

**2008 JOINT NEEDS ASSESSMENT  
LOCKEPORT PASTORAL CHARGE COMPRISED OF 3 CHURCHES: East  
Sable-Port L'Hebert; Little Harbour and Lockeport**

**Including the Town of Lockeport and the surrounding villages of Allendale,  
Osborne, East and West Green Harbour, Sable River, East and West Sable River,  
Rockland East Ragged Island and Little Harbour**

**I THE COMMUNITY OF THE PASTORAL CHARGE**

The Lockeport Pastoral Charge is a three-point charge with churches in Lockeport, Little Harbour and East Sable-West Port L'Hebert. One service is held every Sunday at 11 a.m. and services rotate among the three communities.

**LOCATION:** This Pastoral Charge is located on Nova Scotia's beautiful south shore approximately 200 km south west of Halifax. Lockeport is a seafaring town with a population of 646 surrounded by villages and rural areas which include a further 926 people. Much of the population includes families who have lived in the area for many generations. Overall the population has been decreasing due primarily to younger residents moving in search of employment. There is a slight in-migration of retirees, former residents returning and persons seeking a change in life style.

The fishing industry was the dominant business and is less active than it was in former years. As a result the population contains a great many pensioners, unemployment figures are high and work fluctuates seasonally. However, there are two fish processing plants, several small harbours with a thriving lobster and ground fishery and an electronics plant.

**BUSINESSES AND ORGANIZATIONS:** The Town of Lockeport contains the following businesses and organizations: Pierce Fisheries, Bakers Fish Processing, Allendale Electronics, The Town Market Grocery and General Store, a Royal Bank, Lockeport Pharmacy, the Post Office, Home Hardware, Town and Country Restaurant, Parrot's Pins Dining and Bowling Alley, White Gull Waterfront Restaurant, Society Supporting Inclusion Sheltered Workshop Café and Craft Shop, Crescent Beach Center, Surf Lodge Nursing Home, Atlantic Heights Home, Town Office and Recreation Department facilities, School House Museum, Community Halls, Lockeport Fire Department and Lockeport and Area First Responders. Nearby are Little Harbour Fire Department, Sable River First Responders, Sable River Fire Department, Royal Canadian Mounted Police and Shelburne County Ground Search and Rescue.

Surrounding villages include a diversity of businesses: Sable River Fishing Supplies, Peterson's Bayman, and Lydgate Store, Garden Creations, Tudor Tile, Dream Garden Creations.

Excellent accommodations exist at: Seventeen South Bed and Breakfast, Ocean Mist Cottages, Seablick Cottage, Collupy House, Seaside Cottages at Ginger Hill, Lockeport Cottages and Campground and Sable River View Cottages.

**SERVICE CLUBS:** A number of service oriented clubs are active in the community. These include: Women's Institute, IODE, Shelburne County Women's Fishnet, Masonic Lodge, Legion, Eastern Star, [Ragged Island Historical Society](#), Lions and [Senior's Seacaps](#).

**EDUCATION:** [Lillian Benham Library](#), [Lockeport High School](#), [Lockeport Elementary School](#), [Kid's Corner Pre School](#), Pleasant Point Fox and Hare Day Care. [Community Colleges at Shelburne Campus](#) ( 28 km away), [Burrige Campus](#) (123 km) and Bridgewater (104 km) offer a range of courses.

**RECREATION:** The love of nature and the use of natural surroundings is a major defining point of the communities. There are a large number of spectacular, accessible beaches. Tourism is an important industry. Canoeing, portaging, fishing and hiking are popular in river areas. Walking and bird watching are favourite beach activities. Camping and four wheeling are enjoyed in designated areas. Lockeport has yoga classes and tennis courts. Seacaps Memorial Park is a popular site for families with its creative children's playground, occasional markets and various festivals.

In the vicinity there are provincial and federal Camp Grounds and Conservation areas including Tobiotic Wilderness Area, Kejimikujik Seaside Adjunct and Thomas Raddall Park. Nearby Shelburne has an ice rink, a curling rink. There are Golf Courses in Clyde River, White Point and Bridgewater. Lockeport Town maintains baseball and soccer fields, as do many of the villages.

The area has several well maintained walking trails and picnic parks: Tom Tigney Trail & Swinging Bridge; Sable River Picnic Park, Lockeport Trestle Trail, Rood's Head Park and more.

**ENTERTAINMENT:** Community Halls are constantly booked with local music talent, fundraisers and community suppers; newcomers are heartily welcomed. There is an excellent amateur theatre group, the Basement Street Players. Some of the special festivals are: Lockeport's Canada Day Gala, Harmony Bazaar Festival of Women and Song, County Lobster Fest, Lockeport Sea Derby.

#### **HEALTH SERVICES:**

The medical clinic on Spruce Street in Lockeport provides these services:

Dr. Wilson on Mondays and Dr. Chaloner on Thursdays.

Blood Clinic Wednesday Mornings

Nurse Practitioner every 2<sup>nd</sup> Tuesday; June 3, June 17...

[Roseway Hospital](#) in Shelburne is 28 km away; Queens General in Liverpool (37 km); [Fisherman's Memorial Hospital](#) in Lunenburg (130 km); [South Shore Regional Hospital](#) in Bridgewater (104 km), [Yarmouth Regional Hospital](#) (123 km); [QE II Hospital](#) in Halifax (200). Sable River Hall has an informative wellness clinic called *Health Matters* which meets biweekly. The Hall also has exercise, stretch and swim groups which meet regularly.

## **LARGER TOWNS IN THE VICINITY**

**The Town of Bridgewater** (104 km away) is a business center for the southwest shore. There are several malls and a variety of large and small businesses. Here one will find banks, a library, a regional hospital, tennis courts, curling clubs, multiplex movie theatre, walking trails, museums.

**The Town of Liverpool** (37 km away) There is a greater variety of stores and businesses in the Liverpool area including Atlantic Super Store and Sobey's for grocery shopping. Liverpool is a lovely harbour area with old colonial homes, and an eclectic collection of museums: with historical, Mi'kmaq, folk art, photography, wild life, natural history and country music displays. The galleries of local artists are a delightful special feature. The Astor Theater presents a continual series of concerts, plays, movies and special events. Professional performers are brought to town and local talent is also highlighted. The Mersey Band meets weekly on Tuesdays and is open to instrumentalists of all skill levels. There are many beautiful beaches near the town and a kayak and surfboard rental business in Port Joli area. Tennis courts are located in town and White Point Golf Course is just 15 minutes from town.

Special Festivals include Privateers Day, International Ukulele Ceilidh, International One Act Play Festival and more.

**The Town of Shelburne** [www.shelburnenovascotia.com](http://www.shelburnenovascotia.com) is approximately 28 km from Lockeport. The population is 1,879. The town contains a variety of stores and businesses and a small shopping mall. There is a Scotia Bank as well as a Canadian Imperial Bank of Commerce. Sobey's Grocery Store, Gosbee's Clothing, a fresh fish market, two drug stores, Passage Computer and several fine gift shops are all there to serve you.

Shelburne is located on a beautiful harbour with many historic properties along the waterfront. There are four museums and an excellent Genealogical Centre. A Private Yacht Club and Public Marina are attached to the Osprey Arts Centre. The Yacht Club is a welcoming group with superb full service for yachters. The theatre showcases drama and music of all kinds both amateur and professional.

Birchtown is the first freed black settlement in North America. The Black Loyalist Society welcomes visitors with a tour of the church, museum, dwellings and trails.

Islands Provincial Park is 5 minutes from Shelburne and offers camping, biking, picnic areas, swimming and boating.

A curling club, ice rink and Clyde River Golf Course are actively enjoyed.

[www.lockeport.ns.ca](http://www.lockeport.ns.ca) [www.lockeportloop.com](http://www.lockeportloop.com) [www.municipalityofshelburne.ca](http://www.municipalityofshelburne.ca)

## **II THE MINISTRY OF THE PASTORAL CHARGE**

The Lockeport Pastoral Charge is a three-point charge with churches in Lockeport, Little Harbour, and East Sable/West Port L'Herbert. There is one service held each Sunday, rotating, among the three churches. Each church has a slate of officers and active Elders and Trustees. Lockeport church has an organist and a choir; during the year we hold carol services, special music, a combined Christmas Eve Service and a summer picnic. The choir joins with the Anglican choir quite often for special services and funerals. There is a positive relationship with the Anglican Church.

Lockeport Pastoral Charge is the United Church presence in an area which is also served by Anglican, Pentecostal, United Baptist, Independent Baptist and Roman Catholic denominations.

Ecumenical services are held regularly on November 11<sup>th</sup>, World Day of Prayer, the Fisherman's Memorial Service and occasionally for town wide gospel music events. These services are co-operatively planned and widely attended by area churches. This Pastoral Charge also partners with other area churches to provide worship at the Surf Lodge Nursing Home and to support the local food bank in Lockeport.

The Pastoral Charge is very active in Mission and Service support and has reached its goal or surpassed it in the past few years. We are a small Pastoral Charge with fifty five families actively connected to the church and a further undefined number of families that call on the United Church in times of need. We have an enthusiastic group of volunteers, who take care of secretarial work, church maintenance, mailings and other needs of the church. Church volunteers have also led services at church and the nursing home when the minister is away. At this time we do not have a Sunday school or youth groups. We are a friendly and welcoming congregation.

## **III RESOURCES OF THE PASTORAL CHARGE**

Lockeport Pastoral Charge includes 3 churches located in Lockeport, Little Harbour and East Sable-Port L'Hebert. Members and adherents come from rural communities which are rich in volunteerism, community spirit and ability to form partnerships. Care is taken in managing finances because these communities struggle economically.

### **BUILDINGS AND EQUIPMENT:**

There are three buildings: (1) St. Andrew's United in Lockeport; (2) Little Harbour Church in Little Harbour. (3) The third church is in East Sable-Port L'Hebert. This building was never owned by the United Church. It has been shared by several denominations and is maintained by the community.

Lockeport church has a bathroom, a hall/meeting room and a listed telephone. Little Harbour Church congregation co-operates to share in community fund raisers and events at the nearby Community Hall.

East Sable-Port L'Hebert has a Little Red School House Community Hall which is maintained by the same volunteers who maintain the church.

There is no manse though the congregation would welcome a minister who would live in the community. Because we are offering a part time position , we will co-operate with the candidate concerning their choice of location.

There is no secretarial staff or office equipment. Volunteers support the church by using their own computers, kitchens and, in general, their talents. Church volunteers have always co-operated by offering support which is complementary to the strengths and needs of the part time person hired.

#### SUPPORT STAFF:

Lockeport and East Sable-Port L'Hebert pay an organist. In former years, volunteers printed the bulletins. All custodial work, cleaning and minor maintenance is done by volunteers.

Lockeport has a dedicated choir.

The people and the steadfastness of the people is an important resource. The pastoral charge is a good community partner with a tendency to partner with other community groups and share facilities. Our congregations are small in numbers but strong in their faith and their support. Relationships are strong and co-operation is a realized necessity. The resilient rural communities are dedicated to keeping the church as a presence in the area. Commitment includes support for the minister, regular attendance, sharing visitation to sick members, bookkeeping, assistance with maintenance and cleaning and assistance with worship leadership when the minister is away.

#### FINANCES:

The 2007 annual report is attached. The actual and the proposed budgets are included. In general the church maintains an even balance. The manse has been sold and the income from the sale provides an investment to contribute to the minister's housing allowance.

The economics of the area continues to present challenges. The treasurer reports that we keep an even balance and are careful with our finances. We are always able to pay the minister for part time/14 hour/week according to the United Church salary guidelines. We have been careful not to make unrealistic promises by offering to pay above the salary scale. However, we are very fair in offering an appropriate travel allowance.

## **IV POSITION DESCRIPTION**

The minister is presently employed part time for 14 hr/week.

Currently, the minister is asked to lead regular worship services including ministering of the sacraments; visit anyone who is sick or house bound; conduct funerals, marriages and baptisms; and co-operate with other churches to provide worship at the local nursing home. Pre-marriage, pre-baptismal and grief counseling are often required. The congregation is aware that the minister offers a great deal of confidential counsel and support during times of tragedies and struggles.

#### Job Description:

There is one, part time, minister in this Pastoral Charge.

Specific responsibilities have been identified in dialogue with members of the congregation of the three communities in the Pastoral Charge. The minister will be expected to show initiative, responsibility and co-operation in carrying out these tasks. They are:

- (1) to preach the gospel and lead services of worship in Lockeport, Little Harbour and East Sable-Port L'Hebert. One service is held each Sunday at 11 a.m. rotating among the three communities.
- (2) Upon arrival in the pastoral charge, to work with the Elders and the members of the congregations to visit with every family under pastoral care
- (3) To work with Session to plan worship schedules recognizing the important place of music in the life of the church
- (4) To preside over baptisms, weddings and funerals in accordance with United Church policies and as required by the church community
- (5) To work with the church community to reach out to potential new members
- (6) To work with other United Churches and other denominations in the area to plan shared worship services and ecumenical services
- (7) To work with the Session to support the participation of members of the congregation in leading worship services

The congregation realizes that the terms of the call/appointment may not provide enough hours to do all of these things and on occasion, excess time will be required beyond 14 hours. Under these circumstances, lieu time will be honoured.

## **V SKILLS AND KNOWLEDGE REQUIRED**

We require a member of the Order of Ministry of the United Church of Canada who:

- ✓ is a good speaker
- ✓ is a good listener
- ✓ is approachable and friendly
- ✓ is willing to accept a part time position
- ✓ is willing to be flexible and realistic in planning part time commitments
- ✓ has some awareness of sustainability and partnership issues in rural communities

In addition we are seeking someone who is willing to work together with the congregation to:

- ✓ include visiting youth and children when doing an every member visit
- ✓ explore the use of a variety of kinds of music as part of worship

## VI TERMS OFFERED TO IMPLEMENT RECOMMENDATIONS

The salary, vacation days, housing allowance, reimbursement for transportation and the book/study allowance are all set and updated annually in accordance with the United Church Salary and Allowances Personnel Policy. There is no secretarial staff. Church officers and volunteers look after photocopying, reports, minutes, bookkeeping, building maintenance and ordinary repairs. Lockport Church has a choir and Lockport and East Sable-Port L'Hebert hire an organist. The minister is reimbursed for cartridges and paper.

Salary will be set at or above the minimum standards agreed by the United Church of Canada in the Manual according to the document titled: *The United Church of Canada 2008 Minimum Salary and Allowances Ministry Personnel*.

The following terms are set by the same document and are calculated/ prorated/ for the part time fraction decided. For 14 hr. i.e. 35% (i.e. multiply by .35):

Salary  
 Housing Allowance (20% of salary)  
 Book Allowance  
 Travel Allowance (will be negotiated based on agreed distances)  
 Study Leave (up to 3 weeks)  
 Vacation (potentially one month/negotiated with Ministry and Personnel Committee)  
 Bereavement and Compassionate Leave  
 Basic Telephone (including work related long distance)

### EXAMPLE:

Salary e.g. Retired Supply Ordained ranges from \$30,764 - \$37,686

Salary for 14 hr. ranges from \$10,767. - \$13,190.

Housing allowance at 20% ranges from \$2,153. - \$2,638.