

# **ERSKINE PRESBYTERIAN CHURCH**

## **CONGREGATIONAL PROFILE**

*“A healthy, loving family for each and every neighbour”*

**Full Time Minister of Word and Sacrament**

Supported by a grant from Canadian Ministries

A Five Year Appointment by Canadian Ministries





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## Introduction

God is moving and breathing in Erskine Presbyterian Church. For a century and a half, God has been moulding and remoulding us to be a faithful and living witness to Jesus Christ in this community. Our deepest desire as a congregation is to follow wherever Jesus leads us, and to remain soft and malleable in His hands.

Over the past year, we have been allowing God to reshape us once again. Through the Replanting Ministry of the Presbytery, we have spent months together as a whole congregation listening and discerning our calling and identity. Through this process, we have learned that we are a Church Family who love the Lord and love our neighbours deeply. Our heart's desire is to see each and every person around us being loved and cared for, and ultimately in relationship with Jesus Christ. That's why our vision is for Erskine to be:

***“A healthy, loving family for each and every neighbour”***

This vision statement reflects our desire to see each person in a community where they are loved, respected, cared for, and needed. It also reflects our desire to be that kind of a community to anyone who is seeking purpose and meaning and ultimately a relationship with Jesus. We know that the ultimate family is the Family of God.

Today, we have a clear and exciting vision for our mission to the community. We have a plan to reach those goals, even as we are open to God's leading and guidance through the journey. We know that we only see a part of the plan; we are willing to step out in faith and find out where the journey leads us.

We also believe that we need strong and faithful oversight and leadership of our worship and discipleship. We have a strong team that works well together. We have a relationship with other congregations and organizations which we value and want to continue to build on. We have existing ministries and programs which work together to support our mission.

What we are seeking is the right leader, called by God, to walk alongside us on the journey God has set us on.

As you are reading through this profile and the accompanying proposal (“Two Steps Forward”), we trust and know that you will be asking the Lord, “Is this where you are uniquely calling me to serve?” We know that God has prepared someone very special for this role, and we are so excited to see where He is going to lead us all together!

## About Erskine

For the past 145 years, Erskine has been a place of worship within the Strathcona Neighbourhood of Hamilton, Ontario.

Erskine Presbyterian Church was established in 1873 as a mission of Central Presbyterian Church. The mission started as a Sunday School, and Erskine became a self-sustaining congregation in 1880.

“Erskine on Pearl” has gone through many changes since it was first established as a mission of Central Presbyterian Church, but our focus on mission remains strong.

On Sunday mornings at 10:30 you will find a group of 50 of God’s children of all ages who have come together to worship. At Erskine you will meet people from all walks of life; people who are searching for God, and people who have been walking with Him for many years. We are blessed to have members who have been attending Erskine for their whole lives, those who have joined our family more recently, and most Sundays we are meeting new friends who have come to see what worship at Erskine is all about.

Music is an essential part of our worship. Our service blends contemporary and traditional elements. We are committed to make our worship service accessible to Seekers, and to make Erskine a welcoming place to all.

## Christian Education

Erskine is alive with the sounds of children! We believe that Christian Education is an intergenerational endeavour which should be experienced as a Church Family. Erskine is currently using curriculum being developed by our friends at the Family Church of Heritage Green. Our “Children’s Time” features a new member of our congregation—God Bot!

Children’s time begins with a song. Then there is a game to unlock Godbot’s theme. Children and adults alike play along with the game. Then comes the Big God Theme for the day. Godbot usually has something hidden inside him for the kids to think about. Then we watch a video together as a family. The videos lead us through the Big God Story every year – from Genesis to Revelation. The children’s time ends with the children going in to Sunday School and the adults hearing the Message.



We currently have two Sunday School classes and a Nursery which welcome up to 15 children from ages 1-16. Our **Junior Class** welcomes children from JK-Grade 4 and includes crafts and activities to explore the theme of the week. Our **Senior Class** includes children from Grade 5-8. Our older children like to undertake projects such as development of skits, or book studies.

## Other Ministries

"**Tuesday Nights on Pearl**" provides another opportunity for Christian Education and consists of the **Alpha Course** and small-group Bible studies. Tuesday Nights on Pearl includes dinner, which is served for all at 6:30, followed by a time of group learning and discussion. Two sessions run between September and the end of March.

Alpha and study nights average about 30 participants, many of whom we are meeting for the very first time at Alpha. Many of these participants have gone on to participate in future study groups, and some have joined us and become part of our congregation. It is amazing to see how this faithful program has been consistently changing lives by introducing people to Jesus Christ and welcoming them into community.

Members of the **Alpha team** also lead the course every week, all year long at the **Hamilton Wentworth Detention Centre**. This initiative started because of a desire to reach those who were imprisoned and needing to receive Jesus' love. The team has discovered that God is already at work in this dark place, and it is a privilege to minister to His children who may be feeling forgotten by society and by God.

Our **Shepherding Team** works with the minister to provide pastoral care for members and adherents.

**WMS Mildred Gehman Auxiliary** financially support projects within the congregation, in the neighbourhood and throughout the world.

A **Pastoral Care Team** leads a monthly service in **Queens Gardens Long Term Care Home** and visits residents weekly. This is another chance to reach out to those who might feel forgotten or left behind.

Erskine is part of the **Refugee Sponsorship Project** which is anchored at Knox, Waterdown, and has actively participated in the sponsorship and settlement of 3 families to date.

The **Social Committee** organizes events like breakfasts, bingo nights, Robbie Burns Supper and Concert, golf tournaments and picnics that give us opportunities to invite friends and neighbours to join in the fun and fellowship.

## Demographics & Finances

We are a diverse family, with people of many ages and stages in life and in their faith journey. Our members come from a variety of faith backgrounds, and include those who are new followers of Christ. We come from diverse socio-economic and educational backgrounds and work experiences.

The Strathcona neighbourhood has a mix of single family homes and rental properties. Across the street from Erskine is located the Good Shepherd housing which consists of seniors and family apartments, as well as Mary's Place and Martha House which provide emergency shelter for women and children.

HIGHLIGHTS OF THE 2018 BUDGET	
<b>Income</b>	
Total (Sabbath) Givings	\$86,749
Alpha ministry	\$2,535
Rental Income	\$40,619
Presbyterian Sharing from Congregation	\$1,180
Trustee funds for General Use	\$25,266
<b>Expenses</b>	
Administration	\$4,504
Ministry	\$114,045
Mission	\$25,119
Physical Resources	\$39,741

\*Note that the 2019 Budget includes a grant from Canadian Ministries to support a full-time minister. This grant will decrease over a 5 year period, allowing the congregation time to grow to become financially self-sufficient.

	<b>Average Sunday</b>	<b>Total</b>
<b>Adults</b>	40	Member: 74
		Adherents: 36
<b>Children &amp; Youth</b>	10	16

<b>Age (Estimate)</b>	<b>Erskine</b>	<b>Strathcona Community</b>
0 – 5 Years	2%	5%
6 – 14 Years	20%	8%
15 – 24 Years	2%	10%
25 – 44 Years	10%	38%
45 – 64 Years	10%	25%
65+ Years	56%	14%

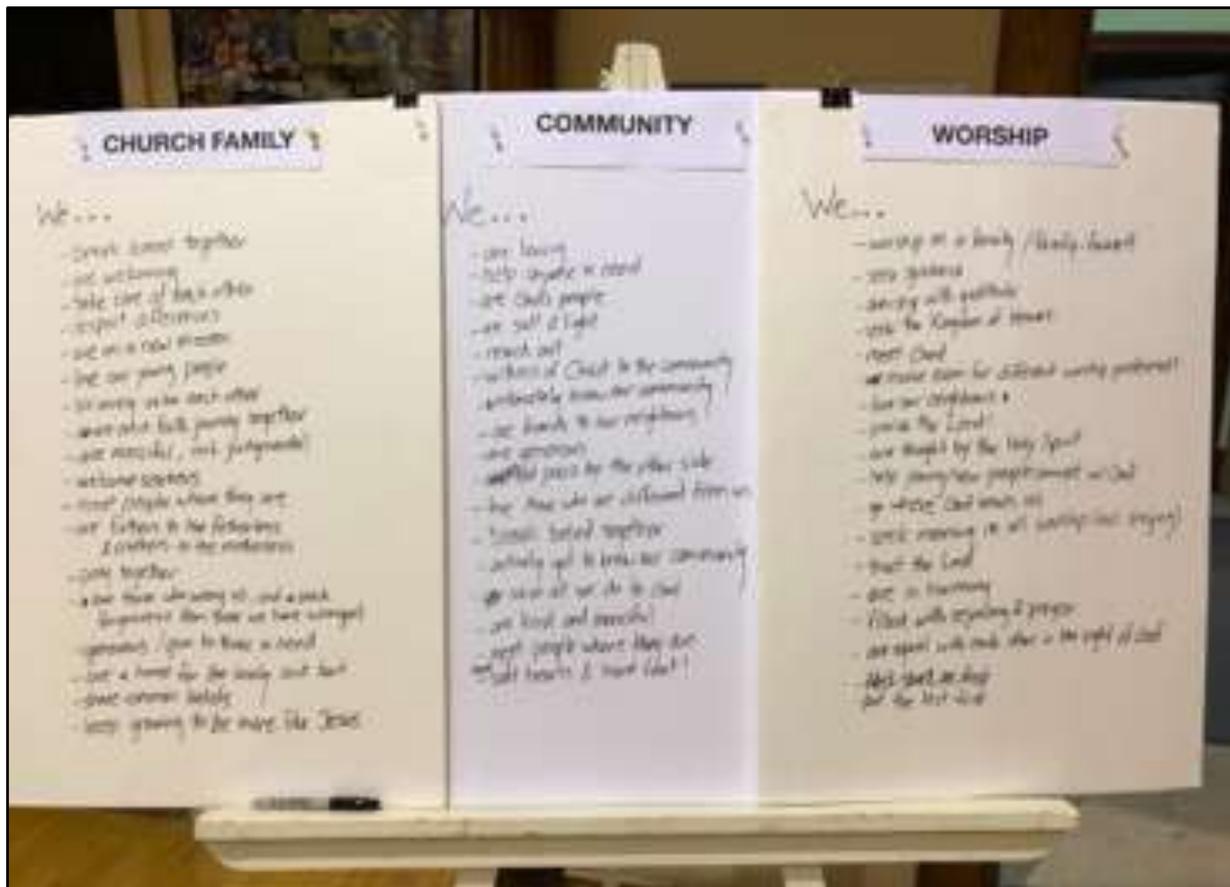
## Replanting

Erskine has a strong belief that God has called us to be his hands and feet in the Strathcona neighbourhood. As such, the Session and congregation have been working the Rev. David Moody – Replanting Pastor for the Presbytery of Hamilton – to discern a path forward. Erskine, in collaboration with David, have developed a proposal for a new way forward called “Two Steps Forward”. The complete proposal can be found in Appendix A.

At the heart of the proposal is the idea of a “Wellness Hub”. Our community has many different individuals and families who are seeking health, wellness and wholeness. As the church of Jesus Christ, our heart’s desire is to reach out to our neighbours to raise them into wholeness and health. The Wellness Hub concept takes advantage of our location and real estate to bring all the available services right into the neighbourhood. Through community partners, we are seeking to be the go-to place for our neighbours to connect with essential wellness services, and to find real community and real family.

As a first step, Erskine applied for, and was granted a five year Renewing Ministries grant to support this Renewal and Replanting plan. This grant will support the role that is being described in this profile, which will be an appointment rather than a call. Our five-year plan is to achieve financial self-sufficiency, while becoming a place of health and hope for our community.

We are aware that this is an ambitious plans, and we certainly have no guarantees that we will be able to reach our goals. However, our hope is grounded in the promises of scripture, and the confidence that when we are following the movement of the Spirit, we will end up in the very best place!



## Pastoral Skills and Interests

As part of the profile development process, congregations are asked to rank the characteristics that are considered to be most important to the role from 1-18. In our discussions, we recognized that each and every one of these characteristics plays a vital role in the life of the church. We also recognized that, because of our strong team-minded approach, many of these gifts are already at hand and in use in our congregation. We also recognized that no one person can bring all of these skills to the table - nor should they. Therefore, we focused on the top three characteristics that we believe are uniquely required for the role at hand.

### **1. Leadership Development (Team Leader)**

We are seeking a gifted leader who is not afraid to work with other strong leaders; someone who trusts those they work with to inform them of the needs of their area of ministry; someone who is able to lead without bullying or controlling; someone who loves to build up others, and invest in the leadership growth of their team. We are seeking someone who values excellent communication, and is most fulfilled when working in a team environment; someone who can model both courageous leadership, and courageous trust in those around them.

### **2. Leading Worship & Preaching (Authentic Communicator)**

Our congregation values authentic, relevant preaching. Because we have a mix of both “seasoned” and new Christians, we value language that can be easily understood. We want to be challenged. And we want to know how the scripture relates to our daily lives. We deeply appreciate a socially missional message that is firmly rooted in scripture. Above all, we want to hear the life-changing gospel of Jesus Christ preached for a generation that desperately needs to hear it.

### **3. Mission Outreach (Heart for the Community)**

As a community who loves our neighbours, we are seeking a leader who shares that same heart. We are seeking a person who wants to be intimately involved in the mission of the church, and who can see themselves being an active and vital part of the community “Wellness Hub”. We are seeking a person who desires to see others in authentic, meaningful relationships; a person who is able to meet people where they are in their journey.

## Position Description

### **Position Title: Full Time Minister of Word and Sacrament**

Erskine is thankful to God for the opportunity to engage with a new minister on an exciting journey. Erskine's congregation wants to be shepherded and disciplined in its Christian mission by an individual who is a team leader, genuine speaker and a person with a heart-for-the-outsider.

We are looking for an individual who understands Erskine and its desired mission and genuinely wants to be an important part of that mission.

More specifically, we are looking for an individual who has an ability to work well with others while building up people in their personal growth and efforts; a strong team player who trusts those they work with and has an ability to inform individuals of what needs to be done to advance the mission.

Erskine's congregants want to hear the Christian message. We are seeking a dynamic and authentic speaker who can engage, challenge and teach. We seek a minister who is socially-minded and missional while being deeply rooted in the Gospel. We seek a person who speaks a language that can be understood by seekers and brand new worshippers; a person who can inspire curiosity by making the Word fresh and alive for today. We are looking for an individual who can bring the message of Christ's teaching into daily life without ever diluting the Gospel.

Erskine is looking for a minister who has a heart-for-the-outsider and wants to reach outside the church walls and into the community. We are looking for an individual who has an ability to meet people where they are in their journey, and who is willing to fight for the newcomer. We seek a leader who desires to see each person in deep relationship with God through Jesus Christ and the teachings of the Gospels.

Erskine is seeking a minister who loves people with a pastoral heart; who is engaging and genuine; and who called to join in leading Erskine in the journey ahead.

## Compensation

<b>Annual Stipend:</b>	As per PCC and Presbytery guidelines
<b>Housing Allowance:</b>	\$19,200
<b>Utilities allowance or utilities paid:</b>	Utilities Paid
<b>Continuing Education allowance:</b>	\$600 (3 weeks study leave)
<b>Length of Vacation:</b>	5 weeks

\*Note that this position is a **5 year appointment** of Canadian Ministries.

## Other Full and Part-Time Staff

**Cam Paterson:** Custodian/Administrator (Full Time)

**Shawn Trotter:** Music Director (Part Time)

**Heather Hosten & Kim Paterson:** Children's Ministries (Volunteer)

## Former Minister

Our congregation was led by the Rev. Dr. Ian McPhee from 1992 to his retirement in August 2016. Over the past two and a half years, we have been led in worship by stated supply ministers, each staying 3-4 months at a time.

The Rev. Dr. Ian McPhee can be reached at:

Email: [imcphee@sympatico.ca](mailto:imcphee@sympatico.ca)

Cell: 905-973-2367



## About the Area

### ONTARIO'S GREATER GOLDEN HORSESHOE



SOURCE: MAPBOX, OPENSTREETMAP; GOVERNMENT OF ONTARIO

THE CANADIAN PRESS

Hamilton is right at the centre of the Golden horseshoe. Located about 50 minutes from the magnificent Niagara Falls and about 50 minutes from the city of Toronto, Hamilton is a well-kept secret halfway between two world class cities and tourist attractions. Full of sports, sailing, hiking, biking, sightseeing, art, music and entertainment, we are nestled in by the beautiful Niagara Escarpment on one side and the majestic Lake Ontario on the other.

Hamilton is famous for breathtaking scenery. Surrounded by the Niagara Escarpment, Hamilton has gained the title of The City of Waterfalls boasting 100 waterfalls that

plunge from the escarpment creating amazing sites both in the summer and the winter. We have more than our fair share of hiking and biking trails, including the Bruce Trail which runs 890 km from the Niagara River to the tip of Tobermory straight through Hamilton. We like to enjoy the outdoors!



Just minutes from Erskine is the beautiful Hamilton Harbour. The Royal Hamilton Yacht Club and the Leander Boat Club host fun water activities during the summer months including Tuesday night yacht racing, rowing, kayaking and paddle boarding. The Waterfront Trail is a paved trail that runs from Cootes Paradise along the water to Pier 4 Park, about 8 km. It is perfect for walking, running, cycling or rollerblading along the water's edge. Pier 4 Park is fun for the whole family, with a small water park for young children that runs all through the summer, fireworks and festivals just a stone's throw from Hamilton Harbour. It's a beautiful spot for meeting with friends and family, picnics and quiet reflection.



Beyond the Hamilton Harbour, the Hamilton Waterfront runs the length of our city, and has been experiencing revitalization over the past several years. There is fun to be had at the Hamilton Beach in the East End whether at the batting cages, playing mini golf, Wild Water Works Water Park or enjoying the trails and lake views at Confederation Park.

Hamilton also boasts our most excellent CFL Team the Hamilton Tiger-Cats. Hamilton Tiger-Cats Football can be traced as far back as 1869. The Hamilton fans are passionate and fun. Attending at Tim Hortons Field for a game is exciting and entertaining. We love our Cats!

Once known as a Steel Town, Hamilton was hit hard by the steel industry sourcing its manufacturing to other countries. Like a phoenix that rose from the ashes, we also have risen and become better for it. Hope is being invested into our city and the growth has been staggering. Hamilton is a city full of interesting, compassionate, caring, talented people who are as strong and tenacious as the steel that built our city. We support each other like family, and we are proud of our roots.

Only a few blocks away from Erskine, Hamilton celebrates the arts on a regular basis. The Hamilton Art Crawl is a decade-old festival of arts that takes place on the second Friday of every month. Once a year, on the second weekend in September, the Art Crawl turns into Super Crawl, a weekend long celebration of the arts. Named as Ontario's Tourist Event of the Year in 2015 and as one of Ontario's top 100 festivals, Super Crawl draws more than 200,000 visitors from all around the province. Filled with music, performing arts, fine art, food and fun family



activities people flood our downtown to enjoy the experience. Once the sun goes down the street transforms; sound stages, big bands, lights and glowing performing arts; it is certainly a sight to see.

Hamiltonians have benefits that are only offered to the biggest of cities. We boast 2 universities, McMaster University with a prominent medical school and Redeemer University which is a Christian Undergraduate University. We also have Mohawk College which is renowned for its music and arts programs and a few other post-secondary facilities for the curious and the ambitious alike.

Hamilton also boasts world-class medical facilities. St. Joseph's Healthcare and Hamilton Health Sciences (which includes McMaster Children's Hospital) are acclaimed research and teaching hospitals and are leaders in the areas of Children's Medicine, Neurosurgical and Cardiovascular Intervention, Cancer Care and Mental Health.

There are clubs and groups for any interest.

Hamilton is the Big City with a small-town feel.

Come, stay and enjoy!

## Contact Information

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## Appendix A Two Steps Forward

# **“TWO STEPS FORWARD”**

A Renewing Ministry Grant Proposal

September, 2018



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## 2. EXECUTIVE SUMMARY

Erskine Presbyterian Church is requesting a five year Renewing Ministries to support a Renewal and Replanting plan for the congregation. This proposal is titled “Two Steps Forward”, because our plan involves establishing **both** a renewed Ministry, and a brand new Community Mission, at the same time. Two interlinked plans. Two Steps Forward.

Over the course of six months, we have been working with the **Presbytery Replanting Team** to develop an ambitious Mission Plan for the church. The plan is to develop a Neighbourhood Hub for our community: A place of human connection and wellness, operating right out of our building. This plan is being developed in partnership with many other services, organizations and other Community Partners in our area.

Bringing this Mission Plan to life will require 12 to 18 months of planning and development. In order for a Neighbourhood Hub of this type to be truly effective, it must be a joint venture of multiple organizations. Therefore, our plan is to work alongside our new Community Partners to apply for grants and funding from a variety of sources. The final project will be a true community venture.

However, we are convinced that Erskine will not be able to see this project through without the steady hand of pastoral leadership. Without a full time Minister of Word and Sacrament at the helm, we will be at risk of collapsing as a congregation before we ever get to see the plan come to full fruition.

Perhaps even more importantly, we believe that this Mission Plan represents a tremendous opportunity for the congregation to grow and multiply. There is a deep desire within the heart of our congregation to embrace the unreached, the unwelcomed and the unloved in our community. As we develop rich connections within the community through this mission plan, we believe there is a significant opportunity for our congregation to reach a whole new group of spiritually hungry neighbours. Having a truly healthy worshipping community with strong leadership will allow the church to grow and thrive as we connect with the families and neighbours around us.

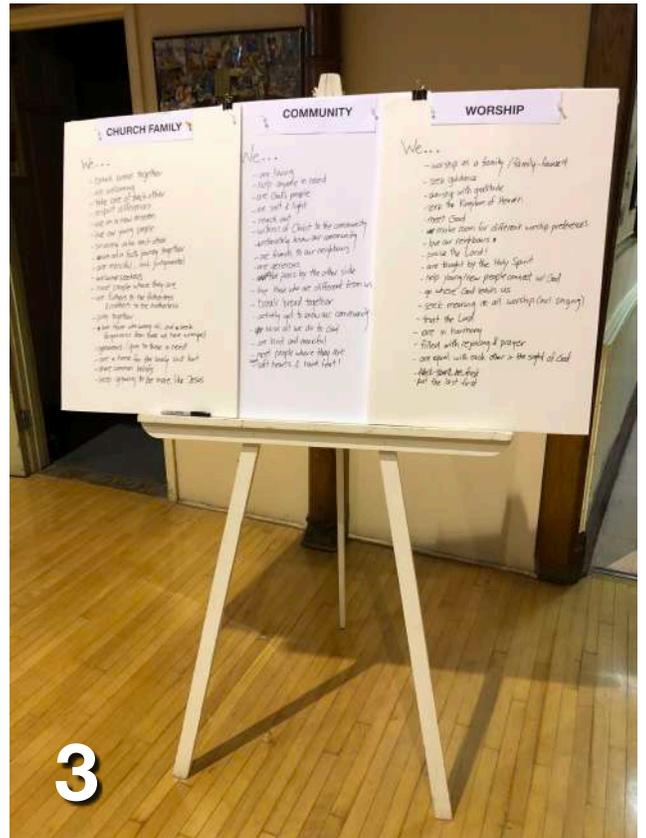
In order to see this happen, we believe Erskine needs – and is prepared – to undergo a transformation in our approach to worship and congregational life. We want to be ready to receive our neighbours; to welcome them into our church family; and ultimately to invite them into citizenship in the Kingdom of God.

We are ready for renewal. Now we need the pastoral leadership to walk through this journey with us.

Therefore, the purpose of this application is to request a Renewing Ministries grant to help us support a full time Minister of Word and Sacraments. Our hope and goal is that this grant would allow us not only to develop and launch our Neighbourhood Hub, but also to grow the congregation and become self-supporting within a five year window.



1



3



2

1 & 2 - Workshops in progress

3 - Our "Hearts Desire" for our Church Family, for our Community, and for our Worship Service

4 - Taking our fears and worries about the Replanting Journey to the cross



4

### 3. JOURNEY TO REPLANTING

In October of 2017, the Presbytery of Hamilton established a new role, dubbed the **Replanting Pastor**. The purpose of this role was to help congregations in this Presbytery to replant their churches with a new mission and a new sense of congregational purpose<sup>1</sup>. Congregations interested in being replanted were called to submit applications.

In December of 2017, after much discussion and following a congregational meeting, Erskine Presbyterian Church applied to take part in the Replanting process. In January of 2018, a team from the congregation met with the members of the FTF<sup>2</sup> as part of the interview process. In late January, the congregation was informed that Erskine had been selected to go through the Replanting process.

From February to July of 2018, the congregation met monthly with the Replanting Pastor and members of the Replanting Team to develop a Congregational Vision. In these workshops, we looked at the history and heritage of our church community. We spent time discerning our identity as a Congregational Family, our purpose in Sunday worship, and our calling to the Community around us. We also studied scripture to deepen our understanding of Christ's desire for his Church. From this work, we developed a Vision Statement that would apply to all areas of church life.

Meanwhile, the Session and Replanting Team began to make connections within the community. We identified groups and organizations that were currently serving our neighbourhood to learn what was already being done, what needs still needed to be met, and where Erskine might fit into the picture. These groups included youth shelters, food banks, community cooperatives, churches, women's shelters, drop-in centres, counselling groups and various other agencies and groups.

By June of 2018, Erskine had developed a Congregational Vision, backed by a series of statements about who we are in Christ, and who we are called to be going forward.

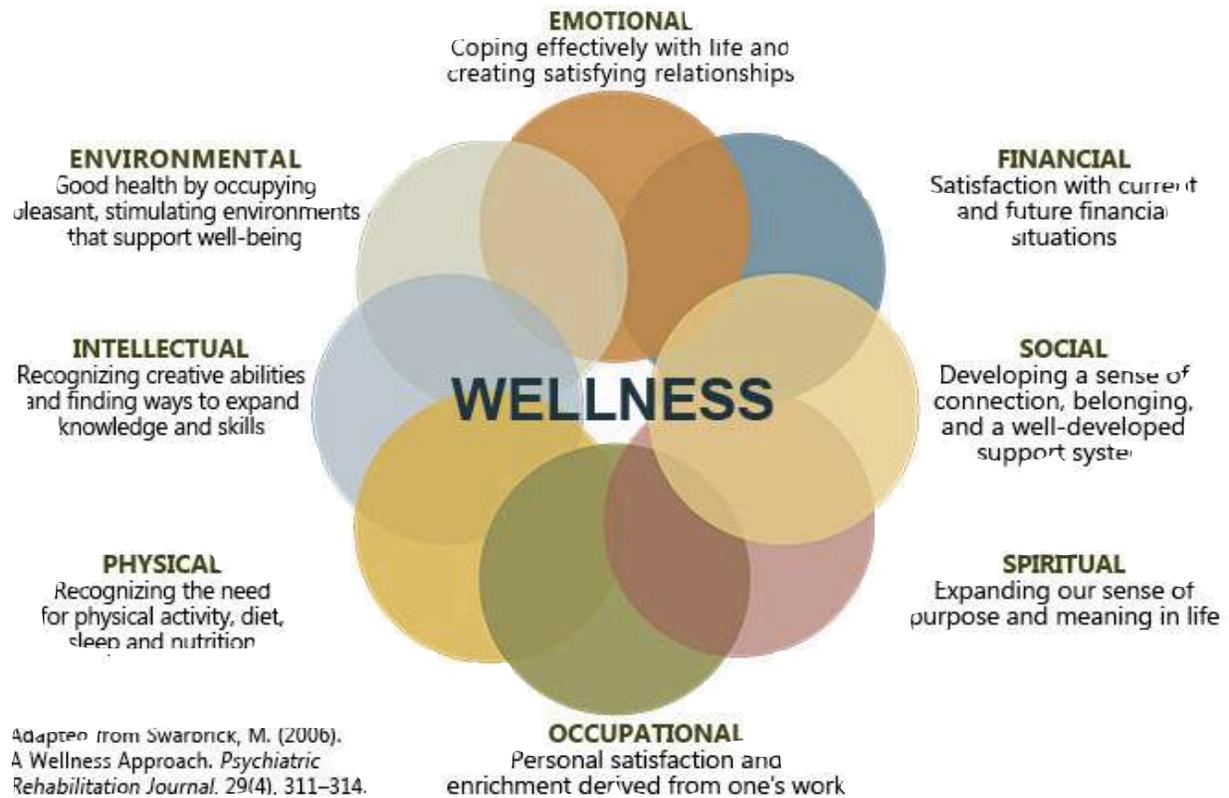
By July of 2018, Erskine had a draft of a Mission Proposal that combined the Congregational Vision with the real needs of the community in which we are situated.

In late August, this proposal was unanimously approved by the congregation of Erskine. The same month, this proposal was presented to the Mission Committee of the Hamilton Presbytery, who voted unanimously to bring our grant application before the Presbytery of Hamilton at the September meeting. On September 11, 2018 the Presbytery of Hamilton unanimously voted to forward this application / proposal to Canada Ministries.

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<sup>1</sup> See "Replanting Ministry Proposal", October 2017

<sup>2</sup> The Future Task Force of the Presbytery of Hamilton, the team tasked with carrying out the selection process



## 4. COMMUNITY VISION

Our Church family at Erskine Presbyterian Church has a deep desire to love and care for the community surrounding us. Over the past six months we have spent many hours praying, discussing and discerning God's call for us to our community today. The result of this discernment is a Community Vision Statement that applies to both our church and community mission. Our Community Vision is:

***“A healthy, loving family for each and every neighbour”***

This vision has two meanings for us. **First**, it is a covenant to welcome each and every neighbour as family in our church. That means every single person - regardless of their story, background, situation, lifestyle or current struggle - will know they belong and are treasured at Erskine. It also means the last person to arrive is always given priority.

The **second** meaning for this vision stems from a recognition that our church is surrounded by individuals and families who are struggling to find health, wellness and connection. Our vision is to be an agent of health and love to each and every one of these neighbours.

In order to fully understand this vision statement, it is important to understand what is meant by each word and phrase.

## **“Healthy”**

Health is more than simple physical health. To assess an individual’s – or family’s – “wellness” in the complete sense of the word requires looking at multiple dimensions of their lives. These different dimensions, or “pillars”, of wellness are:<sup>3</sup>

Physical Wellness - Enjoying overall wellness of the body including diet, exercise, health and stress

Emotional Wellness - Holding a healthy sense of self and emotional well-being

Intellectual Wellness - Receiving appropriate education and intellectual challenge

Social Wellness - Fostering a healthy community of relationships (family, friends, partner, social groups, etc)

Financial Wellness - Maintaining a household budget, managing debt, and saving

Environmental Wellness - Enjoying safety and suitability of surroundings

Occupational Wellness - Having the ability to provide for oneself and for one’s dependants through satisfying employment

Spiritual Wellness - Finding a deeper sense of purpose and meaning to life

## **“Loving”**

It may be possible to be part of a community that is technically “healthy”, and yet find oneself unable to find deep love and connection.

Being part of loving family means receiving a sense of belonging and personal value from that community. In this context, it means being shown dignity and self-worth. It involves a mutual affirmation of affection, care and connection with others. And it means knowing that you are a vital and integral part of that community.

## **“Family”**

When we say we want every neighbour to be part of a healthy and loving “family”, we want to cast the word with the widest possible net of meaning.

A “family” could mean a traditional family; a blended family; a single parent home; a same-sex partnership; or a myriad of other combinations. Or it could mean a group of seniors who live in the same apartment complex; a group of friends who share life and experiences together; a support group that encourages and supports one another; or it could mean a church family.

The point of the word “family” is not to *limit* but rather to *expand* the sense of what it means to be part of a healthy, loving community.

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<sup>3</sup> Dunn, H.L., (1961) High Level Wellness, Beatty Press: Arlington, VA.

### **“Each and every neighbour”**

What is a neighbour? When Jesus told the parable of the Good Samaritan<sup>4</sup>, he made it clear that being a “good neighbour” has nothing to do with geography. To Jesus, the good neighbour is the one who raises the health of anyone within their reach. In a similar way, the congregation of Erskine believes that we have a duty to bring health and love to every single person within our reach, no matter what their history, background, lifestyle or life story.



*“The Good Samaritan”. Illustration by Swiss artist and storyteller Annie Vallotton, as taken from the Good News Translation © 1976, 1992 American Bible Society. Used by Permission.*

We feel a deep sense of compassion for those around us, and want to serve them with Jesus’ hands, feet, and heart. We strive for a day when every single person in our community has a healthy, loving family to call their own. And we want to be agents of that movement towards health and wellness for our whole community.

We realize this is a lofty vision, and not one that can be easily reached. However, that’s what makes this a God-sized vision. Anything we can do on our own isn’t a mission from God. But if it’s too big for us, too difficult, too impossible, then we will need to rely God’s hand to see it come about.<sup>5</sup>

In the next section, we will outline the path upon which we have embarked in order to see this vision come to life.

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<sup>4</sup> Luke 10:25-37

<sup>5</sup> Matthew 20:27

## 5. COMMUNITY WELLNESS HUB

A vision like this cannot be accomplished on our own. Therefore, over the past six months we have been making connections to agencies and missions working within our area. From youth shelters to food banks to government agencies to other local churches, we have been learning what resources are already available within our community.

Although we have more to learn, what we have discovered so far is that the Strathcona area is filled with incredible people offering an amazing array of community services. Each of these organizations is committed to helping those in need. However, for families and individuals struggling from day to day, there is no single easy way to access these services, or to even know that they exist. More often, they don't learn about them until they are already in crisis, or past the point of early intervention.

What would it be like if every one of our neighbours knew they had a place they could go at any time? An open door. A smiling face. A listening ear. A helping hand. And a doorway into other local organizations and services. All located within a single hub within their very own community.

This is the idea behind Erskine's Mission Project. Our idea is to transform our building into a **Community Wellness Hub**.

A **Hub** is a place where many different parts of a whole converge in a single location. In our case, we imagine our **Hub** being a place where *Community* intersects with *Wellness*. Where individuals and families come seeking connection, community, wellness, and wholeness in every sense of the word.

What would such a **Community Wellness Hub** look like? Although this is a work in progress, and will likely take 12 to 18 months to fully develop, we will lay out what this *might* look like, recognizing that the details and plans will evolve as we continue to develop the project.

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### **ONE VISION FOR THE COMMUNITY WELLNESS HUB**

*The “Hub” would be the church building itself, modified to fit the needs outlined below. The spaces devoted to the Hub, including the entrance, offices and community space, would be welcoming, inviting and open to anyone from any background and in any life situation.*

*At the centre of the Hub would be a **Shared Community Space** where people could meet and connect with other neighbours and share real life. Ideally, this space would be available 24/7, so that every single person in our community would know that they have a safe place to go, any time, day or night.*

*This is a place where a teen who doesn't want to go home could run to. Where a battered woman could find immediate refuge. Where a man at the end of his rope could go for human connection.*

*Also at the heart of the **Hub** would be a **Community Advisor**, available at specific times by appointment. Their role would be to offer compassionate listening, encouragement, wisdom and – critically – a referral network of **services, groups and agencies**. Each of these groups - known as **Community Partners** - would be organizations that help foster wellness in one or more of the eight areas of wellness.*

*Some of these Partners could be located directly in the building with us, and rent space within the **Hub**. Others would be located within their own nearby offices. All of them would be considered part of our **Community Partner** network.*

*Additional groups that promote a specific area of wellness (e.g. yoga classes, meditation groups, mom's groups, recovery groups) could share space in the building at various times during the week. Each of these groups would be considered **Community Partners** as well.*

*Our Church family itself would play a key part in offering Spiritual Wellness to the community. Although many of the **Community Partners** would not be overtly faith-based in nature, the Church itself would remain unapologetically grounded in the gospel of Jesus Christ. Through Worship, Alpha, Bible Studies, Vacation Bible Camps, and other ministries and missions, our church would continue to be a witness to Christ's death and resurrection to the community. For those who are seeking a genuine community of grace and truth, they would find a home in the Erskine family.*

*Our Church members would also be invited to serve directly in various ways within the **Hub**. The key to the success of such a program would be in the relationships formed between the **Hub** and the community. Before people come seeking help, they would need to know this is a safe place where they will be received without judgment or scorn. By going out into the community, meeting neighbours, and spreading the word about the **Hub**, the congregation would be able to build that trust.*

*When neighbours arrive seeking help in the **Hub**, they would also need human connection, a welcome smile, and a sense of dignity, safety and hope. Our church volunteers would also serve in this capacity, being available in the **Shared Community Space** to greet and connect with our guests.*

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*In developing this idea of a Community Wellness Hub with our partners, we wondered if there were any examples of this model currently operating within the Canadian context. We were excited to be led to connect with **Wild Rose Community Church**, a congregation that is doing something very similar to this already.*

## 6. CASE STUDY: WILD ROSE UNITED CHURCH

In researching this idea of a Community Wellness Hub, we were put in touch with Wild Rose United Church. This is a church located in Calgary, Alberta who are putting into practice many of the ideas that we are currently imagining.

We were fortunate enough to be able to see their operation first-hand, when the Replanting Pastor took a study leave to visit the church and spend a few days meeting their staff and learning from an organization that has been living out this model.

Wild Rose has been running a Wellness Hub for the past year or so. The main point of contact is Spiritual Director (similar to our idea of a **Community Advisor**) who meets with those who come to the centre for wellness needs. The Spiritual Director acts as a source of connection, encouragement and support; and connects people who visit to these other services through a referral network.

Also hosted within the building are: A dietitian; a community care worker; a health coach; a cranial sacral therapist; a Taekwondo instructor; a playschool; a yoga class; a dance studio; and a number of recovery groups.

What we learned is that the Community Hub is a powerful model for wellness, not only for the community but also for the hosting church. By being a single point of contact, neighbours are learning they can find help, support and encouragement right in their own community. And the church is learning to love their neighbours in a tangible way.

We also learned this model has the potential to inject help and support upstream of the healthcare and justice systems. A hub like this operates a timeframe when there is still the potential for healing and wholeness in emergent situations, rather than brokenness and lasting repercussions. In the absence of a Hub, when a difficult situation emerges (e.g. family troubles, addiction issues, relationship problems), it might end up leading to a hospital visit, a visit from the police, or even an arrest. However, if this situation was brought to the Hub instead, it could often be dealt with before it escalates. By putting these resources in the hands of those who need it most, the Wellness Hub model has the potential to have an enormous impact on the community, and to save the overall system time, money and resources.

For the congregation, having a Wellness Hub in the building not only gives the congregation access to all these same services, but it also allows them to serve their neighbours directly, and creates a direct pathway into the life and ministry of the church.

Our experience with Wild Rose has given us a tangible example of how a Wellness Hub could benefit not only Erskine Presbyterian Church, but also other churches located within urban neighbourhoods. Our hope is that what we are learning in our journey will be transferable to many other churches in our denomination and beyond.

## 7. TWO STEPS FORWARD

Before we begin this exciting and ground-breaking work, we believe the church needs to have strong pastoral guidance and leadership in the form of a full time Minister of Word and Sacrament.

While the Replanting Team continues to work alongside the congregation to get the Community Hub project up and running, the Minister will provide the pastoral anchor to the congregation. To use the replanting terminology, the Replanting Team – led by the Replanting Pastor – will be the “Engineering” group that designs and builds the field, while the Minister will be the “Farmer” who sows the crop and reaps the harvest.<sup>6</sup>

We call this idea “Two Steps Forward”. We know cannot move forward on the Community Mission Project without the support of a full time Minister. But we also recognize that it doesn’t make sense to call a Minister if we aren’t making any progress towards the reaching vision of the Community Mission Project. This is the reason we waited until our vision was in place before seeking a new Minister for Erskine.

Therefore, we are requesting a grant from Canadian Ministries. The purpose of this grant is to allow us to appoint a full time Minister of Word and Sacrament to Erskine Presbyterian Church, while we begin work on our Community Mission Project. Our hope is that we will not only be able to see the Community Wellness Hub come into being during this time, but that we will also see the congregation grow as the church reaches deeply into the community.

It has often been said the “money follows mission.”<sup>7</sup> The same can be said for church growth.<sup>8</sup> When a church is self-serving and closed to the community around them, the congregation shrinks. When a church is actively involved in loving their neighbours and seeking the good of their community, people are drawn to the health and life that comes from that kind of outward focus.<sup>9</sup>

By taking “Two Steps Forward”, Erskine will be able to develop our Mission and Ministry side by side, as we seek to discover our calling the neighbourhood and community around us both as a source of love and health, and as salt and light to a world that needs the salvation that comes from Christ alone.

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<sup>6</sup> Replanting Ministry Proposal, Oct 2017. Keys To Replanting. pp. 6-7

<sup>7</sup> Callahan, K. 1997. Giving and Stewardship in an Effective Church: A Guide for Every Member. Jossey-Bass

<sup>8</sup> Jackson, B. “What Makes Churches Grow? Vision and Practice in Effective Mission”. Church House Publishing.

<sup>9</sup> Miley, G. 2003. “Loving the Church ... Blessing the Nations: Pursuing the Role of Local Churches in Global Mission . InterVarsity Press.

## 8. MINISTRY RENEWAL

As part of our Replanting journey, we have been looking carefully our worship service. Some of the values we have discovered are important to us in worship include:

- That worship is a place to encounter God (**Ps 29:2**)
- That we are taught by the Holy Spirit (**Jn 14:26**)
- That together we seek the Kingdom of God (**Mt 6:33**)
- That our worship is filled with rejoicing and prayer (**Is 56:7**)
- That we make room for the newcomer (**Mt 22:9**)
- That there is healing for the hurting, the lonely, the brokenhearted (**Is 61:1-3**)
- That we demonstrate hospitality and a sense of belonging (**Mk 10:14**)
- That the last person to arrive is given the first priority (**Mt 20:16**)
- That families are able worship and praise together (**Ps 100:2**)
- That the service empowers families to live out their faith at home (**Dt 6:4-9**)
- That we are a loving, healthy family with Christ as our head (**Ep 4:15**)

In order to live out these values, we recognize that we will need to let go of some of our preferences in order to make room for those in our community we are seeking to reach.

Also as part of this preparation work, we have brought together a Worship Planning Team. Our team includes our Music Director, our Children's Ministry team, a Session Elder representative, the current pulpit supply minister, and the Replanting Pastor. Together, we have been moving towards a service that makes room for the newcomer, honours those who come as a family as well as those who do not, and seeks to teach and worship on a level playing field, regardless of church experience or background.

As per the original Replanting Ministry plan, we have been working with the Family Church of Heritage Green (our Presbytery's first replant) to share worship materials and teaching tools. This has proved to be a powerful resource for renewal and discovery at Erskine.

By design, the Replanting journey involves discerning a vision and direction before calling a Minister (or "Farmer") to "water the field, tend the soil, maintain the crop and gather the harvest".<sup>10</sup> Now that the visioning work is finished, and with the new clarity we have surrounding our identity, our calling, and our mission to the community, we are excited to invite a minister to partner with us in the journey ahead.

We will be seeking a candidate who is excited about the vision, the plan and the direction. Someone whose heart resonates with the Community Mission we are envisioning. Someone who has a deep heart for both the family seeking health and wholeness, as well as individuals who feel lonely, isolated and abandoned.

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<sup>10</sup> Replanting Ministry Proposal, Oct 2017. p. 7.

We will also be seeking a candidate who will be excited to work as part of a team, and alongside other replanted churches in the Presbytery.

This role is not primarily responsible for bringing the Mission Plan to fruition. That will continue to be the work of the Presbytery Replanting Team and the Session. Rather, they will be responsible for growing, nurturing, shepherding and leading the church.

With this role in place, we are confident that – as we reaching into the community – the congregation will be ready to welcome, include, nurture and pastor those who come seeking community, connection, truth and grace.

## **9. PRESBYTERIANS SHARING FUND**

Erskine Presbyterian Church has been extremely fortunate to have a fund for helping us to meet our Presbyterians Sharing allocation every year. This fund has been used faithfully for this purpose ever since it was established, and the congregation has understood that it has been an amazing gift to the church.

However, with this grant application, the congregation recognizes that we are applying for funds from the very same organization that this grant was established to support. This has led us to ask ourselves how we could best honour both the gift that the church was given when this fund was established, as well as the gift that a grant would mean for the future of this congregation.

Because the fund was set up to allow Erskine to support Presbyterians Sharing, it would not be appropriate or possible for us to draw any money directly from this fund, nor would any of our congregation wish to do so. However, we also feel that keeping this fund intact while receiving a grant from Presbyterians Sharing would not be appropriate, nor would it be in keeping with the spirit of the fund.

Therefore, after reviewing the original intent of the bequeathment, we believe we can best honour both the fund and the grant by donating the full amount of the fund to Presbyterians Sharing over the course of the five years we are requesting funding.

We expect the amount remaining in the fund at the end of 2018 will be just under \$100,000. Therefore, it is our intention to give \$20,000 – or the remainder of the fund, whichever is less – to Presbyterians Sharing every year that we receive funding until the fund is depleted.

It is our deepest desire is to see our building and our congregation being used in service and in love for the health of the community around us, using every single resource we have at our disposal. We believe this plan best honours both the original gift and the new gift, and allows us to move closer to our vision.

# 10. PROPOSED FIVE YEAR BUDGET

DESCRIPTION	2018	2019	2020	2021	2022	2023	2024
<b>Ordinary Income/Expense (1)</b>							
<b>INCOME</b>							
Rental Income	37,000.00	37,000.00	37,000.00	37,000.00	37,000.00	37,000.00	37,000.00
Total Transferred from Presbyterians Sharing Fund (2)	9,200.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Total Congregational Income (3)	140,667.00	130,000.00	143,000.00	157,300.00	173,030.00	190,333.00	209,366.30
<b>Renewing Ministry Grant (requested) (4)</b>		<b>87,000.00</b>	<b>69,600.00</b>	<b>41,760.00</b>	<b>34,800.00</b>	<b>17,400.00</b>	<b>0.00</b>
<b>Total Income</b>	<b>186,867.00</b>	<b>274,000.00</b>	<b>269,600.00</b>	<b>256,060.00</b>	<b>264,830.00</b>	<b>264,733.00</b>	<b>266,366.30</b>
<b>EXPENSE</b>							
<b>Total Administration</b>	<b>5,014.00</b>	<b>5,403.00</b>	<b>5,403.00</b>	<b>5,403.00</b>	<b>5,403.00</b>	<b>5,403.00</b>	<b>5,403.00</b>
<b>Ministry</b>							
Total Child & Youth Expenses	800.00	800.00	800.00	800.00	800.00	800.00	0.00
Clergy Pension Fund - PPC	11,161.00	9,000.00	9,090.00	9,180.90	9,272.71	9,365.44	9,459.09
Hospitality	900.00	900.00	1,000.00	1,000.00	1,100.00	1,100.00	1,200.00
Interim Moderator Fees	6,680.00	0.00	0.00	0.00	0.00	0.00	0.00
Music	6,000.00	5,000.00	4,000.00	3,000.00	2,500.00	2,500.00	2,500.00
<b>Payroll Expenses</b>							
<b>Minister of Word &amp; Sacrament (5)</b>							
Stipend		51,815.00	52,851.30	53,908.33	54,986.49	56,086.22	57,207.95
Housing Allowance		20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Heat		2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
Hydro		2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
Water		750.00	750.00	750.00	750.00	750.00	750.00
Health & Dental		4,663.00	4,663.00	4,663.00	4,663.00	4,663.00	4,663.00
Continuing Education		600.00	600.00	600.00	600.00	600.00	600.00
Book Allowance		600.00	600.00	600.00	600.00	600.00	600.00
Pension (Employer)		4,000.00	4,000.00	4,000.00	4,000.00	4,000.00	4,000.00
CPP (Employer)		2,570.00	2,570.00	2,570.00	2,570.00	2,570.00	2,570.00
EI (Employer)		840.00	840.00	840.00	840.00	840.00	840.00
<b>Total for Minister of Word &amp; Sacrament</b>		<b>89,838.00</b>	<b>90,874.30</b>	<b>91,931.33</b>	<b>93,009.49</b>	<b>94,109.22</b>	<b>95,230.95</b>
Other Staffing Expenses	74,450.00	74,250.00	74,250.00	74,250.00	74,250.00	74,250.00	74,250.00
<b>Total Payroll Expenses</b>	<b>74,450.00</b>	<b>164,088.00</b>	<b>165,124.30</b>	<b>166,181.33</b>	<b>167,259.49</b>	<b>168,359.22</b>	<b>169,480.95</b>
<b>Pulpit Supply</b>							
Travel	2,900.00	0.00	0.00	0.00	0.00	0.00	0.00
Pastoral Care Hours	4,500.00	0.00	0.00	0.00	0.00	0.00	0.00
Pulpit Supply - Other	6,700.00	750.00	750.00	750.00	750.00	750.00	750.00
<b>Total Pulpit Supply</b>	<b>14,100.00</b>	<b>850.00</b>	<b>750.00</b>	<b>750.00</b>	<b>750.00</b>	<b>750.00</b>	<b>750.00</b>
Social Committee Expense	3,400.00	3,400.00	3,400.00	3,400.00	3,400.00	3,400.00	3,400.00
Worship	200.00	200.00	200.00	200.00	200.00	200.00	200.00
<b>Total Ministry</b>	<b>117,691.00</b>	<b>184,238.00</b>	<b>184,364.30</b>	<b>184,512.23</b>	<b>185,282.20</b>	<b>186,474.66</b>	<b>186,990.04</b>
<b>Mission</b>							
Presbyterians Sharing (4)	10,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00	20,000.00
Alpha/TuesGrps/HWDC	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00	2,200.00
Benevolent Fund Expense	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Fees & Dues	4,615.00	4,615.00	4,615.00	4,615.00	4,615.00	4,615.00	4,615.00
Gifts/Donations	500.00	500.00	500.00	500.00	500.00	500.00	500.00
Outreach Expense	400.00	400.00	400.00	400.00	400.00	400.00	400.00
PWSD Expense	200.00	200.00	200.00	200.00	200.00	200.00	200.00
Refugee Sponsorship Expense	350.00	350.00	350.00	350.00	350.00	350.00	350.00
Transfer to M. Gehman (Mission)	5,700.00	5,700.00	5,700.00	5,700.00	5,700.00	5,700.00	5,700.00
<b>Total Mission</b>	<b>25,465.00</b>	<b>35,465.00</b>	<b>35,465.00</b>	<b>35,465.00</b>	<b>35,465.00</b>	<b>35,465.00</b>	<b>35,465.00</b>
<b>Physical Resources</b>							
Electricity	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Fire Security System (ADT)	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Insurance	10,347.00	10,347.00	10,347.00	10,347.00	10,347.00	10,347.00	10,347.00
Natural Gas	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00
Property Expenses	9,200.00	9,200.00	9,200.00	9,200.00	9,200.00	9,200.00	9,200.00
Telephone/Internet	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00	2,600.00
Water Heater Rental	340.00	340.00	340.00	340.00	340.00	340.00	340.00
Water/Sewage	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
<b>Total Physical Resources</b>	<b>37,487.00</b>						
<b>Total Expense</b>	<b>185,657.00</b>	<b>262,593.00</b>	<b>262,719.30</b>	<b>262,867.23</b>	<b>263,637.20</b>	<b>264,829.66</b>	<b>265,345.04</b>
<b>Net Ordinary Income</b>	<b>1,210.00</b>	<b>11,407.00</b>	<b>6,880.70</b>	<b>-6,807.23</b>	<b>1,192.80</b>	<b>-96.66</b>	<b>1,021.26</b>

## **NOTES ON THE BUDGET:**

- (1) There is an assumption that there will be additional missional expenses involved in setting up the Mission Plan. However, our goal is to make these expenses net neutral to the Church budget through additional grants, funding and rental fees. As the mission plan is fleshed out over the next 12 to 18 months, these details will be added into the budget for future years. We do not anticipate or plan to adjust the grant request based on these changes.
- (2) Combined income from all other sources. Note that income growth is estimated at 10% / year
- (3) This is the grant being requested in this proposal
- (4) See discussion in the section above named “Presbyterians Sharing Fund”. Note that for the sake of simplicity, we have simply indicated the \$20,000/year amount to Presbyterians Sharing. However, we anticipate that the actual givings to Presbyterians Sharing will continue to grow over this time as we promote and talk about the missions they support. These designated amounts will simple be added on top of the \$20,000 coming out of the fund.
- (5) This is the role that will be funded with the proposed grant. Costs for the role are estimated based on minimums set by the Presbytery, estimates of the experience level required for this role, and previous grant requests from this Presbytery

# 11.APPENDIX A - Q&A

## 1. What is the expected role / relationship of the Minister to the Hub?

The role of the Minister in the Hub will be an evolving one. As mentioned previously in this proposal, it will likely take us 12 to 18 months to fully develop and realize the final plans for the Erskine Wellness Hub. However, we currently envision a few potential roles for the Minister in relation to the Hub.

The first is that we fully expect that some clients would be referred to the Minister in relation to their Spiritual journey. As discussed earlier, Spiritual Wellness is one of the 8 pillars of good health. When people have deep questions about faith, God, purpose or meaning, or if there were specific needs in terms of mediating difficult conversations, supporting marriages, etc., they could be referred to the Minister. In this way, the Minister and the church become one more “Community Partner” to which the Hub has access for referrals.

We would also love to see the Minister holding ongoing groups, studies, programmes, etc. within the Hub, specifically designed for those who don’t normally attend worship. This would allow us to increase our connection with the community.

Finally, we envision a role for the Minister in terms of the Hub tenants themselves. What we learned from Wild Rose is that the Community Partners themselves can become a powerful shared community. Having this kind of community between the partners leads to a great sense of trust, encouragement and support. We could easily imagine the Minister overseeing and bringing this community together in a pastoral way.

## 2. Which community partners are you talking to, and what would their relationship be to the Hub?

Some of the organizations we have been talking to include:

- Good Shepherd Family Centre
- Mary’s Place Emergency Women’s Shelter
- Martha House Shelter for women and their children
- Notre Dame Youth Shelter
- Catholic Children’s Aid Society of Hamilton
- Indwell Hamilton
- Hamilton Regional Indian Centre
- Wesley Urban Ministries
- Living Rock Ministries
- Alternatives for Youth Substance Abuse Services
- Centre[3] Nu Deal for At-Risk Youth
- The Mustard Seed Co-Op
- Hamilton Community and Emergency Services
- Social Planning & Research Council of Hamilton

As we continue to make contacts, our hope is to build up a comprehensive list of services that are being offered within our community. Each of these would be considered a Community Partner. However, a key piece of the puzzle is to host certain partners and services within our own building as tenants. This serves two purposes: The first is to provide easier access to the most immediate and pressing services required in our neighbourhood. And the second is to generate rental income through tenants that directly supports the mission of the church.

Over the next year we will be solidifying our list of partners, as well as identifying which key partners we would like to launch within the Hub. Our plan is to apply jointly with at least two other partners for supporting grants (e.g. government grants, community grants, etc) to enable whatever physical changes might be needed within the building, as well as to help us equip and staff the Hub during the Pilot phase. We have begun these discussions with some of our partners, and are in the process of learning how we would most effectively apply for and receive these grants.

### **3. What changes will need to be made to the building to accommodate the Hub?**

We are fortunate to have an experienced design associate on our Replanting Team (Paul Almas). Based on initial study of the building, we believe that there is a lot of architectural potential for the building to be used in this manner. We recognize that renovation will be necessary in order to accommodate new partners, but fundamentally the building appears to be sound. One early need will be for an elevator or lift to make the building accessible, as currently two of the three floors are not accessible. However, this would be done in conjunction with other renovations in order to maximize the efficiency of the redesign.

The goals of any renovations would be:

1. To make as much of the building possible accessible to people of different abilities and mobilities
2. To convert as much of the building as possible into multi-functional spaces that could be rented out or offered for multiple uses
3. To make all of the Hub spaces “friendly” to secular and non-faith based groups, in order to create a sense of welcome and openness to neighbours of any background and tradition

For our initial renovations, we do not expect any major changes to the sanctuary. However, over time we would like to see the Sanctuary space become as inviting as possible for new and existing worshippers, as well as to be functional as a space for community events, productions, meetings, etc.

## 12.APPENDIX B - "THE ERSKINE POEM"

In our workshops, while we were in the process of developing this vision and proposal, the congregation wrote a lot of material on our heart's desire for our church and for our community. At one point, we were wondering which phrases came up the most often in our discussions. When we ran our discussion documents through a tool that identifies common phrases, the "poem" below came up virtually as you read it below. This became known as the Erskine Poem, and has become a powerful summary of the hopes and plans that the Holy Spirit has placed on our collective hearts.

### The Erskine Poem

we can  
we are  
to know  
our church

to serve  
to get to be  
the word  
the community  
people to people  
for each other

connection  
with young people  
with the god  
who we like  
who cares  
who wants us  
to want people  
to value people

to see  
to grow  
to experience  
to communicate

*(continued next page)*

they are the church  
seeking god  
reaching out  
possibly seeking people  
into our values  
our mission

needs of  
new people  
on site  
a new mission  
for us

like children  
in need  
who have  
drifted into  
church

and our people  
get to be  
a good influence  
as a family  
about god