

## PROFILE #1

## COMMUNITY

**Norwood**

The Village of Norwood is part of the Township of Asphodel-Norwood which has a population of just over 4000 people. The Village itself has a population of around 1600. Norwood is located about 30 kilometers east of the city of Peterborough and is considered to be in the East Central part of Ontario. Highway 7 runs through the village where it connects to County Road 45 which provides access to the 401 corridor in the Cobourg area. The Norwood United Church is prominently situated at this intersection of Highway 7 and County Road 45.

Norwood is a full service community (Water, Sewage System, Natural Gas, Cable TV, High Speed Internet, and complete municipal services including Volunteer Fire Department and Blue Box and Garbage Collection).

Recreation facilities include – Arena, Curling Club, Ball Diamonds, Soccer Fields, a Seniors Centre, Town Hall, Lions Club, Lioness Club, Royal Canadian Legion Branch 300, I.O.D.E., Masonic Lodge, and Knights of Columbus. There is Figure Skating, Minor Hockey, Minor Softball, Scouting and Guiding, Senior A Hockey, Senior B Nitro Lacrosse and a Library. An 18 hole Golf Club is minutes from town. Additional recreational opportunities exist on the many nearby rivers and lakes where fishing, boating and swimming may be enjoyed. In winter, cross country skiing and snowmobile trails are close by. Norwood is well known for its outstanding fall fair on Thanksgiving Weekend which attracts over 40,000 people to the Village.

A true community for all ages, Norwood features the Hucklebug Day Care Centre, Norwood District Public School, St. Paul's Separate School and Norwood District High School. Sir Sanford Fleming College and Trent University are located in nearby Peterborough. At the other end of the age cycle, Norwood can offer the Spring Street Seniors Apartments, the 60 room Mapleview Retirement Centre and the 60 bed Pleasant Meadow Manor Nursing Home. There is a nurse practitioner available in Keene, community care is established locally, and there are hospitals in Peterborough and Campbellford. The regional hospital in Peterborough (PRHC) is a brand new, state of the art facility. The PRHC (Peterborough Regional Health Centre) has MRI capabilities, a cardiac catheterization Lab, renal dialysis, and a rehabilitation unit in addition to regular hospital services.

The community is also home to 6 well established Churches of different denominations. There is 1 local doctor and a great variety of businesses including a large grocery store, a drug store, a Royal Bank, an L.C.B.O., and a veterinary clinic. The Eastern Ontario Fire Training Academy is located in Norwood.

Most people find employment locally, in Peterborough or Oshawa. With the improvements to local highways, many people commute as far as the Greater Toronto Area. With good conditions, a one and a half hour drive will get you to Toronto.

Norwood is indeed an active community and is well prepared to meet the challenges of the future while still being able to maintain its small town atmosphere. As Knowlton Nash (former CBC News Anchor) once said "Norwood is like Tom Sawyer's days. You expect to see Huck Finn painting white picket fences."

## **Westwood**

The smaller of the churches in the Norwood/Westwood pastoral charge is located in the hamlet of Westwood, 12 kilometers from the Norwood church. Westwood is a small but vibrant farming community encompassing dairy, beef, poultry, sheep, hog and cash crop farming as well as hobby farms. Located in Asphodel Township in Peterborough County, it is easily accessed from Ottawa, Toronto and Kingston. It lies only minutes north of the magnificent Rice Lake, one of Canada's premier destinations for both fishing and lakeside vacationing. It is approximated thirty minutes from Peterborough, the largest urban neighbor.

Westwood boasts an extremely efficient volunteer emergency response team. Norwood and Hastings each have a general practitioner located in the community. A nurse practitioner is located in Keene.

Although basically a farming community, the members of the hamlet are quite diverse encompassing lawyers, teachers, artists and many other professionals. Demographically, the community is quite varied and includes young families to retirees.

The children of Westwood and area primarily receive their education in the Community of Norwood where public and secondary schools are located. They are bused to school.

The Westwood library offers a children's program, reading club, card club, High Speed Internet, and also doubles as a community centre for village meetings. It is available for private social functions for a minimal fee.

In the community there is an outdoor recreation park with a children's play area, a baseball diamond and a hard top basketball court. Nearby is located great country hiking trails, golf courses, a reptile zoo, and snowmobile trails. Within an easy drive are ski hills, bowling facilities, horse riding and boarding facilities, boating, Lang Pioneer Village, and many other recreational venues.

Asphodel Park is three kilometers south of Westwood. This is a picturesque park along the Ouse River where there is a swimming area, children's play area and covered picnic area with plenty of tables and a built-in permanent barbeque.

Elmhirst Resort is fourteen kilometers west on County Road 2. This resort offers private cottages, boating, indoor and outdoor pools, riding stables, conference facilities and, for those so inclined, a well equipped and quiet exercise room which is open to public membership. This resort also offers great dining with facilities for weddings and other large gatherings.

## PROFILE #2

## PASTORAL CHARGE

Norwood Westwood Pastoral Charge consists of two busy, active churches twelve kilometers apart with people who are committed to their churches and communities.

Our church members come from mixed backgrounds with some rural and some urban members. Both churches contain memberships of mixed ages.

The congregations relate well to each other and share a common service at special times, e.g., Christmas Eve and Anniversaries. Other commitments in common are: Mission and Service funding, local food bank, visitation to the sick and elderly, Board work and fundraising.

We have a common interest and dedication to the minister and his/her family. Overall, we view ourselves as a nurturing church which is dedicated to furthering God's work and proclaiming the Gospel of Jesus Christ.

### **Norwood United Church**

The present Norwood United Church was dedicated in 1954 following a fire the previous year that completely destroyed the building. Through several changes, people have been worshipping at this location since the mid 1800's and some present members are direct descendants of those first pioneers.

The Sunday School uses the Seasons of the Spirit curriculum and we welcome children from toddlers to teens. A well equipped nursery is available for infants. There is an elevator in the church.

We have a U.C.W. consisting of two units. They enjoy meaningful meetings and are available for anniversary and funeral luncheons. Their fundraisers are dinners at the Hoards Station Sales Barn, rummage sales, and a strawberry supper. The latter has become a congregational effort.

Our small but enthusiastic choir performs each Sunday under the capable leadership of the organist and choir director.

Situated at the four corners of the village, Norwood United Church is very visible in the community and is available to all groups such as Beavers and Community Care. Juice and coffee is served before church on most Sundays and many folks come early to enjoy social times.

### **St. Andrews United Church, Westwood**

Westwood United Church is a beautiful fully accessible brick building that was built in 1852. The exterior is much the same as it was then but there have been several renovations inside over the years as they were needed such as a chair lift that was recently installed. It still retains the small, warm, rural church atmosphere. There is a vibrant choir and the organist uses a piano, an electric organ and chimes. We have a coffee hour after church monthly.

The Sunday School uses the Seasons of the Spirit curriculum. Sometimes the children share in the church service and they join with the Norwood church for the annual Sunday School picnic at Asphodel Park.

Our congregation works well together to serve dinners at the Hoards Station Sales Barn twice yearly and a committee organizes luncheons for funerals or special occasions. We do not have a U.C.W. but our Social Functions Committee is comprised of both men and women and is very active.

### **2008 Pastoral Charge Statistics**

	<b>Norwood</b>	<b>Westwood</b>	<b>Total</b>
Households under pastoral care	120	65	185
Baptisms	7	2	9
Marriages	1	1	2
Pastoral charge funerals			6
Members received by transfer	1	0	1
Members received by profession of faith	1	0	1
Members removed by transfer	0	0	0
Members removed by death	0	0	0
Sunday average attendance	55	30	85

## PROFILE # 3

## RESOURCES

**Property**

**Norwood United Church:** The Church is located at the intersection of Highway 7 & County Road 45 on a large lot. Built in 1954 the Sanctuary can seat 300 people on cushioned pews. The Sanctuary is wheelchair accessible and an elevator allows access to the basement. A large hall with a kitchen is located in the basement. The hall can accommodate 200 people for a dinner. The building is in good repair with a steel roof, new lighting, P.A. system, new furnaces, stained glass windows installed in the last few years and Hearing Assistive Devices.

**St. Andrews United Church – Westwood:** St. Andrews United Church is located in the hamlet of Westwood, 12 kilometers from Norwood. St. Andrews is a historic building having been at its present site since 1852. The Sanctuary is conducive to a more intimate style of worship while the downstairs hall is available for Sunday School, meetings and lunches. The building is in good repair with recent improvements being a new steel roof, new windows, coloured glass window arches, Hearing Assistive Devices and renovations to the basement including a stair lift.

**Office and Study**

There is room for a study or an office at Norwood United Church. It has a desk, computer, scanner, phone, fax, internet access and library. The pastoral charge is quite fortunate to have a very competent administrator to manage the office located in the Norwood Church. She works 14 hours a week, plus overtime when required.

**Housing Allowance**

The sale of the church manse in 1988 allowed the pastoral charge to form a manse fund. Income from this manse fund is used to offset the congregations' obligations to the Minister's housing allowance. The fund currently amounts to \$122,000. The fund is managed by a joint committee.

**Trust Funds**

Trust funds are maintained by both congregations. Most of the funds are held with only the interest being available. Norwood --\$79,000.00 Westwood --\$19,000.00

**Personnel**

A Pastoral Charge Administrator works fourteen hours weekly. Both churches have an organist and a caretaker. Yard maintenance is a contracted position.

### **Givings**

Weekly offerings vary with the number of people in attendance. An effort has been made to encourage members to use the PAR (pre authorized remittance) program with some success. Major capital expenditures are usually financed by appeals to the members and are received quite favourably. Both congregations depend on fund raising to meet their financial obligations. Dinners, rummage sales, luncheons, catering and concerts are some of the fundraising activities undertaken.

### **Minister Support**

The pastoral charge has supported the minister in continuous education through financial allowances and study leave. A ministerial association is active in the community.

### **Operations**

Both congregations operate their Churches under a Session/Steward/Official Board structure. Pastoral Charge Expenses are allocated  $\frac{3}{4}$  to Norwood and  $\frac{1}{4}$  to Westwood.

PROFILE #4

POSITION

**FULL TIME MINISTRY**

**Order of ministry person**

- Plan and lead organized, clear and thoughtful worship.
- The sermon will convey a strong spiritual message that fits the needs of the congregations.
- Consult regularly with the organists/choirs and promote the importance of music in the service.
- Communicate to the congregations as well as the community at large.
- Encourage and support the complete congregations at every age and stage of life as needed.
- Initiate and support Christian Education and development for all ages (Bible Study, Sunday School, young people's activities, after school programs such as Christmas for Kids, and Popcorn Sundays).
- Visit the members of the congregations as needed; visit those who do not attend regularly.
- Support initiatives that are directed at increasing the levels of visitation.
- Encourage increased attendance of church services by church members and adherents.
- Willingness to promote stewardship.

PROFILE #5

SKILLS

- Effective communicator; clear speaking voice
- Organized and prepared but flexible, open to new ideas
- Able and willing to listen to congregational members (approachable); provide counseling as appropriate and necessary
- Willing to be part of the community at large
- A sense of humour and enthusiasm
- Sensitive to the needs of individuals in both congregations
- Be planning for personal and professional growth
- The ability to encourage and nurture lay participation and leadership
- Computer literacy an asset
- Knowledgeable about church policy and procedures
- Willingness and ability to effectively engage toddlers to teens
- Willingness to be involved in visioning for the future

**PROFILE # 6**

**TERMS**

<b>Salary:</b>	As per U.C. National Scale
<b>Housing Allowance:</b>	\$12,000. annually
<b>Travel Expenses:</b>	As per U.C. National Scale
<b>Moving Expenses:</b>	Reasonable moving expenses will be negotiated. Relocation loan for house equity a possibility
<b>Telephone:</b>	Basic telephone service with voice messaging Personal internet access allowance negotiable
<b>Study/Book Allowance:</b>	As per U.C. National Scale Three weeks (21 days) study leave within each pastoral year (July 1 to June 30)
<b>Vacation:</b>	One month (5 Sundays) in each pastoral year normally taken during the summer months
<b>Office:</b>	Pastoral Charge Administrator – Reasonable level of Administrative Assistance Office equipment as listed under Resources

**Pension and Group Insurance payments as assessed**

**All other terms of the Manual**

### **Recommendations**

- 1) The Norwood-Westwood Pastoral Charge requests the Peterborough Presbytery declare a vacancy for full-time ministry effective October 5, 2009.
- 2) The Norwood-Westwood Pastoral Charge disband the JNAC.
- 3) The Norwood-Westwood Pastoral Charge request that Peterborough Presbytery form a joint search committee.