

## AMALGAMATION AGREEMENT OVERVIEW

Fort Massey United Church • Saint Matthew's United Church • Saint Andrew's United Church

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*From Christ the whole body, joined and held together by every supporting ligament,  
grows and builds itself up in love, as each part does its work.*

Ephesians 4:16

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Anticipated Amalgamation Date: July 1st, 2026

Church Name: To Be Determined

### 1. PURPOSE

This agreement outlines the proposed amalgamation of Saint Andrews, Saint Matthews, and Fort Massey United Churches into a unified congregation. Driven by both theological conviction and practical necessity, the amalgamation aims to consolidate energy, gifts, resources, people, and material assets for more effective Christian ministry and long-term sustainability, creating a vibrant, faithful, and sustainable expression of the United Church that will be a blessing to our community.

### 2. OUR VISION

"As an Affirming community grounded in the love and teachings of Jesus Christ, we nurture a deep sense of belonging and community while embracing diversity and welcoming newcomers into our family of faith. Through inspiring worship, creative ministry and compassionate outreach, we honour our rich traditions while stepping into the future. With open hearts, open doors and willing hands, we work together to bring hope, connection, and transformation to Halifax and beyond."

### 3. OUR CORE VALUES

*God has told you, O mortal, what is good;  
And what does the Lord require of you  
but to do justice, and to love kindness, and to walk humbly with your God.*  
Micah 6:8

The amalgamated church will be founded on eight fundamental values:

- Strong Spiritual Foundation and Meaningful Worship
- Outreach & Social Justice
- Sustainability & Responsible Stewardship
- Honouring Traditions
- Inclusive & Welcoming
- Community & Belonging
- Collaboration & Unity
- Adaptability & Relevance

## 4. KEY MINISTRY AREAS

### Worship

Worship will be a cornerstone of shared faith, featuring Sunday services, music ministry, intergenerational worship, quiet reflection opportunities and special services. Core principles include relevance and hope, inclusivity, community connection, diverse expressions, sacred space, and active participation.

### Outreach & Community Engagement

The unified church commits to responsive community service built on principles of listening first, building partnerships rather than dependency, affirming and anti-racist approaches, reconciliation with Indigenous peoples, environmental justice, and accessibility. Existing ministries will continue while new collaborative initiatives will focus on youth programming, community hub services, advocacy, and addressing social isolation.

### Programming

The unified church will focus on faith formation (including children and youth activities), pastoral care, community life, and music and arts programming. New initiatives will emphasize youth and young adult engagement, intergenerational activities, mental health support, and leadership development.

## 5. GOVERNANCE

- Board of Trustees: Initially comprising trustees from all three congregations
- Church Council: Three appointed members from each congregation
- Standing Committees: Ministry & Personnel, Stewardship, Worship & Music, Property, Outreach

## 6. FINANCIAL REALITY AND STRATEGY

*We know love by this,  
that Christ laid down his life for us, and we ought to lay down our lives for one another.  
How does God's love abide in anyone who has the world's goods  
and sees a brother or sister in need and yet refuses help?  
Let us love, not in word or speech, but in truth and action.  
John 3:16-21*

### The Current Situation

- Combined investments: \$5.4 million.
- Tax Assessed Property value: \$9.5 million across three locations
- Challenge: We collectively used \$788,167 from investments last year to cover operating shortfalls

### The Path Forward

Short-term: Achieve cost savings through shared operations and services

Long-term: Convert some property assets into revenue streams while maintaining a strong ministry presence

Goal: Reduce dependence on investments and build sustainable operations

### The True Stewardship Challenge

Over 60% of our engaged members are over 65, and less than 1.5% of households have children under the age of 5. We must invest strategically in attracting and engaging younger generations to ensure our future.

## 7. PROPERTY

Saint Andrews United Church will serve as the interim worship location, chosen for its accessibility, meeting space, modern kitchen and office facilities, technology infrastructure, and parking options.

All three properties will initially be retained while undergoing comprehensive assessment regarding:

- Structural and functional conditions
- Alignment with ministry needs
- Financial sustainability
- Environmental impact
- Ability to convert property value

## 8. STAFFING

Essential positions will include:

- Two full-time equivalent ministry positions (spiritual guidance, preaching, worship planning, pastoral care)
- Music Minister/Director
- Office Administrator/Operations Manager
- Property Manager/Sexton
- Administrator

Current employees from all three congregations will be eligible to apply for positions in the amalgamated structure, with hiring processes conducted fairly and transparently.

## 9. IMPLEMENTATION TIMELINE

October 19, 2025	Formal approval vote by all three congregations
October-December 2025	Regional Council review and approval
December 2025-March 2026:	Transition activities (legal filings, staff planning, financial consolidation)
July 1, 2026	Target official amalgamation date

This amalgamation represents an opportunity to create a vibrant, sustainable United Church presence on peninsular Halifax that honors traditions while embracing the future.

*Generous and gracious, live out your God-created identity.  
Live generously and graciously toward others the way God lives toward you.*  
Matthew 5:48

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