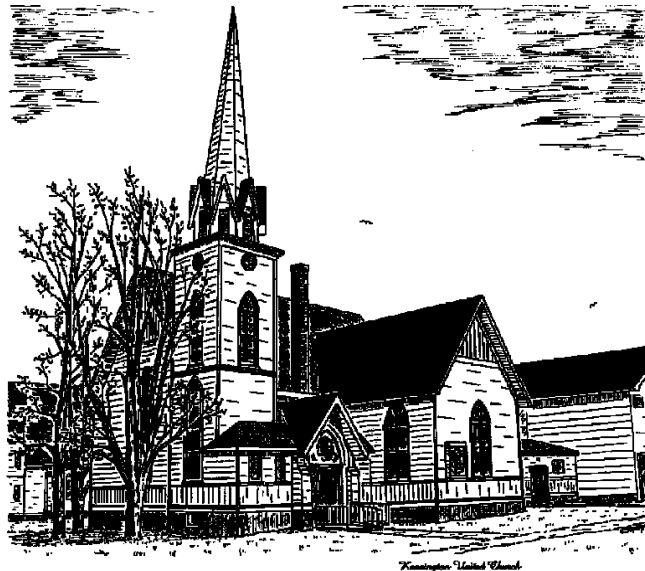


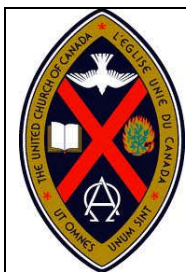
Kensington United Church

Joint Needs Assessment Committee Report

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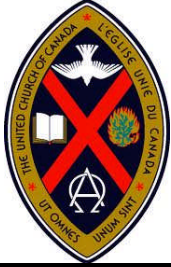


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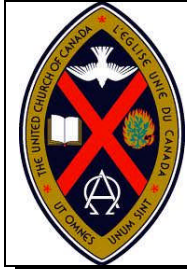
1.0 COMMUNITY PROFILE

Town of Kensington

The Town of Kensington (<http://www.kensington.ca/town/index.php>) is a beautiful and picturesque town with a population of approximately 1,500 nestled in the heart of Prince Edward Island. Kensington lies at the crossroads between the seaside city of Summerside to the west and our capital city Charlottetown to the east.



Surrounded by breathtaking rolling countryside, Kensington is the thriving commercial center for over thirty fishing and farming communities. Cavendish, home of world renowned author Lucy Maud Montgomery and Green Gables National Historic Site, is a twenty minute drive. Malpeque Bay, home of the world famous oyster, with its beautiful beaches, sand dunes and provincial campground is just minutes away. Kensington is also in close proximity to many of our island's championship golf courses.



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While in town you can walk or cycle the Confederation Trail, enjoy delicious seafood at one of our many fine dining establishments, visit our historic train station (once frequented by Lucy Maud Montgomery) and many cultural sites.

History of Kensington

The Town of Kensington developed around the intersection of five roads; taking people to and from Charlottetown, Kelvin Grove, Travellers Rest, Summerside, Malpeque, Irishtown, New London, and Cavendish. Because of this location it became known as Five Lanes' End. It was renamed Barrett's Cross in 1851 after James Barrett, one of the first settlers and wealthy land owners in the area. In 1862 at a meeting of residents the name was changed to Kensington upon the request of another prominent land owner, Thomas Sims.

Throughout the nineteenth and twentieth century the town flourished as its commercial and industrial base expanded. In 1873 the provincial railroad, detouring from its original path, made its way through the Town and began operating in 1875. Many businesses then moved from Margate to Kensington. This brought numerous benefits and increased the prosperity of the community. Kensington became a central station and shipping point for the region. In 1905 the Kensington Train Station was officially opened.

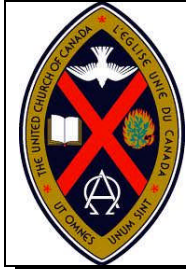


Train Station – Then



Train Station - Now

The station is the most architecturally outstanding of the 120 on the Island. It was designed by C.R. Chappell and is referred to as a “boulder station” because it was made from boulders left behind during the last ice age. Early in the century the station was recognized as an attraction to the area and continues to be a favourite destination for tourists and locals alike. The train station area has been home to many businesses and services since the railway ceased operation in 1989, including the town library, clothing stores, restaurants and tourist shops.



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Kensington Schools

Queen Elizabeth Elementary School (<http://qeeselementary.wordpress.com/>) is a modern, 19 classroom building located on the outside perimeter of Kensington, Prince Edward Island. This school, officially opened on Dec. 3rd, 1976, is truly a focal point of the community. Interest groups and organizations frequently use the school as a meeting place for community-based activities. Queen Elizabeth Elementary houses Grades K through 6.

The school includes a well equipped Gymnasium, Music room, French room, two Resource rooms, a Library, and a Sensory Room Haleigh's Haven. In-school programs are very important to QEES. Clubs such as intramurals, choir and drama contribute to the everyday life of this facility. The school was very proud to receive an Inclusion Award to acknowledge the special needs children in all school programs.

The children enjoy the playground, which is inspected regularly to ensure the safety of all the students. The playground equipment is up to date, and was built with the help of community projects and school board assistance.

Contact information: 2 Saunders Lane, PO Box 100, Kensington, PE, C0B 1M0.
Phone: (902) 836-8900 or Fax: (902)-836-8905

Kensington Intermediate-Senior High School (KISH) (<http://www.edu.pe.ca/kish/>)

For the past half-century, Kensington Intermediate Senior High School has been producing graduates who have used their high school experience as a stepping stone to success and fulfillment in life. KISH has a tradition of the pursuit of excellence through involvement, commitment and perseverance.

The school has students in grades 7 -12 and offers a strong academic program for all students. In addition, students may participate in a French Immersion program, certificate programs in Agriculture or the Canadian Travel and Tourism Certificate, vocational programs as well as a great variety of activities.

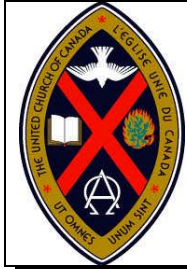
These activities include:

- Sports including badminton, basketball, cross country, soccer, softball, rugby, track and field and volleyball.
- Clubs and Activities including Band, Chess Club, Computer Club, Drama, Free the Children, Green & White Revue, Kids Help Phone Student Ambassadors, Peer Helping, Robots East, SADD, Sewing Club, Student Council, Medieval Fair, Student Police, and the Yearbook Committee.

Contact information: P O Box 340, 19 Victoria Street East. Kensington, PE, C0B 1M0.
Phone: (902)-836-8901 or Fax: (902)-836 8903

Early French Immersion programs are available in Summerside. Transportation is provided from the Kensington schools for program participants.

Prince Edward Island also has a province wide kindergarten program for pre-school age children.



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Arts and Recreation in Kensington

Kensington is located on the Confederation Trail, which allows for safe and scenic walking seven months of the year (April 1 to November 30). During the remaining months the trail is available for snowmobile usage.

The Town also operates a pool in the summer months. <http://www.kensington.ca/portal/pool.php>.

The Kensington Area Recreation Association (KARA) is a nonprofit organization that owns and operates the Community Gardens Arena, Kensington Fitplex fitness centre, the Community Harvest Festival and two ball fields.

The arena caters to winter activities such as male and female hockey, figure skating, recreational hockey and skating programs, with a complementary outdoor skating area weather permitting.

The fitness center features a large workout area with stair climbers, treadmills, bikes, elliptical machines, walking track, nautical and free weights plus weekly aerobics classes. <http://www.kensingtonfitplex.com/>.

Minor and recreational ball and soccer programs operate during the spring and summer. The addition of a new lighting system for the ball fields has provided for the increase in demand for field times and tournaments.

Summer also brings the Community Harvest Festival, a five day festival featuring parades, pageants, entertainment and children's activities.

Kensington has a wide variety of cultural activities and offers opportunities for dance, music and artistic expression through a variety of studios, galleries, and events organized throughout the year. Professional theater productions are presented in Summerside at the Jubilee Theatre and in Charlottetown at the Confederation Centre of the Arts. The local provincial library moved into a new building in 2011.

The town has numerous facilities, both nursing homes and community apartments, for seniors and numerous activities organized throughout the year for seniors.

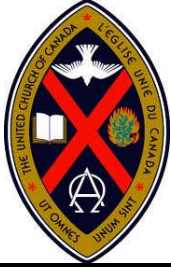
The Town and several other community partners, in collaboration with Kennet, operates a Community Portal on which highlights the schedule for various activities in the greater Kensington area. <http://www.kensington.ca/portal/kennet.php>.

Other Facts of Interest

Kensington is a self-sufficient town, with many amenities found only in larger centres. There is a Medical Center with three family physicians and a physiotherapy practice. The Kensington Veterinary Clinic provides care for small and large animals with a full staff of veterinarians.

The town has several businesses, including a pharmacy, grocery stores, convenience stores, farm equipment dealers and service centres, automobile service centres and banking institutions.

The volunteer fire department boasts the latest fire-fighting and rescue equipment, and has a large contingent of volunteers.



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Kensington has representation from a variety of church denominations. Along with Kensington United, there are Anglican, Presbyterian, Roman Catholic, Kensington Community and Church of the Nazarene congregations. There is also an active Christian Council that serves the greater Kensington area.

Post-Secondary Education

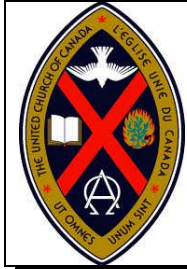
The University of Prince Edward Island (UPEI) campus is located in the capital city of Charlottetown. UPEI offers a wide variety of undergraduate programs and also graduate programs in selected fields. These programs can be accessed at www.upei.ca.

Holland College offers several programs at various locations across PEI. Information regarding these programs can be accessed at <http://hollandcollege.com/>.

Summerside – The Nearest Urban Centre



Summerside was officially incorporated as a town on April 1, 1877, and reincorporated as a city on April 1, 1995. Summerside is the second largest city (population 14,500) in Prince Edward Island and the principal municipality in the western part of the province.



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A number of stately Victorian homes near the downtown area have been converted into bed-and-breakfast businesses. Summerside is well known throughout Canada for its splendid nineteenth century and early twentieth century residential architecture. You can take a virtual walking tour of Summerside at the city's web site; <http://www.city.summerside.pe.ca/>.

The largest single employer within the city is the Canada Revenue Agency, which administers the Goods and Services Tax (GST) from its Summerside Tax Centre.

The Slemon Park business park (formerly CFB Summerside) hosts a concentration of several aerospace and transportation companies in former military buildings; Vector Aerospace Engine Services Atlantic (formerly Atlantic Turbines) repairs and overhauls gas turbine aircraft engines for the world-wide regional aircraft market, Testori Americas produces interiors for aircraft and mass transit surface vehicles, and Honeywell Aerospace performs repair and overhaul services for aircraft engine accessories for major airlines from all over the world.

The outlying community of New Annan is home to the operations of Cavendish Farms, Prince Edward Island's largest private sector employer. Cavendish Farms maintains two large frozen foods processing plants in New Annan. The outlying community of Borden-Carleton has several important employers for Summerside residents, including McCain Foods Limited which operates a frozen foods processing plant.

The Summerside area was at one time home to the world's largest concentration of Silver Fox farms. This is highlighted at the Silver Fox Museum.

The Prince County Hospital (PCH) is the province's second largest acute care hospital. In April 2004, the PCH moved into a new facility in Summerside. The new, 102 bed hospital provides a wide range of in-patient, outpatient and community-based health and wellness services, including services in surgery, internal medicine, obstetrics, pediatrics, psychiatry, radiology, pathology, endoscopy, anesthesia, rehabilitation, oncology, and emergency.

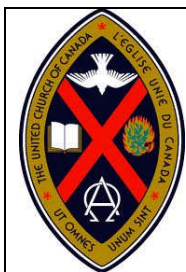
2.0 CONGREGATIONAL PROFILE

Mission Statement

Kensington United Church seeks to be a welcoming, faithful community of believers who strive to worship God & provide spiritual leadership by strengthening congregational life & promoting initiatives that encourage God's will to be done throughout our community & the world (Adopted January 2003).

Vision Goals were established at that time to guide future work:

- To develop & encourage more ministry with & to the youth & young families in our congregation
- To provide effective pastoral care to our congregation
- To reflect on ways we can provide local outreach to the community
- To continue encouraging spiritual growth within the congregation.



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Church Statistics – 2006-2010

	2006	2007	2008	2009	2010
Baptisms	11	11	9	12	9
Marriages	7	5	3	5	4
Funerals	15	6	17	11	12
Received by Profession of Faith	5	5	6	5	5
Received by Transfer	2	1	2	1	10
Removed by Death	7	4	7	4	6
Removed by Transfer or Otherwise	9	19	7	8	20
Households under Care	291	270	292	293	304
Total membership Dec. 31	377	361	397	389	378
Non - resident members	57	52	50	52	44
Sunday School	91	98	96	98	102

Regular Church Groups

Sunday School – Classes for ages four to Grade 11 are offered from September to May during worship. Our senior class meets prior to the service. Nursery care for ages up to three is also provided.

United Church Women (UCW) – Three units meet monthly for program, worship, and study.

Adult Fellowship Group – The Adult Fellowship Group meets once a month, from October to June. The meeting includes worship, program, business and fellowship.

Among Friends Group - The Among Friends Group meets about once a month on a Saturday evening and usually begins with a potluck supper. The meetings are quite informal and range from speakers on church and social issues to games nights as we strive to offer times of fun, fellowship and sharing.

Junior Choir - Boys and girls from grades 2 through 12 are invited to attend. Leaders are Sandi Clark and Bethany Dawson. Practice is held on Tuesday from 6:30 to 7:30.

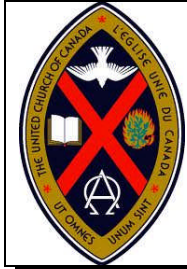
Senior Choir – Everyone is invited to participate on Tuesdays from 6:30 to 7:30. There is no requirement to be able to read music or have any musical training – just your voice and a love for singing.

Hand bell Choir – Led by Bethany Dawson, people of all ages are invited to participate. Practice is held on Sunday after worship.

Prayer Chain – Volunteers who agree to hold people in daily prayer as they face a variety of needs.

Other yearly activities include, but are not limited to the following:

- Vacation Bible School (in cooperation with the Kensington & Area Christian Council)
- Bible Studies (scheduled from time to time)
- UCW Tea and Bazaar



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- Fall Church dinner
- Car rally
- Ladies Retreat at Camp Abegweit
- Youth Variety Show

Highlights of 2006-2010

2006

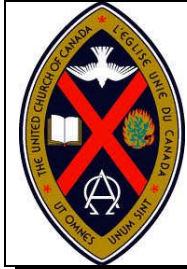
- Consultation with parents of children in Sunday School to gather input on the Christian Education Program. This was followed up with a questionnaire and a special committee of session was asked to work on the results.
- Rev. Janice MacLean, Maritime Conference Minister for Christian Enrichment & Nurture put on a day long Sunday School Teacher's workshop for churches across the Island. Most Kensington teachers were able to attend and the majority was also able to attend a retreat the following day that Janice led for the Kensington & Margate Teachers. This event gave lots of energy to our leadership as the Sunday School program opened.
- A luncheon with our Sunday School teachers was held in November to provide a time for people to share issues, concerns and successes.

2007

- Our Congregation was privileged to have Mary Taylor, student Minister, worshipping with us throughout the year. As part of Mary's studies to be an ordained Minister, she had to gain practical experience. Each month, Mary assisted with the children's story, presided over the service and preached a sermon. She also started a discussion group that met once a month to review a General Council Workshop entitled "Faithful Parenting."

2008

- Mary Taylor was appointed as student supply minister for Lake View United in Juniper, New Brunswick as of January 2009.
- Presentations were held in our church on the ongoing work of Camp Abegweit.
- Our Sunday School has partnered with Kamuketha Primary School in Kenya.
- Pam Harrison spoke on her trip to China and the work of the Amity Foundation.
- Session discussed many issues facing our congregation and society such as fair trade coffee, our support for the government and police action against child pornography, support for local beef and pork producers, and Sunday shopping.



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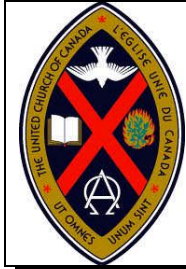
- In April, the Summerfield congregation voted to close their church and amalgamate with the Kensington church.
- There was discussion with the Margate Amalgamation Group looking at the possibility of a 2-point charge of Kensington and Princetown.
- Our second “Plant a Row, Grow a Row” project was completed.

2009

- Sunday School is now being held during the worship service, as opposed to prior to worship. This decision arose from Session in response to inquiries about revitalization within our church. Volunteers stepped forward to teach under Coordinator, Michele Wilson.
- 98 students registered in Sunday School and Nursery Care has an average of five children each Sunday.
- Devotional Pockets magazines for Elementary and Jr/Sr High levels available in the entryway of the church for a small charge.
- Sunday School, through various activities, raised \$1691 for their Kenyan partner, Kamuketha Primary which will purchase water tanks and gutters for harvesting rain water and other school needs.
- As a result of the vote held in the 5 churches involved, conversations on the formation of a 2-point charge with Margate were ended but Session continued to examine ways the 2 charges can participate in events to together as we are all members of the United Church of Canada and present a united presence in the Kensington area.

2010

- Two Baptismal services were held with a total of nine being baptized. Confirmation classes were held with 5 people being confirmed.
- The Sunday School and Junior Choir provided the leadership for our Harvest Thanksgiving Service, where the talents of our congregation were recognized, and the White Gift Service.
- We joined with other local churches for the annual Harvest Festival Ecumenical Service. Rev. Spencer and our choir also share in services at Clinton View Lodge, Andrews Lodge and Summerset & Wedgewood Manors.
- Other special services held in our sanctuary this year included Camping Sunday, Sunday School Teacher Recognition and the annual Christian Council Carol Festival.
- A Jump into Jerusalem Journey event was held in March with about 25 youth attending.
- In June the 85th Anniversary of Church Union was celebrated by using a common loaf bannock for communion, having a luncheon and reaching out in fellowship to an assigned church – Lakeview United in Calgary. We sent a banner that was signed by the congregation. Isabel Taylor painted a



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beautiful picture of our church and donated it to the congregation to use as a fundraiser for the Session and Mission and Service.

- Our congregational Prayer Chain continues to offer prayer and support to our congregation.
- A food box is available every Sunday to receive donations for Kensington Lions Club and Salvation Army Soup Kitchen.
- The Celebrate Stewardship Committee organized a celebration in church of the talents people now offer or could offer to the congregation. As a result a pastoral care group is being formed to assist the congregation.
- Congregation enjoyed this year were luncheons, annual car rally, fall beef supper, UCW Spring Tea, Landmine Luncheon, September Women's Retreat and mid-week groups and Bible studies.
- The Trustees have had a busy year as they oversaw the sale of the manse and worked with the Committee of Stewards on the renovation and upgrading program for the lower level of the sanctuary. The Kensington United Church Manse sold on August 24, 2010.
- Sunday School had an enrolment of 102 students in Kindergarten through Grade 12.
- We are in our 3rd year of a three-year commitment with Kamuketha Primary in Kenya. We have received and sent another set of letters to our twinned school; had two UPEI nurses, who visited Kamuketha, give a presentation in church on their experiences in Kenya, and we have also had another successful fundraiser in the silent auction that was held Nov-Dec 2010. In addition to the funds raised previously, last spring the Grade 5 - 6 girls' class raised \$820.86 from their book sale and our silent auction raised \$1687.00. We have also received a \$600.00 donation from the Mason's for this project, and various other donations totaling \$430.00. The school has benefited tremendously from our efforts, and we were very excited to learn that our contributions from last year helped to build new latrines for the school. It is our hope that the money raised this year will help to provide text books and assist in building a classroom for the school.

Other

- The church is actively involved in the PEI United Church Camp, Camp Abegweit.
- Members of the congregation have served on PEI Presbytery, Maritime Conference and United Church of Canada Committees.

Please consult the church web-site at <http://www.kensingtonunited.ca/index.php> for additional information on a variety of topics.



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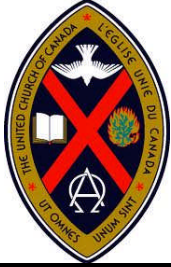
3.0 RESOURCES PROFILE

The Property



The church property consists of a corner lot occupied by the church building and the Murray Christian Education Building. The buildings are physically connected on the lower and ground floor levels, and are wheelchair accessible.

Our sanctuary has seating for approximately 250 worshippers; 180 in the 1,230 sq. ft. main sanctuary and 70 in the 630 sq. ft. wing addition. The sanctuary contains a 330 sq. ft. elevated pulpit and choir loft.



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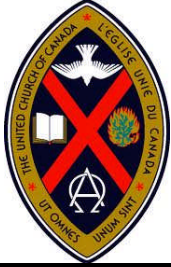
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Main Sanctuary



Wing





Kensington United Church

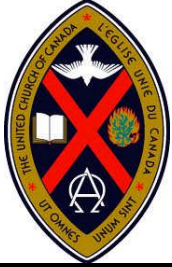
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The main entrance to the sanctuary was renovated in 2011. The interior of the entryway was demolished and completely rebuilt. The renovations incorporated improved insulating properties, new roofing, interior walls and carpeting.

Extensive renovations were performed on the lower level area below the sanctuary in 2010. The entire area was demolished and rebuilt. The renovations included new kitchen cabinets, in-floor heating and improved insulation to provide a warm, dry and comfortable area for all users. This area contains the Minister's study (180 sq. ft.), the Amy MacKay Parlour (984 sq. ft.), kitchen (170 sq. ft.), choir room (270 sq. ft.), bathroom (88 sq. ft), Sunday School Coordinator's office (144 sq. ft.) and two Sunday School classrooms (110 sq. ft. each).

Amy MacKay Parlour and Kitchen



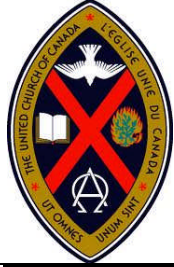


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Choir Room





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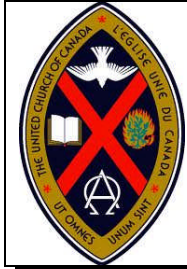
Murray Christian Education Centre



The main floor of the Murray Christian Education Centre contains a 2,000 sq. ft., multi-purpose room with a 300 sq. ft. elevated stage. This space is used for receptions, concerts, meetings, church dinners, luncheons and similar activities, and is frequently rented to various users from the community. The main floor can also be used as a basketball court; there are nets at each end of the room, and markings on the floor.

There is a 400 sq. ft. fully equipped kitchen on the south end of the main floor. Appliances include two electric ranges, a full-size refrigerator, a microwave oven, three sinks and an industrial dishwasher. In addition, there is one Sunday School classroom above the kitchen area, plus a storage room.

The lower level of the Murray Christian Education Centre contains eight Sunday School classrooms and two washrooms.



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Financial Resources

Kensington United is in a favourable financial position, with several interest generating trust funds, bequests and memorial funds, and a steady revenue stream from the congregation. Approximately 25% of revenue is derived from the PAR program, and we continue to see an increase in PAR users year after year. The property is mortgage-free, and there are no outstanding loans.

We also have strong support from the congregation in regards to our M&S goals. We forwarded over \$28,000 to M&S in 2010, and our 2011 goal is \$32,000.

Our 2010 Annual Report is available upon request.

Personnel

In addition to the full time minister's position, we have two part-time salaried positions; Organist and Caretaker, with work in progress to add a part-time secretarial position in 2011.

Volunteers

We have a wonderful contingent of volunteers and groups, including our Choir/Music Director, Senior Choir, Junior Choir, Hand Bell Choir, UCW, Sunday School Leadership, CE Committee, Session, Trustees, Official Board, Committee of Stewards and adult fellowship groups.

Other/Infrastructure

Sanctuary

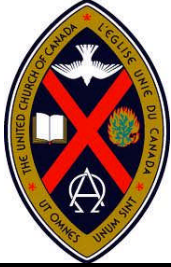
- Yamaha piano
- Rodgers electronic organ
- Sound system

Amy MacKay Parlour

- Yamaha Clavinova piano
- Digital LCD projector

Minister's Study

- Toshiba Satellite C650D laptop computer purchased new in 2010 c/w Power Church software, MS Windows 7, MS Office 2010, Adobe 10 and Norton Security
- Xerox Document center
- Wireless high-speed internet

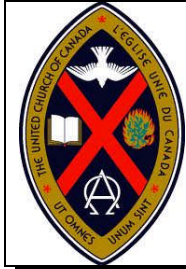


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Minister's Study





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4.0 POSITION DESCRIPTION

Position

Minister of Word, Sacrament and Pastoral Care at Kensington United Church, Kensington, Prince Edward Island.

Overview

The single point pastoral charge of Kensington United Church in Kensington, Prince Edward Island is seeking a full-time ordained Minister to replace our well loved Minister who is retiring in June 2012, after providing over thirty (30) years of ministry to our congregation. The Minister we are seeking will carry out the duties related to preaching the Word, administering the Sacraments and offering Pastoral Care to those associated with our congregation. The Minister selected will have the personal characteristics that will enable our congregation to continue to grow and actively participate in the life of our charge. The Minister will assist our Christian Education Committee and the Session and Official Board meet the needs of our Christian Community and place an emphasis on pastoral care and visitation of the sick and elderly. When necessary the Minister will provide counseling and support to those in need of it, oversee the general administration of our charge, and be supportive of the successful music ministry of our charge.

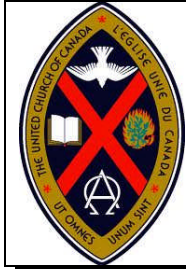
Description of Duties

Worship (30% of time)

- The Minister will prepare for service each Sunday, normally in accordance with the lectionary, and with appropriate consultation.
- In worship the Minister will respect the diversity in theological beliefs that are present within the participants of our congregation, recognizing that those beliefs range from very liberal to very conservative with the majority being moderately liberal or moderately conservative.
- With appropriate consultation the Minister will celebrate the sacraments and conduct others services such as funerals, confirmation, dedications, etc.

Pastoral Care (30% of time)

- The Minister will place priority on visitation of the sick and elderly within the congregation.
- The Minister will counsel the bereaved of the congregation.
- The Minister will provide education to individuals prior to marriage, baptism and confirmation.
- The Minister will counsel individuals and families who seek such assistance.
- The Minister will visit members and adherents of the congregation, with emphasis placed on visitation to those who are new participants in our church community.



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Christian Development (15% of time)

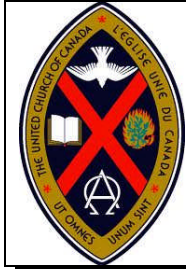
- The Minister will work with, be supportive of, and participate in the work of the Christian Education Committee.
- The Minister will provide assistance to the Sunday School Coordinator and be an active participant, when appropriate, in special activities provided for the children and youth of our congregation.
- The Minister will be an active participant in our adult fellowship groups and provide assistance, support and encouragement for the members and activities of the United Church Women's groups.
- The Minister will be respectful and supportive of the music leadership that is present in our congregation through our senior and junior choirs and hand bell choir, and support the choices of music selected by the Choir Director for the choirs. The Minister will normally choose the hymns to be used in regular worship services.

Administration (15% of time)

- In collaboration with the Official Board, the Committee of Stewards, the Trustees and other appropriate committees of the charge, the Minister shall share the responsibility for the overall administration of the charge.
- The Minister will ensure to the extent that is reasonable that the Official Board, Session, Committee of Stewards, Trustees, and other committees of the charge have the necessary information to make the decisions that are placed before the group.
- The Minister will work collaboratively with the administrative support staff that is provided.
- The Minister will carry out such other administrative duties that may arise from time to time in the daily operation of the charge.

Other (10% of time)

- The Minister will be an active participant in the Kensington and Area Christian Council.
- The Minister will be an active participant in the P.E.I. Presbytery and is encouraged to take advantage of opportunities for involvement in the work of Maritime Conference and the General Council.
- The Minister is encouraged to participate in educational opportunities that arise which will enhance the knowledge and skills required to meet the needs of our congregation.
- The Minister is encouraged to become involved in outreach opportunities that may arise and for which the Minister has time to carry out.



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5.0 SKILLS AND KNOWLEDGE

The congregation of Kensington United Church is an active, energetic congregation that is maintaining its size through the addition of new participants each year. We have very strong Sunday School and music programs and are excited with the progress we have made on the path of revitalization in recent years. We are financially stable and our building is in excellent condition. The congregation of Kensington United Church is seeking a Minister of Word, Sacrament and Pastoral Care who is personable and has a high respect for lay leadership in the life of the charge. Kensington United Church has a history of long serving ministers and the person called will be aware of the challenges this may initially involve in integrating into the life of our faith community.

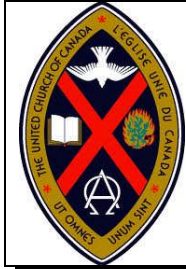
The Kensington United Church is seeking a Minister whose skills and talents include the following:

Personal Skills and Qualities

- Is friendly and a good listener
- Is comfortable with self
- Is genuinely caring in dealings with others
- Is respectful of others
- Is encouraging and enables the lay leadership within the charge
- Is able to provide counsel, care and support to the bereaved of the congregation
- Is open to consideration of others views on critical issues

Ministry Skills

- Has a respect for the diversity of theological views that exist within our congregation and the United Church in general
- Is able to relate the teachings of the Bible to the everyday lives of those in our faith community
- Has the preaching and presentation skills that enable the congregation to understand the message being offered each Sunday
- Recognizes the importance of the Christian Education Programs to the maintenance of a vibrant faith community
- Can relate well with children and youth
- Has a good understanding of the difficulties facing families in today's world
- Has a good understanding of the impact loneliness has on our elderly who may be sick or have difficulty getting out of their homes



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Other Skills

- Has a reasonable understanding of computer technology
- Has a reasonable understanding of finances
- Has a reasonable level of administrative competence
- Is comfortable working in a rural community

6.0 TERMS AND CONDITIONS (MINISTER'S SALARY AND BENEFITS)

Salary

Salary will be paid in accordance with the current salary guidelines established by The United Church of Canada.

Pension

Pension benefits shall be in accordance with the pension plan of The United Church of Canada.

Insurance

Health and life insurance shall be provided in accordance with the group health and insurance programs of The United Church of Canada.

Hours of Work

A work week is deemed to be forty hours.

Vacation

Vacation of at least one month in each pastoral year.

Travel

Costs associated with authorized travel shall be paid in accordance with the rate established by The United Church of Canada. A log of travel on behalf of the pastoral charge must be maintained in order to qualify for travel reimbursement.

Housing

A housing allowance shall be paid based on the fair rental value for a three bedroom dwelling in the greater Kensington area, but in no case shall be less than twenty percent (20%) of the Minister's Annual Salary.

Telephone and Internet

The basic cost of telephone service shall be provided in the home of the Minister, and the pastoral charge shall pay for long distance charges incurred for church related business. Personal long distance and other charges shall be the responsibility of the minister. High speed internet with remote access is available at the Church.



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Moving Allowance

The pastoral charge shall pay moving expenses in accordance with the policy of The United Church of Canada.

Continuing Education

An allowance of \$1,250.00 shall be provided yearly to the Minister to assist with the costs associated with continuing education activities, the purchase of books and other resources that may assist the minister in providing leadership to the charge. The minister is advised to provide receipts in relation to this allowance to avoid having to pay income taxes on the allowance.