

BAY ROBERTS-SHEARSTOWN PASTORAL CHARGE

MISSION ARTICULATION PLAN (MAP)

September 2022



“A Map of Our Living Faith Story in the World”



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The Bay Roberts-Shearstown Pastoral Charge and MAP Team are pleased to present you with a copy of our Mission Articulation Plan covering the three year period September 2022 - September 2025.

If you have any questions, please let us know.

Name

Date

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SECTION 1

MAP TEAM

Ford Allen

Michelle Daireaux-Mercer

Glenn Dwyer

Jean Dwyer

Darlene Kearley

Susan Mercer

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CHURCH COUNCIL

Michelle Daireaux-Mercer

Frank Deering

Jean Dwyer

Shirley Dwyer

Mildred Earle

James Evans

Rose Evans

Bernice Mercer

Beverley Mercer

Gloria Mercer

Susan Mercer

Iris Partridge

Randy Smith

Gary Sparkes

Helen Sparkes

SECTION 2

MISSION STATEMENT

To lead people of all ages into a growing relationship with Jesus Christ through worship, outreach and fellowship. We take the authority of scripture as our guide and interpret it through the inspiration of the Holy Spirit.

SECTION 3

VISION STATEMENT

We envision our Pastoral Charge to be an active and caring community of faith living in unity with God the Father, the Son and the Holy Spirit and with all creation.

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SECTION 4

VALUES STATEMENT

We believe:

- in the proclamation of the Gospel of Jesus Christ and in the power of prayer as critical in all we attempt to achieve
- we are called to love God through the service of others and all creation
- in compassionately supporting people and transforming lives through worship, outreach and fellowship
- we are called to provide effective pastoral care for all of our community of faith and the wider community

SECTION 5

COMMUNITY PROFILE

Community Profile

Some of the sources of information used to develop the Community Profile are:

1. The Community Infrastructure Mapping System (CIMS)

This database identifies the location of many major government services by community. Here is a link: <http://www.nlcims.ca/>

2. Community Accounts (CA)

This database provides information on population by community. It includes the number of citizens, marital status, birth rates, migration, dwellings, income, education and employment. It also uses this data and information on health statistics, community safety and community social vitality to estimate a wellness indicator. Here is the link:

http://www.fin.gov.nl.ca/fin/community_accounts/index.html

3. Statistics Canada

This database provides economic, social and census data. Here is the link:

<http://www.statscan.gc.ca>

4. Town of Bay Roberts web page:

<http://www.bayroberts.com/>

Key historical facts:

Information has been taken from an article by Janet E.M. Pitt and Robert D. Pitt, published online September 12, 2012 and last edited on September 13, 2018.

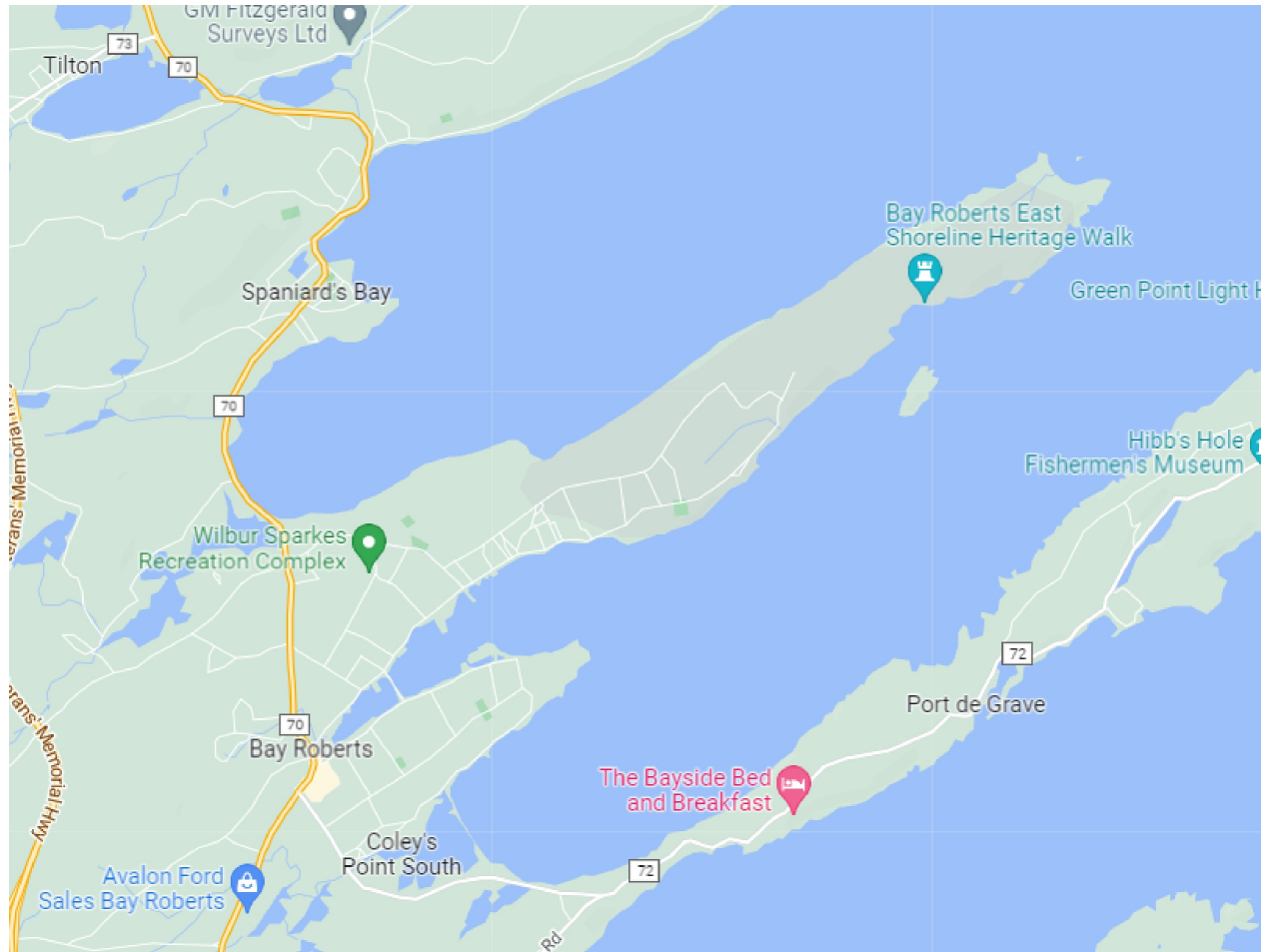
Bay Roberts, Nfld, incorporated as a town in 1951, population 5818 (2011c), 5414 (2006c). The Town of Bay Roberts is located on the west shore of Conception Bay. Established by the late 1600s by English fishermen, Bay Roberts is probably named for a French family name, Robert. The inshore fishery and later the Labrador fishery and seal hunt contributed to the growth of Bay Roberts as a leading fishing, trading and commercial settlement by the 1800s.

With Carbonear and Harbour Grace, Bay Roberts became an important service, supply and communications centre with numerous wholesale companies and small-scale industries, for the most part, a role it continues today. It was the largest salt-fish producing centre in Newfoundland, supplying European, Brazilian and Caribbean markets. In the 1970s the original settlement expanded to include several nearby communities.

The Cable Building (1913) was designated a national historic site in 2008 and houses the town's municipal offices, chambers and archives as well as a museum and art gallery. This building was built as a relay station on the telegraph connection from England to North and South America and shutdown in 1960.

Geography:

From Wikipedia, “The town is connected by Veterans' Memorial Highway to Route 1 (the Trans-Canada Highway) leading to all points in the province. St. John's, the capital city, is only 90 km away. Argentia, the eastern terminal for Marine Atlantic's Gulf Ferry Service is 70 km away. Local businesses have easy access to more than half of the province's population.”



Role of community in the surrounding area:

Also from Wikipedia, “The town is a centre for major transportation and distribution, providing services for the Avalon Peninsula and surrounding areas. With approximately 6,000 people, it is one of the larger towns in Newfoundland, and the largest on the Baccalieu Trail. The town has a

provincially recognized museum called the "Road to Yesterday," and the "Shoreline Heritage Walk" has been developed. The Shoreline Heritage Walk is a 4 km walking trail which passes through Juggler's Cove and French's Cove in Bay Roberts East and celebrates the early history of the town.

Bay Roberts offers year-round shipping services through its large port, which is similar in size to the harbour in St. John's and can accommodate the largest of ships. It is protected from ocean storms by Fergus Island at its entrance. The bay and harbour have clear shorelines, without rocks or headland protrusions. As a result of its size and outstanding features, it has been approved for anchorage by marine insurance companies.”

Population base and characteristics (e.g. age, gender, employment):

<https://nl.communityaccounts.ca/>

The following statistics are from the Newfoundland and Labrador Community Accounts web site. Community Accounts is an innovative information system providing users at all levels with a reliable source of community, regional, and provincial data.

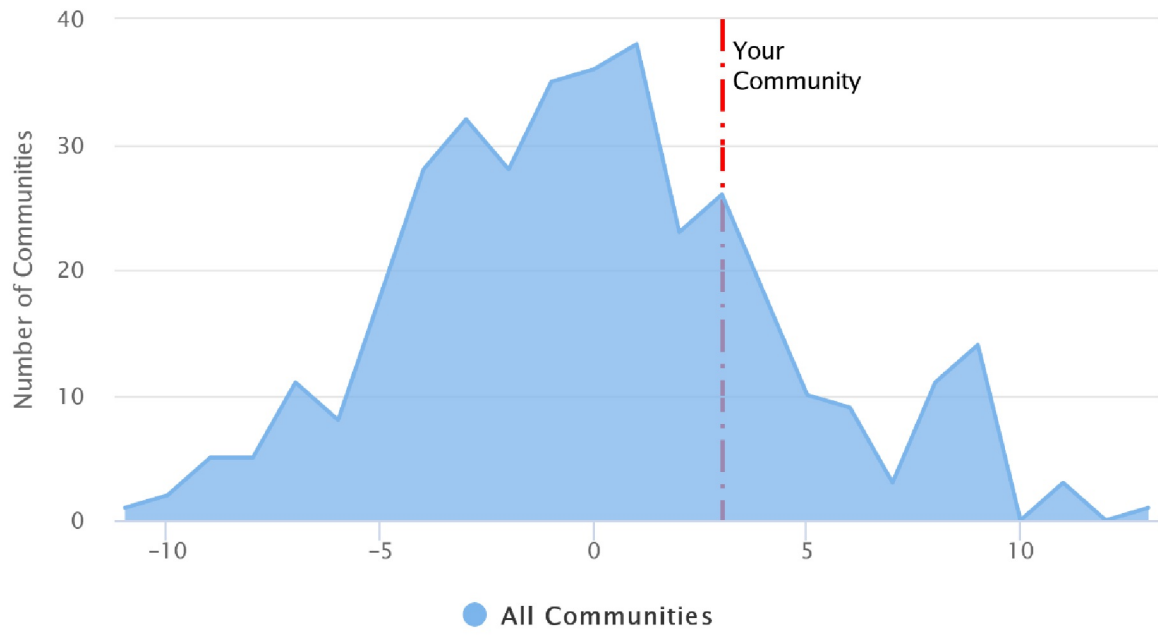
Bay Roberts Well-Being and Indicators Overview Page shows The Composite Well-Being Score for Bay Roberts is: 59%. Out of all 365 Communities, this places Bay Roberts 70th.

Bay Roberts Well-Being and Indicators can be found at this link:

https://nl.communityaccounts.ca//indicators.asp?_vb7En4WVgaauzXVpVQ__

Well-Being Score Distribution

Highlighted for Bay Roberts



Highcharts.com



Bay Roberts Population Estimate 2020	
Age	
Total Population	6,195
0-4	215
5-9	300
10-14	420
15-19	380
20-24	310
25-29	285
30-34	275
35-39	355
40-44	440
45-49	465
50-54	480
55-59	505
60-64	445
65-69	455
70-74	405
75-79	235
80 plus	230

Geography:	Bay Roberts		
Account:	Demographics		
Information:	Census 2001 to 2016: Detailed Populations by Age and Gender		
	Male	Female	Total
Population			
All ages	2,945	3,195	6,140
Selected Ages			
Pre-school age			
Less than 1	25	35	60
1 to 4	120	130	245
Less than 5	140	165	310
School age			
Elementary/secondary age			
5 to 18	540	515	1,050
Prime post-secondary age			
18 to 24	215	210	420
Labour force age			
15+	2,410	2,655	5,065
15 to 24	315	310	625
20 to 34	395	465	860
20 to 39	585	680	1,265
25+	2,100	2,345	4,440
25 to 54	1,135	1,250	2,385
25 to 34	265	315	575
35 to 44	410	435	845
45 to 54	455	510	960
18 to 64	1,770	1,935	3,710
Seniors			
55+	970	1,090	2,060
55 to 64	425	475	910
60+	755	865	1,620
65+	535	615	1,155
75+	190	205	400

The 2018 gross income for every man, woman, and child (gross personal income per capita) in Bay Roberts was \$35,700. For the province, gross personal income per capita was \$37,800.

After tax personal income per capita, adjusted for inflation, was \$20,600 for Bay Roberts in 2018. For the province, after tax personal income per capita was \$21,700.

The average couple family income in Bay Roberts was \$109,600 in 2018. The average couple family income in the province was \$110,600. The national value was \$119,600.

Work by Occupation week of the 2016 Census (May 1-7, 2016)				
Occupation	Male	Female	Males (% of Total)	Females (% of Total)
Health	30	135	18.20%	81.80%
Education, law and social, community and government services	70	280	20.00%	80.00%
Business, finance and administration	60	190	24.00%	76.00%
Art, Culture, Recreation and Sport	10	30	25.00%	75.00%
Sales and service	150	420	26.30%	73.70%
Management	80	100	44.40%	55.60%
Manufacturing and utilities	70	45	60.90%	39.10%
Natural resources, agriculture and production	90	10	90.00%	10.00%
Trades, transport and equipment operators	500	10	98.00%	2.00%
Natural and applied sciences	100	..	95.20%	..

Schools located in the community include Bay Roberts Primary, Grades K-3; Amalgamated Academy, Grades 4-9; Ascension Collegiate Grades 10-12. Ascension Collegiate provides Infant Day Care services. Holy Redeemer Elementary is in the nearby community of Spaniard's Bay. All Hallows Elementary school is in North River. The College of the North Atlantic & KeyIn College have campuses in Carbonear. Keyin College has recently opened a campus in Bay Roberts.

There are several preschool and day care facilities in the area.

The Town of Bay Roberts is committed to making the community as safe as possible for residents and visitors. This includes being prepared to respond to and handle any type of emergency. Bay Roberts is a 911 Community. This means that you should dial 9-1-1 for any emergency within town limits. In the event of a natural disaster or other emergency, the town has an Emergency Management plan. Municipal Enforcement and the Trinity Conception RCMP detachment are in the community.

A variety of retail food, restaurants, and other entertainment, and services such as vehicle repair and petrol suppliers are present in the town. The community has police and fire protection,

ground search and rescue services, banking, library, and an art gallery, heritage museum and visitors' center.

There are many other churches in the area. Anglican Churches include St. Matthew's (Bay Roberts), St. John the Evangelist (Coley's Point), and St. Mark's (Shearstown) Anglican Churches. Also represented are The Church of Jesus Christ of Latter-day Saints, Jehovah's Witness, Bethel Pentecostal Church, Full Gospel Pentecostal Tabernacle, Salvation Army, and Seventh Day Adventist Churches. In addition, Grace United Church, is in Coley's Point.

Many health care facilities are in the area. The Bay Roberts Regional Centre is located in the town of Bay Roberts, and offers community supports, public health and community care as well as a variety of support programs to the residents of the surrounding area.

The Carbonear General Hospital in nearby Carbonear is a modern health-care facility serving the Bay de Verde Peninsula – Conception Bay North and Sothorn Shore of Trinity Bay. This is a well-equipped facility with 70 acute care beds in private, semi-private and ward rooms. A full range of inpatient and outpatient services are provided.

Several doctors and dentists practices are in the town. There are several pharmacies in Bay Roberts. Long term care and assisted living facilities are present in the town and surrounding communities. There are several law offices and accounting offices in the community.

The Baccalieu Trail Animal Hospital provides a wide variety of veterinary services for clients in Bay Roberts and surrounding areas.

The Helping Hand is a goodwill center and food bank. It sells clothing for men, women, children and babies, and various house hold items. The Helping Hand accepts donations on sight.

There are extensive recreational facilities in the community. These include a modern stadium with Minor Hockey and figure skating clubs, ball fields, tennis and skateboarding courts, swimming pool, the Heritage Walking Trails, Municipal Park, Several Playgrounds, fitness centers and bowling lanes, and a well-developed marina with docking and launching services.

Community pressures:

Statistics Canada Incident-based crime statistics, by detailed violations

Geography: Bay Roberts, Newfoundland and Labrador, Royal Canadian Mounted Police, rural					
Violations	Total, all violations				
Statistics	2016	2017	2018	2019	2020
Number of Actual incidents	695	891	845	1,037	1,057
Rate per 100,000 population	3,889.20	4,993.55	4,765.13	5,889.70	5,992.06
Percentage change in rate	..	28.4	-4.57	23.6	1.74
Number of Unfounded incidents	..	186	177	178	176
Percent unfounded	..	17.27	17.32	14.65	14.27
Total cleared	203	245	297	283	224
Cleared by charge	113	124	157	178	141
Cleared otherwise	90	121	140	105	83
Total, persons charged	106	122	155	166	142
Rate, total persons charged per 100,000 population aged 12 years and over	669.66	771.42	984.5	1,059.08	901.87
Total, adult charged	104	119	139	156	137
Rate, adult charged per 100,000 population aged 18 years and over	708.74	811.9	952.19	1,073.79	938.68
Total, youth charged	2	3	16	10	5
Rate, youth charged per 100,000 population aged 12 to 17 years	173.16	259.07	1,396.16	872.6	434.78
Total, youth not charged	15	25	33	21	15
Rate, youth not charged per 100,000 population aged 12 to 17 years	1,298.70	2,158.89	2,879.58	1,832.46	1,304.35

Future Developments

According to the Town of Bay Roberts web page, “Bay Roberts is a vibrant, growing and historic community of over 6000 residents. We have a strong economic base, an exuberant community spirit, and a wonderful quality of life which makes Bay Roberts ideal for starting or growing your business. Please take the time to discover our community and see why Bay Roberts is a great place to do business!!”

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SECTION 6

MINISTRY/PASTORAL CHARGE PROFILE

Our Pastoral Charge

The Bay Roberts-Shearstown Pastoral Charge is a two point Charge within the Town of Bay Roberts. Central United is located on Water Street, Bay Roberts and Trinity United is located on the Main Road, Shearstown.

Both Congregations have deep Methodist roots.

Central had its beginning in the late 1700s as part of the various preaching circuits of the area. The present church building was constructed in the early 1900s to replace two Methodist churches, one in the east end of Bay Roberts and the other in the west end. The present Church was dedicated and opened on May 6, 1906. The 100 foot structure was built to accommodate 1,000 people. The pews were built of highly polished red oak and the ceiling was designed in metal and arranged in three arches of deeply embossed sectional panelling. The church still has the Estey pipe organ, which was purchased in the early 1920s. There have been some exterior changes over the years with one of the stately towers being removed in the 1940s and the remaining towering being completely removed in 1974. At that time, a brick front was added. Some pews have been removed and/or rearranged. Some modifications have been made to make the Church building accessible.

The Christian Education Centre was built in the early 1960s. The building replaced the two Sunday School buildings, the Front Hall in the east and Snowden hall in the west. The Christian Education Centre is used by the Sunday School, the local Guides Groups, church meetings, fundraising, socials, Pastoral Charge Soup's On Lenten complimentary lunches, etc. The church office for the Pastoral Charge is also located here. The church office, meeting rooms and storage area are located on the lower level. The upper level consists of an auditorium/gymnasium with a stage. A new kitchen was added to the upper level and an accessible washroom was built in the existing footprint. An annex was constructed in the 1980s providing an enclosed walkway between the Church and the Christian Education Centre.

The first Methodist school was established in Shearstown in 1886 and was used for church services until a church was constructed in 1910. This Church was torn down and new Church constructed on the site. The current Church building had its first official service and dedication on February 3, 1963.

Trinity Church includes the sanctuary on the main floor with a church hall, meeting room and kitchen in the basement. The church hall is used for Sunday School, U.C.W., church meetings, fundraising, socials, etc.

Central Church maintains two cemeteries and Trinity Church maintains three cemeteries.

Both Congregations rely upon volunteers for the cleaning and upkeep of their buildings. Larger projects are generally contracted to qualified persons or companies.

Central receives a summer student grant for most of the grass cutting in the cemeteries while Trinity has mostly volunteers to do this work.

There are 219 families receiving pastoral care on the Charge - 135 at Central and 84 at Trinity.

Historically, the Pastoral Charge was a three point Charge until 2014 when the larger of the three Congregations formed a single point Pastoral Charge.

The newly formed two point Bay Roberts-Shearstown Pastoral Charge went through a formal transition period. During this process, a new governance structure was adopted. The Pastoral Charge operates with a Church Council having representation from the Boards of Management, Sessions, Women's Groups, Delegates to Regional Council, Trustees, etc. Each Point on the Pastoral Charge has a Board of Management. There is a Joint Session for the Charge with local Sessions meeting when required for matters pertaining to their respective Congregation.

From 2014 to 2019, the Pastoral Charge continued with full-time Ministry as we had with the three point charge; however, in 2019, due to financial struggles, it was agreed to move to half-time.

The change to half-time Ministry came shortly before the COVID-19 pandemic and we have not had ample opportunity to see how half-time Ministry will work for us. As restrictions are easing, we are seeing signs of renewed interest in the life and the work of the Church on the Pastoral Charge.

Although our half-time Minister has recently moved to a new Charge, we look forward to our search for a new Ministry Personnel to lead us on our faith journey and to work with us to fulfill our mission and vision.

While we did struggle with finances as a two point Charge with a full-time Ministry Personnel, we are now in good financial order with part-time Ministry.

During the pandemic, our fundraising efforts were limited but members of our Congregations continued to contribute financially to their respective Church.

Church Council Finances

The Church Council Budget for 2022 is \$63,970.00. As there was a year-end balance for 2021 of approximately \$24,000.00, \$12,000.00 was applied to the Budget for 2022. Central is responsible for 65% of the Church Council Budget and Trinity for 35%. These percentages are based on the number of households under pastoral care for each Congregation.

The Church Council Budget covers costs related to the Ministry Personnel's salary, benefits, etc. as well as the salary of the Office Administrator for 5 hours per week, delegates registration costs, expenses related to the office, office supplies and copier contract. The Church Council Budget also includes the Assessment to the United Church, an annual donation of \$500.00 to

Burry Heights United Church Camp & Retreat Center Inc. and a \$100.00 annual assessment to the Helping Hand (food bank/good will centre).

Central United Finances

Central's Expenses for 2021 were \$69,061.20 with Income of \$92,049.09. Central's year-end balance for 2021 was \$61,121.92. The Budget for 2022 is \$73,030.00.

The 2021 Income included a Bequest in the amount of \$24,517.81, which will be invested for the interim. The Income also included the repayment of a loan from the Cemetery Committee in the amount of \$9,260.50. These two items contributed to the larger than usual year-end balance. Central has a separate Cemetery Account, Building Fund Account for repairs and maintenance as well as a long standing Bequest in the amount of \$25,600.00 of which interest only can be used.

Trinity United Finances

Trinity's Expenses for 2021 was \$33,099.94 with Income of \$30,847.43. Trinity's year-end balance for 2021 was \$19,149.76. The Budget for 2022 is \$30,589.50. Trinity has a savings account to which \$5,000.00 of the year-end balance was transferred.

Mission & Service Fund

Central contributed \$2,649.50 for the Mission & Service Fund and Trinity \$795.00. These amounts are not part of a Budget but are direct givings from the Congregations as well as from Central Sunday School, Trinity U.C.W. and loose offering from special services. There is a M & S Treasurer for the Pastoral Charge.

SECTION 7

WORSHIP LIFE

The MAP Committee identified worship as our top priority.

The Bay Roberts-Shearstown Pastoral Charge has traditionally followed customary United Church worship service format with prayer, scripture readings, hymns, sermon, and responsive readings, usually led by the minister. A prayer and the doxology dedicate the offering. Some offerings are made in envelopes, some via EMT and some using PAR. Members of the congregation take part in services by reading scripture and the Minute for Mission. Sometimes members of the congregation lead church services. Session members take an active role in baptism and communion services. Central Sunday School staff and students take charge of several worship services each year. Shearstown Sunday School was active before the Covid-19 pandemic and is hopeful to start again as we put the pandemic behind us. We try in our services to minister to all age groups. Members from each congregation attend services in both churches.

Over past years, services were held at 11:00 am, 2:30 pm, and 7:00 pm. Sometimes during the summer, we even had 9:00 am services. 7:00 pm services were usually focused on music and sometimes were led by the Male choir especially at Central Church. Recently all services have been held at 11:00 am, except for some special services, such as the Good Friday pageant, which was led by the Trinity congregation. Communion is served monthly in the pastoral charge. Flower services are held in the cemeteries of both Central and Shearstown congregations during the summer.

Prior to Covid-19 pandemic restrictions, the average number of people who attended services at Central was approximately 50 people and Shearstown was approximately 40 people. Since Covid-19 restrictions have been reduced, the average number of people who attended services at Central was still about 50 and Shearstown was about 30 people. During Covid lockdowns, services were recorded and published on YouTube. Services led by the Sunday School, and services where there is a baptism attract larger than usual congregations.

Both congregations use the Voices United hymn book, and Trinity congregation also uses Great Hymns of the Faith. Both congregations have choirs which greatly enhance the experience of our services. The Trinity Quartet provides special music, and the congregation looks forward to their performances.

Our Office Administrator prints the weekly bulletins, which contain the order of service, announcements, and information of interest to the congregations. The minister provides the order of service portion of the content for the bulletin. The bulletin is a great source of news.

We have several other resources that inform us about worship, news and information. Central periodically sends emails to the Congregation and Trinity is in the process of compiling an email list. Our new web page administrator has added a great deal of content recently to the Pastoral

Charge web page. It has information about church history, service schedule, prayers, and lots of photos. Our Facebook social media page also keeps us informed of things happening in the Pastoral Charge.

We plan to form a worship committee to help our leaders guide worship. Possible members could include the minister, organist/choir director, Sunday School superintendent, and a Session member. The purpose of this committee is to share the planning decisions for services.

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SECTION 8

LIVING FAITH CATEGORIES

(i) **DISCIPLESHIP**

At Central, the Sunday School meets every second week, which usually coincides with the regular church schedule. The Sunday School children go to church first until Children's Time and then go to Sunday School in the adjacent Christian Education Centre. We presently have an enrollment of 8 with 4 teachers. We operate as a one room Sunday School. The Sunday School leads worship with the White Gift Service and participates and/or leads in Children's Sunday and their year-end closing in May. The Sunday School has continued to operate during Covid when it has been deemed safe to do so.

Central has a newly formed Ladies Social Group - Circle of Friends. This group was formed to give women in the church an opportunity to share in Christian fellowship and outreach. To date, two events have been held - a Ladies Paint Night and a Christmas Social with ladies ranging in age from twenties to nineties in attendance and from both Points on the Charge. This group also hosted a Father's Day Coffee Hour prior to the worship service. Until 2018, there was an active U.C.W. group, which voluntarily closed due to aging membership. The Board of Management hosted an appreciation dinner for the U.C.W. to thank the ladies for their invaluable contributions to the work and life of the Church.

Central has a Senior Choir and a Male Choir under the direction of our long standing organist and choir director. We also have others who contribute to the Ministry of Music with vocal and instrumental accompaniment as well as a valued fill-in organist. The Church has an Estey pipe organ purchased in the 1920s as well as a piano.

Over the past number of years, Trinity Sunday School has been a small group; however, when active, they take part in the church services and events. They meet at 11:00 a.m. every second Sunday with the church schedule.

The U.C.W. group is made up of 14 active, dedicated and loyal women. The U.C.W. meets on a monthly basis and their activities include fundraising to support the church, visitation of the sick,

shut in and senior citizen homes, hosting friendship evenings with their own congregation and other women's groups.

Trinity has a choir with 9 members under the direction of their choir director and organist. The choir recently received a donation of new choir gowns. Trinity also has a Quartet made up of church members. The Quartet has a wonderful ministry of music and performs at Trinity as well as other events in the area.

(ii) JUSTICE AND OUTREACH

In recent years, the Pastoral Charge started an outreach project during Lent "Soup's On". Each Wednesday in Lent, the Pastoral Charge provides complimentary lunches to the community. The Congregations come together to prepare a lunch of soup, roll and dessert. These lunches are served to members of the community at the Christian Education Centre. Individuals can come together each week for a complimentary meal and time of fellowship. Meals are also delivered to homes in the community to those who are unable to come to the hall for their meal.

This project has met the needs of so many people. It gives those planning, preparing, cooking, delivering, etc., a time of socialization during the winter months. Those who dine-in receive a hot home cooked meal and a time of fellowship and those at home, receive a hot home cooked meal delivered and the bonus of a friendly face in their delivery person.

This event is looked forward to by all and it is hoped that this outreach project can be expanded to take place at other times throughout the year.



The Pastoral Charge also provides support to the Helping Hand foodbank and good will centre. We have members on the Board of Directors and members of our Congregation are also volunteers. Both Churches have boxes to collect food donations and the first Sunday in every month is promoted as Helping Hand Sunday. Central Sunday School leads in a White Gift Service every advent in support of the Helping Hand and they also have a Giving Tree whereby members of the Congregation will hang mittens, scarves, etc. on the tree in Church for the

Helping Hand to distribute with their Christmas food hampers. The services of the Helping Hand are very much in need throughout the whole year and provide an invaluable service to the surrounding communities.

Trinity U.C.W. delivers Christmas gifts to seniors in their congregation. Both congregations, through their women's group, also sends sympathy cards.

(iii) **LEADERSHIP**

We operate under a Church Council with representation from both Points on the Charge including Board of Management, Session, Men's Group, Women's Groups, Ministry & Personnel, delegates to the Region, etc.

Several individuals from our Pastoral Charge also sit on Committees of the Region.

We also have individuals who have recently participated in learning events such as Treasurer and Ministry and Personnel Committee.

We look forward to receiving leadership and guidance from our new Ministry Personnel.

(iv) **MINISTRY PARTNERSHIPS**

When in operation, our Minister is part of the local Ministerial Association. Our Minister also participates in the community Memorial Day Service and our organist plays for this event. We also participate in the World Day of Prayer services.

(v) **PASTORAL CARE**

Pastoral Care is very important to the Pastoral Charge and is high on our list of priorities. We feel that we need to work on this with the new Ministry Personnel and plan to establish a Pastoral Care Team under the leadership of the Ministry Personnel. There is a lot that can be done to meet the various needs of those on our Pastoral Charge. The U.C.W. and Men's Group also assist in this ministry with home visits and visits to long term health care facilities. The Women's Groups also provide meals to bereaved families at their request.

(vi) **STEWARDSHIP**

We have been quite fortunate that the Congregations have continued to contribute financially to the work and life of the Church during the COVID-19 pandemic and we are very thankful for their support.

From time to time, letters are sent to the Congregations usually from the Boards of Management with information on the current financial status and seeking an increase in givings, if necessary.

We have also promoted the use of PAR and EMT as a way of supporting the Church financially.

We also use Facebook and emails to keep our Congregations up-to-date and to promote ways to give especially when our Churches have been closed due to COVID-19. It is also a great way to promote activities on the Pastoral Charge.

Each Congregation also provides opportunities to make special financial gifts to the Church through Candles In Memory during Advent at Central and with Mother's Day and Father's Day Tributes and Star of Memory at Trinity. These are meaningful services and are looked forward to each year.

Our weekly envelopes provide people with the opportunity to give to the M & S Fund and we also use Minute for Mission in Church.

Several years ago, we had a workshop for the Pastoral Charge on Stewardship. We received some great information and ideas even though the event was poorly attended.

Most positions on our Church Council, Boards and Sessions are filled. People are usually contacted face to face and encouraged to sign up. We do, however, have a lot of the same people serving for long periods of time on various committees and boards. It can be difficult to find new recruits so we can have a mix of new and experienced.

(vii) **WORSHIP**

Sunday worship alternates between the two points on the Charge each week. We presently mostly have 11:00 a.m. services. Congregations are encouraged to attend the other Church when there is no service that Sunday in their particular Church. This is an area that needs much work.

A Worship Committee is also high on our priority list. We would hope that this Committee would help the Ministry Personnel in involving participation by members of the Congregation of all ages and help in the planning of special services.

During COVID-19 our services were recorded and available for viewing on YouTube.

SECTION 9

ASSESSMENT APPROACH

The MAP Team consisted of a group of six persons with three being from each Point on the Pastoral Charge. The MAP Team had a good representation of different age groups, gender and life experiences. Each person was encouraged to share their thoughts and suggestions throughout the process. This enabled the MAP Team to draw on a wide range of varied ideas and viewpoints. We aimed to focus on the needs of all persons on the Pastoral Charge.

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SECTION 10

STRENGTHS, CHALLENGES AND OPPORTUNITIES

STRENGTHS

- Over a century old Congregations with long-standing faithful members as well as a mixture of new members
- Inspiring Ministry of Music in both Congregations with organists, choirs, Trinity Quartet and other musicians and vocalists
- Good group of Volunteers in both Congregations
- People willing to participate in worship and share their gifts
- Active Sunday Schools in Central and Trinity
- Active U.C.W. at Trinity
- Newly formed Women's Social Group at Central - Circle of Friends
- Finances are in good order with half-time ministry personnel
- Reinstated Office Administrator 5 hours per week
- Well kept buildings, properties and cemeteries
- Financial support to the Mission and Service Fund
- Outreach project Pastoral Charge Lenten Soup's On Complimentary Lunch

CHALLENGES

- Pandemic
- Finding new ministry personnel to meet our needs, provide leadership and help us grow
- To grow and thrive with a half-time ministry personnel position
- Aging congregations
- Providing effective pastoral care to all ages and in particular, bereavement support, visits to personal homes and long term care facilities, etc.
- Attracting and maintaining young people and young families
- Competing with secular activities in the community that take the time of children and young families
- Creating oneness between the two Points on the Pastoral Charge
- Long-term viability of the United Churches in the area with three in the same Municipality and six within 13.5 kilometres

OPPORTUNITIES

- Finding the “right” minister to provide the much needed leadership and work with us to fulfill our mission and vision
- Training of lay people and a pastoral care team for the Charge
- Implementing a worship team for each Congregation
- Bible study group led by ministry personnel or lay persons with input from ministry personnel
- Post-Pandemic activities to resume with Men’s Group, Choirs, Sunday Schools, Women’s Groups, etc.
- Building on friendships/relationships as we work towards oneness with the two Points on the Charge
- Build on our much needed Lenten Soup’s On Complimentary Lunch outreach project
- Promote our Charge, provide information, etc. with our recently updated website
- Continue the use of Facebook to keep people informed, promote our events, etc.
- Continue to build on our Congregational email lists to communicate with our people
- Rehiring of our Office Administrator
- Use and promotion of new technology with PAR and EMT to receive givings

SECTION 11

SELECTED PRIORITY AREAS

Through this process, the MAP Team has identified four priority areas and recommends that the Bay Roberts-Shearstown Pastoral Charge adopt these priority areas - Worship, Pastoral Care, Outreach and Christian Fellowship

The Priority Areas and associated Objectives are as follows:

Priority 1: Worship

Objectives:

1. Worship service every Sunday on the Pastoral Charge;
2. Encourage participation by the Congregation, Sunday School, etc. in the worship services;
3. Establish a Worship Committee for the Pastoral Charge.

Priority 2: Pastoral Care

Objectives:

1. Ministry Personnel to provide pastoral care to those bereaved, ill and shut-in;
2. Establish a trained Pastoral Care Team for the Pastoral Charge to support the Ministry Personnel and meet the needs of the Congregations.

Priority 3: Outreach

Objectives:

1. Build on our Pastoral Charge's Lenten "Soup's On" complimentary lunches";
2. Find ways to determine the needs of those in our community and work to meet those needs whether as a Pastoral Charge or by joining together with others.

Priority 4: Christian Fellowship

Objectives

1. Establish/re-establish Bible Study, Men's Fellowship Group, Prayer Group, Joint Social Activities, Children/Youth Events, Music Gatherings, etc.;
2. Encourage and provide opportunities for the two Points to come together more as one.

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SECTION 12

IMPLEMENTATION OF PRIORITY AREAS

The MAP Team recommends the Implementation of Priority Areas as follows:

1. The Church Council would oversee the Implementation of Priority Areas as identified by the MAP Team.
2. The Church Council would appoint one of its members to oversee the implementation of the Priority Areas as identified by the MAP Team. This member would report to the Church Council on a regular basis regarding the progress of the Implementation of the Priority Areas. The appointment would be for the period of the current Mission Articulation Plan of September 2022 - September 2025.
3. The Church Council together with the Session would establish the two suggested Teams/Committees - Pastoral Care and Worship.
4. That we seek to find the “right” Ministry Personnel who would provide effective leadership as we work together as a Pastoral Charge focusing on the Mission, Vision and Value Statements identified in this Mission Articulation Plan.

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