



Church Profile

Church Information:

Bethany Christian Reformed Church

158 Main St, Bloomfield, ON, K0K 1G0

Church Counselor: Pastor Heidi DeJong (Westside Fellowship CRC, Kingston)

Search Committee Contact:

Committee Chair: Annette Keogh

Address: 135 Morrison Point Road, RR#2, Millford, ON K0K 2P0

Phone: 613-476-8263

Email: annettekeogh@hotmail.com

Community Setting:

Location

☒

Rural

☐

Small Town

☐

Metropolitan

☐

Suburban

☐

Inner-City

☐

Small City

Function

☐

Industrial

☐

College/University

☒

Agricultural

☒

Recreational

☐

Military

☐

Bedroom Community

Growth

☐

Growing

☒

Static

☐

Declining

Approximate population of community: Prince Edward County: 24,735 (2016)

Church Profile:

We are open to:

☒ Male and Female pastors ☐ Female pastors only ☐ Male pastors only

List all staff positions:

Pastor: Vacant

Part Time Administrator: Angela Prinzen

Custodian: Helen Kempers

Position Available: Pastor

Date of vacancy: July 2019

General position description:

This is a sole pastor position. The main role of the pastor is to lead worship and bring God's Word in a convincing and convicting way on Sunday mornings. The person who fills this position will also be a shepherd, visiting our sick and shut-ins, getting to know the congregation and earning their trust, caring for young and old in times of trouble and times of joy. The pastor plays an important role as an advisor to the executive and council as well as working actively with the elders. The pastor works co-operatively with the worship committee to organize and plan services.

☒ Full-time ☐ Part-time

Bi-vocational position?

☐ Yes ☒ No

Number of years preferred of ministry experience of potential candidate: Open

Required languages: English

Church Demographics:

Average Sunday attendance: 110

Active adult professing members: 139

Profile of church members:

Age:

| | | | |
|-----------|-----------|----------|----------|
| 9 % 0-11 | 6% 12-18 | 4% 19-24 | 6% 25-34 |
| 15% 35-49 | 29% 50-64 | 31% 65+ | |

Occupation:

| | | | |
|--------------------|----------------------|-----------------|----------------------------|
| 2 % Business | 10 % Professional | 10 % Trades | 3 % Stay-at-home parent |
| 12% Agriculture | 45 % Retired | 18 % Student | % Other |

Percentage of members belonging to the congregation:

Less than 5 years: 5%

5 to 10 years: 5%

More than 10 years 90%

Racial/Ethnic composition of congregation and surrounding community:

Composition of congregation:

Mono-Cultural

☒

Multi-Cultural

☐

Specific Ethnicity (specify:

)

☐

List the last three persons in this position:

- 1 Harrison A. Newhouse (1996-2000)
- 2 Kasey Vander Veen (2004-2012)
- 3 Charles Gregg Lawson (2014-2019)

Worship:

Bethany has a worship committee that meets monthly. The Pastor, plus a delegate from council and also a representative from the praise team sit on this committee. The focus is to give direction for regular worship and make plans to commemorate special services.

Members of the committee work individually to plan and write each service.

The services are complemented with musicians, singers, responsive readings and a children's message. Typically, elders and the pastor share the responsibility of the weekly congregational prayer.

Describe the worship services in your church:

Our services are designed with 5 sections:

| | |
|------------------|---|
| God gathers us | Welcome, announcements, call to worship and God's greeting |
| God hears us | Confession and Assurance of Pardon |
| God draws us | Children's message, offertory prayer, offering, congregational prayer |
| God speaks to us | Scripture and message |
| God blesses us | Blessing and Benediction |

Our services use songs in both traditional and contemporary styles. We are led by musicians and/or singers with other aspects of worship led by members of the congregation.

Our Sunday morning worship service is followed by coffee and fellowship. The Lord's supper is commemorated regularly and followed by a potluck luncheon at the church, with hosting duties on rotation by district elder and deacon.

Describe the discipleship practices in your church for all ages of members and attenders:

Discipleship practices include:

- Sunday school
- GEMS
- Three Women's Bible Studies
- Empty Nester's Group
- Seniors' Fellowship
- Catechism and Profession of Faith classes
- An Annual Women's Retreat
- Vacation Bible School

Building/Financial:

Present annual budget: \$233,408.46

Last year's annual budget: \$228,429.84

Percentage of financial obligations met (last complete year reported):

| | |
|--|------|
| Budget | 100% |
| Denominational Ministry Shares Classical | 100% |
| Ministry Shares | 100% |

Amount contributed above budget and ministry shares: \$86,300.00

Describe Facilities:

The current facility of Bethany Christian Reformed Church was built in 1962. An addition was built in 1992 which included an elevator making all three levels in the building accessible.

The sanctuary seats approximately 300 people. The stage area has been expanded over the years to accommodate the praise team. The sanctuary has both a grand piano and an organ. The audio-visual system is functional and includes two monitors at the front of the sanctuary as well.

The heating system was upgraded and air conditioning was added as well.

The fellowship hall has been expanded and the kitchen has been renovated. This area is used each Sunday for coffee fellowship after the worship service and for potluck meals after communion services.

A pastor's office and work area for a part time administrative assistant are located in the 1992 addition with easy access to the parking lot. The addition also includes a smaller fellowship hall as well as washrooms, a nursery and a large meeting room. This area of the building is at ground level and serves as the main entrance and exit to the building.

A paved parking lot surrounds the building.

The facilities also include a parsonage which is a recently renovated ranch style bungalow located on the same street as the church.

Facilities:

Are your buildings adequate for your ministries?

☒ Yes

☐ No

If no, please explain:

Is a building program projected?

☐ Yes

☒ No

If yes, describe what and when:

Does the church own a parsonage?

☒ Yes

☐ No

Location of office or study:

In the church

Compensation:

The salary range we are prepared to offer our new pastor is based on the CRC Minister

Compensation Survey for our area:



If other, please specify:

The average annual increase for this position over the past three years has been 2%

Housing:

We can be flexible based on the needs of the pastor. While we have a parsonage available, we are also willing to consider a housing allowance for a pastor who would like to live in their own home.

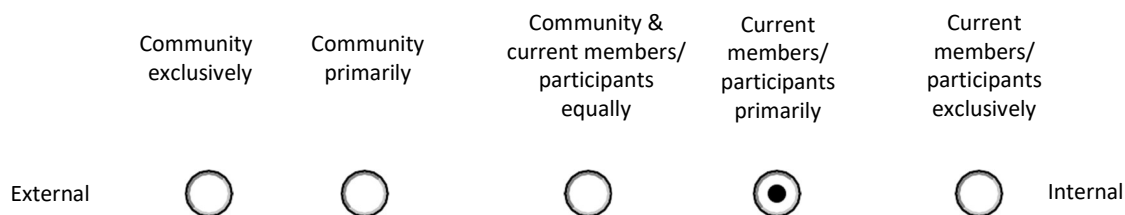
Benefits and expenses:

- ☒ Pension
- ☒ Medical insurance
- ☒ Life insurance
- ☒ Social Security or Canada Pension
- ☒ Travel/mileage
- ☒ Continuing Education funds
- ☐ Continuing Education time allotted
- ☒ Sabbatical policy in place
- 4 Annual vacation (# weeks)
- ☐ Other (please specify)

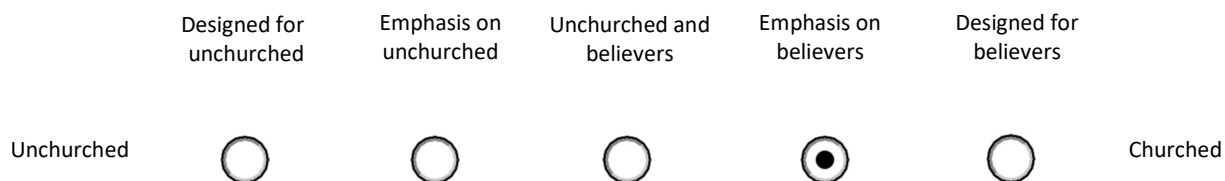
Church Characteristics:

[Check which one(s) are closest to your church's characteristics]

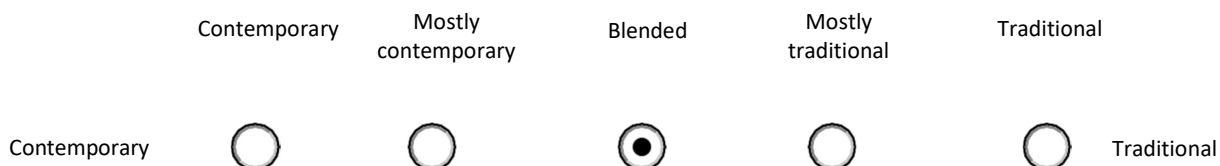
Presently, the FOCUS OF OUR CHURCH'S MINISTRY is



In our church, the WORSHIP SERVICE IS DESIGNED FOR



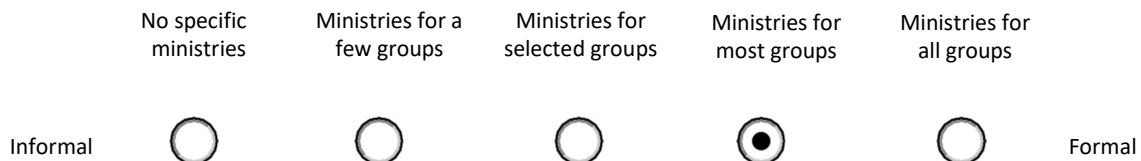
In our church, the STYLE OF MUSIC used in the worship service is



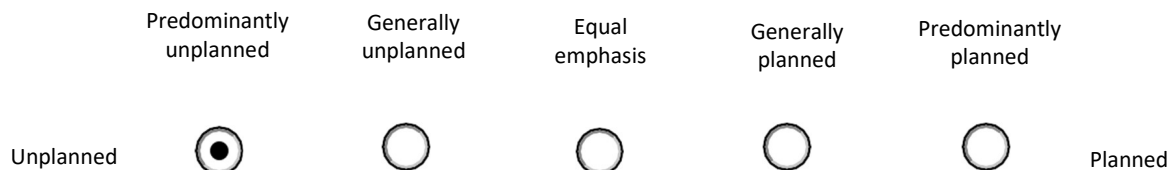
In our church, LEADERSHIP is generally provided by the



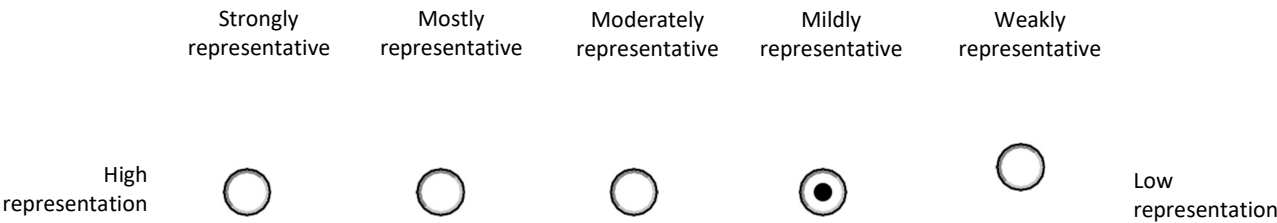
Our church seeks to ENCOURAGE SPIRITUAL GROWTH through



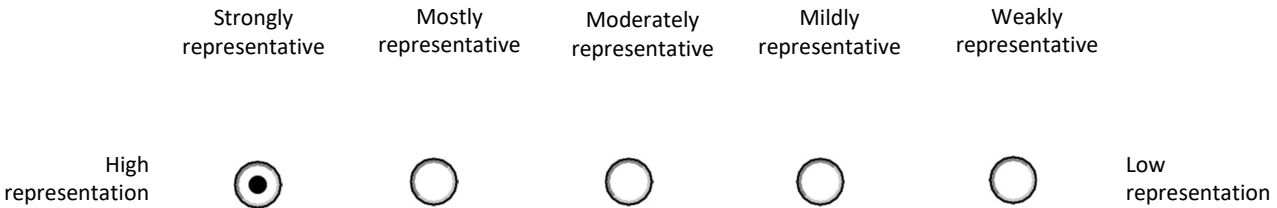
In our church, EVANGELISM STRATEGIES AND METHODS are



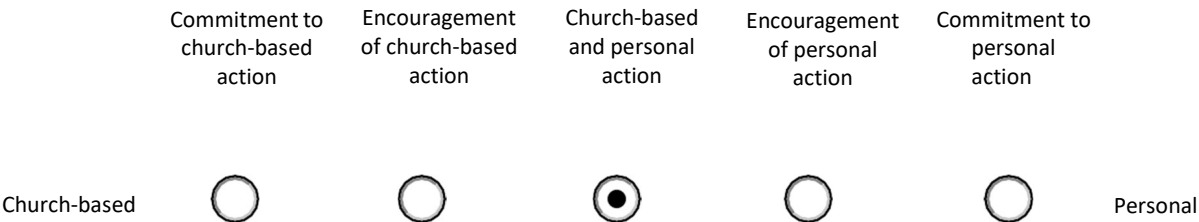
Our church is representative of the ECONOMIC DIVERSITY of our community



Our church is representative of the ETHNIC DIVERSITY of our community



Our church's RESPONSE TO COMPASSION, MERCY, AND JUSTICE NEEDS is



Our church's MISSIONAL FOCUS is



Narrative:

Do you have a recently articulated mission/vision for ministry?

☒ Yes

☐ No

In what ways does your church participate in ecumenical activities?

Our pastors have been actively involved in the Prince Edward Ministerial Association; a group comprised of ministers from multiple denominations who meet regularly.

We participate with the Salvation Army's "Fish and Loaves dinners as cooks and servers, as well as the annual Community Christmas dinner put on by the Gilead Fellowship church.

Our musicians/singers group never turns down an opportunity to participate in local combined services, and though not recently, the community Christmas carol service at Picton United Church, as well as Christmas Cantatas.

We also participate in many other community activities such as:

- preparing Christmas food hampers for families through the Children's Aid Society,
- Festival of Trees (a fundraiser for the Prince Edward County Memorial Hospital Auxiliary),
- Habitat for Humanity builds,
- sponsoring refugee families.

We also support, both as a church and as individuals,

- UCB radio,
- the local Christian schools,
- the Belleville Pregnancy Centre,
- Quinte Youth Unlimited
- International child sponsorships
- New Life Girls Home

Reflect on your strengths/gifts as a church:

We are an authentic, warm, caring, Christ-centered church with a heart for loving one another and serving together within our congregation and our greater community.

We enjoy sharing food, fellowship and fun with each other and as an opportunity for outreach. We value each other as family and have a strong support system for each other in times of difficulty, extending this care outward to our local community as needs arise.

Our congregation values Bible-based teaching in our worship services, programs and ministries. We value our traditions yet have been able to be progressive in how we put into action our CRC beliefs and have continually transformed ourselves to remain as relevant as possible in a dynamic society.

Reflect on your passions as a church:

Bethany's passions are held together by the underlying strong Christian bonds of faith. We have deep roots in the community and strong family ties, we are passionate about seeing our faith grow and flourish into the next generation, seeing our children and grand children join with us in worship, in service, and in loving our neighbours.

And so, we are passionate about caring for each other, caring for our neighbours - especially any that are in need, and spending time together. We are passionate about making sure that our worship is encouraging, up-lifting, and applicable to our everyday lives. We are passionate about the faith formation of our children.

List specific problems with which your congregation struggles:

With aging members, and the lack of younger people joining the church, we struggle with the same things many smaller congregations struggle with: too few people for all the things we would like to be able to do resulting in apathy and burn out.

The congregation has a long history which is both a benefit and a challenge. Grudges, conflicts, unhealthy or tense relationships are more challenging to move past. Bethany is a close-knit community but as such also has unresolved conflict. Focusing on the past and possibly old wounds has sometimes hindered moving towards the future and taking 'leaps of faith'.

Empty pews and declining numbers are an ongoing concern. While the aging population and lack of employment opportunity for young people in the area has contributed to declining numbers there is further concern generally about diminishing attendance to worship services.

What has been the most interesting and challenging event in the life of your church in the last three years?

The departure of our pastor, Gregg Lawson, was likely the most challenging event in the past three years. Pastor Gregg came to us as a student intern and we walked with him through his ordination. He was generally admired as our pastor, had a true heart for our church and was well-received by our congregation. While he had been with us for a good length of time, his departure was unanticipated, surprising, and disappointing for many. We wholeheartedly supported him in responding to the calling on his ministry and the discernment process that he used, but we keenly felt the grief that comes with change. In the months that have followed we have

recognized the strength of our council, and lay leadership, as they have provided stability and continued to move us forward in our vision.

List major goals that this congregation has set for itself or opportunities the congregation anticipates:

1. Vibrant, transformative worship
2. Effective faith formation and development
3. Equipping leaders

Describe what being Christians of Reformed accent means to you:

Our reformed accent includes words like sovereignty, covenant, and kingdom. We take the sovereignty of God, God's control, in all spheres of our lives very seriously. We recognize that God covenants with us individually and in community. We see God working to establish a kingdom here on earth and in heaven and we are called to be active in making that kingdom real in all parts of our lives.

Describe your understanding of the relationship between the local church and the Christian Reformed denomination:

Bethany feels a strong tie to the denomination. We recognize that the local church is the heartbeat of the denomination. It is here, at the local level, that ministry takes place and decisions are made. We appreciate, though, the support and direction we receive from being part of a denomination. We also appreciate the other CRC congregations around us and the feeling that we are working together toward a common goal.

Identify some of the cultural challenges facing Christians and Christian churches today:

Our world has become more and more secular. Culture is telling us to accept everything, that there is no final truth, when we know that God's way is true, and that there is only one way to God. We find ourselves pushed against, marginalized, when we want to stay within the bounds of God's word.

This has led to the declining attendance and membership in churches seems to be a part of every congregation. We see it as well and are concerned that other activities so quickly take away from our participation at church.

Raising up, and growing leaders in the church is an issue as well.

What have been the three most important events in the history of your church?

1. The building of the church in 1962 which included founding members who are still members in the church. The church and congregation drew more Dutch immigrants and the church grew.
2. Bethany's involvement in community projects like a Habitat for Humanity project and involvement in the re-housing of refugees who came to the area was important especially as it gave Bethany and the community the opportunity to better get to know one another.
3. Women holding office at Bethany was a significant event. Initially women were approved to be Deacons and eventually Elders as well. Women are a significant proportion of church council most years.

Leadership:

How many council members does your church have? 12

What is the length of term for council members? 3 years

How often does the full council meet? Monthly

What subgroups of council exist, how do they function and how often do they meet?

Executive meets monthly to deal with the day to day business of the church.

Elders meet monthly to discuss the pastoral care needs of the congregation

Deacons meet monthly to set giving strategy and to deal with ongoing financial needs in the congregation and the community.

Deacons also meet twice each month to count the incoming funds/collections.

