

Bethel Pentecostal Church

Shawville, Quebec

Church and Pastoral Profile

Church Profile:

1. Average attendance – 30-35
2. Occasional - 50
3. Attachment - 100
4. Geographical Area
 - Shawville - 1600
 - Clarendon - 2000
 - Norway Bay - 1000
 - Bristol - 800
 - Sand Bay - 300
 - Quyon - 1000
 - Campbell's Bay - 1500
 - Ladysmith - 500

The above area of population would be approximately 70% English.

5. Age groups:

- 0 - 12 = 6-8
- 13 - 19 = 3-5
- 20 - 34 = 6
- 35 - 45 = 10
- 46 - 60 = 8
- 61 plus = 15

6. Average age = 50 - 55
7. Serving the community for 90+ years
8. There are 3 other evangelical churches in the area
9. Our facility - sanctuary seats 200
 - Fellowship hall
 - Kitchen
 - Sunday School rooms
10. Autonomous Church

II. Church Ministries:

1. Sunday School - classes for all ages
2. Weekly Services - Sunday morning
 - Occasional Tuesday noon Prayer Meeting
 - Occasional Sunday Bible Study & prayer
3. Staff - Senior Pastor
 - Part-time Secretary/Treasurer
 - Janitor
4. Special Music coordinators/worship leaders
5. Ushers (in charge of greeting, sound system & offering)
6. Deacon Board
7. Sunday School Executive & Staff
8. Musicians

III. The Church's Strong Points:

1. Debt free facilities and adjacent property
2. Parsonage (included in the remuneration)
3. Strong Heritage
4. Well maintained facilities
5. Good location
6. Respected by the community
7. Sense of pride in being a part of the church
8. Unity
9. General Comments:
 - Worship services
 - Praying church
 - People feel accepted
 - Fellowship

IV. Challenges (weak points):

1. Youth Ministry – Church/Community/School - growth
2. Need to be more involved in the community
3. Seniors Outreach
4. Expand Music Ministry

V. Pastoral Profile/description of duties:

1. Pastoral care for the current congregation
2. Heart for outreach - Youth/Seniors
3. Sensitivity of a Spirit filled Ministry
4. English
5. Leadership Ability – visionary/team player
6. Self-motivated
7. Geared to a rural mentality
8. Sense of humor, outgoing, strong on visitation
9. Music abilities a plus

Other considerations:

Interested candidates must be a credential holder with either the Pentecostal Assemblies of Canada (PAOC), or be able to obtain probationary credentials with the PAOC.

- Must meet the qualifications as outlined in 1Tim 3:1-7 and Titus1:7-9, possessing the gift of teaching.
- Must be an exceptional biblical teacher/preacher with a firm grasp of theology.
- Must have strong verbal and written English communication skills.
- Full of the Holy Spirit with strong biblical preaching - demonstrate the abilities needed, with a combination of education and experience, befitting this position as a servant leader.
- Strong relational skills to provide leadership and direction to Bethel's board members and support staff.
- Experience in a senior leadership position within a rural church setting.
- is prayerful, Spirit-led and has experience in applying innovative approaches to church administration and community outreach.
- is able to oversee a multicultural/multigenerational congregation, with a focus on children/youth development and discipleship.
- has mentorship capabilities and is able to equip teams to lead and/or participate in the various ministries of our church.
- has a heart for local and international missions, as well as for visitations.
- **HOURS: The position is full time.**

Primary Purpose of Position:

To mentor, grow, nurture and care to the existing congregation members, from the all age ranges. The congregation requires a shepherd who will tend to their spiritual needs and help them grow in their relationship to God and to live as a Christian community.

Regarding Youth: In general terms: To build young disciples of Jesus by developing and implementing a balanced and healthy youth ministry in the areas of worship, discipleship, fellowship, ministry, and evangelism while serving as a spiritual leader and role model.

Regarding Seniors: To continue mentoring of senior members who have been attendees for several decades and have expectations from their senior Pastor. This will mean being available to them and will also require visitations to the local hospital / senior centers and sometimes residences.

Regarding Worship: To provide pastoral leadership to the worship ministry of Bethel Pentecostal Assembly. This position is a pastoral one that therefore requires the individual to serve not solely as a musical or performing arts director but also as a shepherd to the people who serve in this ministry. There is a solid support in that there are 3 worship leaders who are available.

General:

- Deal with all aspects of administrative duties involved in running a church.
- Be handy to deal with general maintenance issues at both the Parsonage and the Sanctuary
- Hands-on, handyman (grass cutting, general household maintenance)
- Work in concert with the gifts and talents of other staff members and maintain a teamwork mentality.
- Use your gifting and efforts to support and champion the vision and mission of Bethel Pentecostal Assembly.



New amenities include a whole new roof in 2021 (\$20K) as well as a new audio system, with full speakers and monitors, projector and separate audio control room to oversee sound and presentations. We have also installed new heat pumps for both church and parsonage within the last 3 years. The church also has a large property that is adjacent to the parking lot, and our cemetery is located within a mile of the church.



Lower Fellowship Hall, with designated kitchen area, along with several Sunday School rooms, storage rooms, washrooms and kid's room.

