

INDIAN HARBOUR LAKE PENTECOSTAL CHURCH

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Community and Church Profile – 2020

Leadership Board:

Craig MacDonald
Eddie Hiltz
Isaac Harpell
Sean Ashe

Mission Statement:

To Bring Clear Message of God's Grace to our Community

Indian Harbour Lake Pentecostal Church is a local congregation who desire to share God's love, as revealed through his son Jesus Christ, by caring for our community and the world. We are a family church, affiliated with The Pentecostal Assemblies of Canada (www.paoc.org) who enjoy coming together to worship and learn more of God's ways.

We Believe:

- in the entire Bible as the Inspired Word of God (2 Timothy 3:15-16; 2 Peter 1:20-21).
- in redemption through the Blood of Christ, His bodily resurrection, His ascension and His priestly ministry (Hebrews 7:24-25; Ephesians 1:7; Acts 2:31-33).
- in justification by Faith and the New Birth as essential for personal salvation (Galatians 2:16; John 3:5-7).
- in the infilling of the Holy Spirit, with the initial physical evidence of speaking with other tongues, giving power for service and manifesting the fruits and gifts of the Spirit (Acts 1:8; Acts 2:4; Galatians 5:22-23; 1 Corinthians 12:14).
- in healing for the body as provided by Christ's death (Isaiah 53:4; Matthew 8:16-17; James 5:14-16).
- in the second coming of the Lord Jesus Christ (2 Timothy 4:1; Acts 1:11; 1 Thessalonians 4:13-18).
- in the eternal destiny of man in either Heaven or Hell according to his acceptance or rejection of the Lord Jesus Christ as Saviour.

Indian Harbour Lake Pentecostal Church has a long history of concern for the spiritual well-being of its community. Beginning in 1926 from a land donation from G.W. Jordan it still has an evangelical thrust. In 1955 we became part of The Pentecostal Assemblies of Canada. A growing and diverse congregation now consider this their church home. As we move toward the future we continue to serve this community with God's help and guidance. The Church actively supports Missions and the local food bank and is involved with the local multi-denominational Ministerial group in presenting community services and activities.

Community Context:

Indian Harbour Lake is a small rural Nova Scotia community (population approximately 100 year-round residents, with approximately 100 more seasonal residents.) The community is seven kilometers from Sherbrooke, which is the service provider for the area. Sherbrooke has a hospital, P1-12 school, drug store, post office, garage, grocery store, convenience store, hockey/curling rink, RCMP detachment and is home to Sherbrooke Village, one of the largest restored historic villages in Atlantic Canada. Most religious denominations are

represented in our many churches in the area and we strive to work together and share in special community events. Residents enjoy a rural quality of life in a beautiful setting within a three- hour drive to the City of Halifax. Popular activities include fishing, hunting, kayaking, hiking, ATV riding, curling, golf, hockey and enjoying nature. Housing expense is below the Nova Scotia average. In the last year the area has been highlighted in national and international media as the proposed home of a beluga whale sanctuary.

The town of New Glasgow is within a 1 hour drive which offers additional shopping, restaurants, car dealerships, etc. Antigonish is located 40 minutes away. St. Francis Xavier University and St. Martha's Regional Hospital are major employers in Antigonish. A number of brand name stores, fine dining outlets and quaint shops complete the employment demographic.

Age Profile:

The community is a vibrant mix of young people, middle aged and retired, with the average being two thirds older adults or retired persons. The congregation in the church is mostly older adults and retired persons, but there are younger families and five children presently attending.

Financial Profile: (This is a quick snap shot of our financial history, income.)

2016	Tithes: \$60,856	Missions: \$2,586
2017	Tithes: \$60,945	Missions: \$2,236
2018	Tithes: \$55,815	Missions: \$2,066
2019	Tithes: \$58,433	Missions: \$2,394

There is no mortgage on the church or parsonage. Accommodation at the parsonage is provided as part of the ministers' overall compensation package.

Ministries of Indian Harbour Lake Pentecostal Church

Sunday Morning Gathering 11:00 AM

Our Sunday gatherings are relaxed, and casual in nature with a contemporary feel in worship/song style. Members of the congregation lead in worship. Since March 2020 we have not met in the church building due to the pandemic, but we have a Zoom service each Sunday.

Kids Church during Sunday Morning Gathering

We have recently re-established Kids Church for ages 2-7 and 7 -13. However, we are having difficulty staffing the program consistently. Thanks to the Lord's grace, we persist. Currently the children are typically dismissed part way through the Morning Gathering. We desire the children to be a part of our worship in singing and prayer so that they can see these elements of our faith in action.

Small Groups

- Weekly Bible Study
- Mountain Movers (Children's ministry group)

- Women's Ministries once a month
- Nursing Home Ministry at the local nursing home once a month.
- Operation Christmas Child

Church Facility:

The church is set upon 2.5 acres of land that abuts Highway 211 on the outskirts of Sherbrooke. There is wheelchair access to the main floor which has a foyer, nursery and the sanctuary. The lower level houses one washroom, kitchen, two Sunday school style classrooms, and a large open area used for fellowship and dinners.

Parsonage (description):

- 4 bedrooms
- Pastor's Office
- 1.5 baths
- Heated by oil and wood stove
- Open rec room
- Laundry downstairs
- Furnace room/workshop
- Small storage building

Office Equipment includes:

- A multi-function color print copier
- Desk
- Filing cabinets
- Bookshelves
- High speed internet

IHLPC Salary and Benefit Package:

A. Salary

Our salary package includes provided housing (estimated value at \$800 per month based on local rentals) salary of \$492 per week (net of all deductions) and \$0.50 /km. car allowance for use of pastor's personal vehicle for church business. Such mileage to be recorded and submitted for payment on a monthly basis.

B. Vacation Allowance is based on years of Pastoral experience

1-6 years full time ministry 2 weeks; 7 – 15 years full time ministry 3 weeks; 16 + years full time ministry 4 weeks. It is understood that this is a negotiable item and as such, we are flexible.

C. Benefits

Benefit package includes the use of the parsonage which includes heat, lights (power), church phone, high speed internet, taxes, snow removal and repairs and maintenance, insurance. A benefit package which could include Medical, Dental, Life Insurance and Pension is negotiable. We also cover costs for attendance at approved conferences.

Relocation allowance is negotiable.

Facilities usage:

Church Use Only – Services, Weddings, Funerals, Times of fellowship

Pastoral Profile – Indian Harbour Lake Pentecostal Church

Pastor Position

Indian Harbour Lake Pentecostal Church values relationships in 3 distinct areas:

We value relationship with God, one another and our community. (**Matthew 22:36-40; Acts 2:42-47**)

In light of this we are seeking a pastor (and family) who....

- exhibit a passionate pursuit of and relationship with God as evidenced in consistent prayer, study, and application of Scripture to their lives. It is our heart to be served by a leader whose life is characterized by surrender and obedience to God and would lead us toward the same by example of their lifestyle (transparency), teaching encouragement, and support. (Galatians 5:22-23; 1 Timothy 4:12-16; 1 John 2:4-6)
- has a strong understanding of and models healthy biblical relationship within his own family and within the context of the church family. This includes fostering an atmosphere that supports cultivating health inter-generational relationships, humility, and willingness to take the posture of both a servant and exhibiting strength and conviction when resolving personal and congregational conflict. (1 Timothy 3:1-7)
- sees his role being fulfilled within the larger context of the community in which God has called us to live and serve. It is our hope that our pastor will consider this community home and find himself (and family) as active members of the community as a whole. To lead by example in being an effective witness within the community context, forging and establishing healthy relationships with the unchurched in our community is not only encouraged, but supported. (1 Timothy 3:7; 1 Corinthians 9:19-23)

Pastoral Priorities:

1. We desire a pastor who can grasp and understand what God is desiring to do through this church family to impact our community and the greater Kingdom around the world. It is essential that he can discern what God is saying, communicate that vision with the leadership team.
2. Pastor must have strong relational skills, adept in leadership and the equipping of others for ministry. It is essential that the pastor has a good grasp on and is secure within his gifts/abilities and the lack thereof in order to foster a supportive team environment that enables each member to flourish within their God given strengths and abilities. We believe the relational health amongst the leaders God has in place greatly influences and sets an example for the congregation. As a church we are committed to investing in the continued leadership development of our pastor, leadership team members, and ministry team leaders through available programs, conferences, and monthly training sessions amongst ourselves.
3. Our Pastor must love people, and be willing to share his life and life experience with others. It is essential that you have an ability to connect and relate to a variety of people and people groups, inspire others to participate, and work through conflict biblically and effectively. The pastor must have a clear and growing ability to effectively communicate with the congregation. Listening, writing, and speaking effectively will be a great asset in fostering health, openness, and clarity within our church family. We have enjoyed

constant, clear communication that we desire to see continued.

4. It is our heart to move in a greater way beyond the walls of this building and into the community as effective and relevant witnesses to God's grace. We believe that the next season of our growth is to firmly establish the message God wants us to embody as we minister to this community. The pastor must journey with us in praying for, observing, and evaluating whom God has brought into this church family and discerning the message we are to communicate to our shared gifts to this community.
5. The pastor should have a strong and dedicated prayer life from which he can prepare and deliver sound Biblical sermons and programs to equip the congregation, with application to everyday life. It is understood that the pastor be led by the Holy Spirit in creating and delivering all sermons and teaching. As well, the emphasis should be taken from the Bible, the God-inspired Word of God. He/she will be the primary preacher for Sunday Gatherings.
6. As a church family, we represent diverse and varied gifts with a strong desire to invest these back into the body for health and kingdom growth. It is essential that the pastor has the ability to train, equip, and release people in ministry or the willingness to bring in outside resources to do so.

Final considerations.

The ideal candidate for this position must possess or be willing to acquire PAOC credentials for ministry. It is preferable if the candidate is a PAOC Bible College graduate.

The Pastor is the only paid position within this church. As such, the role of the Pastor is to be the spiritual leader of the church and provide leadership to volunteers involved in various ministries and outreach programs, including teachers, youth leaders and worship team leaders. It is also the role of the Pastor to work closely with the board to ensure that the fiscal and spiritual guidance responsibility that we are entrusted with by the congregation is carried out ethically, legally and to the highest moral standard. Our congregation values our working and spiritual relationship with other churches working through the Ministerial group, and we expect our Pastor to be an active participant in this organization.

The day to day duties will be preparation for Sunday service and mid-week bible study, pastoral calls and visitations, working with the other ministries within the church (such as Children's Church leaders), and working with the Ministerial group.

Although age is not a direct concern for us as we consider a pastor, we are seeking a pastor who has a family experience and can work effectively in promoting inter-generational health.

Office hours can have some flexibility to provide the pastor with an opportunity to do visitation within the home involve himself in the community and public eye, while maintaining healthy relationships at home.

The pastor is the shepherd of the flock and as such his/her role is to work in cooperation with the leadership team in overseeing the life, health, and direction of the church family at IHLPC. The pastor will offer pastoral leadership and care to the congregation and provide effective training for ministry to the church members. The pastor will ensure that the systems, practices, and policies of the church responsibly and effectively support its ministry activities.

The Pastor is to take a leadership role in training and leading the various volunteer teams that minister within the church. This includes ensuring that all volunteers have been trained in and have met all necessary legal requirements (police checks for working with children, etc). The Pastor is also responsible for providing any necessary annual certification courses (ex. Plan to Protect course).

The Pastor also works with and provided leadership to leaders such as Children's Church ministries. We also expect the pastor to be involved with Board approved community organizations such as the Ministerial and local food bank.

The Pastor position reports directly to the Board of Indian Harbour Lake Pentecostal Church. At present the Board is made up of four member elected from the congregation plus the Pastor as an ex-officio member. The Board appointments are staggered so there is continuity of members (the board does not change completely in any given year). As the Pastor is the only paid position there are no paid staff reporting to this position. However, the Pastor is expected to take a leadership role for any church groups, organizations, and activities.

The Board is open and willing to discuss applicable ministry experience with candidates. It would be preferable if the candidate has some experience in a ministry situation, but each person's experience will be considered as part of the Board's overall evaluation of the candidate.

The ideal candidate for this position must possess or be willing to acquire PAOC credentials for ministry. It is preferable if the candidate is a PAOC Bible College graduate.

Worship is of great importance to us as a church family.

Ideally, we would like a pastor who works with our worship team in praying for and preparing to lead a whole-hearted, corporate, worship experience. The pastor does not necessarily have to lead worship but if he can and desires to, it would be welcomed wholeheartedly.