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# **Newton Fellowship Church**

*(a member of the Fellowship of Evangelical Baptist Churches in Canada)*

## **INFORMATION FOR PASTORAL CANDIDATES FOR THE POSITION OF LEAD PASTOR**

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*Prepared by  
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October 2009*

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# OUR COMMUNITY PROFILE

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## OUR LOCATION

### ***LET US INTRODUCE YOU TO THE LOWER MAINLAND AREA OF BRITISH COLUMBIA***

The southwest corner of British Columbia is one of the most naturally scenic locales in the world. The snowcapped Coast Mountains are spectacular, the harbor views captivating, the forested valleys and lush farmlands unspoiled and picturesque. Yet the province's southwest corner is more than just a pretty face. You'll find international and unique West Coast shopping, world class architecture, theatre and music festivals, arts and cultural centers, gardens, museums, and some of the finest wildlife viewing, skiing, fishing, hiking, golfing, marine sports, and aerial sports in the world. Stroll along sandy beaches and seawalls with harbor and river views. Explore a network of wilderness and urban parks. Ski, parasail, or hang glide near the city skyline, or cycle into the mountains and along country lanes or tranquil dyke paths.

The Lower Mainland is geographically divided into several areas, each with its own distinctive characteristics.

The Metro Vancouver area offers a unique blend of nature, culture, and sports in an urban setting lapped by Pacific waters and rimmed by the Coast Mountains. It boasts world-class parks, gardens and nature reserves; live music shows, dance programs and symphony concerts; museums, art galleries and heritage buildings; and bustling indoor/outdoor markets, restaurants and bistros. Stroll a city seawall and watch the sailboats bob against the sparkling sea. Relax over a cappuccino or West Coast lunch at a sidewalk cafe. Explore cobblestone streets with international shopping, galleries, and crafts. For dinner, oceanfront patios feature sunset views and fine cuisine.

Farther east you'll find the Fraser Valley: a fertile plain rimmed by mountains, with prosperous farms, heritage sites, and tranquil vistas. The Fraser Valley's picturesque farming and historical communities dot the banks of the mighty Fraser River, which winds through rolling farmlands. The Fraser Valley offers country hospitality at its best. Buy farm-fresh produce and baked goods direct from the gardens, kitchens, and berry patches of local farmers. Stay for a field-side picnic. How about the world-famous Abbotsford Air Show. The valley also has fine hiking, freshwater fishing, golf, camping, cycling, wildlife viewing, bird watching, canoeing, and aerial sports. Tour an historic fort, experience a country fair, take off in a hot air balloon, watch cows graze in the fields, browse through a country store, and enjoy the country warmth.

To the North is one of the most scenic locales in the world. A land of alpine meadows, glacier-fed lakes, and spectacular mountains bordered by the Pacific Ocean. Follow the breathtaking Sea to Sky Highway from the glittering waters of Howe Sound at Horseshoe Bay through friendly mountain communities. Once gold rush country, it is now a recreational hot spot boasting Whistler, the number one ski destination in North America. But don't overlook the fishing, mountain biking, golf, and a host of other sports and cultural activities available year-round.

Just a scenic cruise from Vancouver via ferry, the Sunshine Coast is a recreational haven. This sheltered coastline with its friendly communities stretches 180 km (111 miles) along the northeast shores of the Strait of Georgia from Howe Sound to the warm waters of Desolation Sound. The Sunshine Coast is world famous for saltwater and freshwater fishing and scuba diving. Its protected inland waters are popular with canoeists and kayakers. Sail or powerboat through a unique network of world-class marine parks; drop anchor near breathtaking falls or off romantic white sand beaches. Hike or bike the many quiet country lanes and panoramic trails.

In 2003 Vancouver was named the host city of the 2010 Olympic and Paralympic Winter Games. Throughout the Lower Mainland various cities will be hosting a multiplicity of events leading up to the 2010 games. Surrey is home to the Games preparation Centre – a facility that will play a key role in preparing volunteers and ceremony participants in the staging of a successful 2010 Winter Games.

## ***LET US INTRODUCE YOU TO THE CITY OF SURREY***

Surrey, known as the City of Parks, has over 2,400 hectares of passive and active parks. Surrey boasts a relaxed lifestyle; residential and city living combined with open country space. We're proud of our heritage and our rich surroundings of green forests, tranquil rivers, beautiful mountain vistas, and spectacular parks.

### ***LOCATION***

Located 40 km (25 miles) southeast of the City of Vancouver, Surrey is bounded by the Fraser River to the north, the city of White Rock and the U.S. border to the south, the municipality of Delta to the west, and the District of Langley to the east. The rapid transit SkyTrain line, with four stations in Surrey, provides access to downtown Vancouver in only 35 minutes.

### ***POPULATION & SIZE***

Surrey is the 12<sup>th</sup> largest city in Canada and the second largest in British Columbia. By area, Surrey is BC's largest city, equaling the combined cities of Vancouver, Richmond, and Burnaby. Land is used in three main ways in Surrey -- 52 per cent residential, 35 per cent agricultural/conservation, and 13 per cent commercial/industrial.

Surrey is one of the fastest growing major cities in Canada and the fastest in British Columbia. In 1996, the population, at nearly 347,300, was the second largest in BC. By 2001 the population increased to 381,000 and as of 2006 there were 437,700 residents who called Surrey their home. Surrey's Planning and Development Department is expecting the population to reach half a million by 2011. Projections show it is destined to surpass Vancouver's population by the year 2026.

Surrey has a large number of young families with more than a quarter of the population below the age of 19. Eleven percent of the population is classified as senior citizens. As in most cities within Canada the population is much more transient than in the past. Nearly half of Surrey's residents moved within the last five years. In 2005 the average household income was \$73,552.

Surrey has become a vibrant and culturally diverse city. The streets of Surrey come alive with orange, blue and white colours during the annual Vaisakhi Parade every April, which thousands of people come to participate or watch. Forty-six percent of Surrey's population is a visible minority, of which 60% are South Asian. Twenty-eight percent of Surrey's residents prefer to speak a language other than English or French at home. Thirty-eight percent of the population were born outside of Canada.

### ***HOUSING***

Surrey is a city of young families. Single family dwellings are by far the most common type of housing with townhomes and apartments readily available as well. The median purchase price for a single detached home in Surrey was \$505,000, down nearly 3% from the year before. Analysts are forecasting the market to continue to slow while prices will drop between 10% and 15% by 2010.

### ***EDUCATION***

The Surrey School District has the largest student enrolment in British Columbia and is one of the few growing districts in the province. As of September 2007, there were 99 public elementary schools and 19 public secondary schools. In addition, there are 25 independent schools. The Surrey School District also provides extensive continuing education opportunities. The Metro Vancouver region also boasts many excellent Post Secondary Institutions. Here are a few of them:

- Trinity Western University
- Northwest Baptist Seminary
- University of British Columbia
- Simon Fraser University, three campuses, of which one is in Surrey
- Kwantlen Polytechnic University, four campuses, of which two are in Surrey (including the new Trades and Technology Centre)
- University College of the Fraser Valley
- British Columbia Institute of Technology

### **HEALTH SERVICES**

Surrey Memorial is a 370 bed regional hospital. Surrey Memorial has just recently opened a \$65 million expansion which includes a new patient tower that houses a Children's Health Center. The BC Cancer Agency's Fraser Valley Center is located adjacent to Surrey Memorial Hospital.

Peace Arch Hospital is a 146 bed community hospital in White Rock, which is just south of Surrey.

Community health care is provided by the Boundary Health Unit under the guidance of the Provincial Ministry of Health.

### **POLICE AND FIRE PROTECTION SERVICES**

The Royal Canadian Mounted Police provide municipal police service. Surrey is the largest RCMP Detachment in Canada with nearly 600 police (regular and civilian) members.

Surrey has a total of 17 fire halls and 490 highly skilled fire fighters, 110 of whom are volunteers. This strong contingent of volunteers makes Surrey's fire department one of the largest composite fire departments in Canada.

### **CLIMATE**

Surrey has pleasant temperatures all year round with approximately 10 days of snowfall accumulation during the winter months, less rainfall than most neighbouring communities and a significant number of sunshine hours that enable residents to fully enjoy a variety of outdoor pursuits.

- Average annual snowfall: ..... 59.5 cm per year (23.4 inches/year)
- Average annual rainfall:..... 1,039.88 mm per year (40.94 inches/year)
- Average hours of sunshine:..... 1,921.6 hours per year (average 5.3 hours/day)  
(May, June, July, and August all over 200 hours/month)
- Average temperatures:..... June to September: max. 21.5° C, min. 10.8° C
- Average temperatures:..... October to May: max. 10.6° C, min. 3.0° C

### **TOURISM, RECREATION AND CULTURE**

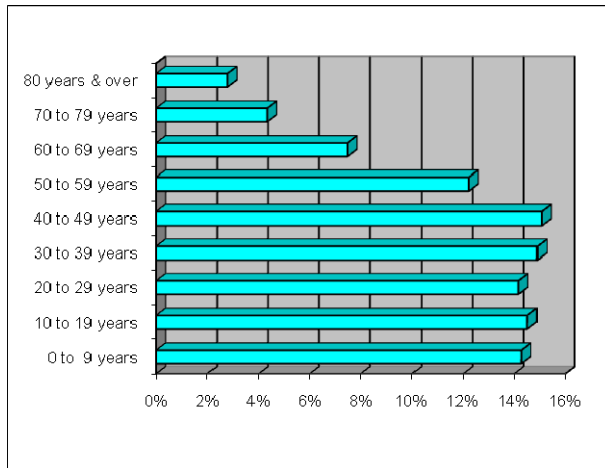
Surrey, known as the 'City of Parks' has more than 600 parks and greenbelts encompassing over 2,400 hectares, many of which are in their natural state. These include ocean parks, urban forests, youth parks, and quiet gardens. In addition to our own parks, cultural, recreation, and leisure facilities, Surrey's residents also have access to all of the amenities located in our neighboring communities of Burnaby, Richmond, Delta, Langley, and Vancouver (to name a few), within a 25 mile radius. There are eight community recreation offices located throughout Surrey providing services and recreational activities that highlight the arts, culture, and sports. Some of the recreational facilities available in Surrey are:

- 8 community recreation places
- 5 ice arenas
- 5 indoor pools, one of which is a wave pool, and 8 outdoor pools
- 6 seniors' centres
- 7 youth centres
- 7 youth skate parks
- 1 art centre containing a gallery and a 402 seat theatre
- 14,000 ft<sup>2</sup> museum and archives center
- Ward's Public Marina within Elgin Heritage Park
- 9 libraries
- outdoor facilities such as ball diamonds, playgrounds, public tennis courts, soccer/mini soccer fields, rugby fields, water playgrounds, skateboard bowls, a climbing wall, football fields, lacrosse boxes, fitness circuits, group picnic areas, a track & field complex, and an equestrian ring.
- Privately owned recreational facilities such as curling rinks, roller skating/blading rink, golf courses, driving ranges, bowling facilities, movie theatres/complexes, and more.

## LET US INTRODUCE YOU TO THOSE LIVING WITHIN 2 KM OF THE CHURCH

The area surrounding the church has undergone tremendous change over the past 10 years. The area to the east of the church property used to be mostly trees and bush, but has been developed into beautifully designed neighbourhoods. The area to the southeast is still under development and many new people will be moving into the area.

### Population Distribution by Age



According to the 2006 census there were 31,473 people living within 2 km of the church. The median age was 34.8 years old. Nearly 60% of the population was under the age of 40.

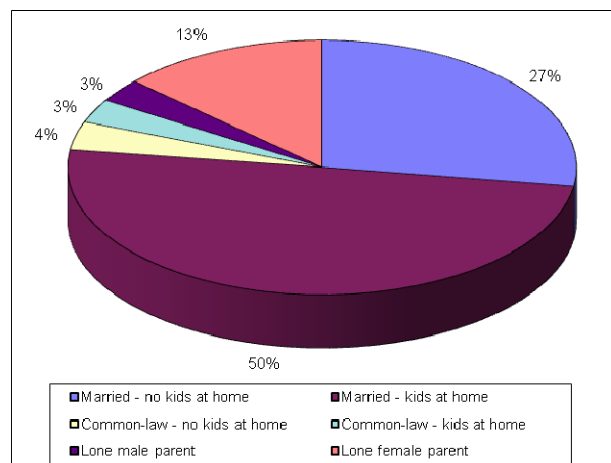
Twenty-seven percent of these residents are a part of the Baby Boom generation; 18% belong to the Baby Bust generation and 10% are seniors.

The neighbourhoods surrounding the church are teeming with families. Sixty-three percent of husband-wife families have children at home. Twenty percent of these families have one child, 28% have two children, and 14% have three or more children.

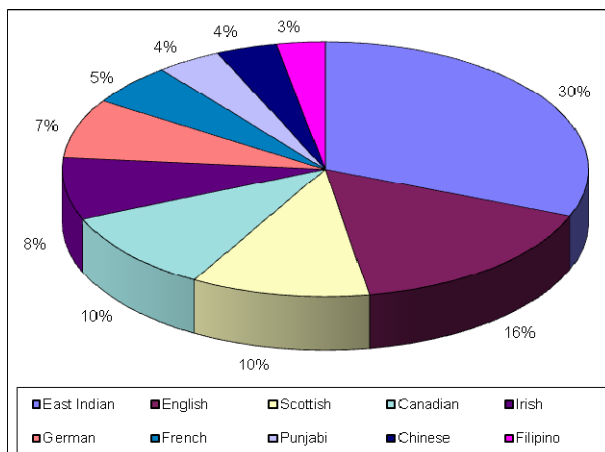
Sixteen percent of census families within 2 km of the church are lone-parent families. Of these, approximately 55% have only one child at home.

There were a total of 11,469 children living at home with 70% of these children under the age of 18.

### Family Structure



### Ethnic Origin



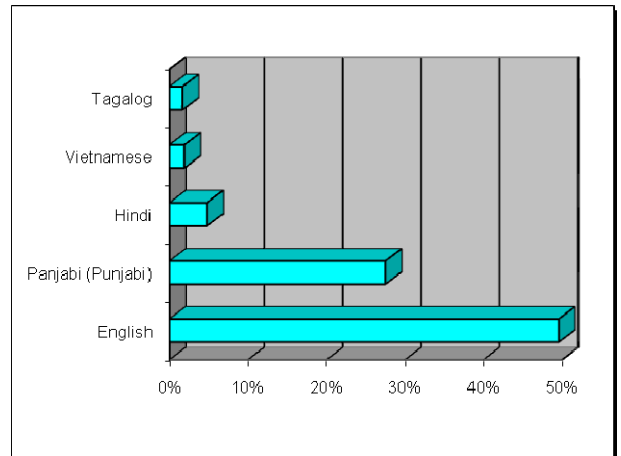
Similar to the transformation of culture within the city of Surrey, the neighbourhoods surrounding the church have changed dramatically. Within 2 km of the church 56% of the population self-identified as being a visible minority (non-Caucasian). Of those, 73% indicated they were of South Asian decent (East Indian, Pakistani or Punjabi).

Five of the top ten ethnic origins reflect European ancestry, another four have Asian origins and one North American.

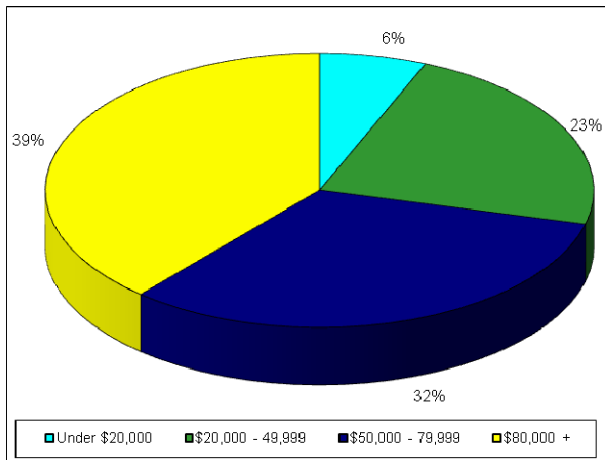
The change in the cultural makeup of these neighbourhoods also includes a diversity of languages. Only half of those living within 2 km of the church identified English as their Mother Tongue (language they first learned to speak). Panjabi (Punjabi) was the second most frequently learned language in childhood by people in this community, at 27%.

Currently 64% of the population speaks English at home, while another 21% speaks Punjabi at home.

**Home Language**



**Family Income**



The average income for families living within 2 km of the church is \$78,974. The median income, the amount which divides the income size distribution into two halves, is calculated to be \$68,259.

Six percent of these families have an income under \$20,000. About 22% have incomes from \$20,000-49,999, while another 32% are in the \$50,000-79,999 range. A total of 38% of families within 2 km of the church bring in at least \$80,000 annually.

# OUR CHURCH PROFILE

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## OUR HISTORY

### 1973

Newton Fellowship Baptist Church began as a Home Mission enterprise of the Convention of Regular Baptist Churches (now known as the Fellowship of Evangelical Baptist Churches in Canada). Cloverdale Baptist Church served as the “mother-church” in the initial stages. Prayer meetings began in the home of a member, and soon after that the church family began meeting at Georges Vanier Elementary School.

### 1974

On June 23 the portable church was dedicated at 7017 - 144 Street. The portable was loaned to us for six years.

### 1976

On May 1 Newton was recognized as a Fellowship Baptist Church, setting an important marker in our history: Newton was official!

### 1980

The church moved into Pacific Bible College when the loan on the portable church ran out.

### 1981

On September 13, as another step in the Lord's work, the dedication service for the current facility at 7328 -144 St. was held.

### 1987

In September Young Climbers Preschool began, which was pre-dated by a daycare facility.

### 1988

Because of overcrowding in the services we began holding 2 services on Sunday morning.

### 1989

An extra full time pastor and part time ministry person came on staff at Newton, and for the next year we proceeded to build up and train people who would leave us to plant a daughter work. This was a big step of faith. This was not your usual church plant! The research on church planting made it very clear that in urban areas it usually didn't work to send a few families out to start a church. It is best to start with a large core of committed people trained to run full programs right from the start.

### 1990

On April 13, 1990 Parkland Baptist Church, our daughter church, was commissioned. Approximately 75 people, all committed, trained, and ready to work, left us, and under the leadership of the extra full time pastor and part time ministry person, began the work of Parkland. It was difficult to see them go; a very emotional time. But praise God we followed His leading! Parkland is growing and thriving and has since built a brand new facility! After the Parkland congregation left we were amazed to see how quickly the Lord increased our attendance until we had even more attending than before the church plant.

### 1994

When the Lord provided the opportunity, we followed His leading in purchasing the property next door. Even in the absence of a Senior Pastor, the people of Newton had a vision for the future.

### 1996

During late 1996 we started to see our numbers decline quite quickly with most of those leaving being solid families that were very involved in the work of the church. The next couple of years were very difficult and discouraging for those that remained.

### 1997

In late 1997 we again saw a decline, also solid, involved families. A stabilizing force was our Worship Pastor, Walt Woods, who was brought on in late 1997 and continued with us until 2002.

### 1999

In late 1999 we called David Wiebe to be our Senior Pastor. He continued to faithfully serve NFC until December 2007.

**2001**

In early 2001 at our Board Retreat the deacons felt very clear leading that we needed to strengthen our Youth and Children support. It was ratified by the membership that we call a full time Youth and Children’s Pastor.

**2002**

This was a significant year in the history of NFC. Walt Woods, Worship Pastor, resigned as he felt God leading him to serve elsewhere. In June the church called Chris Synesael as NFC’s Youth and Children’s Pastor. Chris began ministry in mid August and made an immediate impact on the youth ministry.

**2005**

Youth and children’s ministries continue to grow. Xtreme Zone (grades 1-7 Sunday School) reaches 40 plus kids weekly and Quest (7 week youth Alpha) averaged 50 students.

**2007**

This was a difficult year in the life of NFC. In the fall a Congregational Health and Assessment process revealed areas of strength as well as areas of weakness. It was shortly thereafter that both Chris Synesael and David Wiebe tendered their resignations. Average Worship attendance dropped to 178 by the end of 2007.

**2008**

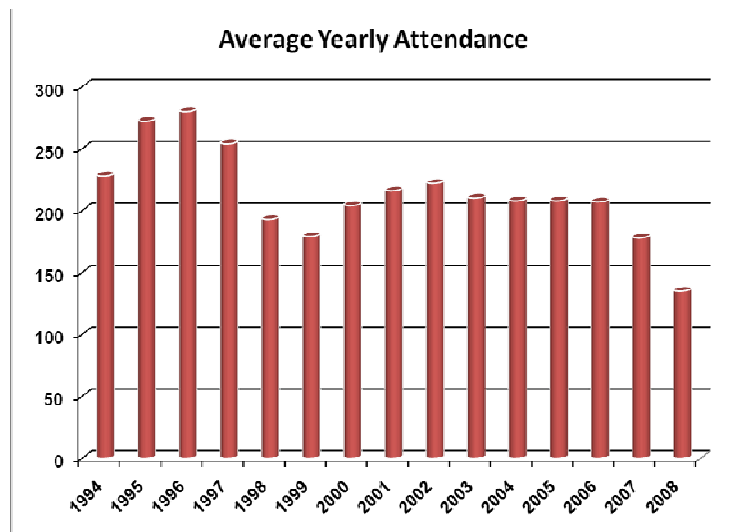
As of January, Dr. Curtis Congo began serving NFC as our Interim Pastor. The Board committed themselves to lead with a renewed determination. A new Mission Statement was ratified. God has been preparing NFC for our next Senior Pastor. There is a renewed sense of anticipation as we seek God’s leading in NFC’s next chapter.

Thirty-five years ago, the Lord moved among His people with the promise of establishing a work to significantly impact the community of Newton for Christ. Let the vision continue!

**OUR COMPOSITION**

**ATTENDANCE**

In the 35 year history of Newton Fellowship Church there have been years marked by tremendous growth as well as years marked by decline. Average Worship attendance peaked at 280 in 1996. Three years later attendance dropped to 179. During the course of the next seven years (2000 – 2006) attendance averaged around 210. In 2007 attendance began to decline and has leveled off in 2008 with an average of 135 each Sunday.



**CHURCH FAMILY**

We have about 160 members and adherents who currently call NFC their home church. The total membership as of September 30, 2008 was 90, of which 78 are active. Our congregation is made up of predominantly blue-collar workers.

## **OUR MINISTRIES**

We are an active body with ministries that cover a wide variety of areas.

### **CHILDREN**

Our ministry to children includes the following:

**Children's Bible Education:** ..... Sunday mornings from 10:45 – 11:30 am

We use published curriculum for children ages 2 – 13 years old. Some of our teens and young adults are helping to teach the children and are excited about improving their skills. We are open to new ways of keeping children interested in learning, and continuing to attend.

**Kid's Club, Gr. 1 – 4:** ..... Thursday evenings from 6:45 – 8:15 pm

Kid's Club is run out in the community by a volunteer couple from our church. Although some children from our church attend this group, it is comprised mostly of children from within the community of Newton. Currently there are about 25-30 children attending each week. Kid's Club hosts group games, crafts, singing and a Bible story. When children attending Kid's Club reach grade five, they are encouraged to join our Super 57 club (see below).

**Super 57 Club, Gr. 5 – 7:** ..... Wednesday evenings from 6:30 – 8:00 pm

We have approximately 20 boys and girls attending Super 57 each week. The evening begins with games and crafts, and focuses on various age appropriate lessons from published curriculum. This ministry is run by a group of very dedicated volunteers.

**Young Climbers Preschool, 3 & 4 yr. Olds:** ..... Monday – Friday, 4 classes run at various times

Young Climbers Preschool is a fully supported church ministry, and is an awesome outreach to our community. We have seen many come to know the Lord. We currently have upwards of 80 children attending the preschool. Over the years the preschool has seen an increase in Indo-Canadian students, and these are the majority of the families to whom we minister.

Our Harvest Party, which has been our church's Halloween alternative for twelve years, is a very successful event. We estimate that approximately 300 children attend, from the church, the preschool and the community of Newton. Parents of the church and community are encouraged to bring their kids and as a family enjoy over 20 activities, food, and fun.

### **YOUTH**

We have an active Youth Group with 20 – 30 teens attending Tuesday night "Hang-Time" events. Teens participate in group games, worship led by several of our young adults and youth, Bible study and small group discussion. Teaching is currently focusing on understanding our church's mission and purpose statements, and how those apply to our teens' lives. Once or twice a month the youth attend Friday night events that are more geared towards fun, fellowship, and outreach. There are seven volunteers leading our ministry to youth, as we do not currently have a Youth & Children's pastor. The teens are encouraged to become involved in ministry at the church, and several of our youth are active in leading and helping with Sunday School, Super 57, and Worship.

### **YOUNG ADULTS**

We are looking at starting up a new Young Adults group and expanding this ministry. Last year, the Young Adults bible study included discussion of the Sunday morning teaching, and the small group members looked at how the teaching could be applied personally to their own lives. Most, if not all, of our young adults are involved in ministry at the church, including Youth, Super 57, Sunday School and Worship. We currently do not have a College & Careers group.

### **ADULTS**

There are 7 small groups that meet in homes or at the church. This includes one men's group, one ladies small group, and a Seniors Bible study each week. Adult small groups may focus on the Sunday morning teaching, or specific book or topical studies within the Bible. We try to have a social Adult evening two or three times a year, such as a games night, theme night, or group outing.

## ***MEN***

We are in the beginning stages of expanding this ministry. We currently have an open discussion group which we are hoping will morph into a GAP (Growth/ Accountability/Prayer) group. GAP is a small group designed to give men an intentional opportunity to develop strong supportive relationships with other men. The new group we are hoping God will get off the ground is called TOM (Two Older Mentors), which will give the 19-30 year old men an opportunity to develop relationships with some of the older men in order to learn from their experience. Another aspect of these ministries will be planned activities such as bowling, hiking, camping, paint ball, etc. All these plans are provisional on God's will for us and the men in our church, and we are excited about the possibilities that lie before us.

## ***WOMEN***

Our women's ministry typically has 3 outreach based events each year that have always been very successful. These include a Spring Tea, Christmas Tea, and our annual Ladies Retreat. We had our first annual fall Ladies Retreat in 1998 which has been a smash hit with everyone in attendance every year. We also try to attend at least one regional conference a year. There is a weekly ladies Bible study for ladies as well.

## ***OUTREACH AND MISSIONS***

We have a strong conviction on the importance of supporting missions and missionaries both here at home and around the world. We have several different outreach events each year. Some are mentioned above.

## ***WORSHIP***

Under the volunteer leadership of three of our church members, there is a very committed and talented group of people working in the area of Worship. Our services are sometimes contemporary and sometimes blended. We encourage the use of unique musical instruments, and quite often are blessed with special music pieces as well. We also have a number of people who are very talented in the area of Drama. We believe that prayer is also an important form of worship so for the past year we have had a weekly prayer meeting before the service and a second prayer meeting during the week.

## ***OTHER***

Our benevolent ministry aims to meet the needs of people in our church and community, such as through our Love Meets Needs program. We also supply food and/or groceries to those in our community who display need in this area. We are currently serving individuals at the Arborside Senior's Home in Newton by holding a weekly Sunday afternoon service at their establishment. We encourage hospitality in our church as well, and have a Sunday morning coffee time to encourage fellowship among new and current church attendees.

## OUR FINANCES

- Our debt consists of one mortgage at the Bank of Montreal totaling \$117,000 on the residential house next door to the church that was purchased in 1994. In 2008, \$17,000 in renovations were made on the house which could serve as a manse for the Pastor.
- Our operating budget for 2009 is \$363,920 and the actuals to date are falling short about \$17,000 for the first 9 months of 2009.
- Each year approximately 10% of the previous year's income is designated for missions.

### **NFC 2008 INCOME & EXPENSE STATEMENT / 2009 BUDGET**

January 1 - December 31, 2008

	<b>2008 Actual</b>	<b>2008 Budget</b>	<b>2009 Budget</b>
<b>INCOME</b>			
<b>Offerings</b>			
General Offerings	188,532.74	189,500.00	185,000.00
Designated Offerings	1,600.00	0.00	0.00
<b>Total Offerings</b>	<b>190,132.74</b>	<b>189,500.00</b>	<b>185,000.00</b>
<b>Other Income</b>			
Local Ministry Income	26,239.61	36,500.00	26,050.00
Building Income	45,083.45	31,600.00	36,670.00
Preschool	107,609.45	115,400.00	116,200.00
<b>Total Other Income</b>	<b>178,932.51</b>	<b>183,500.00</b>	<b>178,920.00</b>
<b>TOTAL INCOME</b>	<b>369,065.25</b>	<b>373,000.00</b>	<b>363,920.00</b>
<b>EXPENSE</b>			
Local Ministry Expenses	177,513.88	188,430.00	211,320.00
Missions Expenses	27,286.00	27,940.00	18,500.00
Local Operating Expenses	62,627.30	73,880.00	72,050.00
Building Expenses	149,095.58	82,750.00	113,050.00
<b>TOTAL EXPENSE</b>	<b>416,522.76</b>	<b>373,000.00</b>	<b>414,920.00</b>
<b>EXCESS INCOME OVER EXPENSE</b>	<b>(47,457.51)*</b>	<b>0.00</b>	<b>(51,000.00)*</b>

\*2008 Actual included \$61,371 in depreciation expense due to a change in accounting policy which wasn't originally budgeted for. In 2009 budget, the depreciation expense is \$51,000.

**NFC BALANCE SHEET**

As At December 31, 2008

12/31/08

**ASSETS****Current Assets**

Cash on hand and in bank	96,331.37
Investment	35,000.00
Accounts Receivable	4,411.80
Supplies Inventory & Prepaid Expenses	1,522.87

**Total Current Assets** 137,266.04**Capital Assets**

Land and Buildings	675,850.88
Equipment and Furnishings	113,608.09

**Total Fixed Assets** 789,458.97**TOTAL ASSETS**926,725.01**LIABILITIES AND EQUITY****Current Liabilities**

Accounts Payable	15,671.26
Deferred Preschool Revenues	12,890.00

**Total Current Liabilities** 28,561.26**Reserves and Long Term Liabilities**

Reserves	16,935.43
Mortgage	117,223.02

**Total Long Term Liabilities** 134,158.45**TOTAL LIABILITIES**162,719.71**Equity**

Equity	811,462.81
Excess Income/Expense	(47,457.51)

**Total Equity** 764,005.30**TOTAL LIABILITIES & EQUITY**926,725.01

## **OUR CURRENT CONDITION**

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### **OUR HEALTH ASSESSMENT**

The Board engaged Deeper Waters Conflict Coaching lead by Alan Simpson to carry out a congregational health and conflict assessment in June 2007. The Board felt they needed assistance to heal some broken relationships that were affecting the health of the congregation as a whole. The purpose of the congregational health and conflict assessment was to create an opportunity for the congregation to be trained in biblical conflict management, understand and respond to the present conflicts in the congregation in a healthy manner, and to ask God to heal the relationships by submitting to the Lordship of Jesus Christ. The assessment team carried out numerous interviews with the members of the congregation, pastors and leadership of the church and made recommendations to lead to greater health.

During the process the Youth Pastor was called to a larger church on the Island and the Senior Pastor resigned, accepting a position at a church in Alberta.

We have been fortunate to have Dr. Curtis Congo as our interim pastor working  $\frac{3}{4}$  time concentrating on preaching, training leaders, helping create a shared vision through a new mission statement supported by new purpose statements.

We have used the past year to work on the implementation of the recommendations emanating from the assessment, concentrating on rebuilding genuine community, growing our leadership team, developing better communication and organizational systems, and addressing the lack of spiritual life of the congregation through confession, repentance, forgiveness and prayer.

### ***LOVING RELATIONSHIPS***

We are a casual, family oriented church that values intergenerational and peer fellowship. We enjoy each other's friendship and appreciate the support we find at our church. The level of caring often goes beyond a superficial friendliness and expresses itself in love for those with whom we worship. This caring has to be purposely cultivated or new attendees will not be assimilated into the life of the church. Some efforts are being made, but more is needed.

### ***HOLISTIC SMALL GROUPS***

We are blessed to have a number of well functioning small groups. We believe that small groups will play a significant role in sustaining true fellowship in our growing church and so we are trying to become more intentional in our process.

### ***NEED ORIENTED EVANGELISM***

We are sincere about desiring to be a witness in our community and have a number of outreach events. Unfortunately, we are not as effective as we'd like to be in personal or corporate evangelism. Although some new believers are won to Christ through our witness, our numerical growth as a church has come mostly by transfers from other churches. It is possible that we may be enjoying our own Christian culture and family units too much, though there are notable exceptions.

### ***INSPIRING WORSHIP***

We enjoy our worship and praise. Connecting with God is a high priority for us and enables us to put our daily lives in perspective. We value hearing God's Word declared with evangelical conviction.

### ***PASSIONATE SPIRITUALITY***

Personal commitment to the Lord marks many in the church family. While our desire for spiritual depth is growing we still find it easier to agree that prayer and Bible reading are important rather than doing it. We are trying to encourage corporate prayer and personal bible study.

### ***EMPOWERED LEADERSHIP***

Our leaders want to see everyone attain the spiritual and ministry potential that God has for them. This area is weak because although people are released into ministry they may not be well supported. We would do well to develop greater support for ministry leaders.

### ***GIFT ORIENTED MINISTRY***

We believe that it should be a priority to help individuals discover their place of ministry on the basis of their spiritual gifts and talents. However this has not always been present. As a result, some people don't understand ministry to other believers as a part of their walk with Christ; therefore, they do not serve. The people in ministry are fewer and are sometimes serving out of a sense of necessity rather than joy and thankfulness. We need to be intentionally encouraging people into ministry.

### ***CONCLUSION***

In conclusion, we have much for which to give thanks. God has given us great potential. Yet, we'll admit that there are many key areas we need to address. There is clear evidence that we strongly desire to make a significant contribution to God's Kingdom. That desire will be tested in individuals as we come to terms with issues vital to the health of the body and the vision for ministry that God gives us. God is able to fulfill His purpose, but each of us must have a personal commitment to God and a desire for Him to work through us.

# OUR PURPOSE, PLANS, AND VALUES

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*(Our Identity)*

## OUR BIBLICAL PURPOSE

*(What God calls us to do and be)*

Our new mission statement is ‘Inspiring people to believe in and passionately follow Jesus’, which challenges our church to draw people to Christ, and to grow in our faith. It gives us two goals and invites us to maintain a balance between them: between reaching out (inspiring people to believe) and growing in faith (passionately following Jesus). We believe that the inspiration to live this out can only come from the indwelling power of the Holy Spirit in our lives, not from ourselves, nor by any particular techniques or methods.

We have also recently adopted a new purpose statement:

*C=Community: Caring for Each Other*

*R=Reverence: Worshipping God*

*O=Outreach: Sharing the Good News*

*S=Study: Teaching the Word*

*S=Service: Serving the Community*

In Acts 2:42-47 we read of the early church, which displayed these key characteristics: they were a learning church (devoted to the apostles’ teaching), a caring church (devoted to fellowship), a worshipping church (committed to the breaking of bread, worship and prayer), and an evangelizing church (‘the Lord added to their number daily’).<sup>1</sup>

Through Community, Reverence (worship and prayer), Outreach, Study and Service, we purpose to grow into the kind of church God would have us be: a learning, caring, worshipping, evangelizing church, inspired by the Holy Spirit and dependent on Him.

## OUR PHILOSOPHY OF MINISTRY

*(How we carry out our Purpose based on our values)*

What is God’s vision for His church? We are a body of believers with a double identity: on the one hand we are called out of the world to belong to God (called to “passionately follow Jesus”); and on the other we are sent back into the world to witness and to serve<sup>2</sup> (called to “inspire people to believe”). Christ came in the flesh – He entered our world, humbled Himself to serve and give His life for us. Likewise He calls us to serve the world around us and call the lost to faith. By our example of love for God and each other, our obedience to His Word and our humility, we can demonstrate the living Christ to those around us.

## OUR PLAN TO ACCOMPLISH OUR PURPOSE

Given the above, we need to grow individually and corporately in our understanding of Him who has called us, and of what He has called us to. We need to repent of our past failures, and (re)discover the joy of prayer and worship which leads to an obedient and radiant life, one which spreads the fragrance of Christ in our community. We will look to our new Lead Pastor, in conjunction with the leadership team at Newton Fellowship Church, “to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:12-13

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<sup>1,2</sup> Stott, John. (2007). The Living Church. InterVarsity Press: Downers Grove, Illinois.

## **OUR CORE VALUES**

At the centre of the Christian faith is the cross. It is here that two momentous truths are revealed: Christ died that we might be forgiven, and He was raised from death to life, ensuring both forgiveness and eternal life for those who believe and trust in Him.

It is therefore fitting that the acronym of our purpose statement, CROSS, reminds us of these key truths. It is our prayer that we will grow in each core area, and so move closer to the goals of our mission statement: following Jesus with passion, that is, with our whole heart, soul and mind (Matthew 22:37); and by our example, inspiring others to believe in Him. This will happen only if we diligently apply to our lives (individually and corporately) the truths of God's Word, the love of Christ and the power of the Holy Spirit.

### ***COMMUNITY: CARING FOR EACH OTHER***

The church is by definition a community of believers: the body of Christ united in faith (Ephesians 4:4-6). Our church needs to keep finding ways to have meaningful fellowship beyond Sunday morning, where relationships can begin, grow and mature.

### ***REVERENCE: WORSHIPPING GOD***

To worship is 'to glory in God's holy name' (Psalm 105:3). It is the church's primary duty to worship God. We need to work at providing biblical worship, worship which is holy and pleasing to God: congregational worship on Sunday morning and worship as we live our lives during the week (Romans 12:1-2). One central aspect of worship is prayer: Jesus talks about abiding in the vine (John 15:1-8), and says that we cannot bear fruit apart from Him. Prayer is our relationship with God in Christ, by the Holy Spirit: it should permeate our whole lives. Worship and prayer are core areas we need to grow in.

### ***OUTREACH: SHARING THE GOOD NEWS***

John 13:35 says "By this will all men know that you are my disciples, if you love one another." If there is love and therefore unity in the body, it will enhance our witness and be attractive to those we reach out to. It will speak of Christ's love and forgiveness. Another picture is that of salt and light (Matthew 5:13-15): salt is no use unless it is salty, light no use unless it is bright. In the same way, Christians must show they are different, or distinctive, by their righteousness (Matthew 5:20) and love. We should be living out our faith in deeds and in words, for all believers are called to give the reason for the hope they have (1 Peter 3:15).

### ***STUDY: TEACHING THE WORD***

We learn from God's Word how to live and grow as believers, for the Bible is our roadmap for life. We need to be challenged to mature in our faith, by learning deeper truths and applying them consistently. We understand that each member of the body has spiritual gifts to be put to use for God's kingdom, and that our Lead Pastor, along with the leadership team of the church, will "prepare the body for works of service" (Ephesians 4:12).

### ***SERVICE: SERVING THE COMMUNITY***

Service flows out of a heart filled with gratitude for what God in Christ has done in our lives. The Holy Spirit guides us and strengthens us to serve with His strength, not our own. We long to be salt and light and to bring change in the community.

## MINISTRY DESCRIPTION – LEAD PASTOR

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**MINISTRY TITLE** Lead Pastor

**MINISTRY SUMMARY** To lead the church in the ongoing discovery and fulfillment of its Mission and Vision: “Inspiring people to believe in and passionately follow Jesus.”

**MINISTRY DUTIES**

To lead and challenge the church in ongoing spiritual renewal that results in prayer, repentance and an understanding of personal calling.

- To exercise a strong pulpit ministry that relates to lost people and inspires practical Christian living.
- To provide oversight in the planning and implementation of Sunday worship service(s).
- To work with the church leaders in encouraging and equipping an effective small group ministry for the purposes of evangelism, spiritual recovery, care, discipleship and service so that the church is adequately pastored and led.
- To develop and implement, with the church, a strategic approach to evangelism, giving leadership by example.
- To insure the development and implementation of a plan to provide for the care and “folding in” of newcomers and church members in fellowship and ministry.
- To lead the church in developing and implementing a process to disciple and equip believers. This plan should help them recognize their giftedness and provide the opportunity and support for them to exercise the gifts identified.
- To provide pastoral counsel and visitation as necessary, referring to appropriate small groups, deacons, lay and professional Christian counselors.
- To insure that all board members are mentored, coached and equipped in their responsibilities.
- To function on behalf of the church board providing overall administration to the church, staff and office.
- To facilitate the implementation and evaluation of the church’s vision and plans on an ongoing basis.

**ACCOUNTABILITY**

- The Lead Pastor will be directly accountable to the church board.
- The Lead Pastor will work closely with staff members to ensure the effective coordination of church ministries.
- Organizing and leading weekly staff meetings and periodic planning retreats is expected.

**QUALIFICATIONS TRAINING, SKILLS, AND ABILITIES**

- Has relevant theological training.
- Has significant practical experience in Pastoral Ministry.
- Open to further education and personal character and ministry development.

**FERVENT DEVOTIONAL LIFE**

- Experiences a growing and healthy relationship with God through Jesus Christ.
- Seeks and follows the leading of the Holy Spirit.
- Is committed to prayer as an expression of his dependence on God.

**QUALIFICATIONS  
CONTINUED**

**SUPPORTS THE GOALS OF NFC**

- Is a Member in good standing of NFC.
- Is in full agreement with the Statement of Faith of NFC.
- Has an evangelical orientation in theology and evangelical spirit.
- Able to adapt to and support the context, needs, and philosophy of ministry of NFC.
- Helps people take ownership of, and be committed to, the vision of NFC.

**EFFECTIVELY BUILDS RELATIONSHIPS**

- Responds to expressed needs and concerns of people.
- Gets to know people on a personal basis.
- Makes others feel secure and comfortable in one's presence.
- Does not respond judgmentally or prejudicially to people.
- Appreciates and accepts a variety of people.

**UTILIZES GIFTEDNESS OF OTHERS**

- Ability to work within a team ministry setting.
- Releases and equips people to effectively minister.
- Matches the gifts of people with ministry needs and opportunities.
- Delegates effectively in areas of personal limitation.

**BUILDS TOGETHERNESS**

- Quickly incorporates newcomers into a network of relationships.
- Engages others in meaningful church activity.
- Monitors the morale of people.
- Deals with conflict scripturally (assertively, constructively and tactfully).

**SERVANT SPIRIT**

- Not threatened by better ideas.
- Delights in the success of others.
- Commits to the success of others and other ministries.

**MOTIVATED**

- Has a desire for excellence.
- Persistent in reaching objectives.
- Is a self-starter.

**RELATES TO UNBELIEVERS**

- Communicates in a style that is understood by the unbeliever.
- Moves and functions in the "personal space" of the unbeliever without fear.
- Handles crises faced by the unbeliever.

**RESPONSIVE TO THE COMMUNITY**

- Assesses, identifies, and understands community needs.
- Responds to community needs with good stewardship of church resources.
- Ensures the alignment of community outreach / support with NFC's mission.

**ORGANIZATIONAL ABILITIES**

- Must be personally organized enough so as not to hinder ministry.
- Able to develop and implement processes to facilitate the life and growth of the body.