Would Meet Your Spiritual Needs?
 (includes only responses where needs were not "Most definitely" being met)



This question elicited 87 categorized responses or 1.07 responses per person from those whose spiritual needs are not “**Most definitely**” being met.

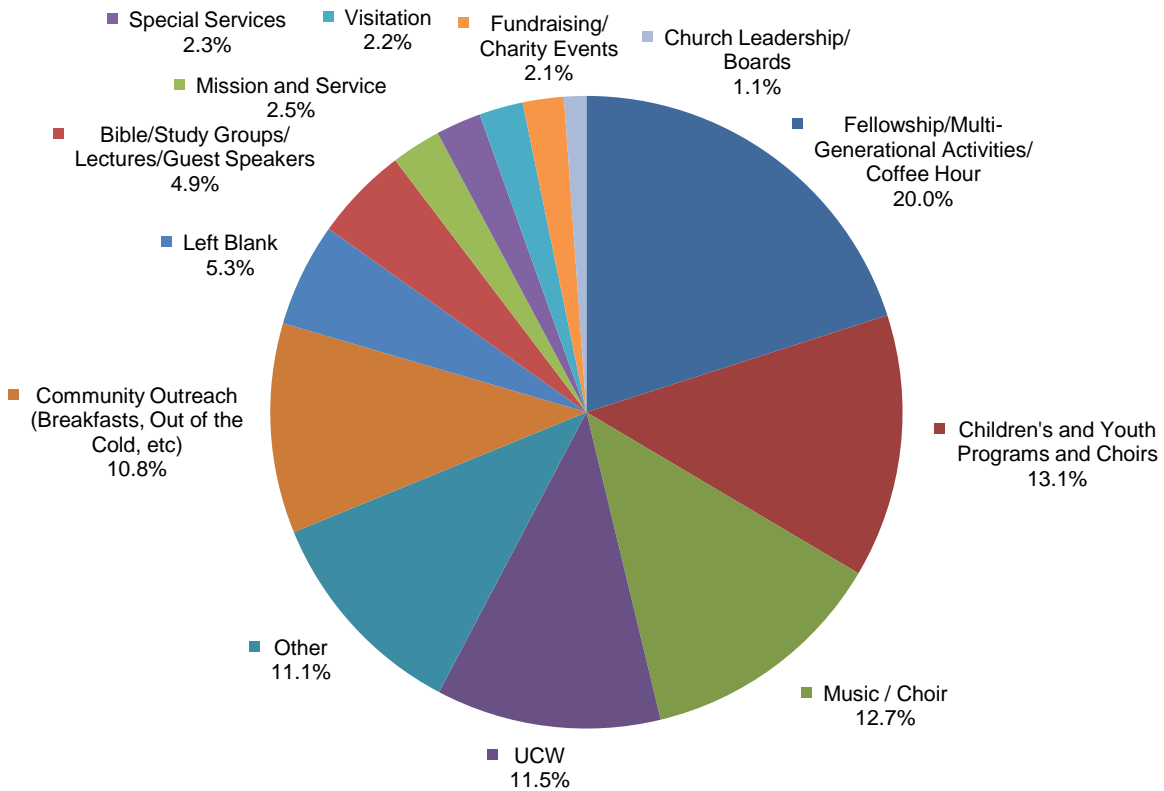
Of the 81 survey respondents to this question, 47 were either “**Left Blank**” or indicated in some fashion that “**Wesley-Knox is Doing What It Can**” in that area, but that all of their spiritual needs could not possibly be filled by the church.

It is the responses from the remaining 34 surveys that comprise the various other categories indicating what changes could be made to meet spiritual needs.

The largest remaining category was sermons with 15 surveys indicating more “**Inspirational/Challenging Sermons**” are required. This agrees quite well with the results of question 2. This response was consistent across all age ranges.

Given the low number of surveys and the relatively focused responses, all responses were included and there is not an “**Other**” category.

Chart #6
Besides our Sunday Church Services, What other Aspects of Church Life are Important to You?



This question elicited 382 categorized responses or 2.89 responses per person. This is the only category where the committee anticipated multiple responses and left room on the survey for these comments.

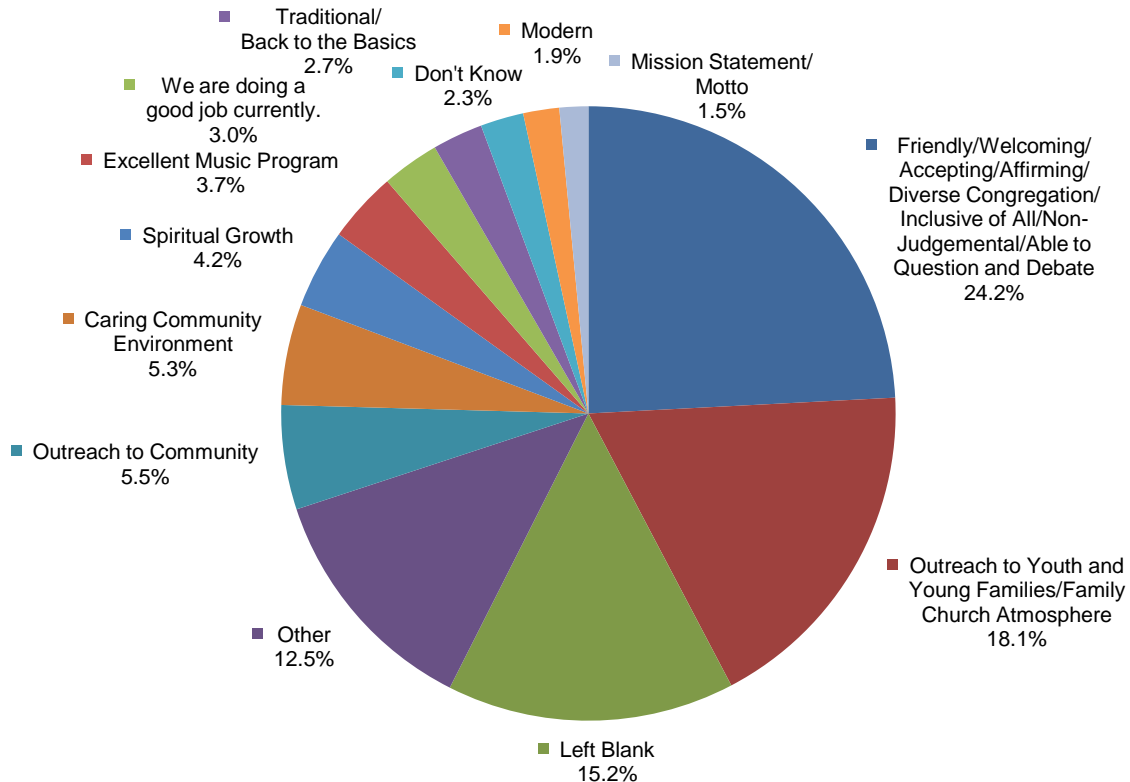
Generally, the congregation has indicated that **“Fellowship/Multi-Generational Activities/Coffee Hour”** was most important, followed by **“Children’s and Youth Programs and Choirs”** including the primary and junior choirs and Mysterium, followed by the rest of the **“Music/Choir”** programs and **“UCW”**, making up more than 50% of the responses.

The **“Other”** category was made up of partial responses from 34 surveys including a variety of smaller categories, building maintenance, support, finances, job, part of larger church, all inclusive, everything, social justice, helping with projects, use of church facility, communication, Men’s Group, support, transportation/parking, health, drama and progressive.

The **“Children’s and Youth Programs and Choirs”** category was most important to those between the ages of 20 and 55.

Chart #7

What Image do we need to Market to Encourage a Greater Interest in Attending Wesley-Knox?



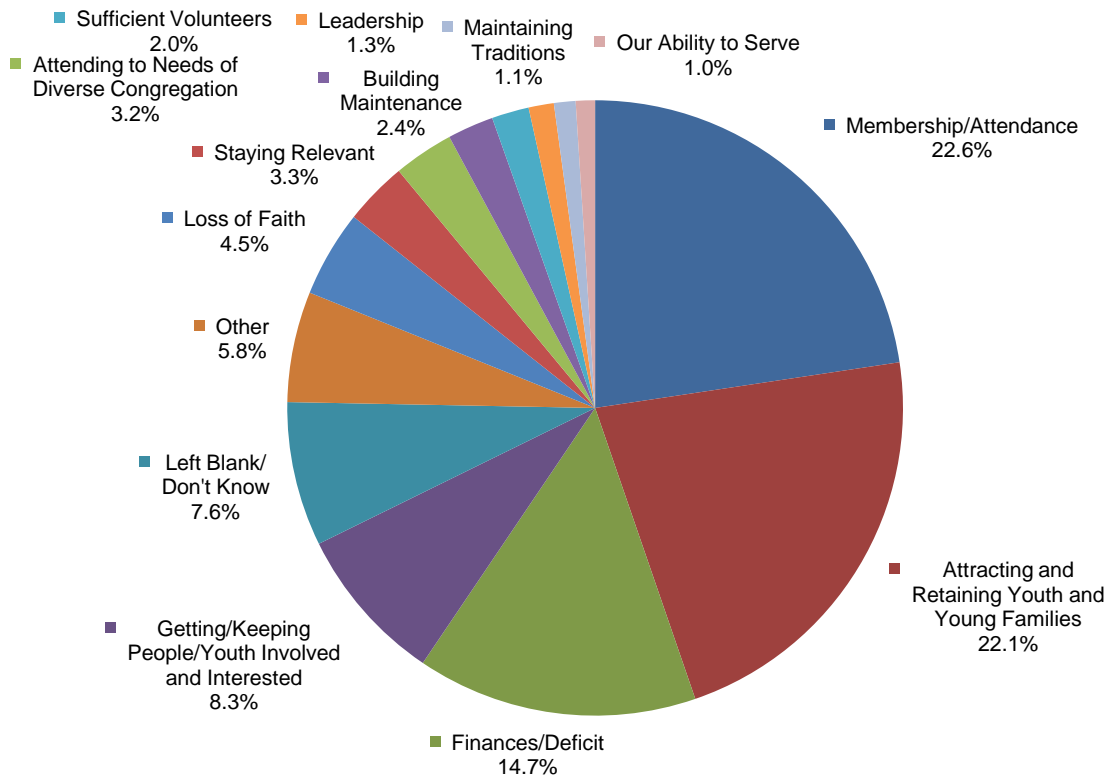
This question elicited 188 categorized responses or 1.42 responses per person.

The JNAC had a great deal of difficulty trying to categorize the responses to this question. A large number of responses seemed nearly synonymous. Consequently, 24% of responses were bunched into one large category, indicating that members are friendly, welcoming, accepting, diverse, inclusive, non-judgemental and able to question and debate openly.

The **“Other”** category included a variety of individual responses, accessible minister, new minister, new vision, humour, location, flyers, website, encouraging, enthusiasm, intellectual, relevant to everyday life, fun, variety, not focused on money, speakers from other faiths, support, leader in progressive Christianity, understanding, worship, this is not a business and improvements to church exterior and grounds.

The only significant variance when the data was viewed by age was that those under the age of 20 responded **“Outreach to Youth and Young Families/Family Church Atmosphere”** at 62.5% compared to the overall congregation at 18.1%. This is attributed to there being only eight respondents in this category and their support for the Sunday School.

Chart #8 What Do You See as the Biggest Challenge to Wesley-Knox in the Next 10 Years?



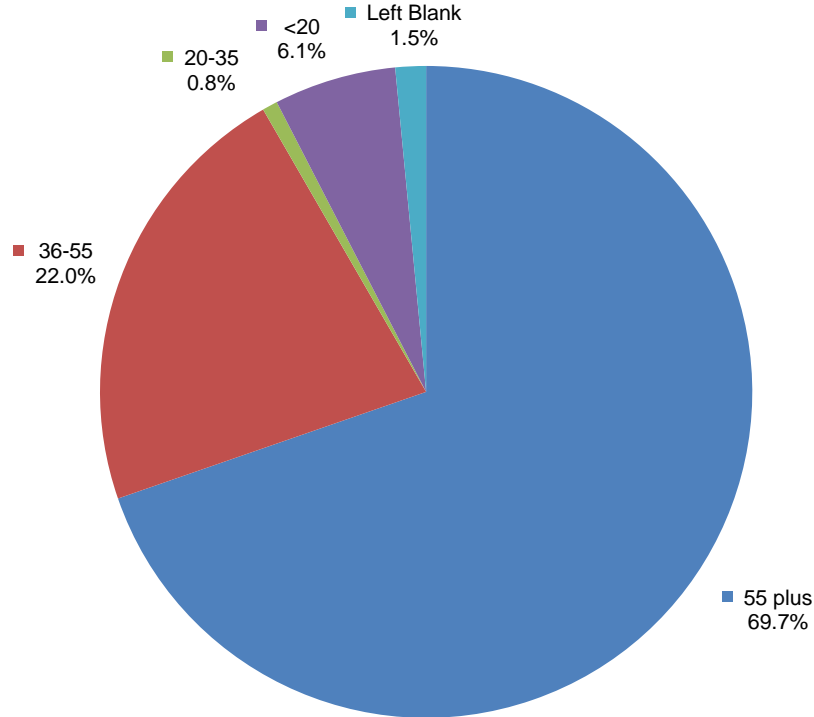
This question elicited 205 categorized responses or 1.55 responses per person.

Clearly, the vast majority of responses fall into the category of maintaining and growing **“Membership/Attendance”**, particularly with **“Attracting and Retaining Youth and Young Families”**. Many of the responses regarding **“Finances/Deficit”** are also related to membership. Like many in the United Church, this congregation is aging. The void being created by older people leaving the church, for whatever reason, is not being sufficiently filled by younger people (families). As shown in the next chart, almost 70% of the respondents are over the age of 55. This figure is representative of the congregation as a whole.

The **“Other”** category included partial responses from 12 surveys indicating the following as some of the key issues to be addressed in the future: parking, sound system, fear of change, keeping things running smoothly, maintaining openness and tolerance, keeping the community together, developing a vision, changing attitudes and teaching the next generation.

The only significant variance when the data was viewed by age category was that 50% of those under the age of 20 responded **“Left Blank/Don’t Know”**.

Chart #9 Please Identify Your Age Group



This question elicited 132 categorized responses or 1.00 response per person.

Two surveys were included in the “**Left Blank**” category.

After all of the surveys were collected and processed, we noted that none was received from the 20-35 age range. One survey was solicited from this group, received and added to the data so that this group would have some representation. The lack of responses from this age group may be worthy of further investigation.

This data on this chart is believed by the JNAC to be representative of the congregation as a whole.

APPENDIX

FINANCIAL RESOURCES OF WESLEY-KNOX

Wesley-Knox United Church

Statement of Operations and Accumulated Deficit - Operating Fund Year ended December 31, 2010

	Budget 2010 \$	2010 \$	2009 \$
Receipts			
Local church:			
Givings	249,000	231,605	231,792
Rental income	3,600	4,669	6,273
Transportation	8,000	13,155	8,662
Deficit reduction	-	1,000	2,500
Quilters gift	-	-	1,000
Other income	1,000	2,677	3,132
	<u>261,600</u>	<u>253,106</u>	<u>253,359</u>
Special purposes:			
Gym Fund	-	-	16,767
Memorial	-	950	1,620
Community Breakfast	-	1,556	1,908
Out of the Cold	-	1,470	1,315
White Gift	-	-	30
Loonies for Lent	-	500	927
Sundry	-	346	100
Hand bell choir	-	2,249	200
	<u>-</u>	<u>7,071</u>	<u>22,867</u>
Mission and Service	30,000	28,971	31,649
Capital Improvement	-	19,569	19,604
	<u>291,600</u>	<u>308,717</u>	<u>327,479</u>
Disbursements			
Ministry and personnel	179,939	180,767	180,119
Worship and service	8,985	11,795	8,006
Property	30,000	32,195	33,195
Education and outreach	26,475	22,440	25,145
Utilities and office	48,000	37,223	40,950
Special purposes	-	7,071	22,867
Mission and Service	30,000	28,971	31,649
Capital Improvement	-	19,569	19,604
	<u>323,399</u>	<u>340,031</u>	<u>361,535</u>
Deficiency prior to transfers from Trustee Fund	(31,799)	(31,314)	(34,056)
Transfers from Trustee Fund			
Interest	15,000	15,427	16,177
Minister remunerations	5,722	5,722	5,722
Transportation	10,000	3,010	-
	<u>(1,077)</u>	<u>(7,155)</u>	<u>(12,157)</u>
Deficiency for the year	(1,077)	(7,155)	(12,157)
Accumulated deficit, beginning of year		<u>(95,617)</u>	<u>(83,460)</u>
Accumulated deficit, end of year		<u>(102,772)</u>	<u>(95,617)</u>

Wesley-Knox United Church

Statement of Financial Position - Operating Fund Year ended December 31, 2010

	2010	2009
	\$	\$
Assets		
Current Assets		
Cash	57,284	55,025
GST/HST recoverable	5,550	4,070
	<u>62,834</u>	<u>59,095</u>
Restricted investments (Note 1)	<u>15,900</u>	<u>16,900</u>
	<u>78,734</u>	<u>75,995</u>
Liabilities and Accumulated Deficit		
Current liabilities		
Accounts payable and accrued liabilities	22,004	3,919
Benevolent fund	1,000	1,000
Choir funds (Note 2)	16,119	16,216
Deferred revenue - transportation	500	6,500
Special purpose funds (Note 3)	18,298	28,097
Due to Trustee Fund	108,295	109,100
	<u>166,216</u>	<u>164,832</u>
Capital Improvement Fund (Note 4)	<u>15,290</u>	<u>6,780</u>
Accumulated deficit	<u>(102,772)</u>	<u>(95,617)</u>
	<u>78,734</u>	<u>75,995</u>

TRUSTEE FUNDS

The market value of the Trustees' investment portfolio as of Jan 01, 2010 \$1,020,847
Dec 31, 2010 \$1,105,451

WESLEY-KNOX UNITED CHURCH WOMEN

YEAR-TO-DATE REPORT - Dec 31, 2010

GENERAL FUND

Assets at beginning of year

Bank Balance 5,666.18

Receipts

Unit Returns 9,374.25
Harvest Holiday 3,755.83
Receptions 1,158.28
Donations 838.80
Miscellaneous Income 13.00
Calendar Sales 118.16
G.I.C & Bank Interest 34.00
G.S.T. Rebate 0.00

15,292.32

Disbursements

Operating Expenses 1,787.90
Congregational Purposes 2,800.85
Community Project Donations 1,700.00
United Church Donations 1,650.00
International Project Donations 500.00
Miscellaneous Donations 200.00
M&S Objective 5,000.00

13,638.75

Receipts Net of Disbursements

1,653.57

Transfer to Reserve Fund

0.00

Assets at end of year

Bank Balance 7,319.75

SPECIAL PURPOSE FUNDS

Reserve Fund 18,256.24
Memorial Fund 2,348.45
Ivah Gray Fund 8,436.03