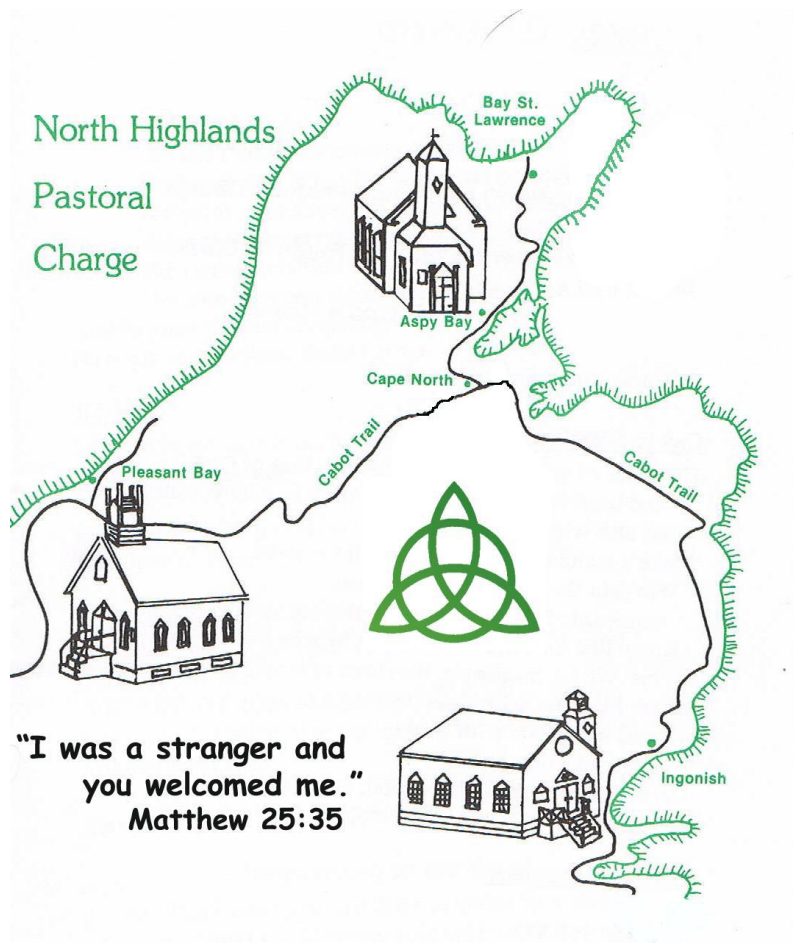
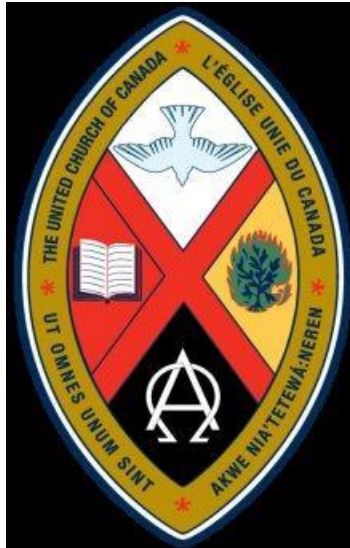


# North Highlands Pastoral Charge Joint Needs Assessment – 2018



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**Community Profile**  
**North Highlands Pastoral Charge**

Welcome to the North Highlands Pastoral Charge. We are located on the northern tip of Cape Breton Island with United Church congregations in Pleasant Bay, Aspy Bay, and Ingonish. We are two hours by car from Sydney and five hours from Halifax.



Cabot's Landing Beach, Sugarloaf/Cape North

Our communities are located on the world famous Cabot Trail<sup>1</sup> and are adjacent to the Cape Breton Highlands National Park<sup>2</sup>.

The Cabot Trail is a masterpiece of beauty in any season of the year with clean air and water and lots of interesting places to enjoy and explore. You will never be bored on the Cabot Trail; your toughest job will be deciding what to do first. Walking, hiking, beach combing, swimming, picnicking, bird watching, kayaking, fishing, world-class golfing, zip-lining, whale watching, museums, photography, music festivals, camping, boat tours, cross country skiing, ice-skating, snowmobiling and snowshoeing are just some of the activities available at your doorstep. Two of the beaches within the Cape Breton Highlands National Park were listed among the top beaches in Canada in *Canadian Geographic Travel Magazine* in 2008 and Ingonish Beach was also recently listed as one of the best of 20 beaches in Canada in *Huffington Post*.

Along with fishing, tourism is the largest economic base for this area. During the tourist season, May to October, our communities are abundant with suppers (i.e. lobster, crab) and recreational and heritage information programs sponsored by local businesses as well as the National Park. Several festivals and events occur throughout the seasons around the Cabot Trail. Some of the better-known events include the Cabot Trail Relay Race, KitchenFest, Sea Harvest Festival, Hucklebuckle Festival, Hike the Highlands, and Celtic Colours, and numerous Céilidhs<sup>3</sup>. There are several venues for the performing arts in the area, some of which are close to the manse. The former Cape North United Church, next door to the Manse, has been given over to the local museum and has evolved into an arts/cultural centre, the North Highlands Community Museum & Culture Centre<sup>4</sup>, for music, storytelling, and other inspiring events to do with the local histories of the communities in the area. The Octagon Arts Centre<sup>4</sup> in Dingwall, 6 kms from the Manse, is another venue for various musical talents in the summer. The Celtic Colours Festival<sup>3</sup> in the fall takes place throughout the communities in the Charge ([celtic-colours.com](http://celtic-colours.com)). Bay St. Lawrence (about 15 km from the Manse) has an active community centre<sup>5</sup> run by volunteers, which features gym facilities, youth and children's programs, dinners, and a host of other programs and events throughout the year.

After Thanksgiving we tend to experience a slowdown in activity that allows us to focus on Advent and congregational needs. During the quiet winter we often socialize with a “céilidh” or kitchen party. Music is abundant in this area. Due to our rural nature it is common for people to “drop in” for a visit and a cup of tea. The scenery is breathtaking and the pace of our lives is a gift from God that we treasure. This is a life style that is envied and only read about by most city dwellers.

We have a maritime climate characterized with warm sunny summers and fall, cold snowy winters and cool damp springs. Although the roads are well maintained by the National Park Service and the Provincial Department of Highways, conditions can change very quickly during the winter months. We often have significant snowfalls and cold weather; average winter temperature is around -10° C. The mountains and Mother Nature can sometimes test the abilities of the best drivers.

The major hospital facilities are located in Sydney, as are the major shopping centres. Dentists are found in Baddeck, Inverness, and Sydney. Veterinarians are found in Sydney, Baddeck, Cheticamp and Port Hawkesbury; however, there are monthly vet services for general checkups/ vaccinations in Cape North and Ingonish from April to December. Local financial services include a Credit Union in Bay St. Lawrence and a ScotiaBank in Ingonish Beach.

### **Cape North/Aspy Bay<sup>6</sup>**

**Cape North Village** will be your home in the North Highlands Pastoral Charge and is the geographic centre of the charge. Settled in the early 1800’s by Scottish settlers, it is a very picturesque community. One in a series of communities in the Pastoral Charge, it is a few minutes’ drive to Aspy Bay, Sugar Loaf, Bay St. Lawrence, Dingwall...all small and unique communities of Scottish, Irish and French descent. The Manse and the Church Hall are within a stone’s throw of one another. Aspy Bay United Church is 5 km away.

There seems to be a recent increase in the number of younger people staying in the area or settling here. They are breathing fresh life into our Community Centre and Volunteer Fire Department as well as starting up businesses. There is a service station, a small grocery store with baked goods, a pizza outlet and a liquor store, a hardware store, and several motels/B&B’s, gift shops and restaurants, as well as a Fire Hall in the Cape North/Dingwall area. Our firefighters are first-responders as well. The main post office is in Dingwall (4 km from the Manse); however, a super-box is near the manse for your use. The Provincial Department of Transportation garage is located across from the Church Hall. A farmer’s market runs seasonally in the local Fire Hall. And practically on your doorstep are snowshoe trails, National-level cross-country ski trails and a Community Centre. Canada’s first Heritage Lighthouse can be visited in Dingwall at the St. Paul Island Museum & Lighthouse.

Among the cultural events celebrated is the John Cabot Celebration Day on June 24, which is returning as an event this year and is held at Cabot Landing Provincial Park in Sugar Loaf.

Aidan Costelo writes...

*Growing up as a kid North of Smokey has made me more of a mature person because I have interacted with everybody since I was a young kid. I am close with the people of our little community. My mother always said it takes a village to raise a child and I was always so involved with the people. I always felt like I was welcome and loved.*

*Growing up North of Smokey can be difficult at times. Travelling is a key part - to get basic necessities like groceries for*

*our family, getting to our appointments or even just looking to do something like watch a movie for the family on a Saturday night. It is even hard for some people to try and get through the winters North of Smokey because of how quiet and not much on the go during these times. Also people find it hard to even try to deal with the bad weather that we do encounter in the winter months.*

*But with some things that are bad there is always more good. It is how you think about it. The people North of Smokey know each other and you'll be welcomed with open arms by each and every one of them just with a warming conversation at our local store. The scenery all around you during all of the months, with the mountains and the ocean in front, will leave you in awe of how beautiful it really is throughout the whole year....really peaceful.*

*Growing up North of Smokey*

*Aidan*

Aidan Costelo is a Grade 11 student at Cabot Education Centre and was raised in the Cape North area. He has been actively involved in the church and attended the Youth Forum at Maritime Conference in Sackville, New Brunswick in May 2018.

## Education<sup>7</sup>

- **PRE-SCHOOL PROGRAMS:** Play School, Book Bag, and Mother Goose are a few of the recent ones.
- **NORTH HIGHLANDS ELEMENTARY:** Opened in 2000, this elementary school is located in Aspy Bay. It serves Primary to Grade 5 students from Meat Cove to Smelt Brook. With an enrolment of 65 students, the class sizes are 15-18 pupils. School begins at 8:20 a.m. and dismisses at 2:00 p.m. Students travelling from Cape North, where the Manse is located, would have a ten-minute bus ride. In addition to the regular classrooms, the school has a computer lab, a full-size gym, a library and a music room. Each classroom is outfitted with Chrome Books, a set of I-pads, and an LCD projector. Volunteers provide a free breakfast program daily, as well as a hot lunch program which is served twice a month. Any student can participate in the after-school activities of basketball and soccer.



North Highlands Elementary School

- **CABOT EDUCATION CENTRE:** Cabot Education Centre (CEC) is located just outside of the small fishing village of Neil's Harbour, about a 15-minute drive from Cape North and the Manse. CEC was built in a central location, on top of South Mountain in Cape Breton Highlands National Park, as it houses students from Meat Cove to Ingonish Ferry. CEC is both a middle school (Grades 6-8) and a high school (grades 9-12) and has an enrolment of approximately 200 students. CEC offers a variety of programming to meet the needs of students, including a learning centre, a middle school LD program (learning disabilities English Language Arts class) and a program called Options and Opportunities (O2) for high school students who may be interested in a future in the trades or community colleges. This program explores many career opportunities that are available by placing the students in the community and by bringing the community into the school as part of their studies. CEC has a strong sports program and other extra-curricular activities such as art club and robotics club.

## Ingonish/Neil's Harbour<sup>8</sup>

**Ingonish** is comprised of the communities of Ingonish Ferry, Ingonish Harbour, Ingonish Beach, Ingonish Centre and Ingonish.

We are situated within and beside the Cape Breton Highlands National Park on the world-famous Cabot Trail. Within our communities you will find beautiful hiking trails, amazing beaches, a world-famous golf course, and friendly people.

Our population explodes from May to October as we are a prime tourist destination. During this time, the restaurants and motels/cabins/hotels/campgrounds are open and popular. There are several gift shops/craft stores within the area as well that are open during the tourist season. Fishing (mainly lobster and crab) and tourism are our prime means of employment. In the winter, there is downhill skiing (when enough natural snow covers the hill), snowshoeing and skating. There are many community suppers as well as other activities throughout the year.

The Ingonish area is home to a ScotiaBank with full service, a full-size grocery store, a liquor store, a convenience store, a funeral home, two hardware stores, a library with internet access, a legion, two post offices, and two fire departments (both with First Responders). Cape Smokey Elementary School, built in 2000, is also located in Ingonish. It is a modern school with classes ranging from Primary to Grade 5. All of the schools in the Charge consistently turn out happy, vibrant, and talented young people.



View from Broad Cove Mountain

As you leave Ingonish you re-enter the National Park, and, heading north, you arrive at the fishing village of **Neil's Harbour**. Neil's Harbour is comprised of the communities of Neil's Harbour and New Haven. Neil's Harbour has a full-size grocery store with a liquor store, a pharmacy, a Co-op Fisheries outlet, a 20-bed continuing care complex (Highland Manor), and a post office as well as several seasonal restaurants and gift shops.

## **Health Care**<sup>9</sup>

Neil's Harbour is also the location of Buchanan Memorial Community Health Centre which serves the medical needs of the permanent population of about 3000 residents living in the communities of northern Victoria County. Services include a 10-bed in-patient unit, a medical clinic staffed by three full-time physicians, X-ray and laboratory services in-house, and emergency room services with a physician on call 24 hours. Other in-house services include public health, physiotherapy, occupational therapy, home care, dietician and palliative care. Visiting services include mental health counselling, addictions counselling, social services, and visiting consultants in internal medicine. There is easy access to more advanced diagnostic services and a full range of medical services in the Sydney area, a 2-hour drive away by car. The Emergency Health Service base (ambulance) with trained personnel is adjacent to the hospital. Buchanan Memorial also has a landing area for Medivac helicopters beside the hospital. There are two private registered massage therapists in the local area as well (in Dingwall and Ingonish). There is also a chapel located in the hospital area.



Buchanan Memorial Community Health Centre

## **Pleasant Bay**<sup>10</sup>

**Pleasant Bay** is located on the west side of Cape Breton Island nestled between North Mountain and MacKenzie/French Mountains bordering Cape Breton Highlands National Park and overlooking the Gulf of St. Lawrence boundaries. There are approximately 60 households in our community. The main industries are commercial fishing and tourism. Our harbour is a buzz of activity from spring to fall with the lobster and crab fisheries in full operation. Adjacent to the harbour is a ball park which becomes the centre of our Canada Day Celebrations.





View of Pleasant Bay

Within the Cape Breton Highlands National Park, and just a few miles from Pleasant Bay, is MacIntosh Brook Campground, Big Intervale Campground and the most famous Skyline hiking trail. There are many hiking trails and activities within the Park.

We have two motels, one hostel, other tourist accommodations, several restaurants, gift shops and whale cruise operations. The local general store also houses the local post office. All but the store are seasonal operations, operating from May to October. We have a local fire department and a First Response Team. Pleasant Bay has an elementary school, with Junior and High school children traveling by bus to Cape Breton Highland Education Centre Academy in Belle Côte, a 50-minute drive from Pleasant Bay. Our shopping, banking and medical appointments are all conducted in Chéticamp, a 35-minute drive away.

The Pleasant Bay Whale Interpretive Centre is an innovative tourist attraction that inspires, promotes and preserves an awareness of whales and marine life in Cape Breton.

Gampo Abbey, a Buddhist Monastery in Pleasant Bay, founded in 1984, is a place where individuals can explore monastic life by taking vows on a temporary or lifelong basis. Located on 230 acres of woodland overlooking the Gulf of St. Lawrence, the Abbey offers a solitude and earthly splendour that are ideal for contemplation, meditation and study.



Gampo Abbey

## **Ministry of Pastoral Charge Profile**

### **Our Mission Statement:**

North Highlands Pastoral Charge includes five unique communities that strive together to be a United Church of Canada presence in the Cape Breton Highlands. Guided by the Holy Spirit, we are committed to:

- Exploring and deepening our faith
- Encouraging and developing lay leadership within the Pastoral Charge
- Reaching out and welcoming others into our faith community
- Working ecumenically for the benefit of our communities

### **North Highlands Pastoral Charge**

Our communities face challenges. The fishing industry has declined and many young people have to look elsewhere for employment. A number of young families and youth don't see the need for being part of the Christian community and we don't see them on Sundays. On the other hand, we have been blessed with retirees who have moved to our community and young people who want to stay.

Our communities strive to provide the necessary supports to help families in need. One such example is the Community Centre in Bay St. Lawrence. Interested volunteers from all faiths and walks of life have collectively taken ownership of the former elementary school. The building is open daily and houses an exercise room, a tearoom, and internet access.

With the decline in the fishing industry people have had to look at what other skills and gifts they possess. More self-employment is evident. People have realized that living in our community is valuable and have, therefore, adjusted their way of life to ensure the ongoing stability of this cherished lifestyle.

Our regions and communities are unique in that we are separated by distance, but not by lack of caring or support of one another.

We are an ecumenical Charge; in the past, there have been frequent joint services within our churches and also ecumenical services within the communities. Clergy from the Anglican Church, based in Neil's Harbour, and the Catholic Church, based in Ingonish Beach, have participated together in worship for special occasions and provide services at Highland Manor. All points of the Charge have members who have done church services when we have been without a minister. Some of our members assist with every service, such as with the music, with scripture readings, or with Mission and Service messages.

The Reverend Chris Matheson writes...

*Greetings! The peace of God's Beloved be with you.*

*Let me begin by saying that the eight years I ministered here were without question the best eight years of my life. This is no exaggeration. Life here is encouraged to grow and the people are compassionate. In this place you find purpose and a sense of belonging. Life here is family-centred and community minded.*

*The people here are very precious.*

*The people here are open to the movement of God's Spirit in their lives and in the lives around them. The people here are resourceful peacemakers and walk to the rhythm of the heartbeat of life that they hear in the moving tides and see in the sturdy mountains. You will too because they will help you. Sunrises are noticed as they fill the day with light and vision. Sunsets bring silence as the day draws to a close. The changes in seasons are prepared for and celebrated. The winters can be early and a little long but this season of rest, like all of the other seasons, is welcomed because of what unique gifts it offers. The winters here build community. I hope you get a chance to see this for yourself. You will learn to walk like a duck on snowshoes and, in the spring, you will bless fishermen and boats named after their children. You will bless their hope and the hope of the community too. These hard-working people will show you a spirituality that will inspire you. The green summers and colourful autumns will take your breath away and the next breath that follows will be so deep that you feel clothed in the love of God,*

*The people here are the Light of the world. That's what I discovered. They will show you what Jesus looks like.*

*If your journey takes you here, you will discover a people who respect the dignity of life because they see life as a gift. They will respect you and graciously receive what you offer them. If you stir these sacred waters, you will encounter people helping each other discover their treasure and what God is doing through them to mend the world.*

*Hope is always the season. Grace and faith, peace and joy is the wind of God moving here.*

*Pablo Picasso famously said that it took him four years to paint like Raphael, but a lifetime to paint like a child. I discovered a youthfulness and a freedom in the people living here, a gracefulness and a resiliency that I was blessed to witness. If you too are given the rare gift of being here, you will discover a people whose faith is centred in Jesus, whose lives are centred in community, and a ministry centred on peace and justice. You will discover that the very ground beneath your feet is Holy and sacred.*

The Reverend Chris Matheson was the minister for North Highlands Pastoral Charge from 2001 to 2009.

## Aspy Bay United Church<sup>11</sup>

**Aspy Bay United Church** is located 5km. from the Cabot Trail and the Manse in a scenic valley, nestled beneath the shadow of North Aspy Fault. Stained glass windows complement the handcrafted natural wood interior of the church.

The distant clang of its bell echoes a welcome call to its entire congregation. On July 1, 2017, the bell was rung 150 times for Canada's birthday. A beautiful cemetery graces the grounds of the church and, from time to time, other denominations ask for, and are given, permission to be buried alongside former friends and neighbours.

The congregations of Bay St. Lawrence and Cape North amalgamated with Aspy Bay. This congregation works well together and has a choir and lay people that are capable of holding services on their own. Congregational members take turns in providing custodial service for the church. The church building will be celebrating 140 years on June 24, 2018.

Aspy Bay has two dedicated U.C.W. groups, called the Mount Cabot U.C.W., with nine women, and the Hannah MacLeod U.C.W., which also has nine members. The Hannah MacLeod unit was formerly part of the Cape North United Church. Several functions are put on yearly to raise monies for church or manse maintenance or for any charitable causes.

Aspy Bay United Church is financially secure. A number of years ago the Church received money from the estate of a member. It has been invested and the stewards have donated money towards the upkeep of the Manse and the Hall.

The United Church Hall is located close by in Cape North. It has a well-equipped kitchen that is used for most of our fundraising events.



Aspy Bay United Church

## Ingonish United Church

**Ingonish United Church**, located approximately 45 minutes from the Manse, overlooks a beautiful ocean vista on the Cabot Trail. Built in 1952, it is a small church with seating for 100. We have a small but dedicated congregation with average attendance being around 15 people. Our total members and adherents count close to 60 and they too support the Church.

Over the years, members of the congregation have given much love and care to the building and, though an elderly building, it shows the love. In 2016 we were able to have new windows installed. Repairs to our roof are scheduled for this year. The men and women of the congregation continually see to the care of our building and grounds. In the summer, our Church yard and cemetery is given the same amount of dedicated care.

Gordon Rideout, our local custodian, turns the heat on for services and clears the steps in the winter. Our organist, Ruth McLagan, leads us in song and, although we do not have a choir, we sing to GOD. There is a small but active U.C.W. (6 members) which meets the last Monday of each month and continues to be actively involved in fundraising for the church. The U.C.W. hosts an annual dinner during the Celtic Colours Festival, which is a highlight of the year for us and a huge fundraiser. Our Easter baskets to our sick and shut-ins is a highlight for our United and Anglican community members. If you and/or your spouse would like to join us, please feel free to do so. In addition, our congregation also holds an annual lobster supper in the summer and an annual candle-lighting service at Christmas time to raise funds to maintain the Church throughout the year.

Our Church receives revenue through envelope giving, donations, and the various fundraising activities. This money maintains our Church as well as contributes to the Charge for various costs, including Manse maintenance and repairs.

Our basement houses the North of Smokey Food Bank and it, in turn, helps with our oil and electrical bills. The food bank started in the Manse when Gordon Rideout and the Rev. Chris Matheson saw the need. Both the need and the food bank have grown over those years and the food bank is now a separate registered charity from the Church with its own board of directors.



Ingonish United Church

## St. Andrew's United Church, Pleasant Bay

**St. Andrew's United Church** in Pleasant Bay was built in 1948, following a devastating fire which destroyed the first Church in 1947. Our Church is located approximately 31 km from the Manse. The stained glass windows are commemorated to the memory of those who lost their lives in the First and Second World Wars. Since that time, with determination and great volunteers, we have kept our Church in excellent condition. There is volunteer custodial service.



St. Andrew's United Church, Pleasant Bay

In 1989, new windows and doors were replaced by members donating time and money in memory of loved ones. In 1994, an addition was put on the Church, which is used for meetings and a Funeral Parlour. This addition also has a small kitchen and washroom facilities. In 2000, donations from the community made it possible to replace the roof of the Church. New windows, doors and repairs to the outside and inside of the Church were made possible in 2008 by a generous donation from Matthew Moore, in memory of his father Claude Moore.

St. Andrew's United Church seeks to be a loving, friendly community that worships God and serves others. We place a high priority on teaching from the Bible and following the example of Jesus. Our vision is to impact and renew Pleasant Bay and beyond with the transforming message of Jesus Christ through words and actions. Everyone is welcome.



## Resources Profile

### Finances

Our churches receive their revenue through envelope giving and donations. Each church covers its own operations as well as contributing to the Charge revenues, as the Charge operates on allocations from each church. The individual U.C.W.'s and the United Church Hall in Cape North maintain separate accounts.

<b>As of Dec. 31, 2017</b>	<b>BALANCE FORWARD FROM 2016</b>	<b>REVENUES</b>	<b>EXPENDITURES</b>
Aspy Bay United Church	\$13053.37	\$26,152.65	\$21,638.04
Ingonish United Church	\$11,189.62	\$34,508.73	\$8,486.29
St. Andrew's United Church	\$9,696.91	\$18,451.51	\$13,460.05
North Highlands Pastoral Charge	\$30,405.68	\$1,803.17	\$14,251.57

North Highlands Pastoral Charge also has a GIC investment that was worth \$145,052.73 at the end of 2017.

### Other Church Buildings/Resources

Both Aspy Bay United and St. Andrew's United, Pleasant Bay have Church Halls. There is no Church Hall associated with Ingonish United; that congregation rents other local facilities on an as-required basis. Both of the Church Halls earn income from rental to other groups and organizations and people in the communities for various functions.

Each church has a good supply of resources, including pew bibles and hymn books.

### Manse

The Manse is a two-story home, plus basement, with three bedrooms, one bathroom, kitchen, dining room, living room, laundry room and an office area. The main level of the house has hardwood floors and floating floor has been installed on the upper level. Major renovations were carried out in 2001. In the past year, insulation was upgraded and siding was installed on the exterior. The house is heated with a forced-air oil furnace. A generator has been purchased to use during power outages. There is a large backyard that is ideal for gardening or a playground. The church office has two (2) desks, one designed for a computer, and two (2) chairs. There are five (5) appliances (stove, refrigerator, dishwasher, washing machine, and dryer) plus a microwave provided.

Further information about the Manse is included in the Manse Information Summary Sheet.



The Manse at Cape North



The backyard of the Manse

**Our most important resource is our people.** We have been without ministerial representation since February 2016 but have managed to carry on with services and to maintain a United Church presence in the Highlands. Two members of the Official Board Executive have recently become Sacraments Elders, the first in Maritime Conference, and can perform sacraments, when requested, for a maximum of one year. In addition, one member of St. Andrew's United Church has been trained as a licensed lay worship leader.

At Aspy Bay United, there is a church choir, accompaniment on a newly purchased keyboard and janitorial duties, all done on a volunteer basis. Church services have carried on weekly thanks to eight members of the congregation. Four of our church members have also conducted services with music on a monthly basis at Highland Manor in Neil's Harbour. We also have an active Prayer Shawl Ministry.

Ingonish United has held services on a biweekly basis in the absence of a minister, conducted by various members of the congregation and the U.C.W. Both the organist and the custodian are volunteers.



St. Andrew's United holds services approximately every two weeks, led by members of the congregation. Custodial care and the provision of music is done by volunteers.

The Official Board has passed recommendations concerning the length of time an individual can hold a church office. Session and Official Board have recently updated policies on weddings, funerals, and baptisms within the Charge.

**Useful websites for more information about the area:**

1. For more information about Cape Breton Island and the Cabot Trail, see the following web sites: [capebretonisland.com](http://capebretonisland.com); [cbisland.com](http://cbisland.com); [visitvictoriacounty.com](http://visitvictoriacounty.com); [cabottrail.travel](http://cabottrail.travel); [cabottrail.com](http://cabottrail.com); [northerncapebreton.com](http://northerncapebreton.com); [novascotia.com/explore/top-25/cabot-trail](http://novascotia.com/explore/top-25/cabot-trail).
2. Cape Breton Highlands National Park: [pc.gc.ca/en/pn-np/ns/cbreton](http://pc.gc.ca/en/pn-np/ns/cbreton)
3. Festivals/Annual events in the area: [cabottrailrelay.com](http://cabottrailrelay.com); [kitchenfest.ca](http://kitchenfest.ca); [seaharvestfestival.com](http://seaharvestfestival.com); [experienceingonish.com](http://experienceingonish.com); [hikethehighlands.com](http://hikethehighlands.com); [celtic-colours.com](http://celtic-colours.com)
4. Cultural centres: [northhighlandsmuseum.ca](http://northhighlandsmuseum.ca); [themarkland.com](http://themarkland.com)
5. [facebook.com](http://facebook.com) (see Bay-St-Lawrence-Community-Centre)
6. Cape North/Aspy Bay: [northerncapebreton.com](http://northerncapebreton.com); [visitvictoriacounty.com](http://visitvictoriacounty.com); [nhn.xcski.ca](http://nhn.xcski.ca); [facebook.com](http://facebook.com) (see [thenvcc](http://thenvcc)); [lighthousefriends.com/light.asp?ID=1423](http://lighthousefriends.com/light.asp?ID=1423); [parks.novascotia.ca/content/cabots-landing](http://parks.novascotia.ca/content/cabots-landing)
7. Education: [www.cbv.ns.ca](http://www.cbv.ns.ca)
8. Ingonish/Neil's Harbour: [visitvictoriacounty.com](http://visitvictoriacounty.com); [experienceingonish.com](http://experienceingonish.com); [ingonish.com](http://ingonish.com); [cbisland.com](http://cbisland.com); [facebook.com](http://facebook.com) (see IngonishConnected)
9. Health Care: [nshealth.ca/locations-details](http://nshealth.ca/locations-details) (see Buchanan Memorial Community Health Centre)
10. Pleasant Bay: [pleasantbay.cabottrail.com](http://pleasantbay.cabottrail.com); [cabottrail.travel/cabot-trail-communities/pleasant-bay](http://cabottrail.travel/cabot-trail-communities/pleasant-bay); [cbisland.com/community/pleasant-bay](http://cbisland.com/community/pleasant-bay); [cbisland.com/things-to-do/whale-interpretive-centre](http://cbisland.com/things-to-do/whale-interpretive-centre); [gampoabbey.org](http://gampoabbey.org)
11. Aspy Bay Church: [facebook.com](http://facebook.com) (under [aspybayunited](http://aspybayunited))

## **Position Profile**

Serving God in the North Highlands is both a challenging and a rewarding experience. There are variations within the individual churches, though we share our talents and gifts. The lay resources in all three congregations in the Charge are exceptional.

North Highlands Pastoral Charge is seeking a full-time ministry personnel to work along with Official Board and the various Church Committees to provide worship services, pastoral care, and visitation, in addition to Christian education and training.

Ministerial Duties include:

### **Worship**

- Regular church services (two per Sunday alternating between the three Churches)
- Special services e.g. Christmas, Easter, and Good Friday being provided to all three Churches
- Other Special Services, e.g. Blessing of the Boats, Remembrance Day
- Monthly church service at Highland Manor
- Wedding and funeral services, as per established procedures/Charge policies
- Communion and baptisms, as per established procedures/Charge policies.

### **Pastoral Care and Visitation**

- Regular visits to congregational members and adherents in hospital or nursing homes in Neil's Harbour and Chéticamp
- Visitations to congregational members and adherents in hospital in Sydney when possible
- Home visitations of the sick and elderly of the congregations, as requested

### **Christian Education**

- Develop and conduct Christian education programs such as confirmation classes, Bible study, other programs as requested by the Congregations
- Continuing education

### **Meetings**

- Attend local Congregational meetings, Session and Official Board meetings, Sydney Presbytery meetings and Maritime Conference (or the equivalent under the new governing structure)

### **Administration**

- Maintain church records, e.g. baptismal register, wedding register
- Weekly church bulletins
- Yearly statistics and reports
- Correspondence
- Maintain church office and files

### **Community**

- Support the Syrian Family Committee in Chéticamp
- Support the North of Smokey Food Bank in Ingonish

### **Skills Profile**

We seek a ministry personnel with excellent communication skills who is recognised by, and in good standing,

with the United Church of Canada.

He/she will need the following skills/attributes:

- Ability to clearly communicate a spiritual message within the worship service
- A warm and friendly personality
- Ability to reach out and work with all age groups and obtain their support for Church activities and projects
- Ability to meet the needs of the youth in our area
- Be creative in attracting young families to our congregations
- Place a high priority on pastoral care with emphasis on visitation of the sick and shut-in and those requesting a personal visit
- Ability to appreciate and enjoy rural living
- Ability to work well in ecumenical activities with the Anglican and Roman Catholic clergy and congregations

## Terms Profile

North Highlands Pastoral Charge is offering the following terms for a full-time Ministry Personnel position on a two (2) year appointment basis, to be reviewed and renewed every two (2) years, if extended.

<b>Terms of Financial Remuneration</b>	
<b>Salary</b>	Based on applicant's salary category in accordance with United Church of Canada Salary and Allowance Guidelines
<b>Travel</b>	As per General Council policy. Travel log must be maintained.
<b>Housing</b>	Manse provided. Heating costs in excess of \$500 paid by Charge.
<b>Telephone &amp; Internet</b>	Basic phone service covering long-distance charges for church-related business. Personal long distance charges are the responsibility of the minister. High-speed internet access will be provided.
<b>Vacation</b>	One (1) month in each pastoral year, as per the United Church of Canada Manual
<b>Continuing Education</b>	Three (3) weeks, as per United Church of Canada Manual, in consultation with the Ministry and Personnel Committee.
<b>Continuing Education &amp; Learning Resources Allowance</b>	In consultation with the ministry unit, the cost of attending workshops/conferences, purchasing books, acquiring spiritual direction, and obtaining electronic and other resources relevant to the provision of ministry leadership, currently up to \$1393 annually.
<b>Pension &amp; Group Insurance</b>	As assessed in accordance with United Church of Canada Salary and Allowance Guidelines.
<b>Moving Expense</b>	Paid according to United Church of Canada Salary and Allowance Guidelines.
<b>Sabbatical Leave</b>	In accordance with United Church of Canada Salary and Allowance Guidelines.
<b>Other requirements</b>	As per the United Church Manual.

## **RECOMMENDATION**

The Joint Needs Assessment Committee recommends to the Official Board and to the North Highlands Pastoral Charge: a full-time Ministry Personnel position be filled based on a two (2) year appointment to be reviewed every two (2) years.