



**THE UNITED CHURCH OF CANADA
L'ÉGLISE UNIE DU CANADA
TORONTO CONFERENCE**



**Local ministry unit – Telling Our Story:
Ministry and Mission Profile (TC 425MM)**

Purpose: To enable a local ministry unit to honestly and boldly “tell its story”.

Process: Filling out this form will be much easier if you have your Ministry and Mission profile and priorities at hand. The profile and priorities will have emerged from the work your LMU did using a process outlined by your presbytery.

Also, refer to the *Suggested Guidelines for the Ministry and Mission Profile* found as TC425MM(b) on the Toronto Conference website or talk to your presbytery about more options.

Who Uses it: Local ministry interview team (or other body prior to Interview team being named) in consultation with congregation, council/board.

When to use: This form can be used in any of the following situations:

1. When creating your Mission & Ministry profile for the first time.
2. When preparing for the declaration of a vacancy; this form accompanies TC425 V, and the content contained is entered in the online matching system.
3. When reviewing goals annually.

ROUTING: Please keep a copy for your records prior to sending on.

- Local ministry unit completes the form (see the process above)
- Local ministry unit approves the Ministry and Mission Profile
- When declaring a vacancy*, local ministry unit forwards to presbytery with the “Request to Declare a Vacancy by a local ministry unit – TC 425 V” form. (see #2 above)
- When making first time or annual updates, local ministry unit forwards to the presbytery office (see #1 and #3 above)

* The local ministry unit shall keep an electronic copy to be uploaded as part of its online profile once a vacancy is declared.

Name of local ministry unit: Leaside United Church (referred to as Leaside)

Address of local ministry unit: 822 Millwood Road, Toronto, ON M4G 1W4

Brief Description of local ministry

Our **MISSION:** is to grow a vibrant spiritual community that embodies God’s unconditional love & takes responsibility for being co-creators of a world that works for all. As an affirming ministry, we celebrate the diversity of God’s creation. We celebrate the richness of our community when we have diversity in age, gender identity, racial or cultural backgrounds, sexual orientation, ability, and family configurations. We seek to create a safe space with an open invitation to bring every aspect of your whole self into your participation within this Ministry.

Our **CORE VALUES:** Acceptance, Respect & Inclusiveness; Love & Compassion; Divinity of all people; Nurturing of spirituality; and the Teachings of Jesus.

Our Mission and Core Values are foundational to everything we do at Leaside. Sermons, special speakers, study groups and innovative worship services have been helping us to explore spirituality outside of traditional norms, with less dogma or doctrine, thus allowing our historic faith to become more relevant and updated. This has brought increased energy to all activities and aspects of our 'church life' and attracted a greater number of participants. In particular, we wish to enhance Leaside's role and ministry in the larger community. We are committed to connect to the world (ie Outreach) but also with our immediate community.

X Full Profile (first time submitted/ major changes)

Updates only (annual submission)

Full Profile: For each category describe in 6-8 sentences, your current ministry in this category, whether or not you have a ministry goal, and action plan for success

Updates: For each category: only note changes; whether or not you have a ministry goal this year, and action plan for success.

Prioritize: Rank the categories 1 through 8 whether you have goals in the category or not.

Priority (#1 to 8)	Category Title	This is who we are as a local ministry unit: <i>Description / Goal / Action Plan</i>
#2	Discipleship	<p>Discipleship for us is about how, individually and collectively, we become the 'living body of Christ'. As guidelines for this we endeavour to ensure that our Core Values and our Mission are reflected in 'why we do things', what we do', and 'how we do things'. We try to create an inclusive, non-discriminatory, non-hierarchical community where our common humanity is honoured in a trusting atmosphere of mutual respect and support.</p> <p>This informs the teaching and methodology of our Church School & Youth Programmes; this motivates us to become an 'Affirming Ministry'; and it is the basis of our many Outreach efforts.</p> <p>But we are more than 'doers', we are also 'seekers' for meaning, committed to journeying together, our onward growth characterized by honesty, integrity, openness, respect, intellectual rigour, courage, creativity, and balance.</p> <p>In addition to staff-led study and support groups we have lay –led groups that meet regularly: meditation group (weekly); Spirit Alive (monthly; and Book Circle (about every 6 weeks).</p>
#4	Justice and Outreach	<p>We have 4 specific goals for the next 3 years as follows:</p> <ul style="list-style-type: none"> -Double the number of Leaside members engaged in Outreach -Grow contributions to Outreach from \$65,000 to \$90,000 -Focus energy around four Signature Programs (Camp Scugog, El Hogar, Thorncliffe Neighbourhood Office and Refugee Resettlement) -Raise awareness of the Mission and Service Fund <p>The Leaside Outreach Program is divided into local, regional ,international and social justice. Our congregation also actively</p>

		<p>supports the M&S Fund through our M&S Givings as well as World Development Funds.</p> <p>Local programs include Yonge Street Mission, Flemington Food Bank, Eastminster Out of the Cold, Thorncliffe Neighbourhood Office (a new program teaching English to new Canadians) and our own Community Kitchen (adults with special needs visit Leaside monthly for a homemade dinner and a friendly seminar focussing on literacy, nutrition, and food preparation. Great fun and comradery.</p> <p>Regional programs include Lake Scugog Camp and Echo Bay ,whereas our long standing international programs support El Hogar Orphanage projects in Honduras and Refugee Resettlement. Our biannual Awesome Sale has contributed to over \$500,000 to community and Outreach projects since it’s inception. The Awesome Sale provides a highly experiential opportunity for our congregation and nearby community to help those in need.</p> <p>From a First Nations Social Justice perspective our congregation has been involved with the Truth and Reconciliation Commission. Honourable David MacDonald, from our congregation, and other guest speakers have inspired and educated us about the ongoing important work of the Commission.</p>
<p>#7</p>	<p>Leadership</p>	<p>Leadership at Leaside is a shared team responsibility between lay volunteers, the ministry team and other staff, to build our mission and ministry. We strongly focus on team.</p> <p>Our specific goal is to develop and encourage increased lay volunteerism and participate as part of a shared ministry at Leaside.</p> <p>At Leaside the Minister works with and provides leadership with all staff members, the Christian Education Director, the Music Director, Administrative Assistant (presently hiring) , Pastoral Care Minister, Accountant, Custodian(s) and all Leaside volunteers. Everything is a team effort. For example, the Minister and Christian Education Director set the vision, overall objectives and strategies for the various programs. The Education Director then develops and implements the specific plans. This is consistent with the approach for Music and Pastoral Care ,etc. as well. We are also presently recruiting for 2 new part – time contract positions (a Communication Specialist and a Webmaster) to improve Leaside’s internal and external communications.</p> <p>We encourage our congregation to get involved and join our Church Council of approximately 30 individuals. Be a “doer” not a “watcher”. The Council meets monthly and generally manages the affairs of Leaside. With one Council Chair, 15 Committee Chairs and over 100 Committee members we have an active , involved and inspired lay membership.</p> <p>As a congregation we appreciate and cherish the active involvement of our people. We celebrate and recognize this involvement each May with a Stewardship hosted Sunday called Celebration Sunday, where we show slides</p>

		to music, share stories and recognize ALL volunteers. We provide a lunch, a special cake or memorable gift to everyone. It is the thought and “Thank You “ appreciation that counts, not the takeaway.
#8	Ministry Partnerships	<p>We have a specific goal as follows:</p> <p>Build and strengthen long term partnerships with local, regional and international communities</p> <p>In keeping with our core values we feel that building longer term partnerships will benefit the work of our partners and give us a better return on the valuable contribution of our volunteer’s time, efforts and financial support. Our most extensive partnerships are in our Outreach Program. We provide on going support for Not-for-Profit groups and four Signature organizations (Lake Scugog Camp, El Hogar in Honduras Projects, Refugee Resettlement, and Thorncliffe Neighbourhood Office -TNO). We are finding that in many cases our time and talent are even more important than financial support. For example,, a most recent partnership is with Thorncliffe Neighbourhood Office. Our volunteers are “teachers” of English to new Canadians from many countries. This nearby community organization also benefits from our management and fund raising professional expertise, as well as grass roots adult teaching and child mentoring capabilities. A 20 year long standing partnership is with El Hogar Orphanages in Honduras, where we financially support 3 children, provide service teams to help repair and maintain the buildings and property of El Hogar.</p> <p>Leaside welcomes a variety of community groups to use and rent space within our building. These include Mrs Park’s Nursery School, after school RP4K Computer programming group, Sparks, Brownies and Guides, and Pedal Heads Bicycle Program.</p>
#6	Pastoral Care/ Spiritual Care	<p>The minister offers pastoral care to those experiencing illness or life crisis, death and bereavement. The minister also performs funeral and marriages. Our pastoral care team which includes the minister, a part-time staff pastoral associate, and several volunteers, expands the circle of care beyond what the minister has time to do using both phone and home visits. The team also organizes special events such as a Christmas tea for seniors, get-well, birthday, and sympathy cards to members of the congregation, hosts invited speakers on topics such as Coping with Alzheimer’s Disease, end of life issues, and the drug scene for teens.</p>
#5	Spirituality / Self-Care	<p>We have a specific goal as follows:</p> <p>Be an open and welcoming congregation building a sense of belonging and support.</p> <p>Leaside greatly appreciates and consistently tries to provide opportunities for social gatherings, fellowship, spiritual support, music and enjoyable entertainment often involving food. For the last four years there have been a number of events and dinners organized as part of our Give n Go fundraising</p>

		<p>program. They include wine tours, Blue Jay Leaside Family days, music concerts, running groups and very popular “in-home” dinners.</p> <p>Leaside tries to provide a balance between gathering socially and spiritual care. Our regular fellowship activities such as coffee after church, family pancake dinners and other social activities are offset by spirituality and self care events and clubs throughout the year.</p> <p>Small ministry groups as well as the Leaside Book Circle and Spirit Alive compliment the special Bible studies hosted by the minister and the Pastoral Care Committee’s workshops and recent play about Alzheimer’s called (I’m Still Here).</p> <p>Leaside has an extensive website of Leaside activities and information for our membership as well as the community. Leaside will be upgrading our website and social media communications to appeal and stimulate all our audiences. Also in the fall of 2015 we will be embarking on a new Ambassador Program with a special welcoming new comers appeal.</p>
<p>#3</p>	<p>Stewardship</p>	<p>We have a specific goal as follows:</p> <p>Engage and involve the time , talent and also the funds of generous people to further the mission of Leaside.</p> <p>We are rethinking Stewardship in a variety of ways and are representing Stewardship at Leaside as an opportunity to participate in our church’s ongoing ministry, not just with our givings. We are trying to inspire minds not fill heads with information. This has been a big change for us and it is starting to be effective in the last 2 years. Not only has the volunteer time and talent commitment increased but in turn, so have local givings.</p> <p>As mentioned in the Leadership section we are doing this by celebrating the generosity of our volunteer member’s time and talent by showing our appreciation at a very successful Celebration Sunday in May. However this is also complimented by a much more personal approach in our Annual Stewardship Campaign and increased communication and feedback throughout the year via email, congregation letters and bulletin summaries.</p> <p>An important project is building a financially sustainable future for Leaside. For the last 5 years a Future Plans Committee studied various development options whereby the revenue from the severing of some of our property would fund a new day care school, a Senior’s Home and most recently a townhouse development. In 2015 , the Future Forward Team is assessing the feasibility of self funding our own facility repairs and upgrades, while retaining the green space property surrounding our building. The team is studying the feasibility of implementing a Capital Fund Raising Campaign to repair and upgrade our facility and renovate the Sanctuary in order for it be a better enabler for building Leaside’s ministry and mission.</p>

#1	Worship	<p>We have a specific goal for worship: to develop and articulate a ‘new story’ that will become our Leaside story.</p> <p>We have strong leadership for our worship. We have been especially fortunate to have excellent preaching, based on a ‘progressive’ understanding of Christianity, which has inspired us and challenged us to explore new Biblical scholarship, new sources of wisdom (both ancient and contemporary), liberating us from out-dated worldviews and introducing us to new ways of being the church.</p> <p>Liturgy is varied and innovative, enhanced by a rich and varied music component which is supported by a choir, paid section leads, soloists and Music Director. In addition to organ and piano, occasionally we have guest musicians which have included harp, guitar, jazz quartet, trumpet and our own student instrumental group (called the “C Flats).</p> <p>A challenge is that our worship space, equipment (electronics), and lighting need updating. We plan to work on this as money becomes available. We would also like to have more youth-oriented services in the future.</p>
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Ministry and Mission Goal Action Plan

Please complete the following for each goal for the year.

(Attach more pages if necessary)

GOAL #3	Implement Best Practises for Stewardship
ACTION: Steps, dates	1.Refine pledging process – more personal visits , more direct interaction 2.Increase number of Stewardship services from 2 to 3 in 2015/16 3.Rethink Stewardship – stewardship education/ engagement of the congregation. Increase time and talent emphasis 4.Change committee name to Stewardship Action 5.More engagement of youth – particularly El Hogar sponsorship and additional 2016 project 6.Engagement with new members through welcoming committee and Ambassador program 7.Do further research on Best Practises from other churches/ not for profit organizations
RESOURCES: Budget, Time-MP or other staff, supplies	1.Budget line item included in Annual Budget 2.Ongoing reading/literature/web research 3.Outside guest speakers about Stewardship Best Practises 4.Ongoing collaboration with ministry staff
ROLES: Who will take the lead? Who else will be Involved?	Lead Person: Larry Allcorn Team Members: Karen Zeppa, Graham Lute, Pat Lute, Dick Cowan, Al Cobb, Leslie Boland Philips. Henry White Role of Ministry Personnel: Ongoing collaboration – 1:1 with Chair as needed Role of Other staff:
MEASUREMENT: How will progress be measured?	1.Pledge results monitored year over year 2.% of PAR givers monitored semi annually 3.Givings versus budget reviewed monthly 4. Other measurement parameters under review
REPORTING: How often? by whom? to whom?	Chair Larry Allcorn will report monthly to Council meeting, 3 times a year in Sunday worship, written congregation communication and at the Annual General Meeting in February. Committee meetings with minutes monthly

GOAL #4	Strengthen Outreach Impact
ACTION: Steps, dates	<ol style="list-style-type: none"> 1. Expand volunteer activity with Thorncliffe Neighbourhood Office from 9 to 15 2. Increase communication on outreach activities internally and externally through an Annual Outreach Fair in April 2015 3. Advertise for the Annual Outreach Fair and 2016 El Hogar Service Team and seek articles on both in local media 4. Lift up Mission and Service Fund giving target for 2015 to \$45,000
RESOURCES: Budget, Time-MP or Other staff, supplies	<ol style="list-style-type: none"> 1. Lynda Miller is working with TNO Coordinator to identify additional volunteer opportunities ie after school tutoring 2. Signage and brochures for Outreach Fair 3. Geoff Kettel to provide access to Leaside Life newspaper for advertisement and article – budget for 2 ads annually 4. Monthly feedback on M&S Givings on website, announcements and entrance bulletins
ROLES: Who will take the lead? Who else will be Involved?	<p>Lead Persons: Co Chairs Bill Meeker and Neal Kelly</p> <ol style="list-style-type: none"> 1. Lynda Miller is the TNO Coordinator for Leaside 2. Neal Kelly to develop article on El Hogar Service Team for local media in summer 2015 3. Bill Meeker to confirm cost to advertise for Outreach Fair and El Hogar Info session 4. Bill Meeker to develop budget for M&S givings <p>Team Members: Lynda Miller, Geoff Kettel, Bob Lister, Lis Lister, June Malabar, Tanyss Malabar, Edna Beange, June Murdoch, Tim Magwood, Sheila Riggs, Lucy Magnus-Burke, Barbara Walsh, Cheryl Woodin, Eleanore Wynn, Eric Robertson</p> <p>Role of Ministry Personnel: on going consultation</p>
MEASUREMENT: How will progress be measured?	<ol style="list-style-type: none"> 1. Number of volunteers from Leaside active at TNO 2. Number of articles and advertisements in local media. 3. Number of months M&S Givings are updated on web, in announcements, bulletin boards as well as % of target raised.
REPORTING: How often? by whom? to whom?	Bill Meeker/Neal Kelly will report monthly at the Board/Council meeting, 3 times a year in Sunday worship and at the Annual Meeting.

Ministry and Mission Goal Action Plan

Please complete the following for each goal for the year.

(Attach more pages if necessary)

GOAL #2	Build and optimize key programs and relationships
ACTION: Steps, dates	<ol style="list-style-type: none"> 1. Initiate an Ambassador Program for the whole congregation in the fall of 2015. 2. Build a more active youth program (increasing participation from 15 to 25) by increasing engagement in music, an outreach project, and redeveloping/refocusing the confirmation program to help our world and community, not us. 3. Welcome new comers by initiating monthly welcome events based on community building.
RESOURCES: Budget, Time-MP or other staff, supplies	<ol style="list-style-type: none"> 1. Ambassador Program – budget for promotional materials and advertising 2. Hire a university student to help staff and support youth program. 3. Budget required to help fund some events
ROLES: Who will take the lead? Who else will be involved?	<p>Lead Person: Ambassador Program – Nancy Stewart</p> <p>Team Members: Members of the Welcoming and Engagement Committee as well as the CD Committee</p> <p>Role of Ministry Personnel: Tanya Wiles-Bell (Christian Education Director) and Jean Marie Suchora (Pastoral Associate) to support with program ideas and strategy planning.</p>
MEASUREMENT: How will progress be measured?	<ol style="list-style-type: none"> 1. Quantify new members 2. Quantify size of active youth In LUCY program
REPORTING: How often? by whom? to whom?	Welcome and Engagement Committee and the CD Committee will report monthly at the Council meeting, 2 times a year in Sunday worship and at the Annual General Meeting.

GOAL #1	<p>1. Further develop the Our Leaside Story of progressive Christianity and become a new kind of church</p> <p>2. Communicate and tell Our Leaside Story more effectively internally and externally</p>
ACTION: Steps, dates	<p>1. Initiate change and ideally renovate the Sanctuary worship space at Leaside (as part of the feasibility study for the Capital Fund Raising Plan of the Future Forward Team).</p> <p>2. Adopt symbols of inclusivity in all communication ie affirming church symbolism</p> <p>3. Open up to more forms of worship i.e. contemporary services, jazz liturgies, alternative worship styles</p> <p>4. Test midweek evening worship services, especially in the summer</p> <p>5. Hire part-time contract staff in the fall of 2015 to improve communications i.e. a webmaster and a marketing communication specialist</p>
RESOURCES: Budget, Time-MP or other staff, supplies	<p>1. Future Forward Team to plan for Sanctuary renovation as part of the Capital Campaign</p> <p>2. Redesign of website and other communication vehicles in the fall of 2015.</p> <p>3. Research other forms of worship to be done by the Minister and Worship Committee</p> <p>4. Budget for additional music support for evening services</p> <p>5. M&P Committee to prepare Job Descriptions and Postings for hiring process</p>
ROLES: Who will take the lead? Who else will be involved?	<p>Lead Person: Overall coordination by Graham Lute – Council Chair</p> <p>Team Members: Worship Committee – Ross Lawford and M&P Committee – Mavis Pyper</p> <p>Role of Ministry Personnel: Minister to co-lead planning with Council Chair as well as, Worship and M&P Committees</p>
MEASUREMENT: How will progress be measured?	Completion of various tasks and actions based on established timetables and goals.
REPORTING: How often? by whom?	Council Chair will coordinate reporting monthly at the Council meeting, 2 times a year in Sunday worship and at the Annual General Meeting.