

JOINT SEARCH REPORT AND RECOMMENDATION

Members: Irene Lathe, Greg Clonis, Gail Saloranta, Sylvestre Jordan, Jim Lindsay, Claire Charpentier-Dewar (chair), Pat Atkinson (recording secretary), Emily Findleton, Carol Carlson Girard (corresponding secretary), Rev. Howard Clark (Presbytery representative) and Sheila Snelling (Presbytery representative).

The committee held 9 meetings during which procedures were determined, applications were reviewed, interviews were held and taped sermons were played. In total 15 applications were received 10 of which were from ordained United Church ministers. Five applications were retained for interviews. Non-ordained applicants and applicants from other denominations were not retained since they did not meet the requirements set out by the JNAC. Rev. Howard Clark, Sheila Snelling, Carol Carlson Girard and Claire Charpentier met with the candidate to negotiate the terms of employment.

The chosen applicant:

- has many years of experience as an ordained minister
- has a creative and collegial leadership approach
- has training and experience in religious education and spiritual development and believes in the importance of holding Bible study groups where shared leadership is encouraged
- has training and experience in pastoral care and counseling both in institutional and congregational settings, taking a person centered approach. Pastoral care takes place during home visits, hospital visits, by phone or visits at the church office
- is experienced in ecumenical outreach with many different denominations
- is experienced in public speaking, creative writing and small group animation
- is functional in French and is very open to include French in church services
- likes to motivate and provide the necessary energy for the development of new projects
- likes to work with a team approach and believes that everyone has special skills that need to be recognized
- recognizes the necessity to be flexible when dealing with the different needs of a congregation
- believes that the youth need to be given every opportunity to participate and need to be given real jobs that are meaningful to the life of the congregation

- treasures the gifts that more senior members bring to a congregation through their sense of tradition and purpose

The committee was impressed by the candidate's ability to connect warmly with all members present during the initial interview. We were also very touched by the candidate's answer to the question: **What are some highlights from your faith journey?** The candidate was very well prepared for the interview and showed genuine interest in our congregation.

The people contacted for reference made the following comments:

Works well with children and seniors

Dedicated to work

Makes self available for the congregation

Maintains good relationships with community groups

Is honest, reliable and respectful of others

Is creative in coming up with solutions

The salary and allowance package negotiated with the candidate is in accordance with the JNAC report:

- Salary: \$40,000 per year
- Housing allowance: 14,400 per year to be reviewed in January 2010
- Basic telephone costs: 400\$ per year
- Continuing education: 1,200\$ per year
- 4 weeks vacation & 3 weeks of study leave.
- Moving expenses

Respectfully submitted by

Claire Charpentier-Dewar, chair.