

Parkdale United Church

Joint Search Committee - Minister of Pastoral Care - 2017

Report to the Congregation

June 18, 2017

1. The Parkdale members of the Joint Search Committee are: Lauren Barbour (Recording Secretary), Nigel Bell, John Butcher (Co-Chair), John Harewood, Irene Hilkes (Corresponding Secretary), Mary McLeod (Co-Chair), Julee Pauling, and Uchannah Samuel. The Presbytery Pastoral Relations Committee representatives are Rev. Dianne Cardin and Rev. Robert Merritt.
2. The Committee was established at the congregational meeting held on Sunday, April 2, 2017, which also approved the Report and Recommendations of the Joint Needs Assessment Committee.
3. The advertisement for the position of Minister of Pastoral Care was placed on the United Church of Canada's National Vacancy List web site immediately after the congregational meeting, as well as on the PUC web site. The deadline for applications was May 5, 2017.
4. The principal areas of focus of the position are:
 - provision of pastoral care across the congregation;
 - expansion of small-group ministry; and,
 - support to the Pastoral Care Team and to individual members and adherents within the congregation to help make pastoral care a collective and shared responsibility.
5. Consistent with the approved Recommendations of the JNAC Report, the position is full-time (40 hours per week), divided as follows:
 - pastoral care 70%
 - worship 10%
 - wider church involvement (Presbytery, etc.) 10%
 - professional development 5%
 - administration and leadership within the congregation 5%.
6. The Committee held its first formal meeting on April 5 to review its responsibilities, to determine roles within the Committee, and to confirm its decision-making process, confidentiality requirements, timeline and meeting plan, and internal communications.

7. While awaiting the application deadline, the Committee prioritized the selection criteria provided in the JNAC report, and began the development of applicant interview questions. It also clarified its approach to evaluating applications and began planning for the actual applicant interviews.

8. Four applications were received. Each was carefully assessed against the selection criteria, with special emphasis placed on such areas as likely fit with the congregation and the existing ministry team, statements of faith, background and experience, understanding of the nature and expectations of the position, etc. One applicant was screened out at this stage of the process.

9. Three applicants were invited to interviews. These were held on the evenings of May 23, 24, and 25.

10. The Committee was unanimous in its opinion that Reverend Alcris Limongi would be an excellent fit with Parkdale's congregation and staff team, and possessed the skills and character to be a highly-effective Minister of Pastoral Care in all priority areas of the position. (See her profile at the end of this report.)

11. Telephone interviews with the candidate's three references were conducted May 29, 2017. All were enthusiastic in their view that Rev. Limongi would be an excellent fit with Parkdale and the position of Minister of Pastoral Care.

12. Melodee and Barbara (in her capacity as Anthony's representative in the search process) met on June 1 with Rev. Limongi, along with the Presbytery representatives. Following that meeting, Melodee and Barbara affirmed their support for Rev. Limongi as Minister of Pastoral Care.

13. The following motions were approved by the congregation on June 18, 2017:

That the Parkdale Pastoral Charge transmits with approval to the Ottawa Presbytery its request to call Rev. Alcris Limongi as Ordained Minister effective July 1, 2017 with the following terms: fulltime with an annual salary of \$55,076.00 plus 5% (total salary \$57,829.80), telephone allowance of \$500.00 per annum; continuing education expenses reimbursed at a minimum \$1374 per pastoral year; minimum three weeks study leave, including Sundays, in each pastoral year; minimum one month (five Sundays) annual vacation in each pastoral year, application of the sabbatical policy; participation in the Centralized Payroll Service; pension and group insurance payments as assessed; shared office assistance described as 30 hours per week; travel expense reimbursement as logged based on the minimum General Council rate (currently \$0.39 per kilometer). Category A COL 4.

That the Joint Search Committee members of Parkdale Pastoral Charge be dismissed with thanks following a covenanting service for Rev. Limongi.

That the ballots be destroyed.

Profile of Reverend Alcris Limongi

**Prepared by Mary McLeod, Co-Chair of the Joint Search Committee
and Chair of the Pastoral Care Team**

I am pleased to be able to tell a bit of Alcris' background and how that equips her to be the new Minister of Pastoral Care at Parkdale.

As part of the application for this position, the JSC asked all the applicants to submit a statement of faith. Alcris' was clear and unequivocal. She believes in Father, Son and Holy Spirit, the authoritative and relevant role of Scripture, both personally and for the church. She understands ministry as service. She says at the end of her Statement of Faith, "I am God's child and I have the enormous privilege of being called to serve him, his church and his world."

Alcris sees Pastoral Care as one of the main pillars of ministry. Although she has not served specifically as a pastoral care minister, she has a wealth of experience to bring to this position. She has served as associate pastor for the Latino community at Millbrook United Methodist Church in Raleigh NC. During her interview with the JSC she gave several examples of very difficult situations where she was in fact providing excellent pastoral care. She is firmly committed to bringing a spiritual dimension to pastoral care situations, including prayer and reading of scriptures.

Alcris' accomplishments are many. She has a solid academic background including PhD studies. She has an in-depth knowledge of the scriptures (more than most, according to one of her references). She has organized English reading classes for Latino children at Millbrook, worked with seniors and developed an on-line theology course.

In her work as Racial Justice, Gender Justice and Sexual Minorities Program Coordinator at General Council Offices of the United Church of Canada, she provided leadership and assisted the UCC in becoming an anti-racist, anti-sexist, welcoming denomination. During her time there, she had extensive experience designing programs for and facilitating small groups. In addition she designed a curriculum on "Courageous Conversations about Differences".

Each of Alcris' references has said that she is very good at what she does. She is creative, insightful, dedicated and focussed.

Alcris has had a very interesting life and faith journey which is really hers to tell. I will say that she came from Venezuela in 1996 with no English and knowing no one.

As a retired ESL teacher, I can tell you that her spoken English is excellent and her written English remarkable for someone who came to English well into her adult years.

Alcris has very recently been ordained by the UCC and so will be able to fully participate in life and worship at Parkdale.

The Joint Search Committee and the Pastoral Care Team look forward to welcoming Alcris to Parkdale.