

Presentation of the
Joint Needs Assessment Committee
of
The New Bandon Pastoral Charge
Central United Church
Clifton, New Brunswick



December 2015

COMMUNITY PROFILE

Our Community

East of Bathurst, running along an approximate 25 kilometers of beaches and banks of Bay Chaleur is a unique place locally known as “Downshore”. This rural community was first settled with Irish immigrants as early as 1784. Of the roughly 300 families who call it home, many are direct descendants of those early Irish families.

Heading east from Bathurst on Bridge Street, you will travel through our rural community. You will know you have arrived when, after leaving the Bathurst city limits, you come to a sharp turn in the road. When you reach that corner, the Bay of Chaleur opens up in front of you with panoramic views of the Bay that will take your breath away. There is a place to stop, the locals call it “the breastwork”, and get out of your car, smell the salt air, and watch the inshore fishermen from the community fishing their traps and nets.

The entire coastline from the Stonehaven wharf to Belloni Point is in view. On the northern horizon, the Shickshock Mountains of the Gaspé Peninsula are outlined against the sky and appear to merge with the New Brunswick coastline at either end.

As you travel through Downshore, there are a number of sites to visit. There is a public beach in Janeville, just where Highway 11 meets Cape Road. Heading south on Route 340, a right-hand turn off highway 11 will take you to Janeville Elementary School, the Bay Chaleur Manor senior’s apartments, the local fire station and sports recreational field. Traveling further along this route leads to a farming community a few short kilometers inland, named Canobie.

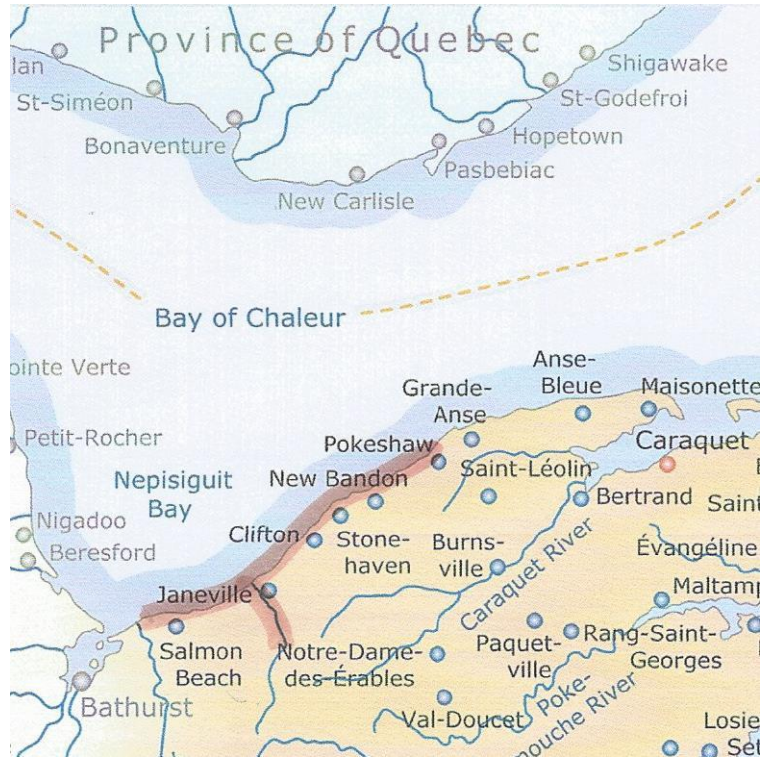
Continuing another 8 kilometers on Route 11 one may visit one of the most picturesque wharves in New Brunswick. Here one can meet fishers and their helpers as they work.

The Stonehaven Wharf is located at the base of a sandstone cliff. One can view the sandstone that was quarried and turned into grindstones. Grindstones were used to sharpen blades of all kinds and were a major export from this area. The largest grindstone quarry in the world was found in Stonehaven, New Brunswick. Lately scientists and amateur rock enthusiasts have been unearthing plant fossils from some of these quarries.

In Pokeshaw, you can stop at the community operated park, and watch the hundreds of seabirds nesting on this unique island. In the early 1800’s this natural harbour was a busy place. Schooners anchored here, and the crew discharged their passengers, picked up fresh water and if there was time, did a little hunting for fresh meat.

Historic churches and cemeteries, and quaint place names like Turkey Town and Paradise line the road of this rural area.

God has graced us with extraordinary natural beauty, productive and hardworking people, and a sense of community you could only find in a place like Downshore.



Local Economy

Many people in the local community work in all the natural resource sectors, which include mining, forestry, fishing and farming. Others are in the health care sector and a few work for various levels of government.

Local business like campgrounds, cabins, a convenience store, contractors, small engine repair shops, hairstyling, boating supply store, and several artisans exist throughout the Downshore community.

We are also dependent on the regional economy of the Chaleur Region, centered in Bathurst.

Major Area Employers:

- Belledune Smelter (Xstrata)
- Provincial and Federal Governments
- Regional Hospital and Health Services
- The City of Bathurst
- NB Power
- Fornebu Lumber Company
- Canadian Gypsum

Regional Employment Base:

Pulp
Service
Government
Mining and Metallurgy
Port of Belledune (deep water port)
Call Centres

Transportation

Bathurst is served by Air Canada Jazz, with 2 daily direct flights to Montreal. It is also served by VIA Rail between Halifax and Montreal, and the Tri-Maritime Bus Service with direct daily links to points east, west, north and south.

Schools and Institutions

The Downshore area is served by Janeville Elementary School which offers approximately 50 children education from Kindergarten through grade five. It is an English language school with an intensive French language program in grades four and five. After grade five, children are bussed to nearby Bathurst to continue their education. There are also opportunities to attend elementary schools in Bathurst.

School District #15 (English)

Bathurst High School
Superior Middle School
Terry Fox Elementary
Parkwood Heights Elementary

School District #5 (French)

L'école Secondaire Nepisiguit
Place des Jeunes
Academie Assomption
Cite de l'Amitie

Post-Secondary Institutions

New Brunswick Community College- offering primarily French and some English courses in a variety of subjects.
Universite de Moncton – offering French language courses

Child Care Facilities

There are at least nine daycares in the greater Bathurst area, offering English and French services. There is a large facility offering 12 hour daycare. In the Downshore area, many parents find neighbours willing to offer their childcare services.

Communication

Local Newspapers

The Northern Light – weekly English language
L’etoile – weekly French language

Provincial Daily Newspapers

The Telegraph Journal – English language
The Times and Transcript – English language
Edition de l’Acadie Nouvelle – French language

Local Radio Stations

Max 104.9 FM – English language
CBC 97.9 FM – English language
Phantom 103.3 FM – English language
CKLE 92.9 FM – French language
CKRO 97.1 FM – French language

Local Churches (Downshore)

Anglican Parish of New Bandon - Salmon Beach and Clifton
Bayview Pentecostal Church, Stonehaven

Local Churches (Bathurst)

First United Church
St. Luke’s Presbyterian Church
Evangel Pentecostal Church
Sacred Heart Cathedral
Notre Dame du Rosaire
Apostolic Bible Church
Church of Jesus Christ of Latter-Day Saints

St. George’s Anglican Church
The Point Church (Baptist)
Bathurst Christian Fellowship
Holy Family Church
Kingdom Hall of Jehovah’s Witnesses
The Salvation Army

Recreation Facilities

K.C. Irving Regional Centre: A multi-use regional indoor facility located in Bathurst comprised of two ice surfaces offers recreational skating, figure skating, minor hockey, Senior's room, walking track and a multi-purpose room (Paul Ouellette room)

The Quebec Major Jr. Hockey League, Acadie-Bathurst Titans, is the major tenant, although the community has accessed the space for numerous events. These include blood donor clinics, fund raising events, career fairs, conventions, trade shows, concerts (Merle Haggard, Montreal Symphony Orchestra, George Canyon, Great Big Sea) and figure skating shows.

Bathurst Aquatic Centre

Recreational Swimming
Red Cross Swim
Pool Rental

Water Aerobics
Swimming Lessons – all ages
After-school and daycare programs

Bathurst "Explore" Youth Centre

Games area
Computer room

Music lessons
Tutorial Services

Fred Pitre Memorial Skateboard Park

This facility allows youth to skateboard in a safe environment without interfering with pedestrians and motorists. There is also a bicycle trail adjacent to the skateboard park.

Recreational Activities (Various seasons and locations)

Tennis
Men's Pick-Up Basketball
Bathurst Minor Baseball and t-ball
Kindergym
Art Classes
Northstar Quilt Guild
Bridge Club
Dusty Sneakers (senior's exercise class)
Men's Baseball
Highland Dancing
Movement Workshop (children's dance)
Running Club
Badminton
Volleyball

Mini Basketball
Chaleur Minor Soccer
Chaleur Rhythmic Club
The Atlantic Royal Ballet Academy
Stained Glass Classes
Line Dancing
Tai Chi
Pickleball
Gentleman's Hockey
Extreme Sports (Boot Camp)
Cross-Country skiing
Card parties
Knitting Lessons

Youghall Beach Park

The park is a public beach that is open daily during the summer months. Lifeguards are on duty seven days a week from 11:00 am to 7:00 pm. The beach area also includes a number of celebrations and festivities during the summer, including volleyball, sandcastle building contests, water games, family barbecues, scavenger hunts and picnic days.

Facilities include:

Canteen area	Change rooms and washrooms
Picnic gazebo	Picnic area
Playgrounds	Boardwalks

There is a full-service public marina directly across the road from the beach. Throughout the summer months there are many concerts and events (trivia night etc.) that take place at this waterside venue. There is also a campground in this area.

La Promenade Waterfront

Found in downtown Bathurst, this intimate village boasts an outdoor skating rink, gazebo, and a lovely view of the harbour from an observation tower. There are shops connected by a boardwalk housing businesses such as an ice cream shop, an art gallery, craft and gifts shops, several take-out restaurants and an eat-in restaurant.

Bathurst Public Library

Located in Bathurst City Hall, this library is very modern, open and it features:

Games	Books
Magazines	CD's and DVD's
Story Hour	Microfilm reader
Senior's programs	Photocopies
Fax	Internet

Parks and Playgrounds

Bathurst offers numerous playgrounds, ball fields, tennis courts and sports fields. Coronation Park is wheelchair accessible and has a "splash-pad" for children to enjoy. There is also a lighted walking trail.

Entertainment

5 screen movie theatre complex
Musical theatre group
Annual summer festival (Hospitality Days)

Bathurst Community Band
Local music festival
Local choral groups

Local Attractions

Chapman's Trailer Park (Janeville)
Gillis' Cove Cabins (Salmon Beach)
Bathurst Bowlarama
Gowan Brae Golf and Country Club
Atlas Park
Daley Point Reserve
Mines and Mineral Interpretation Centre
Pabineau Falls
Nepisiguit River Fly Fishing
Royal Canadian Legion War Museum
Bay Breeze Art Gallery

Bay Breezes B&B (Salmon Beach)
Patty's Beach Chalets (Janeville)
Bathurst Curling Club
Squire Green Golf Club
Little River Kayaking
Mount Carleton Provincial Park
NB Walking Trail
Acadian Historical Village
Bathurst Heritage Museum
Malybel Amusement Park and Camping

Local Services

Volunteer Fire Department (Janeville)
911 Service
Volunteer Centre
VIA Rail
Royal Canadian Legion
Lions Club
Kinsmen
United Commercial Travellers
Extra-Mural Hospital
Gambler's Anonymous
Scottish Cultural Society
Masonic Lodge St. John
Multicultural Society

RCMP
Ground Search and Rescue
Salvation Army
Chamber of Commerce
Rotary Club
Eastern Star
Shriners
Red Cross
Griefshare
Alcoholic's Anonymous/Al-Anon
Irish Cultural Society
Knights of Columbus
IODE

Shopping

Place Bathurst Mall
Bathurst Farmer's Market
Walmart

Supermall (Atlantic Superstore groceries)
Downtown Stores and Souvenir Shops
Sobey's (groceries)

The Bathurst area provides a large variety of restaurants and hotels/motels. Visit the City of Bathurst website at www.bathurst.ca for more details.

PASTORAL CHARGE PROFILE

A Brief Church History

The following is a brief history of the New Bandon Pastoral Charge which tells how we arrived at our present status, developing from a five-point charge to our present one-point charge.

Records show that in the 1830's there were Methodist and Presbyterian Churches in the Downshore area. Eventually there were five churches established: St. James in Salmon Beach, St. Andrew's in Janeville, St. Matthew's in Stonehaven, Trinity Union in Canobie and Wesley United in New Bandon. Each church had its own Sunday School and Membership Roll. A manse was located in Clifton. In 1961 the Memorial Hall was built by the congregations. This was to accommodate the youth groups. Shortly after that, the five Sunday Schools were amalgamated into one.

It was decided in the autumn of 1966 that worship would be held in the Hall each Sunday morning with rotating evening services to be held in the smaller churches. In 1967 this congregation became financially independent, not relying on the other five churches to help with expenses. Due to an ever growing attendance at church and Sunday School it soon became evident that a larger structure was needed.

On June 11, 1973 a congregational meeting was held, the result of which was a decision to amalgamate, and build a new church connected to the Memorial Hall. On June 2, 1974, Central United Church was dedicated to the service of God. Of the five churches that gave the New Bandon Pastoral Charge its roots in 1925, none remain in use as churches or are owned by the United Church. However, an annual ecumenical Cemetery Service is held at Wesley United, located at the site of the Stonehaven Cemetery.

The changes in family structure and size, along with a dwindling resource based economy, present new challenges and undertakings for Central United Church. As we embark in this new uncertain future, we trust in God more than ever for support and guidance to play the role God desires for us. We strive to continue our faith journey with the same spirit and enthusiasm as those faithful and dedicated members of our earlier churches.



The Five Original Churches

Affirming Ministry

At our October 2015 council meeting, after consultation and discussion with, and input from the congregation, the following statement of affirmation was adopted:

We the people of the New Bandon Pastoral Charge, Central United Church, declare publicly our commitment to creating a community where all people are welcome regardless of age, gender, race, sexual orientation, gender identity, differing abilities, ethnic background or economic circumstance.

All persons are welcome to take part in every aspect of church life including membership, leadership, celebrating life passages and marriages as allowed under the laws of the Province of New Brunswick.

We celebrate the richness that diversity brings to our church, even as it challenges us. We pray for God's spirit to guide us as we work for reconciliation and justice for all persons in both church and society.

Structure of Central United Church

We presently operate under the Pastoral Council system. This includes a Board of Trustees, Ministry and Personnel Committee, Worship Planning Committee, Manse Committee, Building and Grounds Committee, Finance Committee, Fundraising Committee and Nominations Committee.

We also have an active Pastoral Care Committee which works under the guidance of, and in close relationship with our minister. In 2015 this committee conducted over 600 visits to members of our congregation in need of pastoral care.

The United Church Women plays a very active role in the life of Central United. Two units meet monthly and the General UCW meets every three months unless business deems necessary for additional meetings. The general meeting has an average attendance of 20 members and the President attends the council meetings to share information.

Central United has a very strong reputation for its commitment to the Mission and Service Fund. Our Enthusiast reads "Minute for Mission" every Sunday and develops innovative and exciting ways to meet our yearly objective.

Youth at Central United Church

Sunday School

Every Sunday from September to June, a group of 15 enthusiastic youth ages 3 to 13 meet for Sunday School. The children are divided into two groups according to age, with an adult as their teacher. They all meet together as one large group for 10 to 15 minutes and then they break into their groups for an age-appropriate bible lesson. The children participate in an annual Christmas Concert, and there is a Sunday School Closing service and picnic each June.

Nursery

There is a fully furnished nursery with many books and toys and an independent heat system. It is open for use every Sunday.

Explorers

This group is for girls in grades 4 to 6. Through weekly meetings and special events, they take an active approach in exploring God's world of wonders and giving of themselves each day.

Church Affiliations in Our Area

The churches in this immediate area are Central United Church, St. Alban's Anglican and Christ Church Anglican (Parish of New Bandon) and Bayview Pentecostal Church.

A Fisherman's Service takes place at Christ Church Anglican in Clifton each year in April with either local clergy or an invited guest as preacher.

The World Day of Prayer Service rotates between the United, Anglican and Roman Catholic (Grand Anse) churches.

There is a Ministerial Association in the Bathurst area which includes the clergy from Downshore.

RESOURCES PROFILE

Resources

Our primary resource is our people. We have approximately 120 families in our congregation with 70 identifiable givers and an average attendance of approximately 60 every week. We count many gifted and talented people in our congregation.

Central United Church has two paid staff members. There is one full-time minister and a part-time janitor who works 4 hours per week. Our central treasurer, envelope secretary and bulletin secretary are offered annual honoraria.

Music for our regular services is provided through electronic means, planned and operated by a volunteer from the choir, and music for special services is provided by three volunteer organists. They periodically meet with the minister in preparation for the church seasons, and weekly confer for the benefit of the upcoming services. The musical accompaniment for Sunday School is done by volunteers.

Central United has an active CD ministry provided free of charge. After each service, congregants can request an audio copy of the service to take to someone who was unable to attend. Volunteer technicians manage the sound system and the high-speed recorder.

Central United Church is fortunate when it comes to volunteers. They are found at times supplying for Sunday morning worship or special services. They may be spearheading a sing-song at a senior's residence or manor, or a fund raiser for some local church expense. They are seen heading to the basement each Sunday morning with the children to ensure their Christian education. They are doing little repairs or painting and fixing "odds and ends" on special work days. All church buildings and property are in good repair due to their dedication.



Annual Lobster Supper

Summary of Givings

	2011	2012	2013	2014	2015*
Donations					
local	62771.90	80856.89	61816.20	66005.96	61000.00
loose	1828.23	2127.44	1797.64	1909.66	2450.00
oil	1724.06	1586.76	1284.96	1910.06	1550.00
M&S	10021.00	9372.90	9519.45	8348.50	7955.00
total givings	76345.19	93943.99	74418.25	78174.18	72955.00
other	22394.03	17855.32	11818.15	17484.60	15508.59
total before fundraising	98739.22	111799.31	86236.40	95658.78	88463.59
Fundraising	21789.69	24862.55	21510.75	30246.35	31500.00
total	120528.91	136661.86	107747.15	125905.13	119051.00
Expenses	121732.73	112657.53	120339.64	116882.56	111242.41
net	-1203.82	24004.33	-12592.49	9022.57	7808.59

includes \$20,000 bequest

* the month of December 2015 was prorated based on Dec. 2014

Central United Sanctuary

We are blessed with a beautiful and spacious sanctuary. The east and west walls are lined completely with stained glass windows (six double windows on each side), allowing the sunlight to shine in warmly during morning worship. In our chancel, there is enough room for the choir, pulpit, organ, and piano for regular services, and there are two back-lit stained glass windows from our former United Churches on either side. The pulpit and chairs can be easily removed for special services and events. Two hundred people can be seated in the congregation, enjoying the comfort of large, padded pews.

The church office is located at the front of the sanctuary.

The main entrance to the sanctuary is through glass doors and memorial wooden doors with windows that are etched with the United Church crest. There is also a wheelchair accessible bathroom, and a large storage room on this level.



Our Sanctuary

Memorial Hall

Our Memorial Hall is attached to the rear of the sanctuary by full-width folding doors which allow for overflow seating during special services. Chairs and a portable stage can transform the hall into a concert venue. This large space can also be used for suppers, wedding receptions, youth activities and coffee time after church. Windows line the south wall, letting in plenty of natural lighting. The hall is wheelchair accessible. A spacious kitchen occupies one end of the hall, featuring plenty of counter space, five sinks, two stoves, a microwave oven, a refrigerator and ample dishes for all church activities.

There is a full basement under the church and the hall. The space includes men's and women's bathrooms, two furnace rooms (one each for the hall and church), a fully equipped kitchen, large Sunday School assembly room, nursery, Memorial Room (large enough to hold 15 person meetings), choir room, "chat room", 5 large Sunday school rooms and numerous storage rooms.



Memorial Hall

Manse

Our manse is a brick-fronted, three bedroom bungalow, built in 1980. It is located beside the church and hall overlooking the scenic Bay of Chaleur. There is one full bath and a half bath off the master bedroom. There is a large eat-in kitchen, living room and dining room. The basement contains a recreation room, laundry room, furnace room, cold storage room, and lots of space for storage. A new carpet was installed on the basement stairway in 2013.

The master bedroom and hallway have hardwood flooring and the other two bedrooms and living room have laminate flooring. The kitchen has cushion flooring that was installed seven years ago. Major renovations have been carried out on the exterior approximately 10 years ago including new windows, doors, vinyl siding and roof shingles.

Interior work more recently include sanding and varnishing of kitchen cupboards, new countertop, painting and new blinds. There was also a new stove, dishwasher, washer, dryer and cold water tank purchased in the last six years. In October 2015 there was a new oil furnace and oil tank installed. The manse well water is treated by an ultraviolet sterilizer. There are two new fire extinguishers, smoke alarms and a carbon monoxide alarm. All appliances required by Miramichi Presbytery are supplied and the manse is connected to the internet and has satellite TV service, six telephone jacks and two phones supplied. There is a small patio on the south side of the house and there is a detached, single-car garage.

If interested in gardening, there is plenty of room on the property. Lawn care and snow removal are provided by the congregation.

We work very hard to see that our manse is well maintained. There was a satisfactory manse inspection carried out by Miramichi Presbytery on November 10, 2015.

Not far back from the house are many trees, which are different shades of green in the summer, and turn to beautiful colours in the autumn. Many beautiful sunsets over the Bay of Chaleur can be viewed through the large picture window in the living room. The beach and woods are close-by for long walks to enjoy the beauty of Downshore.



Our Manse

POSITION PROFILE

Job Description

Central United is seeking a full-time minister, either ordained, diaconal or designated lay minister, based on 40 hours per week for a single-point charge.

Our minister will be responsible for preparing and conducting regular worship services as well as special services such as baptisms, communion, weddings and funerals, and will be expected to help us fulfil our commitment to being an affirming congregation.

In the regular worship services, a meaningful time and/or story with the children of the congregation is expected. Planning and preparation for worship is achieved in cooperative style with the volunteer music coordinators and in conjunction with the Worship Planning Committee.

With support from the Pastoral Care Committee, the minister will be required to provide visitation and counseling, as appropriate, to the people of the congregation. Visitation in home and hospital is important and must include serving Holy Communion to sick and shut-ins periodically.

Our minister would be encouraged to support and be involved with other denominations in our community and the Bathurst Ministerial Association.

Our minister is required to attend meetings of Council, Worship Planning, and congregational meetings. Our congregation recognizes and supports the minister's involvement with Miramichi Presbytery and Maritime Conference.

With the support of Worship Planning, our minister will be responsible for giving encouragement and guidance to those who are involved with children and youth. Our minister plans and conducts confirmation classes. Time should be allotted for bible study with members of our congregation. We would also expect our minister to keep us informed of outreach concerns.

With the assistance of a bulletin secretary, our minister will be responsible for various administrative duties.

Our minister will provide leadership and resources to the members of the Worship Planning and Worship Leadership group and also to the Council and Sunday School teachers.

Ministry and Personnel Committee

Our Ministry and Personnel Committee will be available for consultation and support to our minister.

The Ministry and Personnel Committee will conduct an annual review of the minister's performance, and communicate with him/her concerning any requests for special leave. The minister also discusses study and vacation time with this committee.

Consultation

Through a confidential questionnaire, our congregation was asked which qualities they would like to see in our minister and also which areas they feel are most important to us.

Qualities in our Minister

Ability to communicate clearly
Warm and friendly personality
Ability to work with others
Commitment to bring inactive members into the fellowship of the church
Enthusiasm for visitation
Preaching ability
Commitment to outreach and social action
Commitment to evangelism

Areas of Importance

Biblical preaching
Social action/justice
Visiting shut-ins and hospitals
Youth activities

SKILLS PROFILE

Ministerial Skills

Gifts or skills we consider desirable in a prospective minister;

Ability to convey a good spiritual message, sensitive to the needs of those in our congregation.
Ability to work and communicate well with people of different age groups.
A willingness for visitation – elderly, hospital, shut-ins.
Ability to work well in a team and a willingness to develop/support Christian education.
Enthusiasm for outreach and social action.
Capable of providing personal counseling.
Encourages and is supportive of community involvement and the Mission and Service Fund.
Displays administrative and organizational abilities.
Enthusiasm for personal and professional development.

TERMS PROFILE

Terms of Call/Appointment

United Church of Canada Central United Church – New Bandon Pastoral Charge, Clifton, NB

Salary and Benefits:

Salary as per the current 2016 United Church General Council Guidelines to be paid monthly.

Travel as per the current United Church General Council Guidelines per km.

The minister is to submit a travel log monthly to the treasurer for reimbursement for mileage.

Vacation is one month (five Sundays) per year and is arranged in consultation with the Council and the Ministry and Personnel Committee.

Study Leave is three weeks per year and is arranged in consultation with the Ministry and Personnel Committee.

The Pastoral Charge will contribute \$1,359.00 (based on full-time) annually toward professional development and book allowance.

Pension and Group Insurance are to be paid as per the United Church General Council Guidelines.

Sick Leave, Bereavement and Compassionate Leave (etc.) are available as per the United Church General Council Guidelines in consultation with the Ministry and Personnel Committee.

Secretarial assistance shall be defined as bulletin preparation for services and funerals and telephone/internet message administrator.

A computer with access to the internet with an unlimited plan is provided. Access is available only at the manse.

Housing

Central United's manse is a 35 year old bungalow adjacent to the church. It includes basic appliances. Basic and church related telephone costs are paid by the charge.

Moving expenses will be paid according to the United Church General Council Guidelines.

Lawn mowing and driveway snow removal are provided by the charge.

**New Bandon Pastoral Charge
Joint Needs Assessment Committee Recommendations**

The Joint Needs Assessment Committee, has determined the need for a full-time minister (ordained, diaconal or DLM, based on a 40 hour week) effective January 1, 2016.

The Joint Needs Assessment Committee therefore recommends to the New Bandon Pastoral Charge that we request that Miramichi Presbytery declare a vacancy for the New Bandon Pastoral Charge effective January 1, 2016.

The Joint Needs Assessment Committee also recommends that the New Bandon Pastoral Charge request that Miramichi Presbytery authorize a Joint Search Committee to fill this vacancy according to the terms listed in the Joint Needs Assessment Committee Report.

The Joint Needs Assessment Committee, having completed its work, request to be disbanded.