

**JOINT NEEDS ASSESSMENT COMMITTEE
REPORT**

MARCH 31ST, 2010

**BETHANY UNITED CHURCH
CARBONEAR, NEWFOUNDLAND**

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HISTORY BETHANY UNITED CHURCH

Carbonear takes pride in the fact that it took a lead role in the establishment of the Methodist Church in Newfoundland and the Channel Islands. During the ministry of the Rev. John McGeary in 1788, the first Methodist Church was built in Carbonear. A second church was built and opened in 1816. This building burnt the following year. The third church of this congregation was started in 1819 and officially opened in 1821. This church served the congregation until January 1876 when the fourth church was dedicated. The fourth church served the congregation until 1964 when it was damaged by fire. At a congregational meeting, held after the fire, it was decided to dispose of the building and build a new one. On Sunday, June 12, 1966, the dedication of the present church took place.

In the early 1870's the Methodist of Carbonear South established and built their own church, leaving Carbonear with two Methodist congregations. The South Side Methodist Church, known as Park Avenue, officially closed and amalgamated with Bethany of Carbonear North on December 30th, 1990. A complete history of our church can be found in "Blackfoots – 1788-1988" published in 1988. A copy of this book is available at our Church office

TOWN OF CARBONEAR

The Town of Carbonear, seated in a valley, is one of the oldest towns in Canada. Its population is approximately 4700-4800. It has been historically known as "The Hub of the Bay" as it is the business service center for Trinity Bay South and Conception Bay North. Carbonear is a growing community with many things to offer including a health care system, some of the best recreational facilities in the province, an educational system including post secondary, a regional community center which hosts a public library, a 380 seat theatre and the council offices and chambers.

Carbonear is one of the most attractive towns in Atlantic Canada having won the Tidy Towns award twice. It has extensive boardwalk and walking trails, a preserved cultural heritage, and exceptional educational facilities. It has been denoted as the Regional Center for the Baccalieu Trail. (See attached maps) In addition there is a close proximity to St. John's with only an hour and 15-minute drive via the Veteran's Memorial Highway and the Trans Canada.

Bethany United Church is located in the center of town on Church Street. It is adjacent to the present K-5 school (Davis Elementary) and the manse is located on the same street.

EDUCATIONAL FACILITIES:

Davis Elementary (K-5)
Carbonear Collegiate (Level 1-3)
(Grades 6-9 attend St. Francis School in the neighbouring community of Harbour Grace)
Eastern School District and Government have approved a new K-9 school
College of the North Atlantic (Offers 1st year courses transferable to MUN)
Key-In Technical College

Other educational activities, such as Music, Voice, Dance is also available either in the Town of Carbonear or one of the neighbouring communities.

HEALTH FACILITIES

Carbonear General Hospital (80 bed acute care facility)
Harbour Lodge Nursing Home
Interfaith Nursing Home
Luxury Estates Personal Care Home
Trinity Conception Health Clinic
 5 family Practice Physicians
 Dental office
 Optometrist
Physiotherapy Clinic
Assessment and Therapy Clinic (Occupational Therapy)
Chiropractor Clinic
Podiatrist Clinic

RECREATION

A recreational complex that neighbours Carbonear Collegiate as well as the designated site of the new K-9 school is comprised of the following amenities:
25 meter swimming pool (swimming lessons, swim team, family and recreational swims as well as birthday parties are available)

Soccer pitch
Rubberized Track
2 Softball Fields
Tennis Court
Outdoor Basketball Court
Playground Area with swings, slides and a new pirate ship for kids of all ages
3 other playgrounds are located in strategic areas in the town

As well a stadium is located in the neighbouring community of Harbour Grace

Other recreational amenities that can be found in the surrounding area are:

Fun and Fitness Club – Harbour Grace

Pitcher's Pond 9 hole Golf Course in Whiteway (approx. 40 minute drive)

Salmon Cove Sands (10 minute drive)

Northern Bay Sands (formerly a Provincial Park located 25 minute drive)

Carbonear Cinema

Princess Sheila Theatre

CHURCHES;

There are 7 churches in the community, which includes the following denominations:

United Church

Anglican

Roman Catholic

Pentecostal

Salvation Army

Baptist

Jehovah Witness

BUSINESS

The Town of Carbonear is the business service center for the entire Baccilieu Trail. Some of the businesses that are located in the town include:

TC Square

- 30 store premises include Dominion (Loblaws), Wal-Mart and Hart (Bargain Giant)

Canadian Tire

Hickman Motors

Woodward Motors

3 Banks (Scotia, CIBC, & Newfoundland and Labrador Credit Union)

Furniture Stores (Cohen's and Tetfords & Son)

Powell's Supermarket

Price Chopper Supermarket

Potter's Mill

2 Funeral Homes (Noel's & Slade's)

Fast Food Establishments

- McDonalds
- Mary Brown's Chicken
- Kentucky Fried Chicken
- 2 Pizza places
- Subway
- A & W (located in TC Square)
- Tim Horton's
- Robbin's Donuts

Restaurants

- Fong's Chinese & Canadian
- Don's
- Mainstreet restaurant

Hotels:

- Fong's Motel (connected to restaurant)
- Carbonear Motel
- Sophia's Fine Dining and Bed & Breakfast
- Merchant's Manor B&B (Fine Dining)
- NaGeira House B&B

ATTRACTIONS

Carbonear is well known for its deep cultural history. Some of the prominent attractions that displays this history are:

Rorke's Store (includes museum and artefacts)

Carbonear Railway Museum

Carbonear Island (island charter tours available)

Harbour Rock Hill

George W. Earle Promenade (boardwalk encircling Carbonear Pond)

Princess Sheila NaGeira Grave Site

SERVICE CLUBS

Like every other community in Newfoundland and Labrador volunteers are major parts of the community. Some of the Service and Fraternal organizations located in Carbonear are as follows:

Kiwanis Club of Carbonear (hosts annual Music Festival)

Carbonear Lions Club

Royal Canadian Legion

Masonic Lodge

LOL Lodge

Knights of Columbus

Senior Citizen's Clubs

Carbonear has much to offer as can be seen by the previous pages. Any further information can be found on the town website www.carbonear.ca. It is a town that has facilities and services for all ages and is a growing and vibrant community. In addition to its facilities, the people of Carbonear are a welcoming community that not only welcomes guests but also families who move to the area. It is an ideal area to raise a family as well as make new friends.

OUR CONGREGATION

A recent survey of our congregation was completed with 65 respondents. The following are some of the themes expressed by the congregation.

The strengths of our congregation are:

- Youth and Sunday school
- Night services
- Increased attendance
- Committee structure
- Outreach
- Church Groups including UCW, Men's Fellowship, and Youth Groups
- Music
- Valuable friendships
- Pastoral Care
- Volunteers
- Ministerial messages
- Choir
- Programming for both Youth and Seniors
- Welcoming new people
- Communion offered to all
- Services to Nursing Homes
- Renewed Interest
- Bible Study
- Ecumenical Services

The areas for improvement in our congregation are:

- More friendly atmosphere
- Older and Familiar Hymns
- More preparation for Sunday School teachers
- Increased stewardship
- More and younger adults involved
- Increased cooperation between UCW and Men's Fellowship
- More modern
- Youth choir
- Increased attendance
- Shut-in Visitation
- Decreased demands for money
- More congregational involvement in services
- Better communication to people who do not attend church
- Increased feedback to congregation
- Change committee members
- Increased Youth involvement
- Old culture needs changes
- Expenses controlled

The possibilities for the future in our congregation are:

- Vibrant congregation
- Increased attendance in the ages of 15-50
- Joint services – ecumenical
- Vibrant senior and junior choir
- Youth movement
- Debt Free
- Amalgamation with other congregations
- Increased Lay readers
- More utilization of the church
- Welcoming Church

Ministry of Pastoral Charge Profile

MISSION STATEMENT:

We believe that our Christian calling is a calling to loving and caring relationships. Our Mission Statement therefore falls under four trusts:

A: OUR RELATIONSHIP WITH GOD

It is our mission as the Body of Christ to love, know and serve God as revealed in Christ to do so through regular and meaningful worship, Bible Study, prayer, fellowship service and stewardship.

B: OUR RELATIONSHIP WITH OTHERS

It is our mission as the Body of Christ to reach out in loving service to each other, to our neighbour and to all God's people everywhere regardless of color, race or creed, and in love and with sensitivity to share with others God's good news as revealed in Jesus Christ.

C: OUR RELATIONSHIP WITH THE WORLD

It is our mission as the Body of Christ to dialogue and cooperate with other community and world groups and organizations committed to building a society that is compassionate and just; and to oppose systems and ideologies that undermine human need and dignity.

D: OUR RELATIONSHIP WITH CREATION

It is our mission as the Body of Christ to live with respect in creation, to promote sound ecological practices, and to encourage our own people to develop ecological attitudes and habits that will leave to our children resources that are sustainable, and a planet on which all life forms are viable.

Within our Pastoral Charge we have many committees that work dutifully in God's Ministry. They are as follows:

1. COMMUNICATION AND MEMBERSHIP COMMITTEE

This committee carries out the duties and work necessary to inform our congregational members and others about what is happening at Bethany. There are currently 13 members on this committee.

2. **CHRISTIAN DEVELOPMENT COMMITTEE**
This committee carries out the work of our youth groups. These groups consist of Sunday School, Explorers, Confirmation, Church Chums, Youth Groups for children grade three and under and grade 7-9, Beginners Choir, Youth Choir, and Guitar group. This committee has 9 members.
3. **BIBLE STUDY**
This group meets weekly and the ministry is seeking people to engage in God's scripture and God's word in their lives. This group has an average of 12 in attendance.
4. **FINANCE AND STEWARDSHIP**
This committee reports the financial information as well as the promotion of stewardship within our church. It reports our current financial information as well as the goals of the congregation. There are currently 10 members on this committee.
5. **MINISTRY AND PERSONNEL COMMITTEE**
This committee works with our staff and evaluates their work performance. They apply for government grants for summer employment. They meet with the Clergy to discuss the workings of our Church. There are currently the following employees: Part time Secretary (25 hours per week); part time Caretaker (25 hours per week); Choir Director (10 hours per week); one full time Minister as well as a part time Minister (20 hours per week). There are 6 members on this committee.
6. **OUTREACH AND SOCIAL ACTION COMMITTEE**
This committee is involved with the promotion of the Mission and Service Fund by reading the Minutes for Missions during the worship. They are also involved with the Community Food Banks by collecting items on a monthly basis from our congregation and delivering it to the local food bank. They organize an annual Flea Market as well as a recycling project as fund raising events to donate to various charities within our community and worldwide. Any other request from the National Church or the community is relegated to this committee. There are presently 10 members on this committee.
7. **PROPERTY COMMITTEE**
This committee inspects and oversees repairs made to our Church and Manse. There is also a subcommittee for the Manse. They oversee the snow clearing activities as well as care of the cemeteries. There are 14 members on this committee.
8. **WORSHIP AND SACRAMENT COMMITTEE**
This committee looks at the numbers of services and attendance per service. They approve special guest preachers and guest clergy. They discuss items that might be welcoming in our sanctuary. There are 8 members on this committee.

9. CARBONEAR INTERFAITH CEMETARY COMMITTEE

This committee is an association of three churches; Bethany United, St. James Anglican, and St. Patrick's Roman Catholic. They oversee the physical improvements and financial needs of this cemetery. There are 9 members on this committee (three from each denomination).

10. BOARD OF TRUSTEES

This committee is responsible for the buildings and property that have been entrusted to our congregation. They are also responsible for any investments of the congregation and the formulation of policies regarding these items. There are 8 members on this board.

11. BETHANY'S MEN FELLOWSHIP CLUB

This group meets monthly on Wednesday. Members visit the senior homes and provide worship services. They organize several take-out and eat-in fundraisers during the year. They travel to other churches as well as inviting other church's men groups to attend Bethany

12. UNITED CHURCH WOMEN

This group of women meet monthly on the first Tuesday. Members visit people in the hospital and nursing homes. They also have several worship services at the nursing homes. During the year they have many fund raising activities that include suppers and bake sales. The funds they earn are well put to use donating to Daffodil Place, Mission and Service Fund, Stella Burry House and to Bethany United Church. There are 62 women enrolled and their meeting is comprised of devotional time, business period and then a social hour.

13: OTHER GROUPS

There are other groups within our congregation that add to the Ministry of Bethany United. These include the Senior Choir; the Song Birds; Adult Guitar Group Fundraising Committee; Usher Captains and Zone Captains.

Resources Profile

Material:

Our present Church and Manse are centrally located on Church Street in the east end of Carbonear on the North side of the harbour. It is very visible as you enter the town from the South Entrance by finding the bright red coloured roof, as you take in the panoramic view of the town.

The church is a forty-three (43) year old two level structure measuring 49x115 feet. The upper level has a seating capacity of 600 and consists of the sanctuary, narthex, choir room, and a wheel-chair accessible washroom. The lower level has a 300 seat capacity auditorium, nursery, two offices, kitchen, furnace room, storage rooms, wheel-chair washroom and two additional washrooms. Both levels are wheel chair accessible. Recent building improvements are a new metal roof, a new public address system, new main entrance doors, renovated kitchen and more recently a new paved parking lot. Our well-equipped kitchen has two electric stoves, a grill, cooler, a ten-burner propane gas range, microwave oven, dishwasher, and a new exhaust system, as well as all of the necessary kitchen utensils. Other equipment includes a television, VCR, two pianos, organ, film projector, dividers, chalk and tack boards, and computers for our children. The church is heated by an oil-fired hot water heating system in excellent condition.

A new manse was built in 1976 and is located about five hundred feet from the church on a building lot of one hundred feet by two hundred feet (100x200). The lot is bounded on the west by Church Street, on the north by Masonic Avenue, on the east by the properties of Mrs. Fred Earle and Mr. Keith Hardy, on the south by Water Street. The south side faces the harbour with a magnificent view. Large mature maples and other deciduous trees and shrubs and flowers adorn the side, along with a huge amount of raspberry bushes. This contemporary tri-level dwelling is kept in immaculate condition. Windows and siding were replaced in 2008, roof in 2007 and some rooms have had carpet replaced with laminate flooring. The upper level has three bedrooms and a bathroom. On the next level there is a kitchen, dining room and living room with a fireplace. The ground level has an office, laundry room and bathroom. The basement has a recreation room and a vault for storage of church archival records. At the rear of the house is a small storage shed as well as an area for swings, patio etc. The house is heated by electricity and in winter the driveway is cleared of snow. The church has a manse committee in place.

Bethany United has a well-equipped office. The office is equipped with modern computers, phone/fax system, copier, risograph and all other necessary items needed for all and any church work. Office hours are as follows: Tuesday, Wednesday, Thursday and Friday from 10:00AM to 4:00PM. Bethany has its own web site titled bethanyunitedchurch.com

Personnel:

Our staffs consist of a secretary/bookkeeper scheduled for twenty-five hours weekly from September to May and ten hours weekly from June to August. Also on staff are a paid Organist/Choir Director and several unpaid assistant organists. There is also a paid caretaker who works 25 hours weekly.

Church Council/Committees/Directory:

Bethany restructured its committees during 1992 and drafted a set of By-laws that were approved by East District on April 20th, 1993. Bethany United Church Council has nineteen members and nine standing committees. Since restructuring this format has worked extremely well and brought more congregation members doing active work within and outside the church.

Pastoral Care Zones:

The Communications and Membership Committee of Bethany has developed an extensive Pastoral care residential Zone List consisting of 40 zones. This Zone System is used for the distribution of newsletters, annual reports, church envelopes, and other church related material when the need arises.

Each zone has a captain and in some instances a captain's assistant. These people are the church's contact persons for the people in his or her zone.

Community Cemetery:

Bethany has two cemeteries – one on the north side of Carbonear and another on the Southside. Also a new Community Cemetery (Interfaith Cemetery) was officially opened May 24th, 2000 and is presently used by the United Church, the Anglican Church and the Roman Catholic Church in the town. It is run by the Interfaith Cemetery association and has three representatives from each of the participating congregations.

ABOUT US

Worship services at Bethany are held every Sunday at 11:00 am. An evening service is held on the last Sunday at 7:00 pm, and usually carries a musical theme. Bible Study is also encouraged, either in the morning or the evening, depending on the participants

Families (2009)

Number of families – 492

Number of contributors – 350

Groups within our church (2009)

United Church Women – 55

Men’s Fellowship Group – 32

Sunday School – 45

Explorers – 12

Church Chums – 3

Youth Group - 12

Age Groups (2009)

12 and under91

13-19.....69

20-39.....96

40-54.....185

55-64.....144

65-74.....149

75-79.....44

80-89.....67

90 +.....14

The above numbers for the age groups need to be re-evaluated to determine if all of these individuals are still a part of our congregation.

During 2009 more than 7984 were ushered into our church during 79services. There were 68 morning services and 11 evening services. The morning services had an average of 116 per service and the evening service had an average of 120 per service. Music is a big draw for the evening service. Christmas Eve evening service saw 450 attend.

The following is the result of our recent congregational survey determining peoples opinions on our programs, gifts and talents for our Ministerial personnel as well as the number of personnel required to fulfill our ministry. There were 65 respondents to the survey that was approximately 18% of congregation

Please find in the following table a description of the responders

Description of person/persons completing survey	Numbers and percentages	
Family	29	45%
Individual	33	51%
Frequent Worshiper	50	77%
Occasional Worshiper	8	12%
Member of Committee	25	38%
Member of Group	34	52%
Age under 20	2	3%
Age 20-49	9	14%
Age 50-70	37	57%
Age 70+	21	32%

1. Programs in the Pastoral Charge:

Programs	Very Important	Important	Less Important	Unimportant
Biblical Preaching	38 (58%)	22 (34%)	2 (1.5%)	0
Outreach and Social Action	22 (34%)	32 (49%)	6 (9%)	0
Mission and Service Fund	21 (32%)	35 (54%)	6 (9%)	0
Stewardship	30 (46%)	29 (45%)	1 (1.5%)	0
Church Music	29 (45%)	24 (37%)	4 (6%)	0
Sunday School	49 (75%)	10 (15%)	0	0
Bible Study	25 (38%)	25 (38%)	7 (11%)	0
Youth Programming	40 (62%)	19 (29%)	0	0
Senior's Programming	21 (32%)	25 (38%)	8 (12%)	0
Visiting Shut-ins, hospitals etc	38 (58%)	22 (34%)	0	1 (1.5%)
Administration	21 (32%)	33 (51%)	4 (6%)	0
Other Welcoming	2 (3%)			
Home Bible Study	1 (1.5%)			

Minister's gifts and talents:

These were rated on a scale of 1-5 with 5 being the most important and 1 the least important.

Gifts & Talents	5	4	3	2	1
Ability to Preach	52 (80%)	9 (14%)	2 (3%)	0	0
Dedication to Visiting	25 (38%)	22 (34%)	11 (17%)	0	1 (1.5%)
Ability to relate to youth	50 (77%)	12 (18%)	2 (3%)	0	0
Administrative/organizational ability	26 (40%)	21 (32%)	18 (23%)	0	0
Ability to develop and support Christian Education Programs	25 (38%)	30 (46%)	5 (8%)	1 (1.5%)	0
Skill for personal counselling	37 (57%)	16 (25%)	7 (11%)	2 (3%)	
Enthusiasm for evangelism	19 (29%)	16 (25%)	16 (25%)	5 (8%)	2 (3%)
Commitment to Social Action and Outreach	23 (35%)	21 (32%)	17 (26%)	4 (6%)	1 (1.5%)
Commitment to personal and professional development	26 (40%)	17 (26%)	15 (23%)	1 (1.5%)	1 (1.5%)
Special talent to recruit and educate volunteers	33 (51%)	20 (31%)	6 (9%)	2 (3%)	0

2. Ministerial Team

Of the 65 responders only 63 answered the question regarding the number of personnel needed to carry out the ministry of Bethany United Church.

Number of responders who felt we needed more than one person: 10 (15%)

Number of responders who felt we only needed one person: 53 (85%)

As a family of faith we emphasize our time together as a worshipping community. Our strength as the people of God is derived, we believe, from our time together in worship as God's people.

An important part of our life and work at Bethany United Church is our ministry of Pastoral care and outreach. We expect that a considerable amount of time would be devoted to this aspect of Ministry.

We are presently seeking Ministry Personnel and the following are some of the more important requirements we are seeking for this position.

POSITION PROFILE

- Conduct morning church services every Sunday
- Conduct an evening church service at least once per month (usually last Sunday of the month)
- Conduct other seasonal church services within the church year (i.e. Good Friday, Christmas Eve, specials, etc.)
- Visit Hospital on a regular basis and when called to provide Pastoral Care to members of our congregation, as well as visit the Senior Care Facilities at least once a month and congregational households on an as needed basis.
- Be an active member of the Interdenominational Ministerial Committee that schedules worship services at our senior care facilities on Sunday afternoon
- Be a member of the Bethany United Church Council as well as an ex-officio member of Council Committees
- Be a member of the Worship and Sacrament Committee and preferably be the chair of this committee.
- Contact young families of our congregation and encourage them to become active in the Life and Work of Bethany United
- Conduct and participate in ecumenical church services within our community
- Offer personal counselling when required
- Conduct Confirmation Classes and Bible Study Groups
- Support Youth programming including youth groups and choirs
- Support Adult programming including UCW, Men's Fellowship and Choir
- Participate in the District and Conference meetings
- Encourage members of our congregation to view their daily life and work as a place for Ministry and call us to be more committed to Stewardship
- Act as a resource person for the office and employees.
- Supportive of Outreach and Social Action Programs
- Open to an expressed desire for evangelism

SKILLS PROFILE

- Love and enthusiasm for preaching
- Enthusiasm for and ability to relate to youth and youth movement
- Ability to provide counselling to all individuals in time of need
- Ability to recruit and educate volunteers
- Skills in priority setting and time management
- Enthusiasm for Pastoral Care which includes visitation of the elderly, sick and shut-ins
- Supportive of Outreach and Social Action programs
- Skills in administration
- Commitment to the overall challenges of the position

TERMS PROFILE

- Salary will be based on the United Church of Canada's basic salary schedules (A to F) depending on your particular category plus a negotiable percentage. Pension and Group Insurance is part of the basic package.
- Housing is provided with a partially furnished manse. Heating cost is provided by the Pastoral Charge
- Manse driveway is cleared of snow and lawn mowed
- Basic telephone service is provided with Message Manager
- Manse office/study is provided with a Computer, Printer and Internet
- Minister's office also available at the Church with the same resources as above
- Travel expenses provided at the rate determined by The United Church of Canada
- Continuing education allowance of \$1,250 annually
- Study Leave 21 days
- Vacation Leave – 1 month
- Moving expenses as outlined in the 2010 schedule and Moving costs
- Secretary assistance available for 20 hours weekly
- Telephone/fax, computer and printer available at church office

