

DEWI SANT WELSH UNITED CHURCH



June, 2011

Dear Applicant,

Are you looking for a change and challenge in your ministerial career? Does working within the Welsh community in one of the most multicultural cities in the world whet your appetite or at least peak your curiosity? Then this is an opportunity to investigate what Toronto in general, and Dewi Sant in particular, has to offer to you.

Dewi Sant Welsh United Church in Toronto, (indeed the only Welsh Church in Canada), needs a minister. Having recently celebrated its centennial, the congregation is eager to move forward with renewed vitality and commitment to consolidating the future of Dewi Sant; however, we need a leader who can share and strengthen our vision and work with us towards the realization of our goals.

Dewi Sant is a unique community within the United Church of Canada: services are conducted in both English and Welsh; the members of the congregation, linked by bonds of faith, culture and fellowship, cover a wide geographic area rather than a local community. The challenge for a new minister is to reaffirm these bonds and to lead us confidently into the future.

Over the last six years, we have been very fortunate to have had a settled period of ministry. We are looking to continue this stability in our leadership, so as to further consolidate and increase the membership. Of course, meeting this challenge ideally requires a willingness and intention to stay with the Dewi Sant community for a minimum of five years.

Are you the person we need? Are you willing to begin an adventure in a new locale with new challenges? This report of the Joint Needs Assessment Committee (JNAC) will give you some information about Dewi Sant Welsh United Church, about immigration issues, about Toronto and its amenities, about Ontario and about the United Church of Canada. While there are websites listed in the body of the package document, which you may wish to visit, there is also included a page of website addresses (Appendix II) that will provide more detailed information about many of these areas. If there is other information that you require, please do not hesitate to contact the Search Committee c/o Secretary, 92 Olympia Cres., Brampton, Ont. L6X 4W3, or email at dewisant100@gmail.com.

Please give this opportunity your serious consideration. We look forward to hearing from you and would ask for the inclusion of a recent Curriculum Vitae (C.V.) in your return correspondence by November 15, 2011. The committee requests that further correspondence be in English. Be assured that all enquiries will be kept in the strictest confidence.

Diolch yn fawr iawn.

The Search Committee

Dewi Sant Welsh United Church

A New Creed

We are not alone,

We live in God's world.

We believe in God:

Who has created and is creating,

Who has come in Jesus

The Word made flesh,

To reconcile and make new

Who works in us and others

By the Spirit.

We trust God.

We are called to be the Church:

To celebrate God's presence,

To live with respect in Creation,

To love and serve others,

To seek justice and resist evil,

To proclaim Jesus crucified and risen,

Our judge and our hope.

In life and death, life beyond death,

God is with us.

We are not alone.

Thanks be to God.

The United Church of Canada, General Council 1968, alt.

**Vision and Mission Statements of
Dewi Sant Welsh United Church**

Our Vision Statement

“To work as an evolving congregation in unity, equality and harmony to be the centre of spiritual life and Welsh culture in Canada.”

Our Mission Statement

“To grow in the Christian faith through the Word, the sacraments and fellowship and to maintain and encourage the music, Welsh heritage, language and culture for future generations”.

PROFILE 1

The Community

Dewi Sant Welsh United Church is located in the City of Toronto, Canada's largest city, and the country's cultural, media and financial centre. The City is the capital of the Province of Ontario and is home to 2.6 million people, half of whom were born outside of Canada. Toronto is part of the Greater Toronto Area which includes the Regional Municipalities of York, Halton, Peel and Durham with a total population of 5.2 million inhabitants. It is the home of three major universities, several community colleges and world renowned hospitals. There are some 270,000 students in the City's 451 public elementary and 102 public secondary schools. In addition there also both elementary and secondary school in which French is the language of instruction.

Toronto is located on the shores of Lake Ontario and has easy access to provincial and national parks and recreation areas. It is home to a number professional sports teams from ice hockey to cricket, rugby, soccer, baseball and basketball. The city boasts of a new Opera House (home of the Canadian Opera Company and the Canadian National Ballet), Roy Thompson Hall (home of the Toronto Symphony Orchestra) the Royal Ontario Museum and the newly renovated Art Gallery of Ontario. In addition, Toronto is home to many theatres and art galleries.

Above all, Toronto is a city of immigrants. Originally settled by people from Wales, England, Scotland and Ireland, it is now home to immigrants from across the globe. The demographics of Toronto make it one of the most multicultural cities in the world. Data released by Statistics Canada as part of the 2006 census indicates that Toronto is more ethnically diverse than Miami, Los Angeles and New York City. Fully 49.9% of Toronto's population is foreign-born.

A majority of Torontonians claim their origins as either in whole or part from the British Isles. There is a significant population of Arabs, Barbadians, Bengalis, Chinese, Colombians, Ecuadoreans, Filipinos, Germans, Greeks, Grenadians, Guyanese, Hungarians, Indians, Iranians, Italians, Jamaicans, Jews, Koreans, Mexicans, Pakistanis, Poles, Portuguese, Romanians, Russians, Salvadorans, Somalis, Sri Lankans, Tamils, Tibetans, Trinidians, Ukrainians, Vietnamese and Vincentians throughout the city.

While English is the predominant language spoken by Torontonians, Statistics Canada reports that other language groups are significant, including Chinese, Portuguese, Tamil, Arabic, Persian, Urdu, Spanish, Punjabi, Somali, and Italian. Canada's other official language, French, is spoken by 1.4% of the population (*based on information from Wikipedia*).

Many of these ethno-cultural groups have settled in and developed distinctive neighbourhoods, characterized by restaurants and clothing stores and specialty shops that sell goods from home; many of these communities hold annual street festivals to celebrate their national day. An important example is the annual Caribana festival which celebrates Caribbean culture with a large Carnival-like street festival, drawing millions of visitors from North America and the Caribbean. Toronto thus is a city of very distinct neighbourhoods, many of which serve particular cultural groups such as Chinatown, the Corso Italia, Gerrard Street, India Bazaar, Greektown, Koreatown, Little Jamaica, Little Portugal and Roncesvalles are examples of ethno-cultural neighbourhoods. Other neighbourhoods, such as North Toronto where the Dewi Sant Welsh congregation is located are well-established, traditionally English-speaking communities,

although this is fast changing due to immigrant settlement patterns. There are significant pockets of low-income neighbourhoods in both downtown and suburban communities.

Toronto has a well-deserved reputation for cleanliness and safety, with crime rates that are among the lowest for large cities in Canada. Canada's policy of multiculturalism –born in its bi-lingual, bi-cultural history – is considered to be remarkably successful. The United Church of Canada is currently engaged in becoming a self-consciously “inter-cultural” faith community (see the United Church's website at www.united-church.ca/intercultural/articles).

Christianity is the largest faith group in Toronto's census metropolitan area, with Roman Catholics comprising 33.4% of the population. The Anglican Church and The United Church of Canada account for 6.9% each. Other religious groups include Islam (6.7%), Hinduism (4.8%), Judaism (4.2%), Buddhism (2.1%), and Sikhism (1.9%). 16.6% of the population claim they have no religious affiliation.

There are two United Churches within easy walking distance from Dewi Sant Welsh United Church. One of these congregations, at the time of writing, is seeking to share the Dewi Sant building, due to the planned reconstruction of their own facility to accommodate a smaller congregation.

Toronto is a city well-served by public transportation with both subway and surface routes. Dewi Sant Welsh United Church is about 10-15 minute walk from two subway stations and is also served by a major bus route.

The City of Toronto's Immigration and Settlement Portal at www.toronto.ca/immigration contains much helpful information for newcomers to Toronto from health care to a street map. It is highly recommended that this website be consulted in detail.

The Welsh in Toronto

(Note: The following observations are based on an article in the Encyclopedia of Canada's Peoples, originally created and published by The Multicultural History Society of Ontario.)

People of Welsh origin and heritage have played an important part in the settlement and growth not only of Toronto itself but also of Canada as a whole, beginning in the 1600s. They were merchants, seamen, fishermen, farmers, artisans, miners and soldiers. Many rose to prominence in government, the arts and in business. Welsh immigration between 1900 and 1990 has been calculated at fewer than 70,000 in total, a very small minority among the overwhelmingly English, Irish and Scottish immigrants. The peak migration period for Welsh emigration was between 1901 and 1905 when 16,624 people came to Canada. The last Census taken in 2006 reported some 440,965 persons self-identifying as “Welsh” in Canada, about 1.4% of the total population. In the 2006 Census of Metropolitan Area of Toronto, only 53,240 people self-identified as Welsh.

The Welsh population in Toronto thus is a tiny minority when compared to the 305, 625 persons from the Caribbean islands or the 537,000 people claiming Chinese origin. The preservation of a distinct cultural and linguistic identity becomes overwhelmingly difficult for such a small community, particularly as the leadership of the community grows older. The second and third

generation of people of Welsh origin have fewer ties with the homeland and tend to speak the language of their parents much less fluently as is generally the case with immigrants. By the third generation, all contact with the country of origin may be lost. The Welsh language school hosted by the congregation of Dewi Sant United Church currently has no more than twenty students in both its beginners and advanced classes. It should also be noted that the Welsh, unlike other much more recent immigrant groups to Canada, are not a “racialized” minority and thus have found it much easier to assimilate with the dominant Anglo-Saxon culture. In addition, the Welsh in Toronto have not formed distinctive neighbourhoods as larger ethno-cultural groups found necessary. Dewi Sant Welsh United Church thus is a “destination church,” with its members and adherents living all over the Greater Toronto Area and beyond.

Nonetheless, many Canadian cities and large towns have or have had a St. David’s Society which organizes social activities throughout the year, culminating in a banquet on St. David’s Day. The Toronto chapter of the national St. David’s Society is affiliated with Dewi Sant Welsh United Church.

The Welsh musical tradition continues to flourish, however. The Toronto Welsh Male Voice Choir is a prime example. The Ontario Gymanfu Ganu Association was organized in 1960 and continues to hold its annual festival in Niagara Falls. Welsh language, literature and history also figure as part of a broader Celtic studies programme at St. Michael’s College of the University of Toronto and Welsh language classes are offered by the Toronto Public School Board as part of their adult learning curriculum.

Despite these and other signs of vitality, Welsh culture is struggling to survive in contemporary Canada. One example cited in the *Encyclopedia* is the decline of the Welsh language. Thus in the last year for which data are available, 1991, only 2,070 persons declared Welsh to be their first language in the whole of Canada; the overwhelming majority of these persons lived in Ontario. Even at Dewi Sant Welsh United Church only about one third of the members speak Welsh fluidly.

There are many reasons for this decline: one may well be the fact that the Welsh language has long been identified with various religious organizations. Once these organizations lost support, assimilation or acculturation into the English-speaking mainstream followed quickly, to the extent that the Welsh in Canada have become an indistinguishable part of the dominant majority culture. Another factor is intermarriage as is the case with other cultural groups. Geographical and occupational mobility also militate against the coherence of a distinct Welsh culture as does the decline in the rate of Welsh emigration.

Nonetheless, many of the Welsh, particularly those in the first generation of immigrants to Canada remain fiercely loyal to their homeland and significant efforts are made to maintain close ties with Wales. One of these efforts is the stated need for a Welsh-speaking minister in Dewi Sant Welsh United Church.

About The United Church of Canada

(Note: the following is excerpted from the United Church website at www.united-church.ca)

The United Church of Canada is the largest Protestant denomination in Canada, ministering to close to 3 million people in over 3500 congregations across the country. Ours is a rich history closely entwined with the development of Canada itself.

The United Church was inaugurated on June 10, 1925 in Toronto, Ontario, when the Methodist Church, Canada, the Congregational Union of Canada, and 70 per cent of the Presbyterian Church in Canada entered into an organic union. Joining as well was the small General Council of Union Churches, centered largely in Western Canada. It was the first union of churches in the world to cross historical denominational lines and hence received international acclaim. Impetus for the union arose out of the concerns for serving the vast Canadian northwest and in the desire for better overseas mission. Each of the uniting churches, however, had a long history in Canada prior to 1925.

The Canada Conference of The Evangelical United Brethren Church became part of The United Church of Canada, effective January 1st, 1968.

In addition, over the years various individual congregations from other Christian communions have joined the United Church. In 1943 a two-decade process of negotiation with the Anglican Church of Canada was initiated. Later the Christian Church (Disciples of Christ) joined the negotiations. The general commission representing the three churches adopted the Plan of Union in 1972, but three years later was rejected by the Anglican Church of Canada. Discussions with the Christian Church ended in 1985.

Recently, the Anglican Church of Canada and The United Church of Canada have begun an ongoing dialogue. These are the first formal conversations between the two denominations since the end of the Plan of Union talks in the 1970s.

Each of the uniting churches has made distinct contributions to the ethos, the governance and the worship life of the United Church. The United Church includes believers of many theological persuasions and traditions and the church prides itself on being an inclusive community, welcoming everyone regardless of age, race, gender sexual orientation or physical ability. We view the religious practices of people of goodwill with respect and gratitude and believe that the Spirit of God is at work in many different faith communities. We work together with other Christian denominations whenever possible and among people of other religions in Canada and throughout the world on issues of justice, peace and human dignity.

The United Church and her congregations have a strong and living social justice tradition and commitment. We believe that we strengthen one another to work, through God's grace, for a better world. To this end we cooperate with other churches, faith traditions and people of good will to eliminate poverty and to protect those who are most vulnerable.

The Basis of Union forms the United Church's "constitution" and includes the church's 20 Articles of Faith. The United Church believes that, in the tradition of Reformed communities throughout the world, the church's formal beliefs can be expressed anew in each generation in ways that are both faithful to Scripture and reflect the language and meaning of the time. Thus in 1940, the General Council approved A Statement of Faith. Since then, in 1968 A New Creed was adopted which is quoted as the introduction to this Report of the Joint Ministry Needs Assessment Committee. In 2006, a third statement of belief was adopted called The Song of

Faith. The United Church is currently undertaking a process called a “remit” to test the will of the church whether these three doctrinal statements should be added to The Basis of Union as additional “subordinate” standards. Congregation and Presbyteries will be invited early in 2012 to participate in this process by means of study and a formal vote. Our faith journey, as expressed in theological language, continues over time. *(for more information, please visit the United Church’s website at www.united-church.ca/beliefs/statements/our-words-offaith)*

PROFILE 2

The Congregation

Dewi Sant Welsh United Church began as a Welsh Sunday School in 1907. Before its current building was erected in 1960 at 33 Melrose Ave., the congregation occupied a number of buildings in central Toronto. Dewi Sant became a member of the United Church soon after the latter was formed in 1925.

Dewi Sant is not a “neighbourhood” or “community” church. Very few of our members live in close proximity to the church building. Many members travel considerable distances to attend church services or to participate in meetings. Our catchment area extends from Bowmanville in the east to Burlington in the west and as far north as the Midland area. We have associate members throughout Canada, in the United States and the United Kingdom. Dewi Sant, in other words, is a “destination” church. This fact alone, in addition to the fact that it is an aging congregation, makes a close and vibrant communal life very difficult to maintain, whether this be a youth group, women’s or men’s groups.

What unites the congregation is the intense loyalty of its members to the Welsh fact and tradition. The majority of its members joined the congregation because they are immigrants from Wales, are of Welsh descent or by association through marriage. Some members have no direct Welsh connection nor are all worshippers full members of The United Church of Canada. They join because of the traditional eloquent preaching, the fervour of hymn singing and the great care members of the church community take of each other. Deep bonds of friendship and caring have developed over the years; these and the common cultural and linguistic heritage and the fervent desire to maintain this heritage in the Welsh diaspora are significant motivators for the congregation. Nonetheless, Dewi Sant Welsh United Church seeks to be open and welcoming to people from all cultures.

The intertwining of religious, cultural and social aspects is natural to Welsh life and over the years has characterized the life of Dewi Sant and its members. Thus members of the congregation give leadership to the St. David’s Society of Toronto which holds its meetings in the church building. Weekly Welsh language classes are also held there. The Toronto Welsh Male Voice Choir has its headquarters at Dewi Sant and many of the choristers are also members of the congregation. The Dewi Sant community is an integral part of the Ontario and the National Gymanfa Ganu Associations. The annual Good Friday Gymanfa Ganu, held at Dewi Sant Church, draws people from a wide area of Southern Ontario. A number of Welsh ministers live outside the Toronto area and associate themselves with Dewi Sant and participate in special services.

Dewi Sant is a focal point for visiting choirs and other cultural groups as well as for individual visitors from Wales. The monthly newsletter, Y Gadwyn, encompasses the life of Dewi Sant and also broad aspects of the Welsh community extending to Wales and beyond. The congregation's website (www.dewisant.com) also reaches a large number of persons.

The congregation offers pastoral care and support to some 190 resident members and another 160-180 families and individuals who are associated with the congregation. Average Sunday attendance is about 65 persons. The Sunday School currently has an enrolment of 12 students.

The congregation is governed by an Official Board whose membership is made up of the members of the Board of Session, the Committee of Stewards, a representative of the Women of Dewi Sant Welsh United Church, a representative of the Ministry and Personnel Committee and of the Sunday School.

In addition to serving on these Boards and committees, members of the congregation volunteer in many other ways, such as preparing the elements for Holy Communion, lay readers, giving leadership in the monthly Welsh language services, preparing a monthly luncheon gathering and programme ("The Lunch Bunch") and preparing and serving tea every Sunday after service, contributing to Y Gadwyn and the like.

The congregation has identified two significant goals for the immediate future: the development of a long-range strategic plan, including required renovations to make the building fully accessible) and a strategy for intentional outreach to the wider Welsh community in the Greater Toronto Area.

Dewi Sant is also home to a small Korean Methodist congregation and, as mentioned previously, is in conversations with a neighbouring United Church congregation which seeks to share Dewi Sant's facilities while their building is being reconstructed.

The focal point of the life of the Dewi Sant community is the Sunday morning service of worship. The congregation cherishes lively music, joyful hymn singing (in both English and Welsh) and preaching that is both inspiring and illuminating. The monthly Welsh language service, held on the first Sunday evening of the month) together with the music of Merched Dewi is an important part of the worship life of the community.

PROFILE 3

Resources

Dewi Sant is very much a working congregation, with many of the members having talents that are used to continue to keep the Church alive. The first of course is in the area of music with many soloists and of course Merched Dewi and the Toronto Welsh Male Voice Choir. The talents do not stop there, because we have a large choice of people willing and able to conduct

the Gymana Ganu on Good Friday and other times as planned. One of our members is actually a music teacher who on occasions brings talented young people to perform at morning worship.

We conduct Focus Groups from time to time and are fortunate to have people who can conduct these in a very professional manner. We also have gifted Welsh speaking members willing to give their time to teach the younger generation the language vocally and singing, plus we have the Welsh Adult Learners classes, who assist at times with the monthly Welsh services. The members of the Board of Session regularly visit those unable to attend services and some of the members who are not on a Board perform these duties, particularly in areas where distance is a requirement and they happen to live in that area. These types of responsibilities are supported by the incumbent Minister who trains and assists where needed.

In this day of electronic media, we are privileged to have people well versed in the art of communicating in this modern world, which assists the continuance of information even when the weather does not permit attendance at events.

The congregation has three paid staff in addition to the minister: a talented organist who plays for the weekly worship services, the monthly Welsh language service as well as any special services; a part-time (18 hours/week) office manager/receptionist); and a care taker who is responsible for the normal cleaning of the church building. Two former retired ministers of the congregation and their families participate in the life of the church community and from time to time are called upon for weddings or funerals.

The church building itself is just over fifty years old and part of the long-range planning of the congregation is to ensure its full accessibility to meet the requirements of the Province of Ontario.

The building also houses the Minister's and the Office Manager's offices which are fully equipped with telephones, computers, internet access, a fax machine and a printer.

The most recent financial statements of the congregation and a five-year financial projection are attached to this report.

Profile 4

Position Description

Position Title: Minister of Word, Sacrament and Pastoral Care

Purpose: The purpose of the position is

1. to enable members of the congregation to have deeper experience of the liberating presence of God-in Christ in their lives and in the world,

- through passionate worship, inspiring preaching and joyful music, the celebration of the sacraments and faithful pastoral care;
2. to reach out to members of the Welsh community in the Greater Toronto Area by helping the members of the congregation fulfill their vision and mission statements through regular contributions to *Y Gadwyn*, ensuring the maintenance of the congregation's website and by providing leadership to the Welsh community whenever possible;
 3. to guide and enable the members of the congregation to administer the affairs of the congregation faithfully by chairing the Board of Session and the Official Board, giving leadership to the other committees of the congregation as required and by assisting the congregation to develop a long-range strategic plan.

Accountability: The Minister is accountable to the congregation and the Official Board through the Ministry and Personnel Committee and to Toronto South East Presbytery of The United Church of Canada in accordance with the provisions of the Manual of the United Church. There will be an annual review by the Ministry and Personnel Committee based on agreed upon goals.

Responsibilities: 1. The Public Worship of God (30% time requirement)

The Minister has primary responsibility, in consultation with the Session, for the public worship of God, by planning, leading and preaching at all regular services of worship on Sunday mornings and on other occasions as required (i.e. Christmas Eve, Ash Wednesday, Maundy Thursday and Good Friday) and special services such as Remembrance Sunday, St. David's Sunday, and Christian Family Sunday. In addition, the Minister will give leadership and preach at the monthly Welsh language services.

The Minister will administer the Sacraments of Holy Communion and Baptism at the direction of the Session.

The Minister will encourage the active participation of the people, including the young people and children, of the congregation in leading public worship.

The Minister will be responsible for preparing the weekly Order of Service.

2. Pastoral Care (25% Time Requirement)

The Minister will have primary responsibility, together with the Session, for providing pastoral care to members of the congregation as required, by crisis intervention, pastoral visits to homes, hospitals and/or nursing homes as needed. The Minister will also be available to provide pastoral counselling as required; it is expected, however, that persons requiring long-term counselling will be referred to appropriate other resources.

The Minister will train members of Session and others in pastoral visitation.

The Minister will also officiate at marriage ceremonies and funerals as requested in keeping with the policies and practices of The United Church of Canada and the congregation of Dewi Sant Welsh United Church.

3. Faith Development (10% time Requirement)

The Minister will encourage the development of and growth in the faith of all members of the congregation by providing opportunities for and/or leading regular Bible study and other adult learning groups, in areas such as stewardship development, Welsh culture and history, care for the environment, social justice and peace, as well as various United Church of Canada policy initiatives, such as interculturalism, race relations, and relations with Canada's Native peoples.

The Minister will work closely with the teachers in the Sunday School and provide them with appropriate training and support to encourage the faith development of the children and young people of the congregation.

The Minister will provide leadership in preparing adults for baptism as required, confirmation classes as required, as well as parents for the baptism of their children.

4. Community Outreach (10% Time Requirement)

The Minister will work with members of the Session and others to develop initiatives for outreach to the wider Welsh community in the Greater Toronto Area with the express goal of increasing the congregation's visibility and presence in that community.

The Minister is expected to participate in activities in the Welsh community and give appropriate leadership and guidance as required.

The Minister is expected to participate in the annual Gymanfa Ganu of the Ontario Welsh Festival (OGGA) and the Welsh National Gymanfa Ganu Assoc. (WNGGA).

5. The Wider Church (5% Time Requirement)

The Minister will participate in the life and work of Toronto Southeast Presbytery by attending its regular meetings and participating in at least of its Commissions and by providing regular reports to the congregation on the work of the Presbytery.

The Minister will also attend the Annual Meeting of the Toronto Conference of the United Church of Canada.

6. Administration (15% time Requirement)

The Minister will assist in the administration of the congregations affairs by chairing the Official Board and the Board of Session and by being an ex-officio members of all committees, except the Ministry and Personnel Committee.

The Minister will assist the congregation in the development and implementation of a long range strategic plan.

The Minister will supervise the day-day operation of the church office and will be the immediate supervisor of the office manager.

The Minister will maintain and publish regular office hours in consultation with the Ministry and Personnel Committee of the congregation.

7. Spiritual Development, Continuing Education and Self-Care (5% Time Requirement)

The Minister and the Ministry and Personnel Committee will develop a work plan to ensure that the Minister has sufficient time to fulfill the expectations of the congregation within the time constraints of a forty-hour work week and that the Minister has sufficient time off for appropriate self-care, family life, recreation, study and spiritual renewal and development.

The Minister, together with the Ministry and Personnel Committee will formulate an annual continuing education plan.

Profile 5

Skills

A) Gifts

The Minister of Word, Sacrament and Pastoral Care at Dewi Sant Welsh United Church will bring the following gifts as a foundation for ministry:

1. The ability to be open to the leading of God's spirit, cultivated through a life of prayer, worship, spiritual attentiveness, and acts of justice and caring.
2. The ability to maintain personal, professional and spiritual balance.
3. The ability to motivate and develop a congregation to be a "mission" church (i.e. help the congregation to reclaim their role to reach new believers).
4. The ability to develop and communicate a vision.
5. The ability to lead and interpret change.
6. The ability to promote and lead adult faith formation.
7. The ability and the enthusiasm to provide leadership for passionate, spirited and transformational worship experiences.
8. The ability to identify, develop and support lay leaders.
9. The ability to manage conflict.
10. The ability to navigate successfully the world of modern information technology.
11. The ability to be a life-long learner.
12. The ability to grow in faith and to learn from others.

The Minister is expected to be steeped in Welsh culture and to be fluently bilingual in English and Welsh.

The Minister will be open, honest and trustworthy in communication and relationships and is able to develop an integration of mind, body, soul and heart leading to a wholeness of person.

The Minister will be able to communicate the love of God through qualities of genuineness, empathy, compassion and presence and will seek to empower others to grow in grace, claiming their call to discipleship and to the work of reconciliation and justice.

B) Skills and Competencies:

1. **Proclamation:** through teaching, preaching, the liturgy, sacrament and service, the Minister will demonstrate the ability to communicate effectively and enthusiastically and apply the Gospel to the needs and realities of the day, including prophetic witness. The Minister's style will be invitational, compassionate and patient.

2. **Pastoral Relationships:** the Minister will be able to engage all persons with respect: to listen, to develop working teams, equip and partner with lay people and manage conflict in ways that lead to healthy resolution. The Minister will seek out the assistance and advice of lay members of the congregation when required and respect the skills and history they bring to their ministries. The Minister will be self-differentiated and be able to separate personal agenda from professional duty and will practice confidentiality. The Minister will adhere to the professional and ethical standards of ministry personnel in the United Church of Canada which may be found on the website of the United Church of Canada at www.united-church.ca/files/handbooks/pastoral_ethical.pdf.

3. **Vision, Organization and Administration:** The Minister will bring the necessary administrative, management, listening and planning skills to enable the congregation to function in a healthy manner and to empower it to reach out to make new disciples and thus transform the world. The Minister will be able to familiarize him/herself quickly with The United Church of Canada and will respect the history and mission of the denomination.

4. **Self Care:** The Minister will possess the time management skills to allow for a healthy balance among work, family and self-care responsibilities. Self-care includes the ability to define and establish appropriate boundaries, to keep personal perspective when working through conflict and the ability to integrate life-long learning goals into the fabric of work and life.

Profile 6

Terms

In accordance with the policies of The United Church of Canada, the congregation offers the following terms:

1. Salary, Allowances and Benefits:

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| Salary: | Competitive salary, based on years of service in ministry |
| Housing: | A Housing Allowance (taxable in part) as set by Toronto South East Presbytery (\$22,500 in 2011 and \$25,000 in 2012) |
| Travel | Amount set by The United Church of Canada, currently \$.41/km |
| Moving Expenses: | Reasonable moving expenses will be paid to move the Minister and his/her family to Toronto. Before moving furniture, the individual called is advised to consult with members of the Search |

Committee of Dewi Sant Welsh United Church, due to the differences in climate between Toronto and Wales

Phone/Fax:	The cost of one personal home phone is paid by the congregation
Education/Book Allowance	A combined continuing education/book allowance of \$1,200/year
Office Administration	Part-time office manager/receptionist
Office Equipment	Computer, internet access, photocopier, telephone and fax machine are available in the office.
Benefits	The Minister will be a member of the United Church Pension Plan, and the United Church Group Insurance Plan.

2. Time Off

Vacation	One month paid vacation/year (or four weeks, 5 Sundays), time to be arranged in consultation with the Ministry and Personnel Committee; In addition, the Minister is expected to attend the Gymanfa Ganu of the OGGA in April and the WNGGA in September.
Study Leave	3weeks/year (21 days, including Sundays); time and goals for study leave to be determined in consultation with the Ministry and Personnel Committee
Sabbatical Leave	In accordance with the policies and guidelines of the United Church
Disability Leave	In accordance with the policies and guidelines of the United Church
Maternity/Paternity Leave	In accordance with the policies and guidelines of the United Church and government regulations

APPENDIX 1

Dewi Sant 5 Year Financial Projection

Please send a request for this document to dewisant100@gmail.com

APPENDIX 2

Other Websites of Interest:

www.Toronto.ca

www.ontario.ca

www.canada.gc.ca

www.ontariowelshfestival.ca

www.wngga.org