



Bethany
covenant church
where people come to Life





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We invite people into a dynamic Christian community where we can engage with God, with one another and with opportunities to make a difference in our changing world.



Bethany Covenant Church Profile

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Introduction



Thank you for your interest in Bethany Covenant Church. This profile is our attempt to describe a dynamic and constantly changing faith community that is seeking a Senior Pastor. Our 126-year history is filled with stories of transformed lives, excellent pastoral leadership, strong connections with the community and numerous miracles of God's grace. We have met for worship and fellowship in our current building in Berlin, Connecticut since the completion of the first phase in 1996. Eight years later in 2004 on a weekend with record attendance of well over 1000, a second building phase was completed and our sanctuary was dedicated. The years that followed have seen outreach, experimentation and growth from 477 members to 590.

Prior to the move to Berlin, Bethany Covenant Church had a similarly powerful impact in the town of New Britain. From its founding in 1884 until the move, the church ministered creatively but lacked the parking and building space that would enable growth.

Everyone who calls Bethany home describes it in their own terms based on their unique experience of it. We are a diverse body with respect to our ethnic makeup, socio-economic levels, ages, and prior experience with church. We are seekers, new believers, life long Covenanters, former Roman Catholics, and those with little or no experience with organized religion.

We want to continue to provide opportunities for meaningful worship for our whole church family. We have a growing multigenerational church that appreciates the blending of different worship and music styles through a balanced approach in our two services. Recent surveys of the congregation reveal a strong desire for deeper spiritual growth, strong biblical preaching and increased adult education.

We trust that God has been preparing a pastor to lead our congregation into a deeper relationship with Christ and increased effectiveness in reaching out to our community and the world. We are actively seeking that person and God's will for our congregation.

You will discover much more about us as you peruse the following pages. We believe this is a two way process and ask that you prayerfully consider the information presented here as we, together, seek God's leading throughout the search process.

David W. Bohy, Chair
Senior Pastor Search Committee



Bethany Our home

Bethany Covenant Church, which relocated from New Britain, CT to 785 Mill St., Berlin, CT in 1996 is housed in a 36,000 sq. ft building on 4.5 acres. The main building includes a 500-seat sanctuary, a multi-purpose gym/gathering space, Christian education/meeting classrooms, a youth room, administrative offices, a library and multiple classrooms used for our licensed preschool, Little Blessings. Our property also includes a 180 space parking lot and a 3 car storage garage.



A memorial garden, used for the scattering of ashes of church members, community residents and friends, is located adjacent to the parking lot in a landscaped tree-shaded area. A stone walkway and granite benches that are part of the garden, provide opportunity for families to gather. The church does not own a parsonage. Part of the long range plan of Bethany is that within the next 5-10 years, Phase 3 construction will begin and will include a chapel as well as additional administrative offices and classrooms.





Prompted by our mission to make connections with our community, the doors to Bethany are opened consistently for use by both church and community groups. Bethany has opened its doors to:

- Central Connecticut Association of Retarded Citizens
- Covenant to Care
- World Learning – Homestay USA
- Berlin Community Theatre
- Piano lessons and recitals
- Connecticut Orchid Society
- American Guild of English Handbell Ringers (AGEHR), Connecticut chapter
- YMCA – Berlin
- Homeschool symphony orchestra
- East Coast Conference/Evangelical Covenant Church
- Boy, Girl, Cub, Daisy Scouts of America
- Association of Connecticut Choruses
- Spiritual direction/guide/workshops
- Zion Baptist Church of Middletown, CT
- Colonial Chapel of Newington, CT
- Connecticut Hummel Club
- Berlin and Kensington garden clubs
- Musicon Ministries
- Lifeline screening
- American Red Cross memorial blood drive
- Worthington School for Young Children graduation
- East Coast Conference Women Ministries
- Berlin High School arts events
- Private parties/celebrations
- Intervarsity Christian Fellowship
- Mattabessett River Watershed Association
- Covenant Village of Cromwell
- Connecticut Choral Artists (CONCORA)
- The Children's Home of Cromwell
- Wadsworth Chapter/DAR
- State of Connecticut Department of Children and Families
- Creative Memories
- Literacy volunteers of central Connecticut
- The Friendship Service Center of New Britain
- Nutmeg Knitters
- Family fundraising benefit
- Newington High School music programs
- Hole in the Wall Camp fundraiser
- Swedish Genealogy Tour "Gen-Line"
- Pilgrim Pines conference center





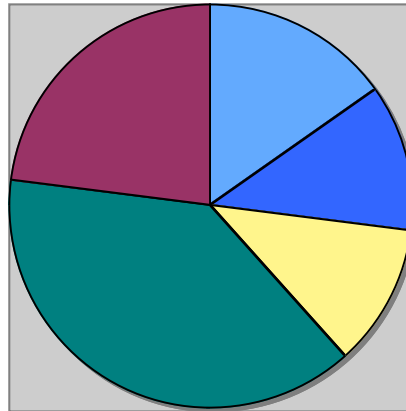
Bethany

Our congregation

Membership

590 Members
47 Associate Members

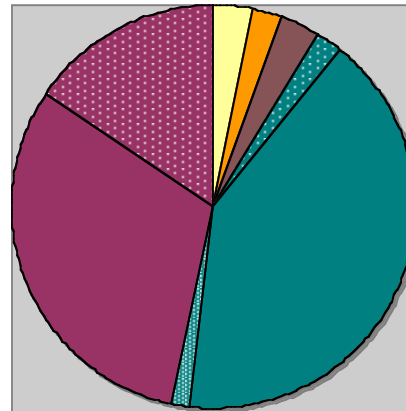
Bethany serves an increasingly large number of individuals who we consider to be part of our church family. Currently the number of those on our care list is 705.



- Age 0-11: 100
- Age 12-18: 75
- Age 19-35: 75
- Age 35-65: 250
- Age 66+: 150

Households

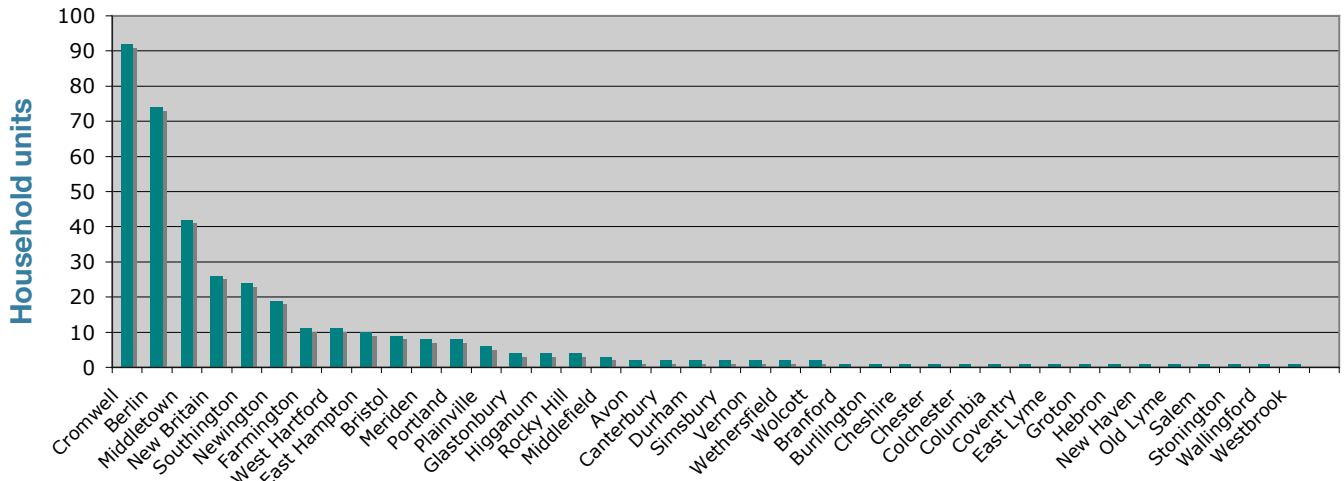
When looking at the adult household distribution at Bethany, there is an equal mix of families and older adults.



- Singles 20s, 30s: 3%
- Singles 40s, 50s: 2%
- Married, no children: 3%
- Family 1 parent: 2%
- Family 2 parents (traditional): 41%
- Family 2 adults (blended): 1%
- Empty nesters: 31%
- Singles 60+, Widows/ers: 16%

Cities and Towns

Bethany draws families and individuals from 40 area towns and cities in a 40-mile radius. Populations range from 2,000 to 70,000.

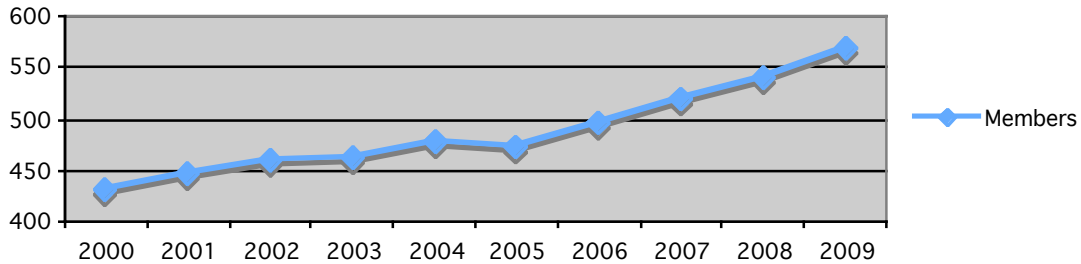




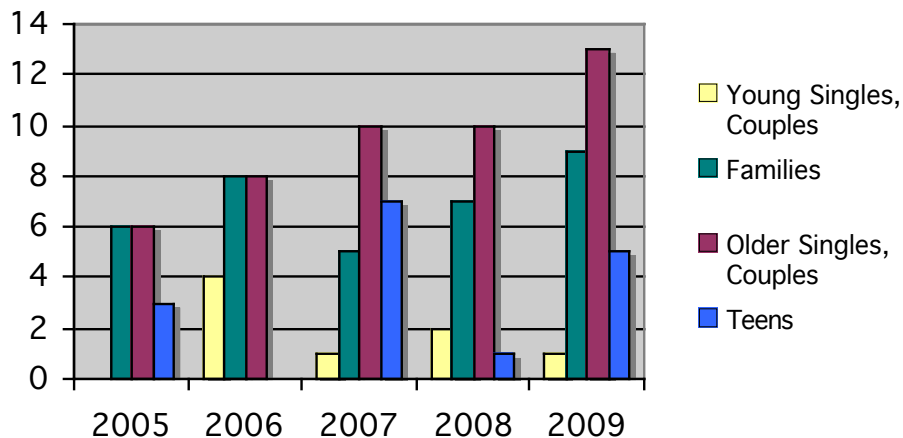
Membership trends

Bethany continues to welcome new members each year, spurring growth and thriving at a time when many churches in the area face declines in attendance and membership. Membership growth over the past 10 years has been primarily with families and older couples/singles. We have also had an increasing number of older teens join the membership following their confirmation.

Church growth



New member demographics



Sunday worship attendance

There are two services on Sunday mornings with a combined attendance averaging between 375-425 individuals (including around 70 children). There are typically 4-5 visitors welcomed on a Sunday morning. Bethany hosts a Sunday School hour in between the services for adults and children alike.

Average Sunday School attendance

- Nursery: 12
- Toddler/Pre-K: 3 - 4
- Grades K-2: 12 - 16
- Grades 3-4: 16 - 20
- Grades 5-6: 16 - 20
- Grades 7-8/Confirmation: 23
- Grades 9-12: 15
- Adults: 60 (4 classes, averaging 15)



Bethany A closer look

Bethany: centered in Christ in central Connecticut. Even though we are in the geographical center of the state, our members come from 40 different towns throughout Connecticut. Representing diversity in setting, race, ethnicity, economy and religion, each of these communities brings to Bethany diverse cultural opportunities, varied religious traditions, a rural as well as an urban influence, and award winning schools. While our congregation is primarily white, we experience diversity in religious backgrounds and economies. Bethany's close relationship with Covenant Village of Cromwell, a neighboring senior living community ministry managed by our denomination, the Evangelical Covenant Church, has enhanced our community life and witness in central Connecticut.





Our Occupations

Active Workers

Business Professional (insurance, finance, sales) 40
 Computer, Math, Science, Engineering Professional 37
 Healthcare professional 35
 Education 32
 Office/Administrative support 22
 Full-time homemaker 19
 Healthcare support or Social services 16
 Sales workers 16
 Technicians, Skilled trades or Craft workers 15
 Business owner 14
 Production, Operatives, Laborers 10
 Arts, Design, Entertainment, Media 8
 Law Professional, Government 5
 Military or Protective service 5
 Religious worker 4
 Higher education student 3
 Agriculture 2

 Disabled Adult 4
 Unemployed/under employed 15
 Unknown occupation - working 38



Retired or semiretired workers

Full-time homemaker 34
 Education 22
 Office/Administrative support 22
 Healthcare professional 12
 Technicians, Skilled trades or Craft workers 12
 Sales workers 10
 Business Professional (insurance, finance, sales) 9
 Production, Operatives, Laborers 8
 Healthcare support or Social services 7
 Computer, Math, Science, Engineering Professional 5
 Business Owner 4
 Arts, Design, Entertainment, Media 3
 Religious worker 3
 Military or Protective service 1
 Agriculture 1

 Unknown occupation - retired 39





Bethany Our staff positions

Senior Pastor

Leads, inspires and develops the BCC congregation through preaching, teaching, counseling, guiding, organizing, administering and by living a Christ-like life. Builds, supervises and coaches a church staff that collaborates together to achieve the BCC mission.



Associate Pastor, Director of Outreach and Adult Ministries - Diane Stevenson

Assists the senior pastor in leading the congregation, sharing in responsibility for teaching, counseling, preaching and guiding to achieve the church's mission. Develops and oversees the church programs of outreach, the process of newcomer assimilation, adult discipleship, Christian formation and leadership development.

Minister of Worship and Music - Olga Ljungholm

Engages the congregation in worship and praise through music and the creative arts. Plans, organizes, directs and coordinates the music ministry of the church under the direction of the senior pastor.



Minister to Youth and Families - Becky Poor

Demonstrates a personal faith in Christ to the children and youth of the church, to teach, nurture, disciple and encourage spiritual growth in them as well as those who may be reached in the surrounding communities. Serves as a key member of the pastoral team of the church.



Director of Children's Ministries - Colleen Kim

Demonstrates a personal faith in Christ to the children of the church, infants through 5th grade, to teach, nurture, disciple and encourage their spiritual growth. Contributes to planning and decision making as a member of the church staff.



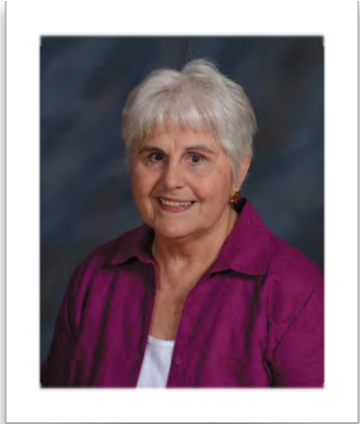
Director of Congregational Care and Senior Ministries - Sandi Noel

Provides leadership to the BCC congregation, sharing in responsibility for teaching, counseling, and guiding to achieve the church's mission. Develops and oversees the program of visitation for the entire congregation, a variety of ministries to seniors and the Stephen Ministry.



Administrative Assistant - Sharon Orlich

Provides administrative support services for the senior pastor and church staff. Supervises the operation of the BCC office.



Office Assistant - Jean Olson

Provides office support services to the administrative assistant, senior pastor, associate pastor, and all other church staff.



Sexton - Bruce Eaton

Maintains the buildings, grounds and equipment, to maintain systems of safety and security. Maintaining church grounds is done in collaboration with the Property and maintenance ministry team and volunteers.



Web Coordinator - Wendy Pomeroy

Manages the church Web site and provide technical support to the church staff.



Bethany - Our vision How are we involved?

The vision of Bethany Covenant Church is to be a dynamic Christian community where people can connect with God, with each other and with opportunities to make a difference in our changing world. How do we accomplish our vision?



Connecting with God

- Sunday school – classes for all ages, including 3 or 4 adult classes
- Confirmation – young people in the 12-14 age group studying the basics of Christianity and the theology of the Evangelical Covenant Church
- Bible studies – occurring in homes, at church mid-week and in Sunday school classes
- Prayer groups – praying for the needs of the congregation and church
- Small groups – spiritual growth groups meeting for book or topical study
- Prayer chain – a team that meets weekly to pray for needs of the church and its members
- Musical groups – ministering to the congregation through music. Included are the Sanctuary Choir, Act of Praise, Bethany Chorale, Handbell Choir, Worship Choir, SALT Band, Children's Choir, Salvation Road Band, Bethany Brass, Flute Choir, String Ensemble
- Senior Bible study – Senior Bible study groups at Covenant Village of Cromwell





Connecting with each other

- Women ministries – promote women’s activities and church service
- Women's book club – monthly gathering of women for study/fellowship
- Men's book club – monthly gathering of men for book study/fellowship
- Family night – weekly fellowship dinner followed by children, youth and adult programming
- BRIDGE – Grade 5-6 youth group
- JAM – Grade 7-8 youth group
- SALT – high school youth group
- XYZ senior group – senior fellowship and activity group
- Stephen ministries – trained volunteers who minister to those in need
- Youth volunteers – adults partnering with the minister to youth in related activities
- Sunday morning fellowship hour – coffee served after each worship service
- Volunteering together – lawn mowing, spring cleanup, family night meal teams



Connecting with opportunities to make a difference

- Family Night committee – coordinates details for weekly Monday Family Night dinners
- Community food bank – ongoing collection of non-perishables for the local food bank with special emphasis at holiday time
- Friendship Center – a local soup kitchen/shelter where lunch is prepared and served, and shelter provided for the needy
- Mission trips – intergenerational trips to Louisiana, Jamaica, Alaska, in addition to participation in local mission initiatives
- Mission teams – plan and raise support for mission opportunities
- Men's basketball – weekly gym night open to the community
- The Bethany Music Series – professional concerts and drama events
- Community outreach events
 - “Beds for Kids”
 - Pumpkin patch
 - “Hope for Haiti” worship service
 - “Feed My Starving Children” program
 - Project Angel Tree
 - Camp Squanto “Adopt-A-Cabin” program
 - The Hartford Project mission trip
 - 30-hour famine (youth program)
 - Vacation Bible Camp (children’s program)
 - February Fun Days (children’s program)
 - Berlin Fair
 - Sunday school and VBS service projects
 - Boy and Girl Scout Sunday(s)
 - Souper Bowl Sunday fundraiser
 - Thanksgiving meal baskets





Bethany Making music

Music is a significant contributor to the enrichment of worship and the vitality of programming at Bethany Covenant Church. It is estimated that 150 musicians of all ages participate in nearly a dozen musical groups, which are led by the church's minister of music and an enthusiastic corps of volunteer directors.

Central to this broad-based music program is the presentation of anthems appropriate to the 11:00 traditional/blended worship service on Sundays, and both worship band and worship leadership music which is so important to the spirit of the contemporary service Sunday mornings at 8:30. The talents and tireless efforts of the musicians associated with the groups contribute to meaningful worship experiences at Bethany.



The music program is enhanced by the annual Bethany Music Series, which has been formalized for five years and features a well-attended series of five concerts each year. The music series has been successful in opening the "doors" of Bethany to residents of the surrounding communities. The annual Christmas Cantata, featuring all of the church's musical groups as well as a festival orchestra of 30 musicians and drama presentation, regularly attracts a full sanctuary of 500 to 600 people. Concerts in four of the five years, featuring the voices of the combined choirs of Bethany Covenant Church and the First Church of Christ of Wethersfield, have been an extremely popular feature of the music series. Organ and piano concerts, and programs featuring a variety of vocal and instrumental music, also have been featured in the Bethany Music Series.



Musical Groups

- Sanctuary Choir - traditional robed congregational choir of approximately 30 voices presenting weekly anthems at the 11:00 service
- Act of Praise - contemporary praise band leading worship at the 8:30 service
- Bethany Chorale - a chamber vocal ensemble presenting special music monthly
- Handbell Choir - bell and tone chime choir presenting special music monthly
- Joyful Noise - an age 4 through Grade 6 children's choir featured at Sunday services and holidays
- SALT Band - a contemporary band featuring music by high school students
- Youth Choir - a Grades 7-12 youth choir featured at special events and holidays
- Bethany Brass - a brass ensemble supporting special events and worship services
- Salvation Road - a contemporary Christian rock band
- Flute Choir - an intergenerational flute ensemble
- String Ensemble - a violin ensemble featuring children at Bethany
- Worship Choir - a contemporary Gospel choir of some 30 to 50 members of the congregation, which is featured five to six times per year





Bethany Youth, family & senior ministries

Youth

The dynamic youth programs at Bethany draw students from over 15 area school districts to regular youth meetings and activities. Activities for SALT - the high school ministry - draw between 20-50 teens; and for JAM - the middle school ministry - 10-30 youth. Through these youth programs kids connect to God and each other through weekly meetings, lock ins, retreats, the SALT Band, service and mission projects. Our youth pastor of 10 years is reducing her role this Fall to finishing her MDiv degree. Currently, the Youth Vision ministry team is conducting a search for her replacement as she anticipates transitioning to a new call next summer.



Seniors

Bethany has a large and active senior constituency. Some members have been raised in the church, blessing Bethany with multiple generations of members. Others come from local retirement villages including Covenant Village. Recognizing the vital role of these older adults in our congregation, Bethany has focused ministry to older adults, retirees and the home-bound under our Director of Congregational Care and Senior Ministries, Sandi Noel. Monthly fellowship outings, activities and luncheons draw 12-40 individuals, and weekly Bible studies draw 15-20. Seniors also participate in all levels of church activities making them an integral part of our dynamic and multigenerational body.

Children and Families

The children's ministry program provides a safe and caring environment for Infants through elementary school-aged children under the Director of Children's Ministries, Colleen Kim. Sunday School attendance averages around 50 infants and children weekly, and children's groups draw around 30 children from K-6 to Family Night activities. Special activities throughout the year include February Fun Days (during school vacation week), Vacation Bible Camp (over 150 kids), and Sports camp (50 kids). The annual Cocoa party, a time-honored tradition dating back to Bethany's Swedish roots, is a children and family favorite.





Berlin Our community

Bethany is located in Berlin, CT, which has a population of 20,000. The church is about 20 minutes south of Hartford, the capitol of Connecticut; about 2 hours from New York City and 2 hours from Boston, MA. Our congregation comes from 40 towns across Connecticut, with the highest number of households in Berlin and the neighboring towns. Bethany is easily accessible from three major highways/interstates.

The towns which Bethany serves have school districts of various sizes. Berlin has a medium size school system; New Britain, one town to the west, is a very large school system; and Cromwell, our neighbor to the east, is a small school district. Many of Bethany's students attend schools in high-achieving districts. The community is also home to many higher education institutions including Central Connecticut State University, Wesleyan University, and the Hartford Campus of the University of Connecticut.

With close proximity to major interstate highways, Bethany is a short drive from many vacation spots including Pilgrim Pines/Camp Squanto (2 hours) and the Connecticut shoreline (45 minutes).

Representative businesses/industries

Education

- Central Connecticut State University
- University of Connecticut
- University of Hartford
- Wesleyan University
- Community colleges

Government

- Department of Transportation
- Department of Public Safety

Health Care

- Hartford Hospital
- St. Francis Hospital
- Connecticut Children's Medical Center
- UCONN Health Center
- Hospital of Central Connecticut
- Middlesex Hospital

Industry

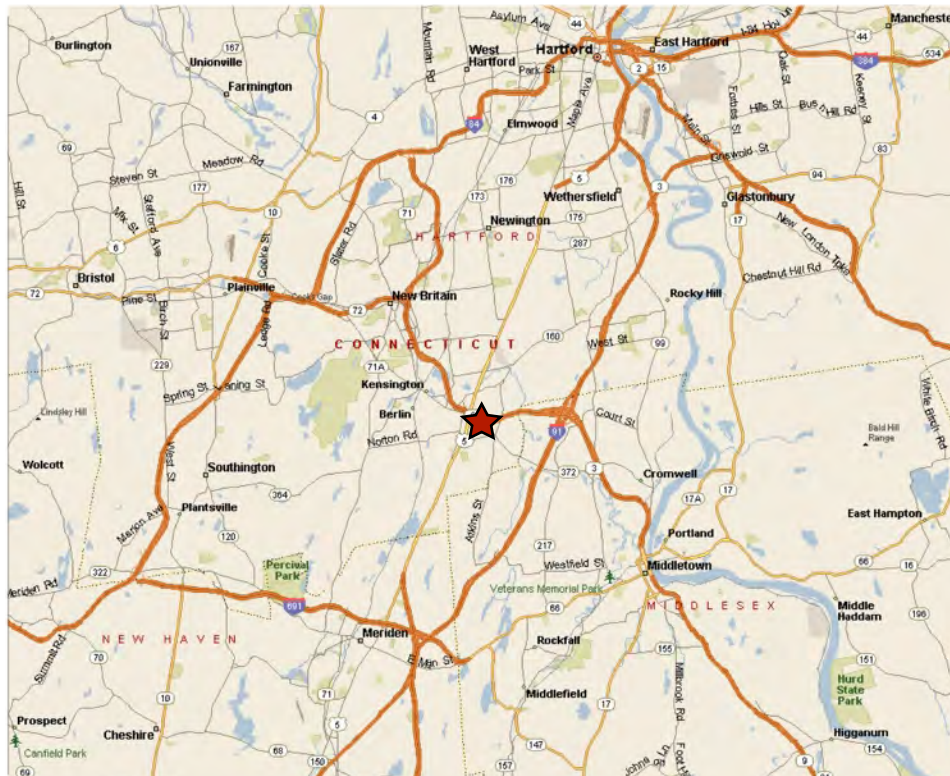
- Pfizer (pharmaceutical industry)
- Stanley Black & Decker (manufacturing)
- Pratt & Whitney

Insurance

- Aetna Insurance
- Travelers Insurance
- The Hartford

Technology

- United Technologies
- Northeast Utilities





Community churches

At present, there is not a standing ecumenical clergy association within the town of Berlin. However, in the past, when there has been such a group Bethany has been an active member. The same is true within the larger community of greater New Britain and the New Britain Area Conference of Churches (NEWBRACC). Members of the church staff, including the associate pastor and youth ministers, have participated in organizations such as the Covenant Ministries Support Group, a Youth Pastors' group, and Children's Education group.



With its location in central Connecticut, Bethany is geographically close to several Covenant Churches and Institutions, including churches in Cromwell, Plainville, West Hartford and Haddam. Bethany has always had a close relationship with Covenant Village of Cromwell. There is significant representation in church attendance and membership from CVOC. Bethany has also had a long standing relationship with the Children's Home of Cromwell.

In March of 2010, Bethany hosted a community-wide ecumenical service, "Hope for Haiti." This service was presented in conjunction with a significant fundraising effort, "Feed My Starving Children", which saw Bethany and other local churches raise funds for world hunger relief. Bethany's members have participated in community missions such as the Hartford Project (2009, 2010). Bethany's service-related relationships begin with our children and youth groups. Our very active youth groups have held ecumenical and East Coast Conference youth group gatherings regularly for the past several years. These gatherings take the form of Work and Worship weekends. Our youth also attend community events like "Revolution" several times each year. Our youth group leaders have supported other, smaller Covenant churches by serving as retreat counselors as needed.

For the past four years, Bethany has joined with members of the First Church of Christ of Wethersfield choir to produce major musical works for the Bethany Music Series. These collaborative efforts have been extremely popular, with 60-plus voices performing Brahms' German *Requiem*, Mozart's *Requiem*, Mendelssohn's *Elijah* and, in 2010, Schubert's *Mass in G* and sacred Russian choral music by Rachmaninov and Chesnokoff. Local community and church musicians have also supported joined in for special music events and concerts.

Bethany Music Series Concerts

New England Ringers Christmas program
Avery Ensemble in Concert with Leonid Sigal
Chamber string concert
W. A. Mozart "Requiem"
Taubl Family in concert
Larry Allen, organist & friends
F. Mendelssohn "Elijah"
Avery Ensemble with Leonid Sigal
Annual Christmas concert cantatas
New England Ringers
Trinity International University Symphonic Band
Godspell
An organ concert by David Spicer
"Colors of Piano" by Olga Ljungholm
The Bluegrass Gospel Project concert
"Vienna Meets Moscow": Schubert's Mass in G
and sacred Russian choral music
Charter Oak Flutes



Bethany Governance/Polity

Bethany has a council form of governance. An elected council, comprised of church officers, ministry team chairs and the senior pastoral staff meets monthly to discuss and act upon the official business of the church, set ministry goals and review and assess the financial position of the church and its ministries. A listing of the ministry teams and areas of responsibility follows:

- Adult discipleship - plans and supports adult education activities
- Children's education - plans and implements Christian education activities up to Grade 6
- Vision for youth - works with youth pastor to plan and implement Grade 7-12 activities
- Evangelism and outreach - focuses on assimilation and retention of new comers while planning events and services offered to the public
- Fellowship and service - provides hospitality for events and plans fellowship opportunities
- Mission and social action - plans and coordinates mission and social action activities of the church
- Property and maintenance - oversees maintenance of all church property and equipment
- Stewardship and finance - manages the financial resources of the church and teaches and encourages stewardship
- Worship, music and the arts - works with the minister of music to plan and coordinate church worship, music, and drama presentations





Over generations of ministry Bethany has worked to create a culture of stewardship and giving. It has been an educational process. We have put ourselves in a position where God can bless us by our dependence on Him. The result of our work of sacrificial giving has been the completion of two phases of our building plan and an expanded ministry in central Connecticut. During the past 20 years, faithful supporters of the ministry of Bethany have given over \$4.5 million to seven three-year capital campaigns. This giving is in addition to our general fund giving that is used to support all the day-to-day and operational costs of Bethany. Our financial goal has always been 100 percent participation, recognizing that each of us may make an equal sacrifice, not an equal gift. This culture of giving has enabled us to share with the communities we serve that “our purpose is larger than relocation, and it is more important than a new building. Our purposes are to share the good news of Jesus Christ with as many people as possible in the central Connecticut area and the world, and to nurture one another in our relationship with Christ and with Christ’s people”. (Phillip K. Brockett, Senior Pastor 1986-2009)

Income and expenditures for five years

Year	Total Income	Operating Expenses - Budget	Operating Expenses - Actual	Loan Payment	Denon. Giving	Conf. Giving	Mission Giving
2009	1,057,504	757,197	748,210	313,684	48,320	39,550	99,253
2008	1,265,360	746,276	746,420	202,972	48,775	35,765	99,065
2007	1,201,531	723,434	735,871	431,176	50,110	35,765	99,348
2006	1,217,143	662,655	640,015	556,501	52,090	34,075	99,274
2005	1,116,308	647,463	637,987	198,475	52,490	34,075	99,049

Church savings

General Fund	\$ 42,243
Capital Fund	\$ 146,839
Other Funds	\$ 238,584
Total Funds	\$ 427,667

Funds expected in the future from trusts and annuities: \$340,100

Capital campaign history

	Pledged
2008	“Bless this House” \$ 728,472
2005	“Pressing On” \$1,000,000
2002	“Ever Faithful, Ever Forward” \$1,000,000
1999	“Forward By Faith” \$ 850,000
1996	“Breaking New Ground” \$ 600,000
1993	“Building on our Faith” \$ 325,000
1990	“Dawn of a New Day” \$ 380,000



Bethany Our history



*Bethany Covenant Church 1921-1985
19 Franklin Square, New Britain*

Turning points

Bethany is a church that historically has worked with diligence and determination to fulfill its mission in central Connecticut. When attendance and membership were declining in 1971 the senior pastor discerned the need for a rededication of the congregation to its stated mission. This rededication, followed by strong pastoral and lay leadership, culminated in the congregation's sale of its property in New Britain, the purchase of property in Berlin, CT and the construction of phase one of a new facility. The process took over 20 years, but resulted in a superior facility that houses a strong congregation, acutely aware of its roots and dedicated to its future ministry in central Connecticut. Outreach events, an additional worship service and the opening of Little Blessings, a Christian nursery school, are evidence of God working through the lives of dedicated members and friends of Bethany.

Denominational involvement

Throughout its 126-year history Bethany has been a church community where people have come to life by engaging with God, each other and an assortment of opportunities to make a difference in our world. Interpretation of this vision has resulted in strong commitment of church and staff to the East Coast Conference, its churches, agencies, missions and camp. Bethany has representation on the conference executive board, the boards of Pilgrim Pines Conference Center, the Children's Home of Cromwell, Covenant Village of Cromwell and the New England Seafarers Mission. Members of the church currently serve on national boards of the denomination, which continues this tradition of service.

Engaging our community in a tangible way to support our district, conference and denomination, Bethany has opened its doors for meeting space, worship activities and fellowship whenever it has been asked. Hosting the annual meeting of the conference and educational workshops, providing meeting space for clergy license and ordination interviews, and feeding, with grace and style all who attend the events, is part of the culture of Bethany.

Challenges

Bethany has experienced the challenges typical of many congregations – difficult issues are faced with the knowledge that God's direction becomes clear to those who pray and commit themselves to His discernment. The role of women in ministry and the debate of contemporary versus traditional music have been historically difficult to navigate in many churches. Through teaching, example and prayer, Bethany is a place that welcomes women in professional roles and affirms women in lay leadership. The outcome of the worship/style discussion was the initiation of an additional worship service and an appreciation of all styles of music by the membership and fellowship of Bethany. Both are examples of educational experiences that have resulted in an expansion of Bethany's mission and ministry.



Bethany Other information



Our practice related to women in leadership

Women have in the past and continue to have active roles in all aspects of church leadership. Bethany has had women in pastoral roles including associate pastor, minister to youth and families, and minister of music. Currently, the majority of the church staff are women. Further, women have held, at various times, each position on the church council.

Evangelism and outreach

The focus of our Evangelism and Outreach Ministry Team is on assimilation and retention of newcomers. We typically have four to five newcomers per week. As we are able to assimilate and retain people who may not yet be believers, evangelism takes place through the relationships that are formed and through the biblical preaching, teaching, worship, spiritual formation work of the church. Outreach is accomplished through the many events and services offered to the public -- musical, drama, vacation Bible camp, and pre-school.

Pastor's role in Christian formation ministries

- Have a vision for this ministry
- Be an encourager, enabler
- Help identify leadership qualities in the congregation and develop leaders
- Be an active teacher - participate in confirmation and/or adult Sunday School

Strategic planning

Bethany has initiated a strategic planning process which is expected to develop updated statements of vision, values, mission and strategic goals in 2010. Our last strategic plan period ended in 2009.

Our preschool

The Little Blessings Preschool is in its fourth year of operation and has grown to an enrollment of 75 children. Classes are offered for 3's, 4's, and Pre-K, and are housed in the CE classrooms on the lower level of the church building. The staff includes Susan Plourde as Director, six teachers, and an office administrator. The preschool tithes 10 percent of its income to Bethany Covenant Church amounting to \$12,368 in 2009.

2009	Income	\$ 157,966
	Expenses	\$ 131,312
	Account Balance	\$ 82,073



Area information & attractions

Museums and Performing Arts:

- Hartford Attractions and Events www.hartford.gov/Attractions/default.htm
- Bushnell Center for the Performing Arts, www.bushnell.org
- Hartford Symphony, www.hartfordsymphony.org
- Goodspeed Opera House, www.goodspeed.org
- Hartford Stage, www.hartfordstage.org
- Connecticut Choral Artists, www.concora.org
- Connecticut Art Museums www.arttrail.org
- Wadsworth Atheneum, www.wadsworthatheneum.org
- Connecticut Science Center, www.ctsciencecenter.org
- New Britain Museum of American Art, www.nbmaa.org



Athletics:

- University of Connecticut, www.uconnhuskies.com
- New Britain Rock Cats Baseball, <http://web.minorleaguebaseball.com/index.jsp?sid=t538>
- Connecticut Sun, WNBA, www.wnba.com/sun
- Hartford Wolfpack, AHL, www.hartfordwolfpack.com

Historic Sites:

- Old State House, www.ctosh.org
- Mark Twain House & Museum, www.marktwainhouse.org
- Noah Webster House, www.noahwebsterhouse.org
- Mystic Seaport, www.mysticseaport.org



Outdoor Activities:

- Connecticut Forest & Park Association, www.ctwoodlands.org
- CT State Parks & Forests, <http://www.ct.gov/dep/cwp/view.asp?a=2716&q=325086>
- CT Bike trails, <http://www.ct.gov/dot/cwp/view.asp?a=1380&q=259678>
- Dinosaur State Park, www.dinosaurstatepark.org
- Ski Mount Southington, www.mountsouthington.com
- Ski Butternut, www.skibutternut.com
- Six Flags Amusement Park, www.sixflags.com/newEngland
- Lake Compounce Amusement Park, www.lakecompounce.com
- Quassy Amusement Park, www.quassy.com



Contact Information



Qualified candidates should forward the following items to the Search Committee Chair at dbohy@sbcglobal.net

1. Cover letter
2. Covenant profile
3. Names of five references
4. Links and/or addresses for online teaching materials, personal/church Web sites, social profiles, etc.

Application materials should be submitted as one .pdf file if at all possible.

A note of expressed interest should also be forwarded to the East Coast Conference superintendent:

Howard Burgoyne: howard.burgoyne@gmail.com
W: 860.635.2690

Confidential applications also may be sent to:

David Bohy
Search Committee Chair
PO Box 630
Chester, CT 06412

H: 860.345.3120
W: 860.345.8480



Church Contact Information

Bethany Covenant Church
785 Mill Street, Berlin, CT 06037

P: 860.828.3637
F: 860.828.6109

bethcov@juno.com

www.bethanycovenant.org