

**Lucknow United Church
Joint Needs Assessment Committee
Report
December 2011**



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NOTE: Manse details can be found on pages 9 and 12.

Summary

The Lucknow Pastoral Charge has completed their Needs Assessment which includes the following areas:

1. Community – Where are we?
2. Pastoral Charge – Who are we? What do we do?
3. Resources – What human and material resources do we share?
4. Position – What do we want done?
5. Skills – What kind of person do we need?
6. Terms – What can we offer?

1. **Community Profile:** We are situated in Bruce County, Ontario, 1½ hours from London and Kitchener-Waterloo, and 15 minutes from the beaches of Lake Huron. Our community, a village of approximately 1100, has all the basic necessities, as well as community spirit and a picturesque countryside.

2. **Pastoral Charge Profile:** Lucknow United is a one point charge with 245 members. A Sunday congregation includes a mix of people – young children, middle-aged and seniors. We have two UCW units and an active choir (and ours is good!). We also participate in a number of outreach programs.

3. **Resources Profile:** We have well-maintained church facilities, with a beautiful sanctuary, a fellowship room, a variety of comfortable meeting rooms and a renovated kitchen. Our pipe organ has been renovated and four pianos are regularly maintained. The church has three computers, digital projector, fax and TV/VCR. A large, well-appointed manse or a housing allowance is available. Our ministry is supported by a staff of organist, caretakers, treasurer and secretary, as well as many willing volunteers.

4. **Position Profile:** We offer a full time position, open to ordained ministers, diaconal ministers and lay pastoral ministers in the United Church of Canada. The areas of responsibility are:

1. Christian Development – Youth and Children
2. Worship and the Sacraments
3. Involvement Outside the Congregation
4. Pastoral Care
5. Ongoing Church Life and Administration

We hope to attract a minister who will support our friendly, active, energetic church family, and help us work toward improvement in our weaker areas.

5. **Skills Profile:** Our incoming minister will need to welcome and encourage the sharing of the many skills within our Church, while being able to meet varied spiritual and personal needs. The successful applicant will be personable and approachable, and feel at ease within a small town community. The ability to relate the Christian message to everyday life in an understandable way is very important to our members.

6. **Terms Profile:** Terms of employment are as follows:

- Full time for a 1.0 point charge
- Salary and benefits commensurate with United Church guidelines
- Book allowance and study leave (3 weeks) combined at \$1250

The members of Lucknow United Church eagerly await the opportunity to meet and work with our new minister. Our congregation understands the demands of ministry. We are committed to sharing in the work and responsibilities of our Church.

Community Profile

The village of Lucknow, Ontario is on the border of Bruce and Huron Counties, and is situated at the crossroads of Highway #86 and Bruce County Road #1. It is about 15 minutes from the sandy beaches of Lake Huron, and is part of the Municipality of Huron-Kinloss. Larger towns such as Goderich, Kincardine and Wingham are less than forty kilometres away. The cities of London, Owen Sound and Kitchener-Waterloo are only one and a half hour drives. Lucknow, with a population of approximately 1100, has a mixture of age groups. The village serves a rural/farming community of approximately 5000. Bruce Power and Wescast Industries are also major employers in the area. Lucknow is fully serviced with hydro, water, sewers, paved streets, and sidewalks. There is regular garbage collection and recycling pickup. Postal service is provided by a central building with mailboxes, and a separate postal outlet which is in one of our retail stores.

When asked in our Needs Assessment Survey, our church members identified several reasons to explain why they like to live in the Lucknow area.

- A friendly, caring community where people like each other
- Good community spirit
- Close to many things e.g. lake, cities
- Necessary services are available e.g. medical, shopping, sports
- Dedicated volunteers
- Attractive town and countryside
- Small town atmosphere is peaceful and life moves at a slower pace

For those living in and around Lucknow, there are many services and businesses to meet their needs, and a large variety of recreational activities from which to choose. Many of these are listed below.

Businesses and Services

- Bank of Montreal (with ATM)
- 3 restaurants and an ice cream parlour
- grocery store
- pharmacy
- hardware store
- lumber yard and building centre
- bake shop
- butcher shop
- florist and gift shop
- Ford dealership and garage
- strawberry/raspberry patch and market garden
- men's, ladies' clothing and shoe store
- appliance store
- funeral home
- several hairdressers
- insurance agents & investment broker
- Laundromat
- bed-and-breakfasts
- travel agent
- Sears outlet
- real estate agents
- weekly newspaper
- 2 gas stations
- car washes
- plumbers, electricians, gen. contractors
- accountant, lawyer
- About Town bus service to London, Owen Sound, Kitchener
- music lessons
- pet boarding kennel
- computer store
- retreat centre & spa
- tire store
- BriteSpan building systems
- maple syrup businesses
- welding shops
- Canada Post postal outlet
- convenience, discount & variety stores
- Co-op store (w/ gas pumps)
- agricultural equipment dealer

Churches and Church Neighbours

- Lucknow United
- Lucknow Presbyterian and South Kinloss Presbyterian
- Lucknow Community Christian Reformed
- St. Peter's Anglican
- a large Mennonite/Amish population lives in the Lucknow area
- Silver Lake United Church Camp is about 15 minutes north on Bruce County Road #1

Education

- Preschool - qualified child care workers in their homes
- Elementary - Lucknow Central Public School; also, some of our church children attend Brookside Public School located 10 minutes outside of Lucknow
- Full-day learning/Kindergarten available at Lucknow Central Public School (as of September 2010)
- High School - F.E. Madill Secondary School in Wingham, which is 15 minutes east on Hwy. #86. Lucknow students may enroll in Kincardine or Walkerton high schools, depending on individual needs
- Post-secondary – Fanshawe, Georgian and Conestoga Colleges, and Waterloo, Wilfrid Laurier, Western, and Guelph Universities are all within a 90-minute drive (many offer distance education courses and have satellite campuses)
- Night School – both the Bluewater and Avon-Maitland Boards of Education offer courses for interest or credit in schools in the Lucknow area

Health Care and Emergency Services

- medical centre with a general practitioner and dentists
- Wingham and District Hospital, with an emergency service and ambulance service, is 15 minutes east on Hwy. #86
- specialists from larger centers have satellite clinics at Wingham Hospital
- major medical facilities are within 90 minutes
- Pinecrest Nursing Home (60 beds), Nine Mile Villa Retirement Community (18 rooms/22 beds)
- RVilla Retirement Living (Ripley)
- chiropractor
- Grassroots Retreat Centre, with massage therapy, reflexology, and more
- Studio C Salon & Spa
- fully certified/qualified volunteer fire department

Community Organizations

- Chamber of Commerce
- Lions
- Kinsmen, Kinettes
- Royal Canadian Legion (Branch 309)
- Legion Pipe Band
- Scouting, Guiding
- 4-H
- Horticultural Society
- Agricultural Society
- Masons
- Seniors Group
- HAWK Theatre (Community theatre group)

Social, Recreation and Sports Facilities and Programs

- Lucknow and District Sports Complex (recently expanded) with a NHL size ice surface, squash courts, fully equipped gym, conference rooms and tourism office
- various types of exercise classes, personal trainer
- hockey, soccer and baseball leagues
- 2 baseball diamonds with lights
- skateboard park
- 3 soccer fields with concession stand
- outdoor swimming pool with a full summer schedule
- private indoor pool with three-season availability for lessons, AquaFit classes and year-round rentals
- tennis court
- bowling lanes and game centre
- weekly card parties at the Town Hall
- snowmobile trails
- parks with picnic facilities and playground equipment
- banquet facilities, including Lucknow Legion (seating for 180) and Lucknow Community Centre (seating for 400)
- library
- HAWK Theatre (community theatre)
- 5 golf courses (15-30 minute drive)
- Fisherman's Cove camping – (15 minutes)
- Silver Lake fishing and boating – (15 minutes)
- Wawanosh Nature Centre (20 minutes)
- bridge club
- outdoor volleyball
- lawn bowling green
- Lake Huron beaches (15 minute drive)
- walking trails

Special Events

- Strawberry Festival (June)
- Fall Fair (September)
- Music in the Fields (annual one-day Country music festival) (last Saturday in August)
- Christmas parade, Community tree lighting (November/December)
- Carolfest (rotates amongst community churches)
- Juvenile Silver Stick tournament
- Many minor hockey tournaments
- New Year's Day President's Levee at the Legion

For more information check these web sites:

www.huronkinloss.com

www.lucknowsentinel.com

Lucknow has a lot to offer. Our people face the challenges of being part of rural Ontario, and a global economy, in a positive manner. When something needs to be built or saved, or someone needs assistance, the community stands and works together. That's the way it has always been. Even though our village and area are always evolving, our sense of community remains strong. Lucknow is a great place to live.

Pastoral Charge Profile

Our Mission Statement (adopted 2004)

We, the members of Lucknow United Church, gather in God's love revealed through Jesus Christ, guiding and fulfilling journeys of faith.

Our Vision Statement (adopted 2005)

As a community of faith:

we will share a worship experience that offers meaning, joy and hope through preaching, music and prayer;

we will open our hearts and welcome all people to our life and ministry;

we will offer opportunities for nurturing spiritual foundation and growth;

we will support and celebrate the gifts of our children and youth;

we will encourage sharing of time, talents and treasures;

we will reach out to the community and to the world in the name and spirit of Jesus Christ, under the guidance of the Holy Spirit.

A Brief History

Our roots began in 1862 and the present church was built in 1885. In 1909, the pipe organ was installed. This church served first as a Methodist Church, and then as a United Church since Union in 1925. The Christian Education wing and manse were built in 1969, and a new church front entry in 2008. We offer a barrier-free entrance for all members and visitors.

Church Structure

Lucknow United is a 1.0 point charge.

Our church operates under a Council, which includes Ministry & Personnel, Trustees, Pastoral Care & Outreach, Administration, Christian Education and Worship & Music committees.

Our Congregation

Our church family includes 245 members from the village of Lucknow and the surrounding area. We have been experiencing a decline in attendance in the past few years and a typical attendance for Sunday worship would be average of 50 people. The Sunday congregation includes a mix of people - young children, young adults, middle-aged and seniors.

As shown in the 2010 Annual Report, there was/were 1 member received by transfer and 0 by profession of faith (reaffirmation), 0 members removed by transfer, 4 members removed by death, 1 wedding, 3 baptisms and 9 funerals.

The last Profession of Faith (confirmation) class was held in 2010, with 7 young people confirmed.

Our Sunday Worship

The service begins at 10:30 a.m. for most of the year and at 10:00 a.m. during the summer. In the summer, there are combined services with the Presbyterian Church. For the past two years the Sunday services have been moved from the sanctuary to the Fellowship room (downstairs) for January, February and March in order to reduce heating costs.

The service includes a children's story, after which the children go to Sunday School. There is also a Nursery provided for those children below Sunday School age. During the worship, there is Sharing of the Peace of Christ (a time to greet fellow worshippers) and at the end of the service, we share in a closing/departing song. Someone reads the monthly 'Minute for Mission' during worship. Members also act as greeters, ushers, scripture readers and collection counters.

We provide video and sound of the service in the Fellowship room (downstairs) for those members who have mobility issues and/or special needs. Additionally, the service is audio recorded each week, and is available to any member of our congregation and also played for the nursing home residents.

Communion is offered four or five times a year – half of the time being served in the pews and the other times by intinction at the front of the church. Both grape juice and wine are offered.

Special Sunday worship services that are held annually include:

- Easter and Christmas
- Worship and Barbeque at Silver Lake Camp (early June)
- Strawberry Fest Ecumenical Outdoor Worship (June)
- Anniversary Sunday (3rd Sunday in October)
- White Gift
- Christmas Service led by the Sunday School

Our Music Ministry

We have an active choir which provides special music selections each week and contributes to many special events (e.g. Anniversary Sunday, church and community concerts, Christmas services). There is an organist, choir leader and supply pianists/organists who fill in when needed. The church has a pipe organ and four pianos which receive regular tuning and maintenance. "Voices United" is the hymnal used regularly and "More Voices" is sometimes used. Special music, provided by "Sunday Sunshine" (a small instrumental and vocal group), our young people, or other members of the congregation, is often enjoyed before Sunday worship services.

Church Groups and Programs

The UCW is very active in our church. There are two units (an afternoon and an evening "Women With a Mission") which meet monthly and, in addition to this, join together for four general meetings annually. A "Nimble Fingers" group meets one afternoon monthly to work on quilts and other craft items which are donated to community and missions outreach programs, and sold at the annual bazaar. The UCW does much of our fundraising through activities such as catering, an annual turkey supper and making turkey pies. A Friendship committee visits our elders, celebrating special occasions, and a Bereavement committee prepares and serves funeral lunches.

Pastoral Care & Outreach offer 'Young at Heart' (once a month), a games day for all ages and people from other churches. Also, we hold 'Tuesday's Table', an evening supper (once a month) for those in need of a well-balanced meal and fellowship. Two other churches provide

the same service on a rotating basis. Sunday Sunshine (local group) performs monthly for the residents of both Pinecrest Nursing Home and RVilla (Ripley). Elderly who have trouble getting to church are visited at least four times a year, when the 'Uniter' newsletter is delivered.

Our Sunday School is active, but at present is fairly small. We have 2 teachers. A typical Sunday attendance is about 5 to 10 children/young people. Sunday School runs from September to June, and is replaced by a Junior Congregation during the summer. Highlights of the year include leading a Christmas worship in church and participating in intergenerational worship services throughout the year. Our children also enjoy the annual "Ice Cream Sunday" on the last day of classes in June when they all walk downtown and have an ice cream cone.

Community and World Outreach

We enjoy close relationships with other churches in Lucknow. Regularly shared activities and events include:

- combined summer worship with the Presbyterian Church
- Remembrance Day service (rotating among United, Presbyterian and Anglican Churches with other community pastors participating)
- Ecumenical outdoor Sunday service during Lucknow Strawberry Festival in June
- World Day of Prayer Service
- Community Carolfest at Christmas (involves many area churches and hosting duties rotate amongst the Community Christian Reformed, United and Presbyterian Churches)
- Good Friday service (alternates between United and Presbyterian churches hosting)

Outreach programs supported by our congregation and groups within it include:

- Food Bank in Wingham (which serves Lucknow area families) – donations are received during worship on Food Share Sunday held once a month
- Huron County Christmas Bureau – donations from White Gift Sunday and from our Nimble Fingers group
- Tuesday's Table (monthly, community meal)
- Operation Christmas Child (shoe boxes filled with Christmas gifts)
- Chapel service at Wingham Hospital (every two months)
- Women's Shelters in Goderich and Kincardine
- Pinecrest Nursing Home in Lucknow – visiting church members and leading Sunday afternoon worship about once a month
- support to community families in times of crisis (e.g. Nimble Fingers gives quilts to fire victims)
- Our Mission and Service Fund allocation is regularly met
- Foodgrains Bank
- Operation Christmas Child
- Lenten Offerings – donations to several different programs each year
- The Sunday School has supported a child through the Foster Parents Plan for many years
- The UCW, including Nimble Fingers, supports many programs through Presbyterial, and also local and world outreach (e.g. Salvation Army, Sleeping Children Around the World)

How We See Ourselves

Our congregation views itself as being very strong in the areas of organizing, getting people involved and working together on projects and activities such as church suppers, bazaars and fund raising. We value our members and make an effort to visit those who are unable to attend church, the elderly and those in hospital. We come together in times of need, and generally see ourselves as being a friendly, welcoming group of people. We have many dedicated volunteers who faithfully work to keep the Church running smoothly.

We recognize that there are areas for improvement. Attracting young people (and young families) to our church is one of those areas. Regular Sunday attendance is another area that we hope to be able to improve. Welcoming and encouraging all people to be involved in the work of our church has been identified as a need. Communication is seen as something upon which we can improve.

What We Value in Our Ministry

The results of our JNAC survey indicated that visiting shut-in's and those in hospital are what we value most. Also of great importance at this stage of our church life is management of property and finances, outreach to the greater community, fundraising, preaching social issues, and administration.

Challenges and Hopes

We hope to attract a minister who will be able to support us as we work in maintaining our strengths and making improvements where needed. Among the biggest challenges our church faces are building the membership and increasing regular attendance. We are looking for someone who is flexible and is able to share a variety of music types, sermon topics and worship experiences with our congregation.

Resources Profile

Finances

The following figures are taken from the annual report for the year ending 2010.

The year ended with a balance of \$3,960 in the general fund. Offerings consisted of envelope givings of \$68,629 and loose offering of \$973. We use PAR as well as envelopes for offerings.

The Building Fund has a balance of \$13,786.

The Access Fund has a balance of \$26,517 (\$15,000 and \$11,517 in GICs).

This year's givings to the Mission and Service fund were \$11,395.

The Sunday School raises its own funds to help support their programs. The UCW, with assistance from congregation members, has a fowl supper and makes meat pies to sell. A bake sale and special occasion luncheons are other projects.

If required, a door-to-door canvass of church members has been and can be used when more finances were/are required. Money also has been raised for the general account by hosting a roast beef dinner and entertainment evening, usually in late March or early April, and a BBQ steak dinner in the summer or early fall and a bazaar with luncheon area in late fall. The whole congregation gets involved in these events.

Property

The Lucknow United Church and Manse are joined together by a basement hallway with Sunday School rooms off of it. They are situated on a hill on a large lot at the corner of Campbell and Havelock Streets. The property includes a large "land locked" lot directly behind the manse.

In the church there is a Minister's Study. As well, there is a general office, used by the treasurer and church members who produce materials such as the bulletins and newsletters. There is one phone line that comes into the offices (behind locked doors for privacy issues) and one phone line that can be used for emergencies (located in the janitorial room). The main church building includes a traditional style sanctuary and a fellowship room below it. The church kitchen has been fully renovated and the front entrance was recently remodelled and a new bathroom installed downstairs. Both are barrier-free. Additionally, we provide video and sound of the service in the Fellowship room (downstairs) for those members who have mobility issues and/or special needs.

The Manse is a 4 bedroom, brick home with approximately 1700 square feet. It is all on one floor, with Sunday School rooms underneath it. There is an attached garage and a paved driveway. It is described in more detail in the Terms Profile.

Volunteers

The following is a list of some volunteer groups and people who give their time willingly at the Church: Choir, Sunday School teachers, UCW, Nimble Fingers (outreach group committed to charity work, relief efforts and missions), taped ministry to shut-ins, nursery, Bereavement Committee serving lunches after funerals, church cleaning and work bees, and readers during worship. A retired minister, a member of our community, is our Minister Emeritus.

Additional Staff

Paid staff consists of a secretary, treasurer, caretakers and organist. Secretarial duties include such things as preparing the bulletin, PowerPoint projections, annual report, checking e-mails, etc.

Position Profile

Position Title: Minister (full time)

Position Open to: Ordained Ministers, Commissioned Ministers and Designated Lay Ministers in The United Church of Canada

Accountable to: The United Church of Canada, as represented by Bruce Presbytery; and the Congregation through the Ministry and Personnel Committee

Areas of Responsibility Important to our Congregation include:

1. Christian Development – Youth and Children

- supports the Sunday School and other programs for children and youth, by showing an interest in the programs and those organizing them
- facilitates getting youth and children to church by engaging them at their level (e.g. children's time in church)
- organizes and conducts confirmation classes as required

2. Worship and the Sacraments

- has primary responsibility for planning and leading Sunday morning worship, and special services such as Christmas Eve service
- develops worship experiences in conjunction with the Worship Committee and the Music Director, using a creative, open-minded approach that incorporates a variety of music and worship styles (it is not a requirement to follow the lectionary)
- prepares and delivers sermons and children's time messages that convey the Christian message by incorporating present day life experiences in an understandable way
- provides the Sacrament of the Lord's Supper approximately 4 or 5 times a year
- provides Communion to shut-ins
- conducts funerals, weddings and baptisms as required
- wedding policy: a couple approaches the minister, who then brings their names to our Church Council meeting for approval or rejection.

3. Involvement Outside the Congregation

- as part of a rotation with other local clergy, conducts Sunday afternoon worship services and memorial services at Pinecrest Nursing Home in Lucknow
- co-operates and shares leadership with other clergy for community services, such as Remembrance Day, and an ecumenical worship during the community Strawberry Festival
- takes a caring, visible role in the general life and issues of the community outside our church
- attends and participates in meetings of Bruce Presbytery and Hamilton Conference as required

4. Pastoral Care

- regularly visits members who are in hospitals, nursing homes or shut-in (in conjunction with the members of the Church)
- visits, supports and/or counsels members and adherents as needed in times of crisis, illness or bereavement, and as requested
- meets with those planning for baptism or marriage
- provides regular office hours and phone availability, as commitments allow

5. Ongoing Church Life and Administration

- encourages and facilitates the contributions of all members of the congregation (particularly children and young people) to our church life
- co-operates with staff and church leaders in the administration of the Church
- oversees Church records as stated in the United Church Manual
- attends and reports at official Church Council meetings, attends Worship Committee and Administration meetings
- attends other committee meetings, and participates in church functions and activities, when expedient

* See Appendix (Survey Summary) for further detail

Skills Profile

Lucknow United Church, the only United Church in the village, is served by one minister and, as our Vision Statement says, welcomes all people to our life and ministry. Therefore, the minister of this church will need to be able and willing to accept a number of responsibilities and to interact with a variety of people. That person will need to welcome and encourage the sharing of the many skills that members have to contribute to our Church life, and also be able to meet their varied spiritual needs. On the other hand, while completing the JNAC survey, many from our congregation expressed recognition of the fact that members share the responsibility to meet the needs of the Church and each other, and must work with the minister who cannot be expected to do everything.

The successful applicant must:

1. Be personable and approachable to all age groups of the congregation
2. Be at ease within a small town community
3. Be able to relate the Christian message to everyday life in an understandable way;
4. Be flexible and open-minded in trying new ideas over time with the approval and assistance of the congregation.

* See Appendix (Survey Summary) for further detail

Terms Profile

Lucknow United Church is seeking a full-time minister.

Manse: We would prefer that our minister occupy the manse. Our manse is a single storey, 1700 square foot bungalow with four bedrooms, 1-1/2 bathrooms, living room/dining room, large family room, laundry facility and foyer. There is a single-car, attached garage, with a paved driveway. The Sunday school rooms run under the main part of the house. There is a fridge, stove, dishwasher, washer and dryer included. The window coverings are provided and there is some carpeted area. The manse is situated on a large, attractively landscaped lot. Cable hook up is available at the minister's cost. If living in the manse is not suitable, we will provide a housing allowance per the United Church Manual.

Sewers and water are provided. Heat and hydro are provided with the manse, but the minister is responsible for \$500 of this cost. Therefore, there will be a monthly pay cheque deduction of \$41.66. The church will pay the basic monthly fees for the manse phone.

Minister's Study: A minister's study is provided in the church. This is accessible from the manse without going outside.

Church Phone: The church will provide basic phone and call answer. There is one phone line that comes into the offices (behind locked doors for privacy issues) and one phone line that can be used for emergencies (located in the janitorial closet). A computer, fax and high speed internet run off the general office phone line.

Salary: Salary is in accordance with the United Church of Canada 2011 Salary and Allowances Schedule based on years of experience and expression of ministry. This shall be reviewed annually.

Travel Allowance: Travel allowance is 41 cents per kilometre. Mileage will be submitted on a monthly basis for reimbursement. A detailed mileage/destination log must be kept for Canada Customs Revenue Agency purposes.

Vacation: If the minister takes a month as holidays and there are 5 Sundays in that month, then vacation time is inclusive of those 5 Sundays. If holiday time is not requested as a one month period, then a total of 4 weeks is offered. Vacation dates shall be determined in consultation with the Ministry and Personnel Committee. Tradition has been to combine July and August services with Lucknow Presbyterian Church, allowing each minister to take one month of holidays. However, this may be changed, so that holiday time is taken as the minister prefers.

Study Leave: Three weeks are allowed per calendar year. Study leave dates shall be determined in consultation with the Ministry and Personnel Committee.

Book allowance & Life Long Learning: \$1,250 (combined) per calendar year

Moving Expenses: Lucknow United Church will pay for these as per the church manual.

Secretary: We will provide a secretary for four hours per week.

APPENDIX

Survey Summary

In preparation of this report, a survey was distributed to 175 members of Lucknow United Church.

The response rate was 28%. The returned surveys included: 4% ages 13-20, 4% ages 21-25, 2% ages 26-40, 27% ages 41-55, 39% ages 56-70, and 24% aged over 70. There were no significant differences in responses between males and females, so the results have been combined.

The survey was composed of 3 main sections:

Section A: Four open-ended questions ('I like Lucknow because...', 'Our congregation is very good at...', 'Our congregation needs to improve in...', and 'During the next five years, I hope my involvement in the Church is...') provided information about members' perceptions of the community of Lucknow, strengths and weaknesses of our Church, and their own roles in the future of our Church.

Information received is included in the Community and Pastoral Charge Profiles.

Section B: The survey asked "How important is each of the following aspects of Church life to you?" Respondents rated each of 23 aspects given (as shown below in Overall Rankings but listed in random order) as Very Important, Important, Less Important or Unimportant.

These aspects are not necessarily considered the responsibility of the minister, but are ones which a minister would need to support.

The results are used in the Pastoral Charge, Position and Skills Profiles.

Summary of Results (based on the percentage of respondents who rated an aspect as Very Important or Important):

Overall, visiting those in hospitals and shut-in's is of top importance. All age groups included visiting those in hospitals and shut-in's in their top three. Sunday School was also very important, making the top four in each age category. Management of Church and Property and Finances in addition to Outreach to the Greater Community came through as being important as well.

Overall Rankings Including All Age Groups

- | | |
|--------------------------------------|---------------------------------------|
| 1. Visiting shut-ins | 10. Teen activities |
| 2. Visiting hospitals | Senior's activities |
| 3. Management of property & finances | 11. Promoting mission & service funds |
| Outreach to the greater community | 12. Adult activities |
| 4. Sunday School & Fundraising | Visiting congregation members |
| 5. Preaching social issues | 13. Music: variety of styles |
| Administration | 14. Children's mid-week activities |
| 6. Preaching scripture | 15. Music: modern Christian |
| 7. Preaching personal development | 16. Bible study |
| Traditional hymns | 17. Part-time minister |
| 8. Social action groups | |
| 9. Full-time minister | |

* It is again stressed that these are aspects of Church life that are important to us, but they are not necessarily the responsibility of the minister.

Top Rankings by Age Group

Age 13-20

1st (tied): Sunday School
Variety of styles of music
Full-time minister

Age 21-25

1st (tied): Visiting hospitals
Sunday School
Variety of styles of music
Senior's activities
Social action groups
Visiting shut-ins

Preaching social issues
Preaching personal development
Outreach to the greater community
Fundraising
Modern Christian music
Full-time minister

Age 26-40

* Although many things in a minister were important, these were considered "very important":

Visiting shut-ins
Visiting hospitals
Preaching social issues

Preaching scripture
Outreach to the greater community
Variety of styles of music

Age 41-55

1st: Outreach to the greater community
2nd: Fundraising
3rd (tied): Social action groups
Visiting shut-ins & hospitals
Sunday School

Age 56-70

1st (tied): Sunday School
Visiting shut-ins
Visiting hospitals
2nd (tied): Preaching social issues
Management of church property & finances
Administration (daily operation of church)

Age 70+

1st: Preaching scripture
2nd (tied): Management of property & finances
Traditional hymns
3rd (tied): Visiting shut-ins
Administration (daily operation of church)
Visiting hospitals
Full-time minister
Fundraising

Section C: This part investigated the gifts and skills which members value in their minister. Respondents rated each of 11 given gifts/skills (as shown below but listed in random order) using a scale of 1 (least valued) to 5 (most valued).

The results are included in the Pastoral Charge, Position and Skills Profiles.

Summary of Results (based on the percentage of respondents who rated a gift/skill as 4 or 5):

All age groups ranked enthusiasm as their number one priority as the gift valued most in a minister. The ability to relate well to children and youth was also important, being ranked first or second in all age groups. Relating Christianity to present day life ranked in the top two of each age group; it will be important for our new minister to have a more contemporary versus traditional approach to worship.

Overall Rankings Including All Age Groups

1. Enthusiasm
2. Ability to relate well to children and youth
3. Capacity to relate Christianity to present day life
4. Ability to convey the Christian message
5. Dedication to visiting
 - Skill for personal counselling
 - Capacity to engage people outside the Church
8. Ability to develop and support Christian education programs
9. Administration/organizational ability
10. Commitment to social action/outreach
11. Commitment to personal and professional development

Top Rankings by age group

Age 13-20

- 1st: Ability to relate well to children and youth
Enthusiasm
Capacity to relate Christianity to present day life

Age 21-25

- 1st: Ability to convey the Christian message
Ability to relate well to children and youth
Enthusiasm

Age 26-40

- 1st: Ability to relate well to children and youth
Enthusiasm
Commitment to social action/outreach
Capacity to engage people outside the Church
Capacity to relate Christianity to present day life

Age 41-55

- 1st: Ability to relate well to children and youth
Enthusiasm
- 2nd: Capacity to relate Christianity to present day life
- 3rd: Skill for personal counselling
Capacity to engage people outside Church

Age 56-70

- 1st:** Ability to relate well to children and youth
Enthusiasm
- 2nd:** Capacity to relate Christianity to everyday life
- 3rd:** Dedication to visiting
Capacity to engage people outside the Church

Age 70+

- 1st:** Ability to convey the Christian message
Enthusiasm
Capacity to relate Christianity to every day life
- 2nd:** Ability to relate well to children and youth
- 3rd:** Dedication to visiting

Both Sections A and B included the opportunity for respondents to add other responses in addition to those listed.

The survey also included the questions:

- “What other gifts do you value in a minister?”**
- “If you attend Church regularly, please tell us why.”**
- “If you do not attend Church regularly, please tell us why.”**

A copy of the distributed survey will be provided on request.