

Bethel Lutheran Church

Congregational Profile

We are an NALC-affiliated church in the Heartland Mission District, seeking a full-time, senior pastor whom God leads to us.

Located at 20650 Cumberland Road
in Noblesville, IN 46062

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Clergy and Staff Profile

We have (1) Associate Pastor, who is supported by (1) full-time office manager and (2) additional part-time lay leaders.

Weekend Worship Opportunities

SATURDAY EVENING

5:30p – **Country Gospel Worship**
(Communion)

SUNDAY MORNING

8:45a – **Classic Worship**
(Communion)

11:11a – **Praise Worship**
(Communion)

We worship approximately (160) across (3) weekend services comprised of a Saturday evening service and (2) services each Sunday. We also have a Healing Service once a month, falling on the first Wednesday of each month.

Our Community

Indiana



Noblesville (the county seat of Hamilton County, population 370,000) is a medium-sized city of approximately 73,000 residents as of 2022. It is one of several “outer ring” suburbs surrounding Indianapolis, which has a metropolitan population of 2,111,040. Since 2000, the population of Noblesville has more than doubled, which has created both growing pains for the community and ministry opportunities for local churches. Nearby Morse Reservoir attracts both residents and visitors to our area and continues to be a catalyst for growth. Despite this growth, Noblesville has retained its small-town feel with its traditional downtown on the square.



For more information on Noblesville and the surrounding area, the following links are offered:

[Hamilton County Quick Facts](#)

[Hamilton County City-Data](#)[Noblesville City-Data](#)

<http://www.bestplaces.net/>

The Bethel congregation is reflective of its environs, which is primarily Caucasian, middle class, largely professional with a fairly even distribution of all ages.

Demographic Profile	Zip 46062	State of Indiana
Population	39,915	6.8 million
Median Household Income	\$109,825	\$66,785
Total Housing Units	14,880	2.9 million
Median Age	37.2	38.2
Education (% with college degree)	54.9%	29.6%
Children Under 18 in HH	26.2%	23.0%

History and Legacy

Bethel has a long history. The church was founded in rural Hamilton County in 1856 and moved to downtown Cicero (4 miles north of its current location) in 1936. The congregation chose intentionally to move to its current site in 1994 and then worked with Mission Builders twice to build its sanctuary and office complex (1998) and its 10,000-square-foot education wing (2003). These facilities all reside on a **33-acre plot of real estate, poised for future growth and service to the community and beyond.**



Notable Events in Bethel's Recent History

1. Bethel's physical move from Cicero to Noblesville (1998)
2. Addition of Educational Wing (2003)
3. Bethel's theological move to join the NALC (2010-2011)
4. Senior Pastor's retirement after 30 plus years of service (2021)

Our Mission and Vision



Our vision is to be a dynamic, life-changing church of fully devoted disciples of Jesus Christ. Our mission is to **engage** the curious, **encourage** the convinced, and **empower** the committed to be fully devoted disciples of Jesus Christ. We are called to share God's blessings beyond Bethel. Church is a time to be re-energized before heading back out into the mission field.

In accordance with our mission statement, our near-term priorities and goals guide our church council's leadership:

1. Grow disciples for Christ as we engage the congregation beyond weekly worship.
2. Reach out to our local, national, and international mission field.
3. Develop our Sunday School and Youth Groups.

How We Worship

At Bethel, we celebrate communion weekly at all services. We are blessed to offer three services each weekend, with a dedicated Discipleship Hour between the services on Sunday morning. While each service has its own musical style and slightly different content, the underlying skeleton for each service is identical.



We typically follow the three-year lectionary from the first weekend in Advent through Trinity Sunday. A sermon series based on lectionary readings or topical themes is created during the Pentecost season. We welcome lay leaders, including families and younger children/youth, to serve in every area of worship. For example, Prayers of the People are written weekly by a different person, family, small group, or Sunday school class.

Service Descriptions:

- **Casual Service** (Saturday, 5:30p) A casual, country style worship, Clergy wear casual clothes, no clerics or vestments.
- **Classic Service** (Sunday, 8:45a) A traditional Lutheran service with Organ and Piano, Clergy wear traditional vestments.
- **Contemporary Service** (Sunday, 11:11a) A service led by our Praise band consisting of guitars, keyboard/piano, drums, and vocalists, no traditional vestments worn.

Bethel is compliant with NALC requirements and is committed to moving away from an institutional understanding of the Church to the biblical commission to be a community of followers of Jesus who focus on being and making disciples.

Christian Education

We offer a variety of spiritual formation opportunities for children and adults. Much of it takes place during the Discipleship Hour on Sunday mornings (10a-10:55a). Additional classes are scheduled throughout the week, during the day and evening hours. Bethel is also a satellite host site for a women's Bible Study Fellowship (BSF) group, a weekly non-denominational community-run Bible study. We have hosted Dave Ramsey's Financial Peace University and support a neighboring congregation with their GriefShare Ministry. During the past year, we have conducted several adult educational programs including **Life to Life Discipleship**, Max Lucado's "**God Never Gives Up on You**" and most recently, a **Life Application Study** on Hebrews.



Men's Sausage & Scripture
on Saturday mornings

Like many churches with an eye trained on the future, we understand the importance of bringing younger families and worshipers into our congregation. We have been intentional in this respect, having invested in over 10,000 square feet in our adjacent educational facility.

In 2023, our Christian preschool merged with the preschool of **Legacy Christian School of Noblesville** and is housed in our education wing. This is a great opportunity to get more families coming through our doors, and we all look forward to future expansion into more grades and related activities.



“For “everyone who calls on the name of the Lord will be saved.” How then will they call on him in whom they have not believed? And how are they to believe in him of whom they have never heard? And how are they to hear without someone preaching? And how are they to preach unless they are sent? As it is written, “How beautiful are the feet of those who preach the good news!” Romans: 10:13

Missions and Outreach

Bethel is blessed by its enthusiastic support of a rich variety of 30 local, national, and international missions. Individually, our members and pastors have served on international mission trips to Jamaica, Latvia, Ethiopia, and Malawi, and we are beginning to plan for Bethel’s first congregation-wide mission trip. We also support several new church plants (Warrenton, VA; Robbins, IA; Miami, FL; Wabash, IN) in various stages of mission development.



Fellowship and local outreach efforts include:

- Discovery Classes to welcome new members
- Engagement cards for people to express their interest in joining more activities and missions
- Each One Reach One meals (bring a friend)
- Circle of Sisters arts and crafts for donation
- Pastor letters to those we miss...inviting them back
- Advent and Lenten midweek gatherings
- Youth meetings
- Legacy Christian School – more kids in the building and on the playground
- Dinner Groups and other new and current small groups
- Planned new activities include picnic, movie night, raffle gala

For more details about Bethel’s mission work, click on this link: [Bethel Mission Brochure-2024](#)

“Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” Matthew 28: 19-20

The Call Process and Senior Pastor Attributes

At the beginning of our call process, the congregation attended a Call Process Workshop designed to help both the call committee and Bethel in general understand the tenets, both spiritual and procedural, of reaching out to invite candidates to answer the call.

Significant results of the workshop:

- Increased awareness of the call process for those (45 participants) in attendance.
- Participants provided valuable insight into our current ministry as well as qualities we’re seeking in our next pastor. The discussions revealed more questions that should be explored in our call process.
- Several people had questions regarding the most recent staff changes we’ve gone through (with pastor(s) as well as the Youth/Family Ministry Director). Some explanations were given by our current lay leaders.
- Expectations were established with the understanding that patience, prayer, and scripture are as critical to the process as the mechanics of offering a call.

Senior Pastor Attributes

From the workshop and subsequent meetings of the call committee, the following hoped-for attributes of our next Senior Pastor were identified:

Biblically-Grounded Visionary

- Inspired by God and the Word to help move forward His plans for us

Spiritually-Guided Change Agent

- Motivates us to introduce new ideas that work in harmony with establish practices creating stronger and more fruitful ministries

Cultural Steward

- Helps us remain grounded and protecting of God's cultural truths, moving away from conflict and inspiring a culture of love and forgiveness

Gospel-Centered Preacher/Teacher

- Nurtures Christian faith and discipleship in all generations through engaging, passionate, relevant Gospel-centered preaching and teaching

Evangelistic Leader

- Fosters growth from our community, inviting others to join, thereby better enabling our missions to go and make disciples of all nations

Senior Pastor Transition Team

As part of the call process, a group of Bethel lay leaders representing a diverse cross-section of Bethel's mission fields and ministries, will serve on a transition team. The team will support our new pastor and assist with every aspect of the transition into the role. We will continue to have a support team going forward, to ensure the tools for continued success are provided to our pastor and the pastor's family.

"Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood." Acts 20:28

Embracing Change and Resolving Conflicts Among Our Church Family

In the past five years, multiple staff transitions impacted our unity, vision, mission and ministry. Our Church Council and staff have worked hard to address the ensuing upheaval, and steer our ministries onto a healthier path. With the help of NALC guidance, we navigated through congregational discussion forums to clarify a resolution plan, with a focus on what God desires for us.

During this challenging time, the Bethel family has continued all three worship services and expanded our ministries. For example, we acquired an adjacent farm and repurposed it as a community support facility, merged our preschool with the preschool of an established Christian school in Noblesville, grandly celebrated a milestone of 25 years in our current church location, and continued to welcome new members.

Through the conflict/resolution process, we recognized important lessons, which we believe will make us a stronger congregation going forward. The most important include:

- Remembering our reliance on prayer, Scripture, grace and forgiveness when facing conflict.
- Maintaining clear roles and expectations for pastors, staff, and lay leaders. (We've developed documentation for each of the key roles.)
- Adapting our ministries to our changing environment or circumstances (which was especially important during COVID).
- Discerning God's unique purpose for us such that we: continue His necessary ministries, relinquish activities which no longer serve our community, encourage more disciples to serve where they are called, and recognize the need to redirect our outreach priorities.

"Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful" Colossians 3: v1

Congregational/Pastoral Financial Profile

Bethel Lutheran is governed by a constitution and a church council of which the Senior Pastor would be a voting member. Please note following financial information:

Total Church	Annual Finances	Senior Pastor Compensation and Benefits	Annual Compensation/Off Set
Total Church Budget (2023)	\$707,854	Base Salary and Housing Allowance Range	\$80K-110K*
Total Congregational Debt	\$1,276,309	Social Security Offset	\$6,000
Total Savings, Reserves, and Endowments	\$494,718	Health Insurance	\$27,000
Benevolence to NALC	\$3,000	Auto Allowance	\$6,400
Benevolence (Other)	\$22,000	Pension	\$11,300
		Consulting and Education	\$3,600
		Transition and Moving Allowance	TBD

* Salary Commensurate with Background and Experience
 Vacation Time: Negotiable
 Parsonage Available: No
 Pension Calculated as 12% of (salary-housing-auto)

2024 Month to Month Revenue and Expense Status					
	May	Jun	Jul	Aug	YTD
Revenue	\$ 52,721	\$ 48,501	\$ 40,783	\$ 61,541	\$ 401,055
Expenses	\$ 44,156	\$ 52,096	\$ 45,976	\$ 39,185	\$ 379,695
Net Total (loss)	\$ 8,565	\$ (3,595)	\$ (5,193)	\$ 22,356	\$ 21,360

For Further Information, here is the link to 2023 Annual Report:

[2023 Bethel Lutheran Church Annual Report](#)

Please see our video at: [Bethel Lutheran Church Video](#)

Summary Statement

INDIANA, Noblesville, Bethel: av.att. 160. Bethel Lutheran Church is in the process of calling a senior pastor. We are praying for a welcoming, energized Spirit-led visionary with a passion to see Jesus' disciples realize authentic growth. With less than half the residents in our steadily growing residential area committed to a religion, we are blessed with many assets to impact this awesome growth opportunity. Just 30 miles north of Indianapolis, our property comprises 30+ acres, surrounded by both residential and farm lands. With the main building spanning 29,000+ sq.ft. and an additional farmhouse/barn purposed for outreach ministry. Within just a few miles around our property, there are also riverfront residences and a recreational lake community, adding another flair to the conglomerated culture in which we live and serve. If this sounds like something that piques your interest, we would love to explore ministry with you!

Completed by: The Bethel Lutheran Call Committee

Date: September 26, 2024