

PARISH PROFILE

St. Paul's Anglican Church

Celebrating 137 Years: 1885– 2022

12 Pine Street, Brockville, Ontario

November 2022



Mission:

To Proclaim the love of Jesus Christ to all people through evangelism, mission, and ministry.

Vision: Being Disciples & Making Disciples



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St. Paul's Window

Photo Credit: K. Bolton

HISTORY OF ST. PAUL'S

The building in which we worship was erected in 1845 as a Congregationalist Church. A group of evangelical Anglicans purchased the building in 1885 and subsequently enlarged the sanctuary, installed the spectacular stained-glass windows and added the parish hall. At that time, Brockville was a thriving industrial centre with seventy-seven factories and a population of about eight thousand – twenty-five hundred of which identified as Anglicans.

Brockville later had three viable and thriving Anglican Church congregations – in addition to St. Paul's – Trinity Anglican Church and St. Peter's Anglican Church (all located within a one-kilometer radius). As church attendance and revenue declined among them amalgamation was proposed on a single site. St. Paul's chose to remain separate, while Trinity and St. Peter's joined to form St. Lawrence Parish. The two Anglican parishes now work cooperatively in sponsoring refugees, and in outreach to the homeless community in Brockville.

While initially St Paul's had a part-time Incumbent, the decision was made in 2009 to risk a fulltime stipendiary Incumbent because the church seemed to be thriving under the leadership of the Incumbent It was a decision which was not regretted.

The Parish of St. Paul's has a long history of community involvement and outreach initiatives including ongoing support of PWRDF. It is known locally as a small, friendly, and active church with an emphasis on both outreach and care for its members.

Prior to the pandemic, St. Paul's had a membership of over one hundred and fifty, with approximately 100 weekly worshippers. It was a thriving single-point parish within the Diocese of Ontario with a beautiful and well-maintained church and hall. Post pandemic church attendance has suffered but it is showing signs of returning to its previous levels.



Tunnel South Entrance (upper) and inside view of South Entrance (lower)



City Hall



Brockville Tunnel

Brockville, the city of the 1000 Islands and Canada's 1st Railway Tunnel is located within about an hour's commuting distance of Ottawa and Kingston, one and a half hours to the West Island of Montreal, and just over three hours to Toronto. The city, with its population of 22,000, offers a range of amenities for people of all ages, i.e. the Aquatarium, a place to learn about the creatures that live in and around the 1000 Islands. Brockville's average and median age are above the provincial average. Many find it a wonderful spot to retire supported by a large modern hospital and other health services, i.e. Community and Primary Health Care (CPHC).



<https://brockville.com>

<https://brockvilletourism.com>

<https://cphcare.ca>

<https://aquatarium.ca>



<http://brockvilleartscentre.com/>

Patrons of the arts will discover a thriving arts community from modern galleries and studio tours to the Brockville Arts Centre which is recognized as one of the finest medium size historic theaters in Canada. The B.A.C houses a 700 plus seat auditorium that accommodates professional and community theater productions, concerts, and music festivals. It also houses rehearsal space for very active local operatic and theatre organizations.

The religious community is well served by a wide variety of denominations. Interdenominational outreach tries to address the needs of the less fortunate. The Brockville Ministerial association is active and inclusive.



River of Lights



Brockville Waterfront

The area is crisscrossed with walking, hiking, and cycling trails. Our municipally owned islands are a popular weekend destination for boaters. Waterfront parks provide safe beaches and access to scuba diving. The Brockville Country Club offers a premier golf course, a six-sheet curling rink, and meeting, banquet, and social facilities for our community year-round. Brockville's educational facilities are well known for their high standard in a variety of subjects. Public and Catholic schools, a Francophone school and a private school are spaced throughout the community with most English schools offering French immersion courses. St Lawrence College offers post secondary education. Other providers offer upgrading and training programs. The universities of Kingston and Ottawa are within an hour's drive.

WORSHIP

St. Paul's has a strong worship team which, in addition to the Incumbent, includes several Lay Readers and an Honorary Assistant Priest. The leadership and participation of these individuals is valued by the congregation. Lay readers assist at all services, preach on a quarterly basis, lead morning prayer as needed, and organize and lead the weekly Healing prayer service. The Honorary Assistant takes services in the absence of the priest and is actively involved in other parish ministries, including Bible study and leading services at nursing homes. The Worship Committee meets to plan for the seasons of the church.

Two services are held each Sunday from September through June. At 8:30 a.m., a spoken traditional Holy Communion is celebrated. At 10:00 a.m. the page 185 liturgy is used, and music is led by the choir. The second service is livestreamed over Facebook. It is followed by a time of fellowship in the church hall. During the summer months, a single service is held at 9:00 a.m.

On Wednesdays at noon, we gather for focused prayer for the sick or suffering. The service is now held on Zoom with Lay Reader leadership. When we have an Incumbent, we hope to return to having it in the sanctuary followed by a less formal Holy Communion. At this service, the opportunity was previously given to receive the Church's historic healing rites of the laying on of hands and anointing with oil. Normally, this service was also led by the Lay Readers with either the Incumbent or Honorary Assistant administering the sacraments.

Pastoral Care

St. Paul's also has a pastoral care team of six people newly trained by the previous Incumbent as lay visitors and licensed as home communion administrators. They visit those who are housebound, in senior residences, and nursing homes monthly. The hope is to meet regularly with the Incumbent to debrief and support each other in this role as well as to keep the Incumbent aware of changing situations or the need for priestly services. This is an important ministry to the sick and the shut-ins who remain an important part of our congregation. The Incumbent would be expected to provide leadership and further training to the Team. In addition, the Incumbent visits those who are in crisis or palliative care. The role of the Pastoral Care Team is to support the Incumbent in Pastoral Care by providing more regular visits than would be possible for the priest. The questionnaire suggests that Christian Counselling is an important need within the parish and a role the Incumbent would be expected to fill.

CHRISTIAN EDUCATION

Children's Ministry

St. Paul's had historically prided itself on its large and vibrant Sunday School Program. However, fewer young families attend church on a regular basis, and it has become a challenge to find individuals to lead the programs. Although our church is not alone in experiencing this trend, it has had a definite impact.



Godly Play is a program for the youngest members of the congregation. It draws our children into early expressions of worship and faith through simple liturgy and imaginative involvement in the telling of Biblical stories. While we have a vacancy for a coordinator, we do have several members trained to share stories again in our well stocked Godly Playroom. Post-pandemic, families with children have been slow to return to church.

The Holy Family



The Mustard Seed Parable

This is a ministry it is hoped that a new Incumbent could nurture.

St. Paul's has a group of youth hoping to be prepared for confirmation. This may sow the seeds for a renewed youth group.

Study Groups

Currently two small groups meet weekly for book or bible study and Christian fellowship. The first is a women's group which coordinates its own agenda and the particular books they study. They meet in a private residence. The second is led by the Honorary Assistant priest and gathers at a private residence (or online, as required) to discuss the Gospel Reading for the following Sunday or a particular book of the Bible.

Lent and Advent have been a time for interest groups to gather in study and prayer. Offerings initiated by the incumbent in recent years included online study materials provided by the Society of St John the Evangelist (*meeting Jesus in the Gospel of John*), a Joan Chittister book study (*Between the Dark and the Daylight*), a study of Job, and Indigenous Studies prepared by another parish within our diocese.

Every year lay readers and others attend the Summer Fruit for Souls conference sponsored by the Diocesan Lay Readers Association. For several summers, St. Paul's has had the highest number of participants at the event whether in person or online.

MUSIC

St. Paul's has a small choir which performs at the 10:00 service. This talented group of individuals, mostly seniors, provides inspiring musical leadership to the congregation. Guitars and other instruments often supplement the piano. We have a new music director who leans toward traditional music. He is introducing new settings to the liturgy and plans to expand the choir repertoire.

ALTAR GUILD

St. Paul's has an active Altar Guild that has been an integral part of St. Paul's for many years. This group of men and women work together on a regularly scheduled rotation to prepare the Altar for the weekly services and the many celebrations that are held throughout the year.



Spirit of Quiet Service

Photo Credit: Virginia Glover

They are responsible for ensuring that flowers are on the Altar each Sunday. The Altar Guild epitomizes the spirit of quiet service and fellowship that both supports the Priest and forms the backbone of this church.

PARISH ADVISORY COMMITTEE

Parish Advisory Committee is an important part of the leadership of St. Paul's Church. Clergy, Wardens, Lay Members of Synod, the Treasurer, and the Chairs of the various committees, currently up to fifteen people, meets regularly. During these meetings, committee representatives effectively report on ongoing activities within and outside the parish and make recommendations to the Wardens regarding future direction or expenditures.

CHURCH ADMINISTRATIVE SUPPORT

Employees/Contracts

St. Paul's employs a part-time Administrative Assistant who manages the Church Office. The financial administration and reporting function is supported by a bookkeeping service and a year-end review by an independent practitioner (CPA). A part-time Cleaner maintains the church and hall. Snowplowing, shoveling and lawn cutting are contracted out to individuals or services.

Volunteers

An organized team of volunteers supports the financial operations on a weekly basis by counting and recording the offerings and depositing the funds. The Envelope Secretary maintains the records for recording donations and preparing tax receipts. The Treasurer reviews the monthly statements and provides feedback to the Wardens.

The web master maintains the Parish Website and Facebook page.

St. Paul's Anglican Church Homepage: www.stpaulsbrockville.ca

St. Paul's Church Facebook page: <https://www.facebook.com/stpaulsbrockville>

ANGLICAN CHURCH WOMEN

The ACW at St. Paul's have traditionally been very active, meeting once a month for social and educational get togethers. However, during the past two years Covid has restricted their meetings and activities. All St Paul's women are also members of the ACW and many give their time and talents for events like a Fall bazaar and luncheon.

ACW members participate in the Wee Care Basket program at the Brockville General Hospital (this is a traditional Mother's Day project), and support the Brockville Housing Partnership. Within our church Christmas gifts, Sympathy, Valentine, Easter and Thanksgiving cards are sent to all our shut-ins.

Members attend World Day of Prayer services, ACW regional meetings, and the Parish of St Lawrence ACW Easter event. The ACW generously supports refugee programs, Connect Youth, Interval House, the Brockville and Area Food Bank, and activities or initiatives like the prayer room within our church.

SOCIAL JUSTICE COMMITTEE /GREEN GROUP

The Social Justice Committee currently has nine members.

They continue to reach out to Leeds and Grenville Victim Services, offering support for victims of **Human Trafficking**.

The group was active in sponsoring 4 **refugee families** from Syria and East Africa, working with St. Lawrence Anglican Church and St. Francis Xavier Roman Catholic, in Brockville and St. Luke's Leeds Rear. Together they forged a partnership called **Agape Brockville**. Covid interrupted the immigration process, essentially stalling Agape's commitment to sponsor **three further families**. Hopefully, one or more of these families will arrive within the next year

Affordable housing. St Paul's justice committee has representation at the meetings of the Brockville Housing Partnership which was set up under the leadership of Father Michael Read, St. Lawrence Parish, with broad community membership. Its original goal of increasing the supply of affordable housing in Brockville was derailed by the burgeoning homeless population and its need for shelter during the Covid lockdown. As a result of the efforts of the Housing Partnership, the Community Care Centre was opened. It is a referral hub for support services for homeless people, and has a limited number of beds and facilities for overnight shelter. The Brockville Housing Partnership hopes to return to its mandate to develop affordable housing.

Reconciliation and Indigenous issues continued to occupy committee members through the lockdown. They endeavored to become better informed about our First Nations history and culture. Some members completed an online, 12-unit course offered by the University of Alberta entitled "Indigenous Canada" as well as participating in other educational initiatives. Three resolutions which were adopted at the Diocesan Synod November 2021 were the subject of discussions, as the group considered ways to encourage the congregation to implement them.

The first resolution, supporting a **Guaranteed Basic Income**, will require active letter writing and lobbying of members of parliaments, federal and provincial, and of municipal governments.

The second resolution was to designate 10% of the proceeds of any future sale of lands or property to the **Anglican Healing Fund**. In this spirit, a motion was made and passed to retroactively pay 10% of the proceeds of selling the church rectory 25 years ago to the Anglican Healing Fund.

Green Group: The Third Synod resolution regarding the **Climate Emergency** has several clauses. The church wardens and property committee have worked tirelessly to examine ways to reduce the carbon footprint of St. Paul's buildings and operations. Having already implemented many energy saving measures, there is little more to be done immediately.

Food Insecurity. St Paul's sponsors various projects designed in response to the needs of the marginal folk in our community:

Sunday Suppers: St Paul's, in partnership with other churches, provides free dinners one Sunday evening a month at First Presbyterian Church. The responsibilities to purchase, cook, and distribute the meals alternate. Funds are being raised to cover the costs and the group have also been allocated a small budget.

Christmas Boxes: St Paul's fills boxes at Christmas to provide gifts and some simple essentials to be distributed to the homeless through the Community Care Centre.

Blessing Boxes: We sponsor three Blessing Boxes, little free pantries strategically located, including one beside the church. These are stocked by volunteers from the church and the community.



The Brockville Food Bank is supported by members of St. Paul's. Food is collected in the cart at the back of the church and delivered monthly.

SPECIAL EVENTS

Until the onset of the pandemic, many exciting things happened each year at St. Paul's. Church members returning from their summer break seemed to immediately become involved with a whirlwind of preparations for special events.

The first Saturday in November saw the church hall crowded with baked goods, crafts and treasures for the ACW Bazaar and Tea.

In addition to special services such as Justice Sunday in November, and the annual interactive Nativity Service, members of the congregation look forward to the services during Christmas and to coming to St. Paul's on New Years Eve for the Community concerts. Most of these events went virtual for two years.

The men of the parish host a Pancake Supper on Shrove Tuesday to mark the beginning of Lent and to support PWRDF. In 2022 it continued as a virtual event, hosted by the Justice Group in aid of Agape.



The Bell Grandchildren Enjoying a Shrove Tuesday Pancake Supper

FINANCES

Financial details are included in the appendix. As a way of encouraging financial stewardship, financial details are periodically reported in the bulletin.

APPENDICES

APPENDIX 1 – PROPERTY DETAILS

The church is located on the northeast corner of Victoria Avenue and Pine Street in Brockville, ON. The formal address for mailing purposes is 12 Pine Street, however entrance to the church office is via a short driveway on Victoria Avenue.

In 2014 a new metal roof was installed on the church and parish hall buildings; in the spring of 2015 the bell tower area was repaired and in the summer of 2015 the chancel area was repaired and painted. Future plans, dependent on financial viability, include the repainting of the church interior.

The property under the authority of St. Paul's is literally the building structure. The property line: to the north of the building bisects the width of the driveway and separates the storage shed from the building; to the east of the building is 2 feet from the building; to the south separates the sidewalk from the front doorsteps; and to the west cuts through the accessibility ramp.

Security of the premises is maintained by a fire-alarm system which is monitored on a 24hour basis and the office door is the main entrance with access control by a proximity key system (the other doors are opened from the inside) and the Rector's office is key-controlled.

APPENDIX 2 - TECHNOLOGY

St. Paul's has a desktop computer with WIFI, which is utilized by the Administrative Assistant and two 17-inch laptop computers for use by the Rector and envelope secretary. The systems are connected by wireless to a quality, rented photocopier.

A large screen TV is used for presentations in the Church Hall.

The audio system in the church uses both wireless and hard-wired microphones.

The 10 o'clock service is played over the live streaming equipment to the St. Paul's Facebook page.

APPENDIX 3 - PARISH ADMINISTRATION

Parish Administration is as follows:

Churchwardens:

People's Warden Ian Coombe
Rector's Warden Julie Daxon

Deputy Churchwardens:

Rod Slack, Peter Galvin

Administrative Assistant: Jody MacIntosh

Financial Statements

St. Paul's Anglican Church Income Statement Jan 01, 2022 to Sep 30, 2022

REVENUE

	<u>Actual</u>	<u>Budget</u>	
Donations			
Regular Offerings	85,272.35	144,432.00	Regular Offerings
Memorial Offerings	22,205.00	22,000.00	Memorial Offerings
Christmas Offerings	120.00	4,500.00	Christmas Offerings
Easter Offerings	2,624.25	3,700.00	Easter Offerings
Thanksgiving Offerings	0.00	4,500.00	Thanksgiving Offerings
Loose Offerings	480.00	4,000.00	Loose Offerings
Designated Offerings	310.00	1,000.00	Designated Offerings
Gifts in Kind	0.00		
Total Donations	<u>111,011.60</u>		
Other Income			
Government Subsidies	0.00	0.00	Government Subsidies
Rental Income	125.00	500.00	Rental Income
General Interest / Dividends	2,617.80	3,500.00	General Interest / Dividends
Memorial Interest / Dividends	4,300.69	5,730.00	Memorial Interest / Dividends
Capital Interest / Dividends	731.72	913.00	Capital Interest / Dividends
Capital Donations	0.00	500.00	Capital Donations
Miscellaneous Income	991.99	2,500.00	Miscellaneous Income
Total Other Income	<u>8,767.20</u>		
TOTAL REVENUE	<u>119,778.80</u>		

EXPENSE

Operating Expenses

Building and Property

Building Security Service	0.00	705.00	Building Security Service
General Maintenance	824.89	3,000.00	General Maintenance
Heating	3,875.34	4,500.00	Heating
Property Insurance	4,667.29	6,000.00	Property Insurance
Utilities	1,949.23	2,200.00	Utilities
Grounds Maintenance	57.47	200.00	Grounds Maintenance
Snow Removal	1,290.00	1,200.00	Snow Removal
Custodial	2,096.41	2,500.00	Custodial
Miscellaneous Building & Property	268.34	700.00	Miscellaneous Building & Property
Covid-19 Expenses	<u>316.03</u>	500.00	Covid-19 Expenses

Total Building and Property		15,345.00		
Administration				
Advertising	0.00		200.00	Advertising
Bank Charges	902.20		1,200.00	Bank Charges
Office & Stationary Supplies	142.93		1,200.00	Office & Stationary Supplies
Photocopier Lease & Charges	1,574.30		1,700.00	Photocopier Lease & Charges
Postage	379.68		1,000.00	Postage
Telephone & Internet	701.10		1,200.00	Telephone & Internet
Website & Software	1,246.05		1,500.00	Website & Software
Bookkeeping	4,000.00		6,000.00	Bookkeeping
Audit	1,500.00		1,500.00	Audit
Admin Assistant & Benefits	3,616.58		5,220.00	Admin Assistant & Benefits
Treasurer	0.00			Treasurer
WSIB	92.59		150.00	WSIB
Miscellaneous Administration	200.00		750.00	Miscellaneous Administration
Robbery Expenses	<u>160.00</u>			
Total Administration		14,515.43		
Ministry				
Sunday Supply Stipends	730.13		1,200.00	Pulpit Supply
Church Service Supplies	2,196.55		2,500.00	Church Service Supplies
Youth Ministry	0.00		500.00	Youth Ministry
Childrens' Ministry	0.00		500.00	Childrens' Ministry
Adult Christian Education	0.00		500.00	Adult Christian Education
Lay Ministry Development	0.00		500.00	Lay Ministry Development
Social Justice	0.00		200.00	Social Justice
Hospitality	544.92		1,000.00	Hospitality
Choir & Music Supplies	0.00		600.00	Choir & Music Supplies
Music Guest / Replacement	1,080.00		1,000.00	Music Guest / Replacement
Music Director & Benefits	2,481.61		6,000.00	Music Director & Benefits
Rector Salary	34,604.41		51,986.00	Rector Salary
Rector Benefits	12,431.12		18,500.00	Rector Benefits
Rector Housing Allowance	18,262.97		27,418.00	Rector Housing Allowance
Rector Travel	664.20		1,500.00	Rector Travel Allowance
Rector Communication	350.00		600.00	Rector Communication Allowance
Rector Discretionary Fund	-704.75		1,000.00	Rector Discretionary Fund
Rector Continuing Education	600.00		900.00	Rector Continuing Education
Outreach	<u>0.00</u>			
Total Ministry		73,241.16		
Diocese Expense				
Common Ministry & Mission	<u>27,747.00</u>		<u>36,996.00</u>	Common Ministry & Mission
Total Diocese Expense		27,747.00		
Capital Expenses				
Building & Property	0.00			Building & Property
Other Capital	0.00			Other Capital
Capital Equipment Expenses	<u>0.00</u>			
Total Capital Expenses		0.00		
GST/HST Non-Rebatable		<u>772.56</u>	1250.00	GST/HST Non-Rebatable

Total Expenses	<u>131,621.15</u>
TOTAL EXPENSE	<u>131,621.15</u>
NET INCOME	<u><u>-11,842.35</u></u>

Generated On: Oct 21, 2022

St. Paul's Anglican Church Balance Sheet As at Sep 30, 2022

ASSET

Current Assets

Cash - Kawartha Credit Union	<u>70,682.51</u>
Total Cash	<u>70,682.51</u>

Investments

Capital Fund	0.00
Rectory Sale Investment	18,250.00
Leach Bequest	<u>4,091.74</u>
Total Capital Fund	22,341.74
Memorial Fund	0.00
Smith Memorial Fund	3,000.00
Leipkin Memorial Fund	2,000.00
Morrison Estate	5,000.00
Gardiner Estate	5,000.00
Webster Estate	<u>100,000.00</u>
Total Memorial Fund	115,000.00
General Operating Fund	0.00
General Investment	<u>70,000.00</u>
Total General Operating Fund	70,000.00
Kawartha Credit Union Share	<u>40.00</u>
Total Investments	<u>207,381.74</u>

Accounts Receivable

Accounts Receivable	0.00
GST Rebate (50% of 5%)	483.19
PST Rebate (82% of 8%)	<u>1,267.86</u>
Total Rebates Receivable	<u>1,751.05</u>
Total Accounts Receivable	<u>1,751.05</u>

Capital Assets

Capital Items	0.00
Prepaid Expenses	<u>0.00</u>

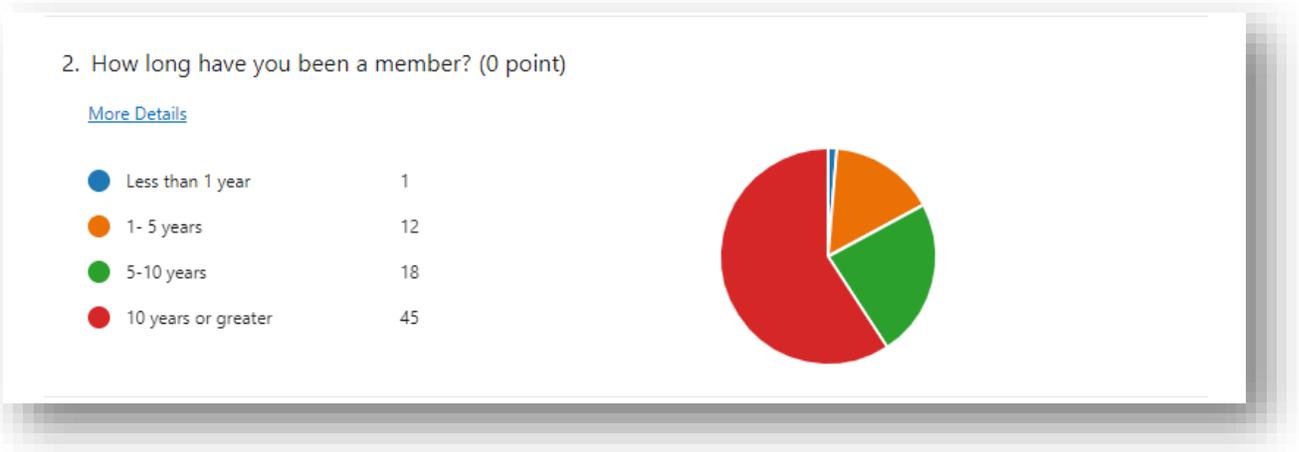
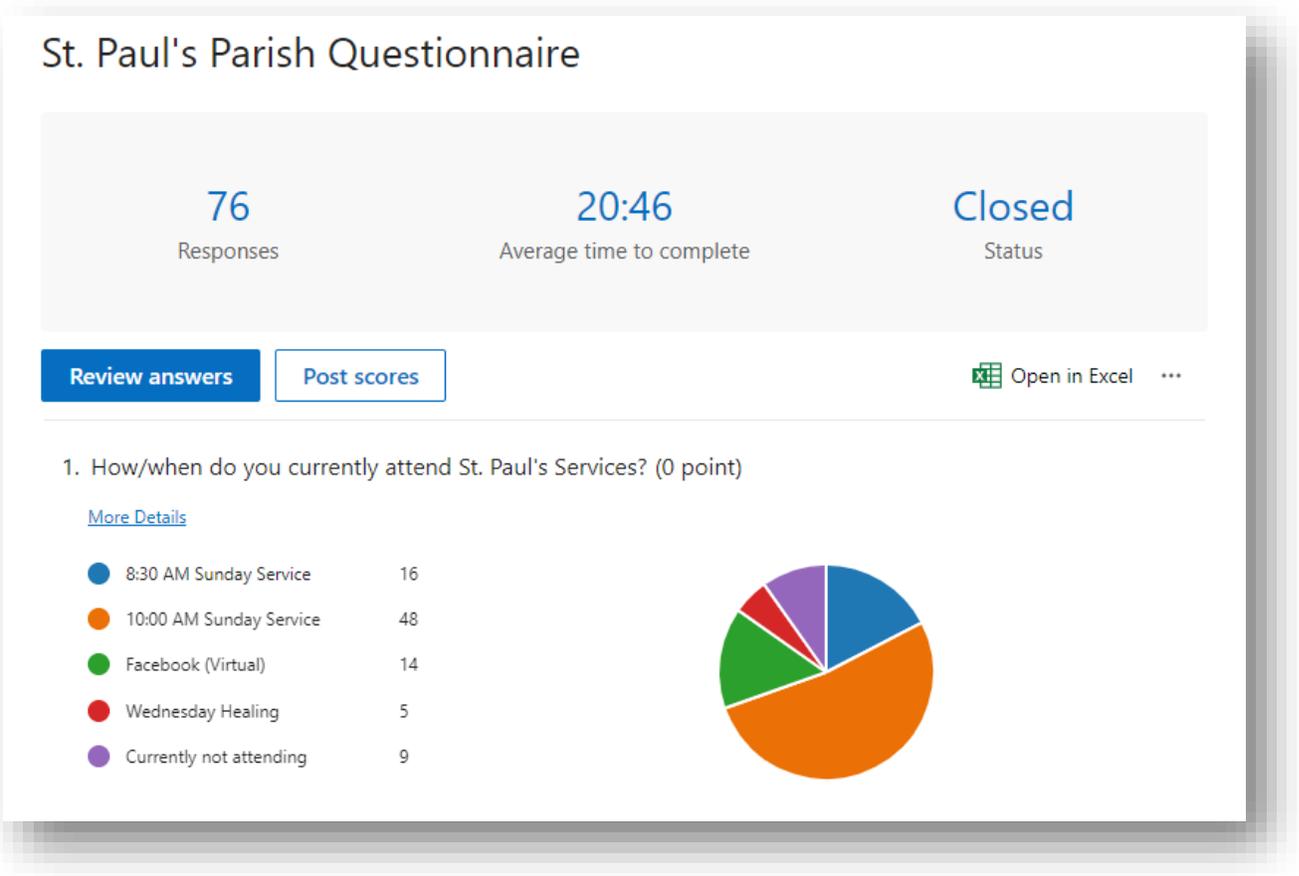
Total Capital Assets	<u>0.00</u>
TOTAL ASSET	<u><u>279,815.30</u></u>
LIABILITY	
Current Liabilities	
Accounts Payable	3,529.15
PWRDF	3,430.75
Other Outreach	2,209.07
Fundscrip	0.00
Refugee Support	75.00
Kawartha Visa	0.00
GST/HST Paid on Purchases	<u>0.00</u>
Total Current Liabilities	<u>9,243.97</u>
Long Term Liabilities	
Restricted Liability - General	<u>0.00</u>
Total Long Term Liabilities	<u>0.00</u>
TOTAL LIABILITY	<u>9,243.97</u>
EQUITY	
Fund Balances - Unrestricted	
Invested Equity - Unrestricted	<u>141,927.36</u>
Total Fund Balances - Unrestricted	<u>141,927.36</u>
Fund Balances - Restricted	
Memorial Fund	115,000.00
Refugee Support Fund	0.00
Youth Activities Fund	0.00
Refugee Education Fund	7,960.43
Capital Fund	<u>31,404.26</u>
Total Fund Balances - Restricted	<u>154,364.69</u>
Retained Earnings	
Retained Earnings - Previous Year	-12,450.42
Current Earnings	<u>-13,270.30</u>
Total Retained Earnings	<u>-25,720.72</u>
TOTAL EQUITY	<u>270,571.33</u>
LIABILITIES AND EQUITY	<u><u>279,815.30</u></u>

Generated On: Nov 14, 2022

SURVEY RESULTS

Introduction

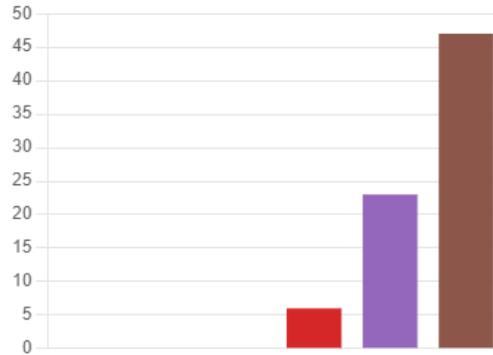
As part of the Parish Profile documentation (and to provide the Bishop with the views of the congregation in reviewing potential Incumbent applications) a survey/questionnaire was prepared and distributed to the congregation in both paper format and on-line. The results are below.



3. Which age range do you belong to? (0 point)

[More Details](#)

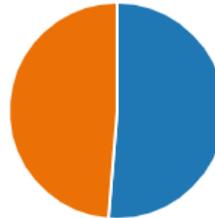
Under 20	0
20-30	0
31-40	0
41-55	6
56-70	23
70 or older	47



4. Are you a member of any of the parish groups (e.g., Children's Ministry, ACW, Choir, etc.)? (0 point)

[More Details](#)

Yes	39
No	37



5. If you selected "Yes" to above question please list here (0 point)

[More Details](#)

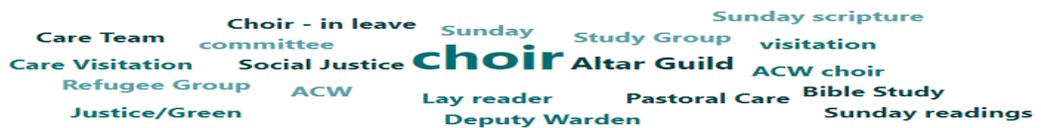
[Insights](#)

38 Responses

Latest Responses
"Choir, Tuesday book study, Sat. night Full of Beans"

[Update](#)

8 respondents (22%) answered **choir** for this question.



6. I usually attend worship with: (0 point)

[More Details](#)

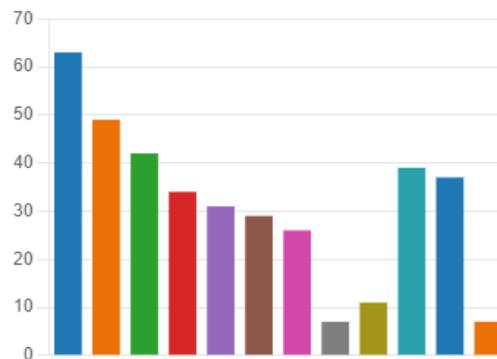
● Partner/Spouse	28
● Family	8
● Friends	6
● On my own	34

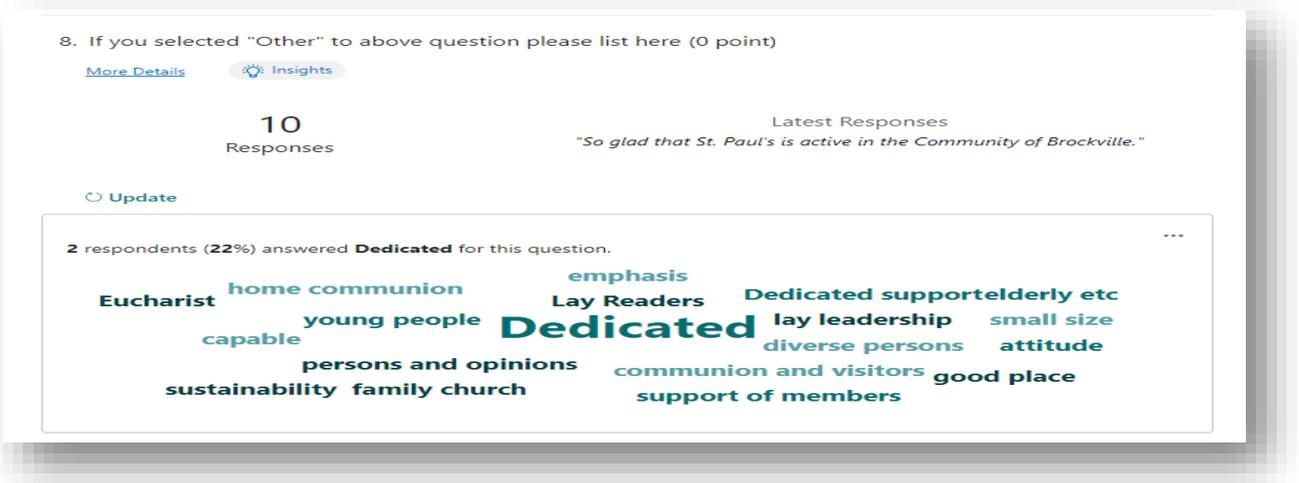


7. What do you see as St. Paul's greatest strengths? (Check all that apply) (0 point)

[More Details](#)

● Church family	63
● Worship Service	49
● Preaching	42
● Music	34
● Clergy	31
● Location	29
● Building	26
● Children & Youth Ministry	7
● Adult Christian Education	11
● Social events (e.g. pancake supp...)	39
● Outreach (e.g., Community, Inte...)	37
● Other:	7





Question 9 - What are the professional attributes you think are most important for the next Incumbent to bring to the parish?

Based upon the responses returned by the questionnaire it seems that there are three clear areas of concern or expectant attributes required by the Incumbent. These three areas are in order of the responses.

1. Counselling. Counselling is a very broad spectrum and could cover from an individual to group counselling. There was a need expressed for the counselling of both youth and older members, particularly where conflict may play a part. There was also concern for bereavement counselling.
2. Speaking. The general feeling here is that the Incumbent should be able to speak to the parishioners in terms they understand, providing topical sermons that are relevant. It also extends into their (Incumbent) ability to converse and to listen to the parishioners' concerns.
3. Education. Showing a solid background in theology and bringing that knowledge to the sermon and gospel in a way that is understood.

From the responses which were outside of these parameters, it is clear that people are wanting someone who is dynamic, forward thinking and caring.

Question 10 - What are the personal qualities you think are most important in the next Incumbent?

In response to the question above posed by the survey the general feeling from the congregation is:

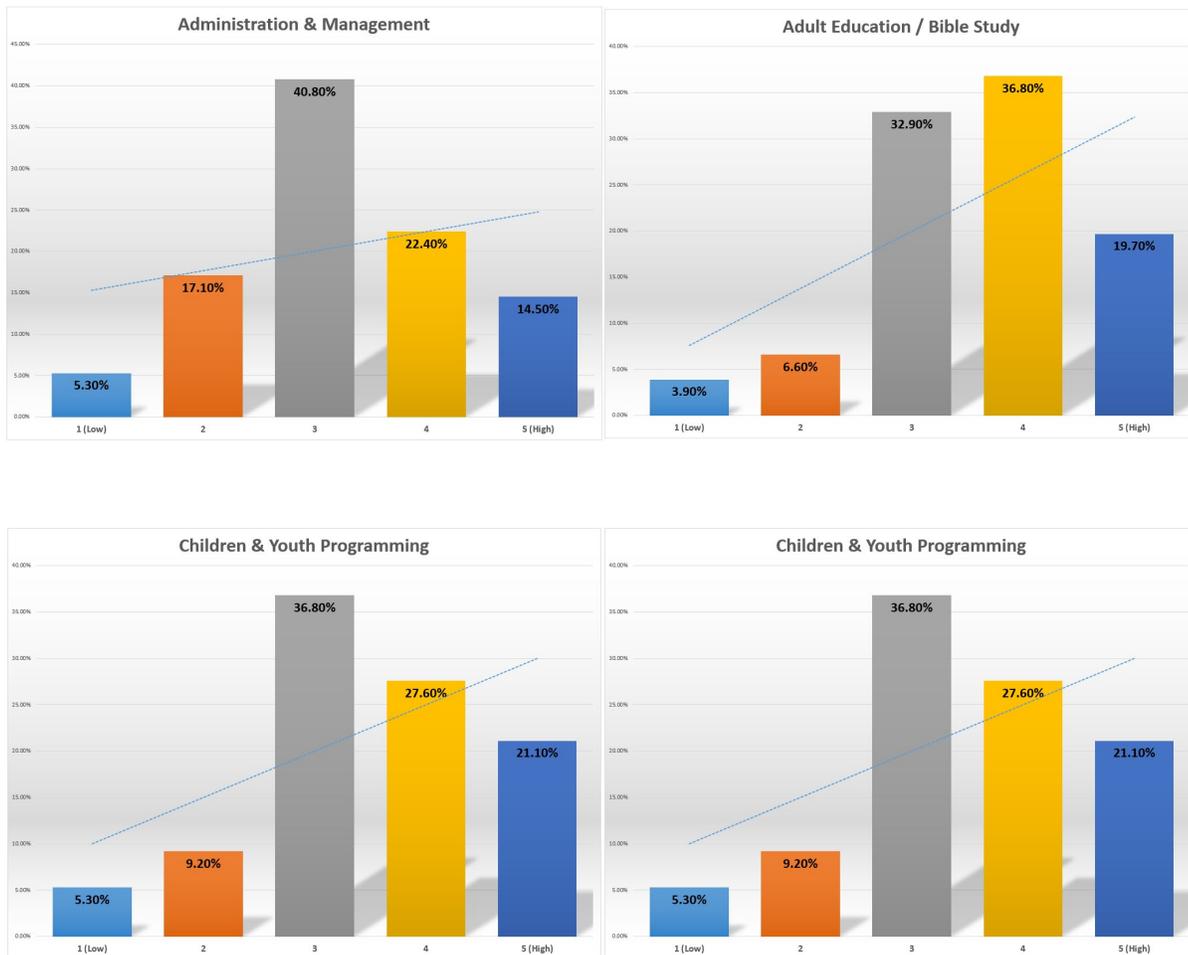
The Incumbent should have a deep-rooted faith that is translatable to the congregation in ways that show empathy, patience, and a willingness to communicate it, Also, the Incumbent should have a grounding in people skills, be affable and approachable. A distillation of the responses shows a need for an Incumbent who can deliver the good message in palatable ways. Although music and visitation weren't listed as major concerns nevertheless, they are of concern to the people of St Paul's.

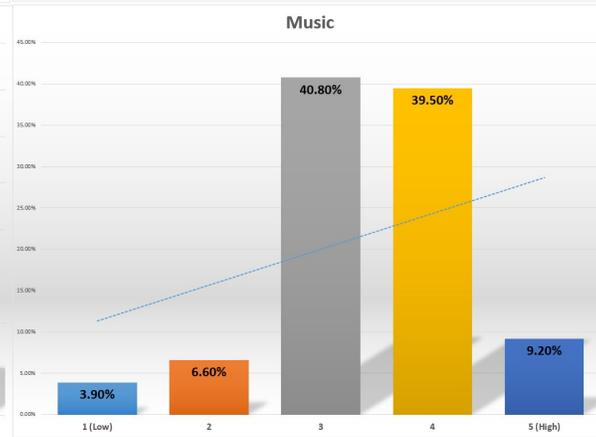
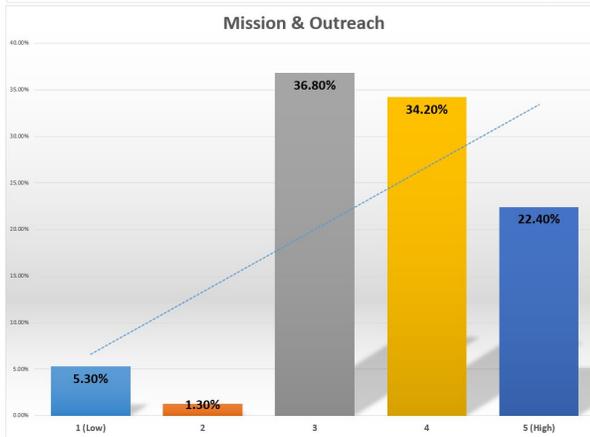
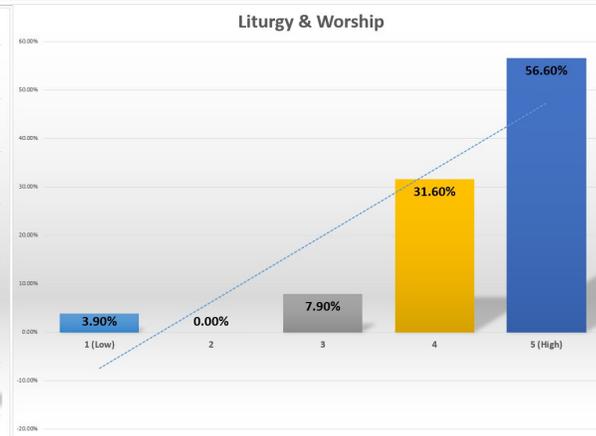
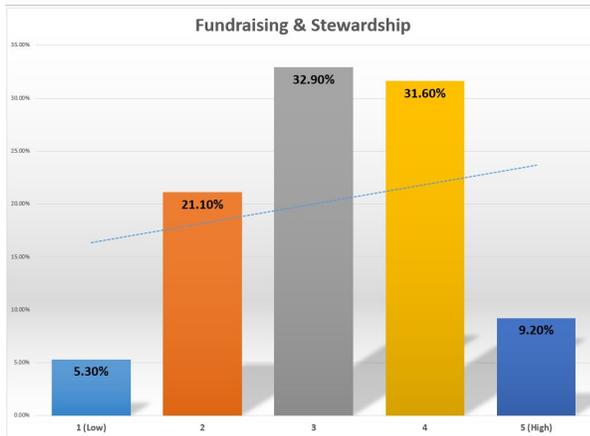
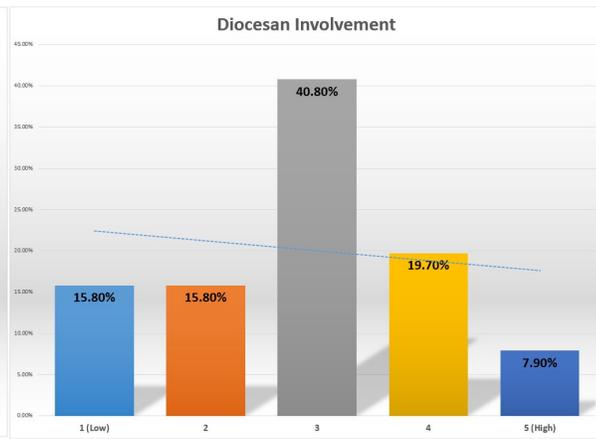
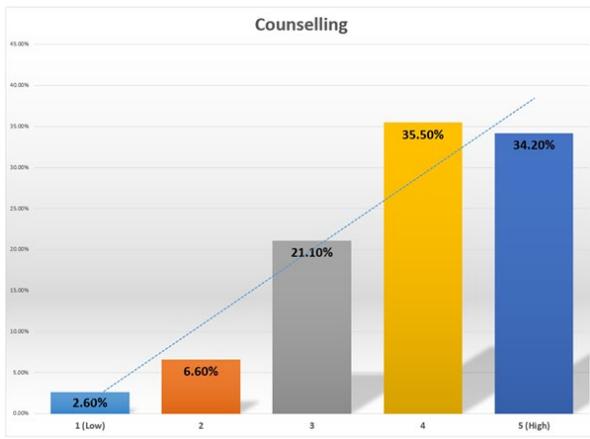
An Incumbent with strengths in these areas would be a welcome addition to our church. In summary nothing short of being a spiritual magician.

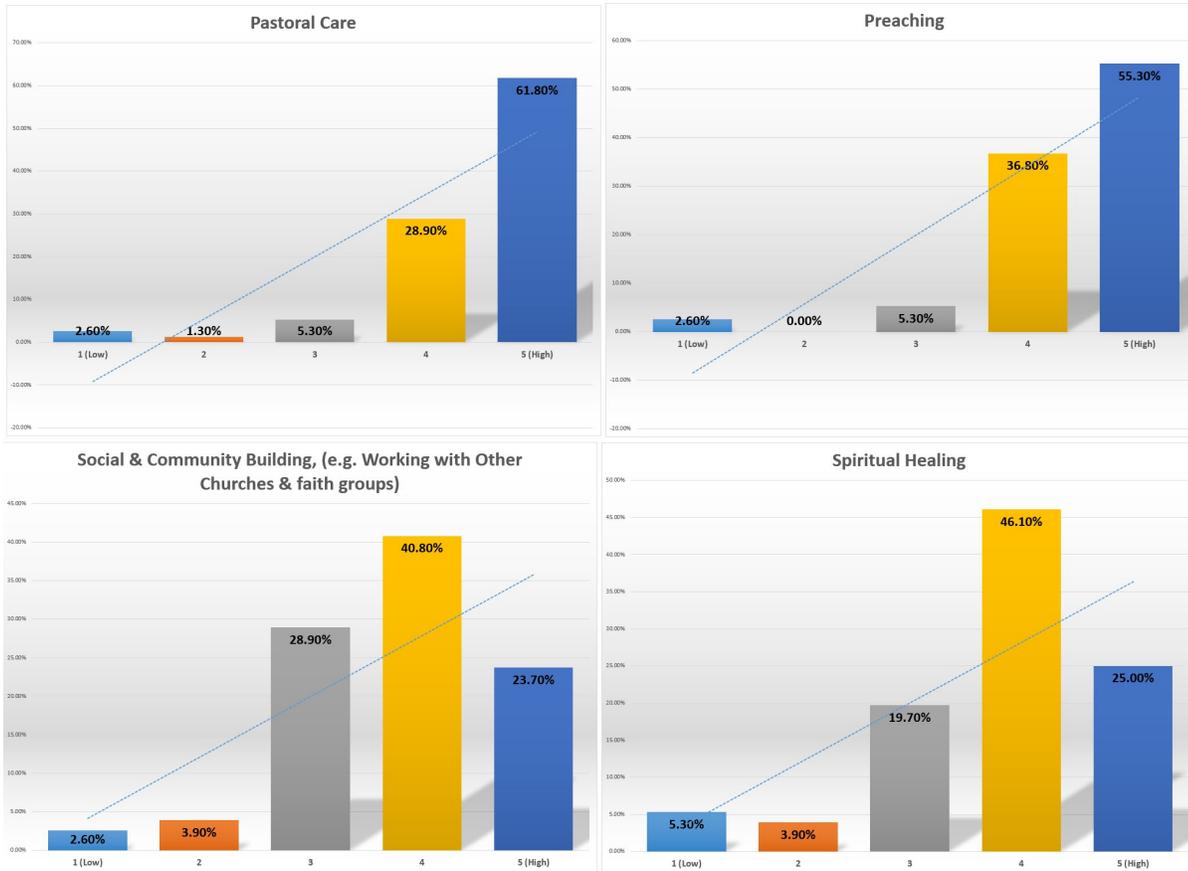
Question 11 - What do you listen for in a sermon? (e.g., relevance to the readings of the day, relevance in relation to today's society, awareness of on-going events, easy-to-understand terminology, historical context, message, etc.)

Out of 74 responses there was a strong response to relevance to society and community. Next was easy to understand and interesting. There was equal support in three areas: relevance to the parishioner, a message to take home and relevance to the readings of the day. Faith and spirituality were mentioned, and comfort and compassion had a very low priority.

Question 12 - Please indicate the level of leadership the new Incumbent should have in the following areas of parish ministry. (Level 1 is low and level 5 is high)







Question 13 - What is the most important thing you would like us to share with our new Incumbent about St. Paul's?

Out of 69 responses most comments were based on the theme of the church family that is welcoming, kind, loving, but strong. The next area focused on qualities that the parishioners were looking for in a priest. They wanted a strong leader who is relatable but also a team leader. Following this was Spirituality and maintaining the 2 services. Next were aspects of the priest, caring and compassionate and parish growth while needing young families. Outreach, strength, and enthusiasm were very low with only one reference on a vision.

Question 14 - Are there issues in the Parish you think the new Incumbent should be aware of? If so, please identify them.

65 people responded to this question. The most common response was they either weren't aware of any, or felt there were no, issues at all. Decreasing attendance related to aging population, lack of youth programming or hurt feelings was next most frequently mentioned. Concerns over music (missing leadership), which given recent history of difficulty finding/keeping a music director is understandable. Some vented over the management style of the previous Incumbent.

Work needs to be done to bring members back to services, whether absent as a result of COVID/virtual services, or differences with previous Incumbent(s). Concerns over Children's

ministry ranged from a lack of leadership here to a desire to have youth and young families as a part of the congregation. Some concerns raised were about a perceived lack of communication, and surprisingly the lowest concern was over finances. Finally, some suggested consideration be given to combining the 8:30 services with the 10:00.

Concern	Qty
None	21
Decreasing Attendance / Aging Congregation	13
Music	6
Management style (prev. Incumbent)	6
Repairing old wounds	5
Children's ministry	5
Communication	5
Financial	4
One service	2

Question 15 - What direction would you like see this parish take over the next five years?

There were 69 responses to this question. The most frequent response centered around growing our numbers and being (continuing to be) a welcoming/friendly family-focused parish. The next area dovetails with this, as respondents felt attracting young families by having an active children’s and/or youth ministry will help grow the congregation. Outreach with a particular focus on helping locally the more vulnerable (homeless, food banks, etc.) was the next highest area mentioned. Some expressed desire for continue or to bring back social activities, while other respondents would like to see more emphasis on spiritual nurturing.

Participation in justice / social issues was raised, as well as the importance of, and the desire to increase the music ministry. Finally, some respondents felt that it’s time to consider stopping the live streaming of services to encourage people to come back to the service in person.

Direction	Qty
Growth / Welcoming	25
Attract Young Families with Children’s / Youth ministry	19
Community/Outreach	10
Social activities	8
Spiritual Nurturing	7

Justice / Social issues	3
Music Ministry	3
Stop Streaming service	2

Question 16: In what areas would you be willing to help to make this happen?

There were 64 responses to this question. Most people are willing to help with moving the Church forward. There were several individuals who although would like to help but cannot because of being tired of helping out. People want to be help by joining a church organization such as ACW, Choir, Outreach groups or Altar Guild. Others wanted to help out by resuming our social events such as the Pancake dinner, movie night or Saturday breakfasts. Our Church can and will provide any new Incumbent great support in their new role.

Area to help	Qty
Outreach	5
Youth Education	2
Church Group i.e., ACW, Choir, Altar Guild	29
Prayer	2
General – help anywhere	13
Not Able	11
Social – suppers, coffee hour	2

Question 17 - We hope for and are working towards finding a full time Incumbent. However, if our parish finds itself unable to recruit or support a full-time minister, would you be open to being part of a multi-point parish or shared ministry?

65 people responded to this question. Although most people would like to continue to support a fulltime Incumbent, they understand the reality of the situation regarding our Church. Over half the people that responded to the question were open to part of a multi-point church or shared ministry.

Response	Qty
Not Sure	15
No	12
Yes	39