



## **Report of the Joint Needs Assessment Committee**

### **Grace United Church**

**June 2017**

*Open Hearts, Open Minds, Open Table*

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*Thank you to all those who made this document possible: the dedicated members of the Committee, the staff of Grace United Church, the Ministry and Personnel Committee, the Worship Committee, the Finance Committee and the members of the congregation who continue to live out the call to be the people of God in this place.*

## **Summary**

In November 2016, Rev. Hugh MacGregor announced his intention to retire June 30, 2017 after 11 years of faithful service to Grace United Church. As a result, a Joint Needs Assessment Committee (JNAC) was convened. Members of the committee are Holly Bishop (co-chair), Barb Clark (co-chair), Steve Craik, John Edey, Maggie Nichol, Matthew Ross (Secretary), Neil Rosychuk and Elizabeth Tkachuk. Presbytery representatives are Delores Hanchurak, Rev. Jo-Anne Kobylka and Rev. Timothy Thomas. The committee met six times between March and May 2017.

In preparation for the JNAC, the congregation undertook a Visioning exercise under the leadership of Rev. Anna Constantin. Utilizing the principles of Appreciative Inquiry, a guide was developed. That guide (see Appendix 1) was used during a congregational workshop. Approximately 50 members of the congregation gathered in small groups with a facilitator to discuss what they valued about the church and what they saw as important going forward. The same questionnaire was used with children and youth. The results of the discussions were collated and themes were extracted. The four concepts that are most important to the church are Belonging, Worship and Music, Leadership, and Challenge. (See Appendix 2.)

Following the commencement of the JNAC, all the staff members were interviewed regarding what was important to the congregation, what they feel are its future needs and what challenges Grace will face in the future. Many of the staff responses were very similar to the themes identified by the Visioning process.

In order to give the congregation another opportunity to provide information to the JNAC, they were asked to contact committee members with their comments or to submit them anonymously into a drop box.

All information was reviewed by the Committee and forms the basis for the recommendations made in this report.

### **Strengths of the congregation**

- Worship and worship leadership
- Music program and leadership
- Intergenerational congregation
- Programming for all age groups
- Active membership

## **Challenges for the congregation and ministerial team**

- Aging congregation and changing community
- Pastoral care
- To encourage the congregation to move their faith into action in support of social justice activities
- Meeting the needs with the current staffing model

## **Recommendations**

1. That Edmonton Presbytery be requested to declare 1.5 ministry personnel vacancies.
2. That Edmonton Presbytery be requested to strike the Joint Search Committee.
3. That Grace United Church direct the Joint Search Committee to meet with Rev. Anna Constantin to assess her call to the .5 ministry personnel position. If she feels called, negotiate the terms of the call, and recommend her as the successful candidate at a duly called Congregational Meeting prior to the position appearing on the national vacancy list.
4. That the Official Board further explore the need for further staffing in the areas of Pastoral Care, Children and Youth ministry within one year of the call of the full time minister.

## **Community of the Pastoral Charge**

Grace United Church is located in southeast Edmonton. The area includes the neighbourhoods of Fulton Place, Capilano and Gold Bar with a combined population of approximately 7,300 people. It is bounded by the North Saskatchewan River to the north, the Wayne Gretzky Freeway to the west, 101 Ave. to the south and an industrial area to the east. Families living in the greater Edmonton area also attend Grace United Church.

This is a middle-class district with mostly single-family homes and some rental townhouses, condominiums and apartment buildings. There are a condominium complex and a seniors' apartment building adjacent to the church.

The area was developed in the late 1950s and early 1960s and is considered to be an older, established area of the city. Approximately 80% of the residents own their homes and 70% of the residents have resided at the same address for over five years. There are still some original owners in the neighbourhoods. Children, now adults, who grew up in the neighbourhood have returned to raise their own families and other young families are moving into the area. The area is very stable, with a mix of seniors (33%), families (20% of the residents are 19 years of age or younger) and singles. (2016 municipal census statistics) Many people are choosing to renovate or expand their homes rather than moving to another area of the city.

Public schools in the area include Hardisty (K-9), Gold Bar (K-6) and McNally (10-12). Hardisty also offers the Logos Christian program. Suzuki Charter School (Preschool-6) offers a music-focused program and occupies the former Capilano Elementary School. St. Gabriel (K-6) is the Catholic school in the area.

Other faith groups in the area include St. Augustine's Anglican, St. Michael Resurrection (Catholic), Hope Lutheran, Edmonton Seventh Day Adventist, Braemar Baptist, Spanish Pentecostal, Trinity Mar Toma, Ahmadiyya Muslim Jamaat, St. Andrew's Ukrainian Orthodox and the Centre for Self Awareness. There are also three other United Churches nearby: Ottewell, Strathearn and United on Whyte.

The area has easy access to the downtown, fifty kilometres of river valley parks, hospitals, post-secondary institutions and cultural and entertainment facilities.

The area is close to three river valley parks – Capilano, Gold Bar and Forest Heights – where bicycle, hiking and cross-country ski paths are available as well as picnic areas, playgrounds, a boat launch and off leash areas for dogs. These parks are connected to fifty kilometres of parkways, linked by footbridges to the north and south river trails. There are several other small parks and playgrounds in the area.

Hardisty Leisure Centre, which is one block from the church, has a large indoor pool and a weight and exercise room and offers a wide variety of programs for all ages, including swimming lessons, aquasize and family swims. In addition, an indoor arena, several outdoor skating rinks, tennis courts, curling rink and several golf courses are within easy access.

There are many programs available for children and youth in the Grace catchment area including baseball, soccer, T-ball, hockey, basketball, ringette, dance, gymnastics, Sparks, Brownies, Guides, Beavers, Cubs and Scouts. Community Leagues offer other recreational activities for children and families.

Within easy access are the Royal Alexandra Hospital, the University Hospital, the Stollery Children's Hospital, Mazankowski Alberta Heart Institute, Grey Nuns Hospital and Glenrose Rehabilitation Hospital.

Post-secondary institutes in Edmonton include the University of Alberta, St Stephen's Theological College, King's University, Concordia University, MacEwan University, Northern Institute of Technology (NAIT) and NorQuest College. Driving times from Grace vary from 10-20 minutes.

The city of Edmonton has a vibrant cultural life. The Winspear Centre for Music is a performing arts centre and is home to the Edmonton Symphony Orchestra. The Jubilee Auditorium is a performing arts and culture facility that is home to the Edmonton Opera and Alberta Ballet. Both venues host many guest artists and concerts. Other attractions include the Citadel Theatre, Edmonton Art Gallery, Fort Edmonton Park, Edmonton Valley Zoo, Muttart Conservatory, Royal Alberta Museum, Telus World of Science and several repertory theatres. There are numerous festivals held throughout the year including the Fringe Festival, Heritage Days and a folk music festival.

Edmonton also has professional hockey and football teams. The Edmonton Oilers and Edmonton Oil Kings hockey teams play out of the recently opened Rogers Place in downtown Edmonton and the Edmonton Eskimos football team plays out of Commonwealth Stadium.

Capilano and Bonnie Doon shopping centres, several strip malls and a fire station are close by. Public library branches are located in the Capilano and Bonnie Doon shopping centres.

This community, although socially and economically stable, has and will have ongoing needs in several areas:

- Increasing access to medical support, home care, recreational services and pastoral care from the church for seniors, who compose one third of all residents
- Support and programs to help younger families nurture their children and teenagers
- Staying in contact and providing support to seniors who have moved from their homes in the community to care facilities throughout the city

## **Ministry of the Pastoral Charge**

### **Mission Statement**

*As a community of faith, we acknowledge that God has called us to be on a spiritual journey, following the way of Christ. By reaching out and gathering in, we seek to share hope and love with all people. We will nurture spiritual growth in the people of Grace United Church, be partners with community agencies, promote interchurch/interfaith dialogue, social justice and care for all creation.*

### **Equal Marriage Policy**

*By reaching out and gathering in, Grace United Church seeks to share hope and love for all people. As a compassionate and loving faith community, we support people in all relationships of care and love regardless of age\*, race, sexual orientation, differing abilities, ethnic background and economic circumstance. Reflecting this support, our marriage ceremonies are open to all. (\*assuming legal eligibility)*

Led by the spirit of our Mission Statement and Equal Marriage Policy, Grace United Church continues to work towards living out our vision. The church community grew as the community grew. Initially members met in their homes as they established the church. In October 1957, Grace United was recognized as a congregation. That same year, the first church building was built. That building, now called the Annex, remains on the church property. It continues to be used for some church school activities and community programs. The present church building was completed and dedicated in 1960. At that time, there were 125 Charter members. Although only about five of those members remain, most continued to be very active in the life of the church for many years.

At the time that it was established, the church had a sizeable amount of property. In 1978, the church saw a need for senior housing in the community. Church members worked with government to establish Grace Garden Court, a low cost housing apartment complex for seniors. That building remained under the auspices of Grace United Church until the authority for the operation of the facility was transferred to the Greater Edmonton Foundation in 1995. Over the years, many residents of Grace Garden Court have been members of the church and active participants in church activities. Recently, a Memorial Garden has been added to the church property.

The present congregation of Grace United Church consists of about 224 families and 450 individuals. Seniors make up 38% of the congregation and children under 16 account for 18%. Sunday church attendance averages between 125 and 175 individuals. Many of the adults attended Grace as children and returned to the neighbourhood and the church to raise their families. At present, there are some families where three generations share a pew on a Sunday morning.

Most of the congregation reside in the Fulton Place, Capilano and Gold Bar communities, within approximately a 15-block radius of the church. However, more recently, members from all areas of greater Edmonton have joined the church. The community is certainly in transition. There is

very little senior housing in the area and therefore most seniors must leave the community when they can no longer manage in their homes and require more care. This has a great impact on the pastoral care work of the church as the ministers and visitors must travel some distance to meet with those individuals.

Church School at Grace has a rich history. When the church and the community were growing, the Sunday School numbered several hundred. Due to its size, the Church School was held in a neighbouring school. Although the church can no longer boast those numbers, there is still a very active group. Church School enrollment is approximately 23 children (toddlers to Grade 6) with an average of 12 to 14 most Sundays. Sunday School runs throughout the year, including summer. The Power Xpress curriculum was used for several years; at present, several different resources are being utilized and there is a dedicated group of leaders. In addition to the Sunday School, there is a nursery for infants with a paid babysitter. For the past five years, the church had paid staff for the youth program. The group met twice a month on Sundays and at other times for recreational and social programs.

Grace also has a rich history of music and drama. Music is very important to the congregation. The well-qualified Music Director is well known in Edmonton's music community. The Senior Choir has approximately 20 members. Most recently, they have presented two cantatas a year, one at Christmas and one at Easter. The church also has a children's choir of approximately 10 children that is led by volunteers from the congregation. In the past, the church has put on full-length plays with most of the congregation participating. Although that has not taken place in several years, on occasion drama is part of the worship service. Several members of the congregation are trained in drama and provide leadership at these times.

Programming at Grace is of a multigenerational nature. There is a Young Adult Group that meets for social activities. There is a very active Senior Youthful Group that meets on a monthly basis for fun and fellowship. For those who are not youth, young adults or seniors, there is Grace in the Middle, a social program for individuals and their children. Other adult programs include Celebrating Women and Kitchen Boys, a program for the men of the church where they share a time of fellowship over a meal that they have prepared, and Tuesday morning coffee. Celebrating Women has an annual fall retreat, which provides an opportunity for rest, relaxation and spiritual growth. The Ladies of Grace have an annual bazaar, lunches during the year and a Christmas potluck. They also cater funeral receptions.

Under the auspices of the church, fitness programs such as Fitness, Fun and Fellowship, Yoga with Grace, Cycling Mamas and Grace Gliders, a cross-country skiing group, are offered as community outreach. Other outreach programs include Blankets for Canada, a Knitting Group that provides prayer shawls for the Prayer Shawl Ministry, and a worship service for the residents of Hardisty Care Centre, a long term care facility in the neighbourhood.

Community programs such as AA and TOPS utilize church space for their programming. In addition, church members have been involved in the annual Christmas dinner sponsored by the area churches. We have also shared the Blue Christmas and Ash Wednesday services with the local Anglican church.

Grace is committed to the outreach work of the United Church. We are one of Edmonton Presbytery's leading supporters of the Mission and Service fund. In addition, inner city programs such as Bissell and Operation Friendship are supported.

Over the past twenty years, Grace has been served by the following talented individuals, who brought their gifts to nurture the congregation:

Ordained

- 1997 – 2001            Rev. David Loper
- 2001 – 2002            Rev. Tom Forgrave (*Interim*)  
                                  Rev. Ken Morris (*Interim*)
- 2002 – 2005            Rev. Jeff Crittenden
- 2004 - 2008            Rev. Valerie Oden
- 2006 - 2017            Rev. Hugh MacGregor
- 2009 - present        Rev. Anna Constantin

Diaconal

- 1994 - 2000            Evie Gilmour
- 2000 - 2004            Jo-Ann Wilson-Simmonds
- 2015 - 2016            Mary Ann Pastuck (*Interim*)

Grace granted its first maternity leave in 2015 for Rev. Anna Constantin. Rev. Hugh MacGregor was granted a sabbatical in the fall of 2014.

## **Resources of the Pastoral Charge**

Grace United Church takes pride in being a financially stable congregation. Over the past several years, we have seen a drop in donations and as such have seen 3 years of small deficits. The Church building and accessory buildings are paid for and well-maintained. We have been advised that there are some significant building repairs that may be required over the next 5-10 years, including a roof replacement and a boiler replacement. We currently have a fund developed for a boiler replacement. An annual Stewardship package with financial information and pledge cards is prepared and distributed to members of the congregation. The Church has two trust accounts resulting from the past sales of manses and the interest from these funds is available annually. Funds available from two memorial trusts are used from time to time for special purposes and a third memorial trust contributes \$3,500 annually to the general funds. Financial details are available in Appendix 3.

Grace is active in fundraising activities such as the sale of grocery and Fundscrip cards, the annual garage sale and catering by the Ladies of Grace.

Grace is a leading supporter of Mission and Service. The trust accounts also allow the congregation to donate to several charities as listed in the Trustees' report. Grace supports local charities with donations collected from the annual Christmas Eve services going to the "No Room at the Inn" campaign and maintains ongoing projects for the Bissell Centre. We contribute to the ingredients used for stews and sandwiches for inner city community groups and assist in serving to these groups.

In addition to our 1.5 FTE ministers, we have a part-time office administrator, a highly accomplished music director with professional theatre experience and a part-time custodian.

Grace has a strong music and drama component in our worship services. The church has recently installed a professional grade projector in the sanctuary, along with a secondary projector and screen in the basement for information and learning programs.

The Church has a website ([www.graceunitededmonton.ca](http://www.graceunitededmonton.ca)) and Facebook page, which are maintained by the office administrator.

The Official Board meets the second Tuesday of each month. The board structure is outlined in the Organizational Manual.

## **Position Description for Ministry Personnel**

### **Full Time Ordered Ministry**

**Summary Statement:** This position, functioning as a member of the ministry team, will lead, guide and support members of the congregation as they follow their faith journey and fulfill the mission of the church. The vision of the congregation of Grace United Church will direct how key areas of responsibility will be developed and lived out. Grace United Church values teamwork and inclusivity in its ministry team.

The individual will have primary responsibility for Worship, Outreach, Membership and Leadership and will share responsibility for Pastoral Care and Christian Development with the other member of the ministry team.

### **Responsibilities**

#### **Worship (35%, 14 Hours/Week)**

- Oversee the planning of the weekly worship and special holy day services with involvement from the other ministry staff, Worship Committee and volunteer worship leaders
- Deliver engaging sermons that provoke reflection and challenge members of the congregation to act on their Christian faith
- Collaborate with the Music Director to ensure that music is an integral part of the worship experience
- Co-preside at the Sacraments
- Conduct weddings, funerals, memorial services and services in care facilities
- Encourage lay leadership and involvement in worship services

#### **Pastoral Care (30%, 12 Hours/Week)**

- Ensure that pastoral care is available for all members of the congregation with a particular focus on adults and seniors
- Care for members of the congregation at times of change and crisis
- Visit in hospitals and long term care facilities
- Provide emergency pastoral care
- Develop, support and train lay personnel in pastoral care

#### **Outreach (10%, 4 Hours/Week)**

- Challenge the congregation to support outreach initiatives and respond to needs beyond their own
- Encourage and support lay involvement in social justice initiatives
- Participate in ecumenical and multi-faith activities in the community

### **Christian Development (5%, 2 Hours/Week)**

- Develop and lead adult study groups
- Lead adult confirmation and membership classes
- Offer support for Sunday School and youth programming as needed

### **Membership (2.5%, 1 Hour/Week)**

- Welcome newcomers and facilitate their participation in church life
- Encourage and empower lay leadership in creating a culture of hospitality

### **Leadership Development (2.5%, 1 Hour/Week)**

- Support individuals in the development of leadership skills for areas of responsibility
- Support and mentor individuals presently in leadership roles

### **Administration (15%, 6 Hours/Week)**

- Co-ordinate monthly staff meetings to ensure that issues and concerns of the congregation are addressed
- Attend Board meetings
- Attend committee meetings for areas of responsibility (e.g. Worship, Pastoral Care, Outreach, etc.)
- Assist the Board in ensuring that it is operating efficiently and effectively
- Participate in and promote the work of Edmonton Presbytery and Alberta and Northwest Conference

**This position description can be changed by the Ministry and Personnel Committee in consultation with the Ministry Personnel and Presbytery to meet the needs of the Pastoral Charge.**

### **Accountability**

This position will be accountable to the Official Board of Grace United Church via the Ministry and Personnel Committee.

## **Position Description for Ministry Personnel**

### **.5 FTE Ordered Ministry**

**Summary Statement:** This position, functioning as a member of the ministry team, will lead, guide and support members of the congregation as they follow their faith journey and fulfill the mission of the church. The vision of the congregation of Grace United Church will direct how key areas of responsibility will be developed and lived out. Grace United Church values teamwork and inclusivity in its ministry team.

The individual will have primary responsibility for Christian Development with a focus on children, youth and families and will share responsibility for Pastoral Care and Worship with the other member of the ministry team.

### **Responsibilities**

#### **Christian Development (35%, 7 Hours/Week)**

- Offer leadership and support to the Church School with input from the Christian Development committee in the research and development of a curriculum
- Train and nurture volunteers for the Church School program
- Offer support to programs for Youth and Young Adults
- Lead confirmation and membership classes for Youth
- Support special interest groups (e.g. Senior Youthful Group, Celebrating Women)
- Be a resource for church based programs and community activities

#### **Pastoral Care (35%, 7 Hours/Week)**

- Care for all ages with a particular focus on children, youth and young families
- Care for members of the congregation at times of change and crisis
- Encourage and support lay involvement in pastoral care

#### **Worship (15%, 3 Hours/Week)**

- Provide worship leadership a minimum of four Sundays per year, delivering engaging sermons that provoke reflection and challenge members of the congregation to act on their Christian faith
- Maintain a leadership presence an average of two Sundays per month
- Co-preside at the Sacraments when available
- Conduct weddings, funerals and memorial services

**Administration (15%, 3 Hours/Week)**

- Attend board meetings as required
- Attend committee meetings for areas of primary responsibility (i.e. Christian Development)
- Participate in monthly staff meetings
- Participate in and promote the work of Edmonton Presbytery and Alberta and Northwest Conference

**This position description can be changed by the Ministry and Personnel Committee in consultation with the Ministry Personnel and Presbytery to meet the needs of the Pastoral Charge.**

**Accountability**

This position will be accountable to the Official Board of Grace United Church via the Ministry and Personnel Committee.

## **Skills**

### **Credentials**

- Ordered minister

### **Experience**

- Previous experience in a team setting preferred
- Training and experience to meet the responsibilities of the position description

### **Skills**

- Demonstrated spiritual leadership
- Ability to build meaningful relationships, relate to people of all age groups and embrace different perspectives
- Well-developed interpersonal and collaboration skills, including the ability to develop and maintain effective working relationships
- Ability to develop and deliver inspirational and faith-based worship services that are relevant, engaging and challenging
- Ability and willingness to carry out intentional pastoral visiting
- Ability to lead and be a resource for learning/progressive theology/study group sessions (e.g. Bible studies)
- Ability to develop, encourage and enable lay participation and leadership
- Excellent presentation and communication skills, both verbal and written
- Ability to successfully manage many competing priorities and tasks
- Ability to maintain a work/life balance
- Knowledge of community resources available to support all ages would be an asset

## **Terms for the Full Time Position**

### **At Grace United Church, we offer:**

- Above the recommended base salary set forth by the United Church of Canada, which ranges between \$55,076 and \$63,107 based on years of experience
  - Housing is included in the salary, as per the United Church's new funding model
- Automobile travel expense reimbursement at the CRA prescribed rate, which for 2017 is \$0.54 per km for the first 5,000 km and \$0.48 per km for the remainder
- An annual education allowance of \$2,000
- An annual phone allowance of \$400
- Other benefits such as four Sundays off each year, time off in lieu and education leaves

**We are also able to provide information about housing, childcare and education for children and assistance in searches.**

## **Recommendations**

1. That Edmonton Presbytery be requested to declare 1.5 ministry personnel vacancies.
2. That Edmonton Presbytery be requested to strike the Joint Search Committee.
3. That Grace United Church direct the Joint Search Committee to meet with Rev. Anna Constantin to assess her call to the .5 ministry personnel position. If she feels called, negotiate the terms of the call, and recommend her as the successful candidate at a duly called Congregational Meeting prior to the position appearing on the national vacancy list.
4. That the Official Board further explore the need for further staffing in the areas of Pastoral Care, Children and Youth ministry within one year of the call of the full time minister.

The current JNAC understands that, if Presbytery approves this request, a Joint Search Committee will be established and this committee will be disbanded.

## Appendix 1: Visioning Process

### Group Sharing

Facilitators:

Please introduce yourself as the facilitator and that you will be making sure that everyone that wants to have an opportunity to share. Also remind folks that they are welcome to submit their sheets individually or respond to the questions via survey monkey.

Please pay attention to any common themes and stories that are shared. Use this sheet to keep some brief notes of these themes. The secondary questions on the sheet are to help solicit answers and themes emerging from the initial question.

- 1. Best Experience:** Reflect on your entire experience with your congregation. Recall a time when you felt most alive, most involved, spiritually touched, or most excited about your involvement. Tell us about this memorable experience that you have had in church. Describe the event in detail. What made it an exciting experience? Who was involved? Describe how you felt? Describe what you did as a result of the experience?

What themes have emerged through the story telling above?

- 2. Values:** What are the things you value deeply: specifically, the things you value about yourself as a parishioner and your church.

Common themes, images and metaphors that have emerged from the above conversation.

- 3. Core Value:** What do you think are core values of our church? What values give life to our congregation? What is it that, if it did not exist, would make our church totally different than it currently is?

Common values that are emerging about Grace United Church?

What does our group value about the United Church of Canada? (Just in case this piece is missed from the core value question.)

- 4. Three Wishes:** If you had three wishes for our church, what would they be?

Are there any common themes coming out of the above questions?

**If there is time at the end, it would be helpful to review your notes with the group and see if there are any clarifications, or other pieces to be added.**

**Facilitator:**

## **Appendix 2: Visioning 2016**

Following the Visioning event on November 13th, a committee has gone through all the responses and distilled out four major themes that the congregation values highly.

These four themes are defined below with examples of what was said listed under each one.

We see the church **yearning for purpose** throughout these four themes.

### **Belonging**

Grace United values being a faith community where everyone is accepted.

- Safe environment
  - Acceptance
  - Come as you are
  - Non-judgmental
  - Authenticity
  - Explore and risk
- Pastoral care
  - Clergy visits
  - Support of other people in the congregation
- People know who I am and what I need
- Community cares
- This is my family
- Intergenerational
  - Sharing our stories (social)
- Valuing diversity

### **Worship and Music**

Grace United values meaningful worship with a strong emphasis on music.

- Music at Grace is an expression of worship
- Lay-led worship - full and components (prayers, children's time, dramas)
- Intergenerational
- Worship beyond Sunday morning
  - Retreats
  - Confirmation
  - Spiritual studies

## **Leadership**

Leadership, both ministerial and lay, is highly valued and is key to Grace reaching its vision.

- Leaders in the community
- Strong ministerial leadership - lead congregation to reach its vision
  - Nurturing and encouraging lay leadership
  - Continuing growth in lay leadership and discovering skills
  - Leading and teaching

## **Challenge**

The people of Grace United want to be challenged to grow in their faith and to live their faith in the community and the world.

- Seeing a need in the community and starting a process
- Social outreach
  - Responding to the needs of the world
- Wrestling with our faith
  - Personally
  - In community
- Work with other churches, denominations and religions
- Take on uncomfortable things
  - Muslim faith and relationship to international events
  - Indigenous issues
- Reassess becoming an affirming congregation

### Appendix 3: Financial Statements

	Budget 2017	Budget 2016	Actual 2016	Actual 2015
<b>Revenue</b>				
Donations Received	\$ 270,000	\$ 275,000	\$ 265,407	\$ 268,104
Interest	30	25	28	14
Loose Collection	3,000	3,000	3,302	2,358
Manse Fund	4,000	4,000	5,500	4,500
Group Donations	9,000	7,000	12,412	16,217
Fundraisers	32,000	32,000	32,978	28,328
Committees - CD	700	2,050	580	699
Committees - Communications	1,200	1,200	840	1,028
Committees - Congregational Life	700	1,000	946	627
Committees - Property	-	-	.	500
Committees - Social Outreach	2,000	2,500	2,050	1,655
Committees - Worship	900	900	470	1,888
Wedding Revenue	3,000	3,000	1,850	3,200
Funeral Revenue	8,000	8,000	4,900	9,375
Facility Use	3,000	2,600	3,528	2,923
Niven Fund	500	500	-	-
<b>Total Revenue</b>	<b>\$ 338,030</b>	<b>\$ 342,775</b>	<b>\$ 334,791</b>	<b>\$ 341,416</b>

	<b>Budget 2017</b>	<b>Budget 2016</b>	<b>Actual 2016</b>	<b>Actual 2015</b>
<b>Expenses</b>				
Salary & Related Expenses	\$ 224,626	\$ 222,101	\$ 215,947	\$ 225,247
Amortization	-	-	6,563	-
Bank Charges	-	-	41	408
Insurance	8,500	8,500	8,536	9,264
Janitorial Supplies	1,000	1,000	617	903
Office Supplies	4,000	4,000	3,908	3,447
Committees: CD	1,500	4,000	1,412	1,411
Committees: Communications	1,300	1,300	1,120	1,139
Committees: Congregational Life	2,000	2,000	1,775	856
Committees: Finance	1,000	2,700	2,398	2,498
Committees: Stewardship	400	300	303	-
Committees: Congregational Care	375	375	185	97
Committees: Property	6,000	6,000	2,305	5,371
Committees: Social Outreach	1,500	1,500	1,926	1,609
Committees: Worship	5,250	5,250	4,840	5,762
Fundraiser Expenses	3,000	3,000	1,836	2,355
Wedding	1,500	1,500	1,850	2,051
Funeral	6,000	6,000	3,375	6,562

	<b>Budget 2017</b>	<b>Budget 2016</b>	<b>Actual 2016</b>	<b>Actual 2015</b>
Repairs and Maintenance	-	-	2,937	-
Utilities: ATCO/Direct Energy	8,000	8,000	6,435	8,793
Utilities: Power & Water	4,800	4,800	4,150	4,928
Utilities: Shaw	2,000	2,000	1,846	1,310
Utilities: ADT Monitoring Fee	600	600	789	646
Assessments: Edmonton Presbytery	17,439	17,460	17,460	17,463
Assessments: Mission & Services	46,350	46,350	46,350	46,500
<b>Total Expenses</b>	<b>\$ 347,140</b>	<b>\$ 348,736</b>	<b>\$ 338,903</b>	<b>\$ 348,620</b>
<b>Net Income/Loss</b>	<b>\$ (9,110)</b>	<b>\$ (5,961)</b>	<b>\$ (4,113)</b>	<b>\$ (7,204)</b>