

Bethel Lutheran Church

Congregational Profile

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

Located at 20650 Cumberland Road
in Noblesville, IN 46062

www.bethellutheranchurch.com

Office: 317.773.4315

E: holly@bethellutheranchurch.com

Congregational President: Jim Herr
317.439.0911

E: jherr@beckshybrids.com

Call Committee Chair: Kristen
Wells

317.695.0401

E: wkljwells@comcast.net



Clergy and Staff Profile

We have (1) Pastor position, (1) full-time office manager and (1) part-time staff person. Our office staff is supported by dedicated volunteers.

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 (120) across (3) weekend services comprised of a Saturday evening service and (2) services each Sunday.

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 surrounding area 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. Addition of Educational Wing (2003)
2. Bethel's theological move to join the NALC (2010-2011)
3. 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 youth, to serve in worship. For example, Prayers of the People are written weekly by a different person, family or small group.

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 have offered a variety of spiritual formation opportunities for children and adults. While we continue with confirmation classes, we currently do not have an active Sunday School for younger children.

We have a Discipleship Hour on Sunday mornings (10a-10:55a), as well as Bible studies throughout the week. Bethel is also a satellite host site for a women's Bible Study Fellowship (BSF) group, a weekly non-denominational community-run Bible study.



Men's Sausage & Scripture
on Saturday mornings

Our recent adult education programs include Max Lucado's [Help Is Here: Finding Fresh Strength and Purpose in the Power of the Holy Spirit](#), [Hebrews: The Fulfillment of Faith](#), Lucado's [God Never Gives Up on You](#), and [Life to Life Discipleship](#).

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. We recently agreed on expansion of the preschool to add in the remaining Legacy preschool classes that did not join us in 2023. This is a great opportunity that brings more families through our doors, and has the potential for further 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 sign up for activities and missions
- Circle of Sisters arts and crafts for donation
- Advent and Lenten midweek gatherings with meals
- Youth meetings
- Food pantry
- School backpack donations to needy families (2025 goal is 1,000)
- Holiday grief workshops with GriefShare
- Legacy Christian School partnership
- Dinner Groups and other small groups
- Other activities include a huge annual outdoor picnic, an annual rummage sale, movie night, comedy night and Bingo.

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 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 during our call process.
- Several people had questions regarding the staff changes we've gone through (with pastor(s) as well as the Youth/Family Ministry Director). 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.

Pastor Attributes

From the workshop and subsequent meetings of the call committee, the following hoped-for attributes of our next 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 established 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

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 for the first year. The team will support our new pastor and assist with every aspect of the transition into the role. We will then 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 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 call process 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 a 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 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 Pastor would be a voting member. Please note following financial information:

ITEM	2025 Budget
Total Budget	\$744,844
Total Debt	\$1,131,286
Savings, Reserves, Endowments	\$513,584
Benevolence to NALC	\$4,745
Benevolence (Other)	\$50,560

*Salary commensurate with background and experience

**Pension is 12% of salary, housing and auto

Vacation – Negotiable

Parsonage available - No

Pastor Compensation	
Base Salary with Housing Allowance*	\$70,000 - \$85,000
Pension**	\$10,200
Social Security Offset (6.2%)	\$5,270
Health Insurance	35,461
Automobile Allowance	\$6,359
Continuing Education	\$3,600
Transition and Moving Allowance	TBD

For Further Information, here is the link to 2023 Annual Report (from June 2024):

[2023 Bethel Lutheran Church Annual Report](#)

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

Summary Statement

INDIANA, Noblesville, Bethel: av.att. 120. Bethel Lutheran Church is in the process of calling a Solo Pastor. We are praying for a welcoming, energized, Spirit-led visionary with a passion to see Jesus' disciples grow in number and realize spiritual 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., we have 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: March 17, 2025