

Anglican Diocese *of* Ottawa

EPISCOPAL PANEL ON THE SHAPE OF PARISH MINISTRY

STAGE 1 COMPENDIUM OF CHURCH PROFILES

DECEMBER 17, 2021



Anglican
Diocese of
Ottawa

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All Saints Greely

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are alive, well, musical, and dedicated to being church. A close-knit congregation with a long history of shared laughter and heartache. We hold a common interest in outreach in both the local and broader community. Good at sharing what we're doing; word of mouth goes a long way.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship**
- **Pastoral Care** - always important but key during the pandemic
- **Outreach** - one of our primary focuses. Our outreach has 2 parts, one providing financial assistance, the other which touches people's lives directly (Food Bank, toiletries, garden produce, cupcakes, etc.). Hook knit & stitch crafting group has moved to zoom, looking forward to meeting in person and online, seeing lots of new faces.
- **Hall & Church** - used for meetings (scout leader committee meetings, kub kar building etc.), hook, knit & stitch crafting group for crafts/social outreach, etc. Not a rental space but users give free will offering (no set rental rate), musical Christmas recital by local teacher, community invited to hear talks from multiple Camino walks and to view the Doctrine of Discovery video.
- **Cemetery** - the cemetery is alive with frequent graveside visitors to plant flowers at family gravesites, or to pause for quiet meditation and/or remembrance of loved ones. There is an annual cemetery service. During COVID, to address isolation and promote community, letters were sent to known family visitors in lieu of physical gathering for the cemetery service. This has led to an increase in 42% of the regular cemetery maintenance donations.
- **Communication** is very important/effective, reaching a broader audience. Front door with its stained glass is lit 24/7 and roadside sign boards are solar lit all to remind people we are alive and well. ASG is always open to welcome visitors and new members. ASG has a Facebook page following and also a website.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Any surplus budget is given away through outreach initiatives. Vestry outlines how that surplus is distributed towards charity donations (typically between \$3-5K a year) to local foodbank, T4T, Naomi House, Harvest House (addictions treatment centre), hospital ministry, ROSSS, Osgoode Care Centre etc. Also special collections, toiletries for community ministries, cupcakes to St. Luke's Table, etc. There is always an ongoing outreach above and beyond budget.
- Community involvement, local non-parishioners contribute to parish life through garden projects, donations to yard sale, Hook Knit & Stitch, etc.
- The use of the free little lending library (Take a Book, Leave a Book) is growing throughout the community.
- Been using new resources, moving the annual community yard sale to Facebook community sales groups during COVID.
- Printed service for those unable to attend digital platform during COVID
- Evening prayers for personal use also distributed each week
- Cemetery maintenance



- Metcalfe fair booth: info booth with display of photos of parish life with give-aways of bookmarks & wooden cross keychains to promote the Anglican presence in the community.

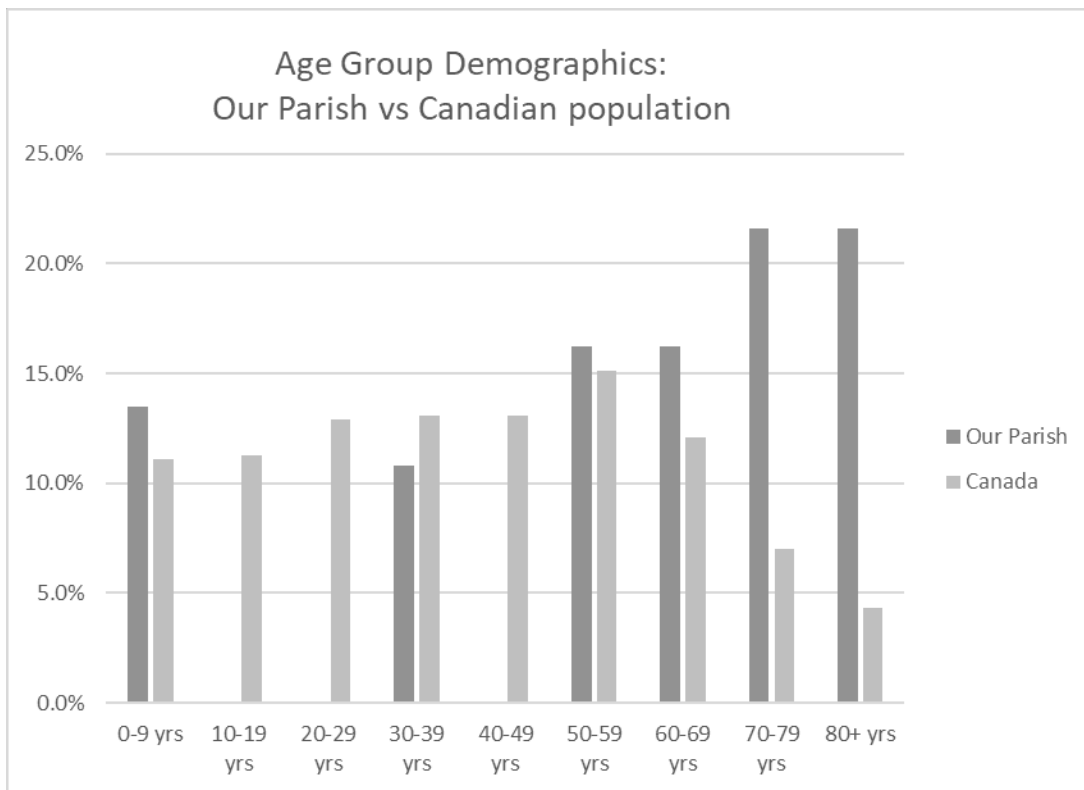
4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

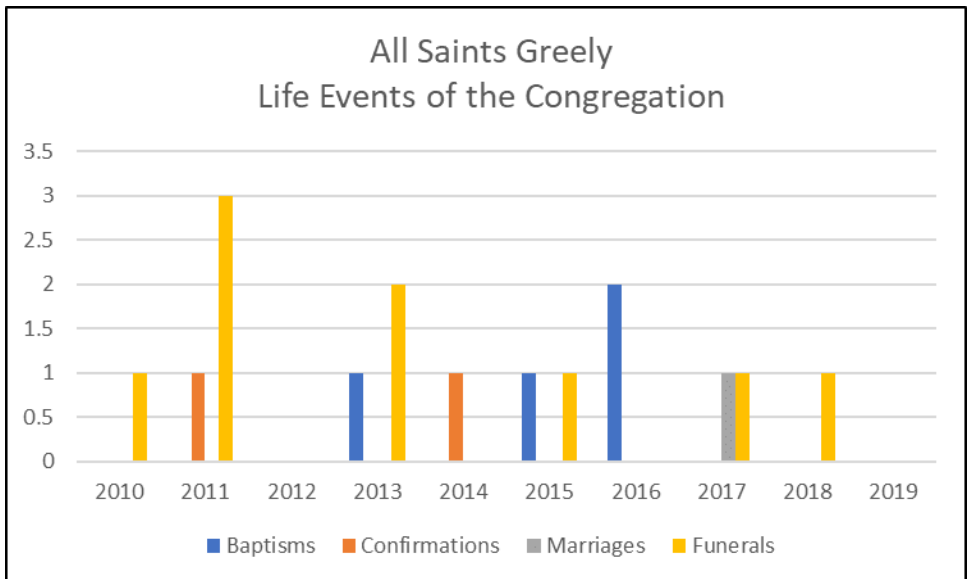
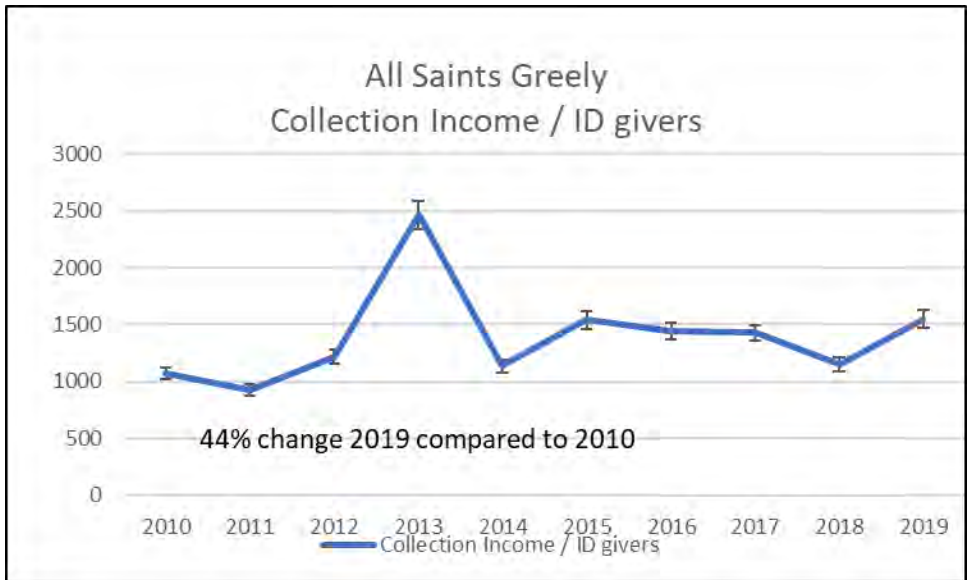
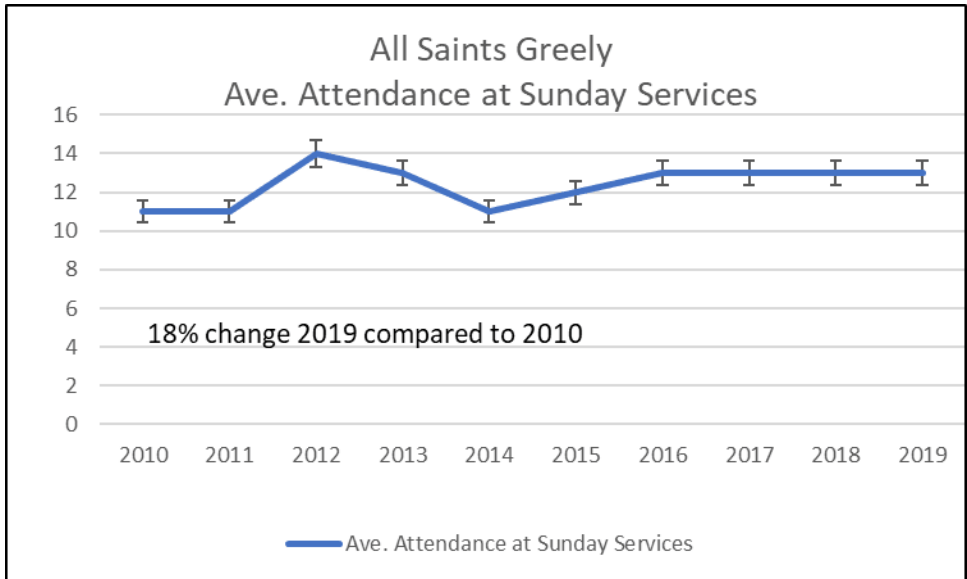
- Fair Share reassessment has helped financially, able to operate more within means
- Hall needs some general life cycle maintenance
- Members are devoted, working well together, and not near burnout at this time, however we are an aging congregation. If anyone got sick or had to leave, there is not a lot of excess to maneuver/manage all tasks (grounds, maintenance, services, etc.).
- Rev. Joan is part-time. Where do we go when she decides to retire, what comes next is unclear.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Being more intentional about communications and invites Book studies

All Saints Greely Quantitative Data







All Saints Greely										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	64	73	41	36	27	28	28	28	34	32
2 Members in full communion	33	23	16	19	14	15	16	16	19	19
3 Identifiable Givers	23	23	15	9	16	13	15	16	23	15
4 Ave. Attendance at Sunday Services	11	11	14	13	11	12	13	13	13	13
5 Baptisms	0	0	0	1	0	1	2	0		
6 Confirmations	0	1	0	0	1	0	0	0		
7 Rec'd from other communions	1	0	0	0	0	0	0	0		
8 Marriages	0	0	0	0	0	0	0	1		
9 Funerals	1	3	0	2	0	1	0	1	1	
10 Church/Sunday Schools	0	0	0	0	0	1				
11 Teachers	0	0	0	0	0	1	5	5		
12 Pupils	0	0	0	0	0	23	5	8		
13 No. of ACW Members only	0	0	0	0	0	0	0	0		
14 No. of Women's Guild Members	6	8	1	6	0	0	7	9	11	12
15 No. of Men's BAC Members	0	0	0	0	0	0	0	3	3	3
16 No. of Other Members	5	9	4	0	0	4	30	16	18	17
17 No. of Youth Members	0	0	0	0	0	0	0	0		
18 Collection Income	24716	21296	18340	22191	18167	20012	21703	22834.53	26449	23230.06
19 Open offerings	241	2620	1250	573	1500	2536	2352	390	527	807.6
20 Donations Church Organizations	2892	1326	3072	3070	6762	6406	11249	6936.1	8339	7416.89
21 Rentals	0	0	0	0	0		0	0		
22 Capital Withdrawals from CTF	0	0	0	0	0		10000			
23 Other Income	0	0	3808	609	3486	1831	2441	8870	5372.89	2261.73
24a Bequests Deposited to CTF	0	0	0	0	0		0			13059
24b Received for Construction	0	0	0	0	0		0			
25 Bequests retained for use by Parish	0	0	0	0	0		0			
26 Endowments, Trust Funds, Invest Inc	752	732	751	917	1462	620	1384	495.88	343.28	357.59
XX Gift	0	0	0	0	600	650	3100	330		
27 TOTAL INCOME RECEIVED	28601	25974	27221	27360	31977	32055	52229	39866.51	41031.17	47132.87
28a Flow Through Funds	230	20	4669	525	4405	3338	6354	8284.23	18875.73	13771.6
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	20762	18173	19108	16510	23478	18325	21110	17805	8531	9495
30 Costs of Other Staff	1980	1878	2033	0	0		0	2550	2750	3681
31 Church Property Expense, incl util	2785	5149	3302	3709	3464	4815	4346	3899.18	3696.1	298.88
32 Rectory Expense, ind util & taxes	0	0	0	0	0		0	0		
33 Capital Expenditure	0	0	0	0	0		8665	2442.6	2682.6	8863.72
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0	0		
35 Assessment/Apportionment	4077	3798	4252	3948	2766	2732	2825		1818	3526
36 Insurance Premium	970	879	1006	936	1026	898	933		454	454
37 Additions to Trust Funds	0	0	0	0	0		0			445
38 Outreach/Special Ex-Par Appeals	230	20	0	1202	3975	3004	1227	157.76	2217	11736.32
39 General Operating Expenses	1806	1321	3487	4702	4663	5173	6190	17698.46	21610.56	6004.81
40 TOTAL EXPENDITURES	32609	31213	33188	31007	39372	34947	45296	44553	43759.26	44504.73
41 2013 SURPLUS	0	0	0	0	0					2628.14
0 2013 (DEFICIT)	-4008	-5239	-5967	-3647	-7395	-2892	6933	-4696.49	-2728.09	
42 Debts Owing by Congregation at Y/E	0	0	6261	501	0	2484				
43 Special Funds	2249	0	0	0	6769	26706	11632			24315.55
0 Collection Income / ID givers	1074.609	925.913	1222.667	2465.667	1135.438	1539.385	1446.867	1427.158	1149.957	1548.671



All Saints Westboro

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

All Saints is a vital worshipping community with a family-centred approach which embraces people of all ages. It has a location in a vibrant Ottawa neighbourhood, a strong sense of community and an openness to building community beyond the Sunday morning congregation, including through practical outreach. All Saints' folk are cheerfully willing to try new things and even to stop doing things, as appropriate, and feel themselves to be well led.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

• **Outreach to the Community**

- Efforts to provide food security, including being home to the Westboro Regional Food Bank, working with the Parkdale Food Centre to provide St. Matthias Community Meals; volunteers cooking meals for the Food Bank in church kitchen; Food Bank Gardens growing on the grounds of the building;
- Ministry of the Church Courtyard – providing a quiet green space for the Community, including stones of lament (to do with Residential Schools), prayer stations, Christmas lights and a labyrinth;
- Making the building available to community groups, such as 4 AA groups, a Syrian family which prepared meals in the kitchen, welcoming local Festivals and artists;
- Chapel open over the lunch hour 4 days per week;
- Services that reach out to the community, e.g. Blessing of the Animals and a street walk Stations of the Cross

• **Children's Ministry**

- Strong and vibrant Sunday School, continuing in the summer and through COVID;
- Puppet show ministry – links sent around the world
- Graduates move on to strong Servers Guild

• **Good Communication** - Good verbal and electronic communication with the congregation and amongst office staff, lay leaders and the clergy.

• **Activities for members** - including a Reading Circle; Bible on Tap (at a local pub); the annual Bazaar; many different kinds of services, including Jazz Vespers and Morning Prayer; Trivia nights and movie discussions as well as a qualified Pastoral Care team.

• **Social and ecological justice** - including a Truth and Reconciliation group and green initiatives

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Support for Cornerstone, especially Princeton residence, with over \$75,000 raised;
- An active refugee ministry;
- New-to-you shop, receiving donations since 1946;
- Partnership with First United Church, sharing use and cost of the building and facilities for 14 years and including annual joint services;
- Successful amalgamation with St. Matthias, including keeping some St. Matthias programs, e.g.:
- St. Matthias Community Meals: neighbours preparing meals and sitting and eating together
- Being home to part of West Fest Festival in summer – Courtyard used for music and quiet relaxing and as venue for local Indigenous artists
- Gran Aid Project to help FIKAEELA in South Africa



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

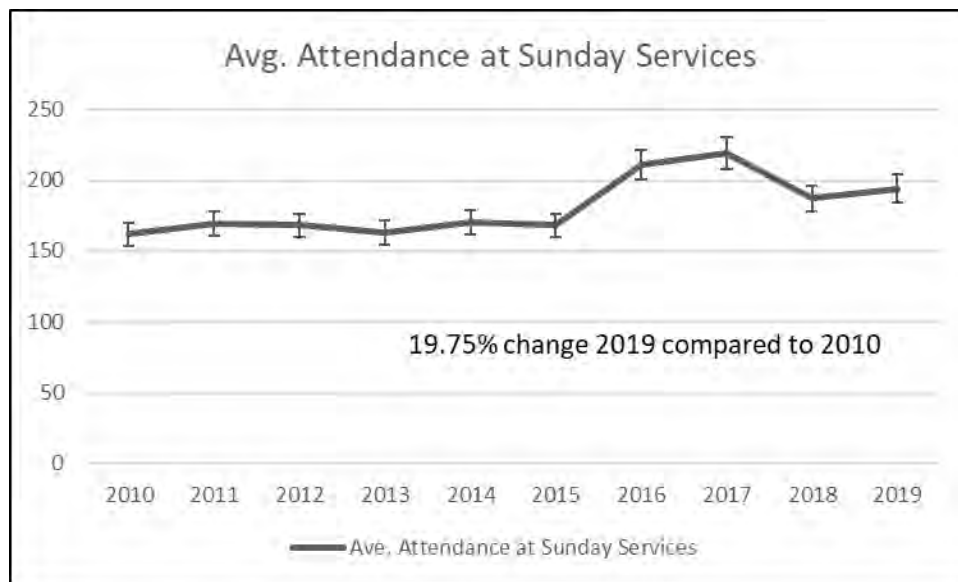
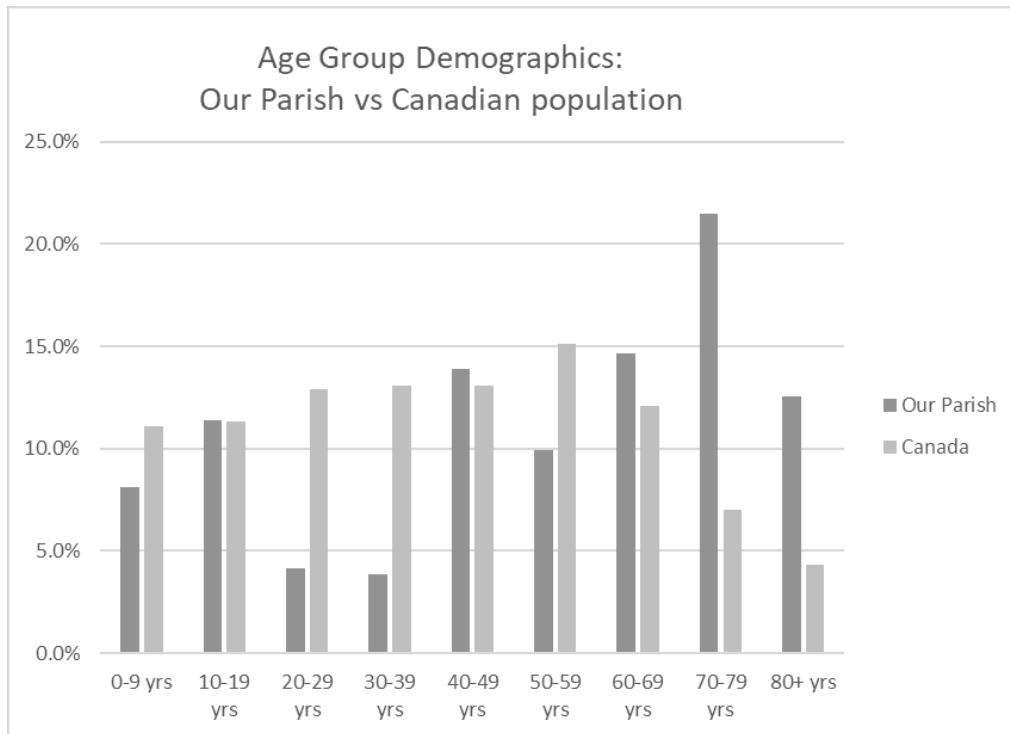
- **Finances** - Financial picture is pretty good despite COVID. Benefits from partnership with First United, sharing costs, and e-transfer givings have really taken off. Stewardship is clear and well-organized, and finances are well-managed including through the services of an office manager, bookkeeper and property manager.
- **Building** - A well-timed bequest allowed for work on the building which is now in good shape, although there is a need for more room (and there are parking issues). They are working with an architect to redesign and increase space for the Westboro Food Bank. There is a joint property committee with First United that works very well to identify priorities for the building and uses of the shared maintenance funds. Major capital costs are split.
- **Human Resources** - Church has a clergy staff of three. They also have a half-time Children and Youth worker, as well as the organist and office and maintenance staff. A communications technician was recently hired. For Sunday services they have a roster of 90 people. The high level of trust in the long-time incumbent was mentioned as giving people comfort and reducing worry, so they have energy and willingness to focus on serving. However, several of the key volunteers have been doing the same work for years and are getting tired. The younger folks are not as interested in taking on long-term or leadership roles, though will 'pitch in' or take on one-time jobs willingly. Hiring someone for key roles is sometimes the best way to go, for example the Food Bank Coordinator is a paid position, and it may be necessary to budget a hired HR component for new ministries. For all roles succession planning is key.

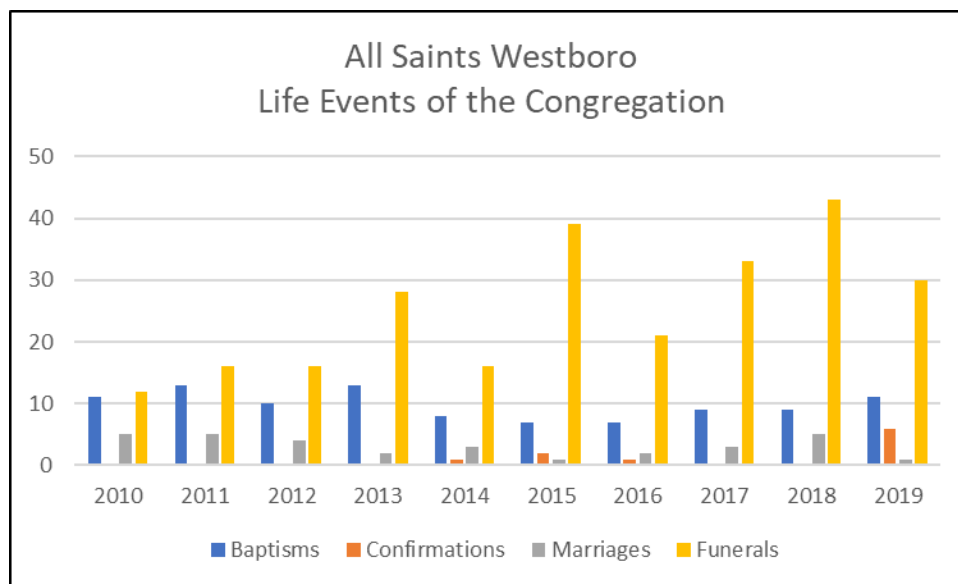
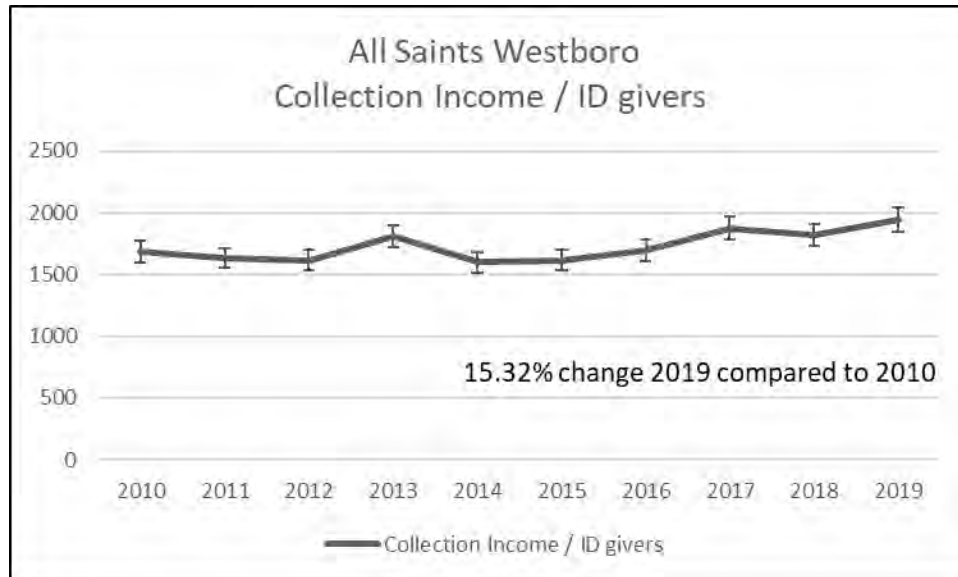
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Interest in engaging ecumenically and on an inter-faith basis, building on Ottawa West ministerial group. More joint initiatives, inviting speakers from different faith groups. Also in working more closely with other Anglican churches in the area and beyond.
- Coordination with other churches takes planning, as experience with First United, St. Matthias shows
- Use of new technology to reach a wider audience
- Build on hospitality ministry – now have a volunteer hospitality coordinator, focussed on welcoming newcomers; There are ideas for new programs geared to different age groups
- Volunteer support requires a new model – coaching from those with experience and a fixed period of service, as have done with Wardens.



All Saints Westboro Quantitative Data







All Saints Westboro											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1 Members on Parish Rolls	692	669	653	663	570	549	816	828	875	852	
2 Members in full communion	692	669	653	663	570	549	816	828	855	840	
3 Identifiable Givers	231	231	215	203	220	216	292	285	280	273	
4 Ave. Attendance at Sunday Services	162	169	168	163	170	168	211	219	187	194	
5 Baptisms	11	13	10	13	8	7	7	9	9	11	
6 Confirmations	0	0	0	0	1	2	1	0	0	6	
7 Rec'd from other communions	0	0	0	1	0	0	0	0	0	0	
8 Marriages	5	5	4	2	3	1	2	3	5	1	
9 Funerals	12	16	16	28	16	39	21	33	43	30	
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1	
11 Teachers	20	10	12	14	21	23	22	26	17	24	
12 Pupils	39	43	61	58	76	62	73	77	72	73	
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	41	
14 No. of Women's Guild Members	42	41	40	40	40	35	39	35	59	0	
15 No. of Men's BAC Members	6	6	18	8	8	10	16	16	18	18	
16 No. of Other Members	224	246	164	807	645	657	696	655	697	650	
17 No. of Youth Members	61	114	140	332	403	411	240	400	24	41	
18 Collection Income	389440	376996	347639	366930	351509	349241	495654	534618	509536	530744	
19 Open offerings	16130	14737	22859	19094	8881	4416	12763	47553	42482	47118	
20 Donations Church Organizations	24439	29290	34067	34767	59036	71173	58686	105105	35801	36470	
21 Rentals	74840	78757	118641	304144	75002	91382	125068	87184	108470	128064	
22 Capital Withdrawals from CTF	0	0	0	115634	0	0	0	0	0	0	
23 Other Income	7058	21520	7951	7001	5527	171	173697	17500	190000	15000	
24a Bequests Deposited to CTF	36755	0	0	0	0	0	0	0	0	0	
24b Received for Construction	0	0	0	0	0	0	0	0	0	0	
25 Bequests retained for use by Parish	2000	0	34000	0	10000	106890	93207	50000	0	0	
26 Endowments, Trust Funds, Invest Inc	5022	4709	3767	2531	0	0	21323	21950	22580	23522	
XX Gift	0	0	23756	72900	31107	26301	20016	16500	1179	0	
27 TOTAL INCOME RECEIVED	555684	526009	592680	923001	541062	649574	1000414	880410	850048	780918	
28a Flow Through Funds	68553	70794	62623	55793	48631	43638	110363	199342	113938	92500	
28b Rent Expenses	66444	71449	118641	304144	67731	69359	112421	80630	99291	118464	
29 Cost of Priestly Services	133933	140432	133132	170083	143805	113610	223385	255411	220232	230839	
30 Costs of Other Staff	116298	133831	147267	137994	134422	132395	164152	158959	159661	149219	
31 Church Property Expense, incl util	39806	50628	52641	102407	51256	83355	55588	55270	79279	59246	
32 Rectory Expense, incl util & taxes	0	0	0	0	0	0	0	0	0	0	
33 Capital Expenditure	85741	62004	16292	517201	0	31124	165680	127895	55132	123700	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0	
35 Assessment/Apportionment	79203	65275	53002	44600	50486	37951	103001	111760	113995	98774	
36 Insurance Premium	10263	10263	10314	11510	11791	12003	12544	12544	12544	12544	
37 Additions to Trust Funds	10000	0	0	0	0	0	0	0	0	0	
38 Outreach/Special Ex-Par Appeals	30044	30695	23134	19696	32183	19735	54049	207084	90707	142988	
39 General Operating Expenses	43072	40424	49491	47307	43885	53433	120490	64465	66293	68111	
40 TOTAL EXPENDITURES	548360	533552	485273	1050798	467828	483606	898889	993388	797843	885421	
41 2013 SURPLUS	7324	0	107407	0	#REF!	165968	101525		52205		
0 2013 (DEFICIT)	0	-7543	0	-127797	0			-112978		-104503	
42 Debts Owng by Congregation at Y/E	0	0	0	0	0	0	0				
43 Special Funds	1666	136115	190776	118486	161305	285465	429499	315864	388613	283999	
0 Collection Income / ID givers	1685.887446	1632.017316	1616.925581	1807.536946	1597.768182	1616.856	1697.445	1875.853	1819.771	1944.117	



Ascension Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

A diverse, inclusive, intentional community (diverse ages, genders, sexual orientations, faith and cultural backgrounds) that invites people to share their gifts in creative ways, and values creative worship, collaboration and consensus, with social justice and hospitality at the centre.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Refugee Ministry** is a deep part of the parish's fabric. Ascension invites applications from those in need, whether from inside or outside the parish, prayerfully assesses its capacity to respond, and offers support to refugee groups (typically led by family members of people being sponsored to come to Canada). The parish is moving forward with six sponsorships – five from East Africa and a sixth from Syria – with 2-6 persons in each group.
- **All My Relations** - Once a niche part of the parish, AMR has steadily grown in importance, seeking to deepen parishioners' understanding of the impact of residential schools on the lives of Indigenous peoples, the Anglican Church's role in the schools, and its commitment to reconciliation and justice. AMR events illustrate the proactive, rather than reactive, nature of the parish's ministry: e.g. early adoption of a land acknowledgment; four liturgical services before National Indigenous Day of Prayer, drawing on lessons learned; evening sessions (e.g. Decolonizing the Church; Digging Along the Ottawa River – Past Meets Present), and observing Orange Shirt Day.
- **Worship** is a central ministry of the parish – not done *for* people but *together*, a collective activity where everyone has a voice; participation, collaboration and creativity are encouraged. Two services are offered every Sunday - a Service of the Word on Zoom and a service of Holy Communion at the church. Engaging in worship outside of services is encouraged through Advent and Lent kits and at-home retreats, with support from the parish's Contemplative Arts Group, the Worship Committee, and other parishioners. Music is a big priority – varied and inclusive, with a mix of genres (Taizé, traditional, jazz, and parish composers); participation of volunteers is strongly encouraged.
- **Children & Youth** - For decades, children and youth have been a large and important part of the parish community, welcome in the service and participating as readers, servers, singers, greeters and prayer leaders. Ministry with children has been greatly disrupted by the pandemic, as online church activities (worship, storytelling, and Sunday school) have not met with strong uptake. Reconnecting with children and their parents is a priority with the return to in-person worship.
- **Christian Education and Formation** involves a large number of parishioners in weekly or bi-monthly Bible studies, house groups, and book or video series in addition to seasonal programming and opportunities offered by AMR. In addition, the weekly Story at Home email reaches 70 households and offers guided engagement with the coming Sunday's scripture.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Refugees** - see details above.
- **All My Relations** - Focus is not so much 'outreach' than 'in-reach', which develops relationships and creates a space in the settler community for these conversations. See details above.
- **Building Rentals** - Renting church facilities is part of Ascension's presence in the community space (suspended during the pandemic). Pre-COVID, the parish's concert series created a lot of connections throughout the young musician scene in Ottawa.



- **Church in its location** - As a consequence of not being in the church building since COVID, Ascension has been thinking about intentional presence in its neighborhood –offering a beautiful place of “Shalom” (e.g. plants, beautifying the space, a free lending library, a garden, a “You are Loved” poster of Jesus looking out into the driveway).
- **Inclusion and Outreach** Ascension is a close-knit, intentional community which values inclusion of people of varying cultural, linguistic and socioeconomic backgrounds, ages, and physical abilities. Welcoming of others who wish to join,

4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

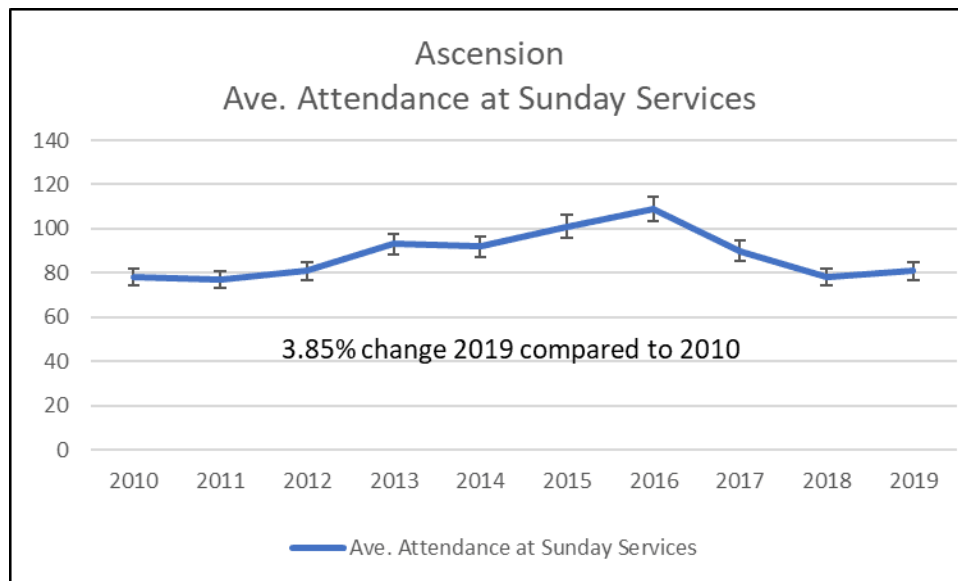
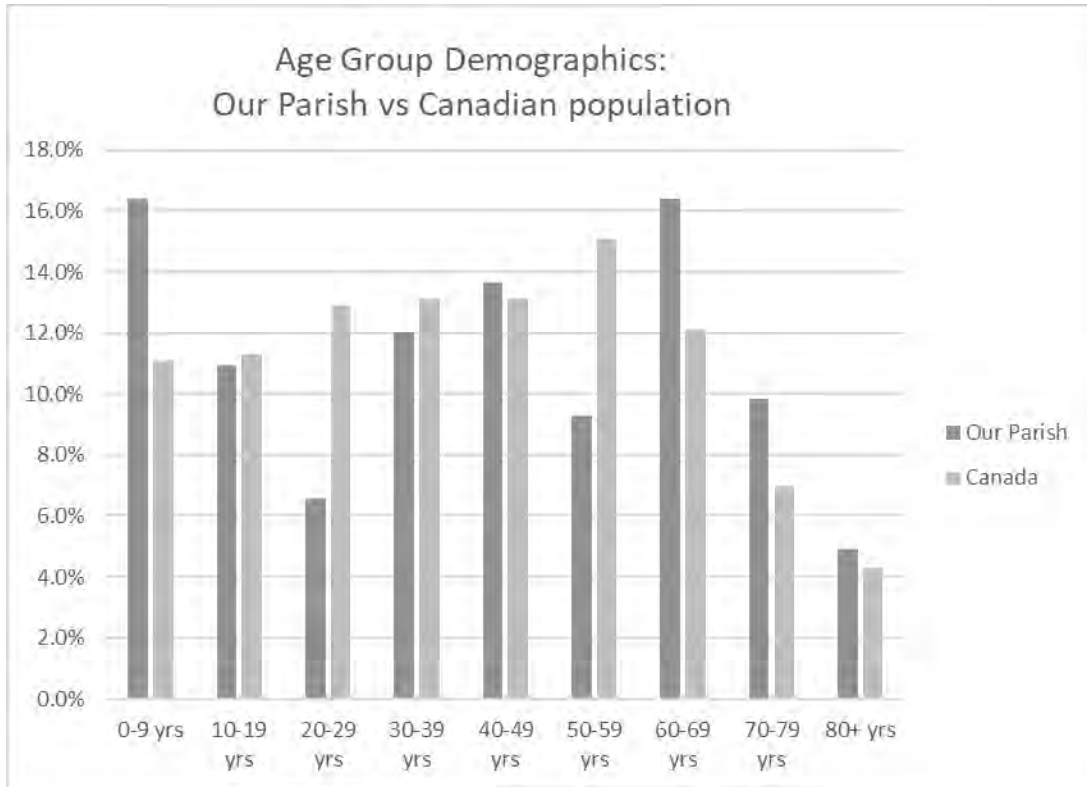
- **Human Resources** - The parish leadership has been intentional in carving out space for and encouraging lay leadership and involvement and has helped reinvigorate and revivify the energy of the parish. Still, people are tired in general (only amplified by the pandemic). Part of the challenge is, unusually, the number of young people who do not have the time or resources, or space in their lives (due to starting career and/or family) to get as involved as retired folks do. While the parish is welcoming of others who wish to join, there is not currently very much collaboration with outside groups; rather, things are done ‘in-house’.
- **Building** - The physical space produces challenges. The worship space is small and beautiful – a treasure – however, the worship space is not easily adaptable due to heavy pews. The parish hall is not conducive for small groups and there is zero storage space. Deferred maintenance is not an issue, as the capital reserve has been spent wisely and well. The challenge will be to rebuild the capital reserve for ten years from now; although there is \$300,000 in CTFs, this is not designated for capital. Money is spent first on ministry rather than on the building.
- **Finances** - The parish ended 2020 with a surplus of \$25,000 in operations, roughly the amount forgiven by the diocesan jubilee. Parishioners gave \$43,000 in refugee support and another \$10,000 to PWRDF. For 2021, there is a projected budget deficit of \$23,000, including a forecasted drop in rental revenues of \$20,000 (typically 10-15% of revenues).

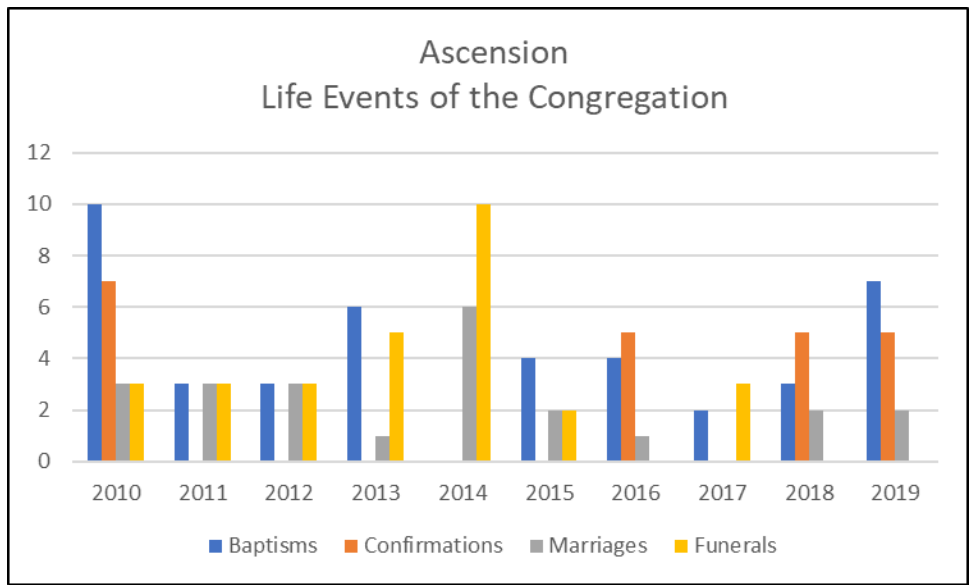
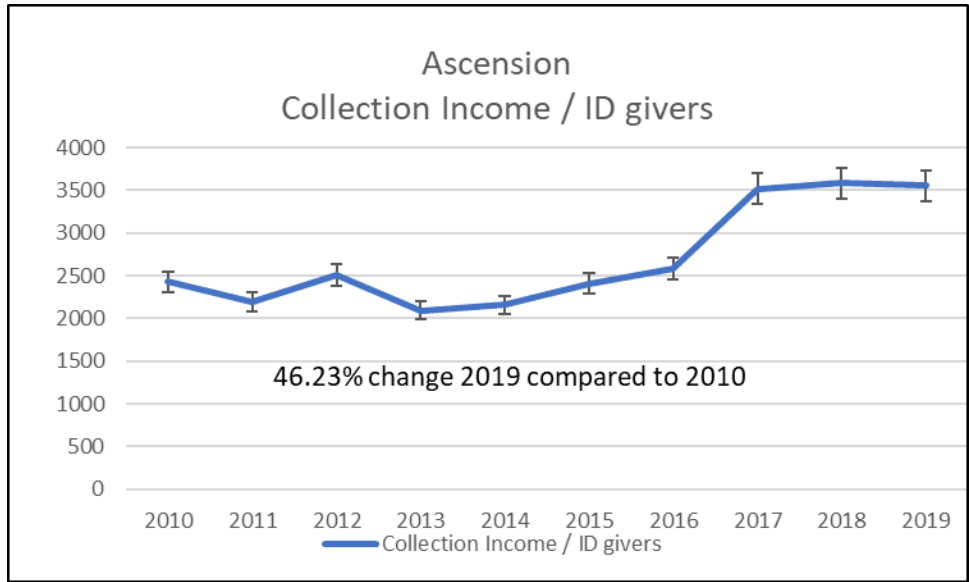
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Outreach to Greystone Village – The Oblate Lands** - The parish is interested in reaching out to this developing neighborhood in Old Ottawa East and the new people coming in but needs to discern and learn how this can be best done.
- **Make the Church Space More Flexible** - The lack of versatility of the church building limits dreams for the future. The sanctuary space could be made more flexible (as it’s square), but this will require capital investment. How to reimagine the space to make it more versatile?
- **Precarious Employment** - There is a ministry opportunity to create meaningful jobs in the Church, with good pay and benefits – i.e. for administrators, musicians, part time clergy, etc. But re-organization is needed diocese-wide to address this, sharing our collective resources, as every parish cannot afford all of these positions on its own.
- **Community Arts Program** - a proposed pilot project aimed at members of the parish and community in the 5- to 9-year-old range, which touches on arts education and spirituality. An offshoot for adults could be developed, with “Ascension Arts” as a secondary brand addressing holistic spirituality. But this would require significant funding for planning and design.



Ascension Ottawa Quantitative Data







Church of the Ascension											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1 Members on Parish Rolls	240	277	280	293	270	275	290	230	210	223	
2 Members in full communion	200	220	200	210	195	196	210	170	170	185	
3 Identifiable Givers	97	105	88	99	101	103	90	57	63	70	
4 Ave. Attendance at Sunday Services	78	77	81	93	92	101	109	90	78	81	
5 Baptisms	10	3	3	6	0	4	4	2	3	7	
6 Confirmations	7	0	0	0	0	0	5	0	5	5	
7 Rec'd from other communions	0	0	0	3	0	0	0	0	0	0	
8 Marriages	3	3	3	1	6	2	1	0	2	2	
9 Funerals	3	3	3	5	10	2	0	3	0	0	
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1	
11 Teachers	12	11	15	19	14	10	10	8	8	7	
12 Pupils	48	71	66	36	31	37	34	33	25	20	
13 No. of ACWV Members only	0	71	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	0	12	
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	134	139	132	146	147	200	200	190	150	172	
17 No. of Youth Members	5	21	13	20	18	27	30	18	22	22	
18 Collection Income	235561	230333	220616	206950	218020	247577	232009	200536	225689	248573	
19 Open offerings	1037	837	751	661	1259	1110	630	1199	806	708	
20 Donations Church Organizations	1071	598	664	993	1963	4944	2450	3977	2061	3419	
21 Rentals	10729	10345	15107	18002	19309	28791	27720	29382	24014	34466	
22 Capital Withdrawals from CTF	29000	0	0	23000	7000		5500	0	0		
23 Other Income	417	751	343	233	608	1116	260	29019	6875	902	
24a Bequests Deposited to CTF	0	0	0	0	0	150000	0	0	100000	40000	
24b Received for Construction	0	0	0	0	0		0	0		0	
25 Bequests retained for use by Parish	0	0	0	0	0		0	0		0	
26 Endowments, Trust Funds, Invest Inc Gift	28390	23853	19109	22343	19683	20069	21770	21111	21714	20867	
XX	0	0	0	21084	17824	25352	11094	9478	1634		
27 TOTAL INCOME RECEIVED	306205	266717	256590	293266	285666	478959	301433	294702	382793	348935	
28a Flow Through Funds	53743	57284	37998	25504	18978	51284	28565	28177	24904	41062	
28b Rent Expenses	5100	5450	7130	8076	5381	18324	18155	17344	15640	13896	
29 Cost of Priestly Services	108055	105829	105740	105610	105443	104730	98771	103773	77474	77222	
30 Costs of Other Staff	27955	31221	33118	57814	61148	58126	64409	56699	58929	63452	
31 Church Property Expense, incl util	22737	22577	24353	26346	21122	29831	28078	26253	30620	29497	
32 Rectory Expense, incl util & taxes	0	0	0	0	0	0	0	0	0	0	
33 Capital Expenditure	42031	14379	3668	43230	23548	128589	6850	16976	122759	47445	
34 Loan/Debt Reprmt (Princ. & Int.)	0	0	0	0	0	707	13501	13365	13366	13366	
35 Assessment/Apportionment	20753	23395	27218	31750	34396	34556	34365	20125	22932	24266	
36 Insurance Premium	4601	4601	4624	4624	4716	4787	4787	4787	4787	4787	
37 Additions to Trust Funds	845	778	680	3843	1389		1262	0	0	0	
38 Outreach/Special Ex-Par Appeals	45432	66904	41738	31652	21358	28559	37876	24703	23177	44685	
39 General Operating Expenses	8794	13769	16176	8358	12842	16111	39758	55356	57512	43709	
40 TOTAL EXPENDITURES	281203	282953	257315	313227	285962	405996	329657	322037	411556	348429	
41 2013 SURPLUS	25002	0	0	0	0	0	-28224			506	
0 2013 (DEFICIT)	0	-16236	-725	-19961	-296			-27335	-28763		
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	150000	144229	136633	190166	184935	
43 Special Funds	0	0	29033	58311	0	69201		45976	43412	45400	
0 Collection Income / ID givers	2428.463918	2193.647619	2507	2090.40404	2158.613861	2403.660194	2577.877778	3518.175439	3582.365079	3551.042857	



Bearbrook-Navan-Blackburn

Trinity Bearbrook, St. Mary's Navan, St. Mary the Virgin Blackburn

Trinity Bearbrook

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are a welcoming community that is dedicated to our church and has a strong sense of community and caring.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Ensuring everyone feels included
- Being supportive
- Community events: Organize annual bazaar/Christmas dinner, silent auction, arts and crafts, making/selling pies
- The church is a pivotal point for this community, and these events draw people of all faiths and from many locations.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Our memorial service brings in lots of people and helps keep the cemetery up to date.
- The world day of prayer brings people together. We would be willing to host it at Trinity, but we would need help.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Funding: We are behind in expected giving/operational funds
- Not being allowed to gather in the church has severely impacted our ability to be together and do our ministry.
- We no longer have people with enough physical energy to get things going. There is no lack of heart or desire. We are simply aging.
- We don't know if we are allowed to use the interest on our savings
- In the wider parish there is a challenge of feeling like all are welcome and included as equals within our shared ministry and opportunities.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Our annual dinner brings in over 100 attendees. We need volunteers to make sure that dinner can still happen. We need to know how to successfully recruit people to ensure our ministry happens.



Bearbrook-Navan-Blackburn

St. Mary's Navan

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

At St. Mary's, the church is the people and people have the spirit to get things done. Navan is a pillar of faith and community within the greater village/neighbourhood/community and remains true to the connections of church and community. Everyone is involved in living out the gospel in the community, with volunteers in and around the community. Connection is both ways, the community supports us when in need (steeple), and we support them. A lot of laughter in the parish. Very close-knit, effective team of leaders. Inclusive and affirming, welcoming of all is very intentional.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Presence** - church is an active presence in the community, Hall is a wonderful background for kids to participate in Sunday school, karate, fundraising, etc.
- Not all Sunday School participants are from families of parishioners
- **Ecumenical and Community Sunday School** - held in the hall is a shared ministry with the United church
- **Green Building** - Church has solar panels, LED lights, reduce single use plastic, bought dishwasher, looking forward to heat pump installations
- **Partnership with a spa across the street** who were looking for a market. Outgrew hall space, now use public field with over 200 vendors (initiative started in church)
- **Community coffee and conversations** - informal space available to the community
- **ACW tithed** to give portion of proceeds to the community ministries
- **Hall rental** - for Guides etc.
- **Pasta dinner** - has become a community institution "it's so famous now"
- **Gender non-specific bathrooms** - listed on LGBTQ2+ affirming websites
- **Participated in Coldest Night of the Year walk** with the United church
- **Also worship**
- **Receive invites** - to participate in community events (Remembrance Day, funerals, etc.)
- **Navan Fair** breakfast and a blessing of the animals

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Put up walls for local skating rink
- Larger leadership role within the community in which they're situated
- Cemeteries
- Role in supporting youth, older kids involved in mentoring (canoe camp, etc.)
- Discounted rental to community groups
- Refugee sponsorships; Reuniting family from previous 2018 sponsorship
- Messy church has brought in families from the greater community
- New potential relationship with Resource centre in Cumberland, for youth/young adults in the area



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Building is 125 years old. Built with local stone
- Maintenance is a lot of hard work, that is an ongoing/present project
- Engineer advises (from tower work) to redo the church. This is too large a task for us to accomplish
- Small rectory currently being rented, it is another labour of love. Try to prioritize the need for rental, though not officially classified as affordable housing.
- Socio-economic challenge of wanting greater intergenerational community in church. Great challenge to be prepared to grow and adapt to the new/growing/younger expanding community around us (new subdivisions, South Orleans)
- Aging congregation
- Finances are a present challenge though Diocesan commitment (Fair Share, ECOPS, housing, insurance etc.) always met.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Suburban sprawl. Spirit of collaboration is present and seen. If not a church opportunity perhaps a diocesan opportunity
- There are many who are not involved, reach out to those not involved and ask why
- What can we do to be more welcoming
- How can we make our space suit our needs, what are systemic barriers that exist
- Engage new groups, community at large, diocese at large
- Children/youth (latchkey kids and day care kids), perhaps benefit from space to go to, homework club, support for nannies, etc.
- Seniors with nowhere to go, no seniors home in village
- BIG DREAM: property in Navan is huge on the central corner. Redevelopment into multi use space, community centre (somewhere more than 1 big hall, space for several meeting rooms, space for worship where space is used all week and not just an hour two each week), seniors living, etc. Requires Diocesan support. Questions about accessible infrastructure (sewage, etc.)
- Intense poverty in the community. Church has responded to visible poverty with community ministries downtown. Rural living has poverty as well. Ministry needs around suburban/rural. It's a ministry with a different face than Centre 454. A rural face that is suffocating to those inside. Collaboration needed to meet these people and their needs.



St. Mary the Virgin Blackburn

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St Mary the Virgin is like a warm beautiful blanket and a lifeline within the community. We are more in tune with outward needs than inward survival. We do community support with a resource centre, food cupboard, Tanzania school supplies, etc. Our new parish configuration is a good fit, though we feel the need to partner more with Trinity and share worship space between the two congregations. The community knows us as “the little church on Navan Road”

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- When health measures allow, to be able to hug one another again
- We **reach out to High School for volunteers**, at events; then students can achieve their volunteer credits necessary for graduation
- **Outreach**

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- New housing in the area did mail-outs. Though not as effective as person-to-person visits (a challenge with COVID). Priority to meet new neighbors, meet people not mailboxes.
- Partnership with the English Roman Catholic Church: bazaar, etc. Opportunity to use French Catholic Church space. Shows partnering spirit of community; ecumenical body of clergy.
- Small property, no hall. We make use of community hall in Blackburn and Bearbrook
- Collect baby goods, blessed at 12th night, taken to home in Vanier for mothers and babies
- Bible study put together Backpack for individuals without shelter
- Telephone tree during COVID has been successful in keeping connections
- Collected socks for community ministries
- Sent out “paper hugs” throughout the parish during COVID
- Parish outreach is very outreach focused, with a collection held monthly for a new focus (social ministries, food cupboard, etc.)

4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

- Our parish needs to stop looking in terms of “us and them” but as “us together” as one parish.
- Large need in terms of COVID (stress, mental health, etc.)
- Small space, but adequate to reach out with resources to meet need in community (mentoring, etc.)
- Change is difficult, but times speak to us needing a heart for community and a mind for change to meet people where they are, as community not as individuals
- Also has rectory rental
- Challenge in terms of church in larger conversation, regarding integrity and residential schools.

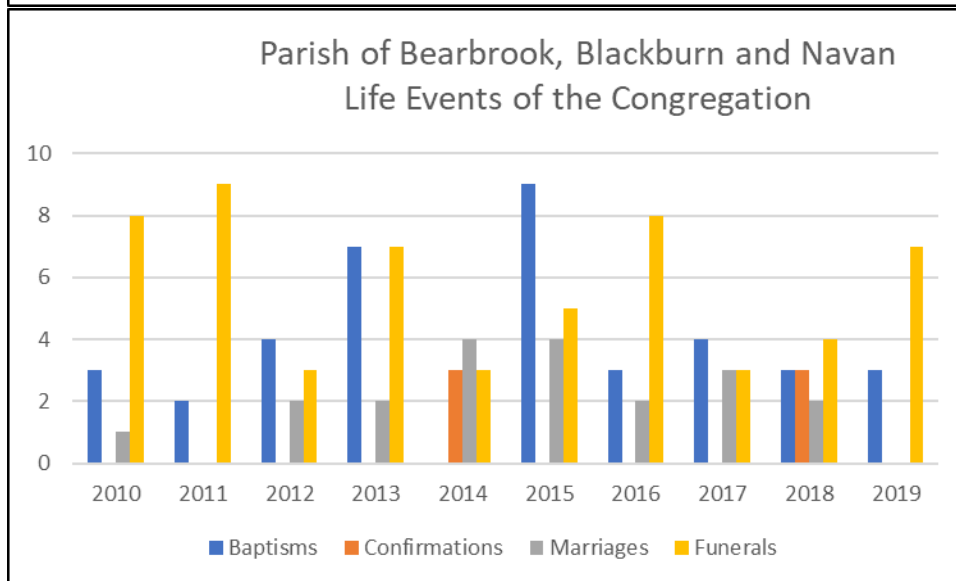
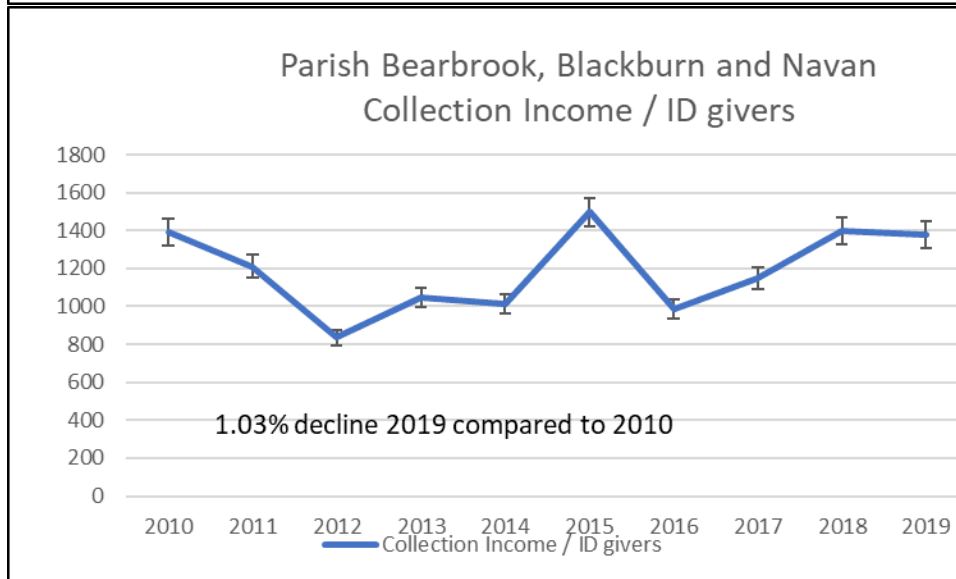
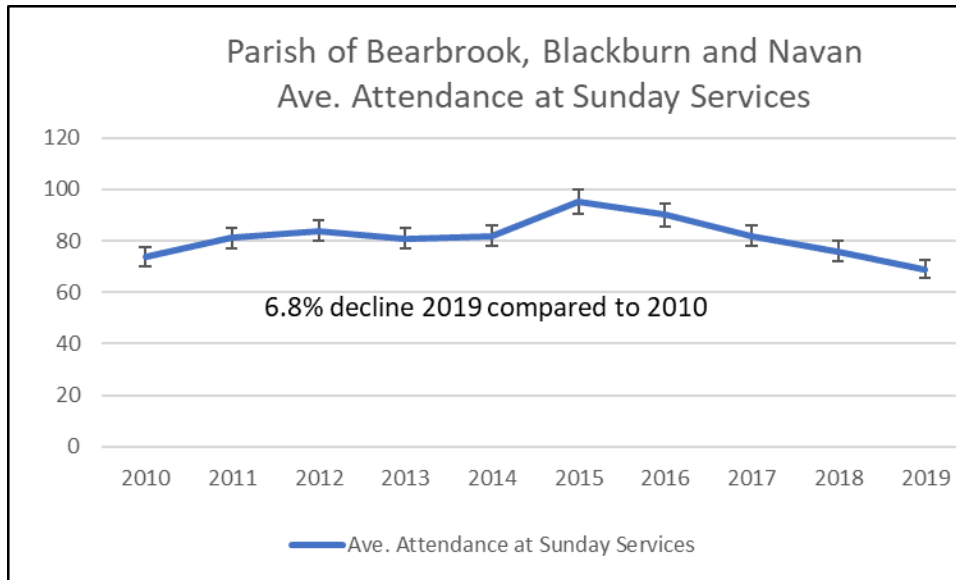
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Lots of opportunities, partnerships between congregations.
- Cumberland resource centre (youth, seniors, mental health)
- Music ministry connections with the Lutheran community
- Church space has been a challenge due to steeple tower being under construction



Bearbrook-Navan-Blackburn Quantitative Data

~ Demographic Data Not Available ~





Parish Bearbrook, Blackburn and Navan										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	241	237	235	232	144	133	216	223	207	168
2 Members in full communion	181	188	172	166	154	111	115	100	121	112
3 Identifiable Givers	79	99	125	103	100	76	133	129	107	106
4 Ave. Attendance at Sunday Services	74	81.1	84	81	82	95	90	82	76	69
5 Baptisms	3	2	4	7	0	9	3	4	3	3
6 Confirmations	0	0	0	0	3	0	0	0	3	0
7 Rec'd from other communions	0	4	0	0	0	0	0	0	3	0
8 Marriages	1	0	2	2	4	4	2	3	2	0
9 Funerals	8	9	3	7	3	5	8	3	4	7
10 Church/Sunday Schools	3	3	1	1	1	1	1	1	1	1
11 Teachers	10	12	1	6	6	3	3	4	4	4
12 Pupils	40	34	0	50	35	26	30	20	20	20
13 No. of ACW Members only	21	47	18	30	33	9	37	30	38	37
14 No. of Women's Guild Members	0	0	0	0	4	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	72	22	5	29	222	62	77	36	82	51
17 No. of Youth Members	16	3	0	1	1	1	1	6	11	0
18 Collection Income	109963.8	119892.3	104444	107736	101405	113808	131035	148435	149489	146038
19 Open offerings	4357.06	3517	4319	4051	3973	3119	4329	7431	5998	4463
20 Donations Church Organizations	2734.82	6815.17	6827	5638	11889	7903	8421	25889	21364	21213
21 Rentals	32635	34470	37357	26080	35901	36274	37481	40361	52482	55127
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	5000	0
23 Other Income	2483.32	4137.9	1544	8840	17174	13397	9293	5195	5167	5320
24a Bequests Deposited to CTF	0	0	0	0	0	7500	4000	14065	0	23423
24b Received for Construction	0	0	2621	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	5000	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	4382	4108	866	3907	3348	3989	3918	6649	4540	7635
XX Gift	0	0	6570	22256	11849	13908	10802	14158	1490	83
27 TOTAL INCOME RECEIVED	156561	172940.3	163548	178508	185539	199898	209279	262183	245520	263352
28a Flow Through Funds	4385.44	8346.82	3466	4483	11623	19240	2456	8112	5727	12018
28b Rent Expenses	8882.67	12047.47	18346	23052	23861	16181	20375	14727	33808	38773
29 Cost of Priestly Services	57078.64	38009.04	56222	59392	63010	76157	99963	70331	71915	67937
30 Costs of Other Staff	0	4210	2550	4812	2915	2860	2860	0	0	0
31 Church Property Expense, incl util	21880.68	20491.39	25178	22661	17678	26480	33465	31961	43506	39991
32 Rectory Expense, incl util & taxes	5031.64	10531.47	16319	22596	6610	5133	5437	5708	8706	20884
33 Capital Expenditure	0	27979	11326	9851	10390	0	0	0	54408	16373
34 Loan/Debt Reprmt (Princ. & Int.)	0	0	0	0	3532	18266	18266	0	0	0
35 Assessment/Apportionment	22894.96	30386	22720	21360	17935	19177	14186	36459	28118	28756
36 Insurance Premium	5356.8	6807	6717	6854	7076	8302	7441	8355	8355	8355
37 Additions to Trust Funds	0	0	0	0	26000	7500	30000	38000	0	23423
38 Outreach/Special Ex-Par Appeals	1141.35	3939	1426	1197	2134	11217	1790	8102	5727	12018
39 General Operating Expenses	29771.39	20303.11	11554	18155	13833	14827	17759	46086	48380	39562
40 TOTAL EXPENDITURES	143755.5	162656	154012	166878	171113	189919	231167	245602	269715	257899
41 2013 SURPLUS	8357	11841.31	19684	28099	17557	19823	15570	3592	0	5453
0 2013 (DEFICIT)	444858	-1557	-4148	-16469	-3131	-9844	-37458	0	-24195	0
42 Debts Owing by Congregation at Y/E	0	0	0	28537	26037	8481	0	0	0	0
43 Special Funds	6977	7068	10688	7078	0	0	0	0	25151	65935
0 Collection Income / ID givers	1392.011	1211.033	835.552	1045.981	1014.05	1497.473684	985.2255639	1150.659	1397.093	1377.717



Chelsea-Lascelles-Wakefield

St. Mary Magdalene Chelsea, Holy Trinity Lascelles, Good Shepherd Wakefield

St. Mary Magdalene Chelsea

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Mary Magdalene is an active and attentive church oriented to the community and see themselves as “the little engine that could” when digging deep to get things done.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

• Worship

- Very focused on worship in the Anglican tradition
- Celebrate every Sunday, when there was no rector, services were led by lay readers
- Music selected by priest and paid music coordinator, ranging from traditional hymns to more modern music led by voice accompanied by guitar, organ, or occasionally recorded music

• Indigenous Relations & Reconciliation

- Continued commitment to reconciliation is led by a champion in the congregation who participates in the All My Relations group and brings opportunities for engagement to the congregation.
- Contributing to community trails aimed at making Chelsea more accessible; one passes through the church property and dedicated by Bishop Shane with Albert Dumont who proposed a name, Nakweyamàdiwin Mikàns (Friendship Trail) to honour the indigenous history and a desire to move forward in friendship with all peoples and the land.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

• Outreach

- QUAIL House – a community collaboration with Chelsea to found an independent living home which they continue to support by allowing use of the kitchen 2 days a week
- Lunches for Seniors – municipal activity providing (for a nominal fee of \$8) a 3-course meal on a monthly basis, held in church hall
- Support for other initiatives are a product of individual parishioners being invested and rallying support from their fellow parishioners.

• Events

- Tailgate sale – a 2-day used book and bake sale in the spring where spots are rented in parking lot for people to sell items of their choice from their car trunk with spots being donated to local charitable organizations
- Cooks and books – a used book and bake sale in the fall including local vendors of food-related products

• Partnerships

- Agreement with Grace United Church to share worship space and use of the hall etc. for an initial 3-year period.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

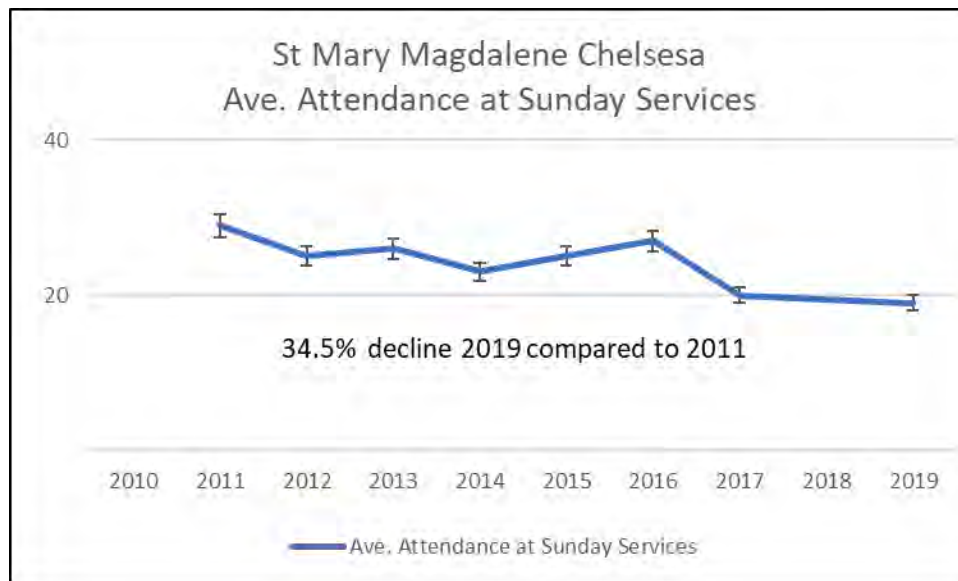
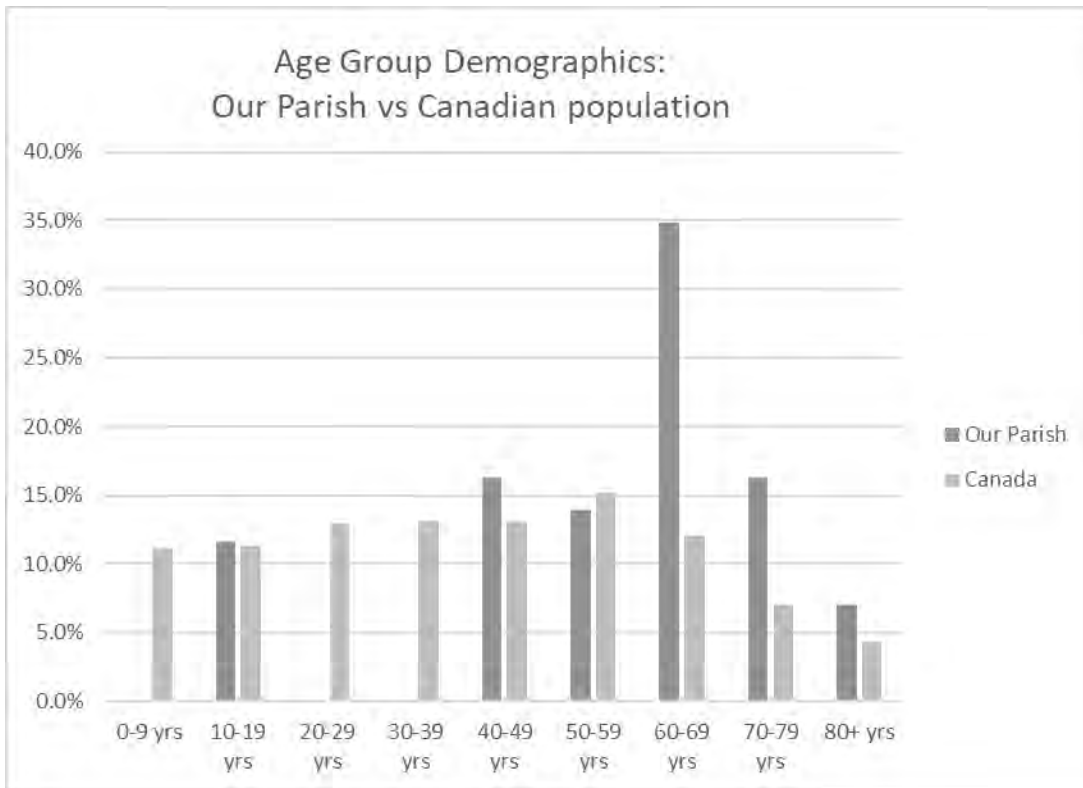
- **Finances**
 - Struggling to meet diocesan commitments and currently paying fair share but not ECOPS – instead they have a part-time per diem retired priest
 - Have agreed to re-align with Good Shepherd, Wakefield and share a full-time incumbent with financial help from our Diocese for the first 3 years.
 - Looking forward to this exciting new chapter
- **Building Status**
 - Recently upgraded the heating system and repaired the roof
 - Currently have no capital fund should problems arise
- **Human Resources**
 - An aging congregation with diminishing numbers of volunteers is starting to affect the delivery of ministries and contributes to reactive, rather than proactive, goal setting
 - The church is seen as a dynamic and integral part of the community which sometimes expects more than they are now able to give
 - Having fewer and older volunteers creates challenges for the congregation to meet all its desired goals and perceived opportunities to serve

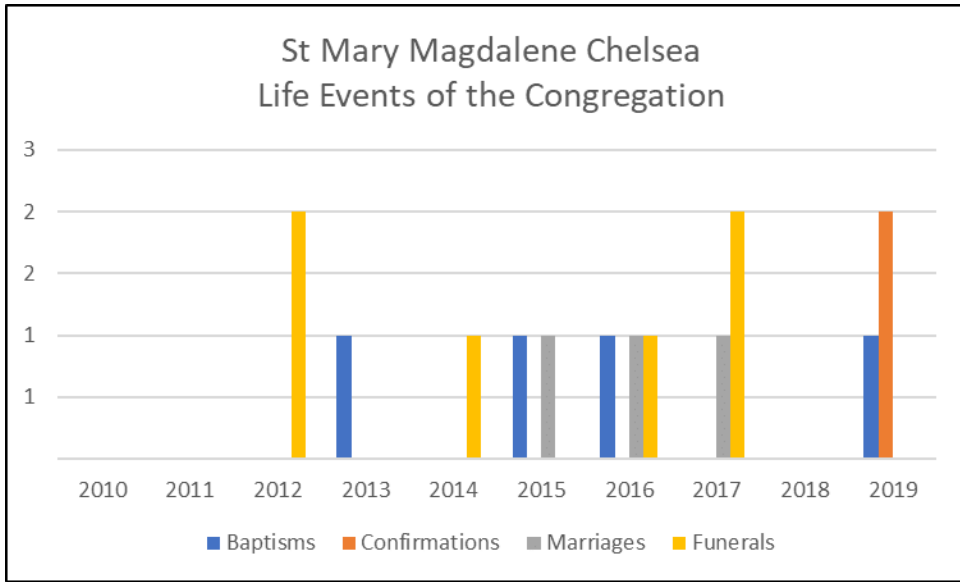
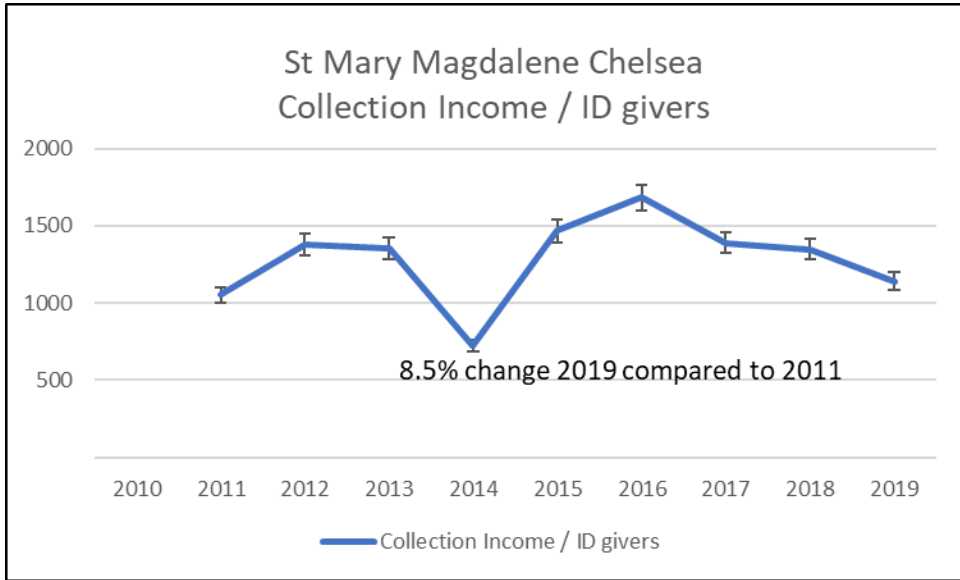
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Reunification with Good Shepherd Wakefield (GSW) and Holy Trinity Lascelles (HTL)**
 - Hoping this can be a strong partnership pulling the best from both congregations
 - Covenant with GSW-HTL, while open and flexible in design, will require attention from the new incumbent to put into operation
 - Need a bilingual incumbent to fully serve the community – tourists, retired professionals, bedroom community
 - Perhaps a joint Sunday school to build a critical mass of youth
 - Staggered service times, keeping in mind new partnership agreement with Grace United
 - A lot of new development which means a larger population base – how do they engage, meet people where they are?
- **Seniors and Affordable Housing**
 - Participate with the Chelsea Housing Corporation to promote their planned 12-unit senior residence with 50% affordable – geared to income housing
 - Interest in seniors and isolation, especially as it relates to rural community challenges
- **Service to Families**
 - Community lacks child care services, need expressed in social media
 - Two recent requests for hall space for a parent-led playgroup and for a daycare service
- **Truth & Reconciliation Opportunities**
 - Explore the calls to action



St. Mary Magdalene Chelsea Quantitative Data







St. Mary Magdalene Chelsea										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls		115	83	83	41	40	55	40	38	55
2 Members in full communion		38	38	38	33	36	38	30	29	45
3 Identifiable Givers		44	37	40	79	44	40	40	36	40
4 Ave. Attendance at Sunday Services		29	25	26	23	25	27	20		19
5 Baptisms				1		1	1			1
6 Confirmations										2
7 Rec'd from other communions										
8 Marriages						1	1	1		
9 Funerals			2		1		1	2		
10 Church/Sunday Schools		1	1	1	1	1	1	1		1
11 Teachers		1	3	4	1	3	2	3		1
12 Pupils		5	12	11	1	5	3	4		2
13 No. of ACW Members only										
14 No. of Women's Guild Members										
15 No. of Men's BAC Members		10		15						
16 No. of Other Members		12		92	94	5		3		25
17 No. of Youth Members										
18 Collection Income		46300	51120	54200	57184	64511	67314	55632	48504	45651
19 Open offerings		2396	1225	969	1650	938	1161	932	1110	1428
20 Donations Church Organizations			10475	9493	15861	13849	14168	14123	10703	15823
21 Rentals		24566	13412	4380	5830	7400	7058	6586	6514	6880
22 Capital Withdrawals from CTF										
23 Other Income		17017	9705	102	7463		2205	2035	2903	1975
24a Bequests Deposited to CTF			11300							
24b Received for Construction										
25 Bequests retained for use by Parish							25000	15000		
26 Endowments, Trust Funds, Invest Inc										
XX Gift										
27 TOTAL INCOME RECEIVED		90279	97237	69144	87988	86198	116906	94308	69734	71757
28a Flow Through Funds		6250	13879	1400	1400	1950	4470	5684	5723	11164
28b Rent Expenses		8483	8785	3567	5801	4288	2454	3878	3878	3878
29 Cost of Priestly Services		42171	33449	25530	21862	34096	34619	36434	36917	14218
30 Costs of Other Staff										
31 Church Property Expense, incl util			14407	3420	4737	5119	3884	4635	4093	9433
32 Rectory Expense, incl util & taxes			12078	7305	3100	9215	9155	9201	9212	1558
33 Capital Expenditure			12222	4024	6530	7572	2506	9919		
34 Loan/Debt Repmt (Princ. & Int.)			8050	5498	4280	3500	4500	2218		
35 Assessment/Apportionment		12772	14262	13127	12191	10798	10371	10093	11859	6479
36 Insurance Premium		2564	2524	2633	2293	2381	2260	2545	2457	2348
37 Additions to Trust Funds										
38 Outreach/Special Ex-Par Appeals		9510	100	1400	1858		3934	5764	4639	9524
39 General Operating Expenses		37591	1688	8355	9126	5243	4937	5871	6161	5343
40 TOTAL EXPENDITURES		104608	98780	71292	65977	77924	76166	86680	75338	48903
41 2013 SURPLUS					22011	8274	40740	7628		22854
0 2013 (DEFICIT)		-14329	-1543	-2148					-5604	
42 Debts Owing by Congregation at Y/E		14000		13548		6583	2213			
43 Special Funds							25000	32705		21226
0 Collection Income / ID givers		1052	1382	1355	724	1466	1683	1391	1347	1141



Chelsea-Lascelles-Wakefield

Holy Trinity Lascelles, Good Shepherd Wakefield

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Good Shepherd Wakefield (GSW) and Holy Trinity Lascelles (HTL) is a friendly and hospitable congregation well-known for outreach and charitable work.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

• **Hospitality**

- Main focus is feeding the community – Wakefield Food pantry, community fridge, monthly Hope dinners, weekly pop-up shop, October roast beef dinner (HTL), Rupert Fair sandwiches, November tourtières, dinners delivered to shut-ins on Fridays
- Community meeting space with full commercial kitchen

• **Worship**

- Strong lay participation with an active altar guild, readers, and intercessors
- Music is provided by a paid organist – interest in providing other forms of music
- Evensong in the summer held at Holy Trinity Lascelles

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

• **Outreach**

- Financial support and gifts or services for QUAIL House, Cornerstone, Centre 454, La Lanterne, The Well/La Source, Palliative Care Centre La Maison des collines, La Maison liber-elles, Rupert Library and second-hand store
- Individual parishioners represent the church in all the community activities they participate in

• **Partnerships**

- Two cemeteries - land is deeded to the United church but the board is made up jointly of Anglican and United church members
- Scouts Canada joins GSW in sponsoring the 1st Wakefield Scouts (beavers, cubs, scouts and venturers) which meet at GSW
- Wakefield Legion – Hope dinners are served at the Legion and any donations are shared
- Wakefield Food Pantry – operated by members of the United Church but housed in and somewhat financially supported by GSW

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

• **Finances**

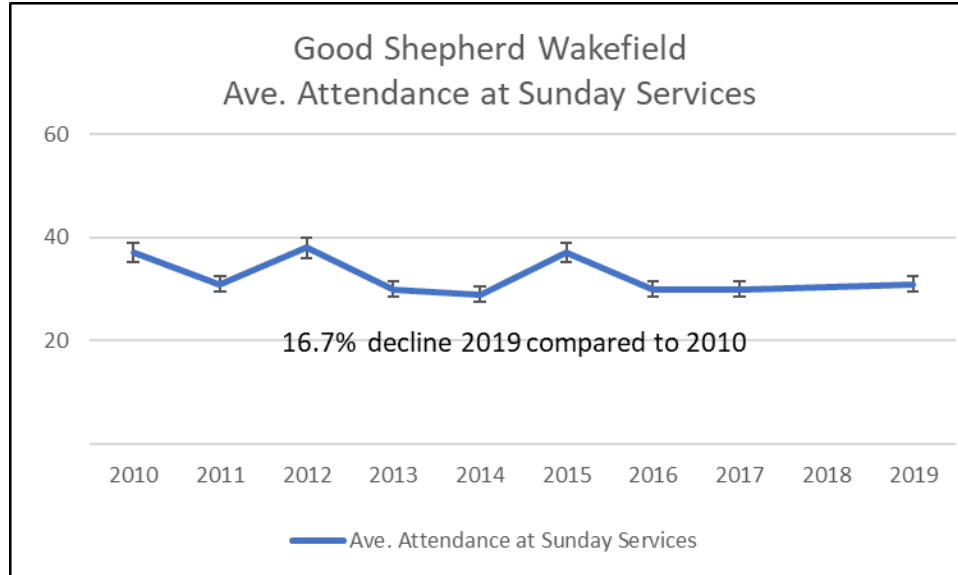
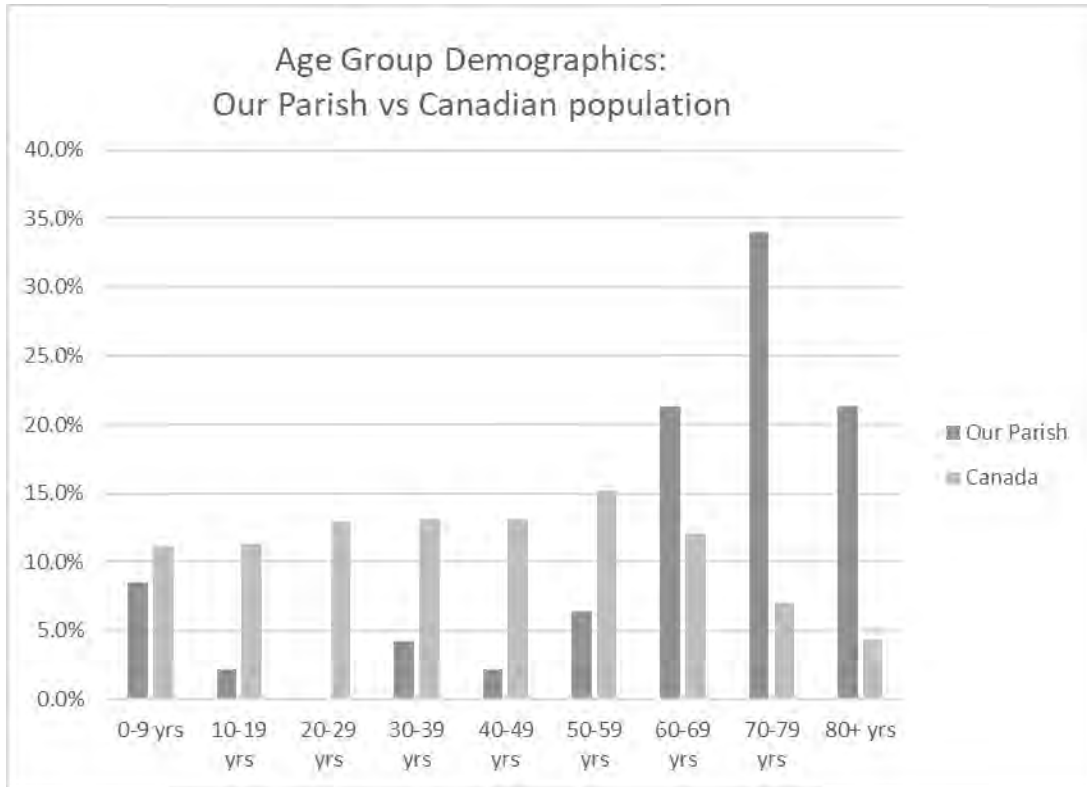
- Currently have a part-time priest but moving towards re-unification with Chelsea and a full-time incumbent
- This will make our finances different / tricky but not insurmountable
- People have continued to give throughout COVID-19

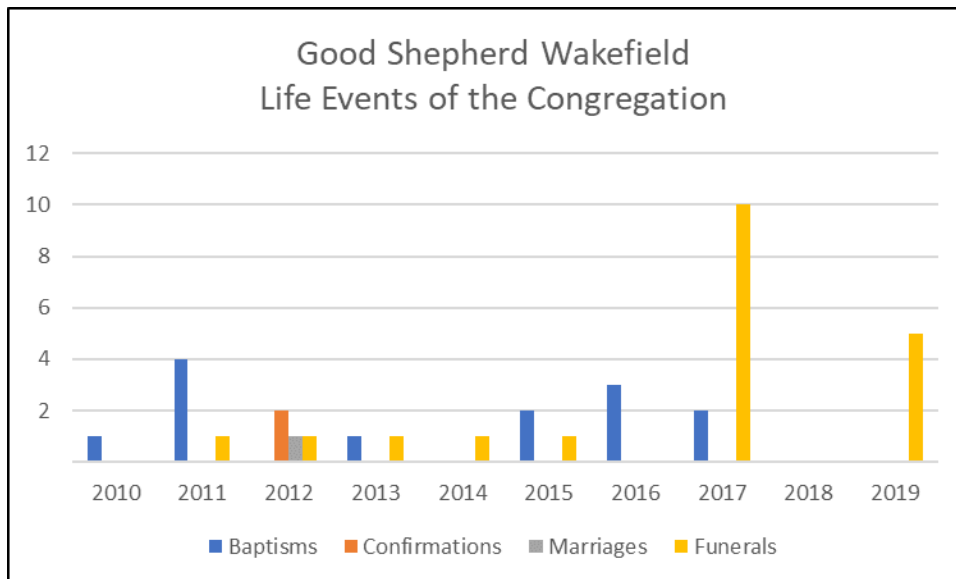
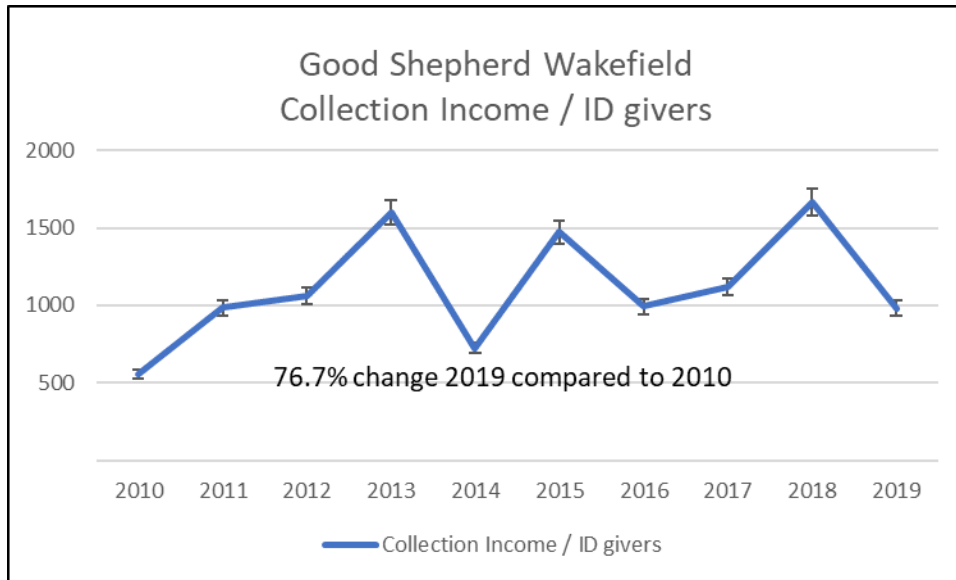


- **Building Status**
 - Old building and not well insulated
 - Accessibility is an issue for both churches
 - GSW – washroom in basement
 - HTL – outhouse only and stairs up to the main entrance
 - **Human Resources**
 - Aging population leaving smaller numbers with concerns about volunteer burnout
- 5. Are there ministry opportunities you are aware of and what would you need to engage in them?**
- **Truth & Reconciliation**
 - Potential to build a relationship with the Khewa, the store promoting indigenous artwork, handy crafts and clothing
 - All My Relations book group – looking for people to join
 - **Youth Focus**
 - Currently an adult service rather than a family service
 - Explore Sunday school or a more modern idea of involving children in service to preserve and celebrate worship as a time to be together as families (rare in today's busy world)
 - Include children talks and an area for children to gather
 - **Technology**
 - On zoom, the service (hymns, readings etc.) was available on screen and GSW now has a screen for in-person services
 - Potential to continue online streaming but would need to survey interest (internet account at the church)
 - Continue to promote study groups over zoom to widen the reach and make more convenient to attend
 - **Language**
 - New bilingual incumbent will allow us to broaden our invitation to include Francophones in our community
 - **Accessibility**
 - We have the space to put in a lift
 - Potential for government funding
 - **Teaching Kitchen**
 - Apply for a numéro d'entreprise du Québec (NEC) and acquire certification as a teaching kitchen for the commercial kitchen



Good Shepherd Wakefield Quantitative Data







Good Shepherd Wakefield										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	120	120	69	58	64	85	58	55	50	80
2 Members in full communion		41	41	49	42	52	50	42	34	45
3 Identifiable Givers	92	51	49	31	66	36	55	50	47	80
4 Ave. Attendance at Sunday Services	37	31	38	30	29	37	30	30		31
5 Baptisms	1	4		1		2	3	2		
6 Confirmations			2							
7 Rec'd from other communions		1								
8 Marriages			1							
9 Funerals		1	1	1	1	1		10		5
10 Church/Sunday Schools	1	1	1	1		2				
11 Teachers	1	1	1	2						1
12 Pupils	2	2	3	4						5
13 No. of ACW Members only										
14 No. of Women's Guild Members				6						
15 No. of Men's BAC Members	2	5								
16 No. of Other Members	31	29	42	12	98					
17 No. of Youth Members	1	1								
18 Collection Income	51001	50235	51958	49653	47896	53051	54572	55950	78369	78369
19 Open offerings	3124	3629	3255	2886	2539	3261	3548	3832	4942	4942
20 Donations Church Organizations	11867	5706	13040	23861	4829	11816	16306	17434	20954	20954
21 Rentals	285	637	493	189	540	240	450	765	150	150
22 Capital Withdrawals from CTF										
23 Other Income	19156	12414	792	484	1220	7216	1791	7094	44130	44130
24a Bequests Deposited to CTF										
24b Received for Construction							1000			
25 Bequests retained for use by Parish						4000	4868			
26 Endowments, Trust Funds, Invest Inc		2093			89	71	46	373	49	49
XX Gift			2931	4167	5278	2103				
27 TOTAL INCOME RECEIVED	85433	74714	72509	81240	62391	81758	82581	85448	148594	148594
28a Flow Through Funds	6217	7696		3656	965	1304	2262	4305	59111	59111
28b Rent Expenses		637	4100							
29 Cost of Priestly Services	32672	21611	27603	24450	26449	56729	34510	36286	37130	37130
30 Costs of Other Staff	3375	4275			6329	3800	5652	5148		
31 Church Property Expense, incl util	8044	5798	10025	10035	11700	11237	7687	10917	6920	6920
32 Rectory Expense, incl util & taxes		7588	8746	5734	3000					
33 Capital Expenditure	2515	9171		9720	550		1500	3273	18109	18109
34 Loan/Debt Repmt (Princ. & Int.)										
35 Assessment/Appportionment	10090	8844	10327	10302	11402		10338	10052	11928	11928
36 Insurance Premium	690	1775	1827	1949			2253	2253	2253	2253
37 Additions to Trust Funds			1674							
38 Outreach/Special Ex-Par Appeals		4526	900	1551	2027	1304	2262	4305	59111	59111
39 General Operating Expenses	5436	16421	10962	9421	3340	2826	11414	12559	16370	16370
40 TOTAL EXPENDITURES	62822	80009	72064	73162	64797	75396	75616	84793	151821	151821
41 2013 SURPLUS	22611			8078		6362	6965	655		
0 2013 (DEFICIT)		-5255	445		-2406				-3227	-3227
42 Debts Owing by Congregation at Y/E										
43 Special Funds								3776	54320	54320
0 Collection Income / ID givers	554	985	1060	1602	726	1474	992	1119	1667	980



Christ Church Aylmer

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Christ Church is an historic and well-maintained church, originally constructed in the 1840s. The property of the church, being an entire city block, is strategically situated in the middle of a quickly developing neighbourhood, though awareness of the parish is not high even among those living nearby.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship** - Sunday morning Eucharist is at 10:00am with choir and a variety of traditional and contemporary music. Recently, 80 people have been participating online.
- **Music and the Arts** - There is an interest in developing a musical presence and ministry in the parish; pre-COVID, several initiatives and events were held, such as an evening concert series, annual Christmas Concert (with proceeds supporting the Centre Alimentaire Aylmer), and a Creative Café. Occasionally, an art show-silent auction has been held in the church with live musicians and the proceeds being split between the artists and the parish.
- **Pastoral Care** - pre-COVID, volunteers visited the home-bound and those in care facilities, but these volunteers are aging, and new ones would require training.
- **Christian Education** - Recently a workshop for lectors was held for those who wish to do readings during the service. A Christian reading group meets regularly throughout the year.
- **Outreach** - see responses to question #3 below.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Donations for Food Security** - On the first Sunday of the month (Daily Bread Sunday), parishioners bring non-perishable goods to the service, which are donated to Le Centre Alimentaire Aylmer, the local foodbank, to which Christ Church is a regular contributor.
- **Sales Events** - The parish holds an annual Plant and Yard Sale in May and a Fall Bazaar open to the local community.
- **Rentals to community and faith groups** - The parish rents out its Church Hall to various groups on Sunday mornings and to two other denominations on Sunday afternoons – e.g. the Redemptorists, AA, and a yoga group. A home-schooling program rents space 3 days/week.
- **Support of diocesan programs** - The parish donates to programs supported by the Diocese of Ottawa (Community Ministries) as well as the national church and PWRDF.
- There is an understanding that Christ Church is generally not well known to those in the local community, except for those that rent the hall and church.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** - Last year, the parish broke even and will likely be in the positive this year. Christ Church cannot afford full-time clergy or other paid leadership but has sufficient resources for a half-time priest. There is a desire to have a youth or children's program, but there are neither finances nor expertise currently available in the parish for this.
- **Building Status** - The church building is in good shape due to renovations that have been made over the past century (e.g. rebuilt tower, new roof, accessible ramp), with financial support from the Québec government. There is no running water in the church and therefore no washroom; nor in the



event of inclement weather is there gathering space for fellowship indoors after the service, as the church hall is rented out on Sunday mornings. The rectory and church hall will need work in the next few years. The parish lacks internet access and a computer.

- **Human Resources**

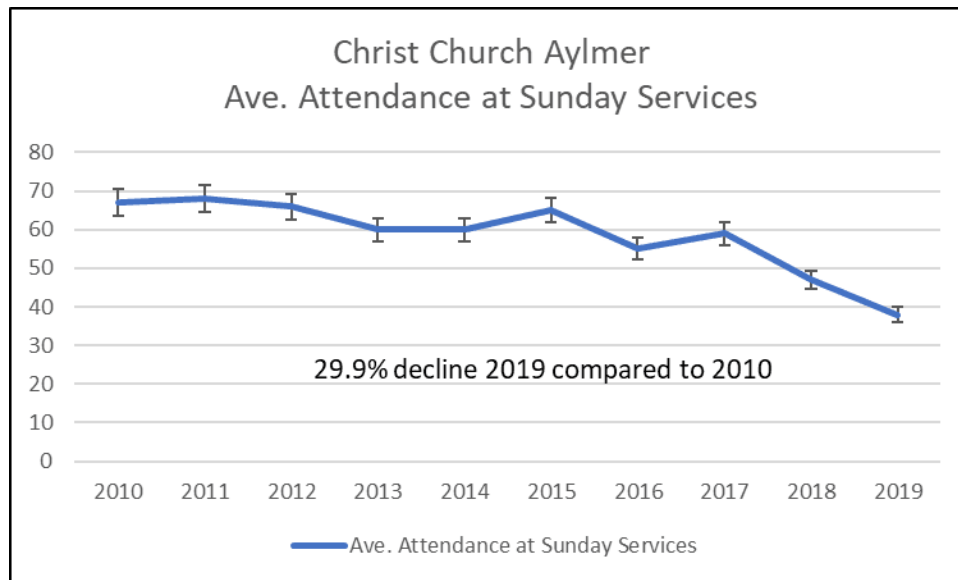
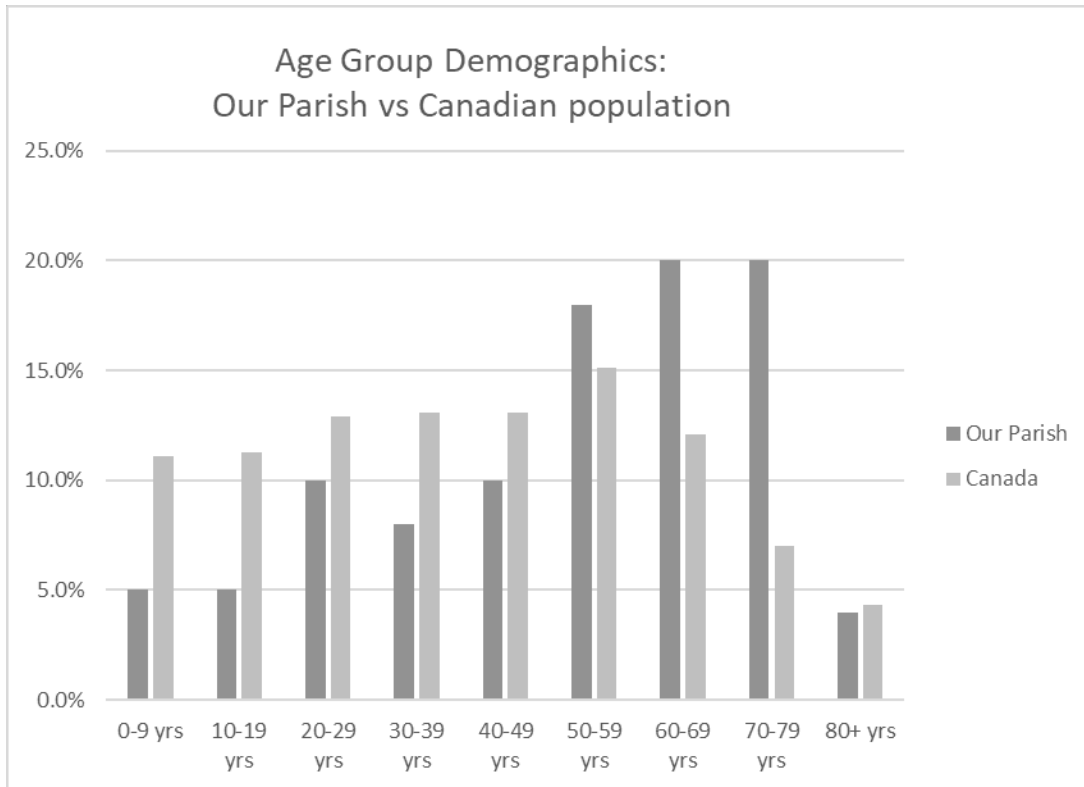
- **Leadership** - Though ministry to the parish and the surrounding neighbourhood remains a high priority, there is a current significant lack of leadership.
- **Parish Members** - Christ Church is located in a rapidly changing bilingual (mainly francophone) and multicultural neighborhood but has experienced declining membership, and retention has been a challenge, though recently a few new people have been attending.
- **New Members** - Several parishioners come from the Ontario side of the river – is there potential for a relationship with a neighboring church (e.g. in Westboro)?
- **Priestly Services** - The parish currently does not have a permanent priest, which creates a feeling of unease and inconsistency. Consistent priestly presence (even if half-time) is essential to attracting and retaining new parishioners and growing the parish.
- **Volunteer Capacity** - Volunteer recruitment needs to be developed. The volunteers that currently are offering their time and skills need more training, especially in the areas of pastoral care and Christian education.

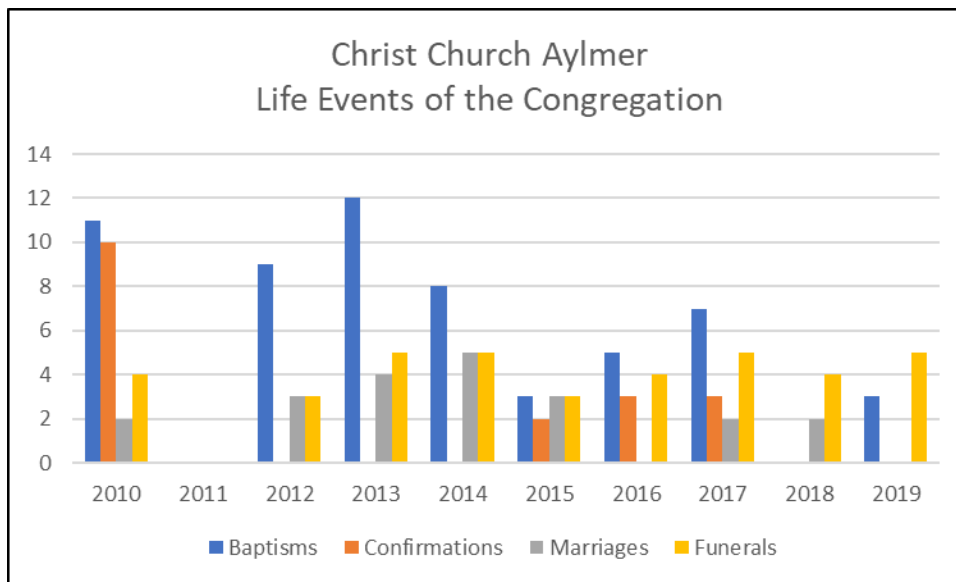
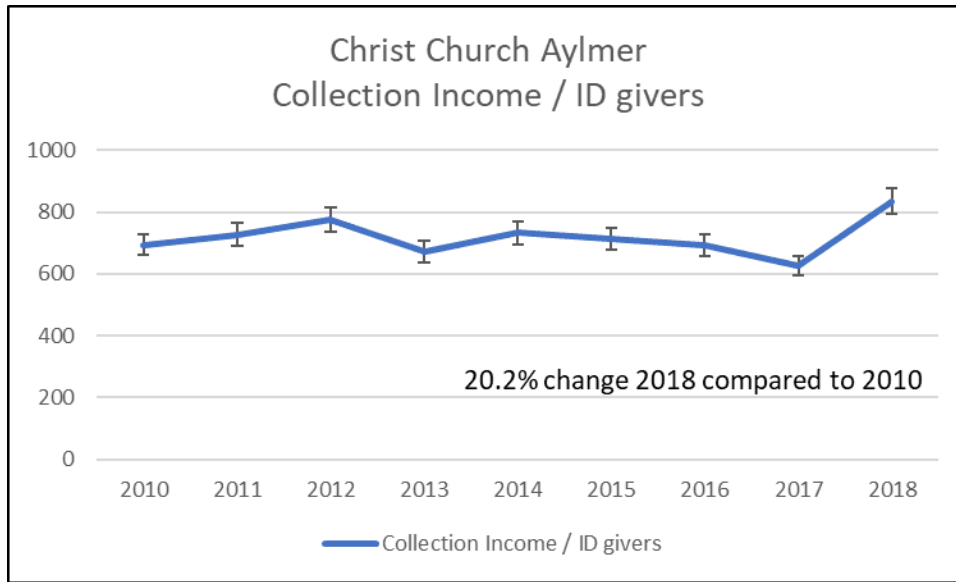
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- There is a lot of potential for developing ministry opportunities in and beyond the parish, though a leader who can guide the congregation through that process of discernment will be needed.
- Some areas that are currently identified as ministry opportunities are Christian education and pastoral care.
- There is also an interest in getting to know, and potentially partner with, other nearby Anglican churches.
- The Way of the Cross on Good Friday – a unique ecumenical event in which Christ Church has participated each year. Members of all the Christian denominations march together along a prepared route, going from church to church. At each stop, prayers are read, and the procession continues, ending at St. Mark’s church, where a Hunger Lunch is held. A rain or shine event, it is often attended by 100-150 brave souls.
- Resume fellowship hour at 11 am in the parish hall, as in the past, after the regular 10 am Sunday Eucharist.



Christ Church Aylmer Quantitative Data







Christ Church Aylmer		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	231	237	216	187	187	210	315	185	226	100
2	Members in full communion	98		113	120	120	140	109	97	54	50
3	Identifiable Givers	79	74	73	77	77	77	72	83	59	
4	Ave. Attendance at Sunday Services	67	68	66	60	60	65	55	59	47	38
5	Baptisms	11		9	12	8	3	5	7		3
6	Confirmations	10					2	3	3		
7	Rec'd from other communions	1					1	1	2		
8	Marriages	2		3	4	5	3		2	2	
9	Funerals	4		3	5	5	3	4	5	4	5
10	Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11	Teachers	8	7	6	6	3	3	2	2	1	2
12	Pupils		15	14	14	8	8	6		2	5
13	No. of ACW Members only										
14	No. of Women's Guild Members					6	6			5	
15	No. of Men's BAC Members						4			5	
16	No. of Other Members	75	98	98	92	45	45	101		72	
17	No. of Youth Members	8	12	12	12	6	5	8		1	
18	Collection Income	54862	53837	56673	51715	56479	54804	49876	51978	49250	50557
19	Open offerings	3695	4373	3481	2799	3109	3111	2950	4561	3059	3514
20	Donations Church Organizations	7634	6317	13314	11155	12059	11467	11962	11383	10432	9336
21	Rentals	7800	15600	15600	15600	31949	15600	15857	16143	39058	38513
22	Capital Withdrawals from CTF	10000									
23	Other Income	20329	20433	22585	27194	1757	26088	28703	32019	20995	6500
24a	Bequests Deposited to CTF										
24b	Received for Construction										
25	Bequests retained for use by Parish							2230		15000	
26	Endowments, Trust Funds, Invest Inc	2796	2425	2004	2354	4365	1452	2559	3294	3559	3700
XX	Gift			88	3816	3187	4325	4142	2100	542	
27	TOTAL INCOME RECEIVED	107116	102985	113745	114633		116847	118279	121478	141895	112120
28a	Flow Through Funds	985	692,587	1394		1230	414	805	1435		493
28b	Rent Expenses									12291	20511
29	Cost of Priestly Services	50259	47912	52176	71941	75047	77302	74399	77495	62938	48547
30	Costs of Other Staff	7800	7800	7800	7800	7800				8644	8614
31	Church Property Expense, incl util			10935	16961	11028	16308	16719	19401	17478	7974
32	Rectory Expense, incl util & taxes									259	190
33	Capital Expenditure	40911	16951			28689	14130			28860	
34	Loan/Debt Repmt (Princ. & Int.)	1000									6338
35	Assessment/ Apportionment	8951	11252	12060	15312	14531	14418	12662	9810	9748	8213
36	Insurance Premium	3751	4253	4272	4272	4359	4428	4424	4424	4424	4424
37	Additions to Trust Funds										
38	Outreach/Special Ex-Par Appeals	585	693	982	1266	162	414	805	1435	2050	493
39	General Operating Expenses	14083	20730	20928	1824	5537	14479	15410	16157	4823	13793
40	TOTAL EXPENDITURES	127340	109591	109153	119376	147153	141479	124419	128722	139224	98586
41	2013 SURPLUS			4592						2671	13534
	2013 (DEFICIT)	-20224	-6606		-4743	-34248	-24632	-6140	-7244		
42	Debts Owng by Congregation at Y/E	8900	5293		25925	84976	48590	70014	114271	41304	35045
43	Special Funds										6282
	Collection Income / ID givers	694.4556962	727.527027	776.3424658	671.6233766	733.4935065	711.7402597	692.72222	626.2409639	834.746	



Christ Church Bells Corners

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Christ Church Bells Corners (CCBC) is a vibrant, welcoming and open parish, deeply connected to its broader community and actively living out its mission of 'nurturing faith, serving God's world, and welcoming all'.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Mission and Outreach** - The parish has a passion for social justice expressed through outreach (service and advocacy), frequently delivered with ecumenical and secular partners. *See #3 below for details.*
- **Pastoral Care** - A team of 14 volunteers reach out and call those who are sick or shut-in, and offer meals, grocery pickup and constant support to parishioners in need.
- **Nurturing Faith** - The goal is inclusivity – to help people of all ages to learn and grow in the faith. Adult Education through Cafés – bible study, book study, guest speakers on church topics and social issues. Church School is now delivered in a weekly online format, with monthly phone calls to parents to stay in touch; home lessons are prepared for families. CCBC's youth group meets online and donates funds to charitable organizations.
- **Communications** - internal communications on what's happening in the parish – through a variety of platforms (monthly email, calls, print, web, Facebook, Instagram, YouTube, calendar); external communications – effective in advertising events but could improve communications on who CCBC is.
- **Worship** - CCBC conducts 8 am and 10 am BAS Sunday services as well as Morning Prayer (Tues/Thurs.) and Evening Prayer (Wed.). Pre-COVID, an alternative service was held on Saturday evening in the modern worship space, with contemporary music, an interactive format, and prayers from a variety of sources. Music is important in this parish (with youth and adult choirs and a band), and there is a desire to incorporate more contemporary music into the 10:00am Sunday service.
- **Stewardship** is part of the culture in this parish; it's done every two years with a goal to steward CCBC's resources and fund the parish's priorities; givings are holding steady.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

A long history of working together with other partners, serving people who aren't Anglicans or parish members – a significant evolution in its ministry.

- CCBC tithes its annual givings for outreach work at the local, Diocese (community ministries), national and international levels (approx. \$35,000/year); primarily about building relationships.
- Bells Corners Affordable Housing Project is being developed on the former rectory site in partnership with the Diocese, Cornerstone Housing for Women, the Western Ottawa Community Resource Centre and FAMSAC Food Cupboard: 35 residential units and space for community partners' operations; a shared kitchen and community room.
- Fundraising in the community: Bazaar, Fall Market, hosting a Food Truck Rally (4,000+ people, 10% of proceeds donated to FAMSAC Food Cupboard).
- Financial and/or hands-on projects with other partners – e.g. Nelson House; Multi-Faith Housing; Hospice Ottawa; Ottawa Inner City Ministries (arts program for youth); Cornerstone (meals, painting of residences).
- Jesus Bar – internet and mobile device support for people of all ages.
- Tax clinics – registered with CRA to do tax returns.



- West end chaplaincy – CCBC is one of the founding churches; parishioners serve on the Board; the parish contributes funds for a summer program.
- Ecumenical outreach to two nearby mosques, United Church and Roman Catholic congregations.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

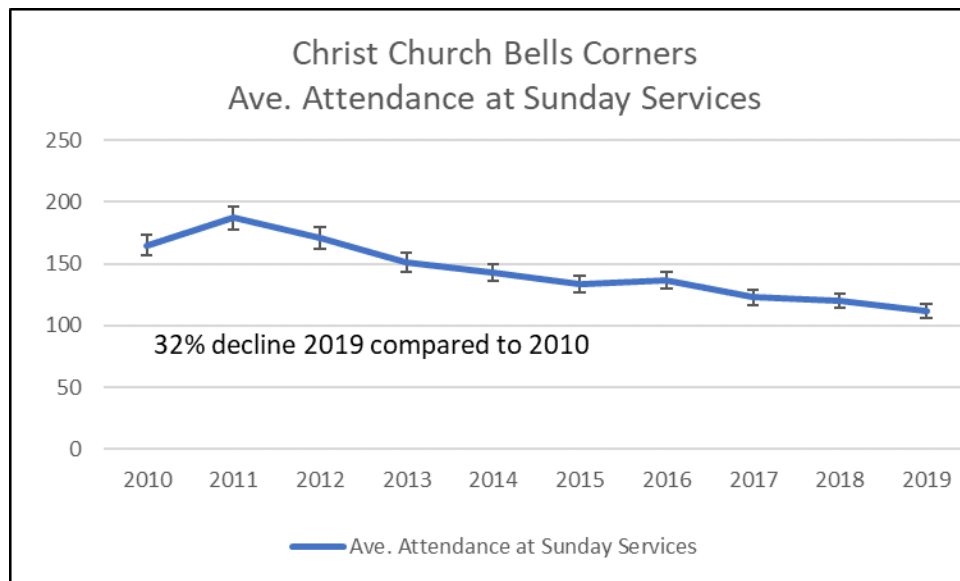
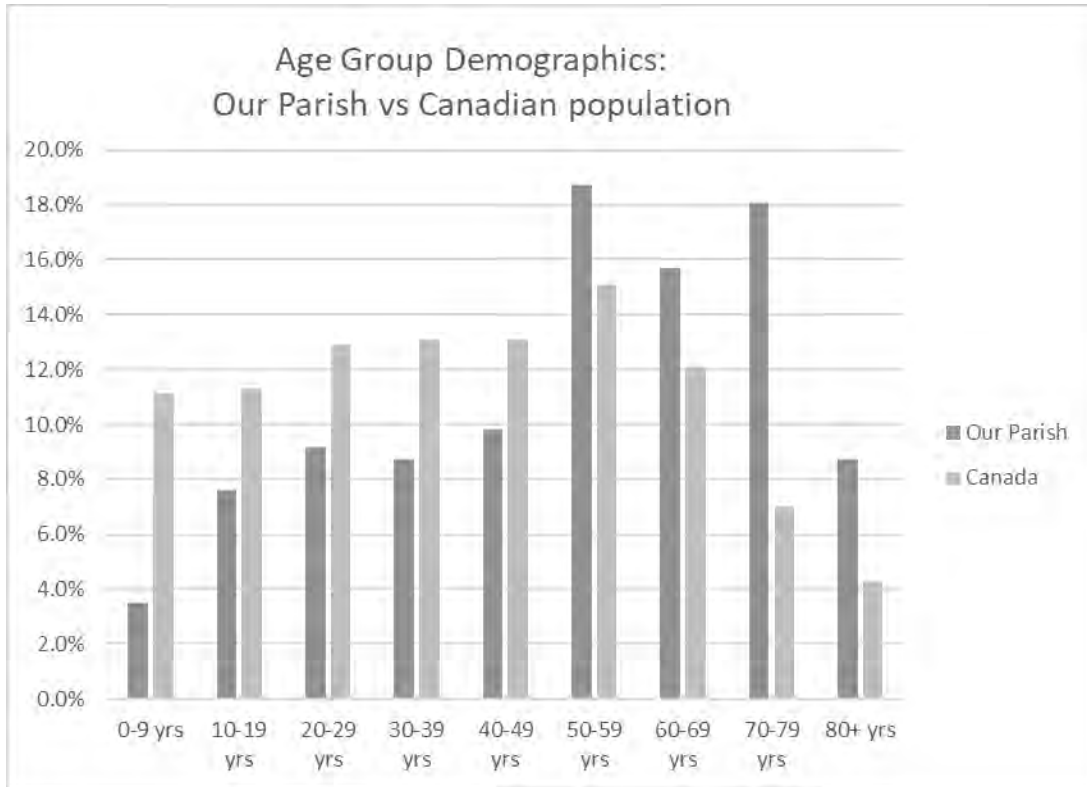
- **Finances** - The parish is in excellent shape financially; met all its diocesan financial obligations during the pandemic. This will be a challenge in future, as demographics and givings change (due to death of significant givers) – i.e. funding the building and staff (choir director, church school honorarium, administrator, clergy, and cleaning service). \$160K in trust funds: parish's policy is to never draw below \$100K; the interest is used to pay for training and curates.
- **Building** - CCBC has an historic chapel connected to a modern nave; a flat roof was created to serve as a patio but has already been replaced twice due to continuing leakage problems (a study is needed). Otherwise, there are no major building problems. The building is versatile, offering many spaces valued by the community, and generates good rental income. CCBC's ecological footprint was rated best of all churches in Carleton deanery. The parish has a capital plan updated two years ago; \$5,000/year is allocated to the capital improvement plan.
- **Human Resources** - Although the parish has held its own over the past 5 years, it has an aging demographic. Volunteers – the will is there but not the numbers; in future, the parish needs to do things with less volunteers. The traditional volunteer model based on a two-parent family doesn't suit working families; a different future model of engagement is needed – i.e. based on targeted short-term volunteer-driven activities. The clergy team is a full-time Rector, half-time Deacon, and an Assisting Priest (pro bono). To sustain the current level of activity, CCBC will need two full-time clergy; for this, diocesan financial assistance will be required

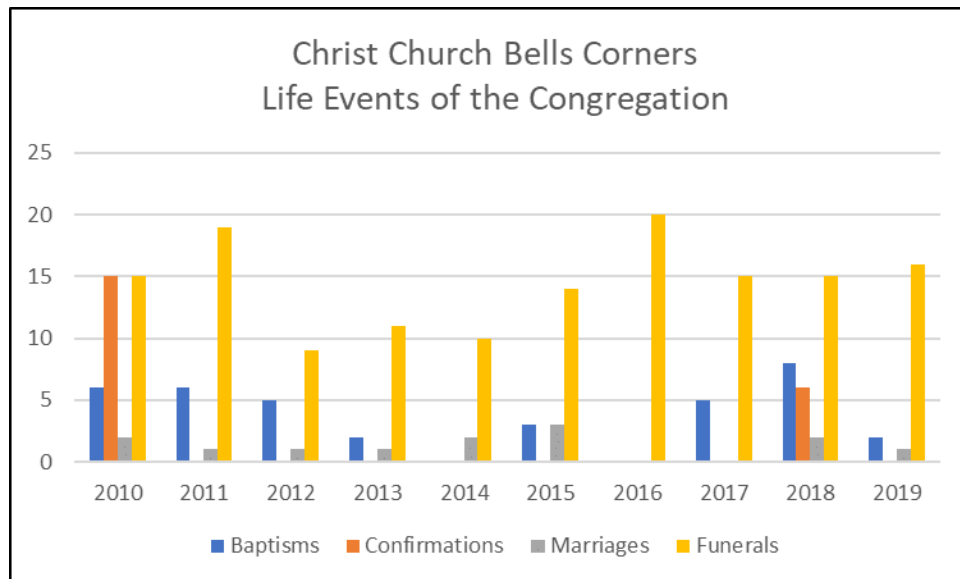
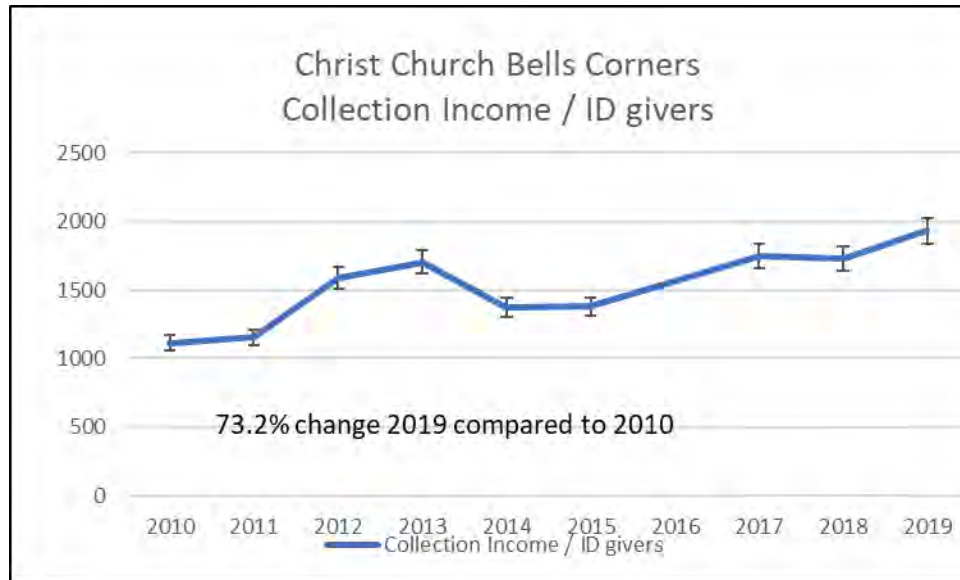
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Hire someone (with Diocesan support) to develop apps to engage youth (20-35 years old), as was done with the PWRDF Lenten app.
- Develop the infrastructure/capability to transform online followers of our services into parishioners. The diocese could develop this capability and host workshops on this for parishes.
- Build or assign a learning centre, offering ministries and programming for people who want to worship and learn in different ways – to be developed in partnership with other parishes and the Diocese; will require communications capacity.
- Partner with other parishes to develop and deliver programs, similar to the caregivers program piloted by CCBC with the local United Church and Ottawa West End Community Chaplaincy.
- Offer worship services outside the church building (e.g. in a pub, cemetery, parking lot) where people feel safe, as they can come and go yet still have a sense of praying in community.



Christ Church Bells Corners Quantitative Data







Christ Church Bells Corners										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	592	581	580	576	576	559	547	510	508	464
2 Members in full communion	453	462	453	463	341	369	327	266	337	262
3 Identifiable Givers	302	298	224	207	244	240		177	169	154
4 Ave. Attendance at Sunday Services	165	187	171	151	143	134	137	123	120	112
5 Baptisms	6	6	5	2	0	3	0	5	8	2
6 Confirmations	15	0	0	0	0	0	0	0	6	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	2	1	1	1	2	3	0	0	2	1
9 Funerals	15	19	9	11	10	14	20	15	15	16
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	25	23	10	8	8	9	9	9	10	8
12 Pupils	50	36	35	40	43	44	45	47	43	20
13 No. of ACW Members only	18	18	18	18	18	15	16	13	11	16
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	300	300	300	579	0			96	58	
17 No. of Youth Members	45	45	45	75	0	94		90	67	
18 Collection Income	336986.6	344072.7	356725.5	352786.2	335747.3	331122.8	320630.9	309815.1	292526.3	297581.6
19 Open offerings	4567.91	4355.25	6724.36	3161.12	3323.5	2445.95	2288.7	2772.7	2812.9	2803.58
20 Donations Church Organizations	22020.25	21137.27	20096.83	18826.06	17473.02	19301.21	22528.64	23578.56	25649.13	26096.32
21 Rentals	25476	24017	26955	37414.25	41915.1	46025.03	41202.6	39067	41921.03	42338.05
22 Capital Withdrawals from CTF	0	16996	0	0	0					
23 Other Income	5689.72	578.11	7639.77	8211.43	6297.86	8175.57	8993.4	40210.79	15637.65	22065.6
24a Bequests Deposited to CTF	14914	0	0	0	34882.97				1064.78	
24b Received for Construction	0	42503.6	0	0	0			26600	99480	24296
25 Bequests retained for use by Parish	0	0	0	0	12433.22	15200	4723.73	5500	25000	15300
26 Endowments, Trust Funds, Invest Inc	5172.25	5369.13	4288.28	4576.24	4805.57	5894.05	6015.14	6229.54	6430.73	9407.62
XX Gift	0	10110.01	45746.65	67425.94	61264.76	65253.91	51874.6	48016.12		
27 TOTAL INCOME RECEIVED	414826.7	469139	468177.4	492401.2	518143.3	493418.5	458257.7	501789.8	510522.6	439888.7
28a Flow Through Funds	35860.82	41273.86	37281.7	36458.15	34979.41	35791.83	34325.36	32325.36	30447.11	30387.26
28b Rent Expenses	27855.45	6092.59	7899.21	7107.1	12961.16	16397.75	11775.6	10410.62	10830.8	10422.5
29 Cost of Priestly Services	148510	116926	147247	149069	154987	177602	174406	173280	108858	99651
30 Costs of Other Staff	72684.71	77766.22	95585.63	101065.6	98166.04	785225.7	83220.21	84284.92	87468.6	88663.03
31 Church Property Expense, incl util	28910.16	27099.64	29423.73	65929.64	31423.32	41656.32	45743.97	36737.01	34572.85	43711.39
32 Rectory Expense, incl util & taxes	4734.65	4792.35	6586.68	4983.26	5062.96	5241.14	5253.07	7104.93	5374.63	5444.43
33 Capital Expenditure	23969.9	59579.25	2952	2870	2050	6034.12			30111.27	
34 Loan/Debt Repmt (Princ. & Int.)	14499.9	14499.04	13366.8	9970	9970	9970	9970	12514.3	0	
35 Assessment/Appportionment	72449	71292	69228	65825	64204	67623	67724.96	61637.04	62038	70149
36 Insurance Premium	10995	10995	11050	11050	11271	11439.97	11439.96	11439.96	11440	11439.96
37 Additions to Trust Funds	14914	0	0	0	34882.97	0	0	1045.2	1064.78	964.36
38 Outreach/Special Ex-Par Appeals	34155.88	39869.2	37281.7	36458.15	34979.41	35791.83	34325.36	27988.83	35971.8	28266.56
39 General Operating Expenses	288365.3	29522.72	43860.47	34117.91	28018.44	22727.08	24280.12	40585.59	97391.21	44740.15
40 TOTAL EXPENDITURES	454659.7	452341.4	456582	481338.5	475015.1	456608.1	456363.7	445304.9	474286.1	393029.9
41 2013 SURPLUS	0	16797.62	11555.38	11062.7	43128.15	36810.48	1893.98	56484.89	36236.41	46858.85
0 2013 (DEFICIT)	-39833	0	0	0	0					
42 Debts Owing by Congregation at Y/E	18713.46	47844.12	36700	28470	19940	19940	1300			
43 Special Funds	0	79111.02	63978.93	64740.31	92121.15	130050.7	78210.18	131375.1	174049.4	172872.4
0 Collection Income / ID givers	1115.85	1154.606	15925.25	1704.281	1376.013	1379.678		1750.368	1730.925	1932.348



Christ Church Cathedral

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Christ Church is the Cathedral of our diocese with a complex set of responsibilities to our members and friends, our bishop and diocese, all levels of government, national and international partners. It is a landmark in the Nation's Capital. As the seat of the bishop, our Cathedral supports the ministry of the bishop and strives to be a home and resource for all parishioners and clergy of our diocese. Our Cathedral seeks excellence in its services, music, liturgy and worship; and provides training and practice in our Anglican tradition. Our Cathedral is not bounded by parish geography but spans the diocese and has focused mission partnerships locally, nationally and internationally.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- To provide excellence in **worship**
 - Worship brings us and holds us together – it is at the centre of all our Cathedral does
 - Live-streaming, introduced during the pandemic, has increased the Cathedral's ability to offer worship
 - A range of liturgies are offered during the week, on weekends, and for the diocese, city and nation
- Significant resources are allocated to ensure a very high quality of **music ministry**
 - Multiple choirs, semi-professional ensembles, a large youth ministry through the Boys' and Girls' Choirs
 - Provide liturgical music for the diocese and beyond
 - Support the musicians of the city as a venue
- To **grow our Cathedral's relationship** with parishes in our diocese and provide leadership and resources
 - Be a centre of connection, gathering, training and resourcing within our diocese
 - Model being an open and welcoming community – “when you come to our Cathedral, you will find someone who looks like you”
 - Increase education as to our Cathedral's role
 - Bear witness to long-range planning and good stewardship by the development of Cathedral Hill
- To provide pastoral care and education
 - Continue to grow a strong pastoral ministry through a coordinated approach to strengthen and support both clergy and volunteers
 - Increase connections with parishes in supporting those who need care
 - Bring the voice of the Anglican community to bear on issues that face us all, municipally and nationally
- To ensure physical and financial sustainability and maintain good corporate governance.
 - Ensure that stewardship tools are in place
 - Continued development of our endowment funds
 - Renew leadership in stewardship, finances and governance
- To continue to develop mission partnerships that serve beyond our Cathedral walls (as per the next question).



3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

Due to our Anglican theology and landmark location our Cathedral is uniquely positioned as a place to convene, and is engaged in a number of mission partnerships and relationships. Examples include:

- Local Partnerships: Labyrinth ministry, Cathedral Arts and concerts; training young musicians from the community at large; venue and meeting space for community events (e.g. Writer's Festival)
- Diocesan: support for our bishop, clergy and parishes, and diocesan services (synod, ordinations, etc.), Community Ministries (St. Luke's Table in particular), PWRDF
- National: Cathedral for Anglican Military Ordinariate; national commemorative events; leadership of Cathedral Deans
- International: Community of the Cross of Nails; Compass Rose Society; Diocese of Jerusalem

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

The pandemic has marked our Cathedral community greatly and a challenge is how to re-engage and focus on:

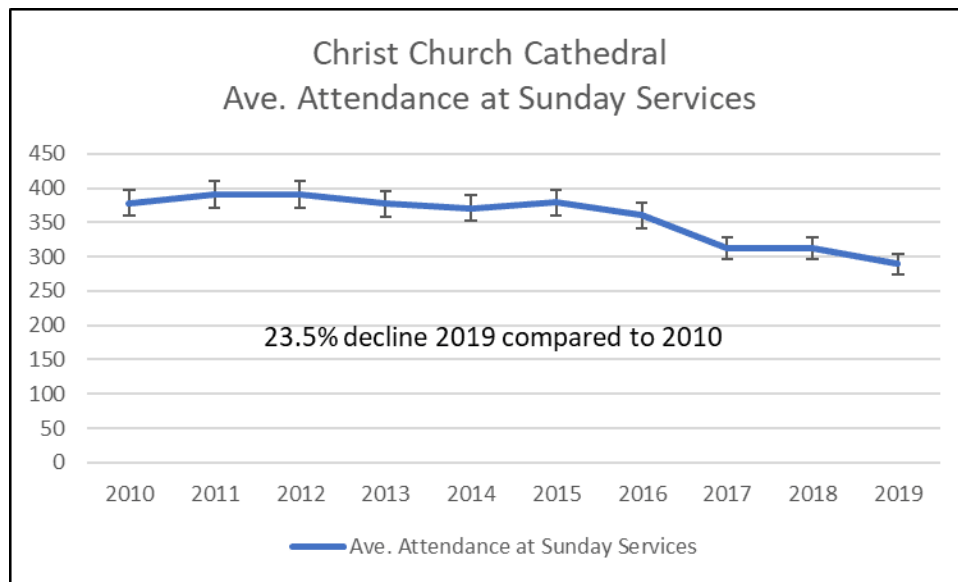
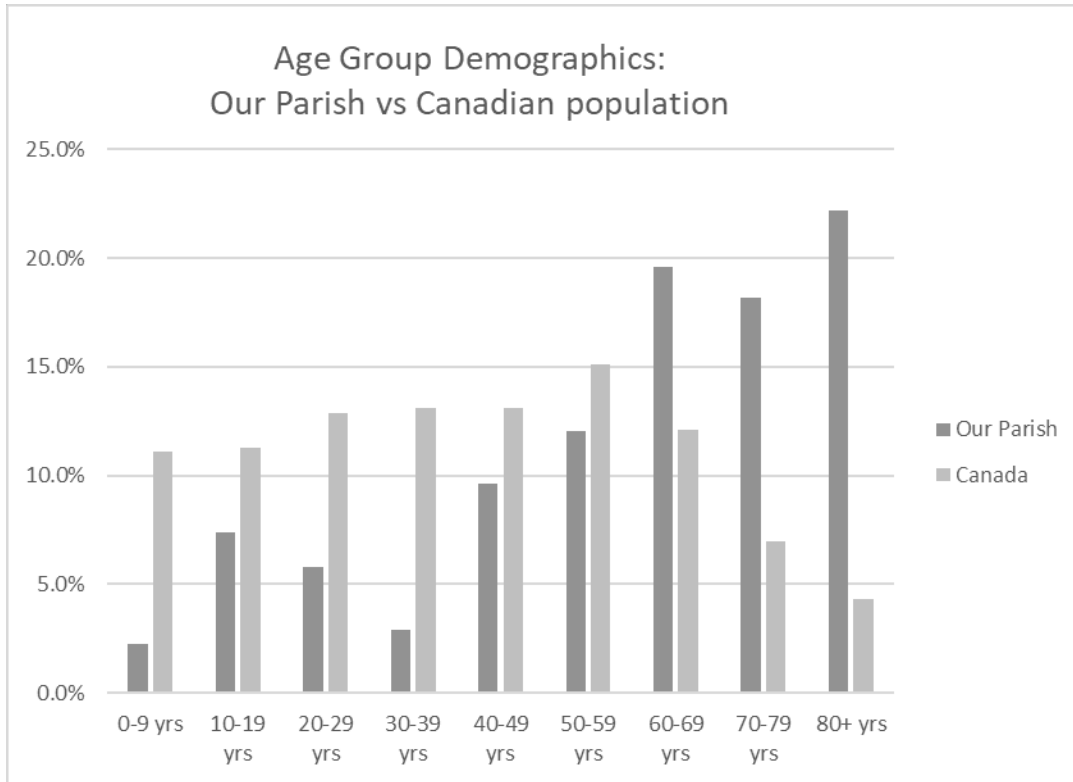
- People
 - Gathering and reconnecting
 - Lack of human resource capacity both in paid staff and our many groups of volunteers
 - Keeping members connected to our Cathedral and with each other
 - Developing the Friends of our Cathedral network
 - Better tapping into the resources of people's gifts and talents
 - Inclusion and retention of choir families
 - Defining the Cathedral's current membership and their needs
 - Financial and physical resources
 - Our Cathedral has worked hard to be financially sustainable so that its buildings are well-supported and maintained but members need to continue with financial and human support
 - Issues of accessibility with the loss of parking and a plant that is not fully accessible
 - Constant challenges of ongoing building maintenance and restoration

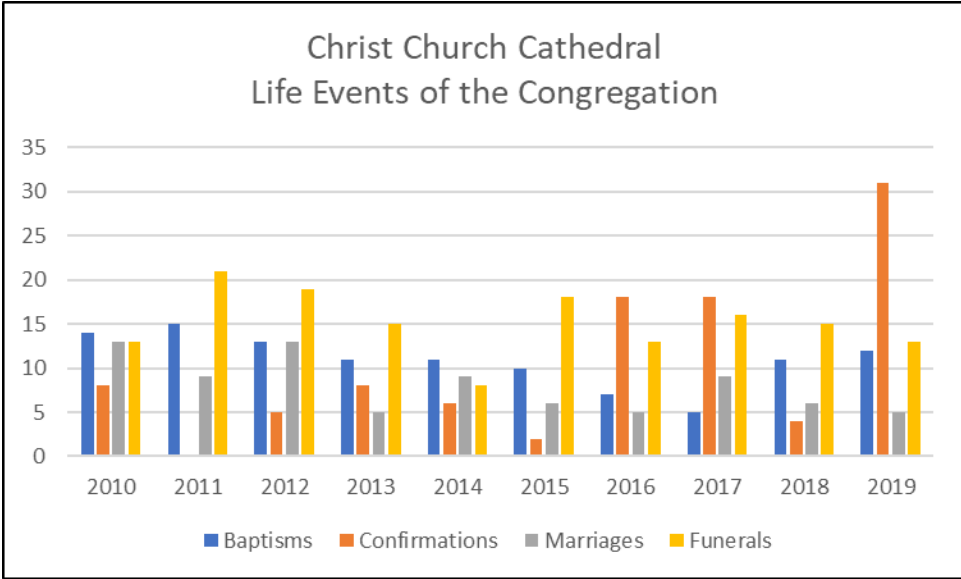
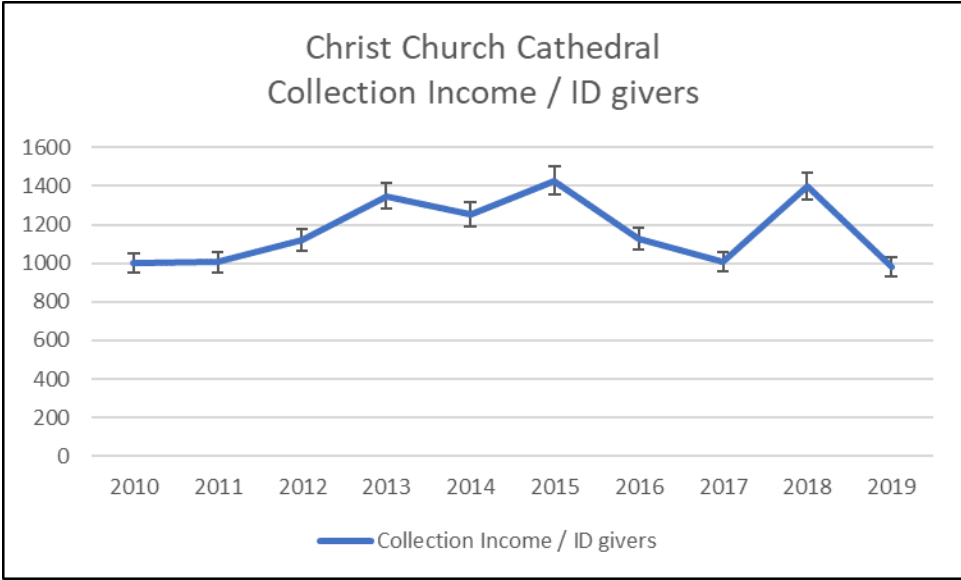
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Our Cathedral's local neighbourhood – reaching out to our physical neighbours
 - The need to minister to a neighbourhood that is rapidly changing and increasing in population due to the development of Cathedral Hill, advertising our services, activities, and ministries more widely
 - Partnering further with St. Luke's, our nearest neighbours
 - Becoming partners with St. Martin-in-the-Field's "HeartEdge"
 - Grow a compassionate response to social need by expanding our on-the-ground presence, particularly with St. Luke's Table and local neighbourhood
- Develop cultural and commercial activity
- Strengthen the Cathedral's congregations and develop new ones
- Engage in and develop lectures, education, events



Christ Church Cathedral Quantitative Data







Christ Church Cathedral		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Year											
1	Members on Parish Rolls	870	680	749	651	729	715	719	663	668	642
2	Members in full communion	780	635	640	556	616	605	609	553	562	538
3	Identifiable Givers	444	452	412	427	411	390	401	427	425	412
4	Ave. Attendance at Sunday Services	378	391	391	377	371	379	360	312	312	289
5	Baptisms	14	15	13	11	11	10	7	5	11	12
6	Confirmations	8	0	5	8	6	2	18	18	4	31
7	Rec'd from other communions	2	0	0	1	0	0	0	0	0	0
8	Marriages	13	9	13	5	9	6	5	9	6	5
9	Funerals	13	21	19	15	8	18	13	16	15	13
10	Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11	Teachers	5	2	4	5	6	2	1	1	1	1
12	Pupils	11	20	25	26	24	23	21	18	15	12
13	No. of ACW Members only	40	40	40	40	35	33	33	31	30	30
14	No. of Women's Guild Members	40	40	0	0	0	0	0			
15	No. of Men's BAC Members	15	13	12	13	11	13	13	12	11	12
16	No. of Other Members	191	188	175	165	160	160	160	158	163	162
17	No. of Youth Members	65	63	60	60	59	55	54	54	53	53
18	Collection Income	445237	453999	461966	575801	514784	556813	451301	430861	595388	403988
19	Open offerings	33590	36096	21615	44330	33368	41575	106983	106036	63022	84808
20	Donations Church Organizations	141008	134903	91005	81896	88296	83667	56732	65420	64498	93323
21	Rentals	144226	131523	209553	191429	221041	155101	143098	160978	149582	151033
22	Capital Withdrawals from CTF	9254	0	0	0	0	0	0			
23	Other Income	204295	314252	208386	255935	301102	151644	214401	58158	-4770	173759
24a	Bequests Deposited to CTF	34950	0	48827	116838	163432	234096				
24b	Received for Construction	0	34120	0	0	0	0				
25	Bequests retained for use by Parish	50000	0	125000	0	0	0				104655
26	Endowments, Trust Funds, Invest Inc	19888	41212	22526	24360	48554	71347	177451		19883	
XX	Gift	0	45300	99665	49665	45169	43555	34040			
27	TOTAL INCOME RECEIVED	1082448	1191405	1288943	1380284	1415746	3484198	1184006	821453	887603	1011566
28a	Flow Through Funds	87871	323566	220175	212178	36114	62462	15692	8400	46773	105194
28b	Rent Expenses	28202	27385	410078	36619	44153	51878	54298			
29	Cost of Priestly Services	183668	192039	221530	247645	233845	243964	261328	260270	289967	302393
30	Costs of Other Staff	279643	290439	295044	289910	301328	347167	361954	393653	380088	409180
31	Church Property Expense, incl util	99695	82104	65847	63237	108034	135099	118885	107956	5994	163639
32	Rectory Expense, incl util & taxes	0	0	0	0	0	0	0			
33	Capital Expenditure	12889	5838	3972	2657	4348	7092	0	61543		
34	Loan/Debt Repmt (Princ. & Int.)	67019	65051	63873	25801	34352	35155	10551	82527	34693	25585
35	Assessment/Apportionment	13258	145668	164240	174257	162080	179662	202427	193880	194687	176194
36	Insurance Premium	30179	30179	28116	28116	28678	29108	29108	29108	29108	29108
37	Additions to Trust Funds	34950	34120	48827	166838	163432	234096				
38	Outreach/Special Ex-Par Appeals	23873	16499	19967	12203	6503	45022	35467	39687		
39	General Operating Expenses	100548	111604	496019	296116	188294	270069	109844		36188	166522
40	TOTAL EXPENDITURES	964822	973541	1406835	1306780	1289694	3632834	1129564	1168624	970725	1272621
41	2013 SURPLUS	117626	217864	0	73504	126052	-148636	54442			
0	2013 (DEFICIT)	0	0	-117892	0	0			-347171	-83122	-261055
42	Debts Owng by Congregation at Y/E	272290	212430	380401	664392	641424	617245	592276	566245		
43	Special Funds	441397	436699	0	492273	528374	499588	599210	604431	570973	
0	Collection Income / ID givers	100278604	100442257	11212767	134848009	125251582	1427726	1125439	1009042	1400913	9805534



Emmanuel Arnprior

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

While they are concerned about their parish's finances and limited number of volunteers, members of Emmanuel are eager to see their well-maintained hall used by the wider community (and bringing in revenue) and are open to partnerships with other congregations.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Regular Sunday services and presence in the community**, including offering services at the local nursing home (prior to COVID).
- **Existing partnership with the local Lutheran Church** - Currently, there is coordination between church leaders to offer coverage for each other during vacation periods and joint services and some annual events are organized together.
- **Community Involvement** - Several members of the parish serve as parish representatives on associations and groups in the community, including the local food bank and drop-in centre, as well as on town committees, such as the one examining housing for low income residents. The parish also supports local organizations through targeted donations (choosing different organizations each month).
- **Excellent Facilities** - Parishioners prioritize the upkeep of church buildings. In particular, the hall is in excellent condition, has good wheelchair access, a new floor, will soon have A/C, and is outfitted with a kitchen.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Emmanuel identified several community partners and organizations:
 - Joint services and events with the local Lutheran church
 - Volunteering and donating to the food bank
 - Offering support to community members through organizations such as Meals on Wheels and shopping during COVID
 - Supporting the local interdenominational drop-in centre, Child Poverty Action Network
 - Donating space to l'Arche
 - Sponsoring refugee families with other faith groups in the area.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** - Interviewees highlighted the church's financial challenges as a top concern, with \$47,000 owed to the diocese. Most income is from givings, but as the congregation ages the parish is losing givers. Relying on fundraising has been difficult, but when there has been a need, the funds come in. Appeals for refugee sponsorship funds and furniture/clothing were also successful. Interviewees felt that "ECOPS is holding us back", and they are now planning for a part-time, rather than full-time, priest.
- **Building** - The church and hall are in great shape, with zero deferred maintenance. Emmanuel would like to see more hall rentals and community use of the space. It was mentioned that the parish might be open to selling the rectory to assist with finances.

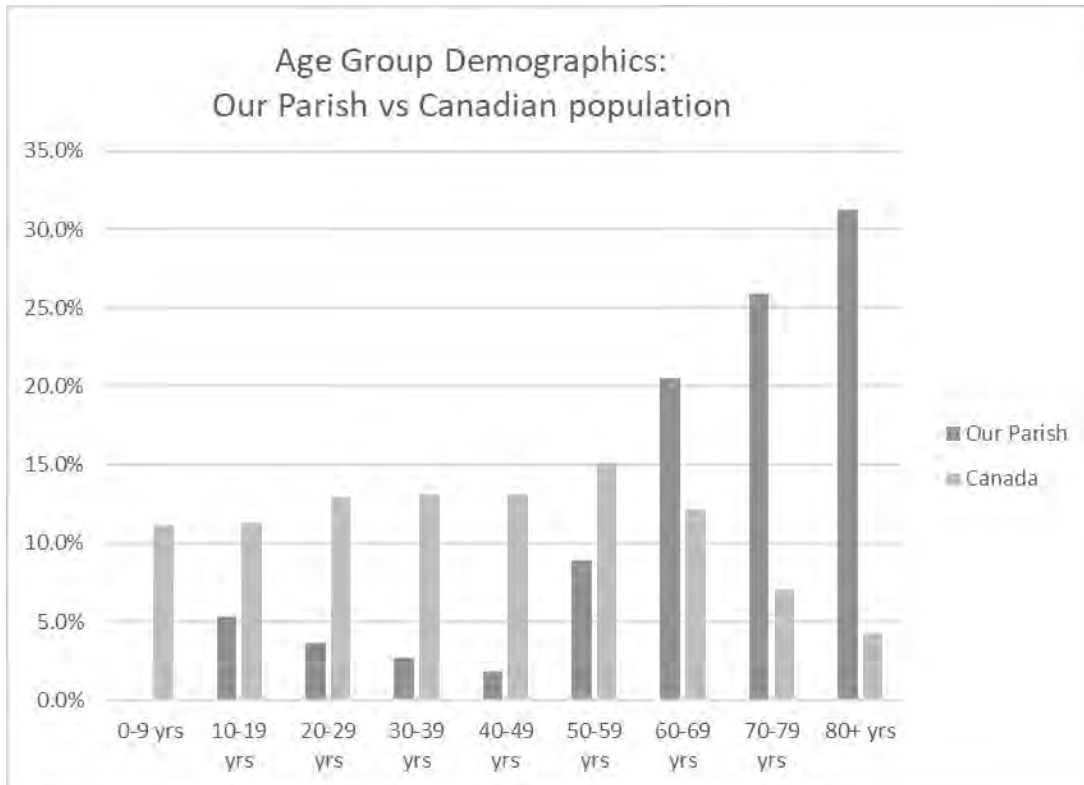


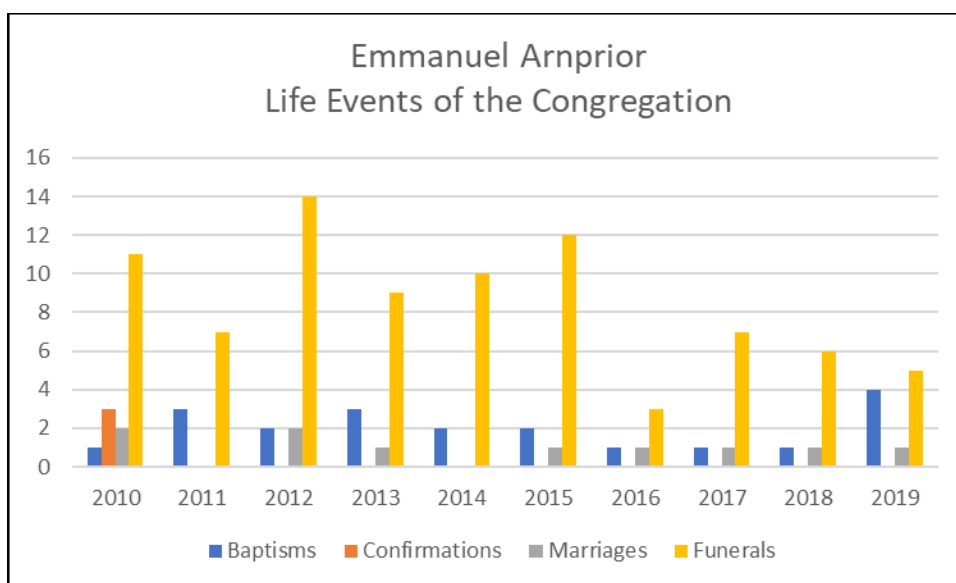
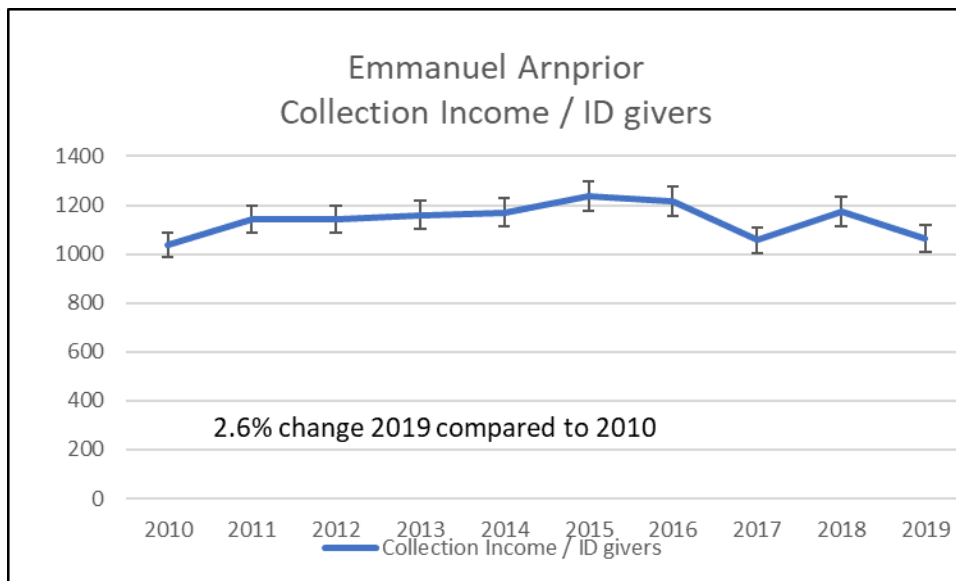
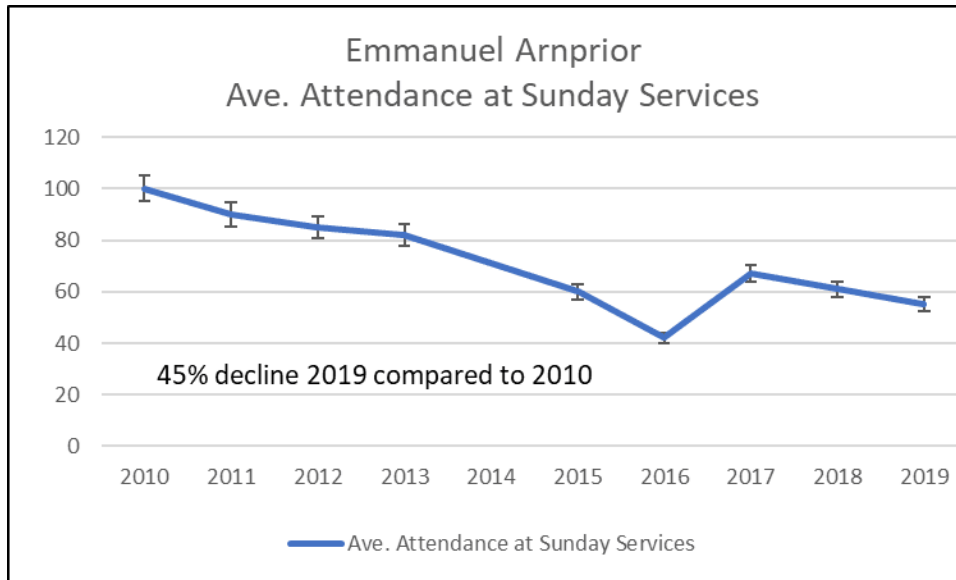
- **Human Resources** - Emmanuel has a small group of dedicated volunteers, with an average age around 75. It is challenging to find people to sit on Parish Council or serve as Wardens. Both the Incumbent and Parish Administrator were finishing their terms at the time of the interview.
- Emmanuel does not offer a Sunday school or youth group, although younger families had begun to attend services just prior to COVID.
- Activities such as clergy-led Bible studies and other study groups are well-attended.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Emmanuel considers themselves to be in a crisis situation.** Many of the other churches in the community are in a similar situation – facing declining attendance and donations – even though the community is booming and many people are moving there.
- **Lay Readers** - More lay readers are required to support services. Three people were scheduled to receive training but it has stalled as they are waiting for police checks.
- **Proximity to Walking Trail** - Many walkers pass by the church and grounds on their way to a popular walking trail. How might the church draw in these individuals?
- **Creative uses of the property and hall** - Members of Emmanuel are passionate about affordable housing and the potential to use part of the church property for that purpose. They are also open to reimagining the hall as a daycare or afterschool program space (both an Elementary and a Secondary School are in the same block), but do not have the capacity to manage such a program themselves. Another vision is the use of the hall for a monthly community dinner open to all, with a free will offering.
- **Parish assistant who is outreach focussed** - Emmanuel is eager to engage with the wider community. A person focussed on outreach could help build bridges with other community and/or faith-based groups.

Emmanuel Arnprior Quantitative Data







Emmanuel Arnprior										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	270	270	270	265	250	238	214		140	132
2 Members in full communion	270	270	270	265	250	238	148	136	140	132
3 Identifiable Givers	146	140	135	128	130	125	129	140	133	132
4 Ave. Attendance at Sunday Services	100	90	85	82		60	42	67	61	55
5 Baptisms	1	3	2	3	2	2	1	1	1	4
6 Confirmations	3	0	0	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	2	0	2	1	0	1	1	1	1	1
9 Funerals	11	7	14	9	10	12	3	7	6	5
10 Church/Sunday Schools	1	1	1	1	1	0	0	0	0	0
11 Teachers	4	4	3	3	2	0	0	0	0	0
12 Pupils	12	12	12	12	8	0	0	0	0	0
13 No. of ACW Members only	25	25	30	30	15	18	26	33	20	19
14 No. of Women's Guild Members	0	26	0	0	0	0	1	0	1	0
15 No. of Men's BAC Members	26	26	26	26	20	20	1	17	1	7
16 No. of Other Members	30	30	0	0	0	15	6	11	3	25
17 No. of Youth Members	3	0	0	0	0	0	0	0	0	0
18 Collection Income	151380	159951	154240	148505	152114	154563	156904	147940	156261	140436
19 Open offerings	4160	4018	2432	3265	4251	2591	3623	3460	1652	2815
20 Donations Church Organizations	13989	12710	17478	12677	17307	23656	22548	16323	21966	25376
21 Rentals	825	682	1300	3204	6782	7075	22176	18320	18930	17330
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	5000	24000	5539
23 Other Income	2852	7297	2744	0	0	83	35783	0	0	0
24a Bequests Deposited to CTF	0	0	0	0	11427	0	162283	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	25000	0	0	0	0	0	35001	0	1000	0
26 Endowments, Trust Funds, Invest Inc	0	581	582	2101	123	0	157	3679	4731	4284
XX GIFT/Appeals, PWRDF, etc.	0	0	9291	8864	7066	7706	6739	3468	142	0
27 TOTAL INCOME RECEIVED	198206	185239	188067	178616	199070	195674	445214	198190	228682	195780
28a Flow Through Funds	1605	6100	4796	3180	9453	11767	40796	7788	7217	8355
28b Rent Expenses	0	0	0	0	0	3947	0	2426	0	2273
29 Cost of Priestly Services	82927	81205	78270	77835	77289	86112	95743	95407	96456	100507
30 Costs of Other Staff	17708	22598	22020	25259	25481	26618	27444	29232	31619	31486
31 Church Property Expense, incl util	20172	14174	21389	14916	15806	16215	13428	11904	12325	13335
32 Rectory Expense, incl util & taxes	5370	7472	5782	6490	6411	6847	0	0	2925	2273
33 Capital Expenditure	29256	19180	6447	5686	3000	11282	17715	28492	27170	1889
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	26088	21009	25044	26055	28136	27417	27613	24966	27355	28712
36 Insurance Premium	6340	8250	8490	6480	6499	3596	6596	6592	6596	6596
37 Additions to Trust Funds	0	0	0	1991	11427	0	162283	0	0	0
38 Outreach/Special Ex-Par Appeals	0	0	4796	2990	9453	11767	28466	3188	9283	8355
39 General Operating Expenses	21375	13186	14770	10205	13105	10807	25846	15875	15287	14536
40 TOTAL EXPENDITURES	209236	187074	187008	177907	196607	200661	405134	215656	229016	207729
41 2013 SURPLUS	0	0	1059	709	2463	0	40080	0	0	0
0 2013 (DEFICIT)	-11030	-1835	0	0	0	-4987	0	-17466	-334	-11949
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	0	0	18494	0	0	0	0	0	0	0
0 Collection Income / ID givers	1036.849	1142.507	1142.519	1160.195	1170.108	1236.504	1216.31	1056.714	1174.895	1063.909



Epiphany Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Epiphany is an open, welcoming community following the spirit's lead to address the need that they see around them. Their vision is to maintain a diverse intergenerational and inclusive community; strengthen their focus on children and youth; and increase their relevance to the broader community.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Embrace the rich **tradition of liturgy and ritual** that is likely to appeal to many people while being open to creating new traditions. It's about building good relationships with people who come into their church, whatever their age or stage of life
- **Community Outreach** - Through a directed survey with community stakeholders, they identified the Who is around, the Where are gaps, and How can the church come fit in
- **Worship** - Adaptive and inclusive (streaming and in-person). Lay leaders prepared to lead morning prayer
- **Pastoral Care** - Team in process of being trained while delivering effective visitations
- **Music** - A strong music program including choir
- **Building** - Having a building in good working order
- **Fellowship and Welcoming** - Key parishioners have modeled the culture of welcoming which provides a foundation for those who follow
- **Youth and Families**
- Attracting young families to sow the seeds that will hopefully grow into vibrant church communities of the future. For example, application to Anglican Foundation for "Just Say Yes for Kids" funding, Kindness activities, choral confirmation class
- Sponsoring YIP opportunities
- **Communication** - Strong social media presence using Instagram, Facebook to maintain visibility
- **Support to volunteers and leaders** so they succeed (eg. job descriptions for all roles and clear lines of accountability). Clear decision making processes with strong committee structures. People see the success and are being asked to join projects, committees or be wardens
- **Training** - Trained Pastoral Care and Lay Readers. Training not just spiritual but also from Volunteer Ottawa with webinars, workshops (eg. Google Analytics)
- **Outreach** - In tune to Community Ministries and provide both cash and in-kind support. Ready for the unexpected like sewing PPE during the pandemic for L'Arche

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Fellowship events** are an important part of the life of Epiphany: for example, board game nights, Thanksgiving dinners, social teas,
- **Donations to T4T**
- **Not a strong interfaith sharing of services** or events except for being part of inter-church refugee committee who sponsor refugees (Pentecostal, United, Catholic, Epiphany)

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** are not an issue except for major capital infrastructure investment

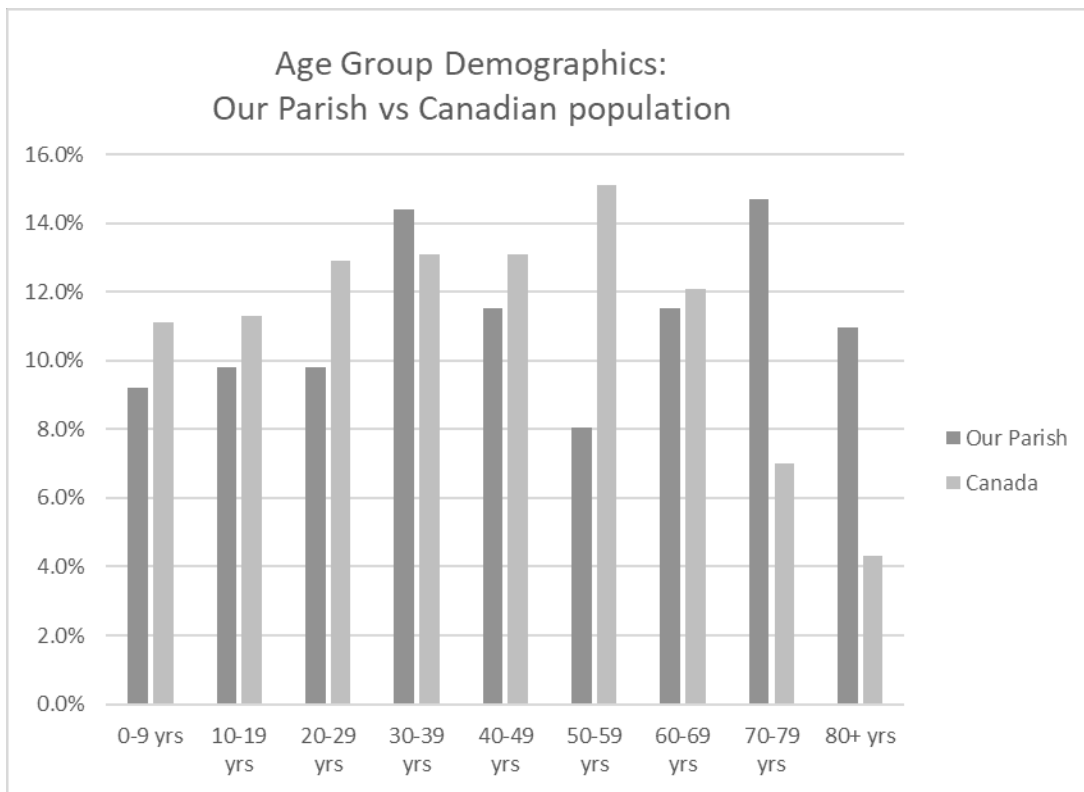


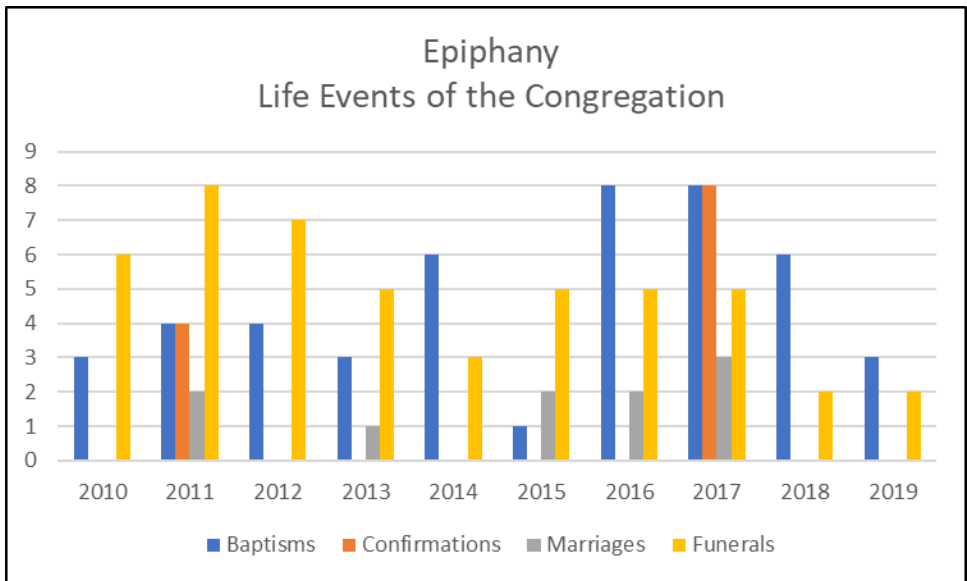
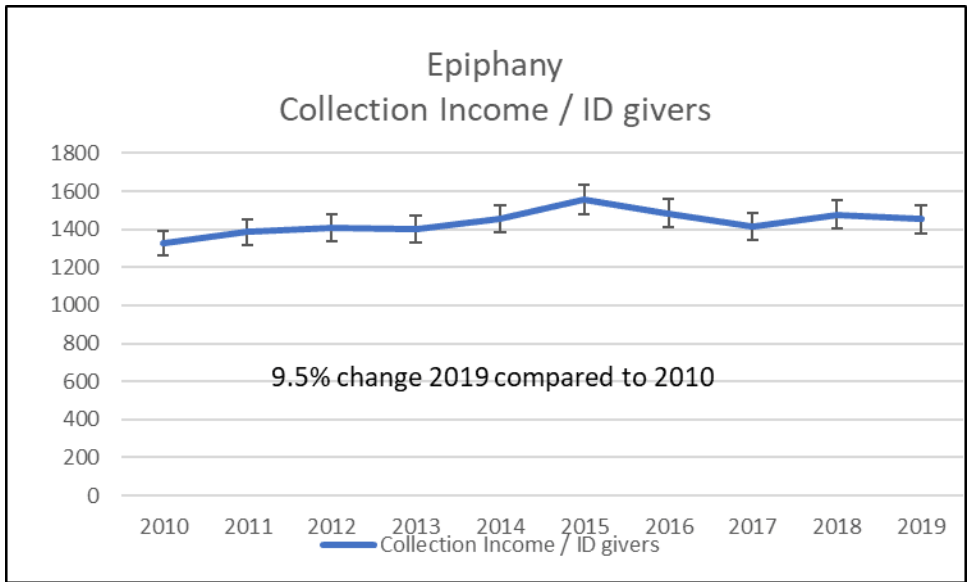
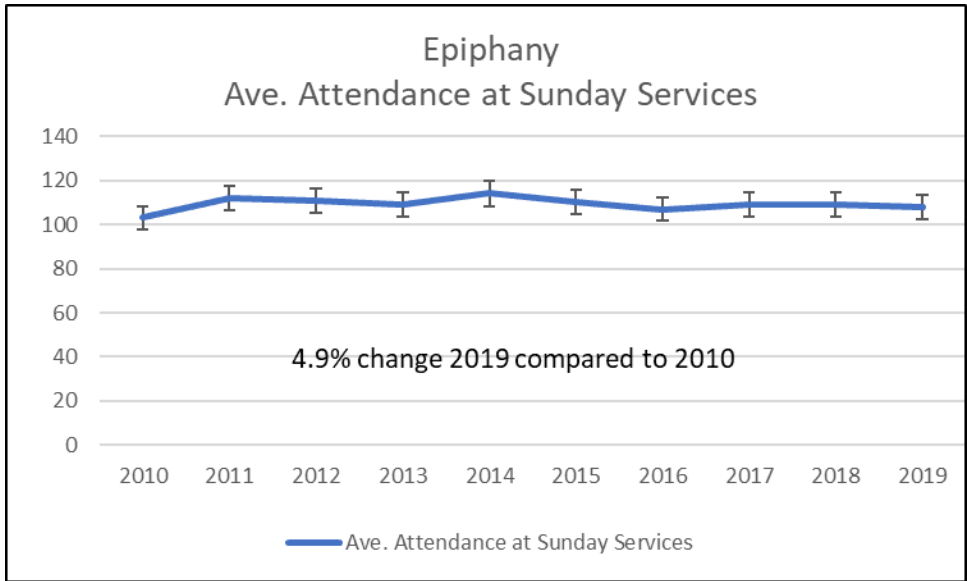
- **Building limitations** - no basement. Shared space and small Sunday school room and small choir room. There is no room to grow which limits outreach capabilities or expansion of existing programs like child-based programming. Secondary spaces could benefit from upgrades
- **Structural problem** with a leaking roof issue
- **Congregation seen as a young parish.** Age not as big an issue as elsewhere
- They have recognized sometimes they are **not big enough to go it alone** and joined others such as with youth programming

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Need to attract new families, new members
- Need to put more focus on ministry to children who are not able to come to church while we continue to deal with COVID restrictions
- The neighborhood is underserved regarding childcare spaces which offers an opportunity
- Addiction initiatives. Drug issues are present when surveying parking lot (drug use materials)
- Expand support to children by providing safe study spaces (address children using neighboring parking lots to study (space; access to internet etc.)
- Opportunities for partnerships with the seniors' centre that is within 1 mile
- Need for outreach is more than one church can do by itself. We need to be bold. Advocate Diocesan-led initiative and partnering with the project.

Epiphany Ottawa Quantitative Data







Epiphany	Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	231	327	319	303	303	335	314	347	360	358
2	Members in full communion	274	261	244	206	214	221	229	242	249	278
3	Identifiable Givers	117	113	106	107	118	112	120	130	128	130
4	Ave. Attendance at Sunday Services	103	112	111	109	114	110	107	109	109	108
5	Baptisms	3	4	4	3	6	1	8	8	6	3
6	Confirmations	0	4	0	0	0	0	0	8	0	0
7	Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8	Marriages	0	2	0	1	0	2	2	3	0	0
9	Funerals	6	8	7	5	3	5	5	5	2	2
10	Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11	Teachers	10	9	7	6	13	5	4	9	4	3
12	Pupils	25	22	25	0	26	26	30	33	15	22
13	No. of ACW Members only	2	2	2	2	2	2	2	2	2	0
14	No. of Women's Guild Members	20	20	24	27	25	25	23	24	0	41
15	No. of Men's BAC Members	20	17	19	25	15	15	15	15	0	26
16	No. of Other Members	97	62	77	90	82	95	97	76	101	109
17	No. of Youth Members	19	14	22	12	8	9	9	8	12	7
18	Collection Income	155290	156598	149303	150015	171683	174222	177939	184109	189098	188892
19	Open offerings	3671	5195	3694	3133	4522	2999	3578	4071	3845	3221
20	Donations Church Organizations	10438	6927	5771	5973	1295	5577	2863	6169	1431	4564
21	Rentals	10726	9354	4939	7786	15181	32307	36225	41372	43064	44825
22	Capital Withdrawals from CTF	0	0	0	0	0					0
23	Other Income	2281	7727	2437	9516	10411	16672	15745	4010	19306	35759
24a	Bequests Deposited to CTF	0	0	0	0	0				54010	
24b	Received for Construction	0	0	0	0	0					
25	Bequests retained for use by Parish	0	0	0	20022	0					
26	Endowments, Trust Funds, Invest Inc	6712	6294	4662	5412	5034	5123	6394	6089	5200	
XX	Gift	0	0	0	16722	8502	11257	9107	7483	3545	
27	TOTAL INCOME RECEIVED	189118	192095	170806	218579	216628	248157	251831	253303	319499	277261
28a	Flow Through Funds	14138	11388	10559	11989	11886	14476	27179	49773	21412	41736
28b	Rent Expenses	0	0	0	0	500	400	1584	3288	324	834
29	Cost of Priestly Services	75437	77397	43057	86050	89434	92616	95679	99307	119419	171051
30	Costs of Other Staff	26510	26864	27802	30456	30871	34403	34272	42824	38378	30175
31	Church Property Expense, incl util	33196	30977	15631	18050	30199	28096	26481	30354	31388	30965
32	Rectory Expense, ind util & taxes	0	0	0	0	0				0	
33	Capital Expenditure	0	0	7212	8026	7531	7870		11896	69416	
34	Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0				0	
35	Assessment/Apportionment	29615	29824	31519	33943	30877	33835	33944	35134	36094	35677
36	Insurance Premium	4486	4486	4508	4508	4598	4667	4667	4667	4667	4667
37	Additions to Trust Funds	0	0	0	0	0				0	
38	Outreach/Special Ex-Par Appeals	12640	10808	8517	9481	9318	10866	18066	47445	12791	9474
39	General Operating Expenses	10548	16892	18577	13036	21645	15554	13371	8486	8112	9896
40	TOTAL EXPENDITURES	192432	197248	156823	203550	224473	227907	226480	280113	320265	291905
41	2013 SURPLUS	-3314	0	13983	15029	0	20250	25351			
	0 2013 (DEFICIT)	-3314	-5153	0	0	-7845			-26810	-766	-14644
42	Debts Owing by Congregation at Y/E	0	0	0	0	0					
43	Special Funds	0	9575	0	0	0	63713	88156	53945	33328	31562
0	Collection Income / ID givers	1327.265	1385.823	1408.519	1402.009	1454.941	1555.554	1482.825	1416.223	1477.328	1453.015



Parish of Fitzroy Harbour

St. George's Fitzroy Harbour, St. Thomas Woodlawn

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are a group of people who seem to really enjoy being together.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Pool resources together when sending funds to the Canadian food grains bank
- Support each other as separate churches/congregations; a reciprocal relationship in finances and human resources
- Activities curtailed by low resources

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Canada food grains partnership with Christ Church Bell Corners
- Local food banks (large cooperative effort)
- Christmas baskets
- Christmas choirs
- Ecumenical partnerships
 - Hosts of World Day of Prayer
 - Bible camp
 - Joint Christmas choirs, etc. All require a lot of coordination, effort, and planning from all three local denominations.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Sooner the sale of the rectory, the better: rented since 2018. Had to go to the landlord/tenant board for back rent, lack of payment having deepened the parish deficit. This left the parish emotionally and physically drained. Not sure how easy sale would be, as there are questions about how many septic systems are in use. Seeking assistance from the diocese.
- Currently have no organist
- Neither building nor washrooms are handicap-accessible; significant problem as congregation ages
- Volunteer burnout
- Aging population
- Financial difficulties

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- More joint fundraisers that can be done online
- Community consultation to find needs of area
- Examination of how we worship. Where do we go from here? COVID has introduced all kinds of alternatives to our usual in-church services at 9 am and 11 am
- Internet accessibility for both churches (this requires both equipment and knowledge)
- More training from the diocese in terms of liturgy, structure, etc.
- Looking to do/learn more about how to "do church"



Parish of Fitzroy Harbour

St. George's Fitzroy Harbour

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. George's has stood on the same corner in Fitzroy for 158 years. If anyone wants/needs anything we try our best to help (helped with floods, etc.). Small, close-knit congregation with deep roots in community. Building is a beautiful stone edifice, an important part of us and the community, regardless of its use. We have financial trouble. Building is in relatively good shape for its age. Parish is old and getting older.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Outreach projects in local community/wider diocese. We support our communities wherever they are. However, resources are scarce: Rising costs, few givers, fewer workers.
- Helped with local flooding
- Donate to monthly outreach charity
- Respond to PWRDF
- Conduct successful Canadian food grains bank initiative
- AA group
- Foot clinic
- Exercise class for seniors with Ottawa Public Health
- Bridge group
- Soup for seniors
- Haunted church for Hallowe'en
- House the church offices for counselling, etc.
- Host annual dinner events (corn roast, Irish stew, holy hops, etc.)
- Host World Day of Prayer
- Cater for weddings, funerals
- Provide Christmas baskets for at least two families

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

(Please refer to the activities listed above)

- For the Canadian Food Grains initiative we partner with Christ Church Bells Corners
- The Christmas basket project is carried out in liaison with the local food bank
- World Day of Prayer is hosted rotationally with other local churches
- Haunted church for Hallowe'en is an event for local families

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Aging congregation
- Older building requires continuous upkeep. Difficult in terms of both finances and skill sets
- Many members no longer live in Fitzroy - and travel to attend, passing multiple other Anglican churches enroute
- The lack of daily interaction with parish neighbours in a casual way is a challenge. Have to be intentional with communications



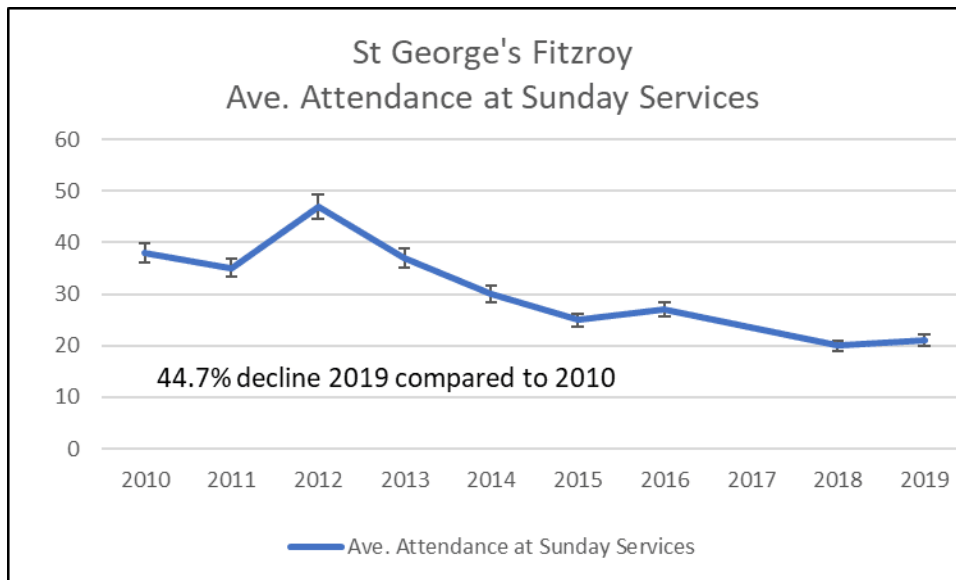
- Organist died in 2020, leaving a large hole in the parish community, especially in terms of live music. His talented contributions are sorely missed.
- Some people give more to cemetery than to church
- Cemetery often feels like separate entity

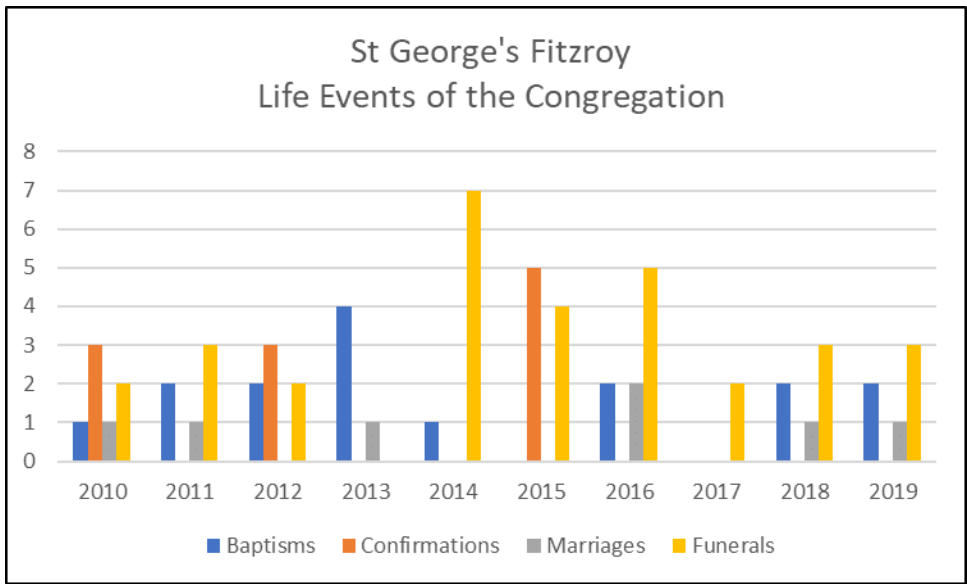
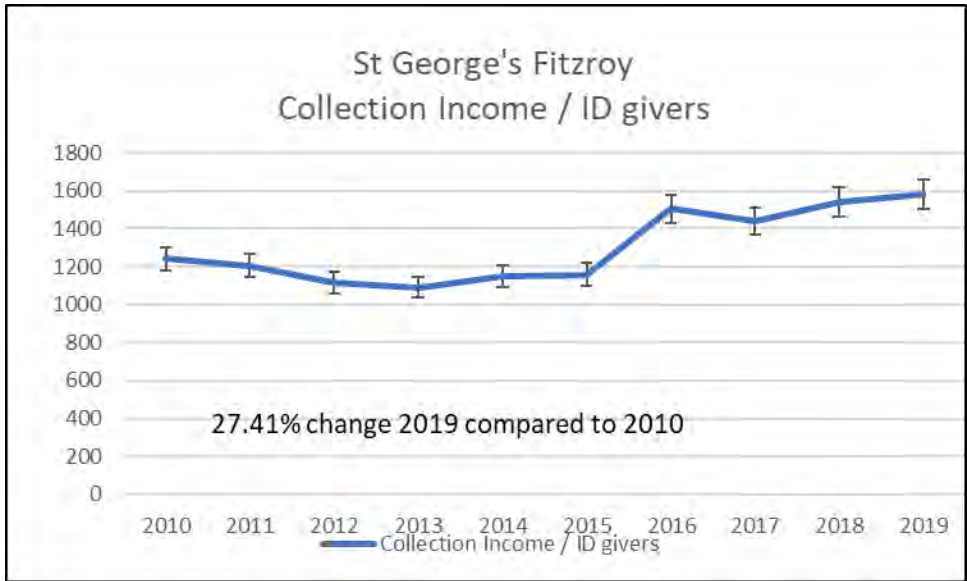
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Need energy
- Zoom has been interesting experience with some positives of meeting more people from other parishes
- Strong sense of home, fear of losing that “home” that’s been there for over 70 years for some people.
- Ask community what their needs are, many of us don’t live here and don’t know the needs
- Burnout is problem as numbers continue to go down
- Help in terms of human resources would be needed
- We are a bedroom community
- Community felt change when local public school closed
- Holy Hops raised funds, showed presence, but no change to the number of people inside the church
- Community shows interest in outreach initiatives but no commitment otherwise

St. George’s Fitzroy Harbour Quantitative Data

~ Demographic Data Not Available ~







St. George's Fitzroy										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	145	153	161	155	150	64	110	108	111	92
2 Members in full communion	81	70	99	70	44	55	78	58	52	50
3 Identifiable Givers	49	47	50	47	44	40	36	40	37	34
4 Ave. Attendance at Sunday Services	38	35	47	37	30	25	27		20	21
5 Baptisms	1	2	2	4	1	0	2	0	2	2
6 Confirmations	3	0	3	0	0	5	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	1	0	1	0	0	2	0	1	1
9 Funerals	2	3	2	0	7	4	5	2	3	3
10 Church/Sunday Schools	1	1	1	1	0	0	0	0	0	0
11 Teachers	3	4	3	2	0	0	0	0	0	0
12 Pupils	9	9	8	6	0	0	0	0	0	0
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	44	10	15	0	0	0	0	16	15	7
15 No. of Men's BAC Members	8	0	8	0	0	0	0	9	8	8
16 No. of Other Members	72	110	115	95	25	0	19	0	4	20
17 No. of Youth Members	18	20	24	2	2	5	1	0	0	0
18 Collection Income	60898	56624	55716	51213	50591	46383	54187	57519	57000	53837
19 Open offerings	890	684	629	760	676	521	1118	398	1217	587
20 Donations Church Organizations	6075	7677	8549	12444	10037	10110	9938	11652	12025	9374
21 Rentals	0	0	0	0	0	0	0	0	0	8550
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	4079	0	0
23 Other Income	4685	1694.34	4911.55	11155	22245	27632	13951	21914	12051	13731
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0
24b Received for Construction	1952	0	0	16255	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	0	0	0	0	0	0	0	0	0	0
XX Gift	0	0	0	10759	5319	3516	3274	2583	315	0
27 TOTAL INCOME RECEIVED	74520	66679.34	69825.55	102586	88868	88162	82468	98145	82608	86079
28a Flow Through Funds	6984.46	3239	6290.16	12454	22237	27244	15571	21221	11449	13296
28b Rent Expenses	0	0	0	0	0	0	0	0	0	0
29 Cost of Priestly Services	22756	23600	23625	22947	20695	26331	26331	27022	33915	40698
30 Costs of Other Staff	5982	6046	6306	6389	7552	7731	7820	7483	7844	7139
31 Church Property Expense, incl util	13128	13336	15334	16484	17802	15371	12483	13191	13295	12328
32 Rectory Expense, ind util & taxes	695	753	2053	1884	2193	1680	1287	4448	1869	1510
33 Capital Expenditure	1165	0	2500	0	0	310	0	4700	0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	9664	9913	6725	3998	4702	6672	8078	6450	8088	10861
36 Insurance Premium	2376	2307	2153	2240	2399	2222	2222	2257	2222	2222
37 Additions to Trust Funds	0	0	0	20652	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	7747	6131	3368	9044	13720	13514	11944	8600	8452	8287
39 General Operating Expenses	7244	5407	8180	27718	22190	18546	14375	23208	12729	11530
40 TOTAL EXPENDITURES	70757	67493	70244	111356	91253	92377	84540	97359	88414	94635
41 2013 SURPLUS	3763	0	0	0	0	0	0	786	0	0
0 2013 (DEFICIT)	0	-813.66	-438.45	-8770	-2385	-4215	-2072	0	-5806	-8556
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	9350.5	13501.19	11362.33	34495.39	30784.32	33252.9	0	27533.66	0	0
0 Collection Income / ID givers	1242.816	1204.766	1114.32	1089.638	1149.795	1159.575	1505.194	1437.975	1540.541	1583.441



Parish of Fitzroy Harbour

St. Thomas Woodlawn

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are a beautiful country church, and very welcoming, Quiet and introverted. Struggling, like most churches these days. Country church, not big city church, leaves us exposed in regards to respective resources. Important that we and the diocese recognize we can't bail ourselves out on our own, we need diocesan support of some kind. We are a ministry of seniors.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Soup for seniors
- Trying to get out, get more people to come to church, not always easy as an aging group of seniors
- Building is not accessible
- Parishioners are limited in attendance by accessibility
- More Catholics in neighbourhood than Anglicans
- AA group uses building on regular basis
- Worship each Sunday; food at 9, church at 11

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Soup for seniors
- Food cupboard
- St. Luke's Table
- Bales to the North
- Most projects we support were on pause for COVID
- Canada Food grains bank with Christ Church Bells Corners
- Different outreach focus each month
- ACW helps run most outreach projects
- Outside community takes part: baking cookies for bake sales etc.
- Support at events but not Sundays
- Lots of support for fundraisers, just not in church
- Little new blood
- Struggle as societal shift towards weddings outside of churches, or towards not getting married
- Younger generation doesn't come to church, doesn't want to come to church

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Age of building, things are starting to wear out (replace pumps, sump pump area, cement work, drainage problems, nothing preventative being done, everything is receive and dependant on finances)
- Hard to do outreach when trying just to survive
- Is it time to reassess? We keep putting money in and not seeing much outcome
- Not ungenerous congregation, just small



- 40 families on count, lucky to get 20 individuals (pre-COVID) in attendance. Many of them are now unable to attend due to accessibility
- Not actually many “families”, many are widows/widowers

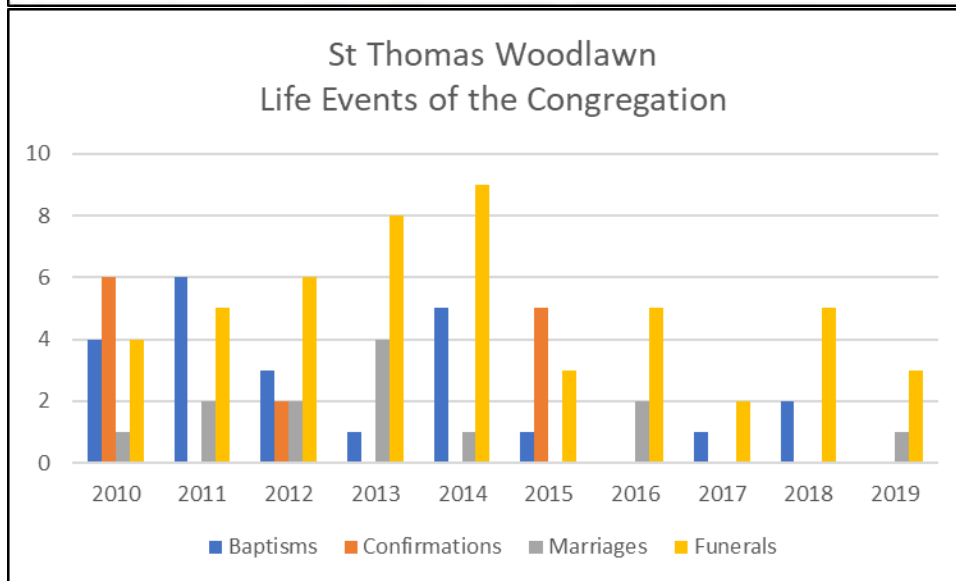
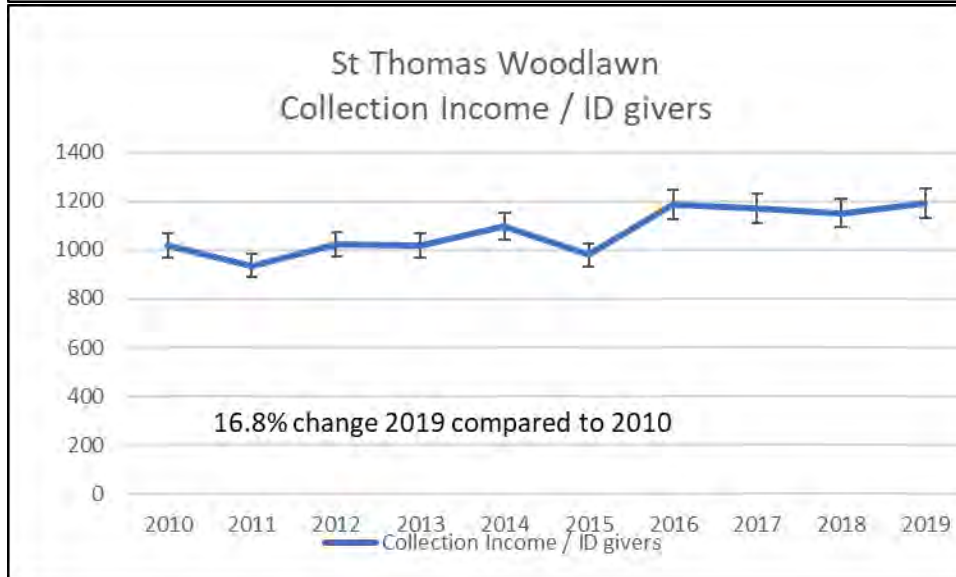
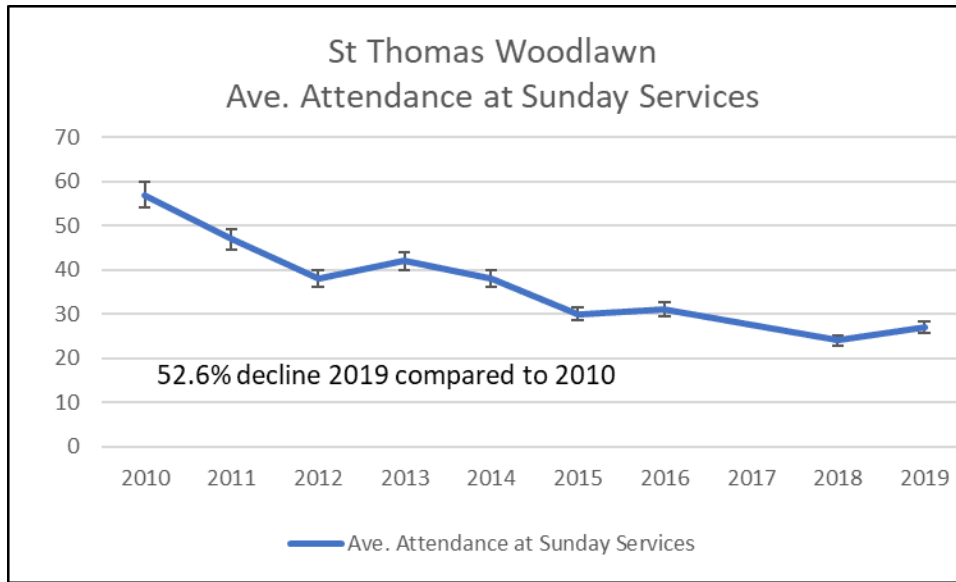
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Community at Constance Bay as potential connections (was an outreach/networking focus pre-COVID. There is a hall there that can be used as a meeting space, homework club, hosting concerts, etc.)
- Some Anglicans in neighbourhood regularly attend “home church” elsewhere
- Limited by no internet
- Do we want to be a 3-point parish? Should we relocate to Constance Bay?
- Very low numbers, physically isolated
- Biggest issue, fear of losing one’s self-identity: our history is in the physical elements (windows, chalices, etc., donated generationally through families)



St. Thomas Woodlawn Quantitative Data

~ Demographic Data Not Available ~





St. Thomas Woodlawn										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	237	236	235	230	221	204	180	192	186	190
2 Members in full communion	128	110	139	130	45	130	124	135	86	85
3 Identifiable Givers	69	65	64	54	54	56	51	49	47	45
4 Ave. Attendance at Sunday Services	57	47	38	42	38	30	31		24	27
5 Baptisms	4	6	3	1	5	1	0	1	2	0
6 Confirmations	6	0	2	0	0	5	0	0	0	0
7 Rec'd from other communions	0	2	0	2	0	0	0	0	0	0
8 Marriages	1	2	2	4	1	0	2	0	0	1
9 Funerals	4	5	6	8	9	3	5	2	5	3
10 Church/Sunday Schools	1	1	1	3	1	1	1	0	0	0
11 Teachers	4	4	4	3	4	3	2	0	0	0
12 Pupils	21	19	12	0	7	11	3	0	0	0
13 No. of ACW Members only	12	12	13	13	10	10	10	10	10	10
14 No. of Women's Guild Members	22	0	15	0	0	0	0	0	0	10
15 No. of Men's BAC Members	17	0	0	0	0	0	0	0	0	6
16 No. of Other Members	115	159	150	0	24	8	23	20	20	16
17 No. of Youth Members	24	15	12	0	0	4	0	0	0	0
18 Collection Income	70307	60803.75	65415	54956	59287	54790	60423.5	57304	54077	53575
19 Open offerings	4288.36	3123.03	3350	2342	3168	6421	6319.58	1323	2574	4622
20 Donations Church Organizations	0	0	2964	5751	3829	9845	4118	3432	7516	4146
21 Rentals	925	1551	3197	1513	1930	1590	550	900	0	0
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	8003	0	0
23 Other Income	8666.62	2631.02	1870.85	66922.76	1506	12534	6073.35	0	4162	4986
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0
24b Received for Construction	0	1815.32	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	0	0	1229.87	360	228	1443	7553.48	10986	8773	8841
XX Gift	0	0	0	0	0	0	0	0	0	0
27 TOTAL INCOME RECEIVED	84186.98	249640.8	78026.72	131844.8	69948	86623	85037.91	81948	77102	76170
28a Flow Through Funds	4285.95	127402.7	1550	2133	1506	12534	6073.35	2886	4162	4986
28b Rent Expenses	79901.03	0	0	0	0	0	0	0	0	0
29 Cost of Priestly Services	27597	28620.84	31317	28046	22874	27911	29103	31340	37486	44724
30 Costs of Other Staff	10002	9721.92	9984	5603	8348	8545	8643	9324	8669	7890
31 Church Property Expense, incl util	10010	10352.37	9832	9966	5648	5937	14192.49	11148	13891	2252
32 Rectory Expense, ind util & taxes	1754	1826.12	2721	2303	2424	1857	1422	4916	1229	1669
33 Capital Expenditure	0	0	0	0	5635	0	0	5195	0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	11720	12022.44	8915	4887	5175	7374	8929	7549	8939	12004
36 Insurance Premium	2488	2562.72	2575	2485	2419	2455	2456	2420	2420	2455
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	4286	2607.11	1550	2133	1726	193	6073	2886	3909	5882
39 General Operating Expenses	10853	14002.77	9481	78890	20191	24899	15660	10655	6273	7466
40 TOTAL EXPENDITURES	78710	81716.29	76375	134313	74500	79171	86478.49	85433	82816	84342
41 2013 SURPLUS	5476.98	167924.5	1651.72	0	0	7452	0	0	0	0
0 2013 (DEFICIT)	0	0	0	-2468.24	-4552	0	-1440.58	-3485	-5714	-8172
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	0	0	0	0	0	0	18154	0	0	0
0 Collection Income / ID givers	1018.942	935.4423	1022.109	1017.704	1097.907	978.3929	1184.775	1169.469	1150.574	1190.556



Good Shepherd Barrhaven

1. What is the single most important thing you would like our diocese to know about your parish?

Good Shepherd Barrhaven (GSB) is a resilient parish which has been wandering in the desert for the past twenty years, moving from place to place and is now anxious to come out of the desert. The parish wants to have a new facility based on a long term relationship, seven days a week, which will allow them to be a part of the community. Good Shepherd Barrhaven is a warm and welcoming community.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Good Shepherd Barrhaven's ministry priorities are:
 - **To be active** in their community through outreach and relationships.
 - **To help the church grow** (but they don't know how).
 - **Parish social events and food**
 - **Pastoral care**
 - **Children and youth**
 - **Support for seniors**
 - **Prayer**
 - **Building Relationships with Indigenous Communities**

These priorities have been lived out with difficulty through the pandemic, and much is changing.

3. In what way does your parish serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Prior to the pandemic, Good Shepherd Barrhaven was **active in community service**. Some examples are clean-up in park, "Bud Club" (care of special needs children & respite for parents), support of food bank, "neighbours being neighbours" (relationship with people in seniors homes)
- **Meetings with municipal authorities** to determine needs of the community
- **Social Events** - teas, bazaars, game nights
- **The Big Give** - which continued with gift cards during pandemic
- **Support for Barrhaven and Diocesan Ministries**

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- The **parish is currently renting** Sunday afternoon gathering space in a United Church. As renters, there is no sense of "our place", and our flexibility to gather is restricted. There is not a single, coherent parish space.
- **Finances** - Givings during the pandemic have been solid, which is positive. But Good Shepherd Barrhaven does not have the money to do the things they'd like to do or to have the facilities they would like to have. They have also experienced a loss of expertise related to fund-raising.
- **Children and youth** are currently few, in part as a result of the pandemic. It will be a challenge to welcome them back when GSB opens up again
- **Connecting with their neighbours post-pandemic** is a challenge
- **Livestreaming** - GSB needs to find volunteers and acquire the know-how to facilitate livestreaming.

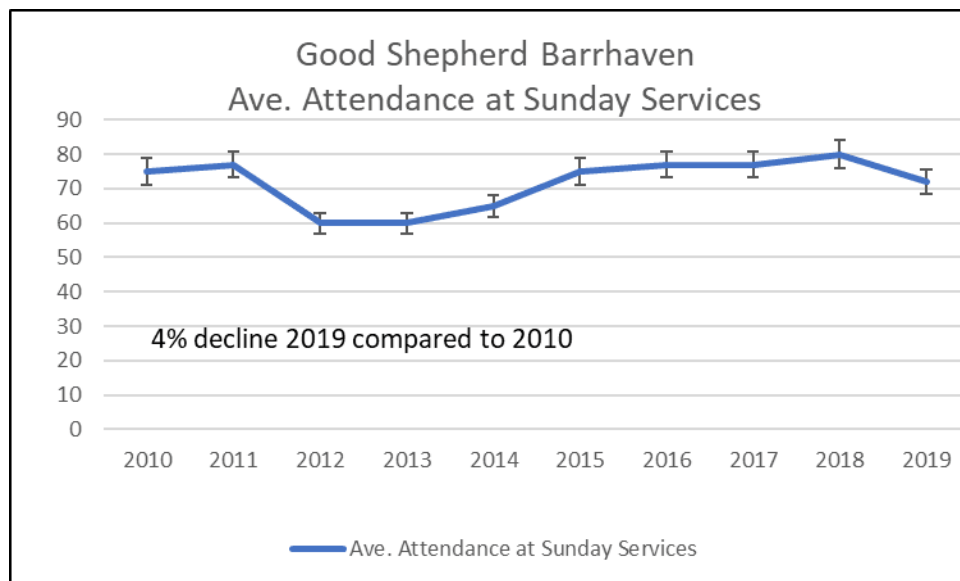
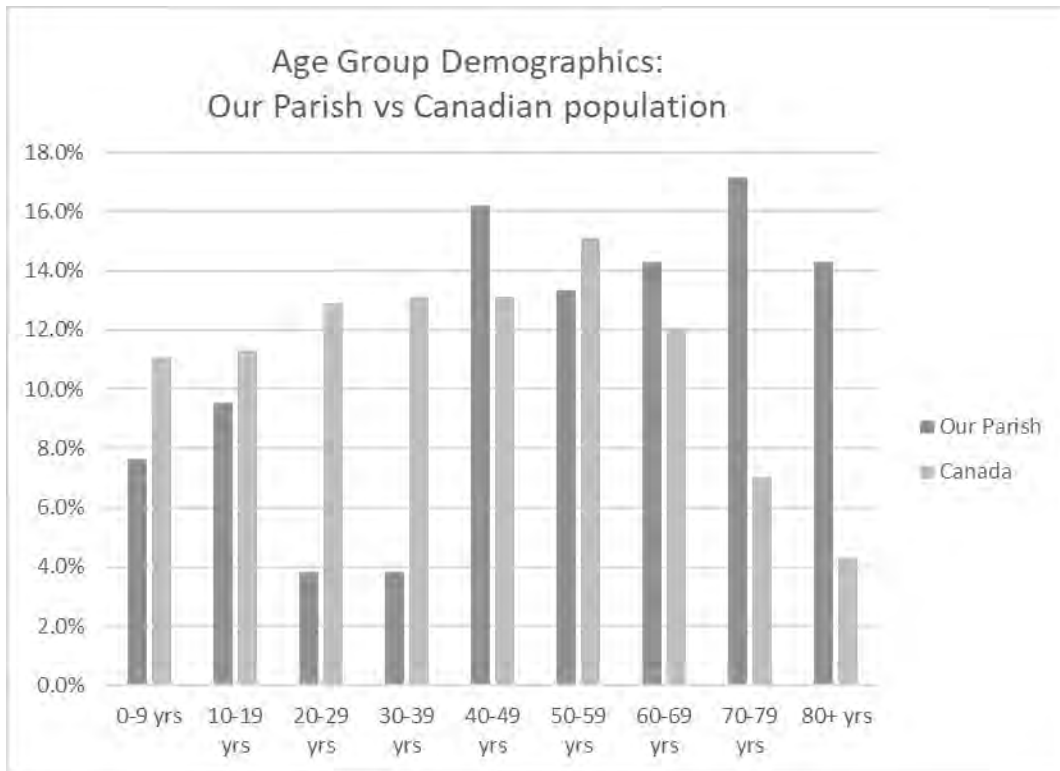


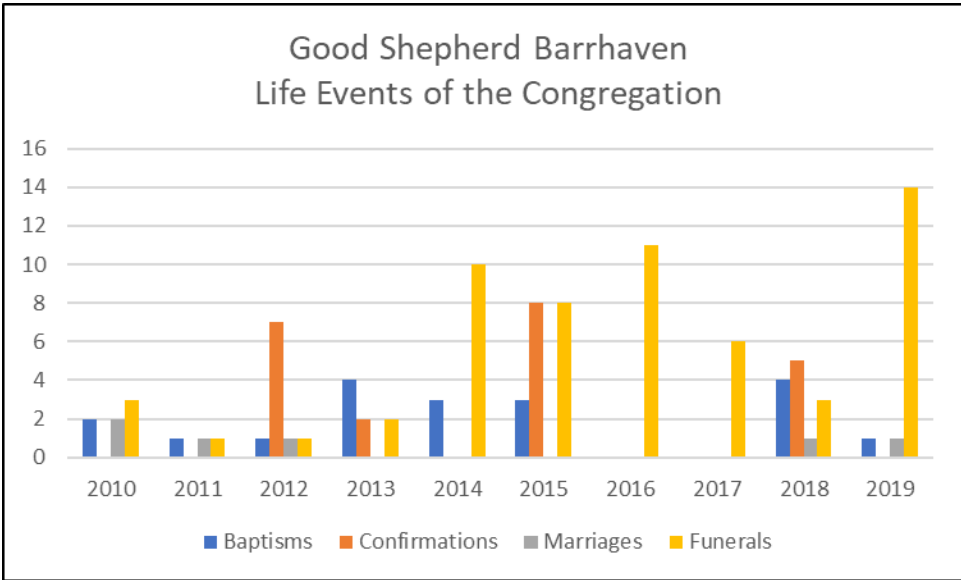
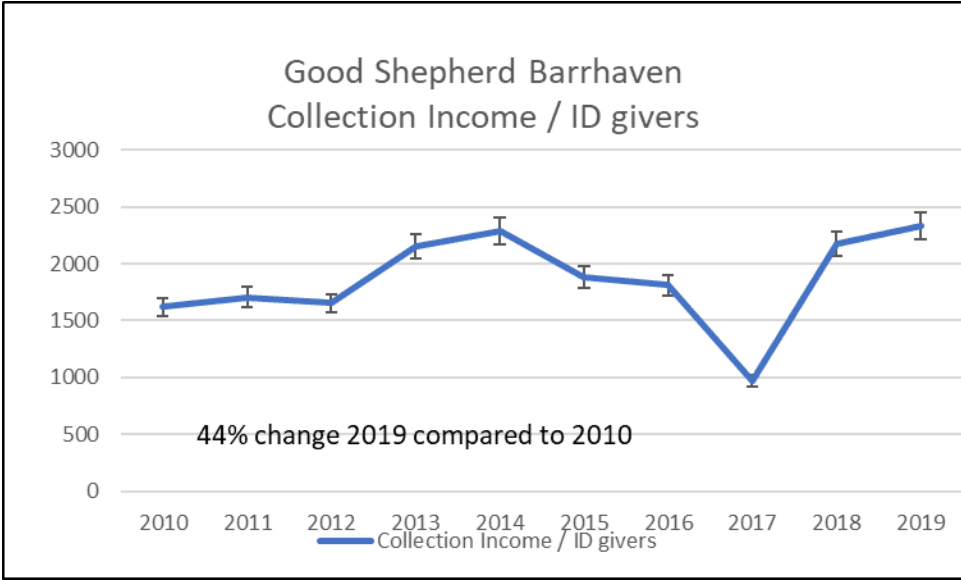
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

Good Shepherd Barrhaven is aware of the following opportunities:

- **Partnering** with other churches for youth and child events. They need to get back in-person!
- Opportunity to **work with Julian of Norwich to manage the parish cemetery** (St. John’s Merivale)
- **Engaging seniors** in retirement homes, partnering with other senior’s groups, seniors in their homes.
- **Serving within the Multi-Faith Housing Corporation**

Good Shepherd Barrhaven Quantitative Data







Good Shepherd Barrhaven										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	204	204	105	96	110	130	125	125	106	114
2 Members in full communion	189	189	87	87	100	130	125	125	106	114
3 Identifiable Givers	70	61	67	54	55	67	80	80	75	65
4 Ave. Attendance at Sunday Services	75	77	60	60	65	75	77	77	80	72
5 Baptisms	2	1	1	4	3	3	0		4	1
6 Confirmations	0	0	7	2	0	8	0		5	0
7 Rec'd from other communions	8	8	0	0	0		0		0	0
8 Marriages	2	1	1	0	0		0		1	1
9 Funerals	3	1	1	2	10	8	11	6	3	14
10 Church/Sunday Schools	1	1	1	1	20	2	2	2	1	0
11 Teachers	8	5	4	4	4	4	4	4	4	4
12 Pupils	17	15	10	12	30	28	30	30	30	10
13 No. of ACW Members only	0	0	0	0	0		0		0	0
14 No. of Women's Guild Members	0	15	15	15	0	12	12	15	20	20
15 No. of Men's BAC Members	0	0	0	0	8	12	12	15	20	20
16 No. of Other Members	111	37	37	40	42	49	50	50	50	50
17 No. of Youth Members	9	11	11	11	4	12	12	12	10	10
18 Collection Income	113414	104175	110737	116046	125880	126074	144861	77500	162907	151668
19 Open offerings	1479	1357	981	916	250	1989	1849	2133	2287	3760
20 Donations Church Organizations	1661	643	2319	5363	8664	7068	3137	910	13302	6370
21 Rentals	0	0	0	0	115	3455	3542	7366	7365	16805
22 Capital Withdrawals from CTF	0	10000	10000	42918	0		0		0	0
23 Other Income	19563	11874	26548	40075	26250	6273	8838	11265	0	1470
24a Bequests Deposited to CTF	0	0	0	0	0		0		25577	
24b Received for Construction	12273	2620	0	20840	0		0	71025		
25 Bequests retained for use by Parish	0	0	0	0	0		0			
26 Endowments, Trust Funds, Invest Inc	2605	2337	1904	1032			12			
XX Gift	0	0	0	24163	1970	2435	1730	940		
27 TOTAL INCOME RECEIVED	150985	133006	152489	251353	165829	147294	164029	171139	211438	180073
28a Flow Through Funds	19563	827	6881	1030	28398	3297	22694	8059	1448	980
28b Rent Expenses	0	0	0	0	0				877	874
29 Cost of Priestly Services	104969	95471	82284	46600	64815	91491	91773	92890	95897	81544
30 Costs of Other Staff	14000	0	0	24500	25120	26990	23130	22485	18365	17138
31 Church Property Expense, incl util	38315	535	0	898	81980	71057	46480			9209
32 Rectory Expense, incl util & taxes	0	0	0	0	21691		69600	71025		
33 Capital Expenditure	0	0	0	9437	0		0			
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	9810	0		0			
35 Assessment/Appportionment	11032	4996	10862	9656	9627	12834	13907	12077	9355	3404
36 Insurance Premium	2833	1226	1085	1069	1090		0			
37 Additions to Trust Funds	0	0	0	0	0		0		42202	
38 Outreach/Special Ex-Par Appeals	1211	0	6931	389	5972	7120	4850	5815	4507	5535
39 General Operating Expenses	0	45132	31074	16118	8141	7002	7250	6322	85211	
40 TOTAL EXPENDITURES	172360	147360	132236	203397	218436	216494	256990	210614	255537	116830
41 2013 SURPLUS	0	0	20253	47956	0	-69200	-92961			63243
0 2013 (DEFICIT)	-21365	-14354	0	0	-52607			-39475	-44099	
42 Debts Owing by Congregation at Y/E	4452	0	0	0	0					79016
43 Special Funds	0	3720	1776	205	405					
0 Collection Income / ID givers	1620.2	1707.787	1652.791	2149	2288.727	1881.701	1810.763	968.75	2172.093	2333.354



Holy Trinity Metcalfe

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Holy Trinity, Metcalfe (HTM) is a hard-working congregation, loyally and faithfully serving the community of Metcalfe and surrounding communities for over 150 years. The activities of this congregation are in dedication to the church and the spiritual life of its congregation, and support for surrounding communities.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Provide day-to-day services to all attendees
- Provide opportunities for congregation and community to interact in their building
- To live out Christ's message of hope and care for others, by supporting their community
- Keep the church open for the comfort and joy of worship services
- Provide fellowship opportunities
- Continue outreach and support to those in need
- Keep Messy Church running and active.
- To have a formally trained pastoral care team
- Creative and vibrant Sunday Worship, providing sacraments and priestly services to their community, providing opportunities for spiritual growth. Supplement with Lay Readers

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Hosting dinners, bazaar, other fundraisers
- Charitable donations, support for needy families and other causes in the community and beyond throughout the year
- Facility for AA meetings, Weight Watchers, funerals, family gatherings, children's activities, etc.
- Mutual support with other churches in area, including ecumenical services: an ecumenical walk at Easter, churches share a float in Christmas parade. ACW participates with 9 churches on World Day of Prayer. Two other churches in the village (Catholic and United).
- Support local Food Bank.
- Participation in the Metcalfe Fair, providing information, fellowship and outreach.
- Website and social media presence, which helps engage the community beyond their walls. Presence at community events or through rental of church hall makes Holy Trinity visible.
- Metcalfe Co-operative Nursery School has operated in their facilities for over 50 years.
- Support local service groups such as Lions Club

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Shortage of volunteers
- Aging congregation
- Finances allow to meet expenses based on a part-time clergy arrangement
- They are not facing any challenges currently with their building, as they have had several upgrades over the past 15 years (newer furnace, bell tower repaired, bats removed, parging, newer roof, new generator, newer washrooms). No significant deferred maintenance
- Improve pastoral care training



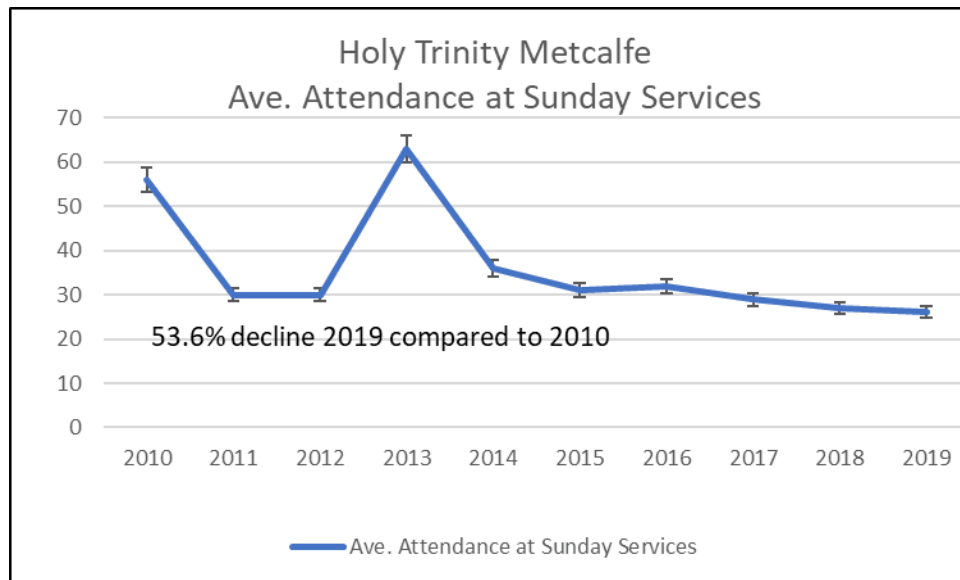
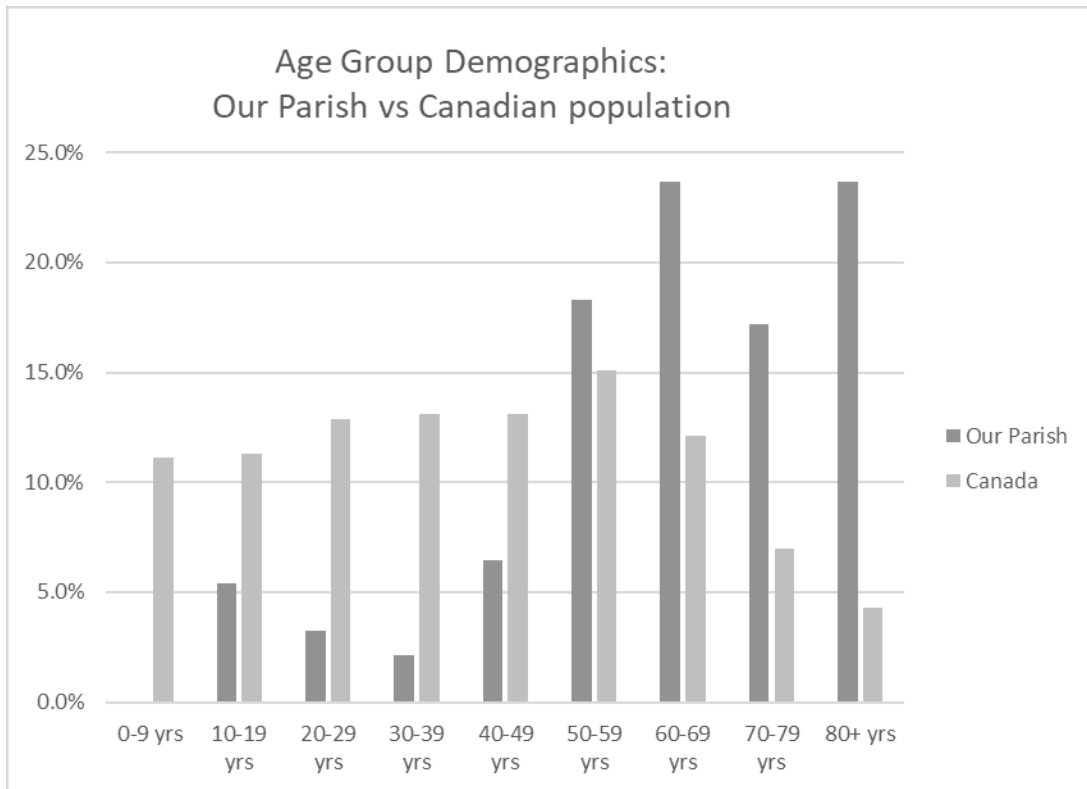
- Challenge to be a parish facing clergy turnover/ reconfiguration of parish structure. Destabilizing and transitional pressures
- All projects are either budgeted or are funded in other ways, parishioner donations/help

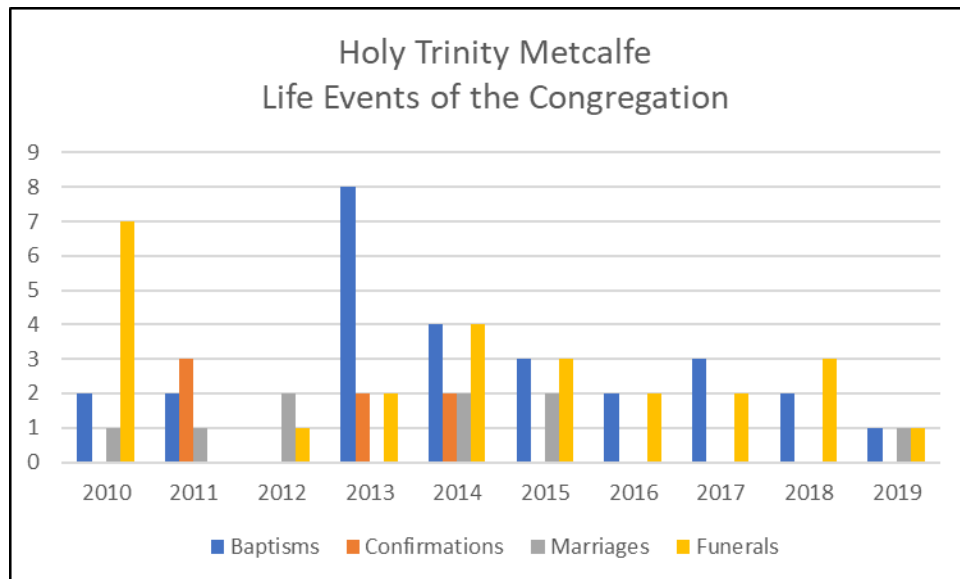
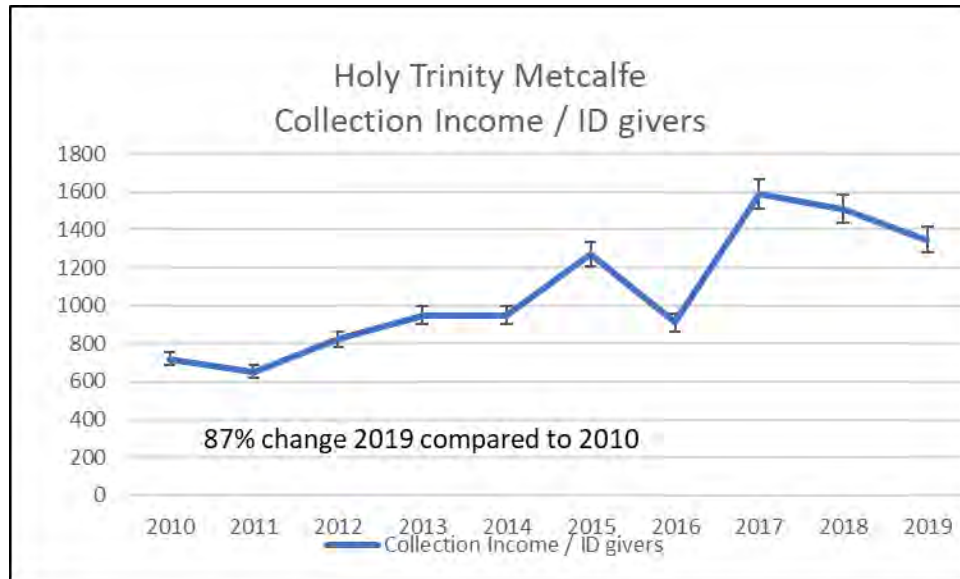
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Expand outreach** opportunities
 - noon hour programs at local schools
 - involvement with community events
 - programs for community
 - seniors' program
 - meal program
 - extending Bible studies to all who are interested
- Find a way to **encourage children and young families to be involved** with the church
- Opportunities through choirs and bands, teachers for instruction.
- **Strengthen Anglican partnerships internationally, non-denominational**, to address the need to provide sanctuary and shelter to people who have fled their homeland
- **Welcome new arrivals** in their community and invite them to attend activities and events at HTM. How – requirements are time, and the knowledge of who is new to their community.
- **Develop/expand pastoral care ministry**. How – recruit and train volunteers from their congregation, under Clergy supervision.
- **Expand Messy Church**
- **Engage the community** by hosting events.
- **Increase interaction with other churches** in the community.
- **Engage youth** by offering prizes/scholarships at local high schools, or asking for their volunteerism to organize an event for young people, yard work, etc. Consider a youth group offering movies, board game nights, music.
- **Use local papers and Diocesan outlets** to advertise activities and events.



Holy Trinity Metcalfe Quantitative Data







Holy Trinity Metcalfe										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	187	194	60	141	216	102	165	184	135	91
2 Members in full communion	104	93	55	70	67	61	78	45	36	45
3 Identifiable Givers	70	63	45	40	46	39	54	40	32	34
4 Ave. Attendance at Sunday Services	56	30	30	63	36	31	32	29	27	26
5 Baptisms	2	2	0	8	4	3	2	3	2	1
6 Confirmations	0	3	0	2	2	0	0	0		0
7 Rec'd from other communions	0	0	0	0	2	0	0	0		0
8 Marriages	1	1	2	0	2	2	0	0		1
9 Funerals	7	0	1	2	4	3	2	2	3	1
10 Church/Sunday Schools	1	0	0	0	8	1	1	1	1	
11 Teachers	5	0	0	0	2	1	5	3		7
12 Pupils	12	0	0	0	0	23	20	14		20
13 No. of ACW Members only	14	14	11	14	0		10	8		10
14 No. of Women's Guild Members	20	20	12	0	0					
15 No. of Men's BAC Members	0	0	0	0	0					
16 No. of Other Members	9	32	6	0	0	7	17	27		14
17 No. of Youth Members	0	0	0	0	12	9	9			
18 Collection Income	50405	41159	37028	38018	43705	49490	49180	63607	48340	45814
19 Open offerings	861	1151	1255	1406	1183	862	1140	938	908	599
20 Donations Church Organizations	21082	15353	11303	15211	13144	17747	19855	11699	14835	15672
21 Rentals	7100	8640	7900	7170	7770	8380	9190	9820	10260	10020
22 Capital Withdrawals from CTF	0	0	0	0	0		0	0	0	0
23 Other Income	0	0	2566	1804	6302	934	6073	13630	7734	1818
24a Bequests Deposited to CTF	0	0	0	0	0		0	0		
24b Received for Construction	0	0	0	0	0		0	0		
25 Bequests retained for use by Parish	0	0	0	0	0	1000	11725	0	38527	2624
26 Endowments, Trust Funds, Invest Inc	0	0	1423	59	1547	7	2646	3679	5149	5133
XX Gift	0	0	0	0	4852	2212	2425	1787	210	38
27 TOTAL INCOME RECEIVED	79448	66303	61475	63668	78503	80632	207734	105160	126963	81718
28a Flow Through Funds	784	799	7621	2385	6677	1399	6556	4491	3980	2918
28b Rent Expenses	0	0	5227	5704	7292	7774	6373	5027	4784	4917
29 Cost of Priestly Services	39683	37348	36238	36402	43717	42515	50187	29106	40339	55833
30 Costs of Other Staff	1880	2723	2366	0	0		0	0	0	0
31 Church Property Expense, incl util	8903	8223	3450	9328	12390	12213	9146	3167	6986	8757
32 Rectory Expense, incl util & taxes	0	0	0	0	0		0	0	0	0
33 Capital Expenditure	10185	0	0	0	0		34530	19797	22983	16790
34 Loan/Debt Repmt (Princ. & Int.)	13402	9050	0	0	4200	7000	28085	0	0	0
35 Assessment/Apportionment	7610	7796	8064	8189	5150	6339	6626	8274	8875	15791
36 Insurance Premium	1810	879	1907	1942	1910	2082	2190	2385	2395	2395
37 Additions to Trust Funds	0	0	4200	0	0		0	0	0	0
38 Outreach/Special Ex-Par Appeals	784	799	2763	549	5775	465	883	470	185	1100
39 General Operating Expenses	3971	542	3393	10728	5296	9169	9021	2937	23689	7173
40 TOTAL EXPENDITURES	88228	67360	62381	67138	78438	79783	140668	66146	105452	107839
41 2013 SURPLUS	0	0	0	0	65	849	67066	39014	21511	
0 2013 (DEFICIT)	-8780	-1057	-906	-3470	0					-26121
42 Debts Owing by Congregation at Y/E	54885	0	0	39285	35085	28085				
43 Special Funds	14873	0	0	5883.65	10470	28409	93528		76950	60062
0 Collection Income / ID givers	720,0714	653,3175	822,8444	950,45	950,1087	1268,974	910,7407	1590,175	1510,625	1347,471



Huntley

Christ Church 3rd Line, St. James Carp, St. John's 6th Line

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The Parish of Huntley is a diverse community growing in the presence of the living Jesus, proclaiming the gospel and seeking to connect with the wider community and each other, through faith, worship and service. The Parish does not consider itself a 3-point Parish rather 1 point with 3 buildings.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Operating as One** - Amalgamated finances and administration, one Council, one Vestry, and one parish-wide clergy warden.
- **Worship** - includes many joint services and congregants move easily from one church building to the other. Mid-week service offered
- **Choir** - moves between buildings for services
- **Pastoral Care** - worked to remain connected with parishioners. 2 members of Parish Council did visits pre COVID. During COVID outdoor visits to seniors living in residences or via phone
- **Sunday School** - weekly at St. James and monthly at Christ Church. Creative liturgy and literacy activities provide the children with 'at home' resources for Advent and Lent every year.
- **Reconciliation**
- **Cursillo Ministry**
- **Share services and events** with the United Church – Good Friday,

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

Being a country community, families don't move away. Generations know the church will be there for them, and they are there for the church. Parish is part of the identity of Carp

- **Engaging with Youth** (*All of these activities are offered without cost to the organizations*)
 - Scouts, Brownies, Kingston Rangers, West Carleton Child & Youth Choir
 - Carp Fair - prize offered for a short essay on environmental protection
 - Provides free muffins to High School students on the first day of mid-term and final exams. They also provide a bursary for a graduate of the school who excels in Peer care.
 - Supporters of YIP
 - Carp Co-Operative Nursery School- provide Hall for their annual craft/garage sale.
- **Food Sustainability**
 - Neighbour Tomato Garden- some are collaborative; others provide fresh produce to the Food Bank
 - West Carleton Root Cellar Community- grows crops suitable to longer term storage and donated to the West Carleton Food Access Society.
 - Christmas Basket Program
- **Supporting Seniors**
 - New Horizons for Seniors Program- committed to engaging people from across generations, particularly those isolated geographically or by disability, race or culture.
 - Liaising with Seniors- provide Pastoral Support/ visitation to nursing homes in Arnprior, Almonte. Kanata, Stittsville and Bells Corners



- **Support in our Community**
 - Carp Co-Operative Nursery School- Provide space at affordable rates
 - Provide space for the local AA group
 - Support to the Mission, Cornerstone Housing, West Carleton Tornado Relief, and the West Carleton Green Initiative.
 - Indigenous Truth and Reconciliation
 - Partner with local health authority, and allow them to run clinics in their space,
 - WOCRC (Western Ottawa Community Resource Centre), foot clinics, food introduction program for children, meetings on Fraud/Scams for Elderly, Tech help for Seniors,
 - Cemetery Scattering Garden- a section of their cemetery available for burials with no requirement to be a member of the parish or community or Anglican Church.
- **Visibility in the Community**
 - Parish Suppers, Carp Fair Booth, Euchre Nights, float in Christmas Community Santa Claus Parade and Light Up Carp
 - Carp Market & Fair (partially on Parish lands)
- **Literacy and Education Initiatives**
 - Diefenbooker Run- run raises funds for literacy
 - Lending Library

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

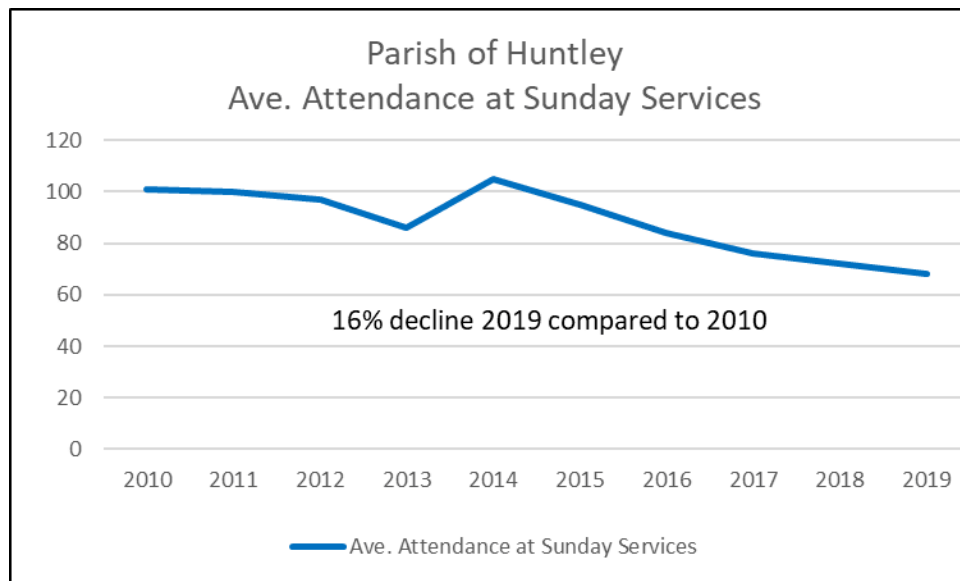
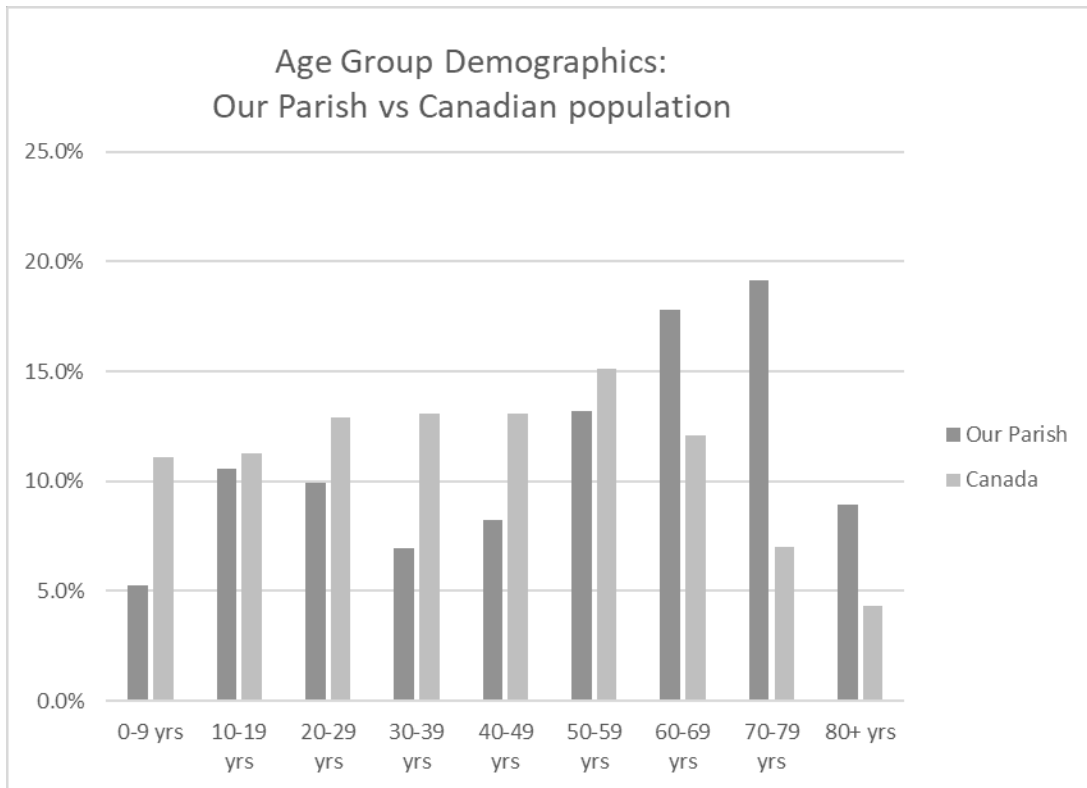
- Facilities well suited to ministry initiatives
- Financial support is good and enhanced through government partnership programs (ex: *"Sharing the Wisdom"* Grants for Seniors)
- Shrinking volunteer base presents the greatest challenge. Seeing a newer generation who are stepping up. Some volunteers help but do not attend weekly services. Services for plumbing; electrical or labour in cemetery maintenance

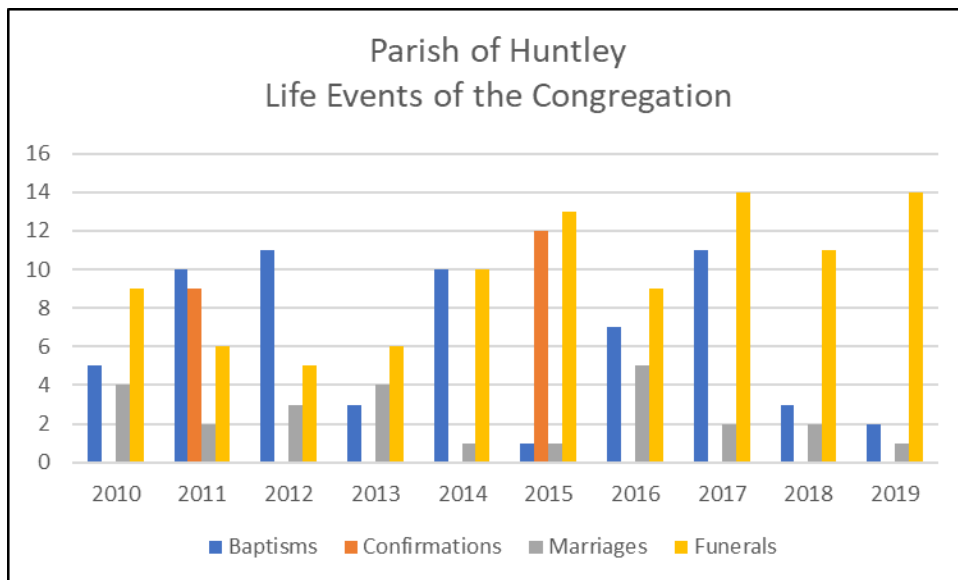
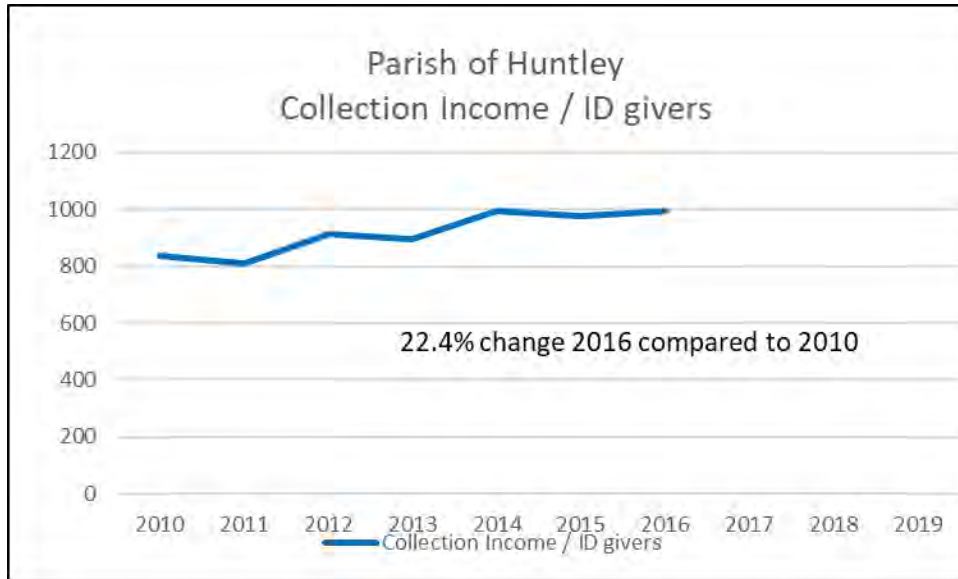
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Be more involved in reconciliation work with Indigenous people. Need to be able to identify our local indigenous members and leadership; find the descendants of the original indigenous people. We need to know that there is a willingness for this work to proceed.
- Address the needs of isolated seniors in country settings – technical help, protection from scams/frauds,
- Begin a relationship with the new seniors' complex
- Need Volunteers with lots of energy
- At this moment, they feel well off and blessed. Resources maybe right in front of us but we just need to ask.
- They have good succession policies and are trying to replace people with younger people, to keep their groups reflecting their demographic.



Huntley Quantitative Data







Parish of Huntley										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	536	518	482	470	471	471	451	434	430	322
2 Members in full communion	236	262	259	252	125	165	220	186	170	228
3 Identifiable Givers	165	164	163	167	158	155	161	0	0	0
4 Ave. Attendance at Sunday Services	101	100	97	86	105	95	84	76	72	68
5 Baptisms	5	10	11	3	10	1	7	11	3	2
6 Confirmations	0	9	0	0	0	12	0	0	0	0
7 Rec'd from other communions	0	136	0	0	0	0	0	0	0	0
8 Marriages	4	2	3	4	1	1	5	2	2	1
9 Funerals	9	6	5	6	10	13	9	14	11	14
10 Church/Sunday Schools	1	1	1	1	1	2	2	1	2	2
11 Teachers	7	6	6	7	8	7	9	7	7	7
12 Pupils	27	30	24	16	16	12	14	16	14	15
13 No. of ACW Members only	0	0	0	2	9	2	3	0	0	1
14 No. of Women's Guild Members	0	4	4	4	14	7	0	0	0	0
15 No. of Men's BAC Members	0	3	3	6	0	0	0	0	0	0
16 No. of Other Members	93	78	66	58	15	8	37	1	1	74
17 No. of Youth Members	16	6	5	5	13	13	5	8	5	1
18 Collection Income	13771.8	13305.78	14856.2	14912.8	156991.4	151216.9	159854.5	160151	177936.3	174361.1
19 Open offerings	5883	6282.4	6838	6419.06	6088	6186.85	3656.83	3003	5598.69	5746.25
20 Donations Church Organizations	6215	7086.57	7933	4654.96	6802.5	3314.86	3270.25	19097	1850	5193.2
21 Rentals	10214.6	10405.01	10863	9723.89	6706	6082.94	7955.5	7276	21187.25	18816
22 Capital Withdrawals from CTF	8625	0	0	1692.48	0	0	0	0	13371.98	0
23 Other Income	3081.45	8344.3.21	5803	7125.96	5207.38	8173.59	0	11802.01	31915.55	23360.31
24a Bequests Deposited to CTF	0	0	0	0	0	0	6099.94	10000	0	10000
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	16164	15128.26	12184	10508.89	12269.68	12238.83	13814	18622	20921.21	17977
XX GIFT/Appeals, PWRDF, etc.	0	0	10357.5	12262.75	0	0	0	5530	0	0
27 TOTAL INCOME RECEIVED	187901.1	255403.2	202540.5	201516	194064.9	187214	194691	235481	272781	255453.9
28a Flow Through Funds	2950	83388.59	5803	272.36	5607.38	2173.59	6099.94	11802.07	12787.53	23360.31
28b Rent Expenses	3760	2580.54	4508	3763.69	3023.08	4235.94	5842.57	3098	5330.74	9926.02
29 Cost of Priestly Services	71133	70657.01	79066	83089.33	63068	66203.01	68982	96049	81750	103959
30 Costs of Other Staff	17478	27596.2	26548	22905.73	20925.81	25260.69	22887.64	21748	21978	34634.8
31 Church Property Expense, incl util	22575	32630.03	29487	28863.78	26729.75	29351.21	25967.13	23765	31413.16	59682.14
32 Rectory Expense, ind util & taxes	0	0	0	83089.33	0	0	0	0	0	0
33 Capital Expenditure	12568	82293.33	0	0	0	5359.38	0	25827	74261	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	19302	24220	27413	25479.01	27164	28812	3681.3	31534	29846	28909
36 Insurance Premium	6527	6737.01	7274	7273.01	7300	7600	8018	8018	8018	8018
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	1261	2058.33	1167	719.55	163.15	897.36	824.59	2226	2041	360
39 General Operating Expenses	20201	13416.45	14366	23268.89	30638.72	41173.03	11808.21	15310	15791	13560.71
40 TOTAL EXPENDITURES	171045	259608.4	185321	191599.3	175989.4	204656.7	174300.6	224546	265098.2	249113.7
41 2013 SURPLUS	16856.05	7475.31	17219.5	9916.68	18075.51	0	20390.46	10935.01	7682.8	6340.24
0 2013 (DEFICIT)	0	-11680.4	0	0	0	-17442.7	0	0	0	0
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	131166.7	88657.59	82768	108936.1	119294.9	136330.2	15244.63	0	242526.3	229877.4
0 Collection Income / ID givers	834.6545	811.3279	911.4233	892.982	993.6163	975.5929	992.8852			



Julian of Norwich Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Embodying the spirit of their namesake who was a trail blazer, Julian of Norwich is a warm and caring congregation practicing radical welcome and taking inclusivity to a broader level opening the door to all kinds of interactions for hardworking parishioners not only in the parish but out in the community they are a part of.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship & Spiritual Formation**
- **Simple liturgy** that attempts to be inclusive
- **Choir** is an inclusive opportunity to join and sing for the purpose of encouraging the congregation to sing too
- **Formation programs** for all ages and stages including meditation groups, prayer groups, Bible Curiosity tea, book studies
- **Support worship services in five seniors' facilities**

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach**
 - Create social / fellowship / community activities for parishioners and non-parishioners that provide opportunities for relationships to form – coffee hours, Dinner for One, Dinner Church
 - All-inclusive is fundamental to who they are – people who do not come to Sunday services are still part of the parish
 - Support for anyone in need (food, clothing, emotional) – great pastoral care team
- **Events**
 - Fundraisers respond to the community demographic and need
 - Christmas Bazaar - used toys and low cost items, gift baskets of new items sold at below cost
 - Garage sale - affordable quality of life items – bicycles, household items
 - Dinners – pay what you can
 - Nearly New Shop – regular low prices, semi-annual bag sales, no-cost offerings to families in need
 - Nearly New Workshop – help furnish kitchens or apartments when local not-for-profit identify individuals / families in need
- **Partnerships**
 - Provide volunteer support, financial support, facility space at low or no cost to other organizations including L 'Arche, Carlington Chaplaincy, Nelson House, Algonquin College (Pause Table) Cornerstone, Refuge Now, Bethany Hope, Food Banks, AA, Foot Clinic, Western Ottawa Community Resource Centre, Quilting/Knitting groups, children's activities



4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

• Finances

- There are a lot of people in the neighbourhood who depend on Julian and the more successful the parish is in serving the community, the more work there is to be done and the more financial strength the parish needs
- They specifically seek out and engage with lower income people in the community so their offerings are lower

• Human Resources

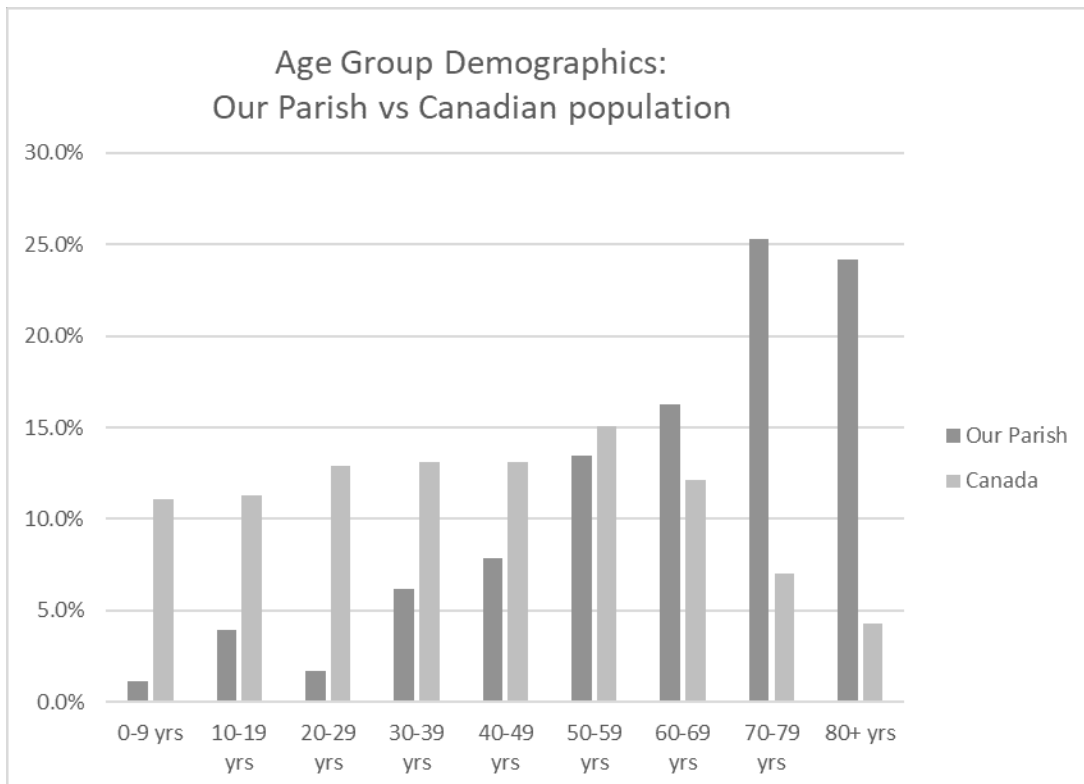
- With an aging population, there is too much work for too few people and a dwindling revenue source

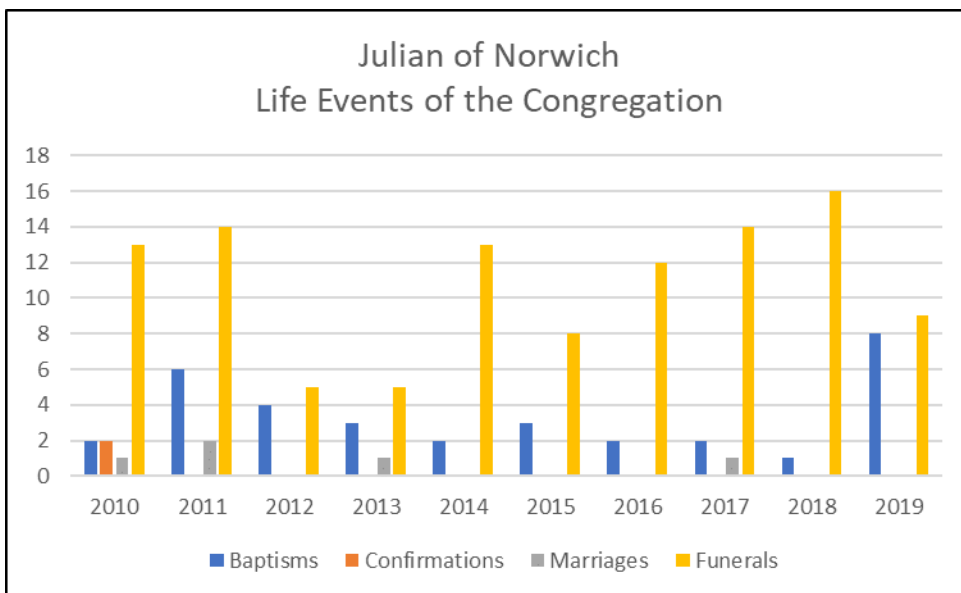
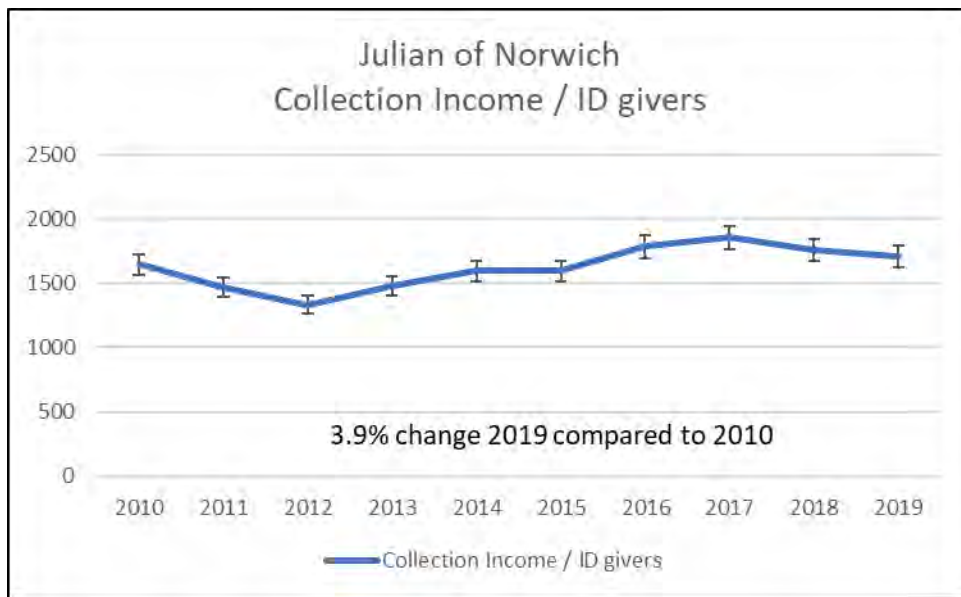
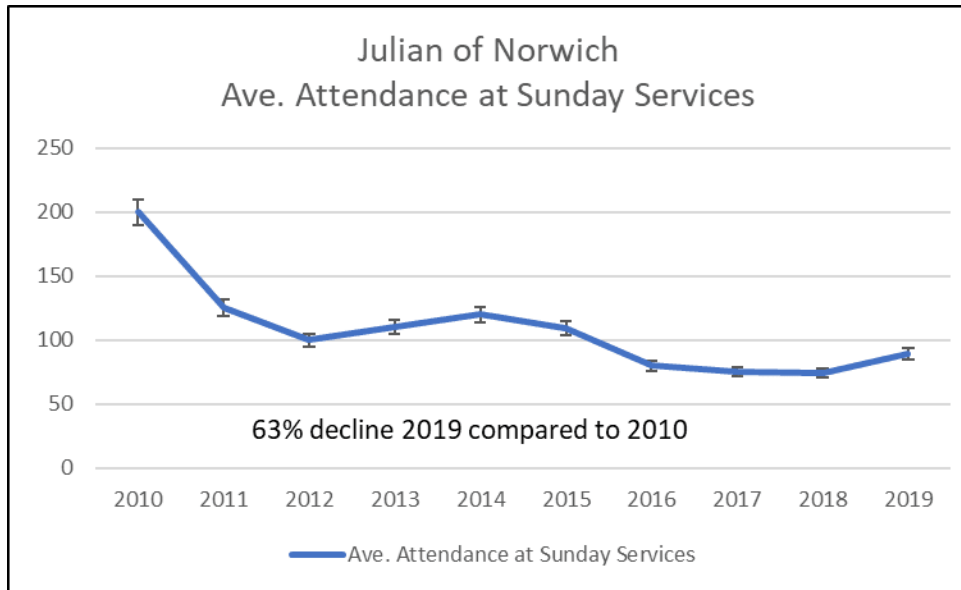
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

• Anchor Redevelopment

- The parish recently created a new “Way of Life” document that has detailed information about their redevelopment and the activities of the parish that can be found at www.julianofnorwich.ca
- Collaborative community that maximizes land use for the purpose of social good and quality of life
- Affordable housing
- Community Garden
- New/more affordable church
- Youth Involvement
- Provide opportunities for intergenerational interaction and to help youth learn to become leaders in service to community
- Tap into their interests e.g. environmental concerns, use of technology

Julian of Norwich Quantitative Data







St. Richard's/ Julian of Norwich										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	390	300	304	210	200	255	138	282	302	278
2 Members in full communion	400	200	195	100	195	200	78	128	174	162
3 Identifiable Givers	156	146	150	132	0	112	134	124	132	119
4 Ave. Attendance at Sunday Services	200	125	100	110	120	109	80	75	74	89
5 Baptisms	2	6	4	3	2	3	2	2	1	8
6 Confirmations	2	0	0	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	2	0	1	0	0	0	1	0	0
9 Funerals	13	14	5	5	13	8	12	14	16	9
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	3	3	3	6	2	3	2	3	1	2
12 Pupils	10	10	0	4	27	26	7	12	13	21
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	20	27
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	18
16 No. of Other Members	50	50	50	42	40	133	25	40	236	284
17 No. of Youth Members	0	0	0	4	0	11	6	0	2	0
18 Collection Income	256451	214017	200062	15436	199802	178658	239396	229833	231788	203222
19 Open offerings	2809	2966	3855	3192	1643	2102	2990	3739	4468	3135
20 Donations Church Organizations	35091	36610	37397	37598	38358	42600	43209	38566	34436	41412
21 Rentals	20290	23906	23224	23363	30505	33020	35216	29505	26431	25255
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	0
23 Other Income	31585	22814	17215	16334	4332	13794	122034	2583	2985	38974
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	40768	17636	0	25000	1000	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	3729	2300	2395	1135	2395	2742	11948	11504	11815	12250
XX Gift	0	0	14308	38871	8290	11125	16809	12657	442	0
27 TOTAL INCOME RECEIVED	349355	343381	316152	315929	349525	285041	471602	328387	312365	324308
28a Flow Through Funds	31585	16768	31523	51942	25074	28340	39811	12718	13035	58512
28b Rent Expenses	0	0	0	0	0	22494	22549	22976	20759	21581
29 Cost of Priestly Services	101101	90513	109526	115045	114637	114466	191133	134652	130952	90931
30 Costs of Other Staff	35307	35268	36323	38755	37473	37075	38381	37518	41507	42159
31 Church Property Expense, incl util	60640	66294	64091	65148	58828	69250	67720	60380	56220	59730
32 Rectory Expense, incl util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	0	0	0	0	6041	0	26892	0	5730	1169
34 Loan/Debt Repmt (Princ. & Int.)	0	20000	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	56170	50835	52589	56963	61266	55415	76087	59730	54367	36715
36 Insurance Premium	10318	10628	10370	10370	11036	10780	11368	11157	11157	11157
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	29056	54108	45105	49911	49674	28340	39812	12718	13035	58512
39 General Operating Expenses	22225	19282	22632	19474	14631	15867	22657	19060	21803	20476
40 TOTAL EXPENDITURES	314817	346983	340636	355666	353586	331193	474050	335215	334771	320849
41 2013 SURPLUS	35138	0	0	0	0	0	0	0	0	3459
0 2013 (DEFICIT)	0	-3602	-24484	-39737	-4061	-46152	-2448	-6828	-22406	0
42 Debts Owing by Congregation at Y/E	24144	6374	3899	3396	6014	0	66332	8371	6289	3876
43 Special Funds	26797	62456	96726	52011	116832	37315	60357	61046	123605	91237
0 Collection Income / ID givers	1643.917	1465.87	1333.747	1480.576	1595.161	1595.161	1786.537	1853.492	1755.97	1707.748



Maberly-Lanark

St. Alban's Maberly, St. John's Balderson, St. Paul's Lanark, St. Stephen's Bathurst

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

An enthusiastic, caring and energetic multi-point parish which has maintained an optimistic approach toward spiritual care as well as diverse calls for help and assistance within its community. The parish operates as one; one parish and four churches with the congregation moving the worship service point to point during the month.

As of September 2021, our Parish has an arrangement with The Amish-Mennonite Community to share our church facility of St. Stephen's, Brooke, for their worship and education through the week.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Outreach Ministry** is strong doing what and as much they can in the community. Donated GIFT money for cancer and youth centre. PWRDF representation
- Active **ACW** and looking to form 1 ACW for the whole parish. Activities include Bales to the north and Christmas baskets
- **Fellowship**
 - Card evenings
 - Socials
 - Potlucks
 - Christmas dinner fundraisers
- **Pastoral Care** - have a team and organized to connect with community
- **Worship** - services alternate between points 2X/month at 2 points; 1X/month at other
- **Lay Readers** - shared service with St. James Perth for Easter Vigil services
- First priority is to **care** for one another. Second priority is care for the community

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach** served by various initiatives both financial and through time/talents.
 - Food baskets
 - Ecumenical concerts
 - A representative works on Plan B-Good Food Box (a COVIND initiative whereby boxes of donated food provided at subsidised pricing)
 - Community lunches
- **Support Food Pantry** at United Church
- Work with Balderson United Church helping put on **monthly community meal**
- World Day of Prayer – ecumenical sharing with RC, United and Baptist churches.
- **All My Relations** Representative - the congregation has organized or made available many opportunities to further work on calls to action.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Financial challenges** during COVID - despite special appeals, donations are down
- **Pressure to maintain four buildings** that are aging. Looking at replacing 2 furnaces at two of the points. Not all buildings are winter-ready (outdoor plumbing). Only one point is fully serviced.
- **Two cemeteries** to manage
- Need for **human resources more pressing than financial need**. This is an aging population. Also facing volunteer fatigue. Won't be able to carry on programs in the future without additional people to help both inside the church and out in the community. Congregation is tired, wardens have/had health issues.
- **Very senior-aged congregation** with no visible youth coming in behind
- There is **no current full time incumbent and there has been clergy turnover**. Recent reorganization of the parish boundaries with an adjoining diocese.
- **Being rural** makes it hard due to the limitations of lack of internet
- **Former parishioners** sometimes come back after moving but many **move** to be closer to larger urban communities with better access to services

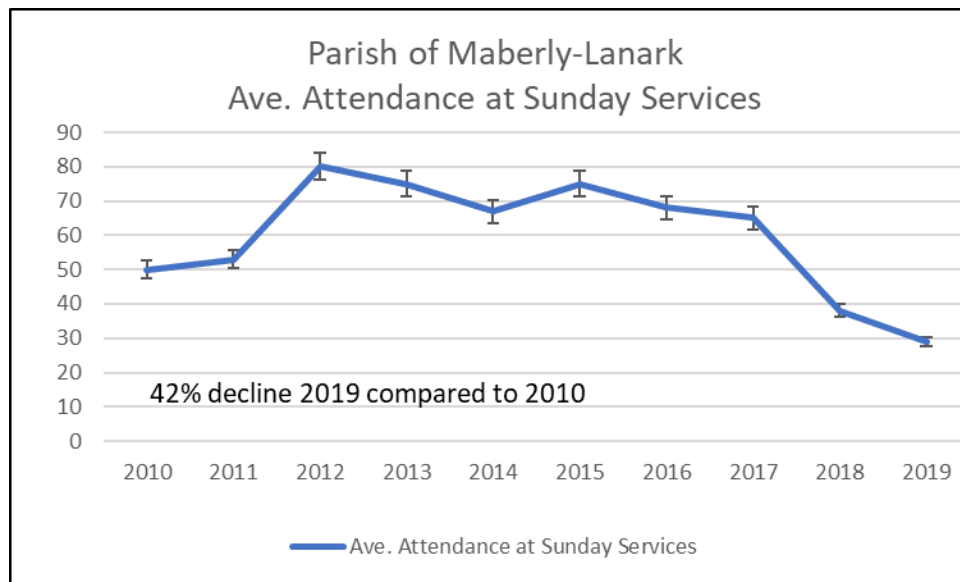
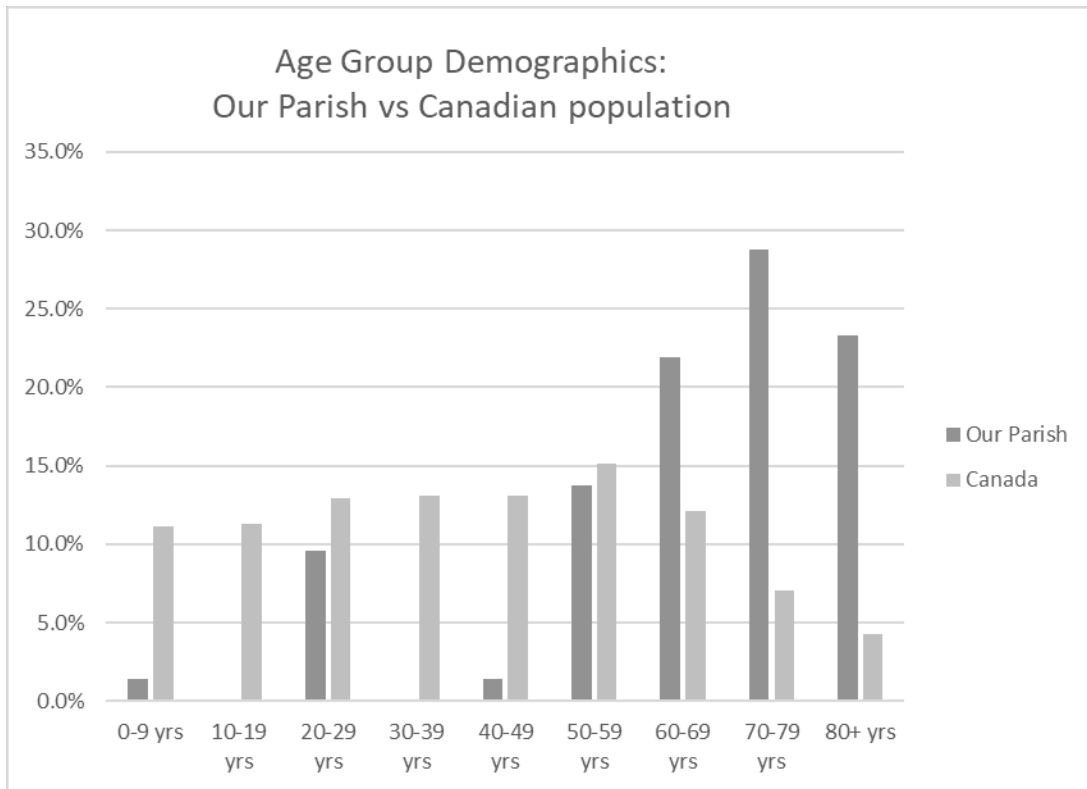
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

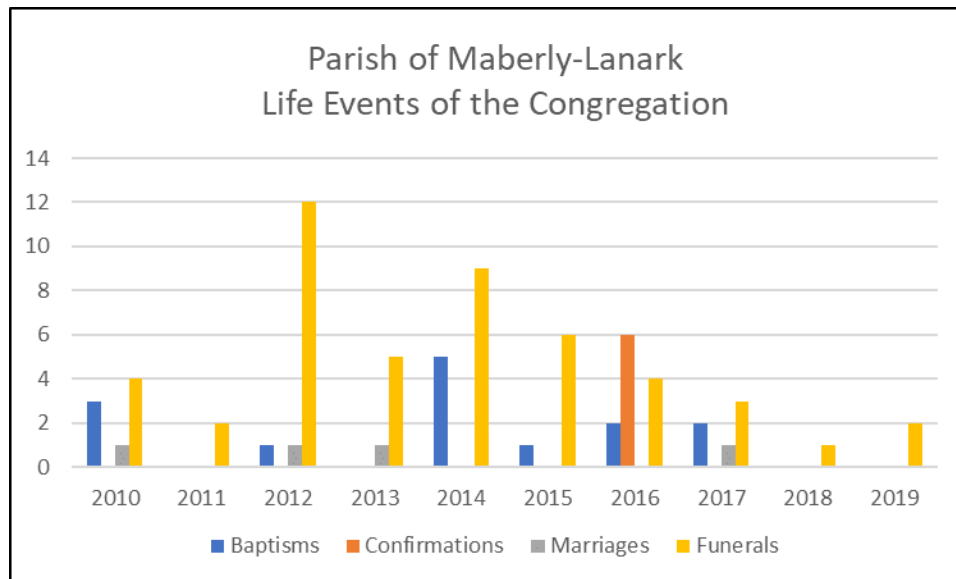
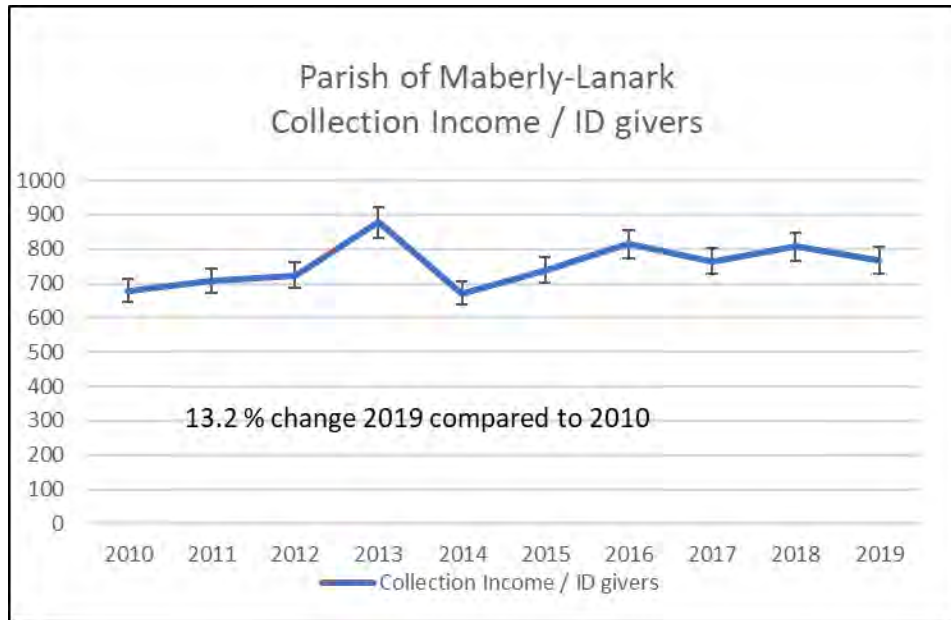
- Use Lanark Learning Centre to engage in activities for bible study, dinners, music nights
- Engage in learning opportunities to honour First Nations people beyond the acknowledgement
- Provide free organ lessons through college of organists
- Bring back Evensong
- Hymn Sing evenings
- Plan special services/ events for seniors to break isolation and increase fellowship
- Look into affordable housing issues and partner with St. James Perth on their initiative
- Support local needs like they did with GIFT funds. T4T does not benefit rural community
- Community ministries or initiatives for rural communities. Child care/housing/local level and with a rural perspective
- Rural realities - cannot always drive to Ottawa
- How to bring youth into the parish



Maberly-Lanark Quantitative Data

St. Alban's Maberly, St. John's Balderson, St. Paul's Lanark, St. Stephen's Bathurst







Parish of Maberly - Lanark										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	84	71	222	179	175	164	161	160	90	61
2 Members in full communion	58	51	105	145	118	82	55	38	21	61
3 Identifiable Givers	46	45	68	58	67	63	46	46	27	44
4 Ave. Attendance at Sunday Services	50	53	80	75	67	75	68	65	38	29
5 Baptisms	3	0	1	0	5	1	2	2	0	0
6 Confirmations	0	0	0	0	0	0	6	0	0	0
7 Rec'd from other communions	0	0	0	0	1	0	0	0	0	0
8 Marriages	1	0	1	1	0	0	0	1	0	0
9 Funerals	4	2	12	5	9	6	4	3	1	2
10 Church/Sunday Schools	0	0	0	0	0	0	0	0	0	0
11 Teachers	0	0	0	0	0	0	0	0	0	0
12 Pupils	0	0	0	0	0	0	0	0	0	0
13 No. of ACW Members only	10	13	19	15	14	15	18	5	0	7
14 No. of Women's Guild Members	0	0	0	0	5	5	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	0	0	1	3	0	0	8	9	5	0
17 No. of Youth Members	0	0	0	0	0	0	0	0	0	0
18 Collection Income	31210	31812	49234	50900	44989	46553	37457	35197	21809	33790
19 Open offerings	958	995	1221	1142	1355	1162	1518	2003	1069	814
20 Donations Church Organizations	3501	2177	1503	2732	7585	1713	6394	8462	429	934
21 Rentals	0	0	0	0	0	0	0	0	0	0
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	5000
23 Other Income	238	649	948	736	853	22	0	1468	240	671
24a Bequests Deposited to CTF	0	2000	0	0	0	0	5670	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	44360	0	4663	0	0	0
26 Endowments, Trust Funds, Invest Inc	4921	4177	6353	5753	5743	6588	5987	6057	3521	6730
XX Gift	0	0	8239	4855	4831	5260	4948	2915	0	0
27 TOTAL INCOME RECEIVED	40828	41810	67498	66118	109756	61298	66637	56102	27068	47939
28a Flow Through Funds	4110	4449	8653	13766	8038	6451	6263	2915	0	0
28b Rent Expenses	0	0	0	0	0	0	0	0	0	0
29 Cost of Priestly Services	22069	22849	33787	31652	39811	41623	41700	41889	27055	39183
30 Costs of Other Staff	0	0	0	0	3951	0	0	0	0	0
31 Church Property Expense, incl util	3093	3868	7506	15416	7873	6512	6027	7992	4067	4889
32 Rectory Expense, ind util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	0	0	0	0	10922	0	6569	0	0	4544
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	3598	3100	4735	5738	5740	3860	4274	2186	1424	0
36 Insurance Premium	1305	1285	2017	2017	2047	2088	2088	1828	1357	2088
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	3294	4170	7705	8095	10478	7601	7283	4020	234	0
39 General Operating Expenses	4821	4148	6267	11196	3226	8888	7419	6675	3992	6115
40 TOTAL EXPENDITURES	38180	39420	62017	74114	84048	70572	75360	64590	38129	56819
41 2013 SURPLUS	4667	2390	5481	1479	25708	0	766	0	0	889
0 2013 (DEFICIT)	-2019	0	0	-9475	0	-9274	-9489	-8488	-11061	-9769
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	42773	41763	39716	36435	55451	34337	28670	44793	11365	21279
0 Collection Income / ID givers	678,4783	706,9338	724,0294	877,5862	671,4776	738,9365	814,2826	765,1522	807,7407	767,9545



Parish of March

St. John's March, St. Mary's North March, St. Paul's Dunrobin

St. John's March

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. John's March is an aging congregation which is viable at this time. The parish of March includes three congregations which are far from being homogenous. St. John's needs to market itself to the people moving into new housing developments nearby. Outreach to the community is important to the congregation, the church is welcoming and there exists great potential for development and growth if St. John's can find the resources to follow through.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- The provision of **church services**, including continuing online (Zoom) services
- The **music program**, including both adult and youth choirs, which supports the liturgy on Sundays and a variety of other liturgical occasions (vigils, weddings, funerals etc.) The music program includes music outreach: Music on a Sunday Afternoon, retirement homes, mentoring for YIP, fundraising gatherings.
- The provision of **church activities and programs**: Contemplative Prayer group, Bible Study, Book Club, Altar Guild, Cemetery Board, Trivia Nights, Pub Nights, etc.
- The **maintenance of buildings, grounds and cemeteries**
- Key principle: "to attract and serve our neighbours and serve God by fostering and promoting a realistic, not literal, interpretation of scripture."

These priorities are lived out through the annual budget that is prepared and approved at Vestry, including the allocation of funds for outreach programs. There is a need to set priorities – what St. John's is able to do as its congregation ages, volunteers face burn out, and finances are stretched is limited.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. John's usually serves the wider community through small groups who are dedicated to a particular cause, such as:
- St. John's was one of the founders of the Kanata Interfaith Committee which started the Kanata Food Cupboard and the Walk of the Cross on Good Friday
- The congregation has been active in helping refugees. It is a part of the Kanata-Stittsville Refugee Sponsorship Program, and presently houses and provides rent subsidies for a refugee family from El Salvador in the rectory.
- The property is used by community groups: school for children with special needs, local day care centre, Brownies, election polling station.
- St. John's provides labyrinths which are open at any time for the public to use
- St. John's supports affordable housing, leasing land for 83 units at Blue Heron Co-op, and maintaining a board position with the Co-op.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

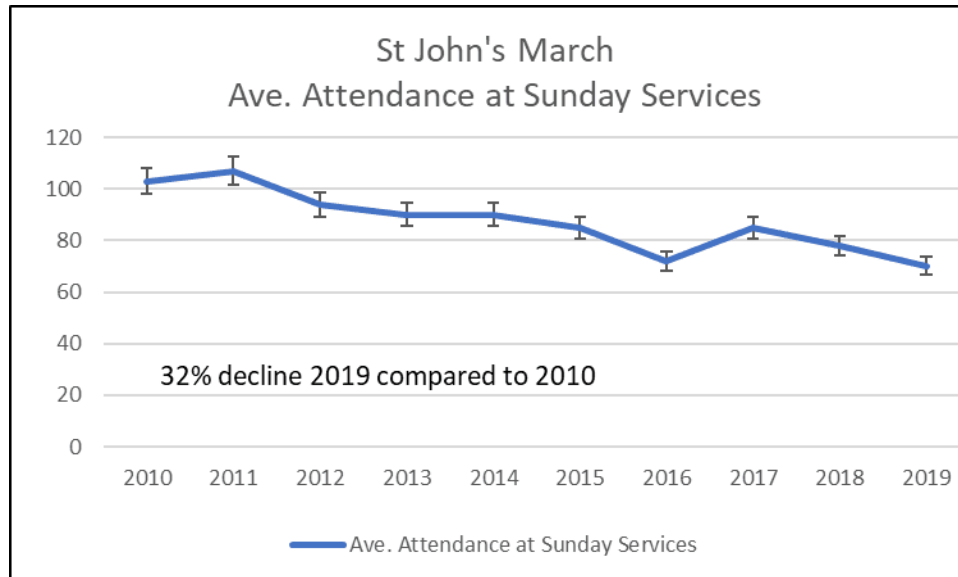
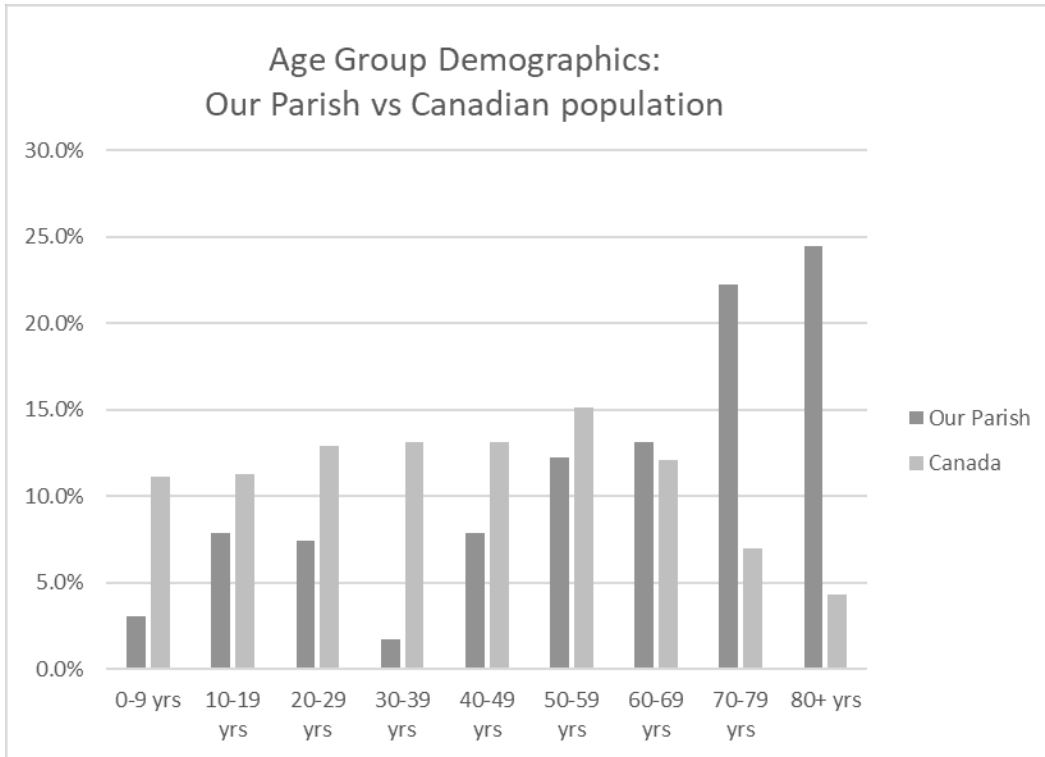
- The biggest challenge is **human resources**. This is an aging congregation and there are not enough “hands on deck” to accomplish what the congregation would like to do. The same people are taking on multiple roles and are reaching their limit. This in turn limits what the congregation can do and the number of events that are possible. The past 18 months of pandemic have compounded this problem. Can we still do what we used to do pre-pandemic?
- Many are **unsure whether the current three-point parish model is working** well. There is resentment in the parish around the division of financial obligations and the clergy model used to serve the three points.
- Another challenge is **getting youth involved** in the church, even though there are many youth in the community. This is a concern expressed by the youth themselves.
- It is a challenge to find the **appropriate staffing, resources and expertise** that would help St. John's to engage with new people in the nearby housing developments and new demographics.

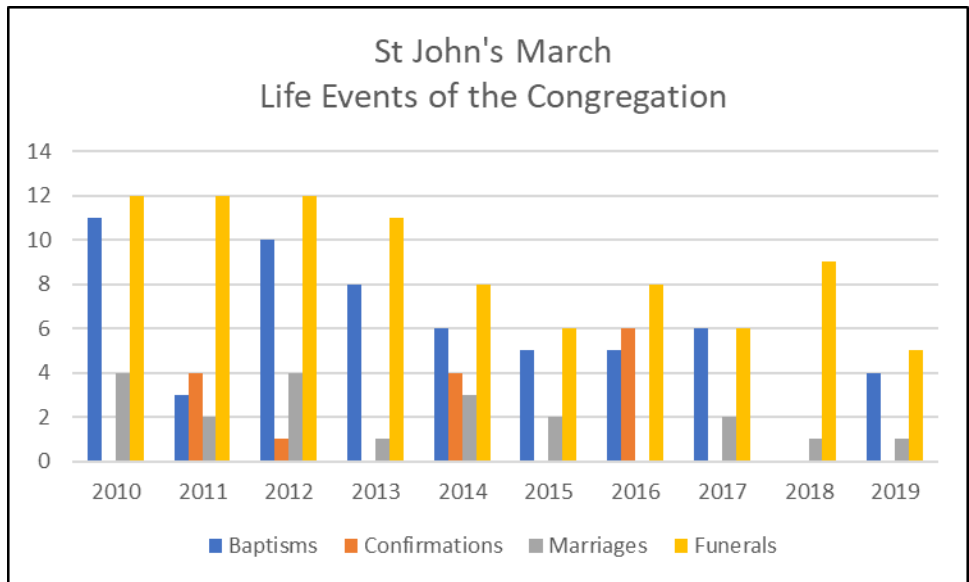
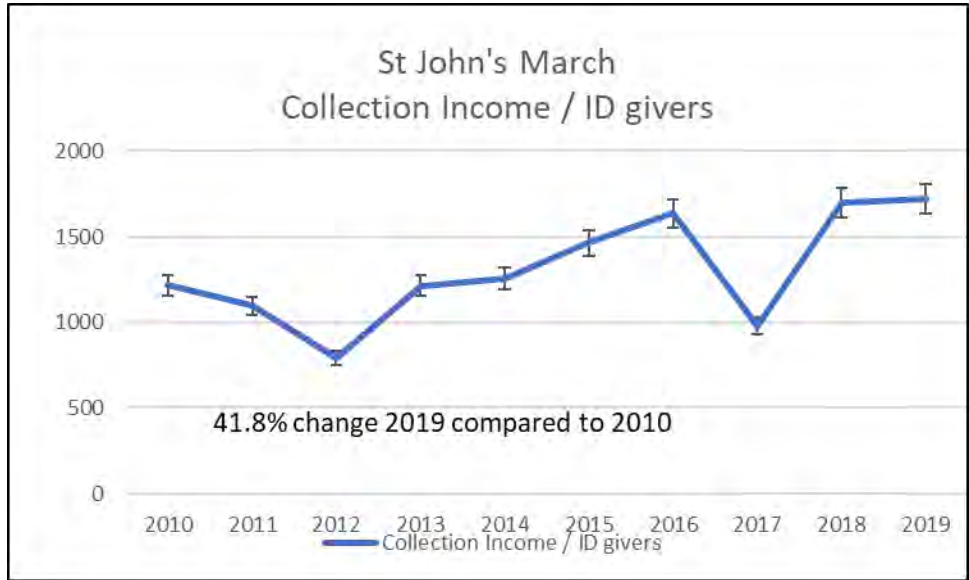
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- There is **tremendous growth in the community around us** - high-tech business, rapid growth in population, 4000 new housing units near the church are coming. It is a diverse, multi-cultural population: how do we reach the people coming in? We need someone who has formal training in community development and community engagement. We would need to dedicate qualified human resources to developing this opportunity, and the necessary church programs would have to be developed.
- To **take advantage of this growth potential**, St. John's would have to identify the needs of the families that may want to come to the church, and may need to hire a resource to help develop this. There will need to be a program to visit newcomers and welcome them.
- There is an opportunity to **develop legacy giving**, given the aging demographic of the congregation.



St. John's March Quantitative Data







St. John's March										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	385	387	406	245	242	303	289	329	252	247
2 Members in full communion	231	230	250	163	170	183	125	246	252	247
3 Identifiable Givers	136	149	208	140	138	135	116	196	128	110
4 Ave. Attendance at Sunday Services	103	107	94	90	90	85	72	85	78	70
5 Baptisms	11	3	10	8	6	5	5	6	0	4
6 Confirmations	0	4	1	0	4	0	6	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	4	2	4	1	3	2	0	2	1	1
9 Funerals	12	12	12	11	8	6	8	6	9	5
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	1	4	8	1	6	1	1	1	5	4
12 Pupils	36	32	34	34	40	42	35	20	18	16
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	0	10	0	0	0	0	0	0	0	0
15 No. of Men's BAC Members	28	25	15	0	0	0	0	0	0	0
16 No. of Other Members	67	75	60	119	125	144	182	173	138	156
17 No. of Youth Members	20	11	15	24	22	39	91	28	29	18
18 Collection Income	165417	163239	164855	170072	173726	197716	189764	192406	217285	189769
19 Open offerings	5337	4060	4131	2867	3175	3354	3097	3696	3600	3174
20 Donations Church Organizations	28641	28653	13252	14739	23701	17153	18265	14485	23728	12899
21 Rentals	89882	93746	98332	102974	107752	106759	107787	91289	84027	88013
22 Capital Withdrawals from CTF	57494	0	0	0	0	0	0	0	0	0
23 Other Income	5622	25037	4157	4009	7957	7964	7478	8331	5048	26425
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	10000	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	6939	827	0	1323	661	728	0	1521	794	827
XX Gift	0	0	17393	15914	43720	49339	14409	4067	375	0
27 TOTAL INCOME RECEIVED	359332	315562	297120	311898	360692	383613	340800	325795	334857	321107
28a Flow Through Funds	34934	43383	17944	23573	59575	90487	41359	24805	22243	27780
28b Rent Expenses	18598	22255	20286	27157	26411	29945	29208	25923	38510	41758
29 Cost of Priestly Services	73621	79372	85337	96287	75827	90273	90789	87941	100252	99976
30 Costs of Other Staff	33213	39424	43675	57270	66968	64152	67092	65557	59809	53142
31 Church Property Expense, incl util	25172	30850	28085	26547	32203	33243	33596	34525	37302	37976
32 Rectory Expense, ind util & taxes	6706	7879	7576	6965	4782	8525	5437	4121	8620	7581
33 Capital Expenditure	150062	6903	9646	18311	4432	12843	10459	7535	4107	6230
34 Loan/Debt Repmt (Princ. & Int.)	114871	34920	53188	35459	22729	44188	25459	26460	25500	66497
35 Assessment/Apportionment	34583	37428	38719	43962	35181	48639	45890	37864	35036	38275
36 Insurance Premium	3013	3117	3159	3597	2846	3267	3265	3263	3262	3351
37 Additions to Trust Funds	3926	0	0	0	0	0	0	10000	9598	0
38 Outreach/Special Ex-Par Appeals	21917	45785	17401	20530	54362	57210	45809	32488	20134	18452
39 General Operating Expenses	22524	18833	16040	18888	23056	17582	15376	17391	13920	12387
40 TOTAL EXPENDITURES	489608	304511	297826	327816	322386	379922	343172	327145	317540	343867
41 2013 SURPLUS	0	11051	0	0	38306	3691	-2372	0	17317	0
0 2013 (DEFICIT)	-130276	0	-706	-15918	0	0	0	-1350	0	-22760
42 Debts Owing by Congregation at Y/E	404592	3371396	0	320820	297790	277457	0	246994	231207	0
43 Special Funds	0	0	0	0	0	0	0	0	0	0
0 Collection Income / ID givers	1216.301	1095.564	7925.721	1214.8	1258.884	1464.563	1635.897	981.6633	1697.539	1725.173



Parish of March

St. Mary's North March

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Mary's is a rural congregation that is exceptionally welcoming to all, with a long-standing history in the community. It is a safe place for Christian souls to grow. There are several people of other faiths who have chosen to be parishioners of St. Mary's because of its sense of inclusivity. Outreach to the local community is key to our mission

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Weekly worship services** that welcome all, with the participation of a small dedicated choir and organist.
- **Managing the cemetery** at Pinhey's Point (where the old St. Mary's, built in 1828, was located).
- **Organizing events** that draw the broader community together
 - Lots of fun fundraisers
 - Easter sunrise service
 - Memorial service
 - Blessing of animals
- To **be a resource** to the local community when needed.

These priorities are lived out via group decisions which come about because of the various committees. Arriving at these chosen decisions depends on the collaboration of many.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Mary's is well-respected in the community for its extensive events that promote inclusion and provide help and/or financial support to those in need. These include fundraisers: Italian Dinner Evening, Berry Socials, Corn Roasts, Christmas Hampers for families, fundraiser for women's shelter. The Church Hall is rented to community groups, including yoga teachers.
- St. Mary's participates in the annual Doors Open city-wide event to highlight the heritage and important place of the church within the story of the community of Dunrobin. All who visit mention that the church has just a wonderful atmosphere and is so welcoming.
- "New" St. Mary's church is an important part of the Dunrobin and March township heritage. The church was built in 1909 and is thus 112 years old. It is a heritage gem and landmark and forms part of a unique heritage cluster. The Pinhey family came in 1820 to settle on a 900 acre land grant and built "Horaceville" a mile or so away on the Ottawa River. "Old" St. Mary's was open for service from 1827 until 1901.
- The church hall was used for disaster response following the Ottawa River flood and the 2018 tornado. Following the tornado, a local family was provided with assistance and social support for year.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

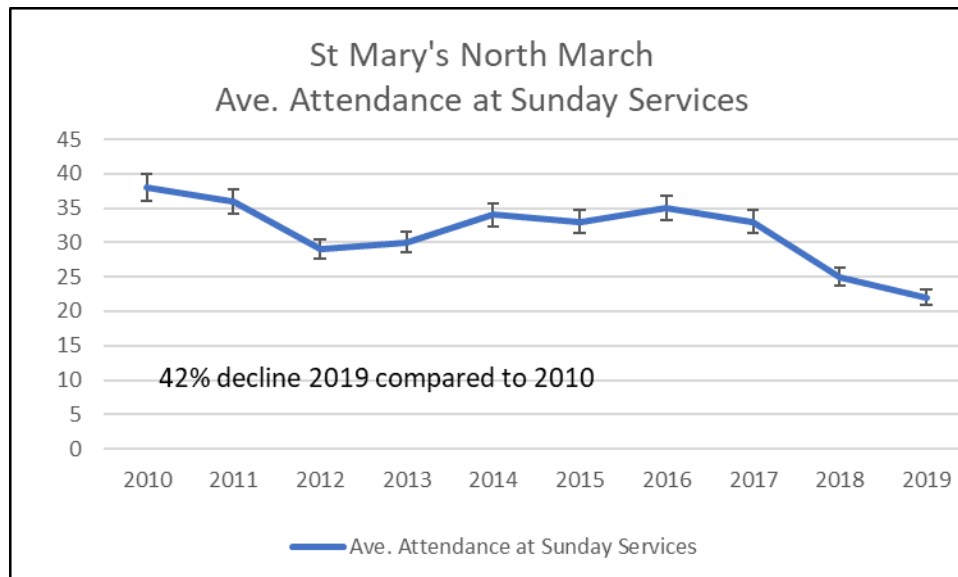
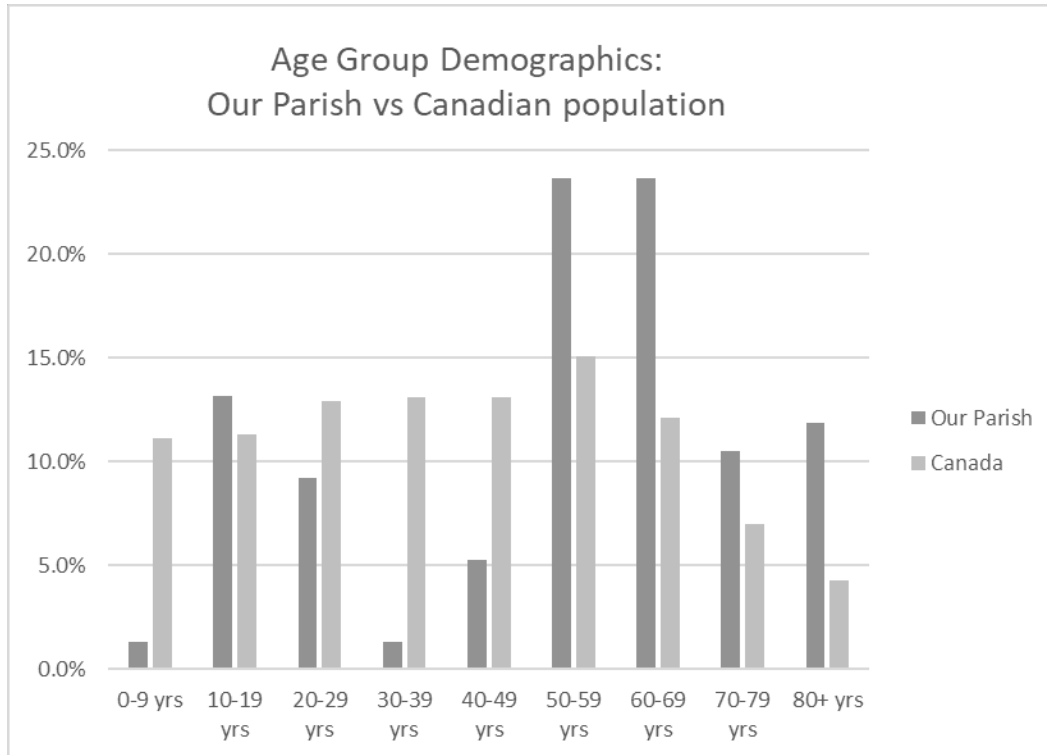
- **Human resources** are always limited given society's 21st century demands. Sundays that used to be sacrosanct for church and family are now fracturing families and society as Sunday is a day of work not a day of rest. Religion has to compete for souls. The pandemic has forced people to decide what their values are as Christians ...will we need to express our beliefs by being part of a Sunday congregation?
- Over the last number of years, the **congregation demographic has aged** naturally with a more advanced age group that typically attends services. These are often the same persons who are responsible for the tasks that a "year in the life of a church" requires.
- Some elderly parishioners have moved to Kanata and the **congregation is not getting younger parishioners.**
- The challenge is to **engage/re-engage all members and to extend our congregation** with new members to build a thriving community in our church. These members would also have the opportunity to take on various roles including maintenance, outreach, and events.
- The pandemic has impacted fundraising, and has **reduced revenues.**
- The **clergy model may not be working well for the three points** of the parish, and this is constrained by financial limitations

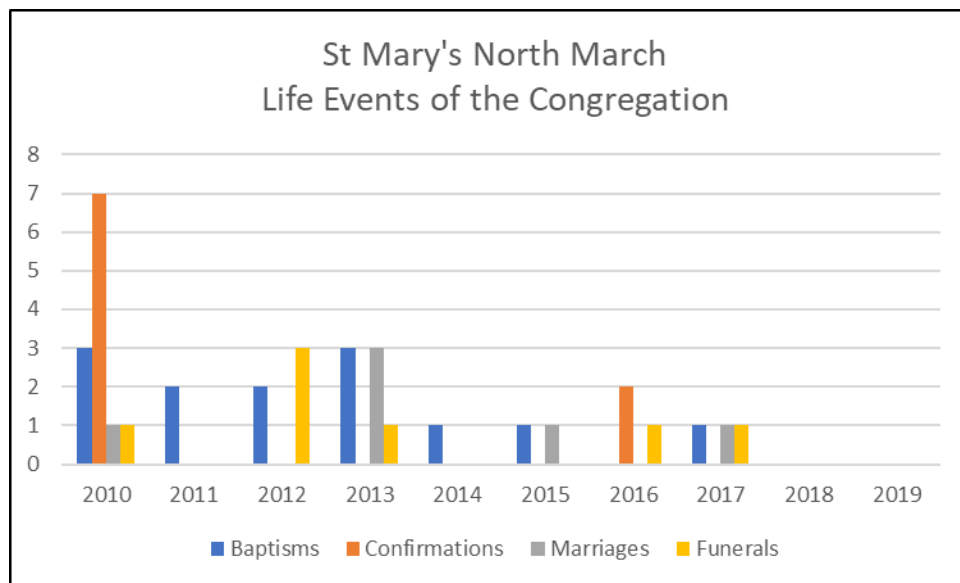
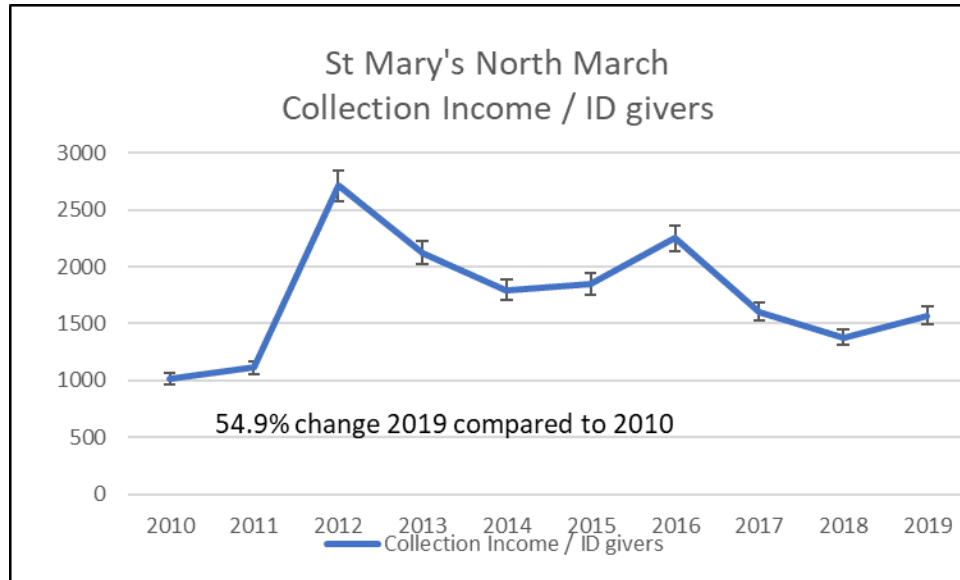
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Given this pandemic year, opportunities have arisen to provide special counselling to cope with mental health/spiritual health issues. This has been done with volunteers trained in those capacities.
- The Kanata and West Carleton communities are growing. This provides an opportunity to welcome new people, to engage younger families, and to get a Sunday school going again. St. Mary's needs to get information to people. The church will have to go forward with new and perhaps very creative ways to deal with a "different" normal.
- Given St Mary's outreach goals, the congregation would love to be able to focus and fund more on outreach in its community and beyond what they already support. There are always needs/opportunities in our community that require the human and financial resources to take on and engage meaningfully in outreach programs.



St. Mary's North March Quantitative Data







St. Mary's North March										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	98	107	35	35	41	48	58	86	76	65
2 Members in full communion	82	105	30	30	35	34	45	70	33	65
3 Identifiable Givers	71	58	34	34	35	40	37	37	37	36
4 Ave. Attendance at Sunday Services	38	36	29	30	34	33	35	33	25	22
5 Baptisms	3	2	2	3	1	1	0	1	0	0
6 Confirmations	7	0	0	0	0	0	2	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	1	0	0	0
8 Marriages	1	0	0	3	0	1	0	1	0	0
9 Funerals	1	0	3	1	0	0	1	1	0	0
10 Church/Sunday Schools	1	1	1	1	0	1	1	1	0	0
11 Teachers	2	2	2	2	2	2	1	2	0	0
12 Pupils	22	16	12	15	8	6	5	8	0	0
13 No. of ACW Members only	0	0	1	1	0	0	0	0	0	0
14 No. of Women's Guild Members	12	12	10	10	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	16	25	0	6	12	0	0	0	10	10
17 No. of Youth Members	8	14	0	6	2	4	3	2	1	1
18 Collection Income	71992	64635	92280	72211	62901	73868	83241	59449	51038	56527
19 Open offerings	2901	1901	1192	1174	1327	2606	1902	1717	1579	1131
20 Donations Church Organizations	9634	9980	0	7414	6730	6411	4874	5595	4979	4910
21 Rentals	7787	7594	8719	10732	11001	12727	15940	3380	18440	4200
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	0
23 Other Income	1815	8170	8068	2360	1758	1565	2479	1743	2	7721
24a Bequests Deposited to CTF	0	0	0	0	180	0	22500	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	57	56	0	268	0	0	0	752	735	853
XX Gift	0	0	3143	5792	880	970	0	0	0	0
27 TOTAL INCOME RECEIVED	94186	92396	113402	99951	84777	98147	130936	88136	76828	75342
28a Flow Through Funds	35661	11603	38734	6005	20416	10505	25984	9656	6384	8242
28b Rent Expenses	221	0	0	2376	2742	2481	3581	4628	6977	0
29 Cost of Priestly Services	25709	27717	29800	29650	26479	31524	31704	30710	35099	50568
30 Costs of Other Staff	13515	12186	13757	12730	12427	11787	11968	12848	11865	0
31 Church Property Expense, incl util	6455	9233	8686	9808	13605	7994	4273	7481	2863	0
32 Rectory Expense, ind util & taxes	2342	2751	2646	2145	1670	2977	1899	1439	3010	0
33 Capital Expenditure	11546	3401	2286	7912	3727	5070	55400	323	5461	5555
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	12076	13070	11775	13537	12285	16985	16025	13222	12235	0
36 Insurance Premium	1052	1088	1103	1108	994	1141	1140	1140	1139	0
37 Additions to Trust Funds	0	0	0	0	0	0	22500	0	907	0
38 Outreach/Special Ex-Par Appeals	35661	14973	1919	6344	3830	8986	1255	9858	6384	8242
39 General Operating Expenses	3339	6053	4169	9787	5459	5583	5081	8308	7024	11182
40 TOTAL EXPENDITURES	111665	90472	76141	93021	80476	92047	151245	85329	85987	75547
41 2013 SURPLUS	0	1924	37261	6930	4301	6100	-20309	2807	0	0
0 2013 (DEFICIT)	-17509	0	0	0	0	0	0	0	-9159	-205
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	0	0	0	0	31850	0	0	0	8303.86	2293
0 Collection Income / ID givers	1013.972	1115.431	2714.118	2123.853	1797.171	1846.7	2249.757	1606.73	1379.27	1570.194



Parish of March

St. Paul's Dunrobin

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Even though St. Paul's is a small congregation, it is a family. The congregation has missed the opportunity to get together during this pandemic. However, members have tried to support each other through phone calls, emails and by participating in the online parish-wide Sunday service.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

The church, though modest in size, includes ecumenical activities along with outreach programs.

- **Sunday Worship Services** - St. Paul's has been sharing a part time priest who, prior to the pandemic, conducted two Eucharistic services a month. A lay reader was providing the congregation with one Morning Prayer service and the incumbent priest conducted one Eucharistic service a month. St. Paul's has also been blessed to have an organist and small choir.
- **Meeting the congregation's financial obligations** to pay its fair share for shared parish services received from the Incumbent, the Office Administrator and the part time priest, as well as to ensure the church is able to remain open. These have been met and allow St. Paul's to provide funds to outreach ministries. Fundraisers are used to support outreach.
- **Managing the St. Paul's cemetery** attached to the church. Cemetery funds are used to manage the upkeep required for this sacred space. This provides a service to St. Paul's Church family and the outside community.

3. In what way does your church/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Paul's serves the wider community through outreach and partnerships. Events include the Church Christmas bazaar, the lasagna dinner, and a Victorian tea, which members of the outside community attend.
- The Women's Institute is currently the only outside community group which uses the Church hall. In past years, hall users included the Scouts, a yoga teacher, and a podiatrist.
- In the cemetery there is a quiet garden and a few benches and a water tap that are used by family members of those they've entrusted to St. Paul's care. As well, in the summer these amenities are used by the cyclists and runners for respite on hot days. There are still plots remaining, and these are available to church members and extended family.
- St. Paul's has partnered with the schools in the area to provide funding for their breakfast programs and supports the local food bank at Christmas in providing hampers and gifts for the families. This past year the congregation donated funds to help three of the businesses in the community who were still trying to recover from the tornado aftermath. St. Paul's also supports the PWRDF.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- St. Paul's challenges are **mostly in the area of human resources**. They are an aging population. Their demographics do show that there are some younger members in the congregation, but they are less likely to attend.
- The **congregation would like to attract more of a younger congregation** to become members of the St. Paul's family and to grow the church.

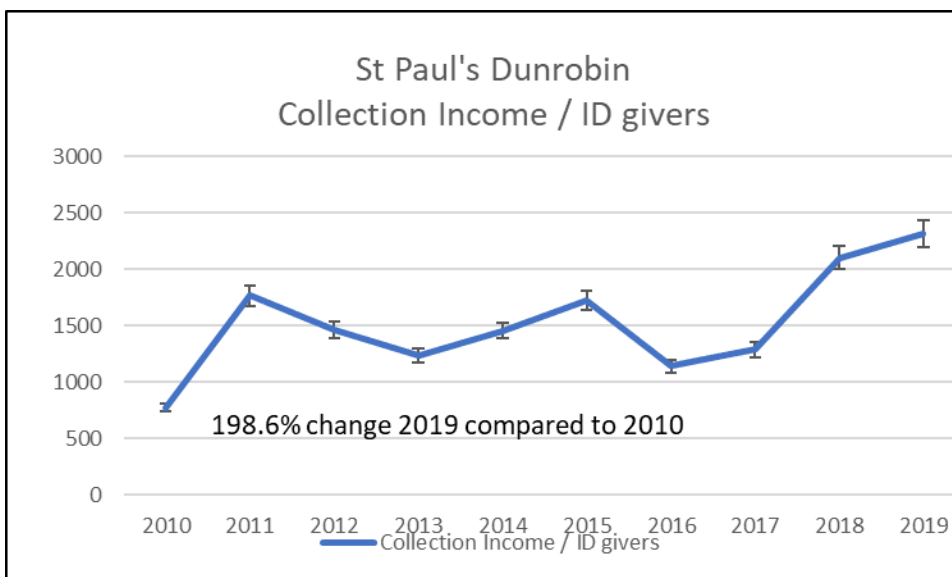
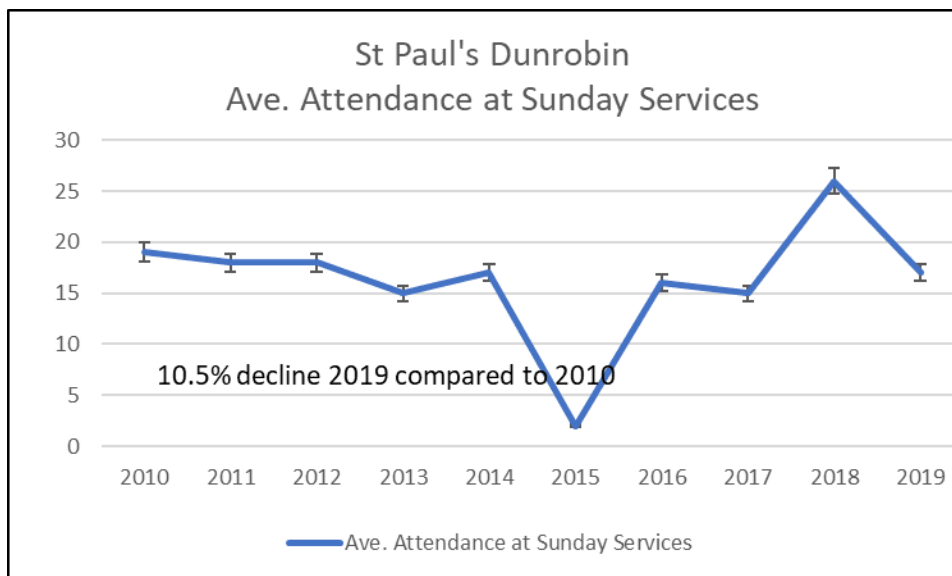


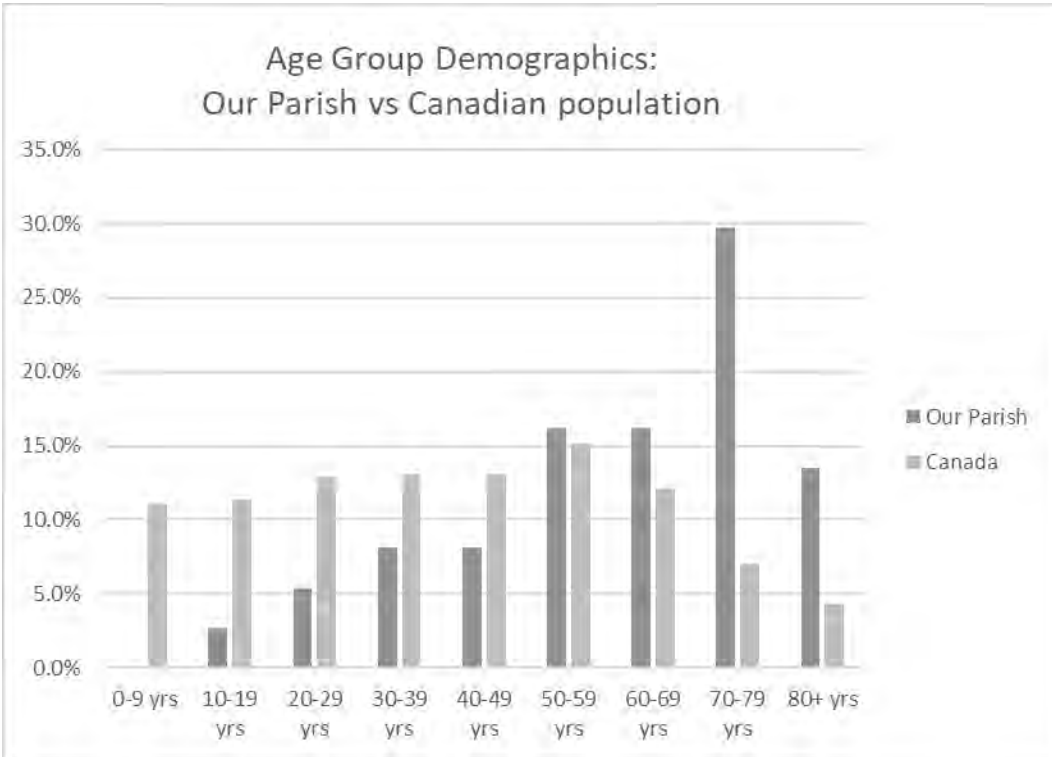
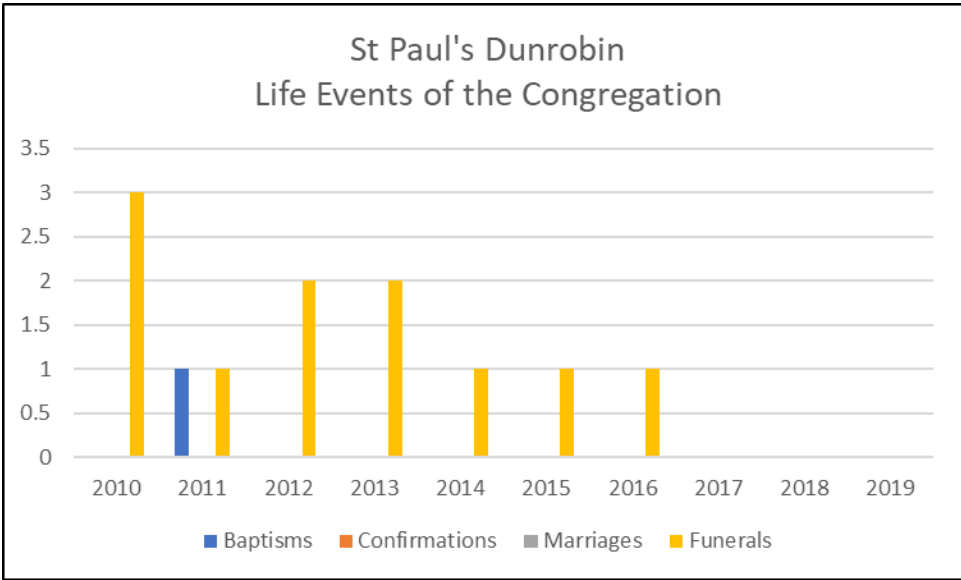
- There has been **frequent turnover of the associate priests** providing services to St. Paul's. This has impeded relationship building, and there has been a **lack of consistency**. There is a financial dimension to this challenge.
- St. Paul's **holds its own in terms of finances**, and the damage done to the church building and hall from the tornado has been repaired, and both buildings are in good shape.

5. Are their ministry opportunities you are aware of and what would you need to engage in them?

St. Paul's would like to expand its membership and attract more young people to the church. In the past St. Paul's was able to do so, however the congregation has not had the numbers to assist in all it wants to do. Like many churches, there is a small core group of devoted members who never say no and as a consequence are burning out.

St. Paul's Dunrobin Quantitative Data







St. Paul's Dunrobin											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1 Members on Parish Rolls	50	53	69	44	53	46	40	45	33	33	
2 Members in full communion	45	43	30	44	22	22	16	22	20	28	
3 Identifiable Givers	50	26	27	27	23	17	25	23	20	18	
4 Ave. Attendance at Sunday Services	19	18	18	15	17	2	16	15	26	17	
5 Baptisms	0	1	0	0	0	0	0	0	0	0	
6 Confirmations	0	0	0	0	0	0	0	0	0	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0	
8 Marriages	0	0	0	0	0	0	0	0	0	0	
9 Funerals	3	1	2	2	1	1	1	0	0	0	
10 Church/Sunday Schools	0	0	0	0	0	0	0	0	0	0	
11 Teachers	0	0	0	0	0	0	0	0	0	0	
12 Pupils	0	0	0	0	0	0	0	0	0	0	
13 No. of ACW Members only	0	0	0	0	0	0	0	3	3	0	
14 No. of Women's Guild Members	0	0	5	0	0	0	0	4	0	0	
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	21	18	14	15	19	19	14	20	10	18	
17 No. of Youth Members	0	0	0	0	0	0	0	0	0	0	
18 Collection Income	38752	45928	39572	33317	33531	29276	28525	29630	42107	41670	
19 Open offerings	881	848	525	457	480	521	317	380	233	775	
20 Donations Church Organizations	6825	6014	3835	3485	2879	3499	3755	4216	3600	5316	
21 Rentals	10914	10356	11119	6755	13106	13278	12999	13089	5656	11973	
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	7358	
23 Other Income	5293	3969	5836	964	663	2436	3042	3500	363	14901	
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0	
24b Received for Construction	0	0	0	0	0	0	0	0	0	0	
25 Bequests retained for use by Parish	56000	0	0	0	0	0	0	0	0	0	
26 Endowments, Trust Funds, Invest Inc	1531	1436	16	2274	1145	1259	712	585	2709	1302	
XX Gift	0	0	2830	2360	750	780	700	2175	0	0	
27 TOTAL INCOME RECEIVED	120196	68551	63843	49612	52554	51049	50050	53575	54668	83235	
28a Flow Through Funds	8681	7589	4091	6103	2918	3652	3742	5675	13317	21655	
28b Rent Expenses	1000	200	1000	100	0	0	0	1201	0	3048	
29 Cost of Priestly Services	17529	18898	20318	34005	18054	21494	21617	20938	23870	22063	
30 Costs of Other Staff	3048	3161	3625	5260	4928	4423	9612	10238	6576	11635	
31 Church Property Expense, incl util	7174	6424	5946	6938	7205	6322	630	164	193	156	
32 Rectory Expense, incl util & taxes	1597	1876	1804	0	1138	2030	1295	1201	2941	0	
33 Capital Expenditure	13528	56623	8174	-200	0	375	0	0	0	13717	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0	
35 Assessment/Apportionment	8234	8912	8028	0	8376	11581	10926	9015	8342	8447	
36 Insurance Premium	717	742	752	0	678	778	777	777	777	740	
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	619	0	
38 Outreach/Special Ex-Par Appeals	1066	6375	1806	5869	2200	2699	2325	5042	2655	21093	
39 General Operating Expenses	11920	13772	7887	165	8345	7221	7435	5166	7427	7896	
40 TOTAL EXPENDITURES	64813	116783	58340	52037	50924	56923	54677	52541	53400	85747	
41 2013 SURPLUS	55383	0	5503	0	1630	0	0	1034	1268	0	
0 2013 (DEFICIT)	0	-48232	0	-2425	0	-5874	-4627	0	0	-2452	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0	
43 Special Funds	56000	0	0	0	0	0	0	0	0	3062	
0 Collection Income / ID givers	775.04	1766.462	1465.63	1233.963	1457.87	1722.118	1141	1288.261	2105.35	2315	



Mattawa

St. Alban the Martyr Mattawa, St. Margaret's Rutherglen

St. Alban the Martyr Mattawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Alban's, Mattawa is a small but dedicated congregation determined to serve its community. St. Alban the Martyr, Mattawa is one of the most north-westerly parishes in the Ottawa Diocese. They like to call themselves "The Beacon of Highway 17" because they are located in the centre of town, at the roundabout, where Main Street meets Highway 17. St. Alban's is a landmark that has stood here for 140 years. The congregation is blessed to have Rev. Karen Galt lead them. Even though she is retired she puts in a considerable amount of time and effort to help the parish. She ministers to St. Alban's with, on average, two services a month with The Holy Eucharist. Volunteers fill in other Sundays with the service of Morning Prayer. She is devoted to performing others services that may arise such as baptisms, funerals, weddings. St. Alban's also has a core group of volunteers that maintain the church building and property and plan, coordinate, and serve with Rev. Galt. Being in such a unique location has created this feeling of self-sufficiency and perseverance in this parish.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

St. Alban's ministry priority is **to serve our community**. The town of Mattawa itself has a population of approximately 2,200. The townships around the town of Mattawa include: Papineau-Cameron Township, Calvin Township, and Mattawan Township. They have a combined population of approximately 1,800. That is a fairly large population base to serve. St. Alban's priority to **keep the church building open and welcome all** has guided its decision to make use of its great location and resources such as the church hall and kitchen.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

St. Alban's tries to be engaged with the local community as much as possible. In the past the congregation has **hosted fundraisers** for the Mattawa and Area Food and Clothing Bank and Mattawa Women's Resource Centre. It has worked with the Royal Canadian Legion in Mattawa during Remembrance Day ceremonies. It has worked with the local Fire Department with the annual Mattawa Christmas Parade of Lights. The **congregation co-hosted many interfaith events** with St. Andrew's in the Pines United Church, St. Anne's Roman Catholic Church, Mattawa Christian Life Pentecostal Church, and Eau Claire Missionary Church. We have been very fortunate to have a good working relationship with all of our neighbouring churches. Some of these events include: Seder Suppers, Lessons and Carols Christmas services, Shrove Tuesday Pancake Suppers, Procession of the Palms through Mattawa with a donkey, and Remembrance Day Parades. St. Alban's **lets the wider community use our church hall and kitchen**. It has let **other churches host funerals and funeral luncheons in the sanctuary and hall**. Local **choirs and musical groups use the sanctuary and hall** to practice. The congregation has **just begun a partnership with the Mattawa Christian Life Pentecostal Church** to organize and lead an Alpha Course in our building.



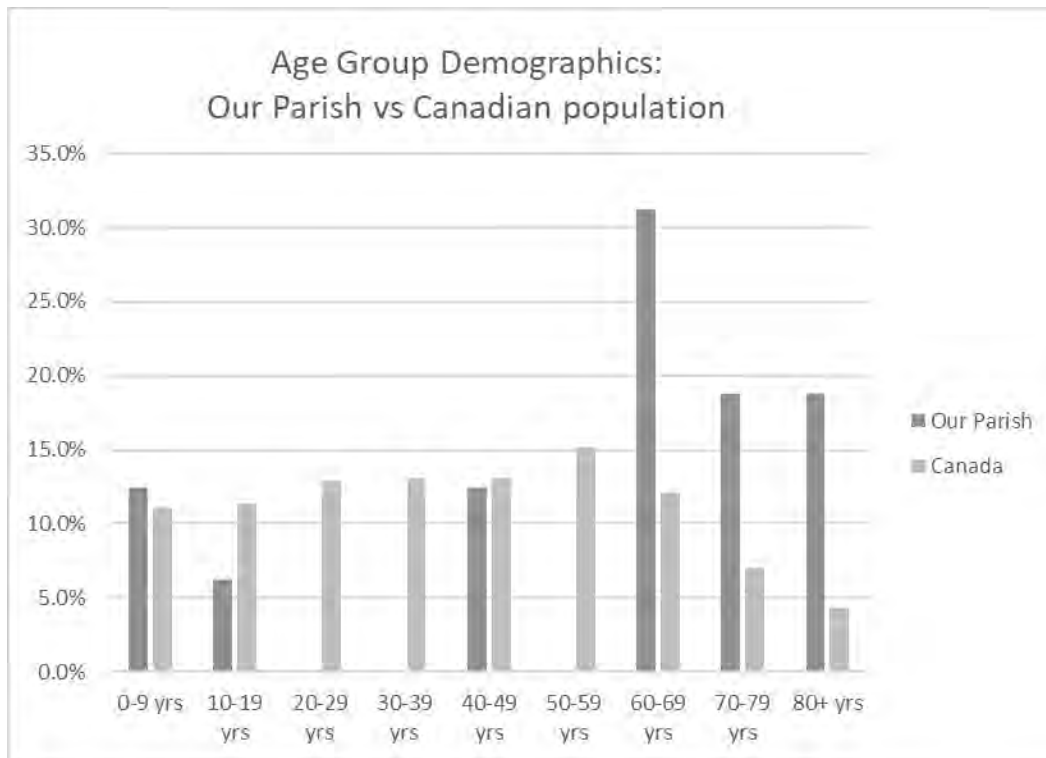
4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

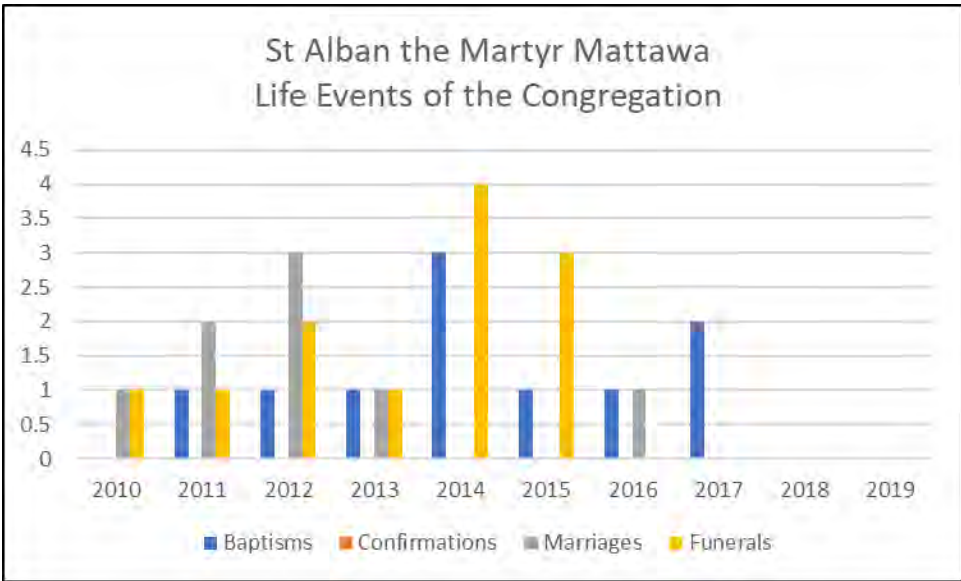
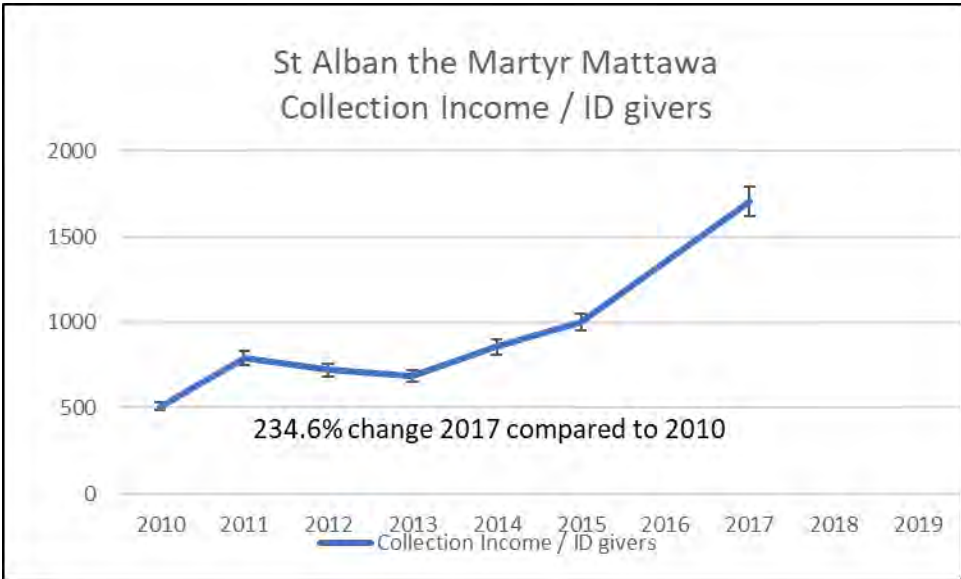
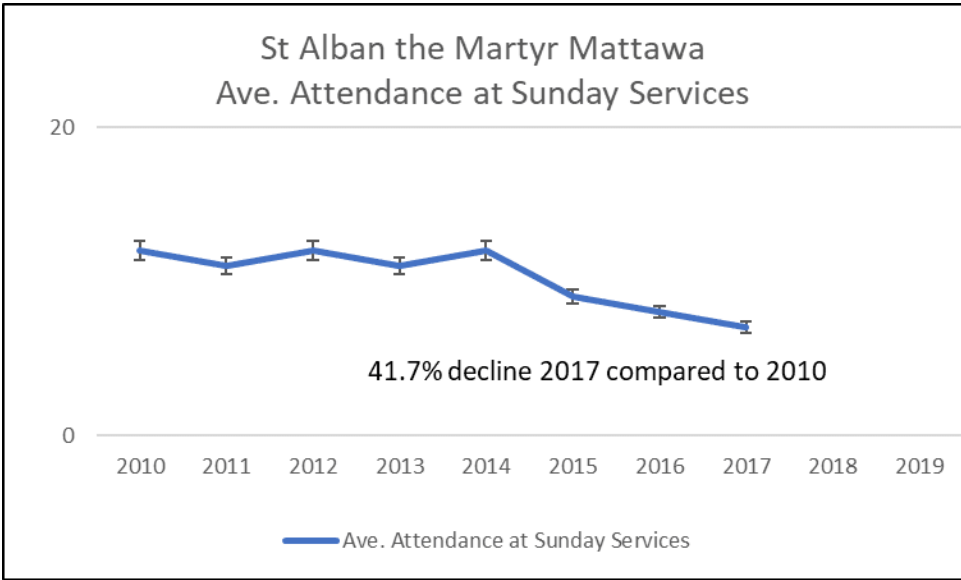
St. Alban’s has been fortunate in many ways. The congregation has had generous donors even during the pandemic when it was closed. It is not a rich parish but is able to still pay the bills. The congregation has had volunteers help with the upkeep and maintenance of the building structure such as yard work, mowing the lawn, painting, cleaning. The **biggest challenge we face is in the human resources** department. We have a core group of approximately 5 volunteers that do all this work and a minister who is retired. It is difficult too because all the volunteers have full-time jobs outside of St. Alban’s. The volunteers are spread very thin.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

The congregation believes that there are ministry opportunities at St. Alban’s. In the past 5 years there have been several baptisms of babies in the church. When there is a baptism of a precious little one, a large crowd comes to attend and celebrate this event but then the family does not come back. St. Alban’s believes that youth education, Sunday school, and Messy Church programs would help to encourage these families to attend church regularly and retain these families. In order for these programs to be successful St. Alban’s **would need a person dedicated to planning and implementing** them on a regular basis and **the congregation would need to have worship services more regularly** so that families could plan for them and work them into their family routine.

St. Alban the Martyr Mattawa Quantitative Data







St. Alban's Mattawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	25	18	20	19	16	14	10	10		
2 Members in full communion	15	15	15	13	11	10	8	7		
3 Identifiable Givers	18	12	15	15	14	10		3		
4 Ave. Attendance at Sunday Services	12	11	12	11	12	9	8	7		
5 Baptisms	0	1	1	1	3	1	1	2		
6 Confirmations	0	0	0	0	0	0	0	0		
7 Rec'd from other communions	0	0	0	0	0	0		0		
8 Marriages	1	2	3	1	0	0	1	0		
9 Funerals	1	1	2	1	4	3	0	0		
10 Church/Sunday Schools	0	0	0	0	0	0	0	0		
11 Teachers	0	0	0	0	0	0	0	0		
12 Pupils	0	0	0	0	0	0	2	3		
13 No. of ACW Members only	5	6	7	6	5	5	4	0		
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0		
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0		
16 No. of Other Members	0	0	0	0	0	0	0	0		
17 No. of Youth Members	0	0	0	0	0	0	0	0		
18 Collection Income	9172	9511	10821	10344	11994	10005	8519.1	5114.25		
19 Open offerings	864	1185	357	562	493	315				
20 Donations Church Organizations	0	3857	2435	3170	3915	5590				
21 Rentals	0	0	0	0	0	0				
22 Capital Withdrawals from CTF	0	0	0	0	0	0				
23 Other Income	4256	0	0	0	0	0	1964.88	1669.32		
24a Bequests Deposited to CTF	0	0	0	0	0	0				
24b Received for Construction	0	0	0	0	0	0				
25 Bequests retained for use by Parish	0	0	0	0	0	0				
26 Endowments, Trust Funds, Invest Inc	0	0	0	2805	975	972				
XX Gift	0	0	0	3346	1952	6573	1312.28			
27 TOTAL INCOME RECEIVED	14292	14553	13613	20227	19329	23455	11796.26	21773.57		
28a Flow Through Funds	0	0	0	0	1765	965				
28b Rent Expenses	0	0	0	0	0	0				
29 Cost of Priestly Services	3720	0	0	0	0	0				
30 Costs of Other Staff	0	4425	4581	4605	4610	4454				
31 Church Property Expense, incl util	3969	4221	3928	4937	5776	5667	291.14	2520.29		
32 Rectory Expense, ind util & taxes	0	0	0	0	0	0				
33 Capital Expenditure	0	0	0	0	0	0				
34 Loan/Debt Repmt (Princ. & Int.)	0	3056	0	0	0	0				
35 Assessment/Apportionment	3406	0	3803	3722	3054	3095				
36 Insurance Premium	600	0	0	0	0	0				
37 Additions to Trust Funds	0	1300	0	2340	0	0				
38 Outreach/Special Ex-Par Appeals	530	100	350	300	1104	410				
39 General Operating Expenses	1677	1490	1062	849	1669	2179	11117.22	18409.8		
40 TOTAL EXPENDITURES	13902	14592	13724	16753	16213	15805	11408.36	20930.09		
41 2013 SURPLUS	390	0	0	3474	3116	7650	387.9	843.48		
0 2013 (DEFICIT)	0	-39	-111	0	0					
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	8522.03	8457.49	16201.75	16350	9803				
0 Collection Income / ID givers	5095556	7925833	721.4	689.6	856.7143	1000.5		1704.75		



Mattawa

St. Margaret's Rutherglen

1. What is the single most important thing you would like our diocese to know about your congregation?

St. Margaret's Rutherglen is one of two points in the Parish of Mattawa. St. Margaret's has a cemetery attached, Rutherglen is a hamlet surrounded by farmland and Lake Talon on Highway 17 half way between Mattawa and North Bay which is in the diocese of Algoma. The Parish of Mattawa has two retired clergy, Rev. David Shields and Rev. Karen Galt, and has been able to survive and continue because the clergy have other incomes and do not require a stipend from the small congregations. This enables the parish to meet PFS, and not be driven by the need to pay clergy.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- St. Margaret's priority is to **continue worship services approximately monthly**. The congregation is supportive of this model and wants to continue worshipping together.
- The congregation wants to **re-start mid-week bible study** (which was put on pause during the pandemic) because a formation opportunity is needed.

3. In what way does your parish serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Margaret's **supports social services** which are located in the neighbouring village of Bonfield and serve the surrounding farm country. St. Margaret's **contributes to the food bank and provides Christmas gifts** to those in need through local partners such as other churches, the Red Cross and the Salvation Army. The priest in charge, Rev. David Shields, is a member of the local committee which approves financial assistance.
- St. Margaret's makes **donations** to a variety of charities.
- St. Margaret's **provides weddings and funerals** for the wider community, and **pastoral support as requested** by individuals, nursing homes and hospitals.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

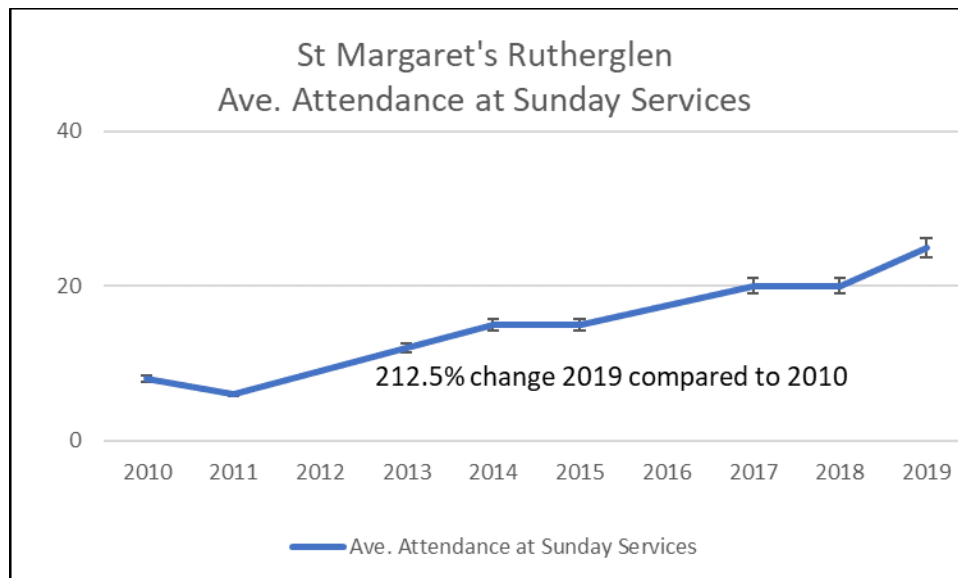
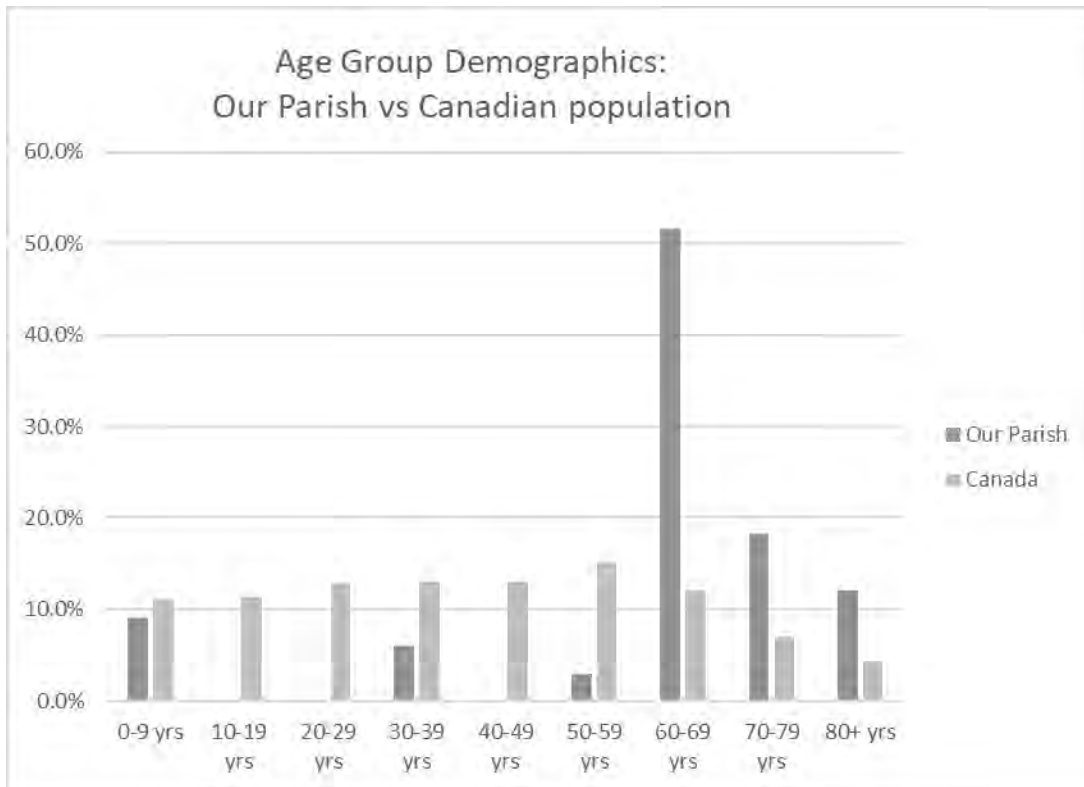
- The challenges are not major, there is no burden for salaries, buildings are in good shape, and the heating system is efficient and therefore not expensive. There are good wardens, good people in various roles. **Finances are not a problem**, we've been able to do what we want to do and maintain the cemetery
- St. Margaret's has some concern around **aging volunteers**, but so far has been able to cover everything that needs to be done.
- One challenge that limits the growth of the congregation is that this is a **mostly francophone area, and so it is hard to get people in an English-language church**.
- Rev. David Shields is retired and stepping back in his involvement. But the congregation is resilient, and lay leadership is expected to step forward. Both congregations (St. Margaret's and St. Alban's in Mattawa) would love to see new priests (but the financial model is non-stipendiary).
- From the perspective of the clergy (David), and for clergy well-being, Mattawa and Rutherglen should be in the Diocese of Algoma, since everything is centred in North Bay, and this is where clergy colleagues and support are to be found. This is a matter of geography (Rutherglen is 20 minutes from North Bay and an 85 minute drive from Deep River). But this is not a concern for parishioners.

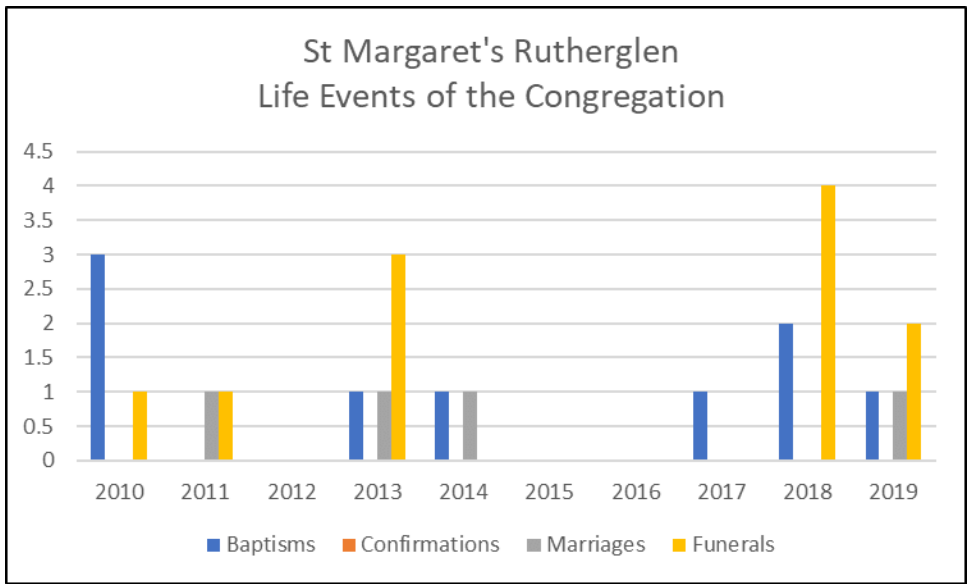
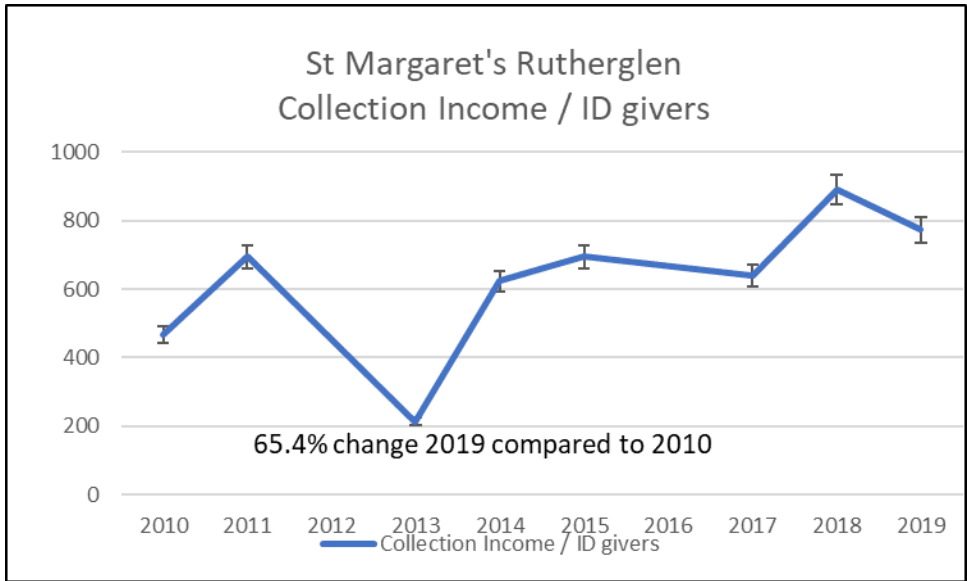


5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- There are many **tourists who come to this lake and cottage area in the summertime**. There is an opportunity to engage with them. There are also new people coming to the area as a result of the pandemic. To engage these people, the congregation would need to do some invitations and perhaps provide a **worship opportunity on the water**.
- There are **well-qualified people in the area**, many retired, some of whom could take on leadership roles in the congregation if they were provided with training.

St. Margaret's Rutherglen Quantitative Data







St. Margaret's Rutherglen										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	30	12		31	51	33		40	35	35
2 Members in full communion	10	6		30	33	32		35	32	33
3 Identifiable Givers	18	6		15	21	17		20	18	19
4 Ave. Attendance at Sunday Services	8	6		12	15	15		20	20	25
5 Baptisms	3	0		1	1	0		1	2	1
6 Confirmations	0	0		0	0	0		0	0	0
7 Rec'd from other communions	0	0		0	0	0		0	0	0
8 Marriages	0	1		1	1	0		0	0	1
9 Funerals	1	1		3	0	0		0	4	2
10 Church/Sunday Schools	0	0		0	0	0		0	0	0
11 Teachers	0	0		0	0	0		0	0	0
12 Pupils	0	0		0	0	0		0	0	0
13 No. of ACW Members only	5	3		0	4	5		8	6	12
14 No. of Women's Guild Members	0	0		0	0	0		0	0	0
15 No. of Men's BAC Members	0	0		0	0	0		0	0	0
16 No. of Other Members	0	0		0	6	13		0	4	4
17 No. of Youth Members	0	0		0	0	0		0	0	0
18 Collection Income	8412	4166		3200	13082	11807		12813	16035	14685
19 Open offerings	180	64		750	1182	5354.65		3343	3717.82	1779.25
20 Donations Church Organizations	0	0		0	0			110	500	613.5
21 Rentals	285	637		225	350	175			1186.24	200
22 Capital Withdrawals from CTF	0	0		0	0				0	
23 Other Income	867	1240		0	0				259.3	
24a Bequests Deposited to CTF	0	0		0	0	25000			0	
24b Received for Construction	0	0		0	0				0	
25 Bequests retained for use by Parish	0	0		0	27889				0	
26 Endowments, Trust Funds, Invest Inc	0	0		0	0				0	
XX Gift	0	0		0	0				0	
27 TOTAL INCOME RECEIVED	9744	6107		4175	42503	42336.65		16266	21698.36	17277.75
28a Flow Through Funds	0	0		315	0			6100	0	
28b Rent Expenses	0	0		0	0					
29 Cost of Priestly Services	2520	0		0	0				0	
30 Costs of Other Staff	820	2304		0	0	1535		1500	0	
31 Church Property Expense, incl util	3004	5665		950	0	2810.42		4169	1433.19	1199.17
32 Rectory Expense, incl util & taxes	0	0		0	0				0	
33 Capital Expenditure	0	0		1285	8734.3	12102.92			0	
34 Loan/Debt Repmt (Princ. & Int.)	0	0		0	0				0	
35 Assessment/Apportionment	3406	1795		315	730	4914.59			15628.71	5426
36 Insurance Premium	600	0		0	0				0	
37 Additions to Trust Funds	0	0		0	0				0	
38 Outreach/Special Ex-Par Appeals	0	0		0	0			6100	0	
39 General Operating Expenses	804	429		8500	9840.58	8025		2355	7284.11	14481.35
40 TOTAL EXPENDITURES	11154	10193		11050	19304.88	29387.93		14124	24346.01	21106.52
41 2013 SURPLUS	0	0		0	23198.12	12948.72		2142		
0 2013 (DEFICIT)	-1410	-4086		-6875	0				-2647.65	-3828.77
42 Debts Owing by Congregation at Y/E	0	0		0	0					
43 Special Funds	0	0		0	0					
0 Collection Income / ID givers	467.3333	694.3333		213.3333	622.9524	694.5294		640.65	890.8333	772.8947



Area Parish of Mississippi Lake

Christ Church Ashton, St. James Carleton Place, St. James Franktown, St. John's Innisville

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Churches of various size, yet all are faithful. Support each other while preserving congregational identity. All partners are essential in contributing/supporting growth in the area. Synergy from group that individually would not make an impact. Great deal of cooperation has been amplified through creation of the area parish. There was fear/hesitation in creating an area parish, but it has all been effective through maintaining individual identities. Is there a way ML can reach/assist common needs? Ashton has been struggling in joining due to timing, as they joined just before the arrival of COVID.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Worship has carried the parish through pandemic and times of change. Preserving worship takes a large pile of time/resources without being a burden to all parts of the church community.
- Collaborate with using resources to reach beyond individual congregation? communities (retreat days, more opportunities for all congregations as part of area church, fundraising and sharing people and locations)
- Social part of ministry and wider community, just as important as worship itself
- Fundraising dinners have annual attendees that don't enhance worship/don't participate on Sundays, etc. (disconnect in Ashton from community, outreach is great but there is a disconnect from what takes place and the life of the church itself; no bums in seats)

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Really well and getting better at doing outreach locally within each congregation.
- Opportunity to consider the entire area (Mississippi Lake boundaries) all development in the area is huge. What if real effort was made area wide, perhaps with ecumenical partners? Haven't tackled yet, but ideas are percolating to reach all points in between

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- Space to go and/or develop: Buildings (Ashton), Land (Carlton Place). Find creative ways to get rid of or use. Use it or lose it. Use land for a new church, and building in CP to become a centre for performing arts?
- Staffing challenges now met thanks to area parish. Adequate for now, looking perhaps for further staff to allow a push further into the community. A challenge to make it work, but it's currently working.
- Demographic challenges are shared across parish

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Continue to build on what we have. We have a solid base.
- Opportunities for whole parish to participate in; give birth to something as whole parish



Area Parish of Mississippi Lake

Christ Church Ashton

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are an aging congregation with a lack of children programs, limited resources, and an uncertain future. There is a large concern about how to continue, as the majority of the congregation is 70+ years of age. Although Christ Church Ashton is facing the challenges of being an aging congregation, there is hope for the future because of new opportunities for ministry and because of the congregation's caring and nurturing nature.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Worship, pastoral care, supporting local charities, Vacation Bible School, hospitality, outreach

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Local food bank, nearly new clothing shop (donates clothing at shelters, household items to mentally distressed, etc.)

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

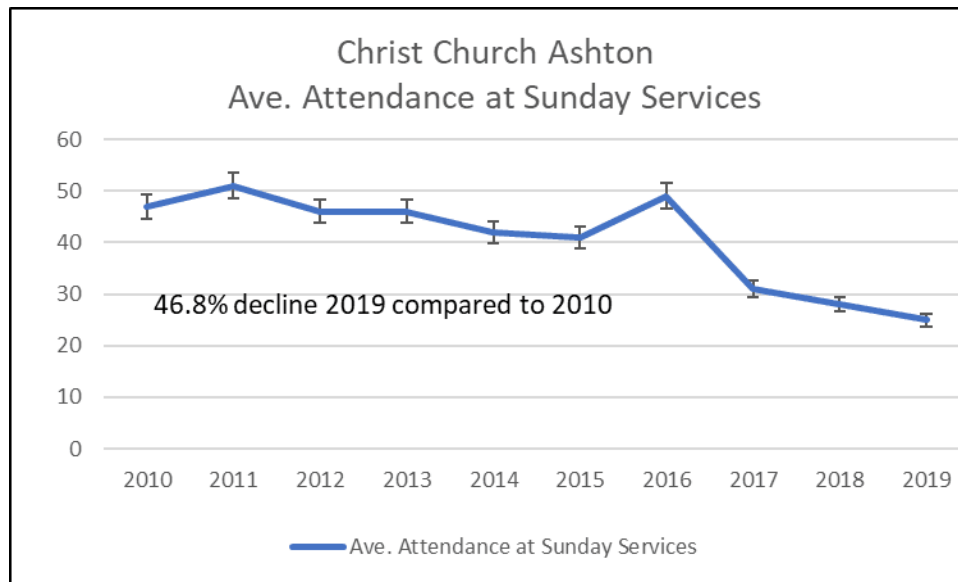
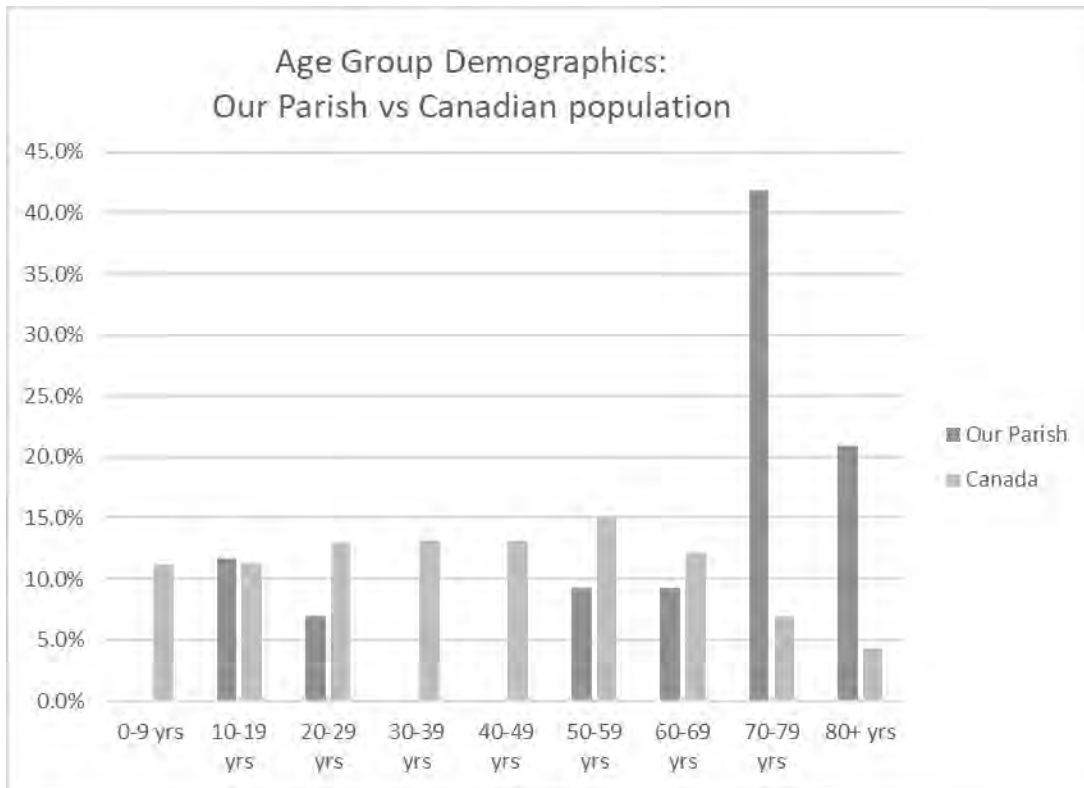
- 4 Buildings, possibly 5. One is falling down, one needs repair[BK1] [MM2] [MM3]
- St. Stephen's in Munster is leased to City of Ottawa for 1\$, ownership is otherwise in question
- "New" church is 100 year old
- "Old" church is over 150 (heritage building on wood foundation)
- Rectory is now a shop that is not paying its way in terms of revenue
- Who is responsible (parish or diocese), maintenance being handled by parish, cost rises every year
- Congregation is aging
- Limited ability to faith formation in youth
- Unable to engage community on personal level

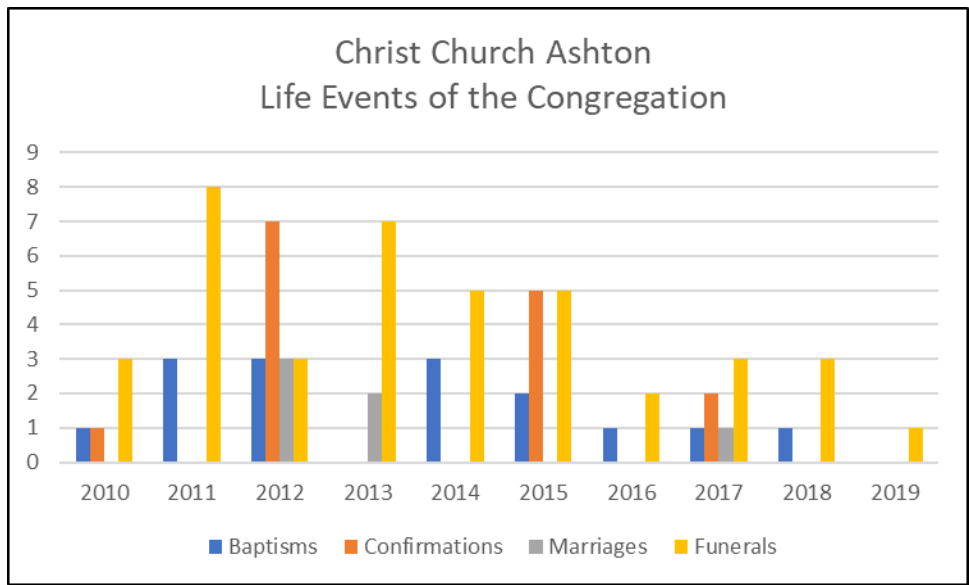
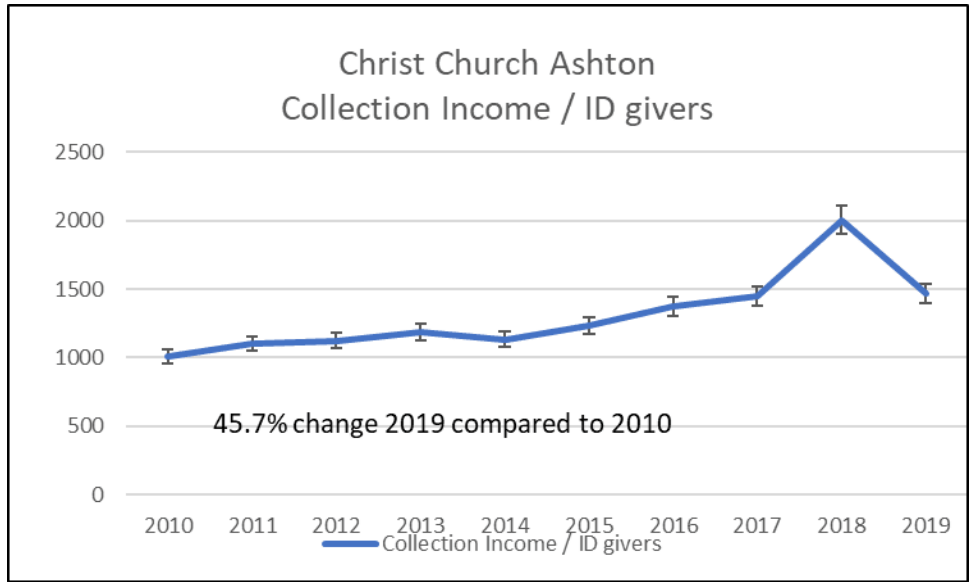
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- New developments, reviving faith formation for children (VBS)
- Discern needs, engaging in meaningful dialogue that matters to the local community (60 kids at local baseball diamond beside church, how can we support them)
- Need leadership in how to develop community engagement



Christ Church Ashton Quantitative Data







Christ Church Ashton	Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Members on Parish Rolls		203	199	180	217	199	190	158	139	140	124
Members in full communion		161	155	145	185	178	90	69	60	62	60
Identifiable Givers		69	72	69	64	67	59	56	53	42	54
Ave. Attendance at Sunday Services		47	51	46	46	42	41	49	31	28	25
Baptisms		1	3	3	0	3	2	1	1	1	0
Confirmations		1	0	7	0	0	5		2		0
Rec'd from other communions		0	0	0	0	0	0				0
Marriages		0	0	3	2	0	0		1		0
Funerals		3	8	3	7	5	5	2	3	3	1
Church/Sunday Schools		1	1	1	1	1	1	1	0	0	0
Teachers		3	3	3	3	2	1	2	0	0	0
Pupils		15	17	12	14	8	10	5	0		0
No. of ACW Members only		14	14	12	12	10	8		9	6	6
No. of Women's Guild Members		15	13	14	18	18	1				0
No. of Men's BAC Members		14	14	15	15	16	0				0
No. of Other Members		29	29	16	47	45	42		24	15	16
No. of Youth Members		5	5	5	5	3	4		3	1	0
Collection Income		69473	79338	77626	75963	75831	72750	76817	76664	84242	79236
Open offerings		1162	3216	2003	2555	2825	3120	3379	1955	1299	1221
Donations Church Organizations		25579	28966	26110	24383	23880	21263	21394	14282	12386	10890
Rentals		0	0	0	0	0					
Capital Withdrawals from CTF		0	17000	0	0	0			11252		15000
Other Income		5089	5000	388	7944.22	275	315	13943	6399	5212	2322.61
Bequests Deposited to CTF		5675	6600	0	0	0			222		
Received for Construction		0	0	0	0	0					
Bequests retained for use by Parish		0	2583	0	0	0					
Endowments, Trust Funds, Invest Inc		0	10753	7464	8635	8561	8714	9522	9239	9271	9436
Gift		0	0	0	5190	2670		2535	2410	280	
TOTAL INCOME RECEIVED		106978	153456	113591	124730.2	114042	106162	127590	122463	112680	118105.6
Flow Through Funds		3457	7417	3230	12186.87	4364	6717	8788	53457	54703	8983
Rent Expenses		110435	0	0	0	0					
Cost of Priestly Services		68112	73939	72570	72192	71699	55179	45133	58014	45210	43880
Costs of Other Staff		2600	0	0	0	0		2065		459	785
Church Property Expense, incl util		10039	949	1921	1946	1225	1336	765	7021	14182	3085
Rectory Expense, incl util & taxes		8926	9459	10023	9525	10418	6925	12390	6574	7388	3367
Capital Expenditure		0	24818	5424	0	9801		3456	16972		15142
Loan/Debt Repmt (Princ. & Int.)		0	0	0	0	0					
Assesment/Apportionment		5590	6582	6756	8530	9605	11390	9759	10336	13484	11761
Insurance Premium		2125	2125	2136	2136	2179	2212	2212	2134	2132	2128
Additions to Trust Funds		0	6600	0	0	0			222		
Outreach/Special Ex-Par Appeals		3457	8818	4701	14252	6399		3868	3503	5577	8983
General Operating Expenses		772	21482	25237	20905	25165	25547	32567	22602	26056	23873
TOTAL EXPENDITURES		101621	154772	128768	129487	136491	102589	112215	127378	114488	113004
2013 SURPLUS		5357	0	0	0	0	3573	15375			5101.61
2013 (DEFICIT)		0	-1316	-15177	-4756.78	-22449			-4915	-1798	
Debts Owing by Congregation at Y/E		0	0	0	0	0					
Special Funds		0	0	0	37079	0		13709	17269	18275	
Collection Income / ID givers		100685	1101917	1125014	1186922	1131806	1233051	1371732	1446491	2005762	1467333



Area Parish of Mississippi Lake

St. James Carleton Place

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are hospitable, caring, fully engaged in, and an extension of, the community. We are strong with regards to worship. We are inclusive. We do outreach. We are friendly. We are the “Church that cares”. Deep rooted as a busy church, it’s part of what we are/what we do.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Ministry: community building work, affordable housing
- Financial sustainability
- Managing properties as an emerging priority (127 acres just north of town line, where cemetery is. Is beautiful forest and scrubland. 60-80 acres in Mississippi Mills. How do we best use this asset of land?)
- Community programming out of hall (hosts blood donor clinics, elections polls, once a week free breakfast, theatre practice, etc.)

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Local food bank: donating food grown in garden
- Space for blood donor clinics, community dinners, delivers groceries, member of historical society, donate to library, community breakfast, a lot of community engagement
- Forming an inter-church housing coalition
- Relationships have been built past pews in seats and continues beyond Sunday attendance

4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

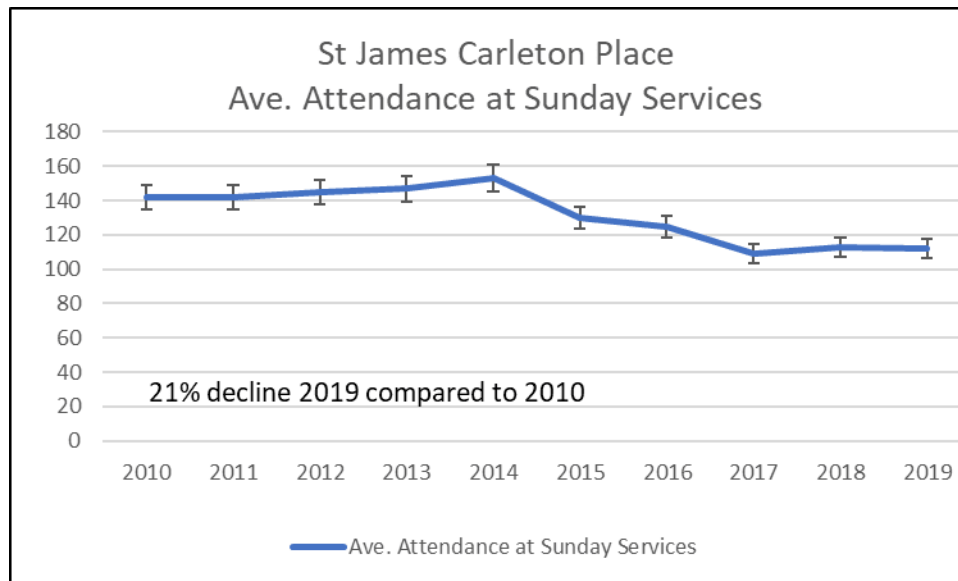
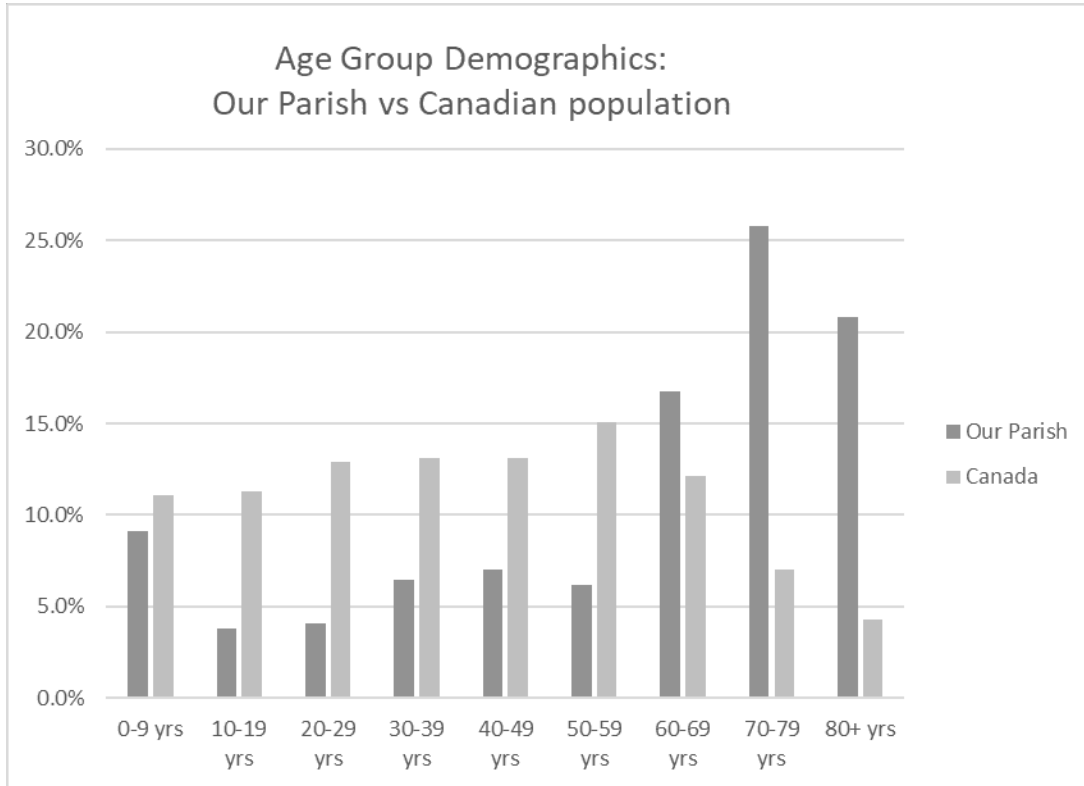
- Paying off mortgage with declining resource base (less people, etc.)
- What are the best ways to use church properties? We have large potential with difficult reality, but not winning lottery ticket
- Engaging with children and youth (provide space for them); lots in area, not in church (note parents aren't here either)
- No succession plans in place. In 5-10 years numbers are scary.

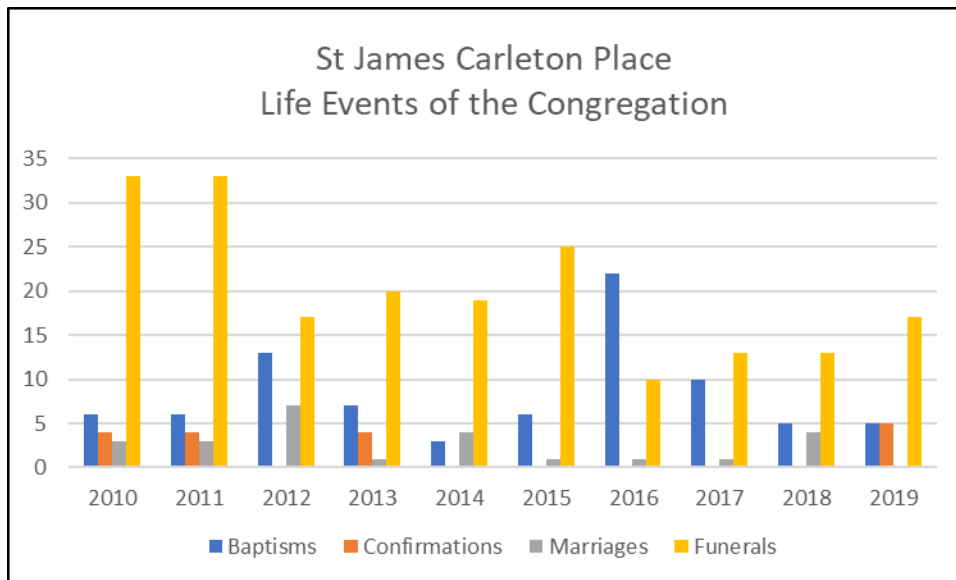
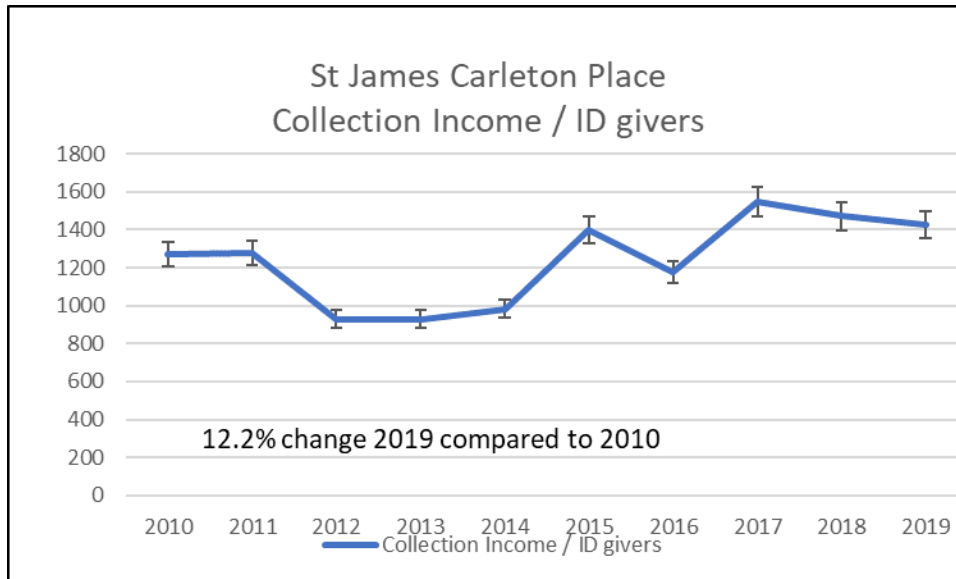
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Use church for a centre of performing arts?
- Evangelical mission to community
- Fresh expression: in house jam sessions, refresh music, also preserve music (conflict of ideas), would need help facilitating and exploring what those ideas are
- Organ playing competition (see CBC documentary)
- No need to stop anything here, Ministry opportunity in CP is set to double in size by 2030
- What does diocese of Ottawa do to reach into community as its growing
- As a parish, close 1 church every Sunday and have that parish come to CP to enjoy music they can’t afford/enjoy every Sunday
- Evensong service in CP with organ music open to all parishes



St. James Carleton Place Quantitative Data







St. James Carleton Place		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
	Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	630	630	458	489	502	388	283	286	288	292
2	Members in full communion	480	480	458	489	502	208	220	223	226	209
3	Identifiable Givers	193	193	230	251	260	220	208	177	180	177
4	Ave. Attendance at Sunday Services	142	142	145	147	153	130	125	109	113	112
5	Baptisms	6	6	13	7	3	6	22	10	5	5
6	Confirmations	4	4	0	4	0		0	0	0	5
7	Rec'd from other communions	4	4	0	7	0		0	0	0	2
8	Marriages	3	3	7	1	4	1	1	1	4	0
9	Funerals	33	33	17	20	19	25	10	13	13	17
10	Church/Sunday Schools	1	1	1	1	1	1	1	1	1	0
11	Teachers	5	5	4	6	0	1	2	6	5	0
12	Pupils	24	24	25	33	33	24	18	9	8	0
13	No. of ACW Members only	0	0	0	0	0		0	0	0	0
14	No. of Women's Guild Members	28	28	50	66	66	41	40	50	21	21
15	No. of Men's BAC Members	20	20	25	25	25	18	14	10	0	0
16	No. of Other Members	100	100	100	100	105	100	100	95	95	92
17	No. of Youth Members	20	20	9	9	12	18	15		4	5
18	Collection Income	245360	247080	213935	233090	255622	307407	244788	273872	264737	252465
19	Open offerings	7860	12075	9242	8735	8340	6940	12268	50567	4257	7488
20	Donations Church Organizations	19153	9378	11000	11000	15000	17500	15000	32352	13363	19301
21	Rentals	4249	4112	5155	5358	6742	8282	8328	9282	8454	11830
22	Capital Withdrawals from CTF	0	0	0	0	0					23476
23	Other Income	0	0	3487	325	4521	11262	13219	215857	79360	30359
24a	Bequests Deposited to CTF	0	0	0	0	0				61363	25000
24b	Received for Construction	0	0	2000	1422153	6768					
25	Bequests retained for use by Parish	0	0	0	0	0				19000	8000
26	Endowments, Trust Funds, Invest Inc	14288	17475	18445	18569	3154	27649	4121	2086	4860	4421
XX	Gift	0	0	47615	53547	38848	40934	51839	30996	874	
27	TOTAL INCOME RECEIVED	290910	291120	310919	1752777	338935	419974	349563	615012	456258	382400
28a	Flow Through Funds	31291	51259	68359	29372	30578	90948	38833	81727	2536	30359
28b	Rent Expenses	0	0	0	0	0				1317	
29	Cost of Priestly Services	79264	139176	102948	137155	102606	106138	97616	111485	139899	136014
30	Costs of Other Staff	36968	6700	47359	3600	36270	36680	39275	45460	38188	42665
31	Church Property Expense, incl util	33288	35070	34369	38564	57051	74760	60912	39756	36524	35303
32	Rectory Expense, incl util & taxes	0	0	0	0	0					0
33	Capital Expenditure	32920	11802	0	1300	12145			41865	18923	
34	Loan/Debt Reprmt (Princ. & Int.)	0	0	0	0	68355	51345	51345	178483	51345	51345
35	Assessment/Apportionment	41999	42119	45660	47635	44136	43857	45531	48838	44988	56132
36	Insurance Premium	7957	7957	7997	8000	9786	9933	9933		9486	9933
37	Additions to Trust Funds	0	6000	0	0	0			55422	61363	25000
38	Outreach/Special Ex-Par Appeals	31291	32255	68359	17413	36952	67255	40075	32810	45545	2859
39	General Operating Expenses	28023	33925	31885	47403	51864	47226	42709		33877	32646
40	TOTAL EXPENDITURES	291710	315044	338577	301070	419165	437234	387396	554119	479638	391897
41	2013 SURPLUS	0	0	0	1451707	0			60893		
0	2013 (DEFICIT)	-800	-24924	-28658	0	-80170	-17260	-37833		-23380	-9497
42	Debts Owing by Congregation at Y/E	0	0	0	1400000	82583	823309	717462	563943	536484	518633
43	Special Funds	56110	50580	76014	182239	165624	137709		72391	66252	63943
0	Collection Income / IDgivers	1271.25	1280.207	930.1522	928.6454	983.1615	1397.305	1176.865	1547.299	1470.761	1426.356



Area Parish of Mississippi Lake

St. James Franktown

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Franktown is a small, dedicated congregation. Proud to be the oldest church in the diocese; we will be 200 in 2022. We are a small group, and key people are aging. Lots of community support, little Sunday attendance. Very diverse small church.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Continuing to collaborate while keeping identity
- Video of cemeteries showcasing all cemeteries
- Need for more people in seats
- Singing in worship together

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Safely continue outreach during COVID
- Financial donations, mitten tree, Halloween candy left outside, crafts for Interval House
- Girl Guides use space
- Participate in Franktown lilac festival, serve hot chocolate during Christmas lights celebration in village
- Drive through bake sale, increased visibility
- Perfect location for community engagement, it's in the centre of things, good foot traffic
- Leveraging location to help build community

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

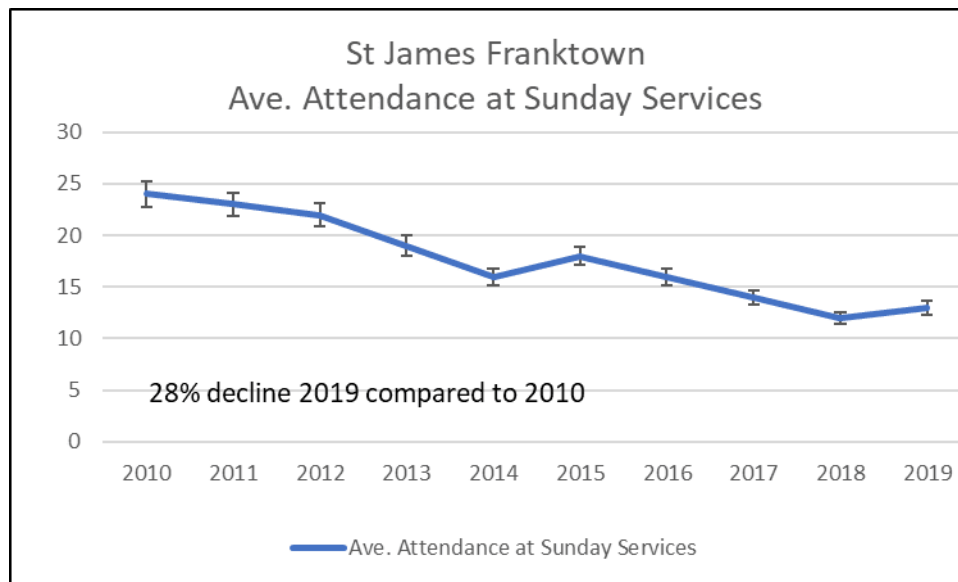
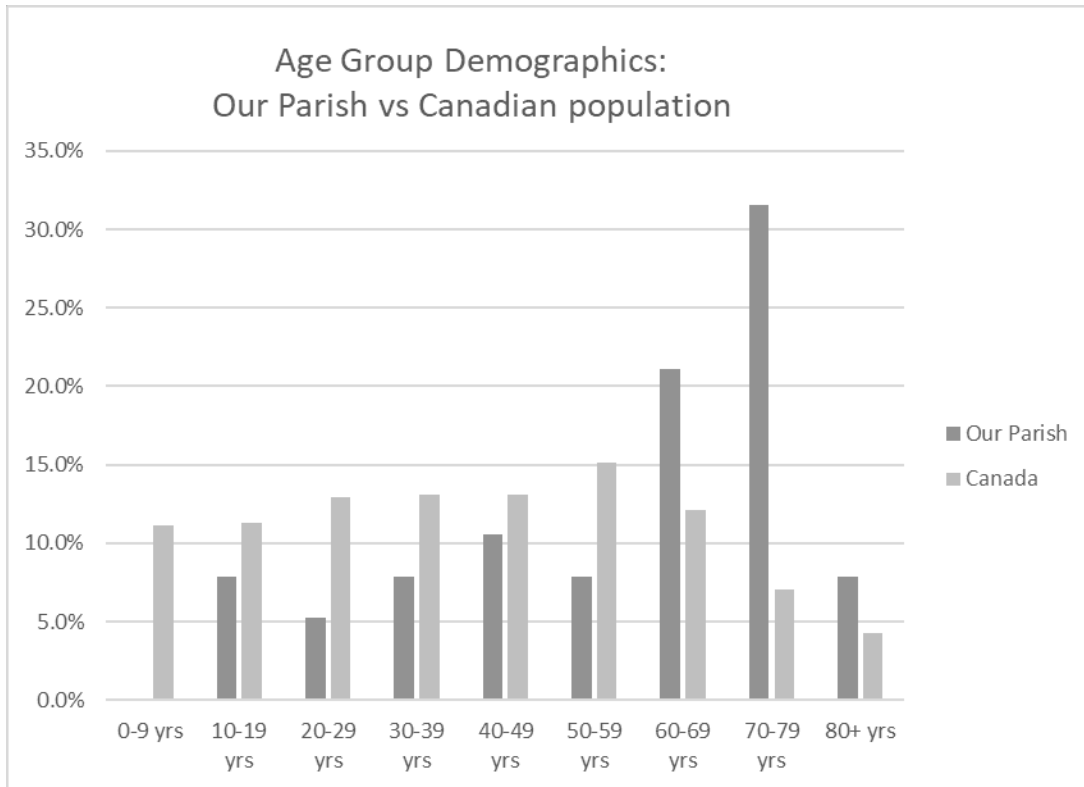
- Successfully shared ministry with Lay Readers. Could not afford full time ministry otherwise, now keeps parish costs down while maintaining ministry
- Aging congregation is concern
- Sustainable activities with volunteers is challenging, always same workers

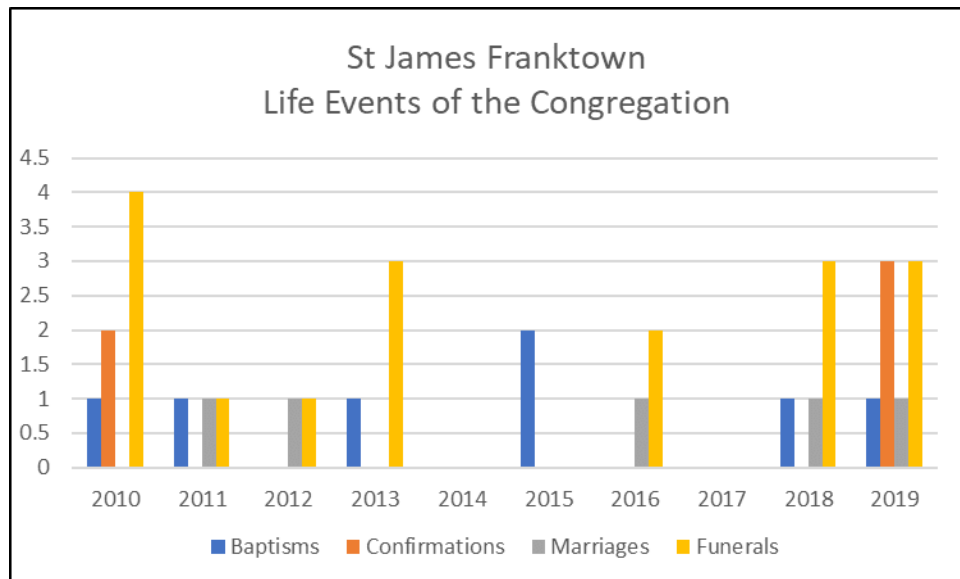
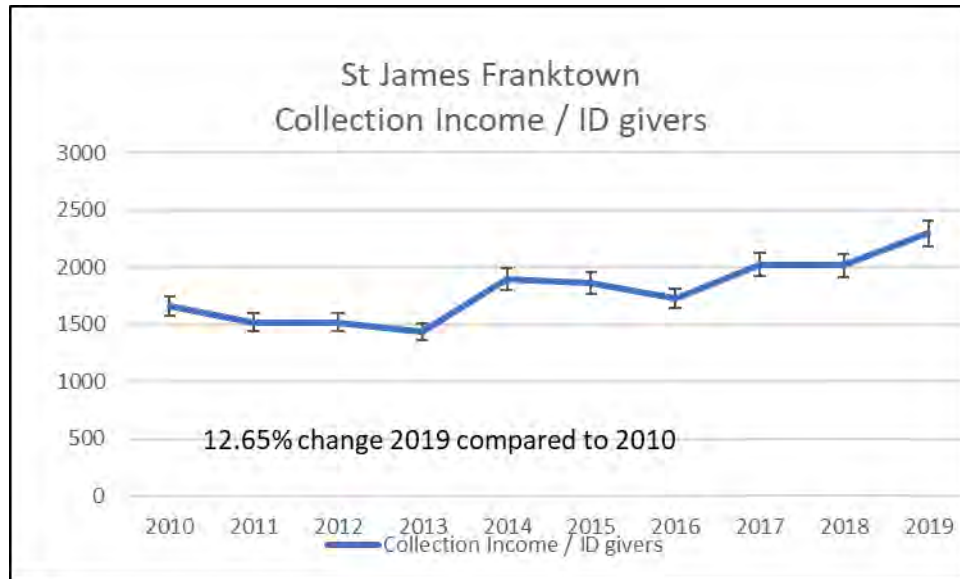
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- All churches to dream of what a new church would look like
- Try new music and see what happens (ex. St. George's Clayton does a fiddle service once a year that draws more people than any other Sunday)
- Test/explore ideas of new church and see what's a fit (has proven track record, it's how Carleton Place began)
- Try an evening service with new music (guitars, violins, whatever)
- How are the other churches bringing in new bodies? What can we learn from them?
- Look within community to see what resonates with history of the area



St. James Franktown Quantitative Data







St. James Franktown		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
	Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	69	52	63	60	38	45	40	40	36	34
2	Members in full communion	64	47	28	24	28	29	30	21	20	18
3	Identifiable Givers	24	26	25	26	20	21	21	18	18	16
4	Ave. Attendance at Sunday Services	24	23	22	19	16	18	16	14	12	13
5	Baptisms	1	1	0	1	0	2	0		1	1
6	Confirmations	2	0	0	0	0	0	0		0	3
7	Rec'd from other communions	0	0	0	0	0	0	0		0	0
8	Marriages	0	1	1	0	0	0	1		1	1
9	Funerals	4	1	1	3	0	0	2		3	3
10	Church/Sunday Schools	1	1	1	1	1	1	1	1	1	0
11	Teachers	3	1	1	1	2	1	1	1	1	0
12	Pupils	4	2	10	10	9	10	8	6	2	0
13	No. of ACW Members only	8	7	7	7	8	6	4	4	0	0
14	No. of Women's Guild Members	0	0	0	0	0	0	0		3	3
15	No. of Men's BAC Members	0	0	0	0	0	0	0		0	0
16	No. of Other Members	12	5	6	7	7	7	7	7	3	3
17	No. of Youth Members	10	0	0	0	0	0	0			2
18	Collection Income	39945	39439	37938	37282	37956	39116	36314	36447	36283	36757
19	Open offerings	1231	1004	1061	918	861	1245	722	802	868	907
20	Donations Church Organizations	16128	3824	2778	3002	2230	2922	2008	2273	1563	3431
21	Rentals	0	0	0	0	0	0	0	0	0	0
22	Capital Withdrawals from CTF	0	0	0	0	0	0	0	3326	0	0
23	Other Income	1216.76	0	3305	2651.11	1657	18823	3089.35	8844.67	4424	5726
24a	Bequests Deposited to CTF	0	0	0	0	0	0	0			0
24b	Received for Construction	0	0	0	0	0	0	0			0
25	Bequests retained for use by Parish	0	0	0	0	0	0	0			0
26	Endowments, Trust Funds, Invest Inc	608	3235	2588	2571	2088	2843	2912	2971	2932	3216
XX	Gift	0	0	2720	2767	2316	1899	1725	1788		0
27	TOTAL INCOME RECEIVED	59128.76	47502	50391	49191.11	47108	66848	46770.35	56451.67	46070	50037
28a	Flow Through Funds	17329	4470	2623	4125	4186	14920	5251.15	11208.49	6946	8671
28b	Rent Expenses	0	0	0	0	0					0
29	Cost of Priestly Services	30638	19177	11605	22546	23685	24825	24472	22225	15355	17471
30	Costs of Other Staff	1080	0	0	0	0	0	0		0	0
31	Church Property Expense, incl util	3302	2654	2237	2250	2657	2505	8213	3263	3255	3097
32	Rectory Expense, incl util & taxes	0	6214	6246	11824	12049	12181	11539	9278	5568	6322
33	Capital Expenditure	0	0	3230	2079	1497	0	7894	1635	0	0
34	Loan/Debt Reprmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35	Assessment/Apportionment	0	4446	5630	7730	7457	7716	4567	4053	6748	10316
36	Insurance Premium	0	822	1115	1115	1138	1154	1090	962	1423	1601
37	Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38	Outreach/Special Ex-Par Appeals	19514	4470	2623	1625	6686	14920	2162	2364	2722	3012
39	General Operating Expenses	917	3911	5022	5108	4881	6327	5676	4866	5359	5210
40	TOTAL EXPENDITURES	55451	41694	37708	54337	59950	69628	65613	48706	40430	47029
41	2013 SURPLUS	3677.76	5808	12683	0	0			7745.67	5640	3008
0	2013 (DEFICIT)	0	0	0	-5145.89	-12842	-2780	-18842.7			
42	Debts Owing by Congregation at Y/E	0	0	0	0	0			0		
43	Special Funds	8087.91	15261	15586.16	18338.79	17692	25453	14632.58	19751.22	20133	
0	Collection Income /IDgivers	1664.375	1516.885	1517.56	1433.923	1897.8	1862.667	1729.238	2024.833	2015.722	2297.313



Area Parish of Mississippi Lake

St. John's Innisville

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

We are small but faithful. Mainly elderly. Looking for the secret to bring in younger demographics.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Keeping in contact with homebound
- Varying levels of engagement due to varying level of tech skills (emails, handouts, phone calls, etc.)
- Worship and Sunday morning fellowship

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Rental agreement with orthodox congregation with attendance of 10-23
- Food bank, successful mitten tree (providing for need for winter wear), local concerts hosted as fundraisers increased visibility
- Used books sell towards outreach
- Limited in capacity due to age restraints

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

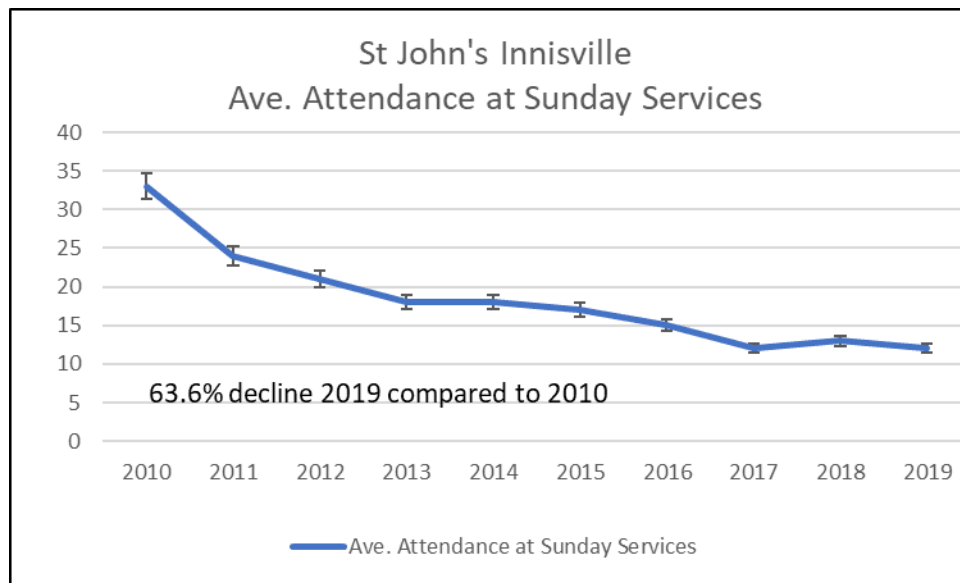
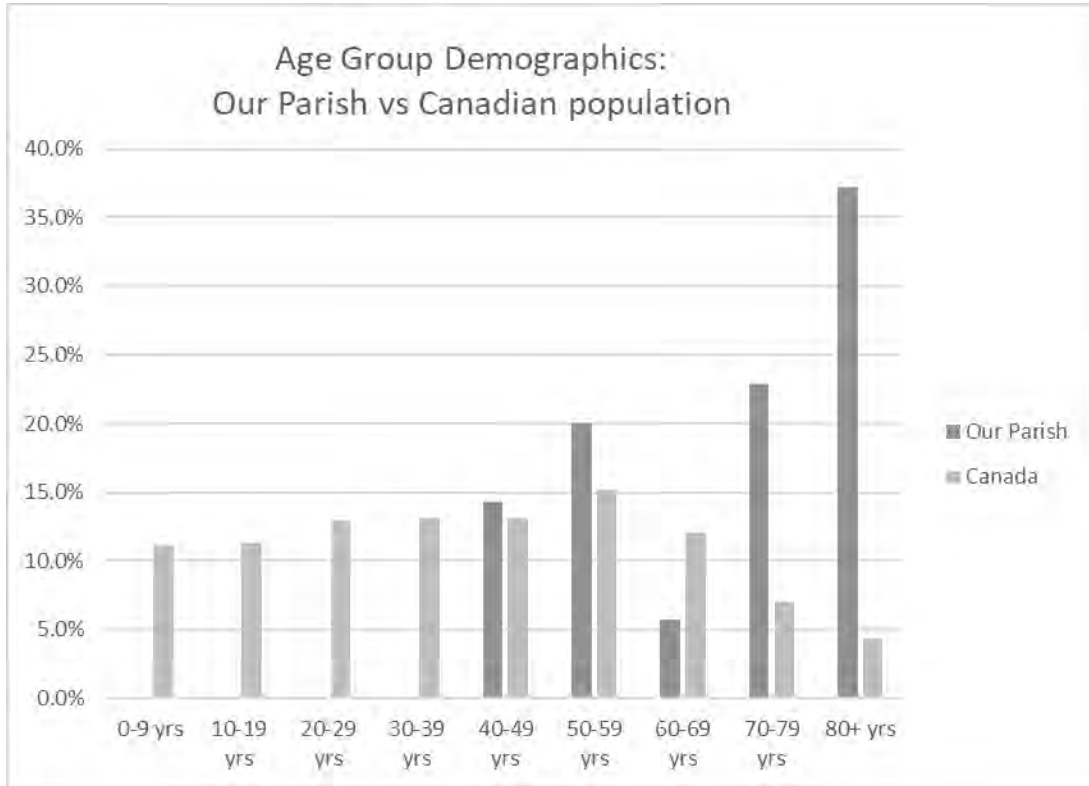
- Small numbers, limit ability to do fundraising etc.
- Every loss is felt
- In spite of numbers, people step up when a real need is there (\$5K raised from members for new roof and painting, including some by non-regular attending members)

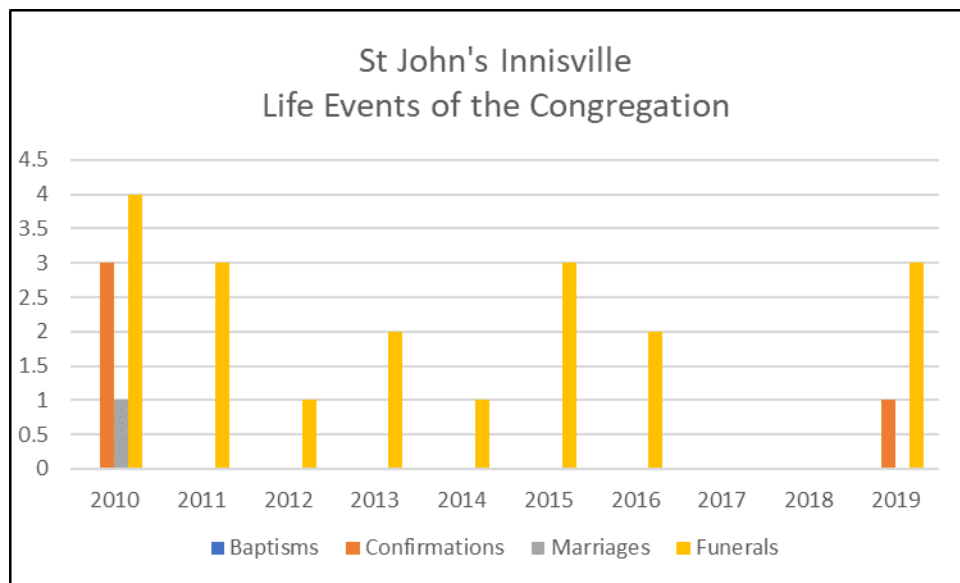
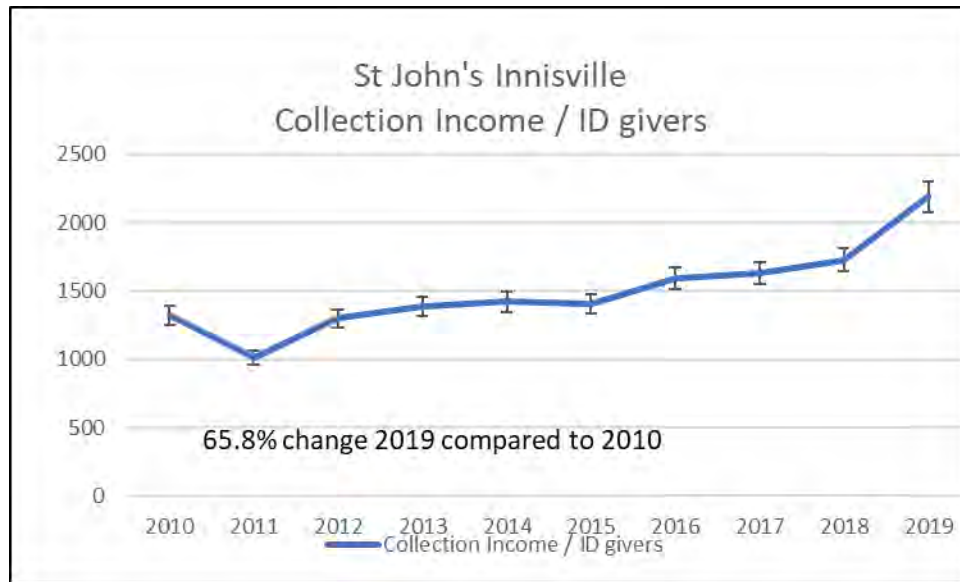
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Alternative use for building? Being visible location off highway
- Concerts with a variety of music held Sunday afternoon pre-COVID; draws bodies for concert and increases visibility, but they don't stay.



St. John's Innisville Quantitative Data







St. John's Innisville											
	Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	76	50	50	49	42	28	30	25	23	21
2	Members in full communion	52	40	38	31	25	19	18	16	19	13
3	Identifiable Givers	25	30	25	20	21	20	19	16	14	13
4	Ave. Attendance at Sunday Services	33	24	21	18	18	17	15	12	13	12
5	Baptisms	0	0	0	0	0	0	0			0
6	Confirmations	3	0	0	0	0	0	0			1
7	Rec'd from other communions	0	0	0	0	0	0	0			0
8	Marriages	1	0	0	0	0	0	0			0
9	Funerals	4	3	1	2	1	3	2			3
10	Church/Sunday Schools	1	1	1	0	0	0	0			0
11	Teachers	6	3	2	0	0	0	0			0
12	Pupils	10	5	5	0	0	0	0			0
13	No. of ACW Members only	8	0	0	0	0	0	0			0
14	No. of Women's Guild Members	0	7	10	8	8	8	8	8	4	4
15	No. of Men's BAC Members	0	0	0	0	0	0	0			0
16	No. of Other Members	12	7	8	5	5	7	7	5	3	3
17	No. of Youth Members	10	0	0	0	0	0	0			0
18	Collection Income	33003	30411	32506	27768	29799	28147	30187	26103	24171	28452
19	Open offerings	847	669	994	619	910	760	822	519	702	721
20	Donations Church Organizations	19646	3687	1341	2011	5465	4608	870	2745	3167	4883
21	Rentals	30	30	0	25	30	0	60			0
22	Capital Withdrawals from CTF	0	0	0	0	0	0	0			0
23	Other Income	500	0	0	2500	0	2500	4610.66	9016.71	3994.47	3528
24a	Bequests Deposited to CTF	0	0	6000	0	27000	0	0			0
24b	Received for Construction	0	0	0	0	0	0	0			0
25	Bequests retained for use by Parish	0	0	0	0	0	0	0			0
26	Endowments, Trust Funds, Invest Inc	193	2899	2175	2495	169	1837	1893	1948	2004	2087
XX	Gift	0	0	0	1250	438	150	150	38		0
27	TOTAL INCOME RECEIVED	54219	37696	43016	36668	63811	38002	38592.66	40369.71	34038.47	39671
28a	Flow Through Funds	17440	287	411	2779	2841	2841	1852.5	9166.71	3088.78	4148
28b	Rent Expenses	0	0	0	0	0					0
29	Cost of Priestly Services	28236	19177	7737	15031	15724	16550	18714	22225	10237	10353
30	Costs of Other Staff	2450	0	0	0	0	0	0			0
31	Church Property Expense, incl util	5329	8028	4897	4232	7907	5268	4595	4209	5398	5278
32	Rectory Expense, incl util & taxes	0	6213	4164	7883	8032	8121	8824	9278	3712	3746
33	Capital Expenditure	0	0	7944	0	19261	0	0	1524	0	0
34	Loan/Debt Repmt (Princ. & Int.)	0	0	6000	0	5000	0	0		3164	4000
35	Assessment/Apportionment	0	4446	3754	5193	4972	5144	3493	4053	4499	6113
36	Insurance Premium	0	822	744	744	758	770	834	962	949	949
37	Additions to Trust Funds	0	0	0	0	0	0	0			0
38	Outreach/Special Ex-Par Appeals	17440	287	0	411	2841	2841	1853	150	0	620
39	General Operating Expenses	341	4761	3863	4708	4570	4967	4646	4217	4870	4390
40	TOTAL EXPENDITURES	53796	43734	39103	38202	69065	43661	42959	46618	32829	35449
41	2013 SURPLUS	423	0	3913	0	0				1209.47	4222
0	2013 (DEFICIT)	0	-6038	0	-1534	-5254	-5659	-4366.34	-6248.29		
42	Debts Owing by Congregation at Y/E	0	0	0	0	0		5868.9	10328.9		
43	Special Funds	0	0	975	975	975.46			975.69		
0	Collection Income / ID givers	1320.12	1013.7	1300.24	1388.4	1419	1407.35	1588.789	1631.438	1726.5	2188.615



North Dundas

St. Clare's Winchester

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Clare's is a rural church with a community of committed parishioners drawn from four previous churches in a modern building with room to grow our congregation and welcome the local community.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Fostering and growing the parish community** as a caring and compassionate 'extended family' (with particular focus on the younger generation) and staying relevant to the surrounding community.
- **Elder Care** - Ensure the older members of the congregation are looked after as they require and make the effort to respond to their needs.
- **Worship** - Sunday morning worship is the most important – a 10:00am BAS service with a variety of music contributed by volunteers on a rotating basis (organ, baby grand piano, and guitar).
- **Prayer Team** - if someone is sick, one of the prayer team members sends a card and remembers them in prayer.
- **Christian Education** - Bible studies are offered on a 4-week cycle in various seasons of the liturgical year.
- **Welcoming Space for Broader Community** - St Clare's rents the church building for community events, which not only provides supplemental income for the parish but raises its visibility in the community and hopefully will encourage community members to feel welcome and familiar when choosing a place to attend worship services.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Facility and Catering Services** – St. Clare's has a large, paved parking lot and accessible building with up-to-date media communications as well as flexible meeting and gathering spaces – attractive to renters. It offers catering services to the community (which generates revenue for the parish) and opens its space for community fellowship/events.
- **Ecumenical partnerships** – St. Clare's is in fellowship by partnering with the other church denominations in the community, celebrating special services together (e.g. World Day of Prayer, Easter week) and supporting their community activities.
- **Supports Community Organizations** - donations to community organizations such as local hospices, the food bank, and the North Dundas Christmas Fund.
- **Contributes to National/International charities** - supports the Samaritan's Purse annual gift box program and makes available the church's surplus land to the Canada Food Grains project – a local farmer ploughs, seeds and harvests the grain, and the produce is sold, with the proceeds donated to the Canada Food Grains Bank.
- **Pastoral Care** - offers pastoral care to both parish members and others in the community through visitation to shut-ins and hospitalized parishioners, cards, phone calls, and worship services in local nursing and retirement homes; provides prayer shawls to those in need of God's healing comfort.
- **A Welcoming Space for Community Fellowship** - i.e., not only for worship services, but the parish puts on music concerts and hosts yard sales, meal events and monthly Friends & Family Fridays and other events.



- **Scrap Metal Recycling** - the parish maintains a dumpster in South Mountain where people bring scrap metal, which is sorted and then sold, which generates funds for the parish.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Building** - St. Clare's is a new building, consecrated in 2015, that replaces four previous churches phased out over a number of years. The new structure was designed to be multifunctional, with a worship space seating 90 and another 60 seated in the adjoining Hall that can be closed off by folding dividers; a new kitchen; individual meetings rooms; a small Memorial Chapel; and a large storage area and utility room. The building is well-maintained, and maintenance is low.
- **Finances** - The operating budget is tight, though the parish has essentially been breaking even on a yearly basis. On the capital side, the parish has succeeded in reducing the principal on the mortgage taken out to help fund the building of St Clare's (total approximately \$1.5 million) from an original \$750,000 to approximately \$265,000 today.
- **Human Resources** - As a small parish (62 families) with an older congregation, the human resources are limited. St. Clare's is very fortunate to have a dedicated resourceful congregation but needs to expand the commitment beyond a small and aging core group of individuals in order to achieve its goals. The need to grow the parish with a focus on future generational membership is a challenge in increasingly secular times. Reconnecting with "lost" Anglicans could be a way of increasing the ability to work in the wider community. Attracting younger people is a challenge and will likely require providing increased publicity, fun events – such as “messy church”, picnics etc. – and doing these across the Parish.

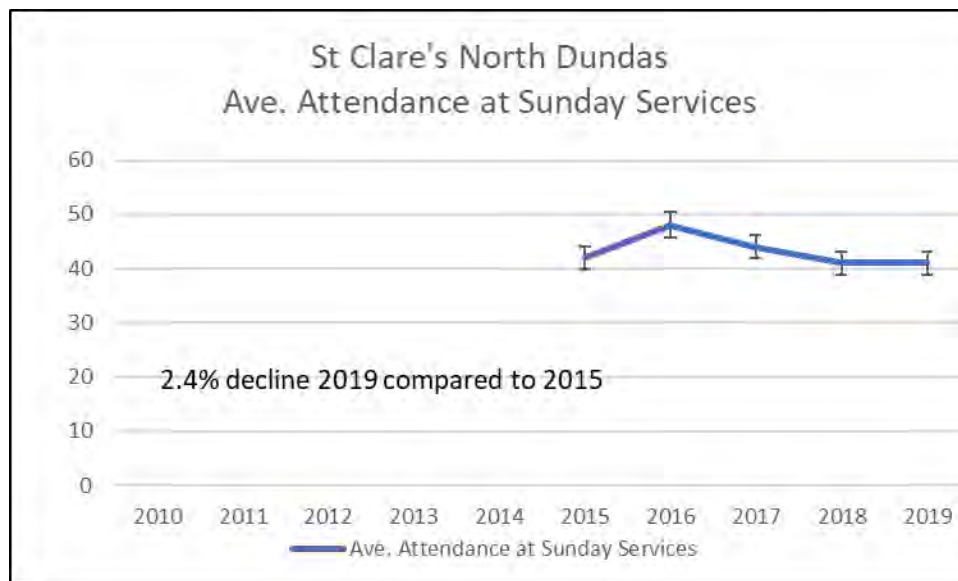
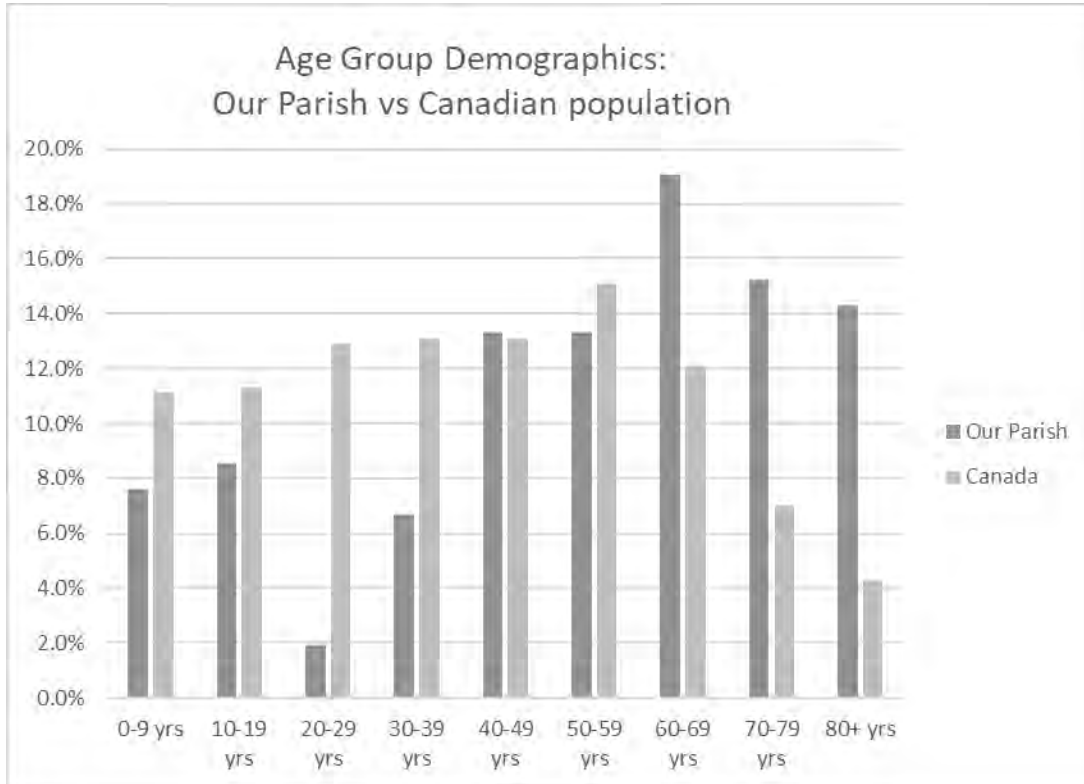
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

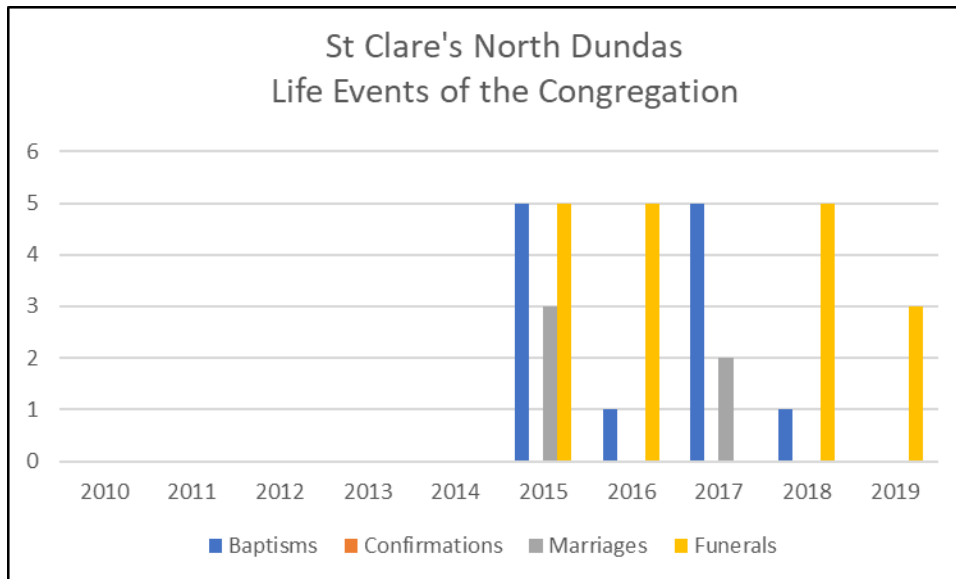
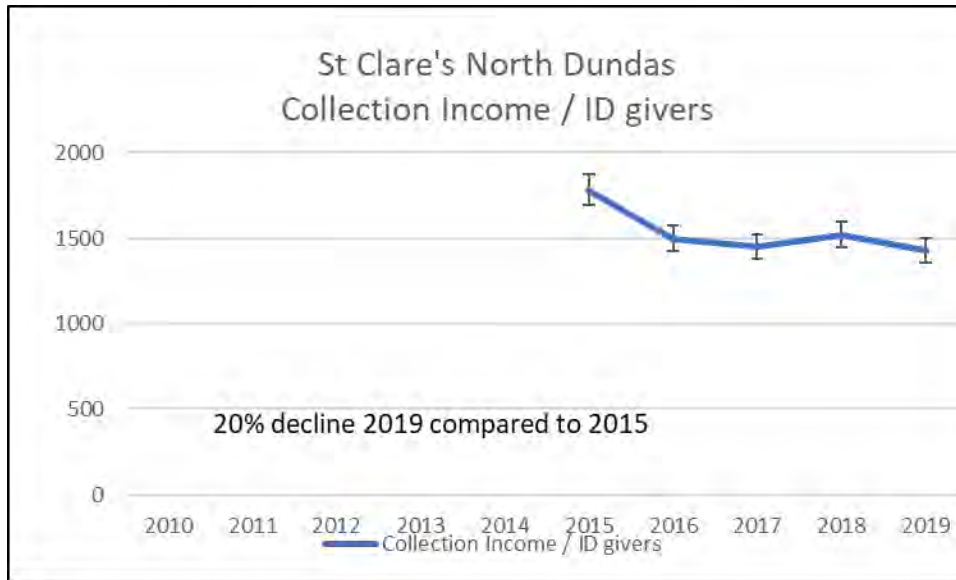
“We have enough of a challenge meeting the currently identified ministry opportunities unless new opportunities would be more easily achieved.” Some opportunities:

- With a commitment of some funds and time, **reach out to the needy** of the community with a free meal and fellowship opportunity on a regular basis.
- **Continue fundraising** through holding musical concerts, hosting interesting speakers. etc.
- A challenge in rural communities with low population density is that the needs are spread out and often hard to identify. The parish serves a large area that includes four communities: Winchester, Chesterville, South Mountain and Crysler. St. Clare's could **look for opportunities for service** in all of them; thereby making its role in the community more visible.
- Think of more ways to **make use of the church building**.



St. Clare's Winchester Quantitative Data







St Clare's North Dundas										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	0	0	0	0	0	125	107	130	141	137
2 Members in full communion	0	0	0	0	0	125	107	69	68	57
3 Identifiable Givers	0	0	0	0	0	44	57	56	57	54
4 Ave. Attendance at Sunday Services						42	48	44	41	41
5 Baptisms						5	1	5	1	
6 Confirmations						0	0	0	0	
7 Rec'd from other communions						0	0	0	0	
8 Marriages						3	0	2	0	
9 Funerals						5	5	0	5	3
10 Church/Sunday Schools						5	0	0	0	
11 Teachers						1	0	0	0	
12 Pupils						8	0	0	0	
13 No. of ACW Members only							0	0	0	5
14 No. of Women's Guild Members	0	0	0	0	0	35	15	0	14	14
15 No. of Men's BAC Members	0	0	0	0	0		0	0	0	
16 No. of Other Members	0	0	0	0	0	16	63	36	36	34
17 No. of Youth Members	0	0	0	0	0	1	5	18	18	3
18 Collection Income	0	0	0	0	0	78498	85426	81355	86699	77043
19 Open offerings	0	0	0	0	0	4807	1900	1574	2460	1300
20 Donations Church Organizations	0	0	0	0	0	13478	16381	16263	17531	17179
21 Rentals	0	0	0	0	0	1060	1515	1735	3150	2650
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0		0	0
23 Other Income	0	0	0	0	0	1967	3747	2941	1905	1378
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	5703	0	0
24b Received for Construction	0	0	0	0	0	530158	3209	8719	41471	57742
25 Bequests retained for use by Parish	0	0	0	0	0		0	29124	0	0
26 Endowments, Trust Funds, Invest Inc	0	0	0	0	0		168	1977	7906	10865
XX Gift	0	0	0	0	0	47927	52987	41422	21217	423
27 TOTAL INCOME RECEIVED	0	0	0	0	0	677895	165333	190873	182339	168580
28a Flow Through Funds	0	0	0	0	0	4754	5497	4578	4205	3018
28b Rent Expenses	0	0	0	0	0		0		0	0
29 Cost of Priestly Services	0	0	0	0	0	52617	61066	64145	65059	68843
30 Costs of Other Staff	0	0	0	0	0	0	0	0	0	0
31 Church Property Expense, incl util	0	0	0	0	0	10122	10998	10466	10985	16121
32 Rectory Expense, incl util & taxes	0	0	0	0	0	11832	14545	4016	0	0
33 Capital Expenditure	0	0	0	0	0	363694	0	0	0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	223207	41698	45489	49279	45489
35 Assessment/Apportionment	0	0	0	0	0	7611	6424	5978	7215	12046
36 Insurance Premium	0	0	0	0	0	2790	2790	2790	2790	2790
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	0	0	0	0	0	3126	3396	3123	3547	2072
39 General Operating Expenses	0	0	0	0	0	4294	5703	23279	23933	13773
40 TOTAL EXPENDITURES	0	0	0	0	0	685293	146620	159286	162808	161134
41 2013 SURPLUS	0	0	0	0	0			31587	19531	7446
0 2013 (DEFICIT)	0	0	0	0	0	-7398	18713			
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	737251	718761	697844	674419	651977
43 Special Funds	0	0	0	0	0	48872	56657	91388	105997	114880
0 Collection Income / ID givers						1784.045	1498.702	1452.768	1521.035	1426.722



Pakenham

St. George's Waba, St. John's Antrim, St. Mark's Pakenham

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The single most important thing the parish would like the diocese to know is that the three churches comprising the parish want to stay together. The churches in Pakenham, Antrim, and Waba have a history in praying together, supporting each other, and being together as people in faith and community. The churches in this parish would not like to be broken apart.

The parish would also like the diocese to know that the parish places high value on the sense of community the parish experiences in both space and Spirit and has great concern of what could be lost if the community was separated. The parish is also clear that they are open to being connected with other parishes in the area as we move forward. Connections and support, for instance, with the parish(es) of Fitzroy Harbour and/or Arnprior is an example of ministry evolution which the Parish of Pakenham is open to.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship and Prayer** - The parish prioritizes the worship and prayer appropriate to the congregations of the parish, valuing consistency in worship leadership.
- **Welcoming** - Being an open and welcoming parish is important part of the parish's identity and is recognized in the community-sense of friendship, socializing and inclusion.
- **Outreach and inclusion** - The parish recognizes its outreach and development of inclusion to parishioners, parish supporters, and friends of the parish inform the relevant decisions and activities made with its resources.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Contribution to Local Ministries** - The parish serves the wider community through contributing to longstanding ministries such as the foodbank, local school breakfast club, and seasonal and Christmas gifts for those in need.
- **Ecumenical Connections** - It also recognizes its valuable ecumenical connections in the community in supporting a daily vacation bible school, providing common meals during community festivals, and its involvement in ad hoc ecumenical and regional Anglican initiatives.
- **Local Heritage** - As a recognized part of the community, the parish and church are looked to by, and work with, local historical societies.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Aging Demographic** - The single greatest parish challenge is an aging parish which would like more parishioners so that more could be done. The parish recognizes it is geographically situated between the expanding communities of Kanata/Stittsville and Arnprior. At this time, the parish understands government regulations restrict significant housing development within the parish bounds. As a result, many persons who grew up in the parish have had to relocate outside the parish. It is the hope, and expectation, of the parish that governmental thought will evolve to allow an increase of population within the parish.



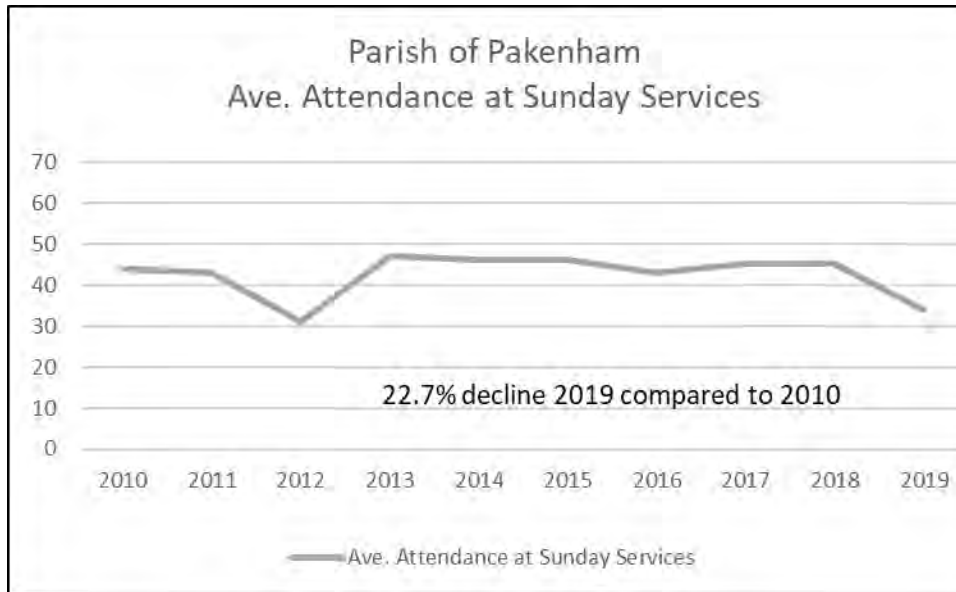
- **Living Within the Parish’s Capacities** - The parish is accustomed to using the resources it has (financial, physical plant, human) according to their capacities. In the past, the parish did not engage in building programs to create capacities which are now unused. Like many rural and very small town/village communities, the parish has maintained a resource philosophy of “pay as you go” which engages its ministries as presented and needed. This has fostered a grassroots parish community highly committed to its work and witness.

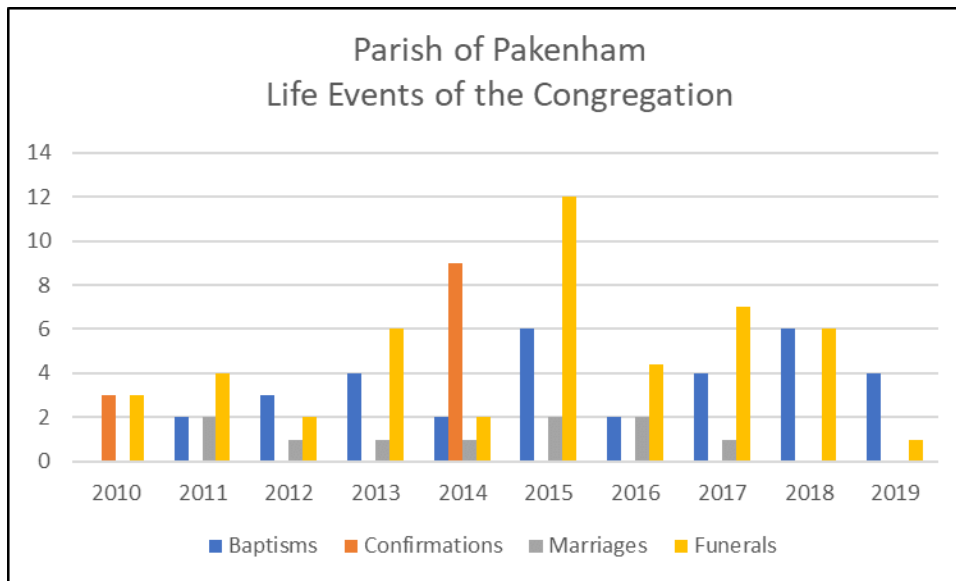
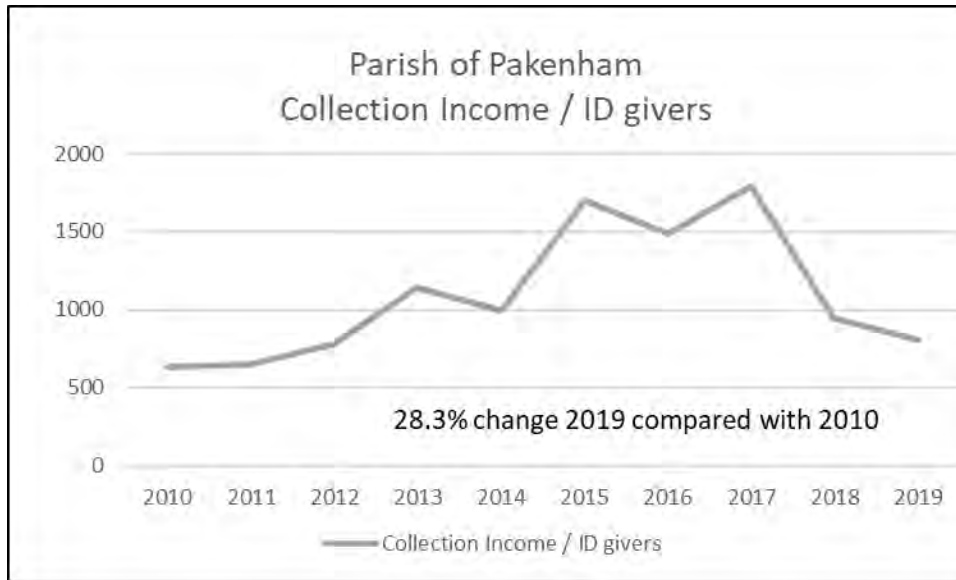
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Pastoral Care** - The chief ministry opportunity for the parish is remaining connected, and increasing connections, with parishioners who are sick and shut-in. As highlighted in #4, the parish recognizes the need for more people to accomplish this type of increase.
- **Pandemic Constraints** - At this point in time, COVID-19 restrictions prevent a realistic plan to be developed to engage this form of ministry. The parish is aware that many parishioners continue to be hesitant to gather in-person or to actively engage others in small spaces outside of their COVID-19 bubble.

Pakenham Quantitative Data

~ Demographic Data Not Available ~







Parish of Pakenham										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	242	226	199	198	200	199	185	90	177	165
2 Members in full communion	103	117	132	116	118	123	120	66	116	107
3 Identifiable Givers	94	92	91	86	82	51	50	48	83	75
4 Ave. Attendance at Sunday Services	44	43	31	47	46	46	43	45	45	34
5 Baptisms	0	2	3	4	2	6	2	4	6	4
6 Confirmations	3	0	0	0	9	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	0	2	1	1	1	2	2	1	0	0
9 Funerals	3	4	2	6	2	12	4.4	7	6	1
10 Church/Sunday Schools	0	0	0	0	0	0	0	0	0	0
11 Teachers	0	0	0	0	0	0	0	0	0	0
12 Pupils	0	0	0	0	0	0	0	0	0	0
13 No. of ACW Members only	14	14	12	10	8	8	7	8	8	8
14 No. of Women's Guild Members	36	16	32	46	36	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	84	67	67	69	67	8	5	5	10	8
17 No. of Youth Members	3	1	0	0	0	0	0	0	0	0
18 Collection Income	59215	59545	70792	97964.2	81415	86681	74508	86059	78086	60601
19 Open offerings	1890	1446	2295	2368.95	3327	2629	2021	1959	2143	1458
20 Donations Church Organizations	19289	18419	20713	28636.8	21689	28131	21230	24274	20212	17598
21 Rentals	375	100	7839	12269.45	6196	12960	12625	12850	6750	11885
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	165	0	0
23 Other Income	7315.82	21832	3243	7931.808	11717	2173	852.5	6444	3657	6427
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	4484	15000
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	5000	0	0	0	6	0	0
26 Endowments, Trust Funds, Invest Inc	1009	946	133	153.91	384	1138	961	989	959	947
XX GIFT/Appeals, PWRDF, etc.	0	0	7417	3965.4	3544	5081	3506	2852	0	0
27 TOTAL INCOME RECEIVED	89093.82	102288	112432	158290.5	128272	138793	115703.5	135598	116291	113916
28a Flow Through Funds	6292.05	21153	2836	6259.64	4303	7839	4201	9479.21	6092	21133
28b Rent Expenses	0	0	1258	1272.31	5877	13900	22082	2244	1489	6110
29 Cost of Priestly Services	58991.85	45860	52052	64974.82	59256	61358	66498	70692	65333	55566
30 Costs of Other Staff	0	0	0	0	0	0	1665	1665	1590	175
31 Church Property Expense, incl util	11114.71	11838	6581	5557.64	9390	9651	12876	6321	9582	3939
32 Rectory Expense, incl util & taxes	5454.4	5430	1258	2919.31	2074	1609	1467	2244	2864	6110
33 Capital Expenditure	2500	0	20424	35820.62	8613	5617	0	27700	1491	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	5887	0	0	0
35 Assessment/Apportionment	4689	9314	4977	2747.57	4203	9209	9632	13367	11810	10294
36 Insurance Premium	5119	5168	5187	5521.74	5632	5716	3097	5717	5716	5374
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	9064	0
38 Outreach/Special Ex-Par Appeals	0	19146	0	452.06	1496	5042	4304	5606	0	0
39 General Operating Expenses	5188	6123	10716	11281.99	8573	6884	255	5346	6215	11529
40 TOTAL EXPENDITURES	93056.96	102879	101195	129275.8	99237	105086	105681	138658	113665	92987
41 2013 SURPLUS	2175	4196	11237	29014.77	29035	33707	10022.5	9307	5968	20929
0 2013 (DEFICIT)	-6138.14	-4787	0	0	0	0	64287	-12367	-3342	0
42 Debts Owing by Congregation at Y/E	23847	30110	0	0	0	0	0	0	0	0
43 Special Funds	21898	40171	31485	60320.2	57369	72963	63009	28468.94	62754	36813
0 Collection Income / ID givers	629,946.8	647,228.3	777,934.1	1,139,119	992,865.9	1,699,627	1,490,16	1,792,896	940,795.2	808,013.3



Area Parish of Prescott-North Glengarry

Holy Trinity Hawkesbury, St. John's Vankleek Hill, St. Michael and All Angels Maxville

Holy Trinity Hawkesbury

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The town of Hawkesbury is primarily French speaking and does not offer many economic opportunities for young people. This context has Holy Trinity Hawkesbury with a small, Anglophone aging population which is saddened by the prospect of being the final generation to attend their church.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship** - ensuring services continue at Holy Trinity is a ministry priority for the parish and volunteers. Pre-COVID there was a service every Sunday either led by clergy or lay leaders. Currently, services generally occur twice per month.
- **Connection** - coffee hour after church could easily last 90 minutes, reflecting the importance of the church's ministry of connection and relationship. This ministry was also reflected in the phone calls made during COVID to check on parishioners, particularly those not seen at on-line services, and make sure people had the help they needed with things like grocery shopping.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

Holy Trinity is known in the community as 'The Church on The Hill'. In winter families gather to slide and toboggan down the hill, the only one in Hawkesbury. The church hall is an important community place, providing space for groups such as AA, youth organizations, and Rotary Club fundraiser suppers as well as Holy Trinity's own sales, suppers, and teas. These are sources of income but also community participation. Leftovers from the rummage sales go to Maison Interlude, Camp Amy Molson, the food bank and the thrift store.

Holy Trinity has also collected staples for the food bank and supported it financially.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

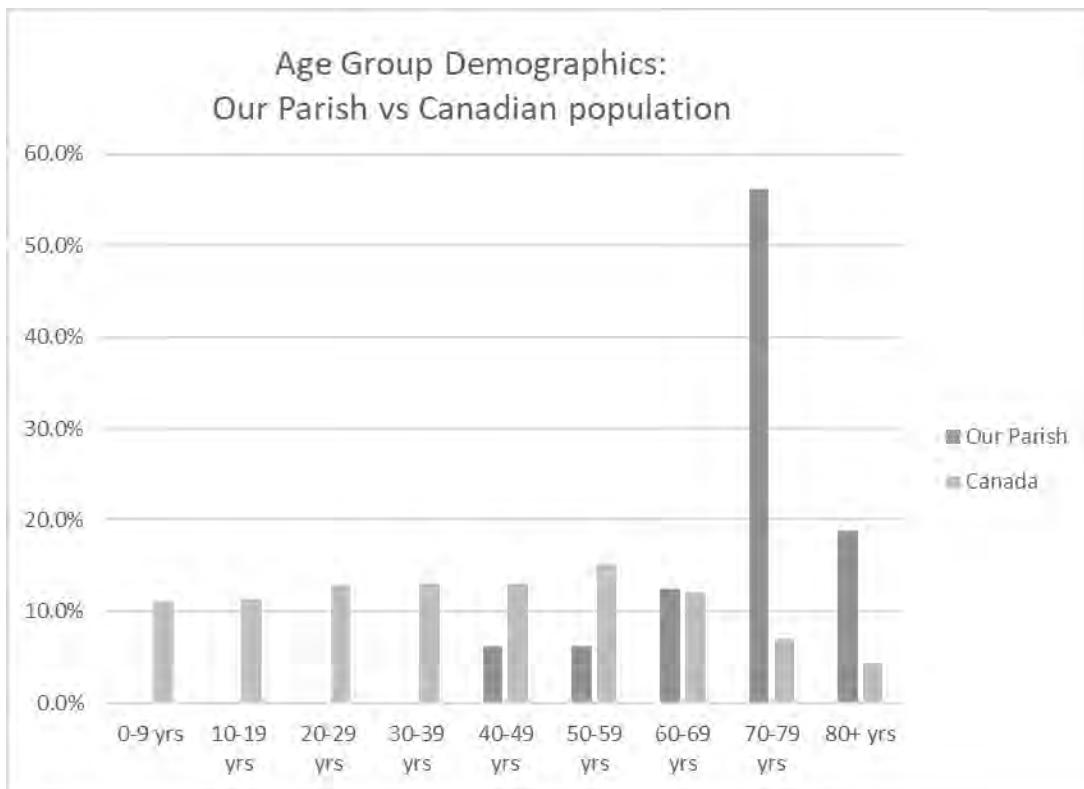
- **Finances** - The pandemic has meant the collection plate has been reduced by half. While they have been able to pay all their bills, it is much tighter than ever before. The lack of renting the Church Hall also creates a financial loss.
- **Building Status** - The Church is in good basic condition, although there is always work to be done. The Rectory is rentable but remains empty. Both the Church and Rectory have 5-year-old roofs. The church has two adjoining halls, the larger with a complete kitchen which could be upgraded.
- **Human Resources** - Holy Trinity has been without an incumbent for two years and feels in need of pastoral leadership and presence. There are serious concerns about the current Area Parish formation, with 5 churches across some distance. The incumbent of such a parish will not be able to spend the necessary time to build relationships but will have to simply arrive in time for the service and then leave to go on to the next church. The church leans heavily on just a few volunteers, along with their administrator. These individuals simply cannot take on any more work.

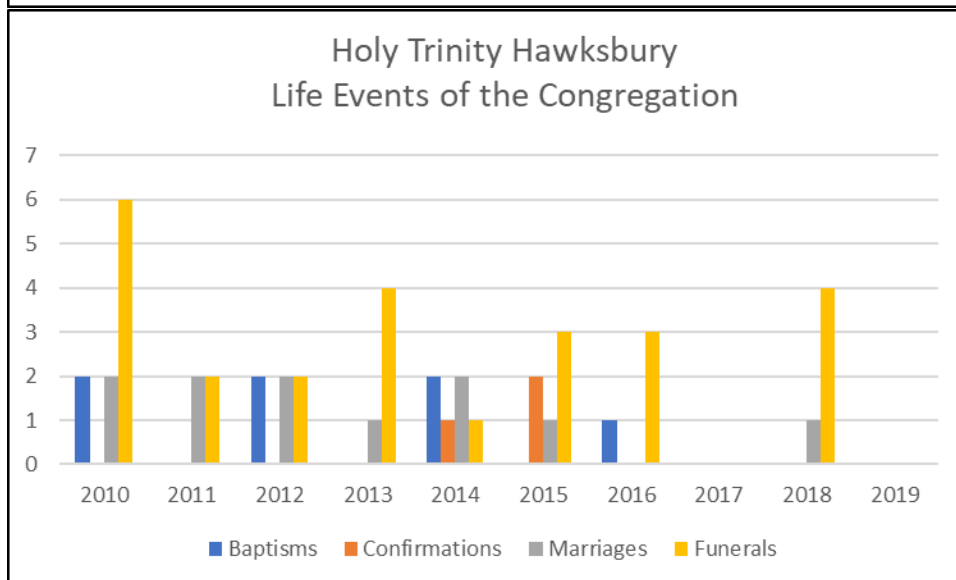
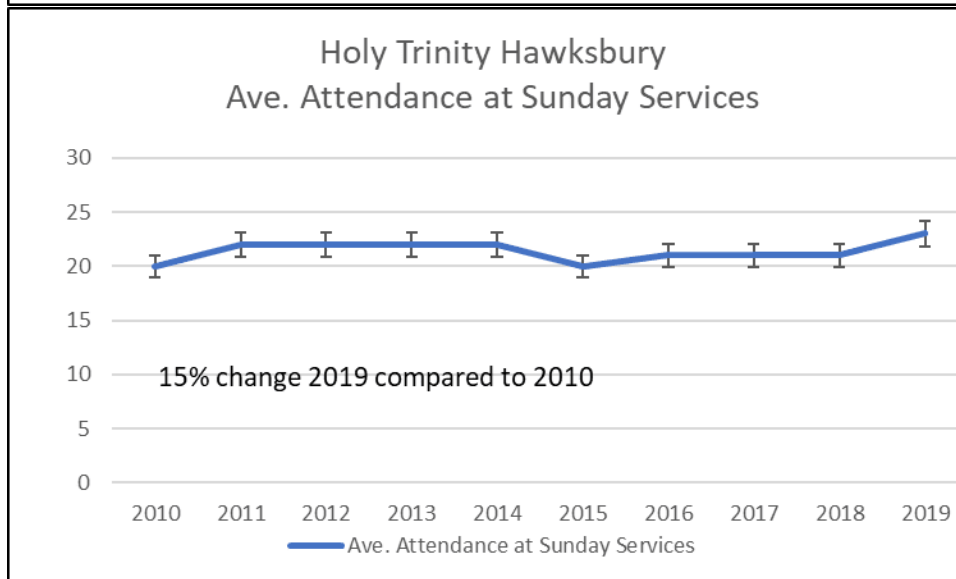
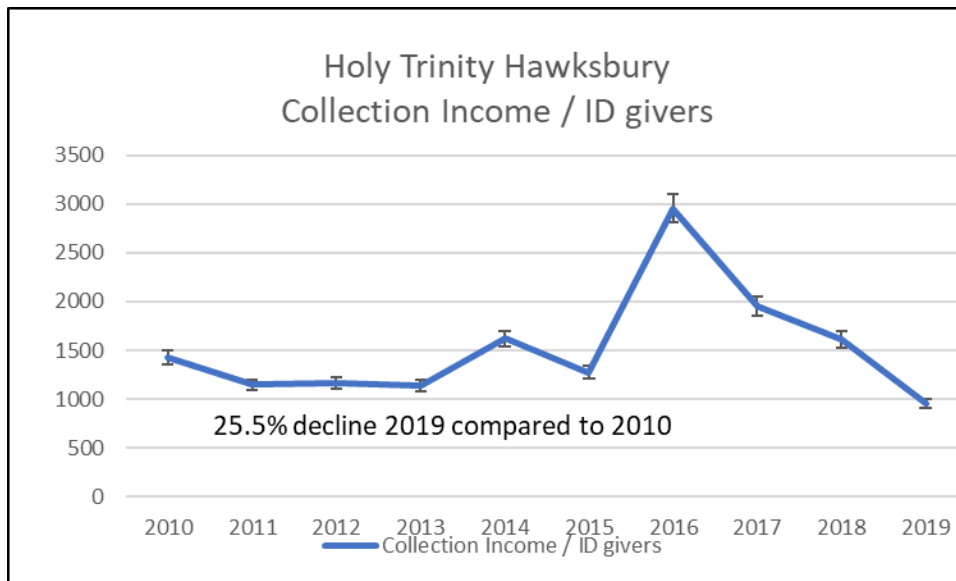


5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Many families in Hawkesbury are involved with youth and family services. There is a need for a Community Ministry to provide social services. However, this could only be accomplished by developing strategic partnerships.
- In the not-too-distant past, Messy Church successfully gathered young families from the wider community and a drop-in program called Generations Café on Tuesday mornings brought people of all ages where coffee and muffins were served and children’s toys amused toddlers. Both of these programs were energy intensive and ended due to a shortage of volunteers. Their success suggests an interest in the community for programming like this but Holy Trinity would need more human resources to provide it.
- For both Holy Trinity Church and the Hawkesbury community there exists an opportunity for dedicated clergy to develop a Ministry of Presence and Relationship. The few volunteers and parishioners would like a regular worship service, someone to visit seniors, and to connect with other churches.
- The hall remains a place for community gatherings. And the rectory, if rented, could provide income for ministry.

Holy Trinity Hawkesbury Quantitative Data







Holy Trinity Hawkesbury											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1	Members on Parish Rolls	58	48	44	44	48	28	29	30	29	32
2	Members in full communion	34	36	26	23	28	26	27	26	29	32
3	Identifiable Givers	51	51	55	39	35	35	27	25	25	28
4	Ave. Attendance at Sunday Services	20	22	22	22	22	20	21	21	21	23
5	Baptisms	2	0	2	0	2	0	1	0	0	
6	Confirmations	0	0	0	0	1	2	0	0	0	
7	Rec'd from other communions	0	0	0	0	0	0	0	0	0	
8	Marriages	2	2	2	1	2	1	0	0	1	
9	Funerals	6	2	2	4	1	3	3	0	4	
10	Church/Sunday Schools	0	0	0	0	0	0	0	0		
11	Teachers	0	0	0	0	0	0	0	0		
12	Pupils	0	0	0	0	0	0	0	0		
13	No. of ACW Members only	0	0	0	0	0		0	0		
14	No. of Women's Guild Members	0	0	0	0	6		0	0		
15	No. of Men's BAC Members	0	0	0	0	0		0	0		
16	No. of Other Members	0	25	17	6	5	20	0	0		
17	No. of Youth Members	0	0	0	0	0		0	0		
18	Collection Income	72660	58438	63946	44330	56744	44696	79799	48823	40278	26658
19	Open offerings	74	689	1136	1075	656	691	1129	1328	992	1168
20	Donations Church Organizations	0	8899	4975	5637	8386	5257	4757	4945	3942	4757
21	Rentals	5755	8440	6955	2685	4965	3335	5655	8912	8405	8350
22	Capital Withdrawals from CTF	8463	0	15000	7000	0	55000	18000	39871	30451	33315
23	Other Income	0	2935.99	3142	0	27814	17956	34042	10000	21472	18109
24a	Bequests Deposited to CTF	0	0	73081	0	0			7838	0	
24b	Received for Construction	0	0	0	0	0			0	0	
25	Bequests retained for use by Parish	0	0	0	0	0			0	0	
26	Endowments, Trust Funds, Invest Inc	0	0	0	5000	2164	181		0	247	
XX	Gift	0	0	2213	1557	1027	250		0	0	
27	TOTAL INCOME RECEIVED	86952	79401.99	170448	67284	101756	127366	143382	121717	105787	92357
28a	Flow Through Funds	3391.26	4218	6714	2140	4464	6498	715	2696	7343	9522
28b	Rent Expenses	5580	7098	6628	2025	4455	835	4633	6886	2747	2911
29	Cost of Priestly Services	28631	22333	13854	15960	26218	27546	28720	29755	25010	24157
30	Costs of Other Staff	3918	8732	18280	16181	15352	12938	16018	12192	8310	11977
31	Church Property Expense, incl util	9773	18597	13713	21036	4608	14758	15213	25061	11122	10573
32	Rectory Expense, incl util & taxes	2555	1754	3392	10603	5467	5186	5256	4375	2605	2718
33	Capital Expenditure	4535	17778	15875	17459	17000	46132	57434	39693	33118	32616
34	Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0				0	0
35	Assesment/Apportionment	4359	3389	3975	5207	7164	5159	5981	3200	4836	3112
36	Insurance Premium	4905	5692	5867	5310	4847	4920	4002	4920	4903	5000
37	Additions to Trust Funds	0	0	73081	0	0			6228	0	0
38	Outreach/Special Ex-Par Appeals	3461	2552	6714	2140	2455		110	1656	1871	4136
39	General Operating Expenses	3898	2203	2553	4978	14957	3318	4507	3108	5663	2999
40	TOTAL EXPENDITURES	66035	83030	157304	98874	98068	119957	137241	130188	97438	97288
41	2013 SURPLUS	20917	0	13144	0	3688	7409	6141		8349	
0	2013 (DEFICIT)	0	-3628.01	0	-31590	0			-8471		-4931
42	Debts Owing by Congregation at Y/E	0	0	0	0	0					
43	Special Funds	39951	50757	41584	82060	60730	42848	39970	31969	28765	32699
0	Collection Income / ID givers	1424.706	1145.843	1162.655	1136.667	1621.257	1277.029	2955.519	1952.92	1611.12	952.0714



Area Parish of Prescott-North Glengarry

St. John's Vankleek Hill

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St John's, Vankleek Hill is a strong welcoming community, a well-liked church family of close-knit parishioners with a sense of humour. They say yes when approached by members of the local community for help and take pride in their contribution to local activities.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **After-Church Fellowship** – Coffee time has developed into a deeply appreciated luncheon. People, especially seniors, count on it for both food and fellowship. A different family takes responsibility for providing the meal each week.
- **Food Ministry** - There is a culture of connecting to others through food. There is pride in the church hall being well kept and a professional kitchen available for food preparation. Church suppers happen at least twice each year and serve as fundraisers. Monthly Euchre parties include a luncheon. Church picnics have been important in the past and need to be revived. While parishioners volunteer to help and attend, many non-parishioners (typically seniors) look forward to participating.
- **ACW** - The ACW is an active and important part of St John's success. Recently they have had some keen new people with new ideas, however most of the members are older and have worked hard. The ACW helps with the food ministry. Several missions are supported by ACW: Bales for the North, the Local Food Bank and Diocesan ministries such as Centre 454.
- **Seniors Outreach** - a monthly service is organized at Heritage Lodge, a local seniors' residence. During COVID, bulletins were delivered to seniors without the expectation that they would attend church but with the intent of providing information about what's going on in the community.
- **Area Parish** - there is a recognized need to understand and develop the organization, identity and ministry of the area parish but it is challenging.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- The role St John's plays in the wider community is to support businesses and organizations by helping with community events. The church is regularly approached and always accepts invitations to participate.
- St John's has a collection basket at the back of the church for the local food bank.
- Partnerships with other churches include an annual Fair where there is an Ecumenical Service for all attendees. St John's also supports an annual week-long Bible Camp hosted by the Presbyterian Church both with treats for the children and a financial contribution.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- St. John's has several challenges beyond the scope of this question. They long for a fulltime priest who lives locally, takes a genuine interest in and is recognized as a community leader with a commitment to a 5-year tenure.
- The five-point Area Parish encompasses a large geographic region, the model is cumbersome. Being located at the far east of the diocese often means feeling left out and forgotten.



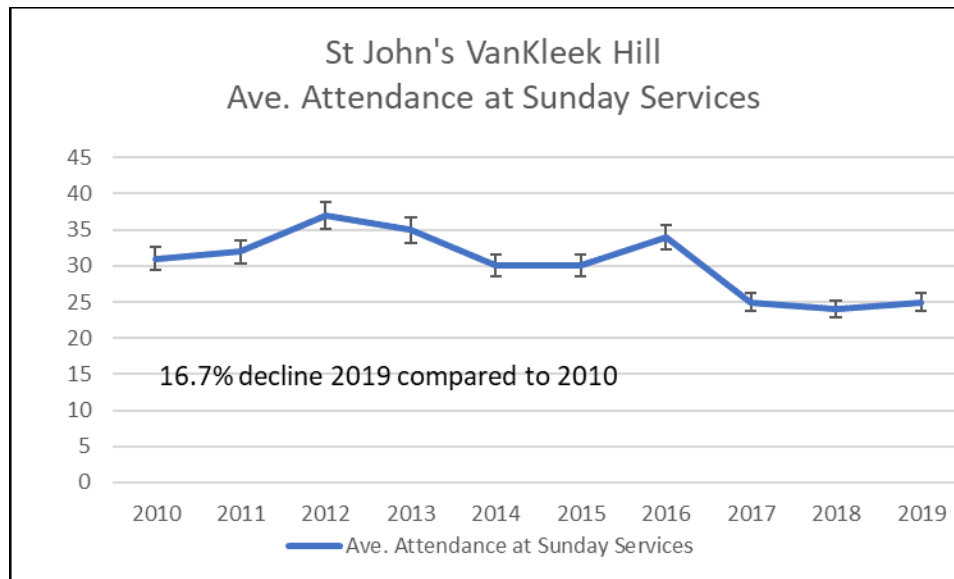
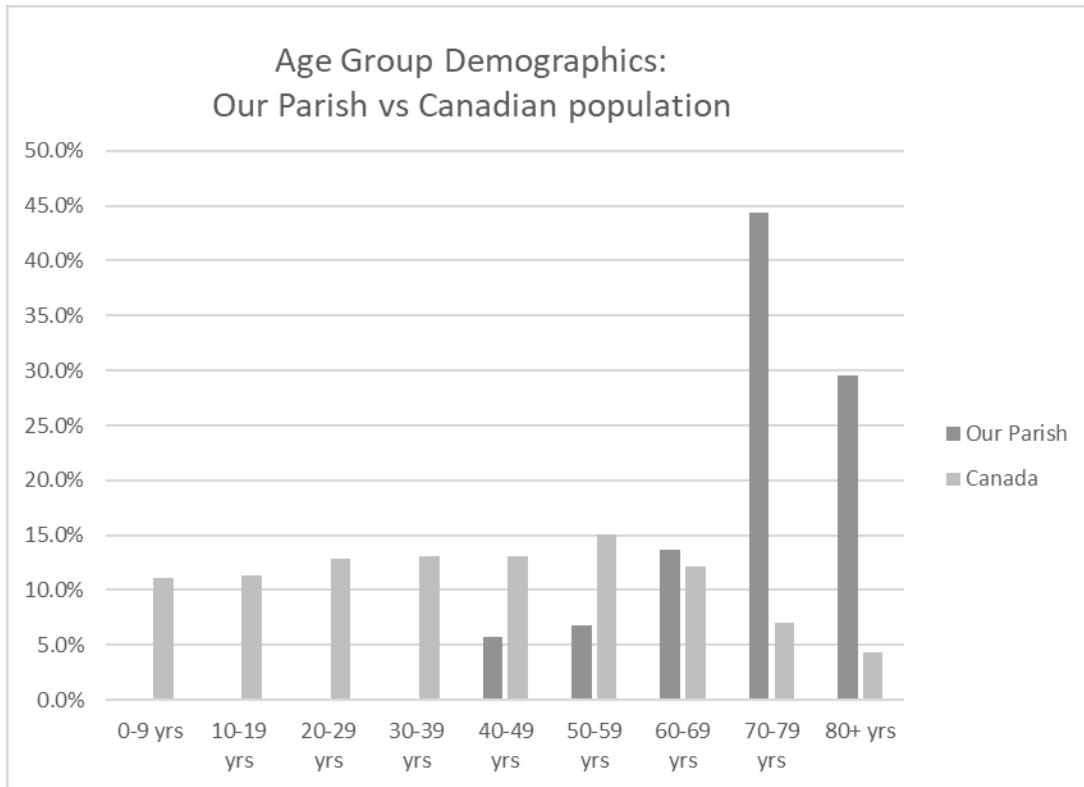
- Finances are stable at St John's. Most elderly parishioners are on a pension and give what they can. Fundraisers are a good source of income; however, more are needed.
- St. John's is in good repair. The hall and kitchen are in good condition. WIFI has been installed.
- As with so many parishes, the volunteer base is aging and therefore more limited in their ability to actively support parish work. Generally, everyone participates with the knowledge of what is required in order to accomplish what is needed. There is a question as to what skills are available within the volunteer base.

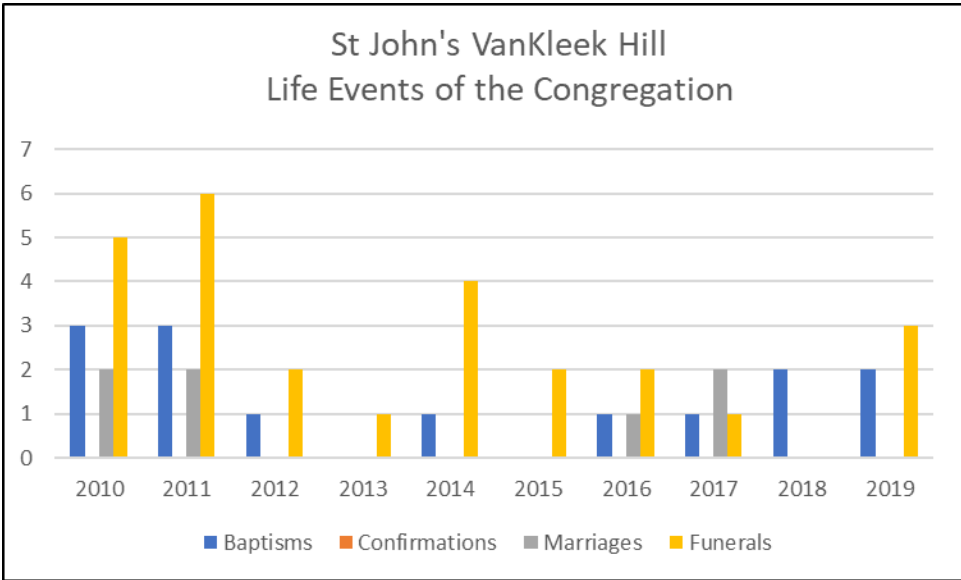
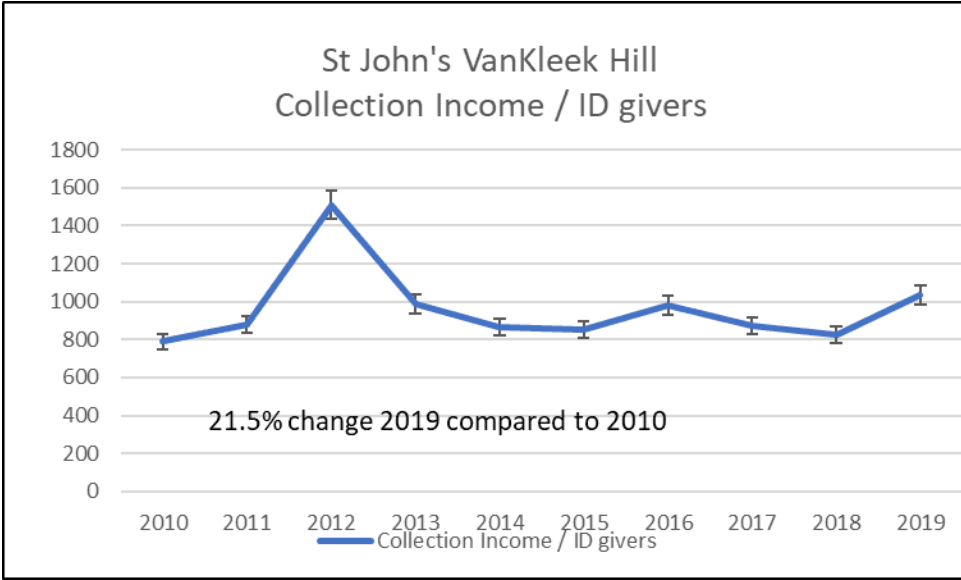
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Youth** – St. John's is located close to a high school and may be well situated to provide a drop-in centre for youth. The church hall is in good condition with a professional kitchen and internet is available. This initiative requires commitment from volunteers and perhaps younger leaders who would appeal to youth. Once needs are established, money will be required for the program. Considering the proximity to the high school, a once-a-week lunch program would create opportunity for youth to come into the church hall.
- **Involvement in Diocesan Ministries** - St John's supports several Diocese initiatives. There is opportunity to find out more about initiatives such as Centre 454, Centre 150 Cornwall and Cornerstone, as places to learn about possibilities.
- **Seniors** - Some seniors in the community could be offered a lift to and from church. As well, create 2 welcoming lunches per month for seniors to encourage fellowship and listening
- **Pastoral Care** - Could be more formalized as there are opportunities to offer support to old adults and others with challenges in the Vankleek community.



St. John's Vankleek Hill Quantitative Data







St. John's VanKleeck Hill										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	120	125	253	252	250	82	75	70	65	65
2 Members in full communion	0	75	75	74	45	40	42	40	38	40
3 Identifiable Givers	69	66	59	59	59	64	60	55	54	60
4 Ave. Attendance at Sunday Services	31	32	37	36	30	30	34	25	24	25
5 Baptisms	3	3	1	0	1	0	1	1	2	2
6 Confirmations	0	0	0	0	0	0	0	0		0
7 Rec'd from other communions	0	0	0	0	0		0	0		0
8 Marriages	2	2	0	0	0	0	1	2		0
9 Funerals	5	6	2	1	4	2	2	1		3
10 Church/Sunday Schools	0	1	1	0	0	0	0	0		0
11 Teachers	0	2	1	0	0	0	0	0		0
12 Pupils	0	5	6	0	0	0	0	0		0
13 No. of ACW Members only	13	23	23	22	10	16	15	12	13	15
14 No. of Women's Guild Members	0	0	0	0	0	0	0	4	2	2
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0		0
16 No. of Other Members	65	65	65	65	75	65	30	25	25	25
17 No. of Youth Members	0	0	0	0	0	0	0	0		0
18 Collection Income	54466	57906	89133	58333	51175	54568	58880	48108	44583	62133
19 Open offerings	5176	1886	3577	4287	3099	1594	2169	1477	1942	2120
20 Donations Church Organizations	12908	10411	6348	11846	15444	8280	15456.67	20127	12747	8518
21 Rentals	365	275	360	770	2030	1425	1865	2020	2260	1030
22 Capital Withdrawals from CTF	12036	0	10000	0	0		0	0		
23 Other Income	49778	11232	13428	7359	5373	8168	7759	6369	8035	7543
24a Bequests Deposited to CTF	0	0	0	0	0		0	0		
24b Received for Construction	0	0	0	0	0		0	0		
25 Bequests retained for use by Parish	0	0	0	0	0		0	1000		
26 Endowments, Trust Funds, Invest Inc	0	437	2824	4584	2369		717	0		137
XX Gift	0	0	100	7201	4293	4663	5749.13	2818	862	
27 TOTAL INCOME RECEIVED	134729	82147	125760	94380	83783	78698	92595.8	81919	70429	81481
28a Flow Through Funds	4079	2798	4855	3289	0	4397	4493	3386	5551	4125
28b Rent Expenses	0	0	0	0	0	1250	2345	1500	1500	500
29 Cost of Priestly Services	34303	39463	27545	45239	46948	25682	26733	38915	15247	16403
30 Costs of Other Staff	2400	3750	3631	2300	2000	2000	2000	0		
31 Church Property Expense, incl util	11124	11701	13849	21847	15363	7080	4944.95	12822	16403	12838
32 Rectory Expense, ind util & taxes	0	0	0	0	0		0	0		
33 Capital Expenditure	55523	0	34286	3580	1548		0	0		12235
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0	0		
35 Assessment/Apportionment	9351	10380	12143	13936	15232	16627	15465	13115	13506	15331
36 Insurance Premium	2475	2475	3331	3391	3459	3511	3180	3180	3180	3180
37 Additions to Trust Funds	0	0	0	0	0		0	0		
38 Outreach/Special Ex-Par Appeals	0	0	1000	540	0			3386	8035	4125
39 General Operating Expenses	16126	9308	16105	14533	13948	18442	41404	6545	7926	19411
40 TOTAL EXPENDITURES	131302	77077	111950	105366	98498	73342	93726.95	77963	64297	83523
41 2013 SURPLUS	3427	5070	13810	-10986	0	5356		3356	6132	
0 2013 (DEFICIT)	0	0	0	0	-14715		-1131.15			-2042
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	24979	24641	42850	0	0	6265	7922.8	21987.93	22512.69	30675
0 Collection Income / ID givers	789,3623	877,3636	1510,729	988,6949	867,3729	852,625	981,3333	874,6909	825,6111	1035,55



Area Parish of Prescott-North Glengarry

St. Michael & All Angels Maxville

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Michael and All Angels is a small rural parish, challenged by a history of change and needing consistency in a leader. The members feel that the decision to reorganize the parish was imposed upon them, and this has resulted in feelings of resentment and distrust which will require healing. Above all else the congregation is a family bonded by working hard, and working well together.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship** - Lay leadership knows that providing sustainable worship and obtaining strong leadership is an essential part of what they aspire to do. These will help them work towards success in their ministry and in their community. When worship is Christ Centred and pastoral care is available, the church will grow. During COVID, services have been on Zoom and YouTube. Currently there are two in-person services per month, one on Saturday afternoon and the other on Sunday. Before the Covid-19 epidemic, the third Sunday of each month was handled by the parishioners and the fourth, a Eucharist, was held in the evening. When St Michaels was able to resume in person services, parishioners gathered together and with some pride worked to clean the church in preparation for welcoming others to worship.
- **Children's Ministry** - Thanks to dedicated Sunday school teachers, before COVID, St. Michael's offered a Children's ministry. For several years, St. Michaels joined with the other protestant churches in Maxville to offer an ecumenical one week summer Bible Camp. It was well attended not only by local children but some from out of province. The teachers look forward to the time when they can once again meet with the children.
- **Pastoral Care** has been a priority but it is very hard to continue with just two members and no clergy support.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Fundraisers support some local initiatives: a Women's Shelter and an Emergency Food Cupboard. Through annual events, funds have been raised including: February Irish Stew, Strawberry Tea in June, a Sidewalk Sale and recently a very successful online Bake Sale at Christmas.
- At Maxwell Manor, a senior's residence, St Michael's participates in an Annual Birthday Party for all the residents, providing gifts and entertainment.
- Evangelism activities in the community have included: an Alpha course organized in a local restaurant, a desire to hold a church service in a restaurant (postponed due to the Covid-19 epidemic), parishioners volunteering in the Glengarry Highland Games in Maxville, and breakfast at the local Lion's Club.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

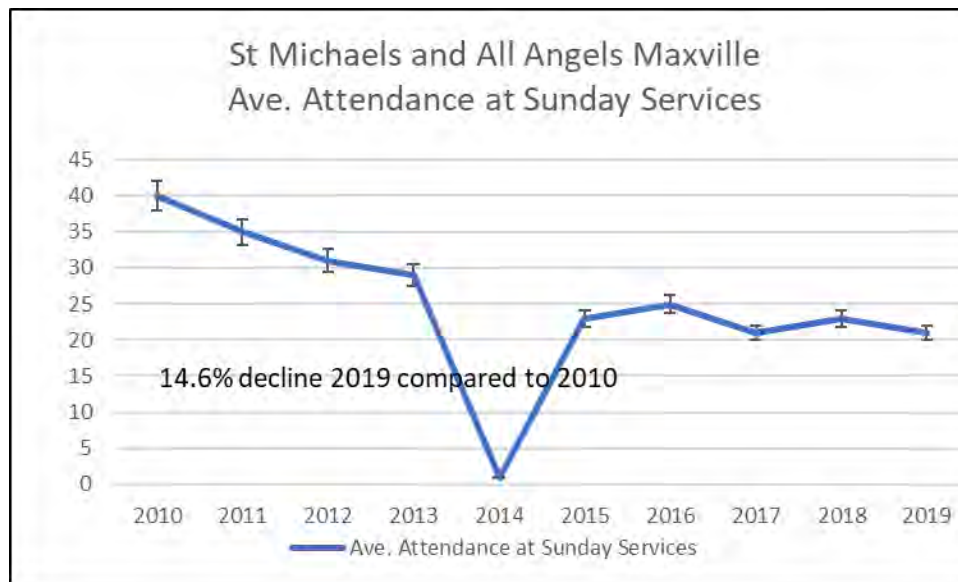
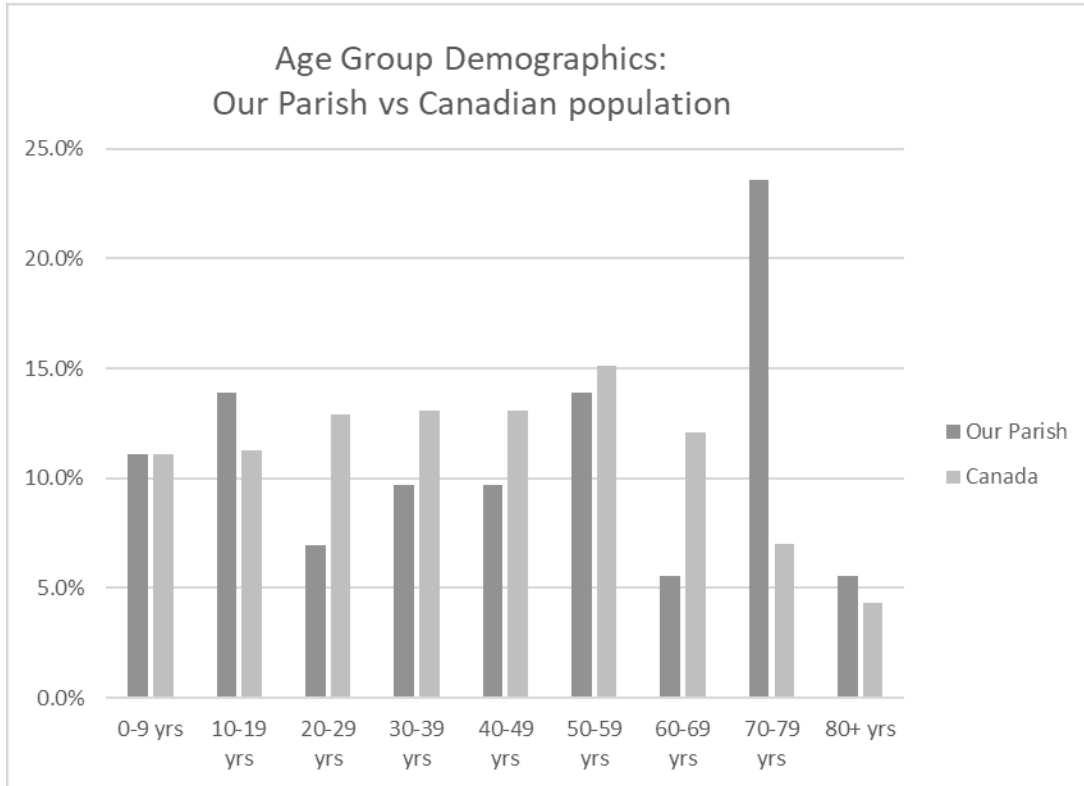
- **Finance** - Each month brings some financial loss but they are struggling to keep their heads above water. Any additional costs, such as those recently mandated by the insurance company, are a significant challenge.
- It has been two years since St Michael's has had strong pastoral leadership. As well, there has been a lack of support for those lay leaders who have embraced a working solution to this challenge.
- Due to COVID the number of parishioners has diminished, and the congregation is made up mainly of older adults who attend services. As well, they fear the young people who did attend will not return.
- St. Michael's is struggling to adjust to the challenges presented by the reorganization of the parishes. With the bond with one church broken, it has not been easy to establish bonds with four new churches especially when they are so dispersed.

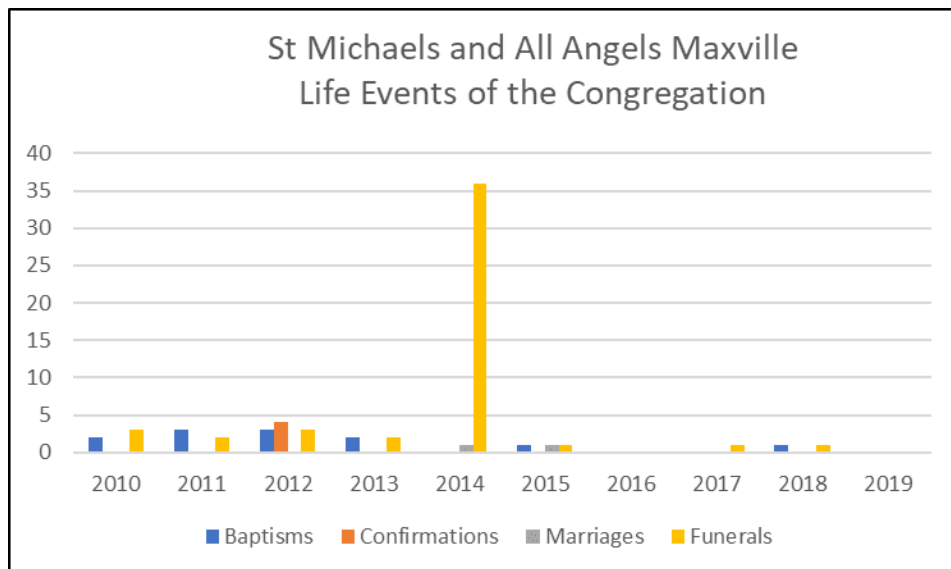
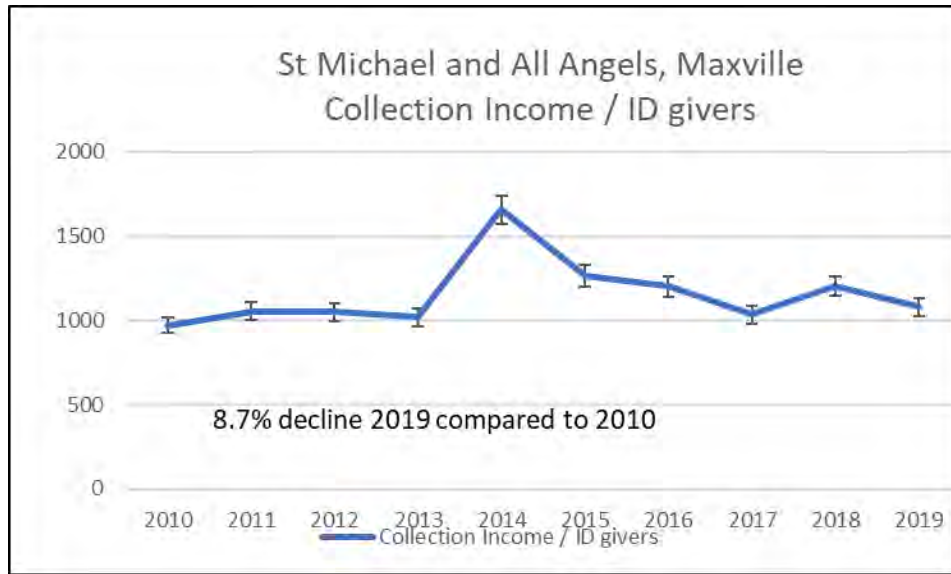
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- The reality of being in a rural setting and sustaining a leader at the same time means the need to think differently about how worship is delivered and in a meaningful way. St Michael's would like to consider this an opportunity rather than fit into the existing model which has been a challenge of the last two years and even before that. This requires timely and open-minded discussions with the diocese and with other rural parishes.
- Particularly in a rural setting, lay leaders can play a significant role. Support in formation and development is needed.
- Maxwell Manor is expanding to offer a total of 165 beds and a small ecumenical chapel. St Michaels wants to be a part of that opportunity to serve seniors.
- But St Michael's wonders, "How do we reach out to the youth who have been a part of St Michael's and have now left? How do we reach out to non-believers to help them see what we have to offer?"



St. Michael & All Angels Maxville Quantitative Data







St. Michael and All Angels Maxville										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	151	157	117	115	70	106	95	95	95	85
2 Members in full communion	0	85	117	71	34	58	70	51	51	39
3 Identifiable Givers	39	36	36	36	25	34	34	32	32	29
4 Ave. Attendance at Sunday Services	40	35	31	29	1	23	25	21	23	21
5 Baptisms	2	3	3	2	0	1	0	0	1	
6 Confirmations	0	0	4	0	0	0	0	0	0	
7 Rec'd from other communions	0	0	0	0	1	0	0	0	0	
8 Marriages	0	0	0	0	1	1	0	0	0	
9 Funerals	3	2	3	2	36	1	0	1	1	
10 Church/Sunday Schools	1	1	39	39	4	25	25	44	1	1
11 Teachers	3	5	3	4	0	3	4	4	3	4
12 Pupils	33	15	15	15	0	0	0	0	8	
13 No. of ACW Members only	12	11	10	10	10	0	0	0		
14 No. of Women's Guild Members	0	0	0	0	0	0	0	6	6	6
15 No. of Men's BAC Members	0	0	0	0	106	0	0	0	0	
16 No. of Other Members	20	8	20	30	6	73	100	68		34
17 No. of Youth Members	5	0	6	6	0	3	7	3	3	6
18 Collection Income	37864	37937	37741	36649	41415	42950	40835	33106.12	38507	31301
19 Open offerings	1841	1347	1101	594	771	686	1014	822.25	2040	855
20 Donations Church Organizations	7387	5687	7433	4247	659	7467	7626	6116.1	6847	6172
21 Rentals	250	450	375	475	250	651	175	200	250	
22 Capital Withdrawals from CTF	0	0	0	0	0	0	8273			
23 Other Income	50	2094	800	718	0	24	24		1520	50
24a Bequests Deposited to CTF	0	0	0	0	0					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	0	0	2411	408	5135	385	63	30.99	113	352
XX Gift	0	0	0	0	0					
27 TOTAL INCOME RECEIVED	47392	47515	49861	43091	54130	52163	58010	40275.46	49277	38730
28a Flow Through Funds	3100	3359	1630	980	645	1885	1325	915	1752	1571
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	13010	18963	16330	12946	37656	41496	44044	32700	16862	11894
30 Costs of Other Staff	0	4217	1824	6686	1745	996				1071
31 Church Property Expense, incl util	6003	6974	9610	872	7563	7862	3913	1165.03		550
32 Rectory Expense, ind util & taxes	0	0	0	0	0				2422	2921
33 Capital Expenditure	7773	0	0	0	0				1195	1074
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	5000					
35 Assessment/Apportionment	6237	6850	7166	6525	0				8486	8213
36 Insurance Premium	1116	1116	1122	1122	0				2175	2173
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	3100	3359	1238	2820	2137				1752	
39 General Operating Expenses	10270	5534	10008	11310	1766	2226	4609	4877.37	11155	8444
40 TOTAL EXPENDITURES	47509	47013	47298	42281	55867	52580	52566	38742.4	44047	36340
41 2013 SURPLUS	0	502	2563	810	0		5444	1533.06	5230	2390
0 2013 (DEFICIT)	-117	0	0	0	-1737	-417				
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	15280.19	0	13229	13390.8	13195					
0 Collection Income / ID givers	970,871.8	1,053,806	1,048,361	1,018,028	1,656.6	1,263,235	1,201,029	1,034,566	1,203,344	1,079,345



Area Parish of South Carleton

Holy Trinity North Gower, St. John's Kars, St. Paul's Osgoode

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The three churches of the parish consist of people with deep faith and commitment, who are geographically close and enjoy attending church together. The parishioners are not strangers to each other and have similar concerns. Accepting the concept of an area parish has taken time – which COVID has lengthened – but the slow process of coming together has been in some ways empowering. Most are now ready to become ‘the’ area parish, amalgamating their finances and working together to bring life into ministry in the area.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Gathering for Worship** - whole parish attends one service each Sunday – during COVID these were on-line or by email with recorded music
- **Pastoral Care** - each church is concerned about staying in contact
 - Had a committee of callers during COVID, reporting to clergy people who are sick or lonely or who need help, e.g. with groceries
 - Aspirations to have a pastoral care team with training
- **Community Ministry**
 - Fundraising for causes other than the churches – e.g. pre-COVID group fundraiser for MFH’s Veteran’s House and Centre 454
 - Pancake Suppers – community gatherings with goals of raising money for the church and bringing people together
 - Provide a meeting place for the community – a welcoming open door plus ‘get them in the side door’ to church events like suppers, Vacation Bible School
 - Support for local Food Banks, regular donations to other charities, e.g. Naomi House women’s shelter, local children’s camp and families in the community
- Desire to grow the congregation, especially to attract more young people

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

For Community ministry initiatives and events, see above

- **Events** in the church: Jazz concerts, church suppers, rental of space
- **Partnerships with Other Local Churches** - e.g. Remembrance Day service, parade and after-service reception; Messy Church and Vacation Bible School run with United and Presbyterian churches; Good Friday Walk in all 3 villages with 3-5 other churches
- **Partnership with Community Associations** - e.g. North Gower Winter Carnival, hosting Pancake Supper and kids’ entertainment; Amazing Race Osgoode with Youth Association; work with North Gower Christmas Project – 200 local people have joined a Facebook group working with church to provide for families and seniors in need; connection (through rector) with Rural Ottawa South Support Services
- **Partnership with Local Business** - e.g. recently had the Morning Glory Café in Kars run mornings in Church partnered with Coffee Roaster – great community meeting spot across from the school



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** - Each church currently has its own budget and from that contributes to the area parish account. ECOPS, musicians, cleaners and joint worship costs are shared, anything left over is sent back to congregations. Money is very tight and they have relied on a grant from the diocese to pay for 1.5 clergy and administrative support. They have been quite dependent on fundraising for church expenses – as much as 30% of the budget - and that has dropped off during COVID. Givings have dropped too.
- **Buildings** - Holy Trinity is in very good shape, structural repairs completed recently but harder and harder to pay upkeep bills for electricity, pest control etc. They are waiting to expand hall and build accessible washroom. St. Paul's hall was renovated recently but faces a major roof repair within the next 5-10 years. Accessibility is an issue. St. John's is in good shape, with a hall and full accessibility but needs additional hands to help maintain it. Hard for parish to handle all 3 sites.
- **Human Resources** - Area Parish has 1.5 paid clergy and a paid organist. Parish administrator just changed, currently unpaid, seeking a grant. Congregation numbers are dwindling and volunteers are aging and getting tired. Hard to find people to serve on Parish Council and other committees – once you agree the job is yours for life. Councils are getting smaller, no Synod delegate from Kars this year. Lacking people to take leadership roles.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

Parish wants to get back to doing community ministry, but it needs a clearer focus for its work, a cause in the community. Among the opportunities identified are:

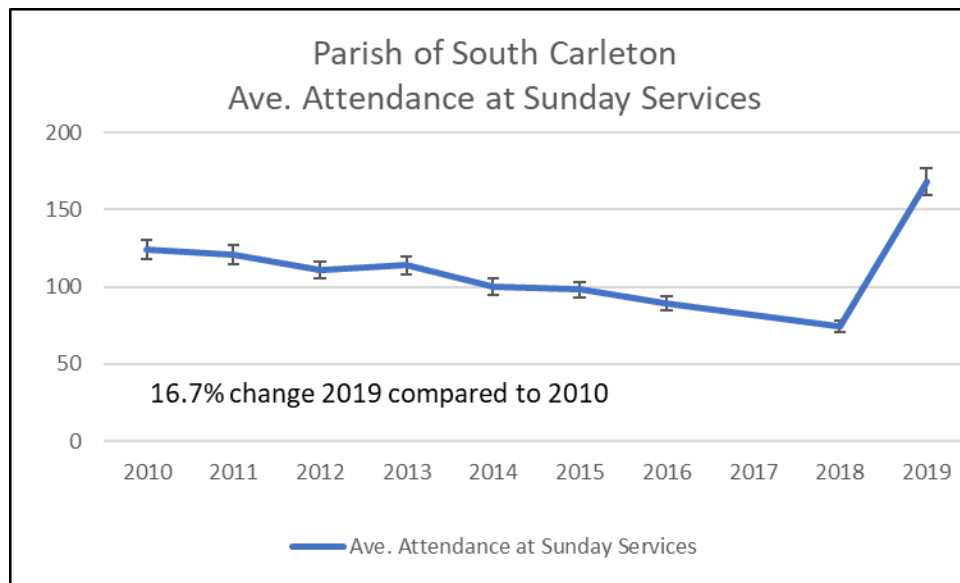
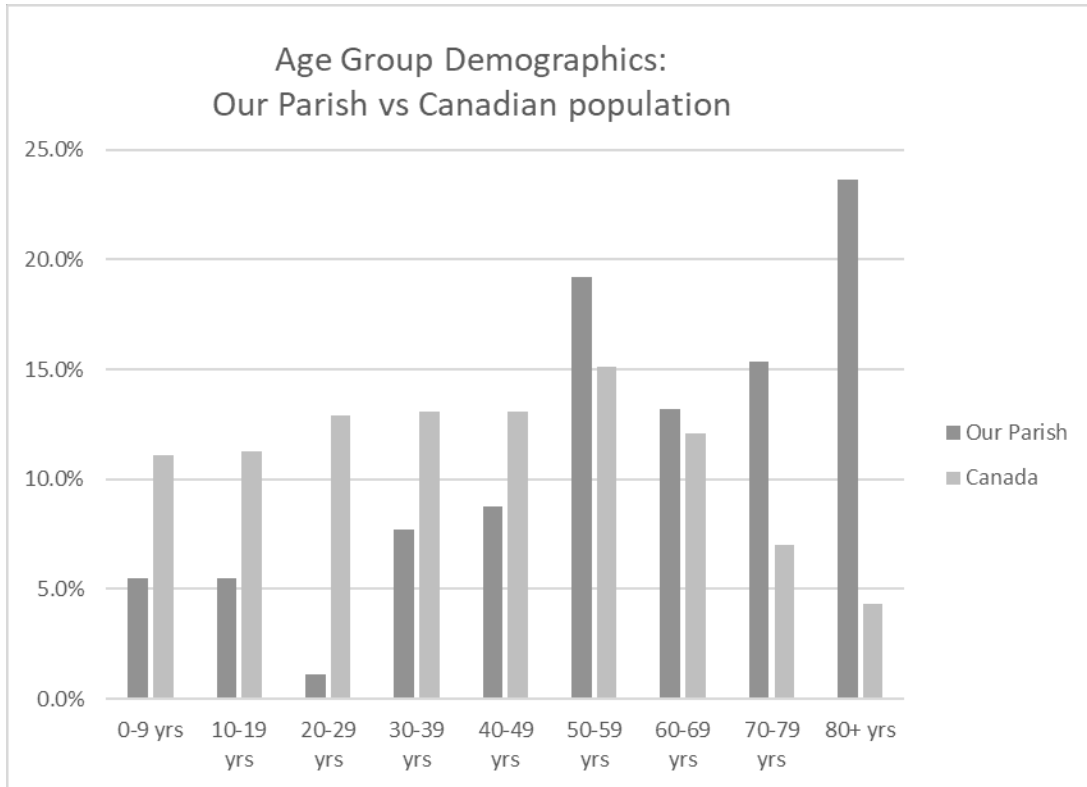
- **Support for Veteran's House**
- **Community Garden** - vegetables grown for families in need and the Food Bank
- **'Big Ideas Club' for kids** - a large donation is waiting to support that work
- **Outreach to seniors** in long-term care - a donation received for that too
- **Concerts** in the churches to bring people inside
- Gathering people with **community dinners** - combining energy of three churches
- **Revisit Café idea** - maybe as a mobile pop up in different churches and community sites
- **Work on mental health issues in the community** - offering space for counselling programs and providing a listening ear

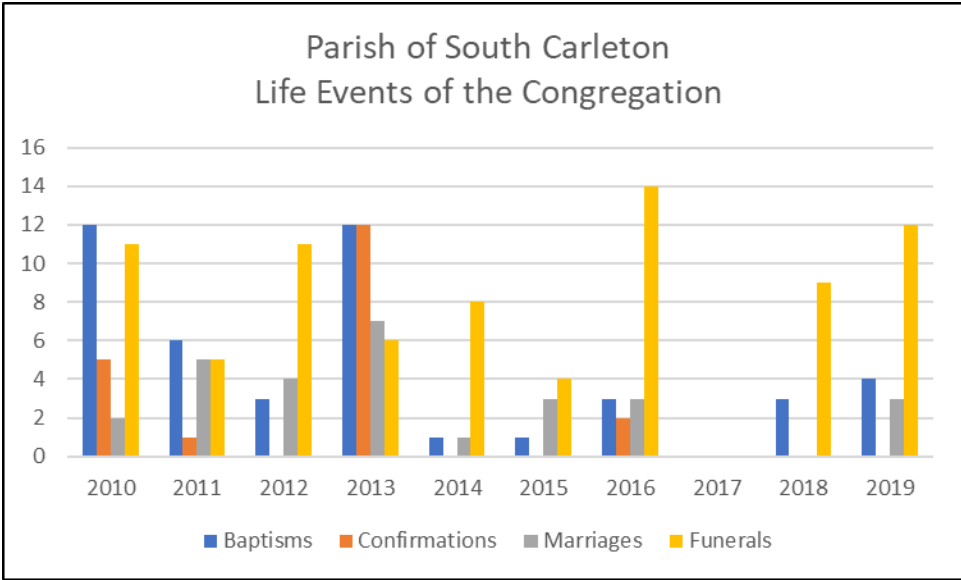
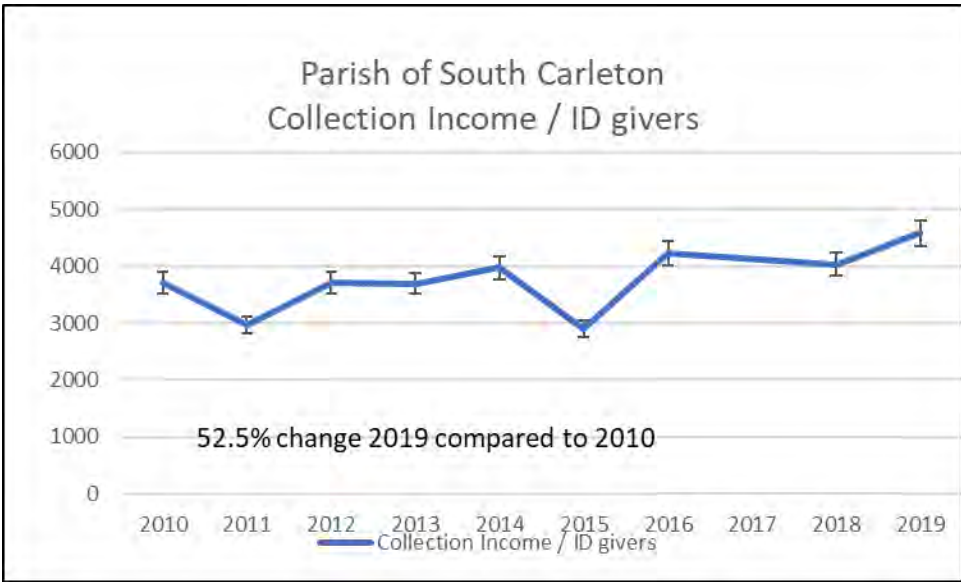
Needs identified include:

- Agreement on parish priorities
- Need to be clear who parishioners are - not sure who on list is still engaged
- Both leaders and people to help
- Partners in the community with ideas - overcoming caution about working with a church
- New partners needed - e.g. used to work with Lions Club, now gone
- Maybe a willingness to go work with people where they are, rather than in the church
- For mental health initiative, need to bring counsellors to the community
- 'lots of love' in parish, just need direction and they'll spread it around



Area Parish of South Carleton Quantitative Data







Parish of South Carleton										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	409	396	391	395	384	361	360		277	275
2 Members in full communion	217	216	218	218	220	206	174		114	103
3 Identifiable Givers	141	181	142	136	147	87	132		113	97
4 Ave. Attendance at Sunday Services	124	121	111	114	100	98	89		74	168
5 Baptisms	12	6	3	12	1	1	3		3	4
6 Confirmations	5	1	0	12	0	0	2		0	0
7 Rec'd from other communions	0	0	0	0	0	0	0		0	0
8 Marriages	2	5	4	7	1	3	3		0	3
9 Funerals	11	5	11	6	8	4	14		9	12
10 Church/Sunday Schools	3	3	3	2	2	2	2		1	3
11 Teachers	6	6	4	4	5	4	5		0	9
12 Pupils	21	27	29	26	28	23	19		0	45
13 No. of ACW Members only	20	19	19	19	151	15	12		0	12
14 No. of Women's Guild Members	0	0	0	1	0	0	0		0	40
15 No. of Men's BAC Members	9	7	7	6	6	0	0		0	40
16 No. of Other Members	91	97	99	91	94	81	87		0	85
17 No. of Youth Members	3	10	8	7	6	4	4		0	0
18 Collection Income	180469	179348	182140	169578	195164	202913	187860	173748	156360	150513
19 Open offerings	6710	4707	5580	6270	4484	4412	8073	4219	4071	3843
20 Donations Church Organizations	18471	24152	8226	9448	10017	17222	13270	17891	17994	16638
21 Rentals	13922	19575	19275	20955	18943	12650	16150	16097	6811	11270
22 Capital Withdrawals from CTF	20000	0	0	0	0	0	0	0	0	30000
23 Other Income	23026	34534	24125	5708.47	18039	17972	12230	6984	2518	12000
24a Bequests Deposited to CTF	119523	100000	0	0	3299	0	20000	0	0	34425
24b Received for Construction	0	9400	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	5611	0	0	5000	8300	960	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	16462	15183	12071	12716	3246	12990	7449	6832	10845	9691
XX Gift	0	245	15675	28604	23455	21943	12249	11828	755	0
27 TOTAL INCOME RECEIVED	404194	297144	267092	258279.5	360147	291062	277281	237599	199354	268380
28a Flow Through Funds	28332	25344	17990	7831.47	16101	10803	15700	5670	2590	15880
28b Rent Expenses	7356	1780	6618	4513	3632	523	8975	5633	0	0
29 Cost of Priestly Services	137665	155721	155880	138614	124484	137228	125386	109429	133831	136442
30 Costs of Other Staff	5360	3000	3300	4140	830	12049	16658	23545	19461	11930
31 Church Property Expense, incl util	26479	25040	23117	19721.78	21796	25538	23830	28034	21711	34735
32 Rectory Expense, ind util & taxes	7356	1780	6618	4513	3632	8912	8980	5633	8932	6442
33 Capital Expenditure	111853	42387	0	0	9797	48133	19312	0	0	23701
34 Loan/Debt Repmt (Princ. & Int.)	311	3890	7180	7180	49180	7180	7180	1105	790	0
35 Assessment/Apportionment	28374	29607	25125	22602	22496	27649	38778	32733	28494	26357
36 Insurance Premium	4871	5721	5877	5624	6451	6506	6506	3518	6506	6506
37 Additions to Trust Funds	34123	10000	0	0	0	0	20000	0	0	0
38 Outreach/Special Ex-Par Appeals	6038	2021	2355	3731	12601	5039	10459	6265	2780	14030
39 General Operating Expenses	25753	24918	23537	18843	23035	28880	22569	20738	14291	6326
40 TOTAL EXPENDITURES	388183	304085	252989	224968.8	282002	307114	299658	231000	236796	266469
41 2013 SURPLUS	16011	8840	19501	36326.47	78145	14039	-18844	113259	0	7167
0 2013 (DEFICIT)	0	-15781	-5398	-3015.78	0	-30091	-3533	4939	-37442	-5256
42 Debts Owing by Congregation at Y/E	85100	93677	90081	86978	39315	62151	83292		105509	0
43 Special Funds	44385	45096	49483	153828.4	122648	64849	60946		0	0
0 Collection Income / ID givers	3706.314	2960.152	3708.127	3690.954	3972.129	2902.902	4218.932		4026.291	4582.412



South Dundas

Holy Trinity Riverside Heights, St. James Morrisburg

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

South Dundas has a heart for outreach and serving the community. The work being done at St. James is vital to the community and they always manage to get it done; even COVID hasn't stopped them. The Chapel model is working at Holy Trinity. But members of both churches, while faithful and committed, are getting old and tired. They need help to update the buildings and are only making ends meet with help from the Diocese.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

• Outreach

- The 'Martha' ministries: Martha's closet – free new and used clothes for those in need; Martha's Kitchen and Drop In – a gathering of 40 to 60 people for food and fellowship and help with access to services, counselling, etc.
- Community Christmas Dinner – for people who need people – serving over 100 people in the Legion - last year through the Meals on Wheels kitchen and volunteer deliveries
- Tilted Steeple Coffee House, a partnership with a local musician – provides a venue for aspiring and veteran performers - music evenings and a Christmas Concert with a real orchestra to raise money for refugee support, Today 4 Tomorrow and Food Bank
- Taste of the Seaway – fundraising evening with local producers, now copied by the local hospital and other agencies
- Play House luncheons – held in cooperation with local theatre
- Theatre pieces produced by church members, at Playhouse and on radio and video, tickets given to Apple Tree Ministry clients (see below)
- Pancake breakfast in partnership with Iroquois Apple Fest – derailed by COVID
- Suppers held at the church and catered receptions in hall
- Education:
 - Education for Ministry – restarted recently, already double group numbers
 - Weekly Bible Study on the coming week's gospel
 - Other learning opportunities, well attended, with COVID all of these went on-line

• Pastoral Care

- New treasurer does tax returns for parishioners who need it for free
- Crisis management – connecting people to local services
- Care for the elderly, counselling around death, loss and terminal illness; parishioners driven to appointments in Ottawa, Cornwall, etc.
- 'Hospital of triage for the broken people' – people harmed by the church in the past, e.g. pastoral care offered after Bible study
- Apple Tree Ministry – financial aid to people who need help to pay the bills, get groceries, often clients taken to store, gas station by volunteers – building relationships
- Pastoral Care team visiting shut-ins regularly, hospital visits, Easter meals sent to shut-ins
- Prayer chain



3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- For Outreach and Education events, see above
- Church buildings used by local groups, e.g. AA
- Fundraisers hosted at the Legion for Madagascar School Project
- Outdoor services and lights at Holy Trinity attract passers-by; visitors come when doors are open
- Ecumenical services with other churches and Legion – e.g. for Remembrance Day
- Partnership with the Township, emphasizing historic nature of the church – Open Doors held in the summers during the week; good relationship with Deputy Mayor re community use of church
- Holy Trinity supports Centre 105 in Cornwall with funds, handmade quilts, kitchen equipment

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

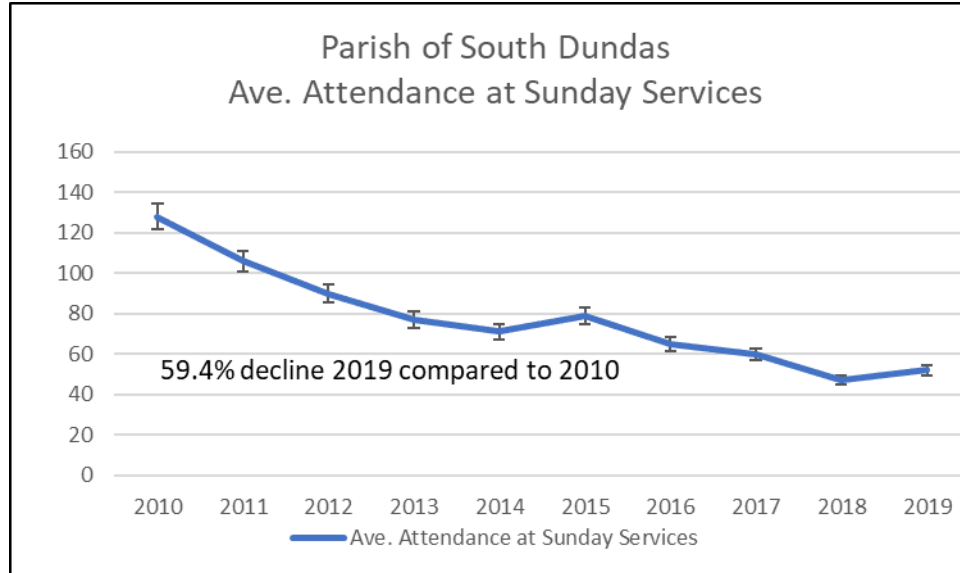
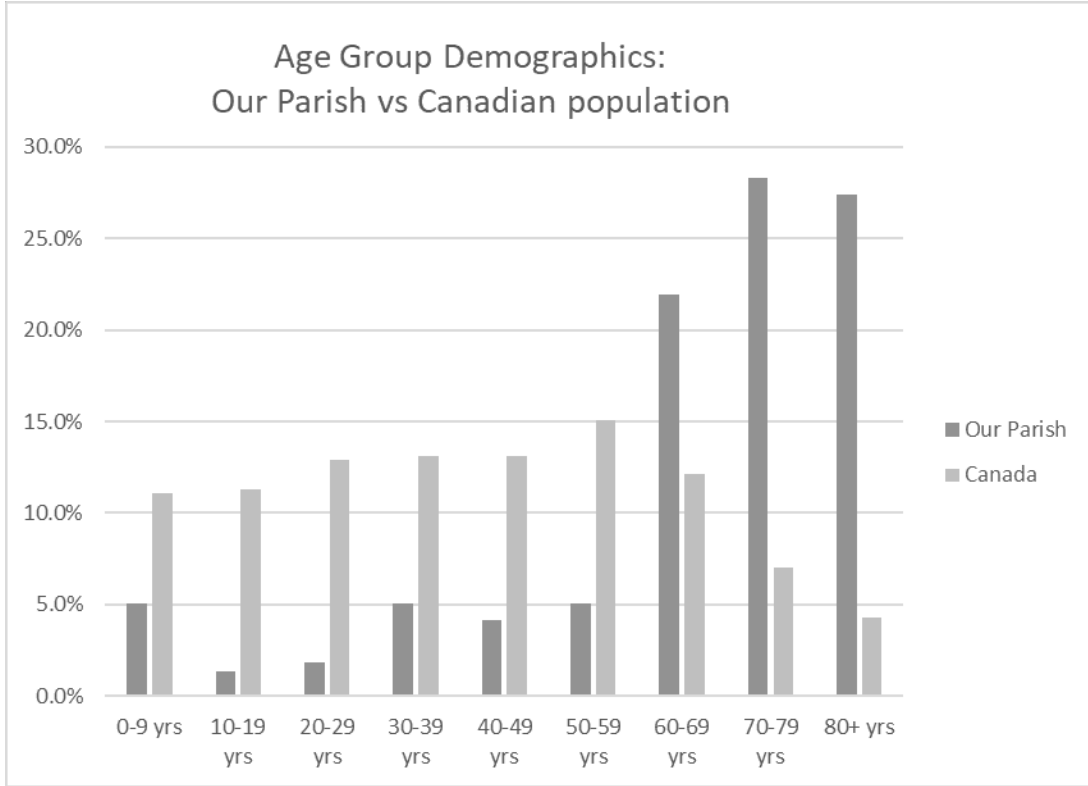
- **Finances** - Diocesan grants have enabled the parish to 'meet in the middle' in the last few years - they have had regular deficit budgets since before St. John's Iroquois left the parish; they have lost some generous givers, find that people will give towards specific things, but don't realize regular contributions are necessary; incoming people to area are older and lower income; there are some savings in existing funds that are being used but those are running out.
- **Building** - The church and rectory at St. James sit on a big block of property. Maintenance has been deferred, e.g. on the tower (hence the Tilted Steeple) and the bell and the door under it can't be used now. Kitchen also can't be used due to ventilation issues and not conforming to code. They are strapped for space – storage and accommodation. The rectory needs work in order to be able to rent or use it (not being used by deacon in charge now). There have been discussions of using the land for alternative purposes, but doubts about available leadership to manage the project and the ability to finance any use of the rectory in the future. Holy Trinity has been kept up by an endowment that can only be used for that building, but has septic tank issues. All buildings have accessibility issues.
- **Human Resources** - St. James has an incumbent Deacon and a Pastoral Associate, both full-time; Pastoral Associate is not paid. Other paid staff: Music Director and a cleaner. No parish administrator. Volunteers do all other roles, ready to help with most things, but getting tired – always the same people. Holy Trinity has an additional part-time Deacon.

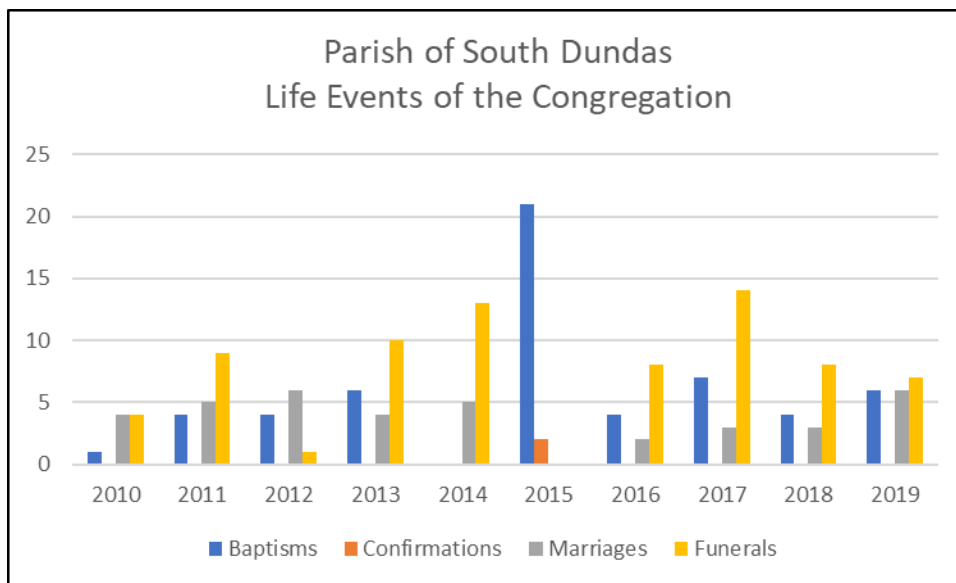
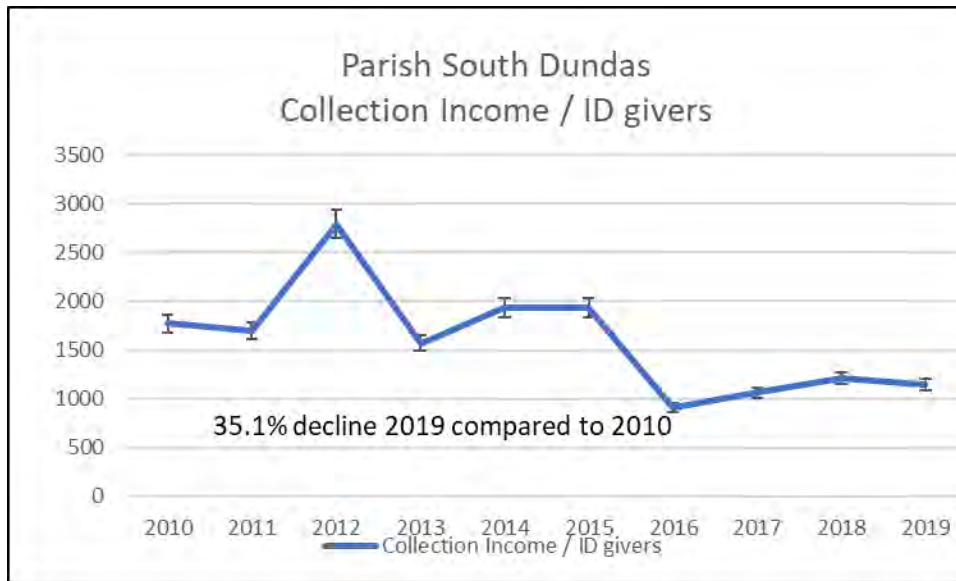
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Affordable Housing** - Pastoral Associate working with local community on this – need human and financial resources
- **Community Seasonal Ministry at Holy Trinity** – focus on summer visitors, historical value
- **Addictions Counselling and accommodating other social services**, e.g. in a renovated rectory that could be used as offices, perhaps satellite offices of Community Ministries (OPC has approached them) – need to provide accessible space, need qualified people to provide services like counselling
- **Senior support services** – Morrisburg is a retirement community, nearby seniors' residence and seniors in community apartments, no public transit, just one taxi
- **Laundry services for community** – local laundromat burned down – need to deal with building issues in order to have additional energy to spend on new initiatives, need to regain momentum
- Need to listen carefully to what people want instead of assuming we know what they want – e.g. worship in alternative settings or with different liturgies



South Dundas Quantitative Data







South Dundas Parish										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	387	387	373	337	310	310	438	119	123	127
2 Members in full communion	229	229	223	162	140	140	180	100	96	99
3 Identifiable Givers	117	117	108	107	83	87	119	100	96	115
4 Ave. Attendance at Sunday Services	128	106	90	77	71	79	65	60	47	52
5 Baptisms	1	4	4	6	0	21	4	7	4	6
6 Confirmations	0	0	0	0	0	2	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	1
8 Marriages	4	5	6	4	5	0	2	3	3	6
9 Funerals	4	9	1	10	13	0	8	14	8	7
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	3	3	2	1	1	1	3	2	1	3
12 Pupils	5	5	3	2	3	4	10	14	4	3
13 No. of ACW Members only	1	1	1	1	1	1	20	10	10	0
14 No. of Women's Guild Members	42	42	40	38	36	36	56	0	1	0
15 No. of Men's BAC Members	17	17	15	15	12	12	12	1	0	0
16 No. of Other Members	85	85	80	80	70	70	100	5	35	7
17 No. of Youth Members	0	0	0	0	0	0	0	0	0	0
18 Collection Income	114782	111838	123401	99887	97844	105432	108547	106620	115859	132271
19 Open offerings	1481	2141	1630	1649	1663	2424	1688	2179	1191	2256
20 Donations Church Organizations	0	0	2530	3801	7653	9134	4239	38249	14094	35718
21 Rentals	575	1050	2825	4122	600	1185	1045	2345	1655	1300
22 Capital Withdrawals from CTF	0	0	0	5000	0	25000	18800	32707	0	0
23 Other Income	7438	6652	3702	0	3395	3655	22785	7457	15418	3774
24a Bequests Deposited to CTF	20222	5000	0	0	0	3500	0	9000	12500	3063
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	0	0	2000	0	0
26 Endowments, Trust Funds, Invest Inc	24536	19492	19668	23494.52	19252	12382	21533	7704	22150	22621
XX Gift	0	0	105	52	0	20102	985	470	26	0
27 TOTAL INCOME RECEIVED	169034	146173	153981	138005.5	130407	182814	179622	208731	182893	201003
28a Flow Through Funds	10150.88	3153	3676	4103	10039	10904	29153	23104	12762	17496
28b Rent Expenses	300	250	400	1500	200	1500	1000	3000	1655	1500
29 Cost of Priestly Services	38785	44638	47218	51196	52649	46086	73651	73450	67889	78404
30 Costs of Other Staff	4391	7090	8241	22446	18812	6930	25382	13998	3901	0
31 Church Property Expense, incl util	20278	37456	29584	18806	30889	32133	28870	34018	26251	34522
32 Rectory Expense, incl util & taxes	0	5382	8590	3890	4952	5516	11171	16327	24048	14664
33 Capital Expenditure	4107	9932	15554	7816	0	9838	3425	7000	0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	905	15415	24473	26507	5410	19618	29599	26222	21704	25015
36 Insurance Premium	16272	10179	10238	10420	10477	9191	15724	7682	18706	14188
37 Additions to Trust Funds	22316	5000	0	0	0	3500	9040	0	2000	4000
38 Outreach/Special Ex-Par Appeals	8540	7152	8070	7903	12217	11714	30107	23104	1093	18703
39 General Operating Expenses	46261	15584	10338	2394	21741	34237	10507	10378	22455	25715
40 TOTAL EXPENDITURES	161855	157828	162306	151378	157147	178263	237476	212179	188047	215211
41 2013 SURPLUS	7179	0	0	0	0	4551	-57854	0	0	0
0 2013 (DEFICIT)	0	-11655	-8325	-13372.5	-26740	0	0	-3448	-5154	-14208
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	0	0	0	0	0
43 Special Funds	51064	0	0	45426	0	18788	17000	0	0	0
0 Collection Income / ID givers	1772.582	1694.647	2793.088	1571.648	1936.39	1938.436	912.1597	1066.2	1206.865	1150.183



St. Aidan's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Aidan's is an open, welcoming, and accessible community that values beauty and hospitality in well-organized liturgy and volunteer driven events.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship and Liturgy** - St Aidan's conducts early and mid-morning Sunday services as well as Wednesday morning Eucharist. Volunteers play an active role as Greeters, Lay readers and administrators. St. Aidan's takes pride in a warm welcome to anyone attending their beautiful sanctuary and well-kept, accessible building.
- **Music** - There is tremendous pride in their Director of Music, Tea Mamaladze. She makes a volunteer choir sound professional. She creates a highly successful annual Christmas Concert and encourages her students (who practice in the church) to participate in church concerts.
- **Pastoral/Elderly Care** - keeping in touch with parishioners is a priority. This is carried out through a combination of organized volunteers and informal networks. The Wednesday Eucharist is important in fulfilling this priority.
- **Community Engagement and Outreach** is considered a mission from Christ at St Aidan's. Strong emphasis is placed on relationships with the local Arch Street School and Heron Emergency Food Centre, as well as Christie Lake Kids. Projects include elements of direct volunteering and financial support.
- **Fundraising** - much volunteer energy goes to successful fundraising dinners. Success goes beyond the financial aspect, seen as a place of parish comradery in site and food preparation, and of welcome, gathering, conversation and socializing. All are invited. Free tickets are given to those in need.
- **Refugees** - St. Aidan's most recent sponsorship welcomed a newcomer to Canada in September 2021. The parish also continues to support the Syrian sisters whom they previously sponsored.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

St. Aidan's supports a number of local community organizations:

- Arch St. Public School - provision of snacks and financial assistance for their breakfast program
- Heron Emergency Food Centre (supported by Xmas concert), food collection and drives
- Christie Lake Kids Christmas Program - responding to their special requests
- 60-year history with Scouts Canada - they use church hall for many activities, in return they serve at church dinners
- St. Aidan's supports Cornerstone through collections, special appeals, and donations of things like yoga mats. Some members also participate in direct volunteering. They are in conversation with St. Thomas about a project to support the shelter now located in their neighbourhood.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** - They have got through COVID not too badly but they are currently struggling with decreased givings
- **Human Resources** – While there is a core group of strong volunteers, they have trouble getting volunteer leaders, many are happy to help but not lead, work needs to be done towards succession



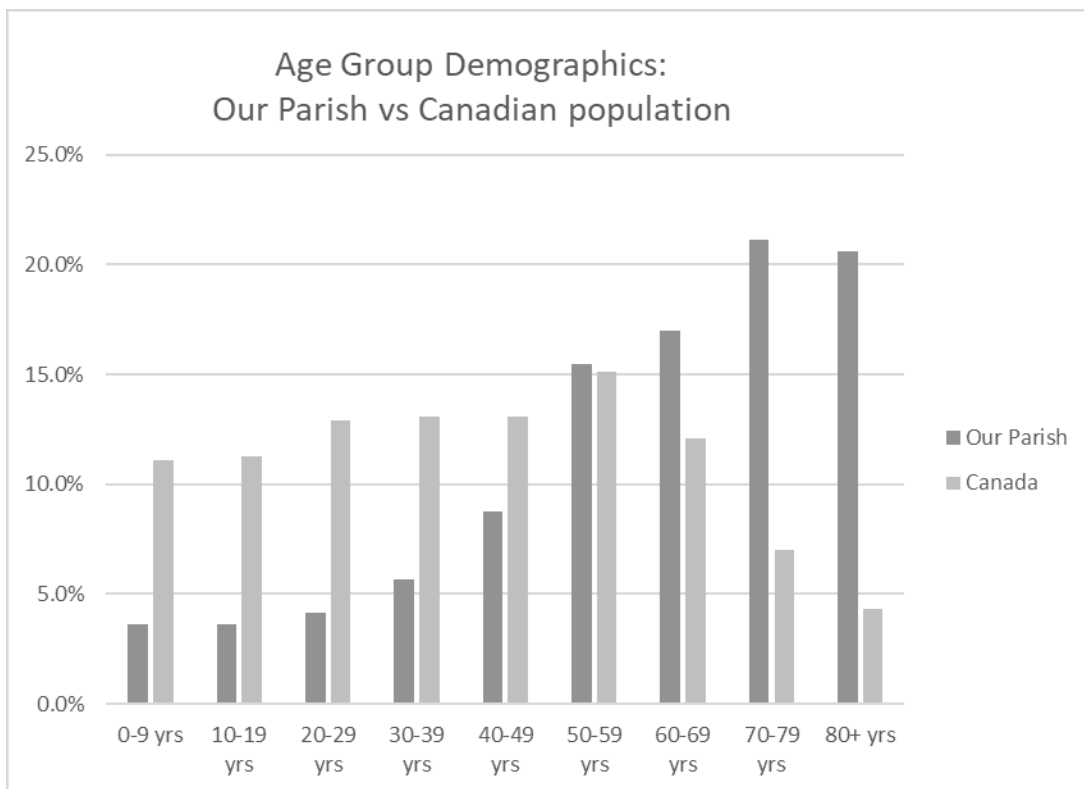
planning to ensure future leadership. Sometimes it’s just giving people the confidence to step in. Their current volunteers are an aging demographic.

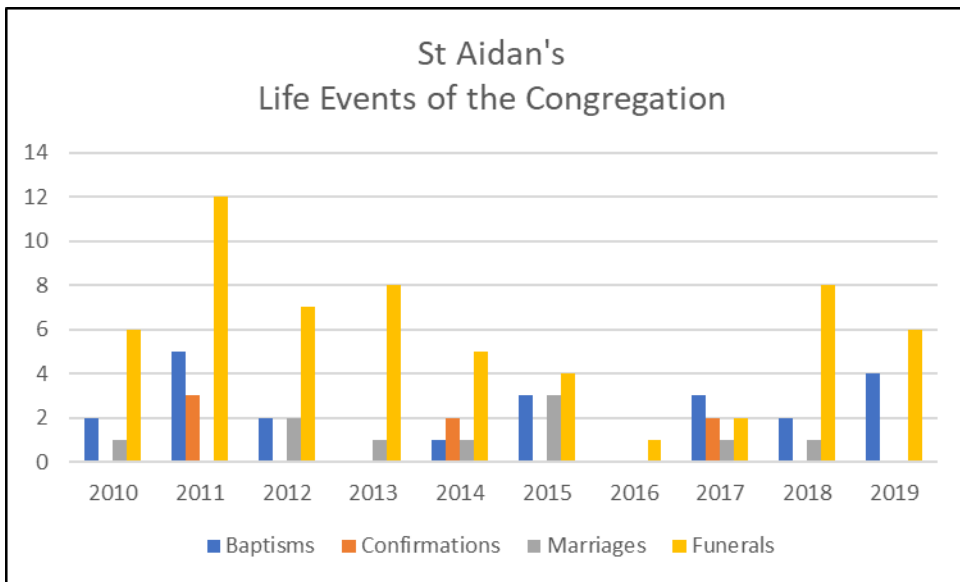
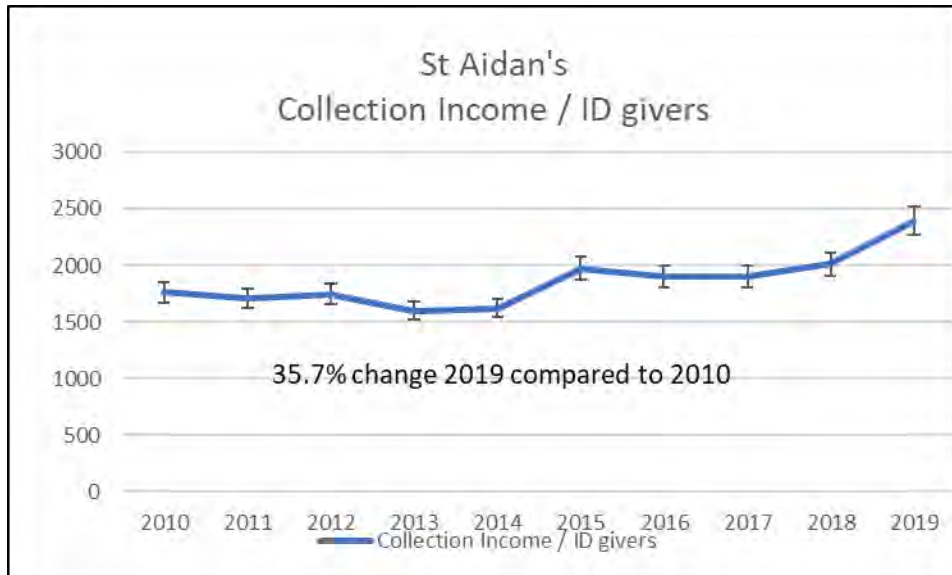
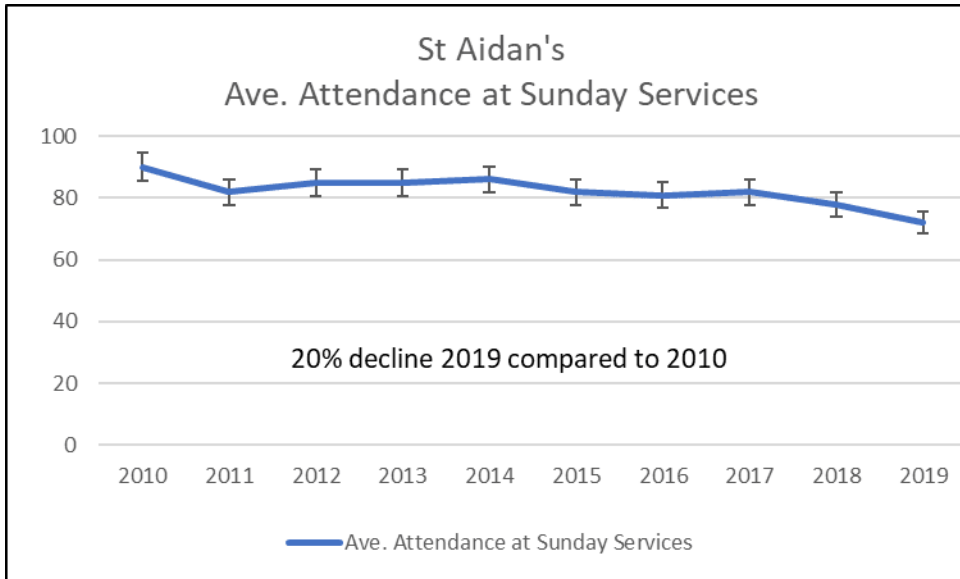
- Their **buildings** are in good shape, having had several big capital projects in the last 5 years to maintain buildings and property. Their location is challenging – it can be hard to find the church and then the front door!
- They lack expertise in digital **communications**/social media although the clergy and administrator have recently upgraded the Facebook page and website, which is now managed in-house.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Increase communication/advertising to the community; particularly through social media/the internet
- Build on the success of the music program
- Develop further opportunities with Arch St. PS, which is one of the most disadvantaged schools in Ottawa, and with the Heron Emergency Food Centre
- There have been informal partnerships with area churches over the years, some thought is being given to developing these opportunities.
- Elmvale Acres doesn’t have a community meal program – perhaps this is something that could be provided. They have reached out to their City Councillor to discuss this.

St. Aidan’s Quantitative Data







St. Aidan's										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	262	245	243	253	203	202	215	211	227	201
2 Members in full communion	150	130	150	144	145	155	139	138	151	117
3 Identifiable Givers	131	117	111	117	115	110	120	115	114	115
4 Ave. Attendance at Sunday Services	90	82	85	85	86	82	81	82	78	72
5 Baptisms	2	5	2	0	1	3	0	3	2	4
6 Confirmations	0	3	0	0	2	0	0	2	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	
8 Marriages	1	0	2	1	1	3	0	1	1	
9 Funerals	6	12	7	8	5	4	1	2	8	6
10 Church/Sunday Schools	1	0	1	1	1	1	1	1	0	0
11 Teachers	3	0	2	8	9	7	7	6	0	0
12 Pupils	0	0	2	6	9	7	7	6	0	0
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	20	19	16	14	20	15	15	12	10	7
15 No. of Men's BAC Members	19	19	17	19	19	18	0	0	0	
16 No. of Other Members	30	45	40	42	57	73	117	43	48	62
17 No. of Youth Members	5	5	5	2	3	2	1	0	2	2
18 Collection Income	231275	200268	194148	187079	187012	217460	228168	218784	229648	275571
19 Open offerings	2938	2917	2766	2967	2579	2712	2391	3649	2864	2743
20 Donations Church Organizations	22377	19365	17853	19697	22166	20717	23060	24570	25141	19429
21 Rentals	9490	17884	11145	12224	12404	15600	15796	18695	22188	22457
22 Capital Withdrawals from CTF	0	0	0	0	0				8000	20000
23 Other Income	7340	43912	4223	4321	4496	4382	5397	5300	12314	5745
24a Bequests Deposited to CTF	0	0	0	0	56689					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	77442	6000	0					
26 Endowments, Trust Funds, Invest Inc	0	0	0	8766	0					5
XX Gift	0	0	20573	0	7550	8189	7620	3974	840	
27 TOTAL INCOME RECEIVED	273420	284346	328150	241054	292896	269060	282432	274972	300995	345950
28a Flow Through Funds	10111	15642	5966	5479	6210	12406	31498	8668	20785	5579
28b Rent Expenses	1800	3947	2870	2984	3133	3290	3487	3692	3736	3848
29 Cost of Priestly Services	88117	84556	91032	95820	96646	100546	100044	105793	105349	110225
30 Costs of Other Staff	42534	46798	50302	49564	50037	52180	56806	57520	54075	56181
31 Church Property Expense, incl util	26741	26069	26104	27319	30690	30531	28599	32161	38534	39254
32 Rectory Expense, incl util & taxes	0	0	0	0	0					
33 Capital Expenditure	44843	74247	13403	24493	15833		26841	10737	25232	6422
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	33855	34972	36384	37842	38192	41090	42424	40649	38349	42663
36 Insurance Premium	5742	5742	5771	5771	5921	6053	5974	6316	5974	5974
37 Additions to Trust Funds	0	0	0	0	56689					20000
38 Outreach/Special Ex-Par Appeals	4113	2694	2890	2734	3644	3179	2274	3045	3407	1369
39 General Operating Expenses	18618	16468	11299	12068	12277	10525	8711	10013	10162	11572
40 TOTAL EXPENDITURES	264563	291546	237185	255611	309929	244104	271673	266234	281082	352660
41 2013 SURPLUS	8857	0	9065	-14557	0	24956	10759	8738	19913	
0 2013 (DEFICIT)	0	-7200	0	0	-17033					-6710
42 Debts Owng by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	0	0	5736.35	0					
0 Collection Income /ID givers	1765.458	1711.692	1749.081	1598.966	1626.191	1976.909	1901.4	1902.47	2014.456	2396.27



St. Alban the Martyr & St-Bernard-de-Clairvaux Ottawa

St. Alban the Martyr Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Alban's endeavours to show God's unconditional love to all. People are welcomed in as their whole selves, regardless of their background, faith, gender expression, sexuality, past church history, income, or level of belief. Nothing is taboo at St. Alban's -- the community addresses issues as they come up and works together to develop their responses.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Dedicated to serving the neighbourhood in which it is located: ministry focussed on, but not limited to: homeless/street-involved people, post-secondary students, and young adults. Members seek to build strong relationships by removing barriers to participation.
- Want to be part of a community that talks about, and acts, on social issues. Ministry priorities can shift depending on what's happening in the world.
- Very receptive to trying new ideas in an effort to create a more welcoming environment. For example:
 - A Care Team was assembled and trained to deal with mental health or other issues during Sunday morning worship.
 - Special worship events are scheduled to underscore the parish's support for the LGBTQ community, Indigenous persons, racial and ethnic minorities, and refugees.
 - Worship music is contemporary, and often secular, intending to be both accessible and engaged with the culture.
- St. Alban's has a close relationship with Centre 454, who share the building as equal partners. During COVID restriction the parish offered a "waiting room" and respite centre for 454 clients.
- Created a post-secondary Student Internship Program, a model for the Youth Internship Program now run by the Diocese, which is geared toward secondary students. Committed to empowering young people and to intergenerational participation, reflected in Parish Council, those who lead parish initiatives, and participation in Sunday morning liturgies.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- During COVID, Centre 454's services shifted to basic needs – food, shelter, washrooms and laundry – and open drug use intensified in the neighbourhood. Rather than increasing security, the parish's response was to work to beautify their grounds with the support of local organizations – also partnering with Ottawa public Health and the city councillor to add a needle drop box and city garbage receptacle. The goal is to increase both community outreach and a sense of ownership and pride in the shared space.
- Post-secondary outreach: Rector and young adult pastor hold office hours and the U. of Ottawa Chaplaincy. Parish is a member of Open Table, an inter-faith partnership which hosts a monthly community dinner for postsecondary students at St Albans/Centre 454, and a snack table at postsecondary institutions during exam periods.
- Participates in The Big Give, a city-wide interfaith initiative. Hosts a church rummage sale for household goods which are not sold, but given away.



- Recently launched a Homework Club aimed at neighbourhood children.
- Recently committed to forming groups focused on anti-racism, and on Indigenous reconciliation.
- Recently undertook a Mental Health Initiative, helping the community manage pandemic-related stress.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

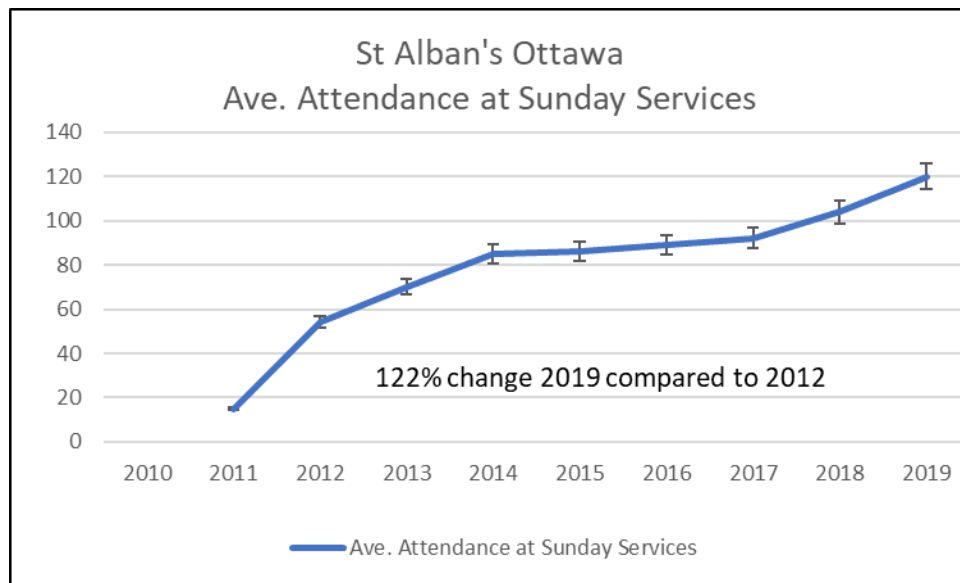
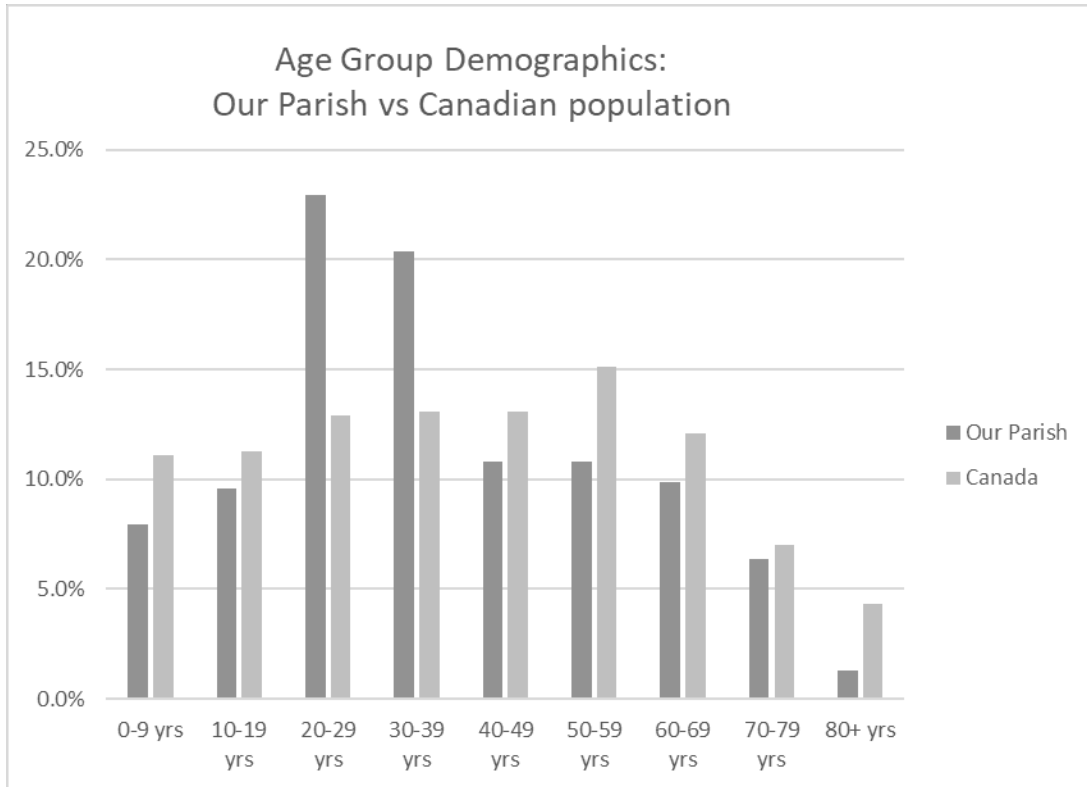
- **Finances** - St Alban's has managed well financially over the past 10 years due to initial diocesan support and some very prosperous donors. Historically, when the parish has demonstrated a need, financial support has come through. A specific challenge is that the key groups it seeks to serve are not usually capable of significant financial support.
- **Building** - The building is both St Alban's greatest strength and its greatest weakness. It is close to students, host to Centre 454 and other support services. However, the space is in high demand. Before COVID, not enough room for all of the children during the service. Significant masonry work is required to keep the building safe - there is a plan in place to make necessary repairs. No parking, which poses an accessibility challenge for people with limited mobility. When the worship space became a respite area for Centre 454 clients during COVID, many of the pews were removed or cut down. This created a more reconfigurable space; there are further opportunities to create space by opening up the chancel.
- **Human Resources** - Full-time priest, as well as paid Music Director and Young Adult Pastor, Children and Youth Coordinator (currently vacant), Parish Administrator and Online coordinator. A non-stipendiary part-time Assistant Curate began recently. Where possible, St. Alban's employs people rather than relying on volunteers, enabling them to move quickly on ministry priorities. There is also a large pool of volunteers, but it can be challenging for young people to volunteer since they have busy -- and often unpredictable -- schedules and may go home in the summer.

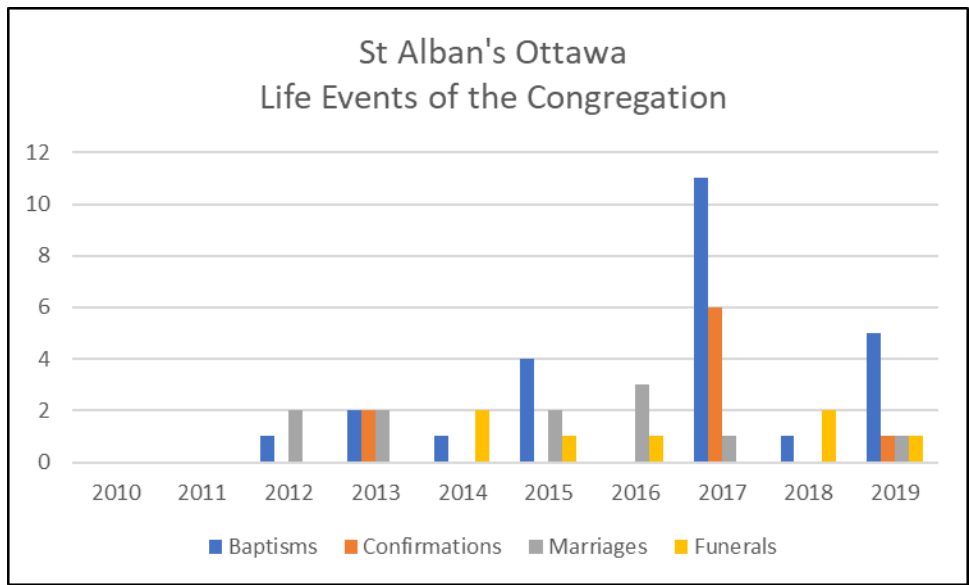
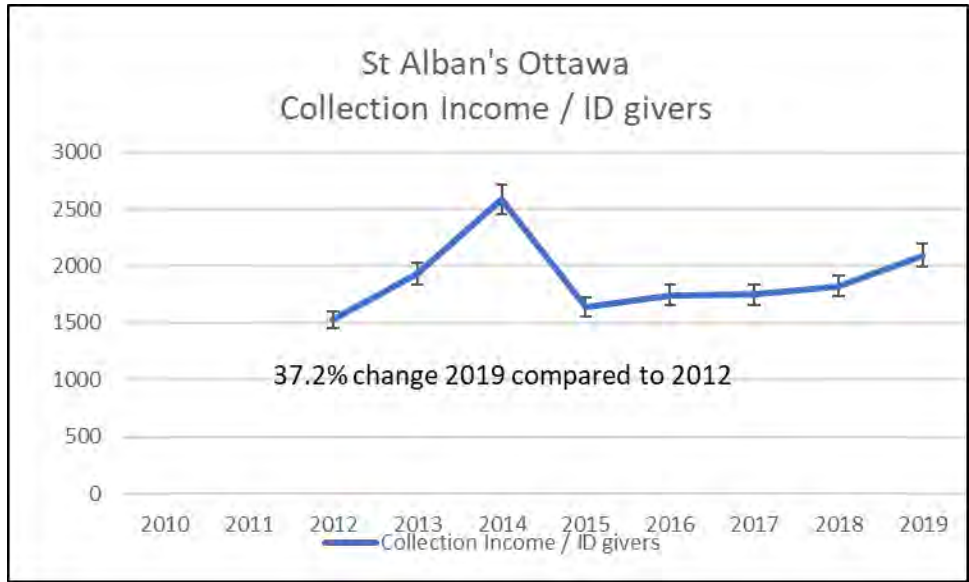
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

Racial justice, anti-racism and Indigenous reconciliation were identified as some of the parish's biggest opportunities for growth. There is a desire to take a more intersectional approach to ministry and build relationships with other parishes and faith groups. The parish wishes to cooperate more closely with the Communauté St-Bernard with which it shares its worship space and building. It is also interested in partnering with other parishes to explore intergenerational mentorship as well as opportunities to provide housing supports to vulnerable populations.



St. Alban the Martyr Ottawa Quantitative Data







St. Alban's										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1	Members on Parish Rolls	23	141	176	216	251	242	264	273	284
2	Members in full communion	46	95	124	122	145	142	147	150	152
3	Identifiable Givers	1	40	50	60	75	74	66	62	73
4	Ave. Attendance at Sunday Services	15	54	70	85	86	89	92	104	120
5	Baptisms	0	1	2	1	4	0	11	1	5
6	Confirmations	0	0	2	0	0	0	6		1
7	Rec'd from other communions	0	0	0	0	0	0	0		0
8	Marriages	0	2	2	0	2	3	1		1
9	Funerals	0	0	0	2	1	1	0	2	1
10	Church/Sunday Schools	1	1	1	1	1	1	1	2	1
11	Teachers	2	15	29	26	20	19	14	8	7
12	Pupils	7	7	7	16	13	16	20	18	17
13	No. of ACW Members only	0	0	0	0	0	0	0		
14	No. of Women's Guild Members	0	0	0	6		0	0		
15	No. of Men's BAC Members	0	0	16	13	19	12	12		
16	No. of Other Members	37	65	98	81	135	143	87	77	78
17	No. of Youth Members	3	5	9	5	4	7	11	11	11
18	Collection Income	23769.35	61030	96522	154904	122758	129031	115360	112963	152780
19	Open offerings	2936.7	5163	4795	4607	3707	2804	3498	5681	4131
20	Donations Church Organizations	0	0	0	3212	0	1459	2582	75	3472
21	Rentals	0	100	1868	5641	6205	7477	2764	3169	1386
22	Capital Withdrawals from CTF	0	0	0	0	0	0		35000	0
23	Other Income	11964.49	6496	1611	2352	25200	70883	36327	54471	53298
24a	Bequests Deposited to CTF	0	0	0	0	0	40000	50000	51664	20000
24b	Received for Construction	0	0	0	0	0	0			0
25	Bequests retained for use by Parish	0	0	0	0	0	0			0
26	Endowments, Trust Funds, Invest Inc	0	253	0	0		0	3675	3621	4212
XX	Gift	0	125083	39136	32699	25408	22544	21156	3130	2407
27	TOTAL INCOME RECEIVED	38670.54	198125	143932	203415	183278	274198	235362	269774	241686
28a	Flow Through Funds	1731.44	6398	2093	12812	26144	92785	42471	57841	55429
28b	Rent Expenses	0	55	544	3511	4653	2698	2764	4571	1386
29	Cost of Priestly Services	0	0	80492	81656	84106	85961	92530	8775	82591
30	Costs of Other Staff	0	23968	51452	66859	66184	65175	52739	84541	77648
31	Church Property Expense, incl util	0	20291	14696	13792	11184	10718	11056	13605	15256
32	Rectory Expense, ind util & taxes	0	0	0	0	0	0			0
33	Capital Expenditure	0	6538	29440	77977	6965	0		9426	3195
34	Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0			0
35	Assessment/Apportionment	0	0	0	0	0	13316	13032	12670	13403
36	Insurance Premium	0	0	7350	7497	7609	7229	7229	7226	7229
37	Additions to Trust Funds	0	0	0	0	0	0			0
38	Outreach/Special Ex-Par Appeals	0	6398	2093	11040	5944	27963	6168	6008	5419
39	General Operating Expenses	0	11168	18997	17986	14277	16409	27816	27979	25463
40	TOTAL EXPENDITURES	0	68363	204520	276807	196269	226771	210570	249230	230204
41	2013 SURPLUS	38670.54	129762	0	0			24792	20544	11482
	0 2013 (DEFICIT)	0	0	-6588	-73392	-12991	47427			
42	Debts Owing by Congregation at Y/E	0	0	0	0					
43	Special Funds	0	0	0	102461	170742	181442	186801	182394	183637
	0 Collection Income / ID givers		1525.75	1930.44	2581.733	1636.773	1743.662	1747.879	1821.984	2092.877



St. Alban the Martyr & St-Bernard-de-Clairvaux Ottawa

St-Bernard-de-Clairvaux Ottawa

1. Quelle est la chose la plus importante que vous aimeriez que notre diocèse sache sur votre paroisse/congrégation ?

St-Bernard-de-Clairvaux existe depuis presque 45 ans, comme seule paroisse francophone du Diocèse anglican d'Ottawa. St-Bernard se perçoit comme une communauté spirituelle de langue française, progressive, inclusive et contemporaine, prête à accueillir toute personne qui veut louer en français. Elle a toujours partagé les locaux avec une communauté anglophone et contribué financièrement à la paroisse qui les accueillait. Bien que de nombreux volontaires se présentent pour aider, la coordination des activités revient à un très petit nombre d'individus.

2. Quelles sont les priorités de votre ministère, et comment ces priorités sont-elles vécues dans vos décisions, activités et utilisation de vos ressources ?

- Il y a des francophones croyants qui ne connaissent pas St-Bernard : personnes divorcées, personnes LGBTQ2, personnes immigrantes et réfugiées et qui se sentiraient bien dans leur communauté. C'est l'appel que la communauté ressent toujours, car elle croit que le monde a besoin d'une oasis de paix, d'entraide et d'amour et que c'est là le fondement même du message chrétien.
- Les paroissiens de St-Bernard travaillent avec St. Alban's sur des initiatives de sensibilisation. Cela leur permet de tirer le meilleur parti de leurs ressources limitées et de contribuer au soutien de la communauté locale.

3. De quelle manière votre paroisse/congrégation sert-elle la communauté au sens large ; comment êtes-vous engagés dans la communauté locale au-delà de vos murs - actions de proximité, événements, partenariats ?

- Les paroissiens de St-Bernard ont été très bien accueillis à St Alban's. Leurs missions se ressemblent : progressive, contemporaine et inclusive sont des mots qui décrivent la mission des deux communautés. La communauté a participé à plusieurs activités organisées par St Alban's (Big Give, Université d'Ottawa, pique-nique, école du dimanche depuis la pandémie), des membres de St Alban's viennent à leur liturgie et à leur repas du Jeudi Saint, exercice des couvertures); certaines activités sont communes (tutorat, préparation pandémie pour la ré-ouverture de l'église).
- Les familles de réfugiés fréquentent St-Bernard et la congrégation aide à collecter des fonds, à préparer la nourriture, à trouver des interprètes, et à aider les familles à s'établir dans la région.
- En ce moment, St-Bernard n'a pas les ressources humaines ni financières pour entreprendre quoi que ce soit au-delà de ce qui a été déjà énuméré ci-haut.

4. Défis à relever: finances, bâtiment, ressources humaines

- **Finances et Bâtiment:** St-Bernard n'est pas propriétaire d'une église. Ses revenus sont d'environ 10 000 \$ par année et ses dépenses importantes sont les paiements qu'ils font au diocèse pour payer une partie du salaire du prêtre et à St-Alban's pour partager les dépenses de fonctionnement.
- **Ressources humaines:** Les personnes les plus impliquées dans le travail de la paroisse sont vieillissantes (plus de 65 ans, jusqu'à 80+). Les membres clés de la communauté ont recruté des paroissiens plus jeunes pour les préparer à des rôles de leadership. Mais ils souhaitent redoubler leurs efforts avec l'aide du diocèse. Le fait d'être la seule paroisse francophone est une formidable opportunité mais aussi un défi majeur pour St-Bernard. Il y a une base de population francophone et francophile importante dans cette région, mais plus d'énergie et de ressources sont nécessaires pour faire croître la congrégation. Comme l'a dit un participant, « Parfois le mot anglican n'est pas bien reçu



parmi la communauté francophone. Il n’y a pas de communication de notre diocèse en français, il faut toujours traduire les documents. Si on n’a pas de support du diocèse, on n’a pas beaucoup d’espoir...»

5. Y a-t-il des opportunités de ministère dont vous avez connaissance et de quoi auriez-vous besoin pour vous y engager ?

- Les membres de St-Bernard reconnaissent que leur paroisse ne sera probablement jamais très nombreuse sans le support du diocèse. Plusieurs facteurs contribuent : la tendance à une pratique irrégulière chez beaucoup de personnes, les francophones qui louangent dans des paroisses anglophones avec leurs familles, et la baisse de pratique en générale chez les jeunes adultes.
- Ce sera important de continuer à attirer de nouveaux membres, en utilisant les médias sociaux modernes, de mettre à jour leur site web et d’entretenir des liens avec des organismes communautaires. Les activités de service à court terme peuvent être un bon moyen d’impliquer les jeunes et de leur montrer que la congrégation est dynamique et active dans la communauté. En continuant à offrir la messe en ligne après la pandémie, la communauté pourra rayonner chez les anglicans et protestants francophones et francophiles ailleurs au pays.
- St-Bernard aimerait aussi encourager les personnes qui participent à leur liturgie à faire des dons réguliers. Si les revenus augmentent, la communauté pourra continuer à assurer une musique de qualité, un site web intéressant et des communications régulières. Elle pourrait aussi entretenir des liens plus étroits avec les paroisses anglicanes francophones du Québec et de l’Ontario. L’expertise en matière de marketing/rerelations publiques est une compétence manquante.
- L’aide du diocèse sera vitale pour assurer le succès de l’opération. Par aide structurante, St-Bernard voudrait plutôt parler du type d’engagement que le diocèse a su démontrer pour d’autres causes (réfugiés, Autochtones, Today4Tomorrow, etc.). Il y a de grandes possibilités dans un pays officiellement bilingue, dans une ville bilingue qui est la capitale fédérale et qui est voisine du Québec. St-Bernard croit que les francophones devront devenir une « cause prioritaire » et que le diocèse devra créer une infrastructure appropriée pour soutenir cette cause.

St-Bernard-de-Clairvaux Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St-Bernard-de-Clairvaux has existed for almost 45 years as the only French-speaking parish in the Anglican Diocese of Ottawa. St. Bernard sees itself as a progressive, inclusive and contemporary French-speaking spiritual community, ready to welcome anyone who wants to worship in French. It has always shared space with an English-speaking community and contributed financially to the host parish. Although many volunteers come forward to help, the coordination of activities falls to a very small number of individuals.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **There are French-speaking believers who do not know St. Bernard:** divorced people, LGBTQ2 people, immigrants and refugees who would feel comfortable in their community. This is the call that the community still feels, because they believe that the world needs an oasis of peace, mutual aid and love and that this is the very foundation of the Christian message.
- **St. Bernard parishioners work with St. Alban's** on outreach initiatives. This allows them to make the most of their limited resources and help support the local community.



3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Bernard's parishioners have been **very well received at St. Alban's**. Their missions are similar: progressive, contemporary and inclusive are words that describe both communities' mission. The community has participated in several St. Alban's activities (Big Give, University of Ottawa, picnic, Sunday school since the pandemic), St. Alban's members come to their Holy Thursday liturgy and meal, blanket exercise); some activities are shared (tutoring, pandemic preparation for the re-opening of the church).
- **Refugee families attend** St. Bernard's and the congregation helps with fundraising, preparing food, finding interpreters, and helping families settle in the area.
- At this time, **St. Bernard does not have the human or financial resources to undertake anything beyond** what has already been listed above.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

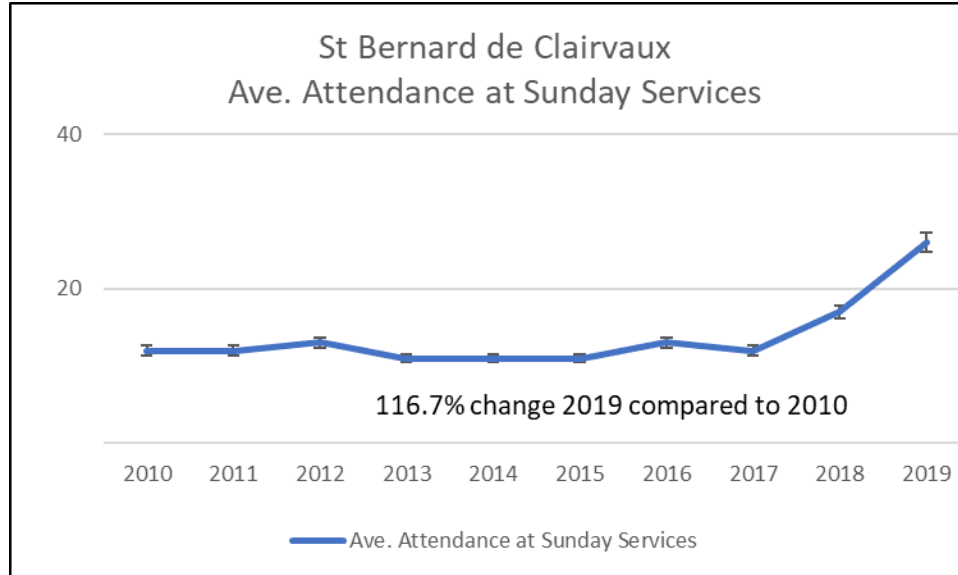
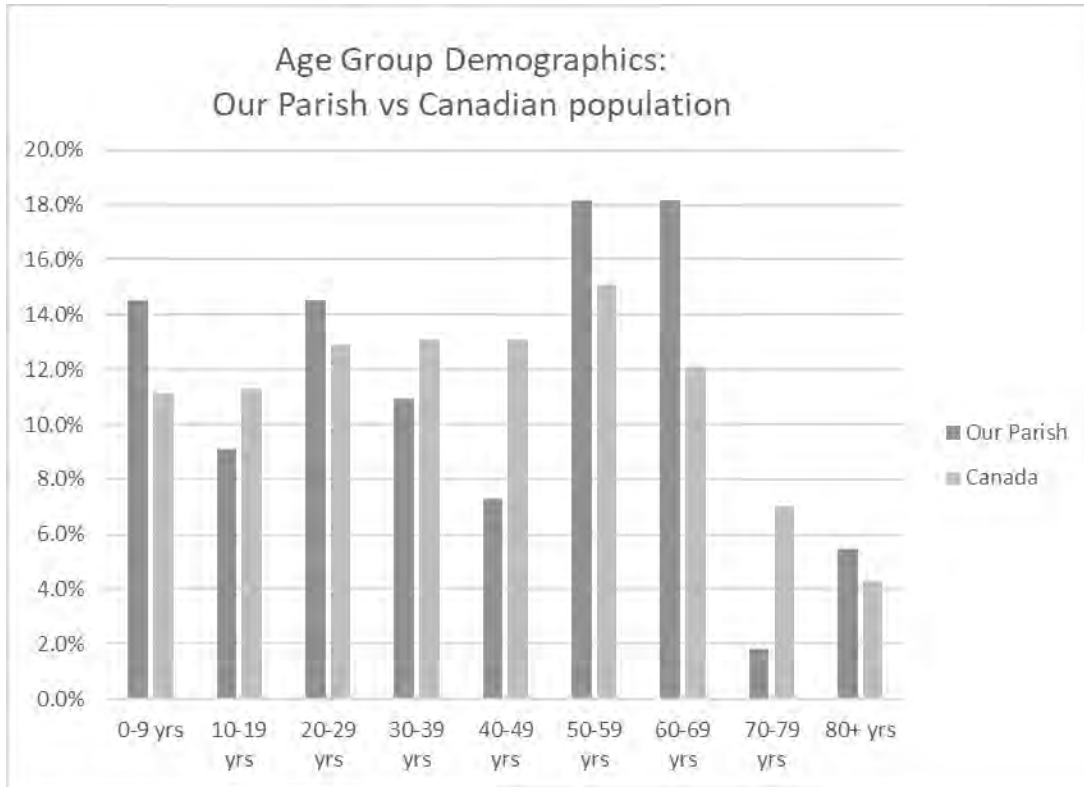
- **Finances and Building** - St. Bernard does not own a church. Its income is about \$10,000 per year and its major expenditures are the payments it makes to the diocese to pay part of the priest's salary and to St. Alban's to share the operating expenses.
- **Human Resources** -The people most involved in the work of the parish are aging (over 65, up to 80+). Key members of the community have recruited younger parishioners to prepare them for leadership roles. But they want to redouble their efforts with the help of the diocese. Being the only French-speaking parish is a tremendous opportunity but also a major challenge for St. Bernard. There is a significant French-speaking and Francophile population base in the area, but more energy and resources are needed to grow the congregation. As one participant said, "Sometimes the word Anglican is not well received among the French community. There is no communication from our diocese in French, we always have to translate documents. If we don't have support from the diocese, we don't have much hope..."

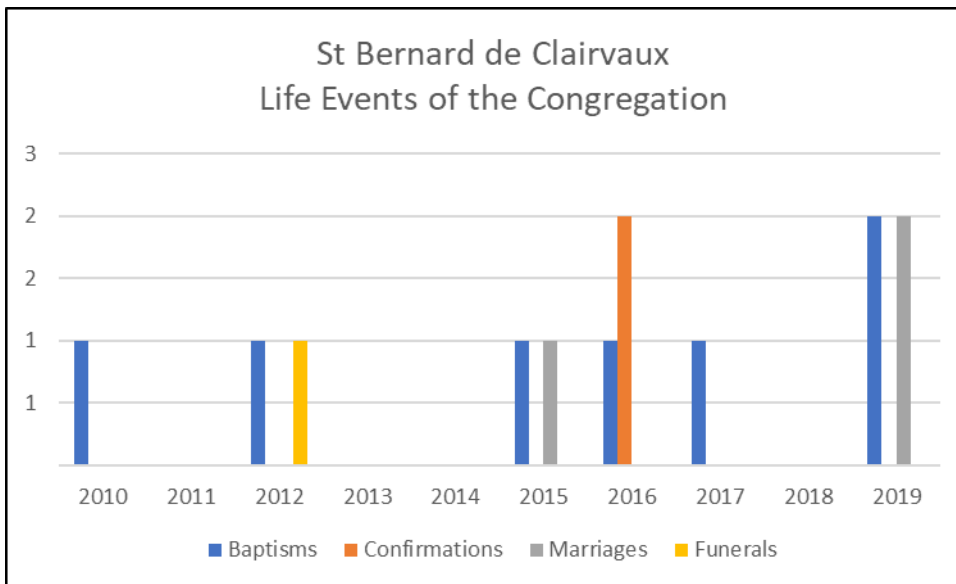
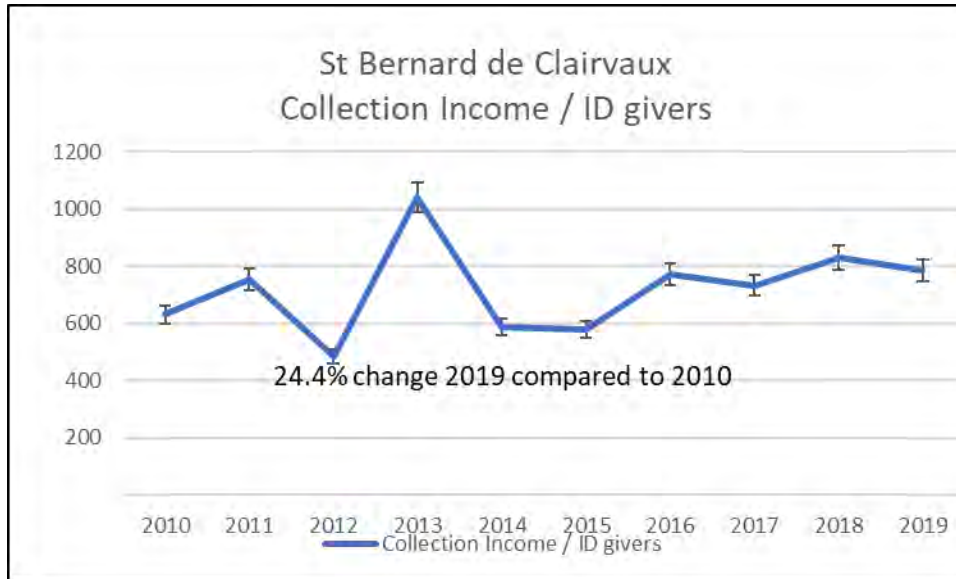
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Members of St. Bernard's **recognize that their parish will probably never be very large without the support of the diocese**. Several factors contribute: the tendency for irregular practice among many people, French-speaking people worshipping in English-speaking parishes with their families, and the general decline in practice among young adults.
- It will be **important to continue to attract new members**, using modern social media, updating their website and maintaining links with community organizations. Short-term service activities can be a good way to engage youth and show them that the congregation is vibrant and active in the community. By continuing to offer the online Mass after the pandemic, the community will be able to reach out to Anglicans and Francophone and Francophile Protestants elsewhere in the country.
- St. Bernard would also like to **encourage regular donations from those who attend their liturgy**. If revenues increase, the community will be able to continue to provide quality music, an interesting website and regular communications. It could also develop closer ties with French-speaking Anglican parishes in Quebec and Ontario. Marketing/public relations expertise is a missing skill.
- **The help of the diocese will be vital** to the success of the operation. By structural help, St. Bernard's is referring to the type of commitment the diocese has demonstrated to other causes (refugees, aboriginals, Today4Tomorrow, etc.). There are great opportunities in an officially bilingual country, in a bilingual city that is the federal capital and that borders Quebec. St. Bernard believes that Francophones will have to become a "priority cause" and that the diocese will have to create an appropriate infrastructure to support this cause.



St-Bernard-de-Clairvaux Quantitative Data







St Bernard de Clairvaux										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	47	40	40	34	36	33	30	31	47	48
2 Members in full communion	38	38	38	25	31	28	24	26	37	45
3 Identifiable Givers	15	14	17	10	13	14	10	10	11	15
4 Ave. Attendance at Sunday Services	12	12	13	11	11	11	13	12	17	26
5 Baptisms	1		1			1	1	1		2
6 Confirmations							2			
7 Rec'd from other communions		1					2			
8 Marriages						1				2
9 Funerals			1							
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	2	2	2	2	2	2	1	1	3	3
12 Pupils	8	8	8	6	4	9	9	9	10	12
13 No. of ACW Members only										
14 No. of Women's Guild Members										
15 No. of Men's BAC Members										
16 No. of Other Members		12	12				1	1	5	4
17 No. of Youth Members		2	2							3
18 Collection Income	9468	10555	8207	10417	7639	8080	7707	7324	9146	11781
19 Open offerings	184	262		54	32	255	171	257	566	732
20 Donations Church Organizations	46			123						
21 Rentals										
22 Capital Withdrawals from CTF										
23 Other Income		596			3899	7899		2000	2000	2500
24a Bequests Deposited to CTF										
24b Received for Construction										
25 Bequests retained for use by Parish										
26 Endowments, Trust Funds, Invest Inc				260						
XX Gift			35		248	292	248	315		
27 TOTAL INCOME RECEIVED	9698	11413	8242	10854	11818	16526	8126	9896	11712	15013
28a Flow Through Funds					3000	7800	2000		7563	5891
28b Rent Expenses										
29 Cost of Priestly Services	6577	5324	5923	6302	6000	3200	6308	3305	4996	5691
30 Costs of Other Staff										
31 Church Property Expense, incl util	4200	4200	4050	4495	4200	4200		4200		
32 Rectory Expense, incl util & taxes							4200			
33 Capital Expenditure		596								
34 Loan/Debt Repmt (Princ. & Int.)										
35 Assesment/Apportionment		1781	1455	1329	210	1163	794	685	301	1157
36 Insurance Premium										
37 Additions to Trust Funds										
38 Outreach/Special Ex-Par Appeals					1000	5800			5563	3391
39 General Operating Expenses	496	1616	2757	1268	877	916	736	1376	1962	506
40 TOTAL EXPENDITURES	11273	13517	14185	13394	12787	15279	12638	9576	12822	10745
41 2013 SURPLUS						1247	-4512	320		4268
0 2013 (DEFICIT)	-1575	-2104	-5943	-2540	-969				-1110	
42 Debts Owing by Congregation at Y/E										
43 Special Funds										
0 Collection Income / ID givers	631	754	483	1042	588	577	771	732	831	785



St. Barnabas Deep River

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Barnabas is an enthusiastic and inclusive congregation located far from the city but in a community that is very multicultural and struggles with many of the challenges found in bigger cities: poverty, addiction, mental health needs, etc.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Hospitality and feasting** is a major priority. Seasonal celebrations, luncheons, receptions and more are all hosted with love and invitations extended beyond the parish.
- **Music** - After the Music Director retired a replacement could not be found. Many musicians stepped up to form a team and become involved. As many as 20 talented musicians participate providing an eclectic musical repertoire.
- **Ministry with children** (before COVID) includes the Sunday school and Messy Church (presented 4 times per year). The latter involves as many as 25 children and their parents from the community, along with many parish volunteers.
- **Pastoral Care** is an important ministry addressing the need to include seniors. The trained team visits seniors in the parish, the community, in long term care and the hospital.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- The parish is very aware of the shifting demographics of Deep River. A food bank, subsidized housing and mental health issues are a dynamic of the community. Being mindful of these population shifts is important to their outreach, events and partnerships.
- St. Barnabas has supported the relocation of a Syrian family including the recording and stewardship of funding. As such it has enabled a meaningful relationship with the Mosque in Deep River.
- Pastoral Care supports the North Renfrew Family Services including Christmas Angel hampers.
- St. Barnabas' calendar of fundraising events is part of the social life of the community.
- Investing in the accessibility (including an elevator) of the Church Hall is a point of pride and with high ceilings and a folding stage they can choose to loan or rent the 'best church basement' in Deep River. Many groups and events make use of the building (including Elections Canada).
- Pump and Pray (exercise and fellowship) is open to anybody, people attend.
- Messy Church is primarily attended by people not otherwise involved in the parish.
- They support the local food bank as well as the Diocesan Community Ministries.
- There is an emphasis on PWRDF as well as Alan Studd and his work with Impact Zambia.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- COVID has put many of the well-established activities in limbo and there is general frustration around restrictions implemented by the diocese. One set of rules for all parishes does not account for a distanced parish that may not be experiencing the same intense issues.
- Although currently in good shape, declining attendance is worrisome for future sustainability both in terms of finances and building maintenance. The Diocese of Ottawa should play a larger role in the stewardship of all our buildings.

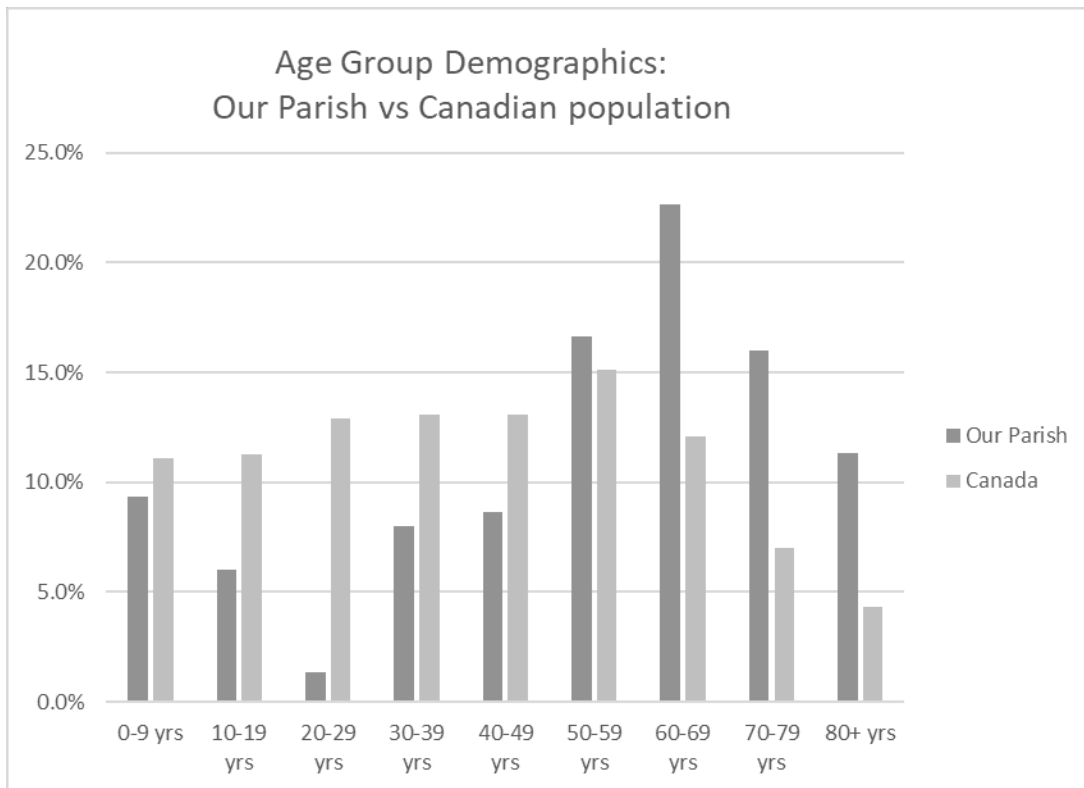


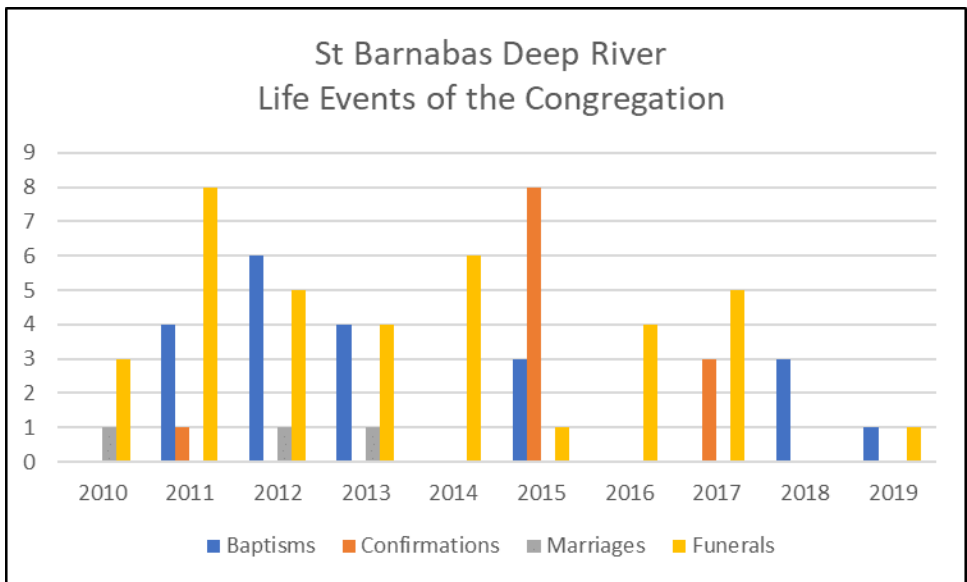
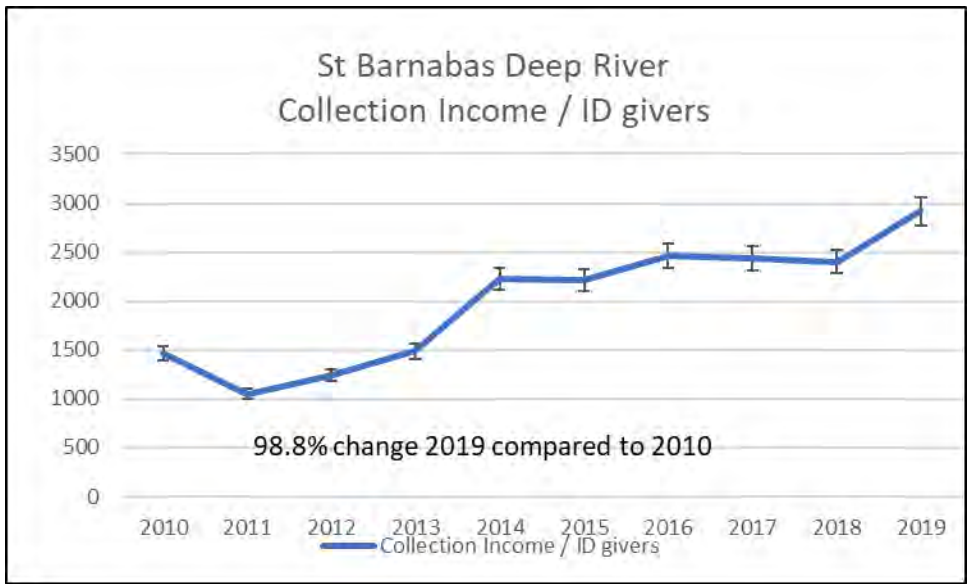
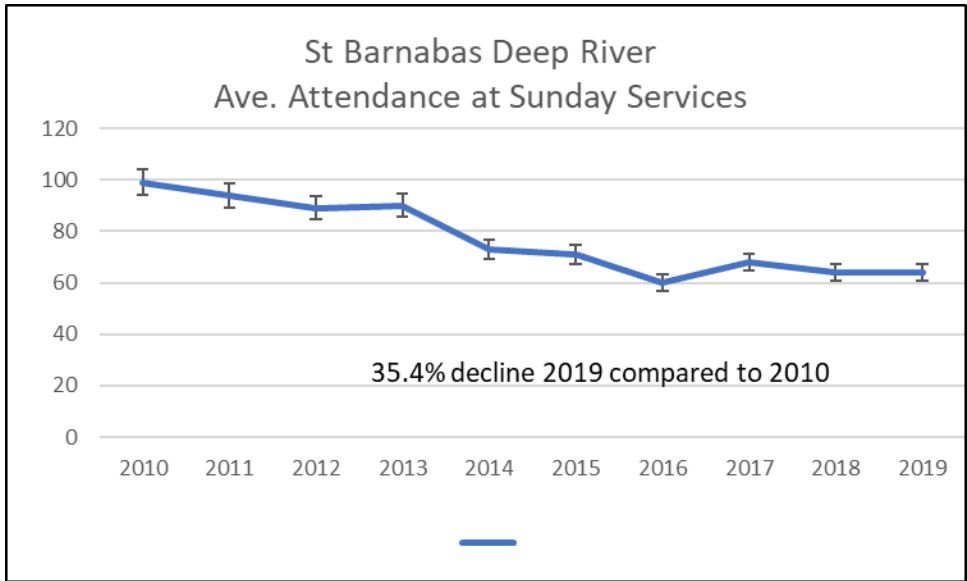
- Volunteers are aging.
- There is no Director of Music, the position remains vacant.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Increased collaboration with the Parish of the Valley should be explored.
- There is a desire and need to engage in reconciliation with Indigenous peoples, perhaps connecting with the Algonquins of Pikwàkanagàn First Nation in Golden Lake. Distance is a challenge and a lack of knowledge regarding how to start.
- There are a small number of engaged and committed youth – how can they best be served and supported?
- The use of Zoom in facilitating Sunday services needs to be considered a form of providing future ministry opportunity to others.
- There will be a need to support parishioners to come back to church as things open up. Support and guidance on how to do this would be helpful.

St. Barnabas Deep River Quantitative Data







St. Barnabas Deep River										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	282	279	227	229	221	188	195	207	204	202
2 Members in full communion	207	209	198	200	188	188	195	207	204	202
3 Identifiable Givers	115	121	117	105	79	77	70	66	67	67
4 Ave. Attendance at Sunday Services	99	94	89	90	73	71	60	68	64	64
5 Baptisms	0	4	6	4	0	3	0	0	3	1
6 Confirmations	0	1	0	0	0	8	0	3	0	
7 Rec'd from other communions	0	0	0	0	2	0	0	0	0	
8 Marriages	1	0	1	1	0	0	0	0	0	
9 Funerals	3	8	5	4	6	1	4	5	0	1
10 Church/Sunday Schools	1	1	1	1	8	1	1	1	1	1
11 Teachers	7	9	8	8	8	8	10	12	9	10
12 Pupils	11	15	16	21	17	19	22	20	15	12
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	72	69	62	58	49	73	73	62	71	63
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	57	73	71	62	57	248	399	385	440	378
17 No. of Youth Members	15	12	11	6	16	20	21	23	21	23
18 Collection Income	168664	126796	145083	155818	175826	169968	172478	160871	160980	195327
19 Open offerings	2233	2062	1270	1629	1621	925	1074	1587	2337	2167
20 Donations Church Organizations	12243	10787	23716	10364	11789	23541	9978	12624	34135	10541
21 Rentals	0	1070	875	395	779	75	1375	2767	3896	123
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	
23 Other Income	6665	23019	2364	38354	0	58268	84733	61832	45150	57024
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	196620
24b Received for Construction	13745	77847	111507	294780	62009	53487	0	40000	12496	0
25 Bequests retained for use by Parish	79887	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	4679	11321	3527	3541	3554	4088	3767	4629	4704	4720
XX Gift	0	0	0	0	0	0	0	0	0	0
27 TOTAL INCOME RECEIVED	288116	252902	288342	504881	255578	310652	273405	284310	263698	466522
28a Flow Through Funds	35777.1	31430	20348	22475	21138	68697	44033	19511	19729	14101
28b Rent Expenses	0	0	0	0	1973	0	0	0	0	0
29 Cost of Priestly Services	49337	76776	82511	86877	90572	95634	98853	100306	75938	105173
30 Costs of Other Staff	16285	20059	21725	21781	22849	19695	19895	21094	19573	19110
31 Church Property Expense, incl util	13517	49212	86791	35572	26567	24452	23987	23400	24613	79241
32 Rectory Expense, incl util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	1581	0	0	444686	167738	0	0	35735	0	40671
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	7348	77722	45716	47119	30343	6257
35 Assessment/Apportionment	22078	20462	21831	22998	25424	28928	30417	23535	28099	28099
36 Insurance Premium	4076	4076	4096	4096	4928	5002	5002	5002	5002	5002
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	31463	31430	22847	22475	23734	0	0	34763	15338	13916
39 General Operating Expenses	20633	0	0	0	15577	12790	12627	13287	32161	19200
40 TOTAL EXPENDITURES	158970	202015	239801	638485	384737	264223	236497	304181	231062	316669
41 2013 SURPLUS	129146	50887	48541	0	0	46129	36908	0	32636	149853
0 2013 (DEFICIT)	0	0	0	-133604	-129159	0	0	-19871	0	0
42 Debts Owing by Congregation at Y/E	0	0	0	0	177443	82631.55	35821	29846	0	195245
43 Special Funds	117826	0	10383	143028	0	54038	131682	43572	0	0
0 Collection Income / ID givers	1466.643	1047.901	1240.026	1483.981	2225.646	2207.377	2463.971	2437.439	2402.687	2915.328



St. Barnabas Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Barnabas has a strong sense of identity as an Anglo Catholic parish. There is great diversity in views but consensus on being an Anglo-Catholic parish with focus on liturgy, theology, work in community, etc. This identity contributes to all levels of community (diocese, country, globally, etc.). Our faith is expressed in worship, community, and the lives we want to live. We may be known for “Smells and Bells”, but this is only a minor expression of our faith.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship and liturgy**
- **Very evangelistic**, noticed through our online services to the community during COVID how many visitors we received
- **Community Outreach**
- **Strong contributors to Diocesan Ministries**, that are local to our context, above and beyond the regular diocesan contributions
- **Pastoral Care**
- Congregation **looking for more educational opportunities** (discussion groups, studies, etc.)
- All activities based on what we note and reflected in our spirituality
- **Finance** focuses on parish priorities, ministry first. Where ideas come before cost considerations, questions of cost come after planning/ideas.
- **Building in good condition**. Insulation added to church attic space has drastically decreased building costs. Also is fully air conditioned.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Serve wider community through outreach, events, and partnerships
- Centretown outreach community partner
- Multifaith Housing
- Furnished rooms at Cornerstone
- Use of church as a concert venue
- Participation in Doors Open Ottawa
- Polling Station during election
- Pandemic outreach: IT skilled parishioners assisted in putting mass and Daily Office online through streaming. Stats showing up to 300 people on some Sundays, with some viewers engaging from other continents.
- Partnerships: ministerial partnerships were received well but never reciprocated. A need to think about our assignment to a Deanery: currently as a part of Ottawa West, time to consider change in Deanery, perhaps to Centretown/Downtown parishes, more than just St Luke’s. Community partnerships: rental space for community groups, neighbours appreciate the presence of available green space to enjoy.
- Challenge: struggles with some residents of rooming houses in the area.



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

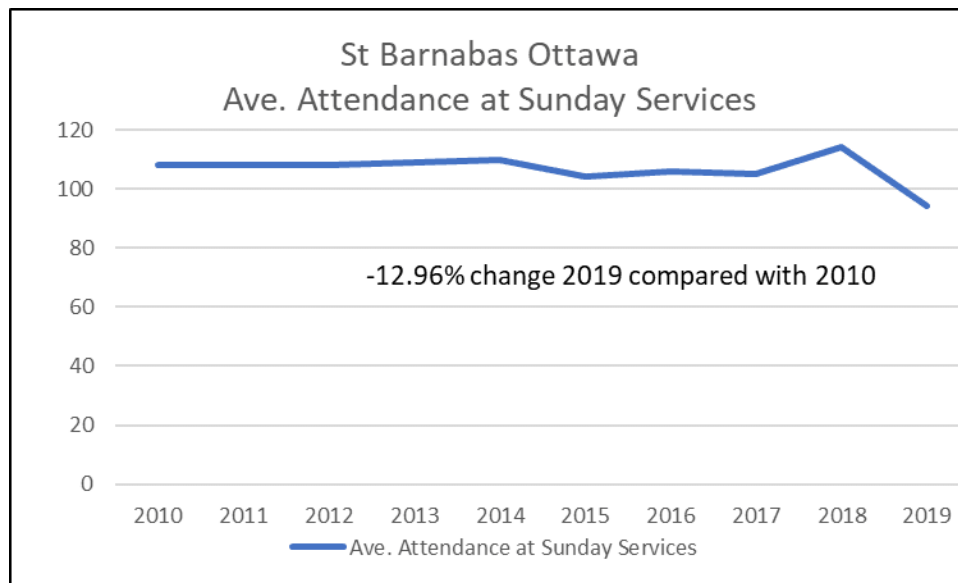
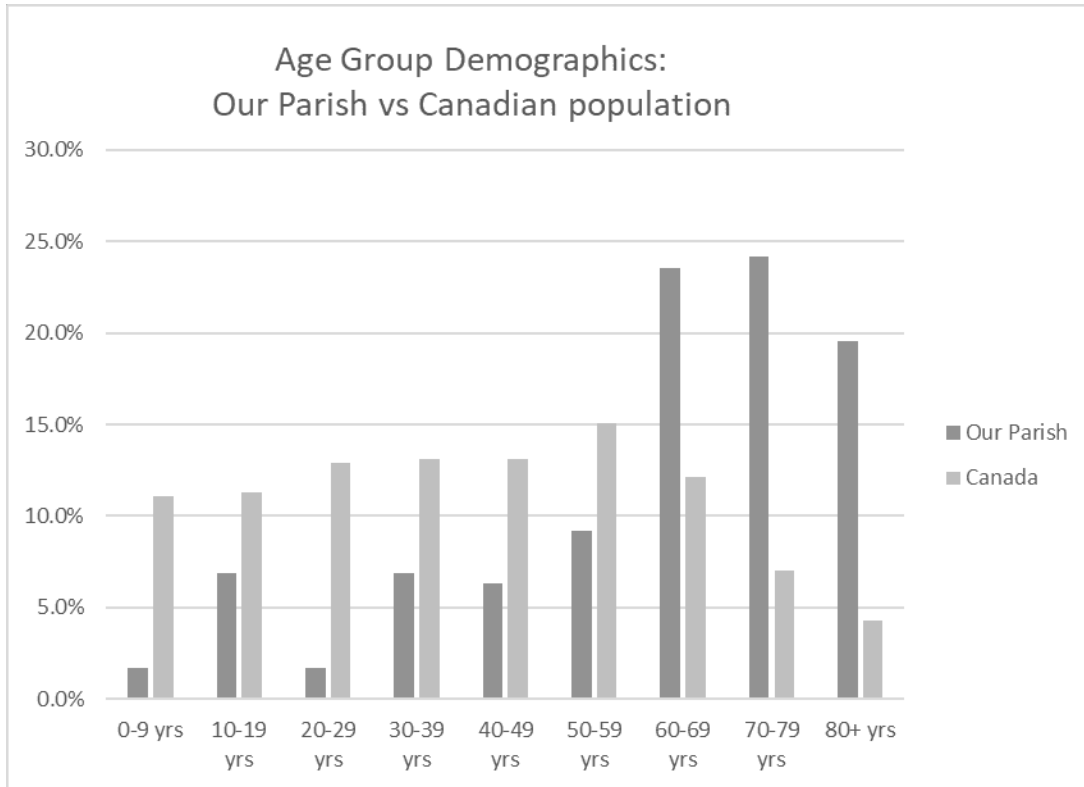
- Volunteers, most of the parish engaged in some way, concerned about burnout amongst the base of volunteers, not always as many bodies as would like. Finding volunteers following COVID to restart activities, duty roster, etc. remains a challenge
- Identified a need for a volunteer coordinator
- Rebuilding/build upon things that grew or fell apart during COVID
- Don't feel a loss of parishioners through COVID
- Financially are okay, sign that parishioners remain engaged
- Student Ministry, questions remain how that will look, unsure how many will be back following COVID. Also, a key leader of the group has graduated and moved out of parish.
- Finding a variety of people at different ages

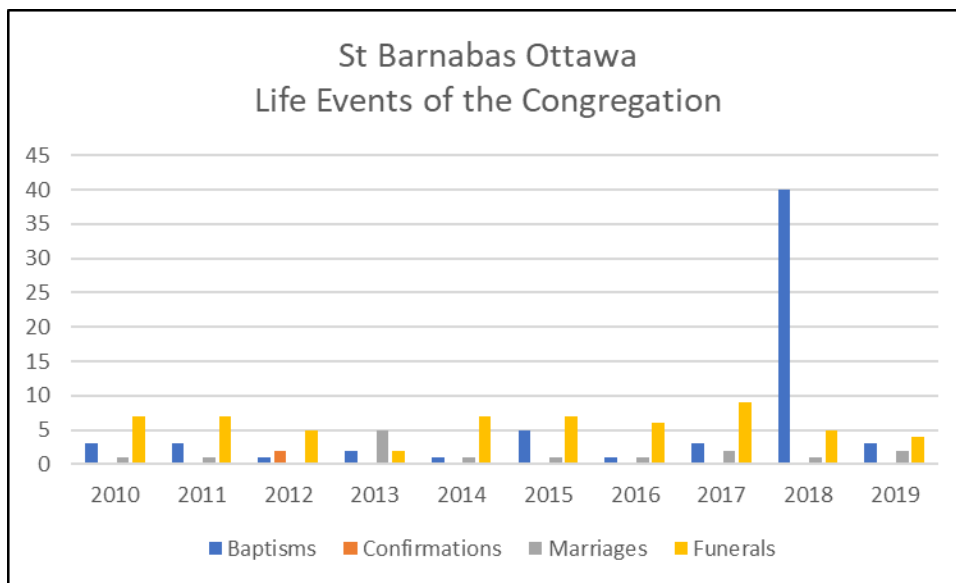
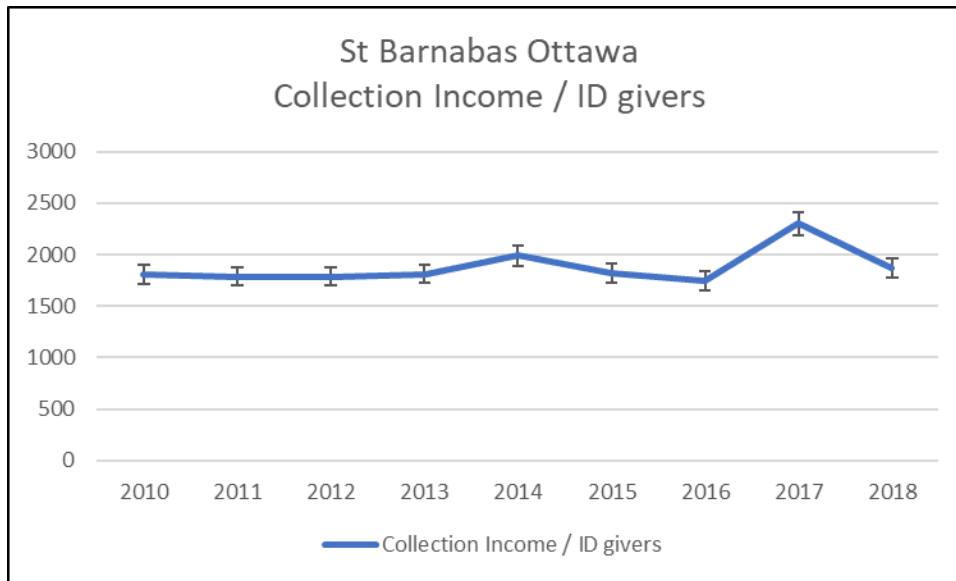
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Student Program, there is a seen need/hunger for spiritual resources
- Need volunteers, recruit those interested. Have target demographic able to help invite others from key demographic
- New ministry online as result of COVID: reaching shut-ins, etc. Opportunity to reach others in need of programming in evenings, etc.
- A Diocesan Resource/Tech Consultant available to assist parishes with rollout of new online programs would be useful. Volunteer burnout is present with online ministries, assistance required for more permanence
- Living traditional liturgy, what you see is what has historically been participated in throughout most places of the word, most of history. Our experience with young people in particular has shown that there is a demand for this.
- Need for more structures in the world, tradition can build on/provide that
- Not an ideological parish, don't all agree on everything. But remain a parish that can worship together and look past other differences. While not everyone buys into the program, all participate in the Anglo-Catholic tradition.



St. Barnabas Ottawa Quantitative Data







St. Barnabas Ottawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	228	200	211	242	228	225	236	219	235	240
2 Members in full communion	209	190	202	231	208	210	215	196	202	210
3 Identifiable Givers	121	123	125	126	116	131	131	124	133	
4 Ave. Attendance at Sunday Services	108	108	108	109	110	104	106	105	114	94
5 Baptisms	3	3	1	2	1	5	1	3	40	3
6 Confirmations	0	0	2	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	1	0	5	1	1	1	2	1	2
9 Funerals	7	7	5	2	7	7	6	9	5	4
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	7	10	14	2	6	6	5	9	6	5
12 Pupils	24	20	20	12	15	11	10	8	8	4
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	8	8	8
16 No. of Other Members	65	47	52	52	67	69	75	72	75	14
17 No. of Youth Members	0	10	2	2	2			0	0	4
18 Collection Income	218333	219855	223225	228149	231110	238039	228558	285027	247991	253919
19 Open offerings	8833	6540	9167	4956	5318	7201	6624	7926	10993	17397
20 Donations Church Organizations	10613	17145	6380	11801	7112	8690	7653	11504	8166	7501
21 Rentals	8554	10839	10005	11240	10496	8686	11422	11937	11847	13125
22 Capital Withdrawals from CTF	0	30000	35000	0	0	0	0	0	0	0
23 Other Income	2859	3982	15	4471	7902	1048	0	0	600	3600
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	13981	68771	3085	1662	382311	3900	181366	0	0	0
26 Endowments, Trust Funds, Invest Inc	20079	18070	12889	12893	13792	17898	19305	20377	20576	21186
XX Gift	0	0	13602	10622	11532	17490	9233	4434	45	23
27 TOTAL INCOME RECEIVED	283652	375242	313368	285794	665573	302952	464161	341205	300218	316751
28a Flow Through Funds	16846	14469	1375	11322	13994	36532	30752	38749	34772	20168
28b Rent Expenses	0	4717	4330	4176	4127	2937	4636	4165	4141	2679
29 Cost of Priestly Services	98943	100848	99999	105121	105613	109792	113345	117854	122632	125758
30 Costs of Other Staff	37641	39344	40839	45914	46314	75886	50839	49737	50713	51987
31 Church Property Expense, incl util	30872	30060	28086	28029	29676	22011	24101	22297	25701	23150
32 Rectory Expense, ind util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	19710	106683	10155	10288	60578	24495	77140	4260	0	0
34 Loan/Debt Repmt (Princ. & Int.)	15692	28321	14134	14134	140563	0	0	0	0	0
35 Assessment/Apportionment	24107	26175	32431	33080	33742	34416	35122	101874	74272	62265
36 Insurance Premium	9266	9266	9312	9312	9989	9665	9640	9640	9640	9640
37 Additions to Trust Funds	0	0	0	0	0	170991	0	0	0	0
38 Outreach/Special Ex-Par Appeals	18827	14468	13298	11377	13994	13492	30752	38749	34772	20168
39 General Operating Expenses	29365	34179	30055	28900	40900	40805	27087	35913	32196	26706
40 TOTAL EXPENDITURES	284423	389344	278309	286155	481369	501553	368026	380324	349926	319674
41 2013 SURPLUS	0	0	35059	-361	188204		96135			
0 2013 (DEFICIT)	-771	-14102	0	0	0	-198601		-39119	-49708	-2923
42 Debts Owing by Congregation at Y/E	172669	0	143516	136138	0					
43 Special Funds	73109	151419	0	0	0					
0 Collection Income / ID givers	1804.405	1787.764	1785.8	1810.706	1992.328	1817.092	1744.718	2298.605	1864.594	



St. Bartholomew's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

First and foremost, St. Bartholomew's is a vibrant and active place of worship in the community with strong liturgy. We are blessed to have a priest who leads from a valued theological background. During COVID, we pivoted to online services which were top notch in terms of liturgical content and the quality of the video production. St. Bartholomew's has a rich, historic relationship to the Governor General. Former GG David Johnston attended regularly and is the Honourary Chair of our Stewardship Capital Campaign.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Ministry priorities** in our community are to our parishioners, the elderly, as well as to Ashbury, where Father David Clunie is Chaplain. Ministry to seniors in the community includes monthly services taken at a seniors Home and at the Garry Armstrong Home, a long-term care facility where there has been a team of pastoral visitors from St. Bart's for the past 35 years. We also fund an Ecumenical Chaplain at the facility.
- **Outreach** is carried out through the work of refugee resettlement and community ministry support, which includes volunteer efforts and generous financial support to many community NGOs such as Cornerstone and St. Luke's Table.
- **Building** - caring for the building and preserving the unique history of the Parish is important to us. We are now beginning our first major financial campaign since the GIFT program. It includes a major restoration of our large historic window commissioned as a War Memorial after World War One. The campaign also includes some major building upgrades that were part of our ten-year plan.
- **Community Life** - supporting the Parish through worship (Sunday Services, bible study and meditation) and acts of care such as the Parish phone tree, the in-house flu-shot clinic and the weekly drop-in bridge club.
- **Music Ministry** is a significant part of church life. A strong and dedicated volunteer choir supports Tim Piper, the music director, who brings creativity through original compositions. Through the pandemic he has continued to organize music online by digitally combining individual recordings made by choir members.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Refugee settlement** with a commitment to fulfill government requirements and then go beyond by offering further support until families are properly settled in their new community. Three families have been successfully settled with two more pending. A Syrian family of five has just celebrated their fifth anniversary with us.
- As noted above, the **weekly drop-in bridge club** serves the wider community with most attendees not members of the Church.
- Ars Nova regularly holds **concerts at the church**, as well as its annual New Year's Eve Gala.
- The church serves as the **regimental chapel for the Governor General's Foot Guards** and Padre David Clunie is their chaplain.
- Regular **participation in 'Doors Open Ottawa'** provides a fellowship opportunity for parishioners and welcomes as many as 200 attendees.



- **Fundraising for community ministry** is important. For example, the Annual Bazaar (online during COVID) is an important event in the life of the community and raises substantial sums to support community ministries. ‘The Coldest Night of the Year Walk’ supports the Ottawa Mission.

4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

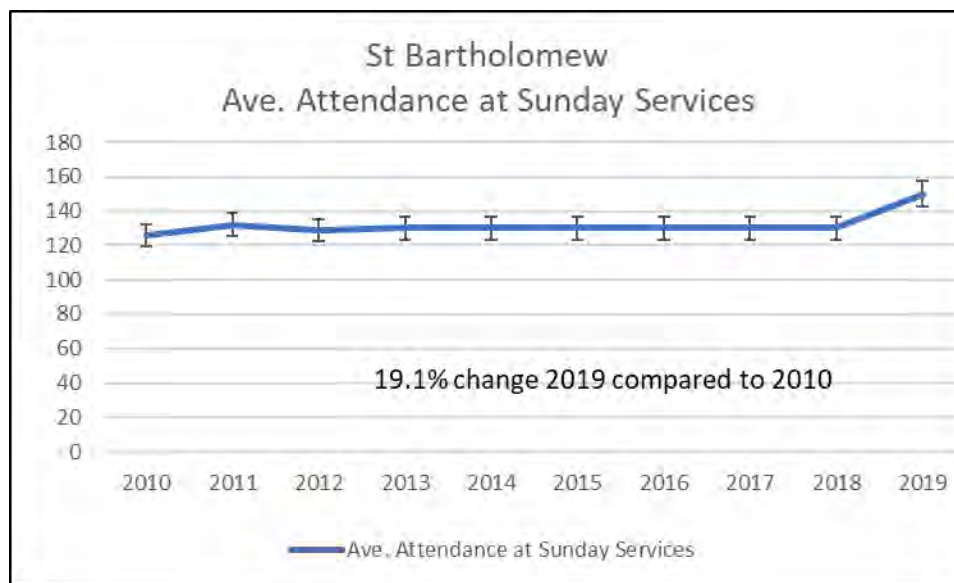
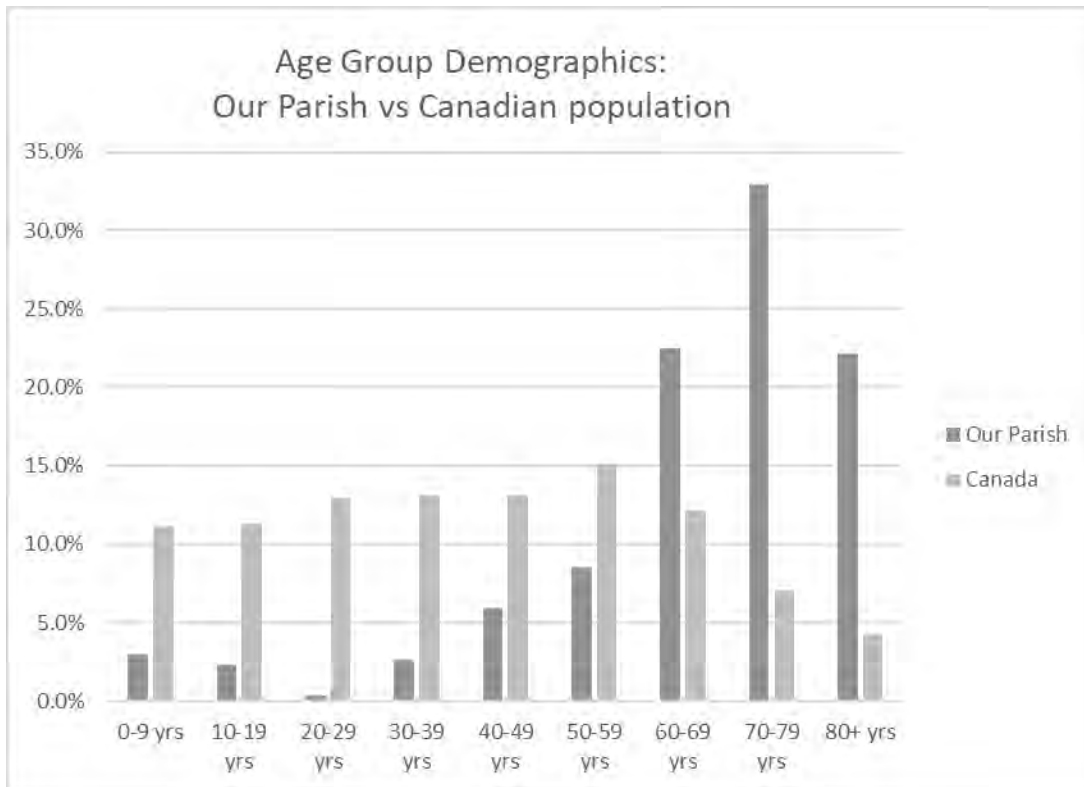
- Since the church is situated in an affluent area there is a preconceived notion that finances are not challenging, just rich people attend. People think a history with the Governor General and a Venerated Old Building mean the church is well endowed. In reality, it is simply a community church which generally breaks even through givings and other fund raising and meets its Fair Share obligations to the Diocese.
- Our volunteers are energetic and willing. Like many churches, a small number carry out much of the work. The annual Bazaar and Tea Room which is a community fall highlight, in non-COVID years, brings out over 100 volunteers.
- There has been a concerted effort by both volunteers and paid staff to bring youth into the church but with limited success. Pre-pandemic Sunday school was working regularly with six to eight families. During COVID, we held a virtual Christmas Pageant filmed with a large number of children and families and produced by the Church for on-line viewing.

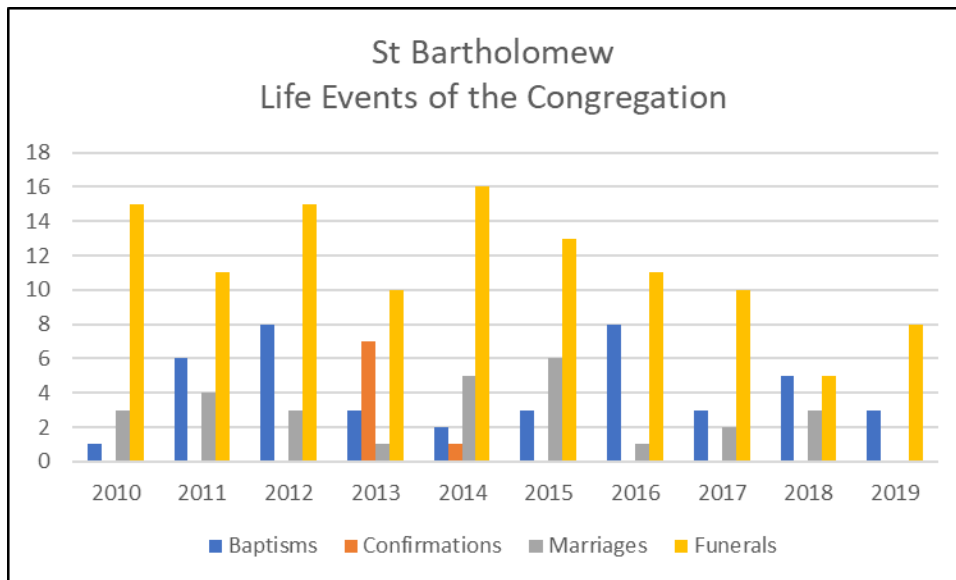
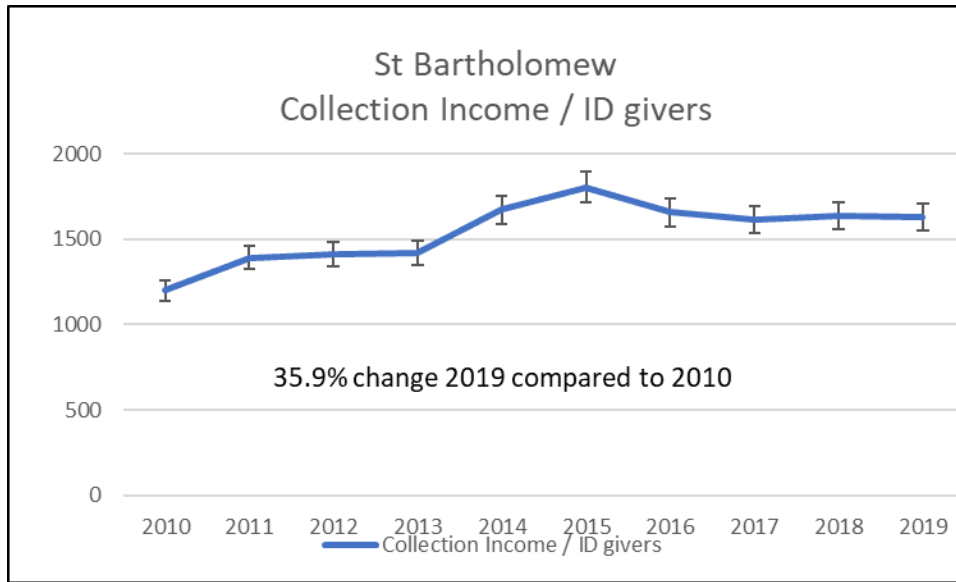
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Our Deanery Boundaries don’t make sense. The two churches that are closest to us are in different deaneries. Revisions to the boundaries would allow for a new synergy among churches for joint ministry and sharing of resources.
- The Parish Hall could be a youth gathering space and there is a great desire for children, youth, and young adult ministry at the church. Skilled human resources are needed for this.
- There is an epidemic of loneliness in the community. While there are people in the parish with the skills to provide counselling they can’t be relied upon as volunteers.
- Online services have been popular and it is believed they could continue. Encouraging parishioners to give ‘online’ will be important.



St. Bartholomew's Ottawa Quantitative Data







St. Bartholomew										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	400	415	420	420	420	420	420	420	420	400
2 Members in full communion	371	385	400	400	400	400	400	400	400	240
3 Identifiable Givers	256	235	224	222	205	205	205	205	210	220
4 Ave. Attendance at Sunday Services	126	132	129	130	130	130	130	130	130	150
5 Baptisms	1	6	8	3	2	3	8	3	5	3
6 Confirmations	0	0	0	7	1	0	0	0	0	
7 Rec'd from other communions	0	0	0	1	0	0	0	0	0	
8 Marriages	3	4	3	1	5	6	1	2	3	
9 Funerals	15	11	15	10	16	13	11	10	5	8
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	10	8	8	9	2	2	2	2	2	2
12 Pupils	25	24	20	16	23	25	25	10	12	10
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	0	
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	75	75	75	75	75	75	75	75	75	75
17 No. of Youth Members	10	10	10	0	0	0	2	2	2	2
18 Collection Income	307045	327163	316547	316011	342827	369997	389845	331318	343983	358482
19 Open offerings	4462	3023	0	4145	0	2751	1046	3960	1085	3029
20 Donations Church Organizations	29398	9773	12410	11746	10176	12426	13141	13019	17473	16551
21 Rentals	0	8125	12314	10283	38638	43595	43445	41305	44838	54640
22 Capital Withdrawals from CTF	265000	260650	97550	111638	0	243001	0	78022	16000	21000
23 Other Income	31746	11521	15180	2621	540		0	36378	23179	23105
24a Bequests Deposited to CTF	0	0	0	0	339565		36730	0	122587	35000
24b Received for Construction	0	0	0	0	0		0	0		
25 Bequests retained for use by Parish	0	0	130000	0	0		5000	5000	5000	
26 Endowments, Trust Funds, Invest Inc	-3830	0	0	0	0	8355	11172	10132	12599	14492
XX Gift	0	0	309312	443541	0		0	0	0	10800
27 TOTAL INCOME RECEIVED	633821	620255	893313	899985	731746	680425	449379	519134	586744	537099
28a Flow Through Funds	112550	105981	5071	9389	23437	75895	23578	36945	27469	68636
28b Rent Expenses	0	0	0	29976	31152	30900	31047	31597	31979	
29 Cost of Priestly Services	76320	74558	81527	86286	89966	94312	94006	98708	98239	130915
30 Costs of Other Staff	93116	99458	82174	93475	111218	112579	115254	116545	118413	120834
31 Church Property Expense, incl util	43238	24996	27626	30988	0		0	0	0	3629
32 Rectory Expense, ind util & taxes	8935	4751	0	29976	31152	30900	31047	31597	31979	32625
33 Capital Expenditure	263406	101575	61300	496135	34962	200011	50071	28744	51377	35130
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0	0	0	0
35 Assessment/Apportionment	62100	61670	52913	52682	73718	80227	70365	64858	65275	73697
36 Insurance Premium	6924	6919	7000	7093	7093	7699	7699	7699	7699	7699
37 Additions to Trust Funds	0	0	0	0	339565		0	0	122587	35000
38 Outreach/Special Ex-Par Appeals	112550	105981	36250	8188	0	75895		36945	27469	25161
39 General Operating Expenses	41360	89486	108180	92863	98277		83607	114977	45579	83186
40 TOTAL EXPENDITURES	707949	569394	451970	897686	785951	601623	452049	500073	572617	547936
41 2013 SURPLUS	0	50861	441343	2299	0	78802	-2670	19061	14127	
0 2013 (DEFICIT)	-74128	0	0	0	-54205					-10837
42 Debts Owing by Congregation at Y/E	76393	20156	0	0	0					
43 Special Funds	0	0	0	0	0					
0 Collection Income / ID givers	1199.385	1392.183	1413.156	1423.473	1672.327	1804.863	1657.78	1616.185	1638.014	1629.464



St. Columba Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Columba has a small congregation which is a family of kind, respectful, warm, compassionate people who are strong, resilient, and committed in service to God and their community. There is a strong “can-do” attitude. Whether they are partnering with groups or initiating activities, their size doesn’t stop them. The parish has reinvented itself over the years as the neighbourhood has changed, in order to provide care and support for the people of Manor Park and beyond.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Sharing and caring - There is a 31% child poverty rate in the surrounding area, with Manor Park School being particularly hard hit. When the pandemic first hit, the church played a key role in supporting members of the wider community. Parishioners gathered donations and supported people in need through relationships developed with the community association, school and community housing.
- Meeting place for the community - Events such as the Holly Sale have been a tradition at St. Columba for decades. Many community groups use and/or rent the space, including St. Nicholas Romanian Orthodox Church, who currently host their services in the St. Columba sanctuary.
- Environmental stewardship – St. Columba has a native pollinator garden and are making plans to build a community garden in partnership with the community association.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- The congregation has been faithful in supporting PWRDF over the years, and has hosted events such as the PWRDF Mapping Exercise. Also supports Shepherds of Good Hope.
- There are fruitful partnerships with the Manor Park Community Association, e.g. participating in community outreach to individuals, families or groups in need.
- As a parish established by WWII veterans, support for veterans is a priority for St. Columba. Supports MFHI on Veteran’s House; supports the local Legion.
- Local organizations such as Scouts, Beavers, Cubs, Girl Guides and a Francophone youth group regularly use the hall. Provided space for an Andrew Fleck program for home daycare providers and their charges.
- Engaged with other churches in the area on the World Day of Prayer service

4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

- **Finances** - Over the past 10 years, the congregation has seen financial projections that predicted the church would exhaust their savings. This has not been the case – St. Columba still has money in the bank and are bringing in adequate revenue. Sudden expenses, such as replacing the boiler, as well as decreased rental income during COVID, have put more pressure on the parish’s budget in recent months.
- **Building** - The property committee feels the building is in good shape, with recent masonry work, a new boiler and security system, etc. There are no major expenses expected with respect to the building. Services such as snowplowing and landscaping are donated by a landscaping company with close connections to the church.



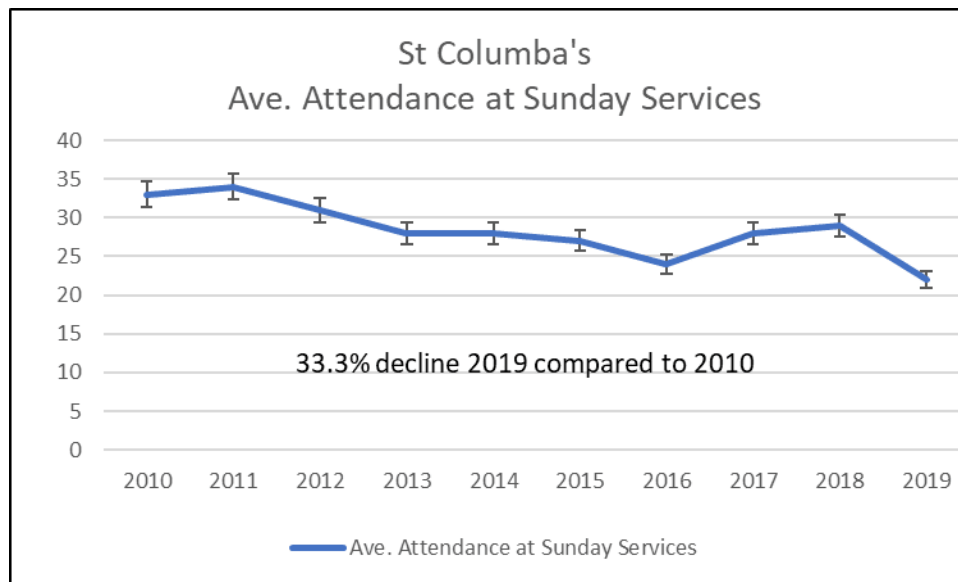
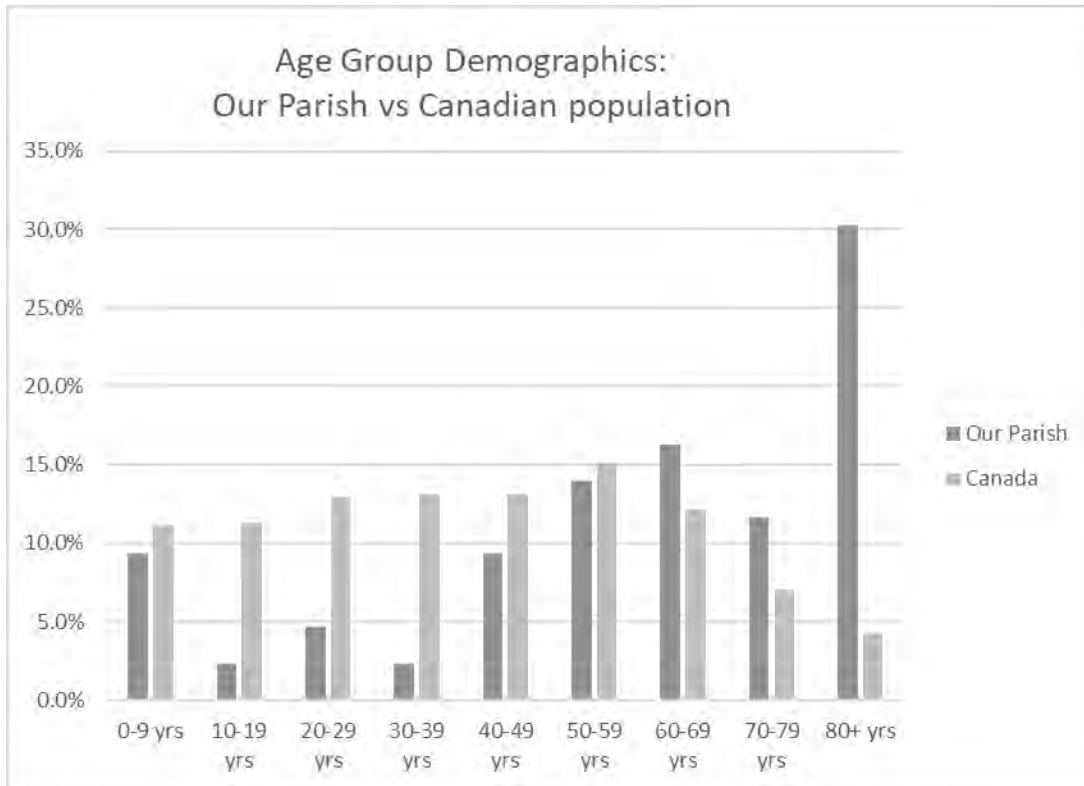
- **Human Resources** - Priestly services at St. Columba are provided on a per diem basis. The music director, parish administrator and cleaners are part-time and hired on contract. The parish has a small but mighty group of volunteers who cover duties during services and look after tasks such as lawn maintenance and gardening, with several people wearing more than one hat. That said, all of the jobs are done, and done well. The parish would like to see priestly services expanded, with a part-time rather than per diem priest.

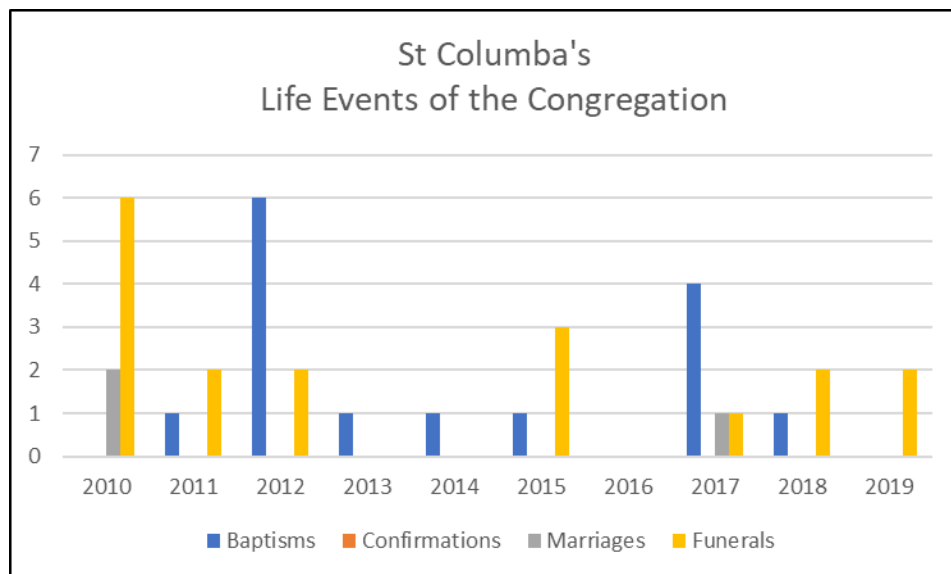
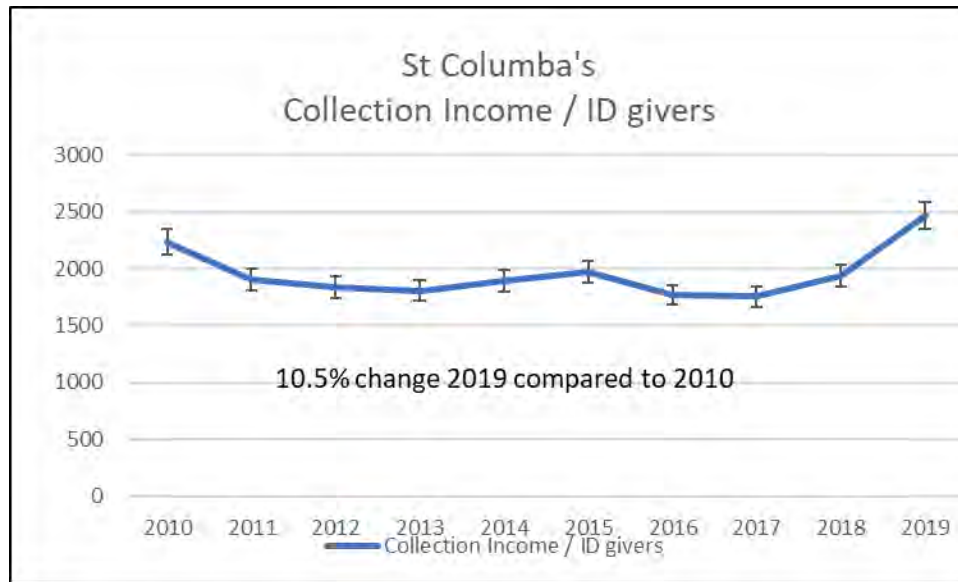
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- The church community at St. Columba isn't reflective of the multicultural nature of the Manor Park neighbourhood. Parishioners desire to reach out and make meaningful connections and partnerships with the Muslim and Indigenous communities nearby.
- Manor Park School often has families who are moving into shelters, or people moving from shelters into Ottawa Community Housing buildings. They often don't have resources to get set up. St. Columba would like to work with other faith groups and community organizations in the area to provide a start-up package with pantry items, toilet paper, cleaning supplies, etc. as well as information about local churches, mosques, etc. As one interviewee said, "Even if someone doesn't come through the doors of the church, we've still represented our faith beliefs in helping out a neighbour."
- St. Columba parish would also like to leverage their proximity to the new subdivision nearby (Wateridge Village) as well as the future Manor Park Estates expansion, which will bring thousands of new residents to the area in the coming decades.
- They would like to find a way to connect with all the youth and children who use the building and establish a children's ministry.
- A ministry for seniors, particularly with education events and social activities, would benefit many in their congregation and community.
- They would like to host music events to enhance their presence in the community.
- They need assistance to engage with the community in these ways. It was suggested that there be a centralized pool of Sunday School Teachers and a centralized training program for them, as it is hard to find and keep a qualified teacher. And leadership is needed from the Diocese to assist with inter-faith dialogue. Many of these initiatives won't be possible with a priest paid on a per diem basis, they need at least a part-time priest.



St. Columba Ottawa Quantitative Data







St. Columba's										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	65	72	55	49	49	45	48	54	54	39
2 Members in full communion	0	45	45	38	39	39	40	50	50	29
3 Identifiable Givers	39	40	37	32	32	32	30	36	34	24
4 Ave. Attendance at Sunday Services	33	34	31	28	28	27	24	28	29	22
5 Baptisms	0	1	6	1	1	1	0	4	1	
6 Confirmations	0	0	0	0	0	0	0		0	
7 Rec'd from other communions	0	0	0	0	0	0	0		0	
8 Marriages	2	0	0	0	0	0	0	1	0	
9 Funerals	6	2	2	0	0	3	0	1	2	2
10 Church/Sunday Schools	1	0	0	0	0	0	0	1	1	1
11 Teachers	1	0	0	0	0	0	0	2	2	2
12 Pupils	2	0	0	0	0	0	0	5	5	5
13 No. of ACW Members only	0	0	0	0	0	0	0			
14 No. of Women's Guild Members	16	14	10	9	9	9	12	11	11	
15 No. of Men's BAC Members	0	0	0	0	0	0	0			7
16 No. of Other Members	0	0	20	20	21	21	21	52	52	47
17 No. of Youth Members	0	0	2	2	1	1	1	1	1	
18 Collection Income	87072	76244	67960	57862.06	60573	63194	53083	61473	65769	59225
19 Open offerings	3160	2443	2787	2436.96	1426	1679	1934	1609	1220	1859
20 Donations Church Organizations	11104	1147	2687	4148	3622	3088	7708	1856	2326	2384
21 Rentals	21175	21710	38815	43472	45170	45953	44236	45060	46087	48768
22 Capital Withdrawals from CTF	0	0	0	0	0		0			
23 Other Income	0	2800	0	0	0		0	2176	3457	3648
24a Bequests Deposited to CTF	0	0	0	0	0		0			
24b Received for Construction	0	0	0	0	0		0			
25 Bequests retained for use by Parish	0	0	0	0	67000		7000	10000	3208	
26 Endowments, Trust Funds, Invest Inc	645	29	1187	572	567	649	0			
XX Gift	0	0	14802	11585	10513	7726	0	10297		
27 TOTAL INCOME RECEIVED	123156	104373	128238	120076	188871	122289	113960	132471	122062	115884
28a Flow Through Funds	2650	2800	0	2570	2115	2230	2865	1892	3225	2050
28b Rent Expenses	6311	5087	5312	6344	6843	9176	8846	11586	11448	11547
29 Cost of Priestly Services	22277	0	46110	0	38634	50188	42311	39453	36056	38165
30 Costs of Other Staff	10306	9485	14204	13595	13639	13017	21999	20222	21315	22235
31 Church Property Expense, incl util	13776	27966	20515	27432	18837	23806	13746	18238	14308	23698
32 Rectory Expense, incl util & taxes	6311	5087	5312	1026.28	5665	6104	5706	5672	6224	5921
33 Capital Expenditure	0	0	16599	14428	0	45143		5000	11814	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Appportionment	13376	42374	17464	0	34854	16045	16330	17578	18855	19207
36 Insurance Premium	4769	0	4811	0	0	4981	4983	4981	4981	4981
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	2650	2800	0	0	341	3295	2865	1590	2865	4404
39 General Operating Expenses	24341	3943	6244	81276.72	11899	2555	5992	6355	8081	8157
40 TOTAL EXPENDITURES	97806	91655	131259	137758	123869	165134	113932	119089	124539	126768
41 2013 SURPLUS	25350	12718	0	0	65002			13382		
0 2013 (DEFICIT)	0	0	-3021	-17682	0	-42845	28		-2477	-10884
42 Debts Owing by Congregation at Y/E	0	0	0	0	2400					
43 Special Funds	0	6000	10605	0	67000			1748	2120	700
0 Collection Income / ID givers	2232.615	1906.1	1836.757	1808.189	1892.906	1974.813	1769.433	1756.371	1934.382	2467.708



St. George's Clayton

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. George's is a small but mighty, close-knit community, celebrating their 120th anniversary in 2021, which has persevered through many challenges.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Community & Hospitality** - Everyone feels welcome when they come through the doors
- **Worship** - Service every Sunday. Organist every Sunday.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach**
 - Mittens & hats for under-privileged kids
 - Christmas shoeboxes
 - Food bank
 - Local women's shelter
 - Two local retirement homes
- **Events**
 - Parish dinners (fall turkey, spring ham, Christmas shepherd's pie and angel food cake)
 - Concert (fiddle music in June)
 - Valentines Dance

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

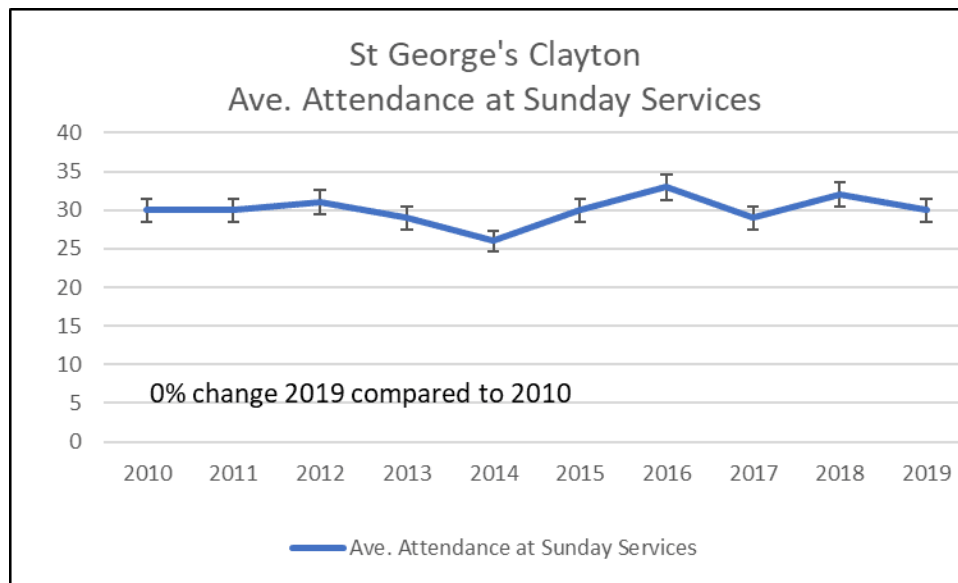
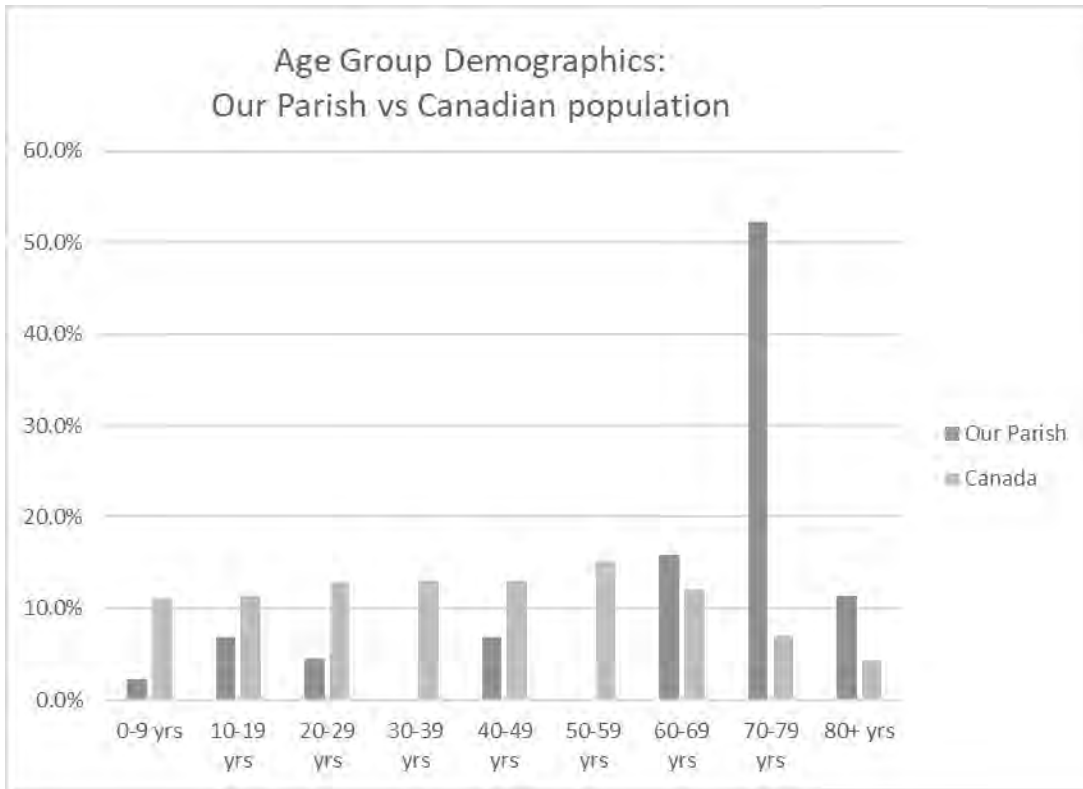
- **Finances**
 - Money is always forefront in their minds
 - They have a Priest-in-charge because an incumbent is not possible for them
 - They are making good use of PAR to stabilize their donations
- **Building Status**
 - Steeple needs repairs but they are underway
 - Hall is well maintained
 - Deferred maintenance is not an issue
- **Human Resources**
 - Small aging congregation but still able to face today's challenges

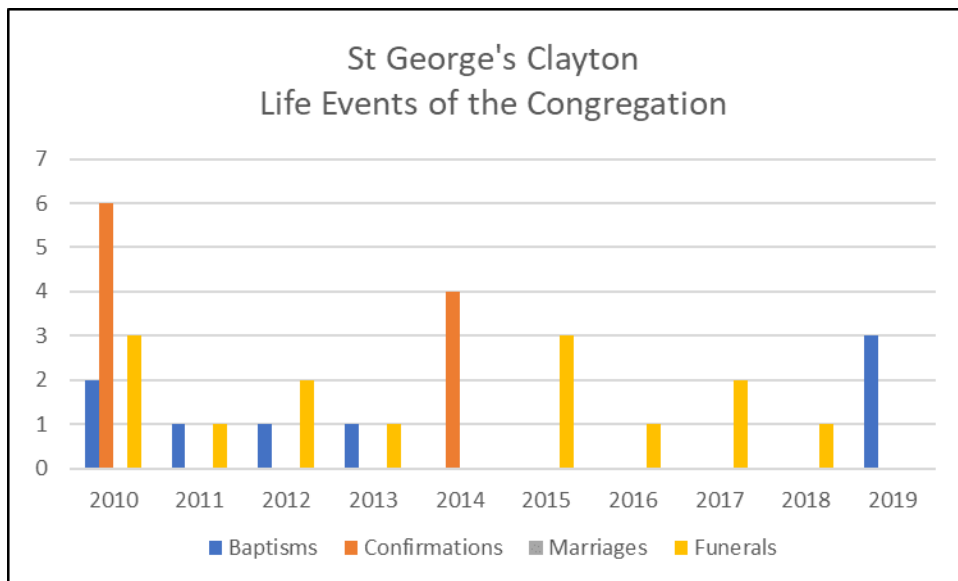
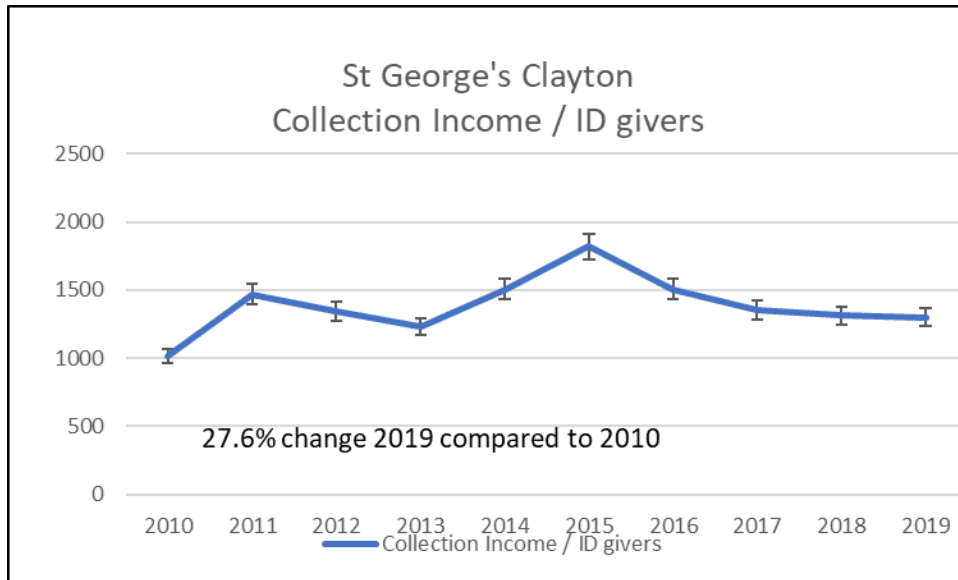
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Monthly breakfast club to provide for the opportunity of a few hours of fellowship with breakfast as a bonus to help combat loneliness
- Partner with Area Parish of Mississippi Lake
- Need a new solution to having a Priest-in-charge as the current one will be retiring



St. George's Clayton Quantitative Data







St. George's Clayton										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	53	56	60	55	51	61	61	55	55	56
2 Members in full communion	41	37	39	47	45	59	59	52	55	56
3 Identifiable Givers	24	25	25	27	22	24	24	25	27	28
4 Ave. Attendance at Sunday Services	30	30	31	29	26	30	33	29	32	30
5 Baptisms	2	1	1	1	0	0	0	0	0	3
6 Confirmations	6	0	0	0	4	0	0	0	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	
8 Marriages	0	0	0	0	0	0	0	0	0	
9 Funerals	3	1	2	1	0	3	1	2	1	
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	3	2	3	3	3	2	3	3	5	4
12 Pupils	9	15	17	11	10	20	18	9	0	4
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	0	14	14	14	0	0	8	8	6	6
15 No. of Men's BAC Members	0	12	12	12	6	6	0	0	0	
16 No. of Other Members	9	14	18	9	8	30	30	76	23	22
17 No. of Youth Members	1	0	0	0	0	1	1	13	11	10
18 Collection Income	24452	36706	33598	33254	33087	43641	36079	33819.07	35484	36411
19 Open offerings	766	833	740	968	765	1157	895	855.8	889	631
20 Donations Church Organizations	6540	6911	9197	8875	15419	17335	13083	15024.4	11581	15222
21 Rentals	752	1390	1147	1080	765	438	195	348	288	200
22 Capital Withdrawals from CTF	0	0	1610	0	0		0	0	0	
23 Other Income	0	0	1097	1335	853	945	2478	703.45	744	1015
24a Bequests Deposited to CTF	0	0	0	0	0		0	0	0	
24b Received for Construction	0	0	0	0	0		0	0	0	
25 Bequests retained for use by Parish	0	0	0	0	0		0	0	0	
26 Endowments, Trust Funds, Invest Inc	458	0	406	325	325	325	357	368	379	390
XX Gift	0	0	3345	2568	1522	2018	1975	437.5	0	
27 TOTAL INCOME RECEIVED	32968	45840	51140	48405	52736	65859	55062	51556.22	49365	53869
28a Flow Through Funds	552	1989.82	1989	1930	1405	135		2183.45	4879	3616
28b Rent Expenses	612	594	229	750	695	55	100	150	125	90
29 Cost of Priestly Services	4477	21624	27577	31132	26395	26072	20295	21606	23058	24746
30 Costs of Other Staff	0	0	0	450	0		496	0	0	
31 Church Property Expense, incl util	1016	2381	2013	5833	7725	8259	7387	7070.42	6621	2546
32 Rectory Expense, ind util & taxes	0	0	0	0	0		0	0	0	
33 Capital Expenditure	0	0	4294	2825	2575	18283	0	0	2612	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0	0	0	
35 Assessment/Apportionment	5884	4446	2150	2185	5130	5953	5677	7263	8508	9001
36 Insurance Premium	822	822	620	620	632	641	641	641	641	641
37 Additions to Trust Funds	0	0	0	0	0		0	0	0	
38 Outreach/Special Ex-Par Appeals	552	1940	1989	1930	1405	1880	4406	4525	4879	3616
39 General Operating Expenses	12055	9503	13468	7630	9677	10219	7489	9411.37	7132	15017
40 TOTAL EXPENDITURES	25206	40716	52111	52605	53639	71307	46391	50516.79	53446	55567
41 2013 SURPLUS	7762	5124	0	0	0			1039.43		
0 2013 (DEFICIT)	0	0	-971	-4200	-803	-5448	8671		-4081	-1698
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	125	1000	0	0	0		240			
0 Collection Income / ID givers	1018.833	1468.24	1343.92	1231.63	1503.955	1818.375	1503.292	1352.763	1314.222	1300.393



St. Helen's Orleans

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Helen's is a relevant, vibrant, devoted, active, welcoming, friendly and growing faith community. We are a parish that loves one another and our community; a congregation that embraces inclusivity; St. Helen's is open and caring; with strong fellowship, love and support (especially during life's difficulties); there is an incredible representation of skills and talents at St. Helen's; focused on living God's word, and on health and wholeness, in body, mind and spirit.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- St. Helen's celebrates creative, contemporary Anglican **worship and life-long learning**. Lay ministry is encouraged in all areas of parish life, including an active pastoral care team and prayer chain, worship and music ministries, healing ministry, faith witness and discipleship programming and governance.
- St. Helen's has a **clear strategic plan** that focuses thinking and action on five strategic "pillars": *worship, discipleship, stewardship, outreach, and community*. Parishioners are active leaders of the strategic pillars by which we organize the ministries of the church.
- Parish Council **evaluates church activities based upon the strategic goals** defined by our strategic pillars, **and allocates resources to support programs and goals** set out at Vestry. We seek out organizations in our wider community and offer support financially, materially and with the participation of those who align with our mandate (within available resources).

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Helen's engages in many forms of **outreach**, event hosting, and partnerships, demonstrating faith in action:
- Our **Diocesan Community ministries**, especially Cornerstone, The Well, Centre 105; Continuing long-time partnership with The Well's breakfast programme (Muffins Made with Love)
- **Food bank** support
- **Support of individuals involved in community events and organizations** i.e. Rotary, Habitat for Humanity, Shepherds of Good Hope, Special Olympics, PWRDF, Hope for the Future ministries as well as special appeals.
- **Ending Homelessness**, through Blue Door to End Homelessness, supporting Princeton Ave. Cornerstone, substantial donations to T4T and Centre 105.
- **St. Helen's Bazaar is very popular with the wider community**, as we welcome hundreds of people to the event; emphasis on 'being Christ' to them.
- St. Helen's **site is used for elections, Blood Donor Clinics, and some diocesan events**
- **Long-time involvement with the Ottawa Anglican Cursillo movement**; participants, team members, executive, spiritual directors, musicians, in Ottawa and at the national level (CACS).
- **Events for the community** include The Sanctuary Course on Mental Health in 2019; St. Helen's Virtual Art Fair in 2021(also planned for 2022)
- **Our Quiet Garden offers the community at large a sacred outdoor space** for peaceful contemplation (used extensively during COVID)



- Past partnerships include providing maintenance and other services for Christian Horizons; Services and visiting at senior's homes; Ecumenical Involvement, such as shared services and events with Resurrection Lutheran, Queenswood United, Orleans United, and a Christmas Concert in Orleans called Choirfest

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

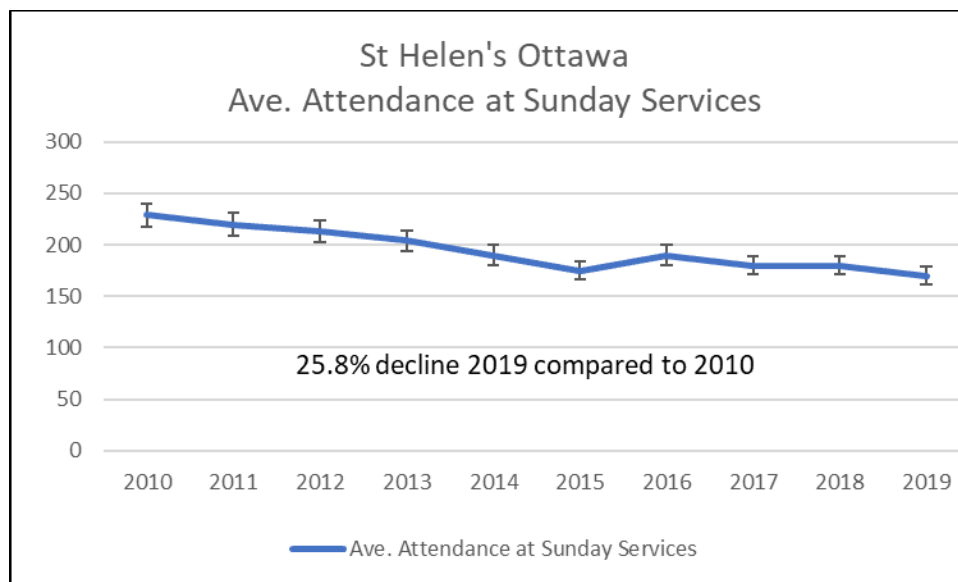
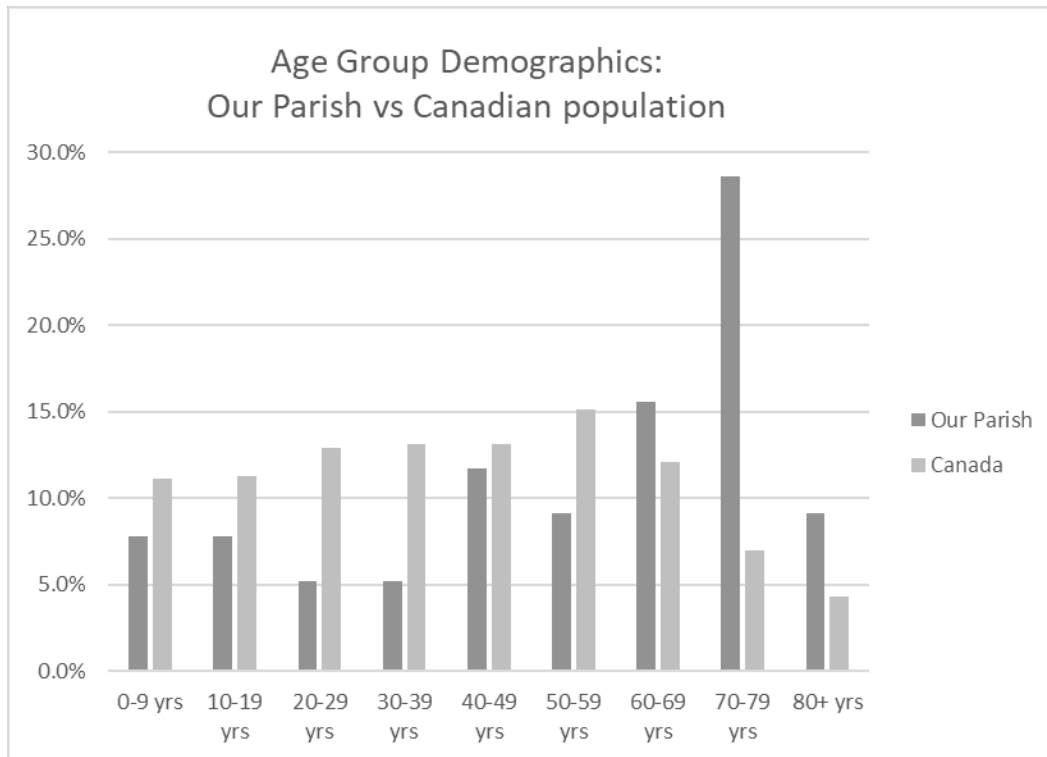
- St. Helen's building is beautiful, with a new, extensive expansion of the facility. The congregation is working on **developing human resources to clean and maintain its new facility, and develop cost-effective hall rental income**, while balancing its own use of the space.
- Some of St. Helen's **aging parishioners can't be as active as they once were; many struggle to let go and to engage younger participants with different ideas**; we need to allow and equip others to share the load and discover their own gifts and calling.
- Our immediate challenge is **to move beyond the pandemic and a sense of the unknown, to post-pandemic realities, and reconnect as we re-evaluate** ministries and programmes and rebuild a sense of parish identity, healthy community and engagement
- **Finances** - Our givers are generous, but the cost of 2 ECOPS, PFS and mortgage payments is substantial and has reduced other allocations, for example to the outreach budget.

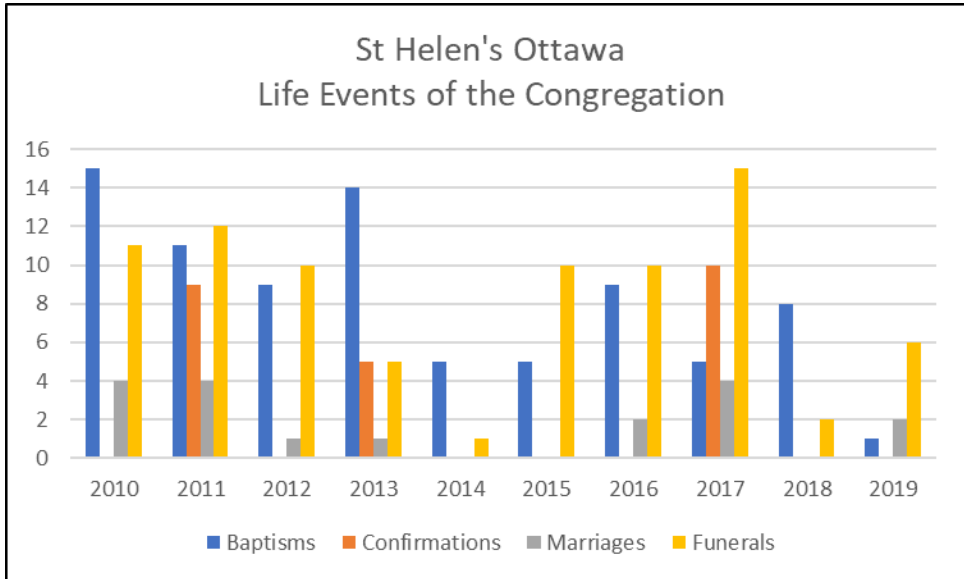
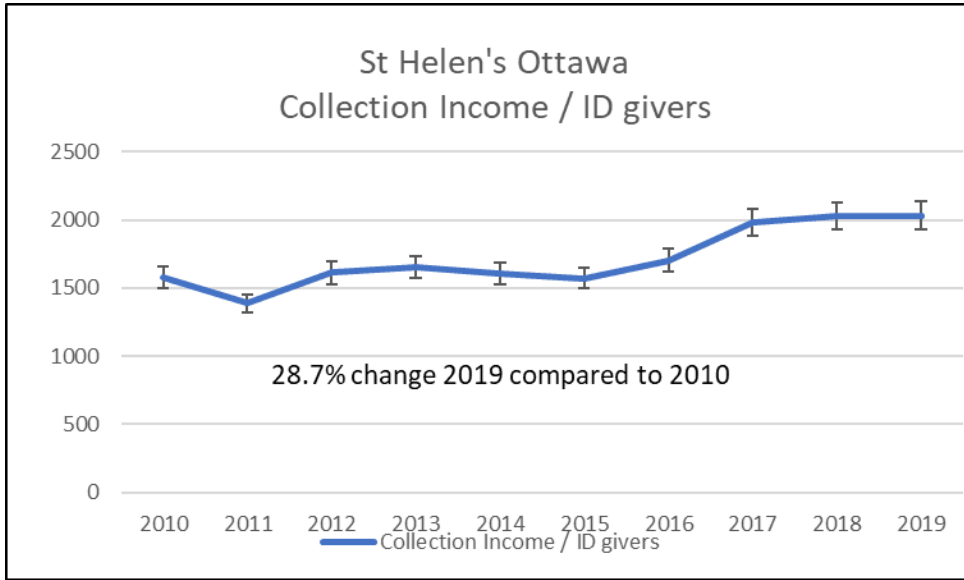
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Continued development of discipleship opportunities and leadership education for all age groups.
- Increase our online presence and explore ways to advertise our presence, outreach, events
- The expansion of Orleans (second fastest-growing city in Canada, a multi-cultural environment, lots of new housing development): What do we do to make ourselves known? How do we market ourselves? How do we evangelize? St. Helen's needs to look at ways to effectively engage these rapidly growing communities.



St. Helen's Orleans Quantitative Data







St. Helen's Ottawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	275	850	850	275	275	230	600	600	600	550
2 Members in full communion		825	825	275						
3 Identifiable Givers	235	258	224	224	225	231	243	216	219	210
4 Ave. Attendance at Sunday Services	229	220	213	204	190	175	190	180	180	170
5 Baptisms	15	11	9	14	5	5	9	5	8	1
6 Confirmations	0	9	0	5	0	0		10	0	
7 Rec'd from other communions	0	0	0	0	0	0			0	
8 Marriages	4	4	1	1	0	0	2	4	0	2
9 Funerals	11	12	10	5	1	10	10	15	2	6
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	6	8	6	6	5	4	4	3	2	2
12 Pupils	0	50	40	38	30	25	20	20	10	8
13 No. of ACW Members only	0	0	0	0	0	0				
14 No. of Women's Guild Members	58	64	61	70	75	45	60	65	65	65
15 No. of Men's BAC Members	35	50	43	40	40	25	25	25	25	20
16 No. of Other Members	184	208	212	225	225	280	100	100	100	100
17 No. of Youth Members	17	22	19	15	12	25	14	10	10	8
18 Collection Income	371005	357770	360920	370300	361695	363247	413953	427093	444018	426569
19 Open offerings	7233	7216	7512	5363	5728	5207	6081	6045	6225	6819
20 Donations Church Organizations	15660	14261	14277	16883	18408	38523	20608	22976	26835	26716
21 Rentals	900	1205	300	250	1035	200	3610	3300	6671	3963
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	260	260	364	1301	1865	1577	25043	17727	22248	15203
24a Bequests Deposited to CTF	5337	5212	4339	4476	4606	5206	5525	5860	6206	6673
24b Received for Construction	173792	273609	288422	189790	166824	673242				
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	1183	1238	1207	1553	1510	388	39	764	1125	1383
XX Gift	0	0	420	10943	5535	4200	2300	1500	50	
27 TOTAL INCOME RECEIVED	575370	660771	677761	600859	567206	1091790	477159	485265	513378	487326
28a Flow Through Funds	109390	44178.61	36905	152881	22425	22385	27465	29464	27793	24002
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	184562	183447	178709	188022	183034	183329	184450	191596	199074	207861
30 Costs of Other Staff	17458	18539	20125	19336	19792	20168	24584	24679	27031	27471
31 Church Property Expense, incl util	23378	33888	21922	25279	26110	33665	83548	39620	46230	43609
32 Rectory Expense, ind util & taxes	0	0	0	0	0					0
33 Capital Expenditure	0	3066	3494	0	166824	1991942		29859	32980	15976
34 Loan/Debt Repmt (Princ. & Int.)	44173	29173	54623	0	0	39779	79558	84526	84458	81617
35 Assessment/Apportionment	63832	64297	54805	52421	49560	49276	52213	50754	67637	72054
36 Insurance Premium	2872	2872	2872	2886	3849	3907	4782	4782	4782	4782
37 Additions to Trust Funds	5337	0	0	0	0					0
38 Outreach/Special Ex-Par Appeals	0	29349	21551	30300	22425	22385	27465	29464	27793	24002
39 General Operating Expenses	12753	14280	14455	12127	10810	10312	16475	10785	13868	10399
40 TOTAL EXPENDITURES	354365	378911	372556	325371	482404	2354763	473075	466065	503853	487771
41 2013 SURPLUS	221005	281860	305205	275488	84802			19200	9525	
0 2013 (DEFICIT)	0	0	0	0	0	-1262973	4084			-445
42 Debts Owing by Congregation at Y/E	79176	52667	0	0	0	1239558	1210668	1174489	1142825	1106.61
43 Special Funds	135961	416359	575889	730368	0					
0 Collection Income / ID givers	1578.745	1386.705	1611.25	1653.125	1607.533	1572.498	1703.51	1977.282	2027.479	2031.281



St. James Leitrim

1. What is the single most important thing you would like our diocese to know about your parish/congregation? St. James is a family that is hospitable and welcoming; that cares deeply for each other; that is small but strong.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Governance**
 - Parish council welcomes and encourages new ideas and will act if something is reasonable and positive for our community or the greater community
 - Altar guild and Ladies guild encourages people to help beautify the church
- **Worship**
 - Music is integral and everyone sings; creative use of videos for music when music director is unavailable
 - Provide services in a seniors' home once a month
 - Followed by a coffee hour / lunch
- **Pastoral Care**
 - Natural extension of our family attitude
 - Active pastoral care team
 - Work with isolated people in community

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach**
 - Support local food bank
 - Support Operation Christmas Child (Samaritan's Purse)
- **Events**
 - Annual Christmas Lighting of the building and grounds including a Community Welcome Event – on the terribly blocked corner of Bank and Leitrim, where traffic is snarled every evening, the church building with its beautiful display is a beacon of hope and love for all who see it
 - 3-4 well attended dinners per year in the city hall next to the church
 - Annual yard sale with entertainment
- **Partnerships**
 - Osgoode Rideau Step Dancers – venue to showcase talent
 - Fosters fruit and vegetables – 6 days a week in the summer
 - Gloucester South Seniors Club – allow use of their venue for parish events
 - Gloucester Historical Society – collaborate for Doors Open

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

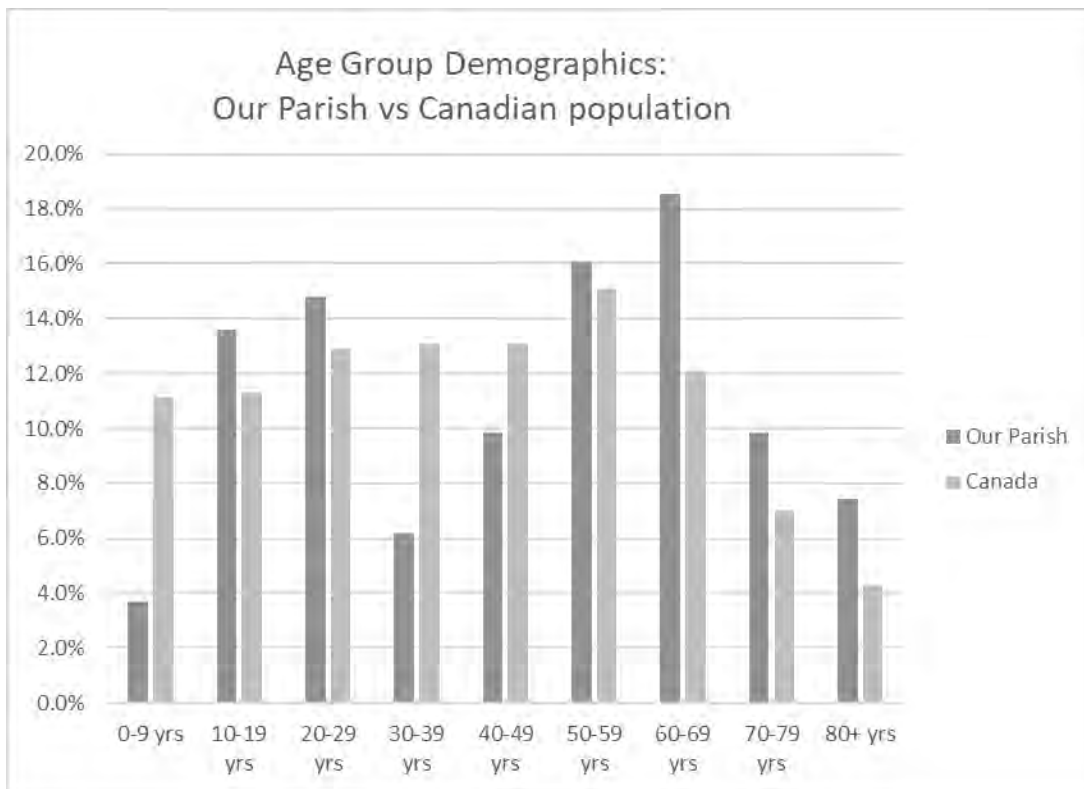
- **Building Status**
 - Sitting at the intersection of Bank and Leitrim, St. James is at the mercy of the city as they (continue to) discuss plans to rebuild the area
 - Uncertainty stops them from improving their facilities (accessibility etc.) or building community partnerships
 - Hemmed in by city property on all 4 sides

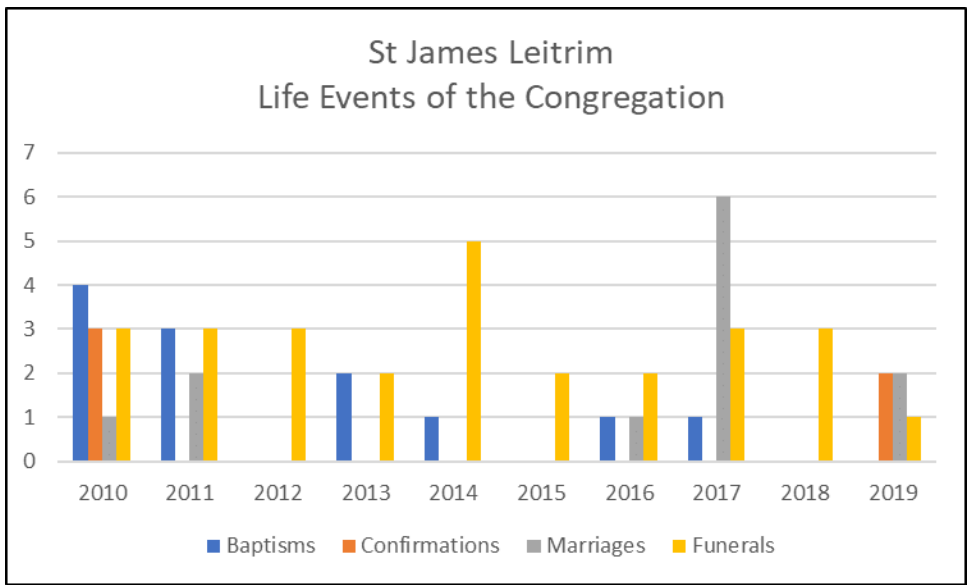
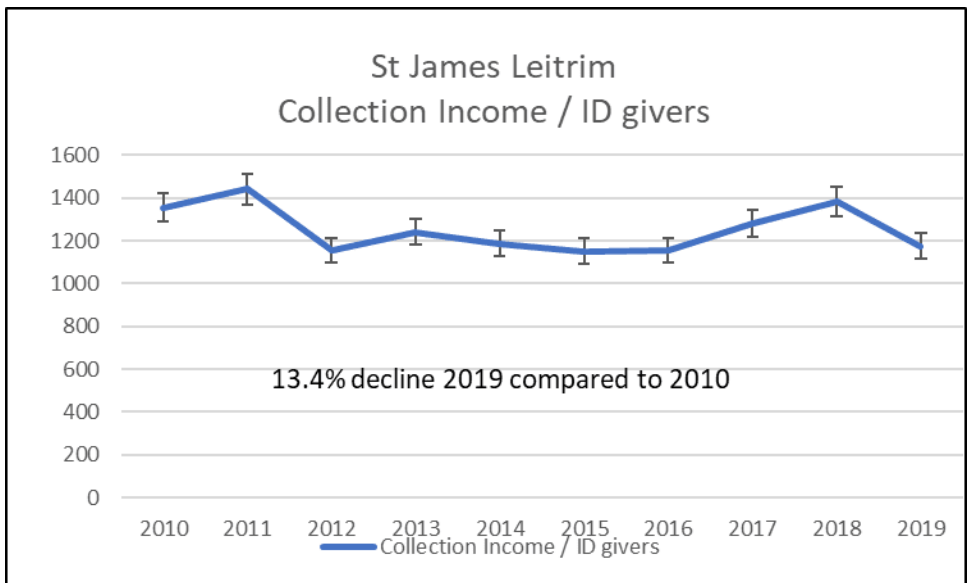
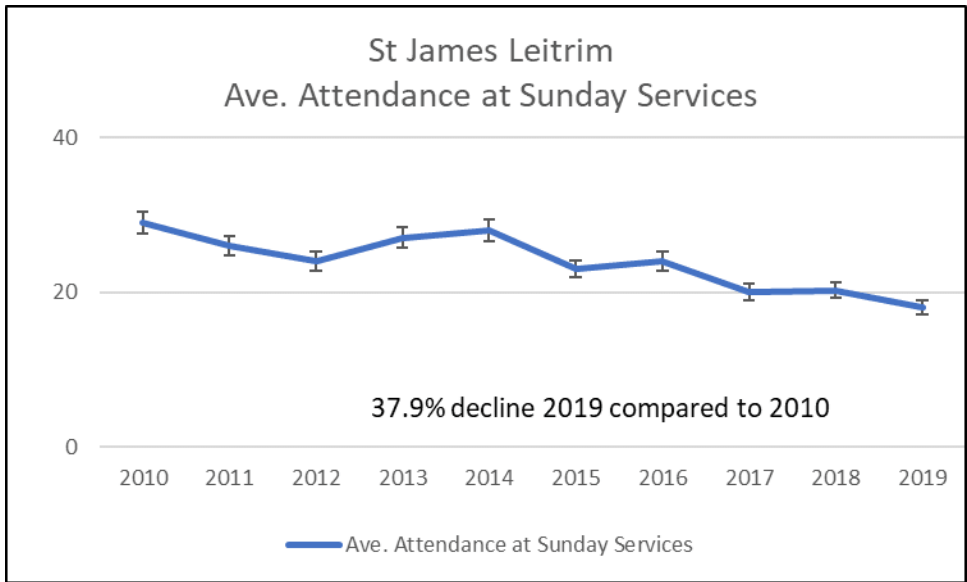


5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Refugee Ministry**
 - Becoming a sponsor is beyond St. James’ capacity (finances, volunteers) but they wonder how they can participate?
- **Inner-City Ministry**
 - Sandwiches for street people – start in fall, what types of sandwiches, etc.
 - Mitten tree at Christmas
- **Accessibility**
 - Make basement (kitchen and washroom) available to remove restrictions on who can come to church and make building more available to the community
- **Senior’s Ministry**
 - Make our current retirement home service available on-line to the growing number of other retirement homes in the parish

St. James Leitrim Quantitative Data







St James Leitrim											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1 Members on Parish Rolls	97	66	71	90	45	46	42	40	43	79	
2 Members in full communion	77	57	27	40	23	196	22	20	21	41	
3 Identifiable Givers	39	34	33	32	34	32	32	31	33	36	
4 Ave. Attendance at Sunday Services	29	26	24	27	28	23	24	20	20.2	18	
5 Baptisms	4	3	0	2	1	0	1	1	0	0	
6 Confirmations	3	0	0	0	0	0	0		0	2	
7 Rec'd from other communions	0	0	0	0	0	0	0		0	0	
8 Marriages	1	2	0	0	0	0	1	6	0	2	
9 Funerals	3	3	3	2	5	2	2	3	3	1	
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1	
11 Teachers	4	5	2	4	3	3	1	1	1	1	
12 Pupils	11	10	7	6	9	9	8	8	1	3	
13 No. of ACW Members only	9	0	10	0	14	12	16	16	0	0	
14 No. of Women's Guild Members	5	10	2	10	8	18	0	16	22	15	
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	17	15	27	8	10	12	10	8	52	15	
17 No. of Youth Members	0	0	5	3	3	3	0	0	4	0	
18 Collection Income	52901.12	49028.44	38136	39760	40375.65	36877	36981	39734	45530	42305	
19 Open offerings	1433.91	1225.86	1094	906	885.2	747	1026	1736	2016	1302	
20 Donations Church Organizations	5813.31	5277.58	7301	9136	11253.77	9800	11827	11262	10604	10745	
21 Rentals	0	0	0	0	0					1500	
22 Capital Withdrawals from CTF	0	0	0	0	0						
23 Other Income	1050.24	1153.65	1352.93	97	117	220		648.05	5095	3759	
24a Bequests Deposited to CTF	0	0	0	0	0					8000	
24b Received for Construction	0	0	0	0	0						
25 Bequests retained for use by Parish	0	0	0	0	0						
26 Endowments, Trust Funds, Invest Inc	0	0	0	4227	4348.26	3395	3631	4503	3307	3706	
XX Gift	0	0	0	8703	3470	3430	2108	2438	1000		
27 TOTAL INCOME RECEIVED	61198.58	56685.53	47883.93	62829	60449.88	54469	55573	60321.05	67612	71317	
28a Flow Through Funds	0	0	0	0	0		300	600	917	559	
28b Rent Expenses	0	0	0	0	0						
29 Cost of Priestly Services	3650	37994	31458	27028	28250	28841	29198	24461	23863	24409	
30 Costs of Other Staff	0	0	0	0	0						
31 Church Property Expense, incl util	3819.69	5094.22	4260	4629	4669.37	4907	4762	5481	4819	4980	
32 Rectory Expense, ind util & taxes	0	0	0	0	0						
33 Capital Expenditure	0	0	1141	7757	4746				7899		
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0						
35 Assessment/Apportionment	7615	7451	8472	8663	8158	7999	8013	7263	6893	7337	
36 Insurance Premium	719.04	719	723	723	737	748	748	748	748	748	
37 Additions to Trust Funds	0	0	0	0	0					8000	
38 Outreach/Special Ex-Par Appeals	0	0	20	303	235.75	333		700	917	559	
39 General Operating Expenses	11195.97	5274.91	5176	10391	9644.36	14591	16180	14372	19487	14259	
40 TOTAL EXPENDITURES	60299.7	56533.13	51250	59494	56440.48	57419	58901	53025	64626	60292	
41 2013 SURPLUS	898.88	1524	0	3336	4009.4				2986	11025	
0 2013 (DEFICIT)	0	0	-3366.07	0	0	-250	-3328	7296.05			
42 Debts Owing by Congregation at Y/E	0	0	0	0	0			333	368		
43 Special Funds	2467.85	0	311.28	0	0						
0 Collection Income / ID givers	1356.439	1442.013	1155.636	1242.5	1187.519	1152.406	1155.656	1281.742	1381.515	1175.139	



St. James Manotick

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. James' strives toward being an inclusive and welcoming community, open to trying new things; is talent deep with potential to realize further opportunities for existing resources and church assets.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Inclusive and Welcoming**
 - Build inclusivity through an Indigenous Relations Circle exploring indigenous spirituality and concepts
 - Greet newcomers and offer help throughout the service
- **Music**
 - Choir is a major ministry that is well attended and has grown over time with fellowship and connection being a key aspect
 - Maintained this ministry virtually during COVID-19
- **Truth & Reconciliation**
 - Indigenous relations circle where Indigenous and non-Indigenous people can have a conversation
 - Our focus is on 4 categories – education, acts of healing, social justice, Indigenous self determination
 - Learning events to support people no matter where they are at in their reconciliation journey
- **Youth**
 - Employed a kids club co-ordinator who has maintained connection during COVID-19 through door drops and phone calls
- **Communications**
 - New high priority emerging from COVID-19 experience
 - Importance of having cross platform communications

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach**
 - Outreach committee with dedicated funds in the budget, two-thirds of which were distributed by June (Refugee Sponsorship, Say Yes to Kids)
 - ACW fundraises (online bakery) for The Well and Cornerstone
 - Hall is accessible to the community – yoga, scouts, day camp, piano student tests
 - Facilities include a commercial kitchen
 - Financial support to the food cupboard and community ministries
 - Agreed to sponsoring a Palestinian family of refugees currently living in Iraq with hopes they arrive in 2024
- **Partnerships**
 - Community consultation was very fruitful and lead to burgeoning partnerships with YOMA (Youth of Manotick Association), Barrhaven Soup Kitchen, Manotick Kiwanis, ROSSS (Rural Ottawa South Support Services)



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances**

- Building is tied to financial resources – if they could promote the use of their facilities within the community then there would be revenue streams associated with that (government grants or other supporting organizations)
- GIFT used to do a lot of necessary work (Narthex, kitchen, front doors, walkway, ramp) but that's a once in a generation – need a fund so as to plan rather than react to emergencies (parking lot, roof)

- **Building Status**

- Upgraded filming/streaming capacity to support worship (lighting & sound)
- Facilities are under-utilized – grand piano, sanctuary, hall, commercial kitchen

- **Human Resources**

- They just don't have the volunteers to do all they'd like to do
- How do they promote what they have (market themselves) to both benefit the community and find people to participate
- Low visibility in the community with youth and young families is a demographic weakness in that that can exacerbate current resource issues and create future ones

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Pastoral Care Team**

- Build and maintain a healthy and capable pastoral care team. The challenge is to do so with an aging population

- **Spirit of Ecumenicalism**

- Socialize and partner with other faith communities to learn and broaden St. James' understanding
- Share in the celebrations of others and invite them to St. James'

- **Food Security**

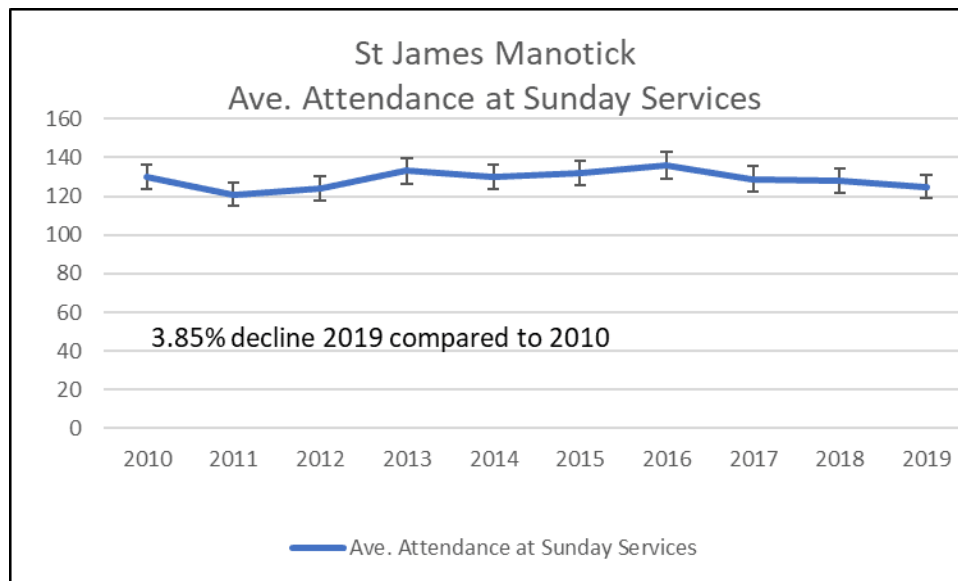
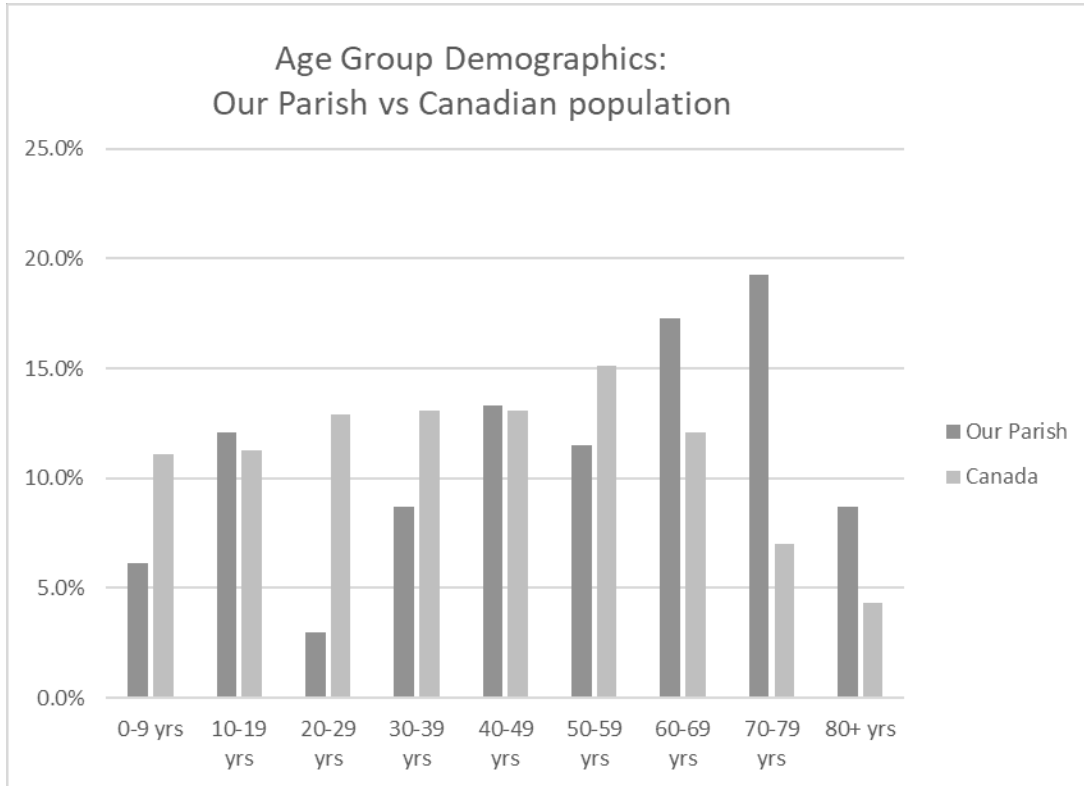
- Weekend program at schools for children in need, similar to Lazarus House, provide crock pots and food for a couple of meals
- Potential to work with Waupoos Farm

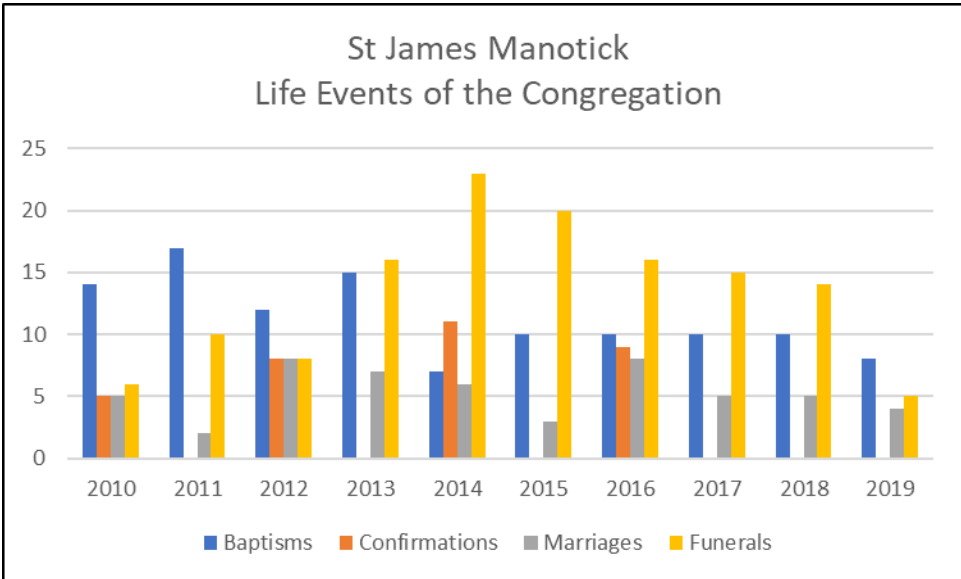
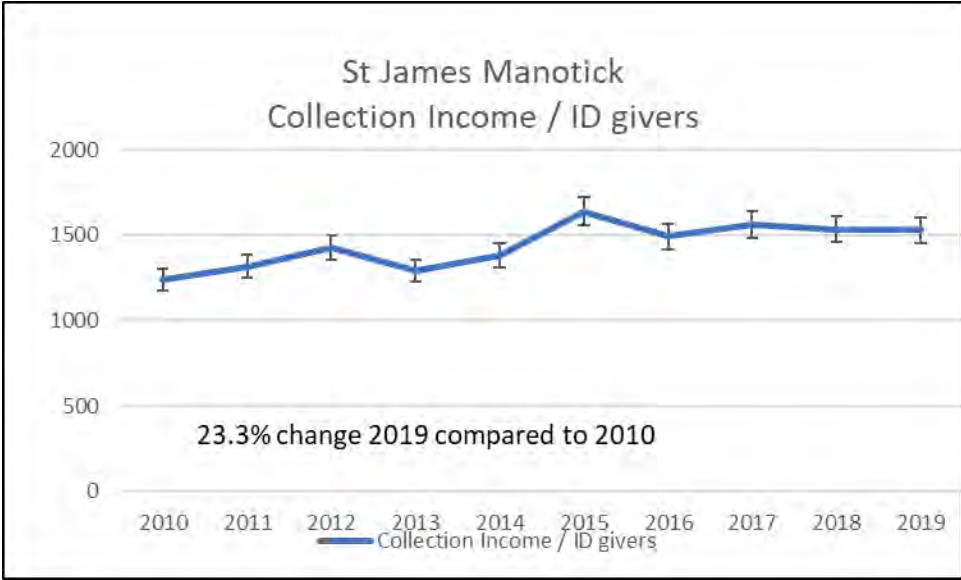
- **Social Justice**

- March with parish banner in Pride Parade
- Find ways to serve the community within walking distance of the church
- Network with other reconciliation groups



St. James Manotick Quantitative Data







St. James Manotick										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	809	818	798	792	794	646	587	596	579	560
2 Members in full communion	622	540	600	600	120	120	122	119	119	119
3 Identifiable Givers	197	185	174	218	213	207	210	205	208	196
4 Ave. Attendance at Sunday Services	130	121	124	133	130	132	136	129	128	125
5 Baptisms	14	17	12	15	7	10	10	10	10	8
6 Confirmations	5	0	8	0	11	0	9	0	0	
7 Rec'd from other communions	0	0	3	0	1	0	0	0	0	
8 Marriages	5	2	8	7	6	3	8	5	5	4
9 Funerals	6	10	8	16	23	20	16	15	14	5
10 Church/Sunday Schools	1	1	1	2	1	1	1	1	1	1
11 Teachers	14	10	9	8	4	3	2	2	1	1
12 Pupils	30	40	45	34	20	31	21	15	18	9
13 No. of ACW Members only	21	20	20	25	25	25	25	25	25	15
14 No. of Women's Guild Members	32	28	31	42	38	40	42	44	38	36
15 No. of Men's BAC Members	30	30	41	41	38	37	35	37	33	32
16 No. of Other Members	97	69	115	141	167	166	159	150	163	168
17 No. of Youth Members	29	43	31	26	37	35	30	27	19	4
18 Collection Income	244559	243948	248371	281985	294331	339860	313635	319910	319520	299877
19 Open offerings	6581	7602	6673	8032	7080	6985	6644	7593	7419	6481
20 Donations Church Organizations	5104	10456	7230	29893	21155	17702	7068	5577	12064	4918
21 Rentals	7793	9561	11558	12343	13017	12102	13704	22088	18274	15659
22 Capital Withdrawals from CTF	0	0	0	897	0	12449	0	0	0	
23 Other Income	0	0	0	0	7933	22758	38	34850	26603	346
24a Bequests Deposited to CTF	0	0	0	0	0	0	77180	0	0	
24b Received for Construction	0	0	0	0	0	0	0	0	0	
25 Bequests retained for use by Parish	10100	1685	0	10000	0	0	0	10000	0	
26 Endowments, Trust Funds, Invest Inc	6526	6208	6511	5879	5895	6589	6372	5337	3622	7185
XX Gift	0	0	19591	66171	37344	53644	84113	60909	3576	
27 TOTAL INCOME RECEIVED	280663	279460	299934	409200	386755	471589	508754	466214	391078	334466
28a Flow Through Funds	0	0	14788	29239	30098	22700	18631	26858	65834	15794
28b Rent Expenses	1559	1912	2312	0	1010	1171	754	883	916	830
29 Cost of Priestly Services	57859	79755	78270	107788	121053	126799	127388	131228	99328	106655
30 Costs of Other Staff	35802	37862	67282	66259	68240	71368	70360	109709	100350	70408
31 Church Property Expense, incl util	18747	7425	19777	20654	23996	23717	22303	23101	21829	22366
32 Rectory Expense, ind util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	19513	4537	14842	61513	23481	64450	30828	40296	2837	19546
34 Loan/Debt Repmt (Princ. & Int.)	11317	11317	11317	11317	11514	11317	79066	0	0	0
35 Assessment/Apportionment	43008	38122	40794	45730	49876	52950	49106	49891	50008	54008
36 Insurance Premium	4688	4688	4711	4711	4805	4877	4877	4877	4877	4877
37 Additions to Trust Funds	398	0	1881	1029	1035	1063	2688	1812	0	2049
38 Outreach/Special Ex-Par Appeals	11677	10000	14788	716	28058	26762	18631	27249	45572	20058
39 General Operating Expenses	77560	86516	57913	59982	54106	90286	102559	77704	65943	34133
40 TOTAL EXPENDITURES	280569	280222	311575	379699	386164	473589	508206	465867	390744	334100
41 2013 SURPLUS	94	0	0	29501	591			347	334	366
0 2013 (DEFICIT)	0	-762	-11641	0	0	-2000	548			
42 Debts Owing by Congregation at Y/E	114359	107541	100483	99072	85442	77403				
43 Special Funds	27428	27428	36343	77394	81696	127515		141439		125905
0 Collection Income / ID givers	1241.416	1318.638	1427.42	1293.509	1381.836	1639.42	1493.5	1560.537	1536.154	1529.985



St. James Otter Lake

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

A welcoming parish serving a small congregation that grows slightly in summer with the influx of cottagers. Building on a long tradition in the area, the weekly services are likened to a large family gathering attending to the spiritual and fellowship needs of its parishioners and community.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship** with weekly service in summer (Palm Sunday to Thanksgiving) and 2X month in winter. Morning prayer if priest is not present
- **Maintenance of the building**
- **Management and maintenance of the attached cemetery.** Maintenance work is contracted.
- **Budget is focused on paying priestly service fees** (special per diem arrangement), and to operational costs of the physical plant
- **Unable to offer expansive programs** such as bible studies, Sunday schools etc. due in part to budget constraints for clergy support and to the size of the congregation
- Pre-COVID, host the annual Memorial Day celebration, linked to the cemetery. Community pot-luck

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- No formal ecumenical program with the neighbouring 2 churches but support always ready for occasions such as funerals, individual fundraisers
- Maintaining the historic church building and its yards for the community. Congregation is known not only for being the Anglican presence in the community but also for pride of their building and yards. Strong community connection to the presence of the church/its history
- **Outreach funds** directed to
 - Firefighters
 - Small offerings for those who may be ill in the community
 - Food offerings to contribute to a local food bank
 - Concerts in the past to raise funds (e.g. Bluegrass) but level of effort to organize and host have necessitated the ending these events

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Declining and aging congregation**
- **Significant budgetary constraints.** Only able to plan one year at a time.
- Building maintenance is up to date (stonework repointed; new roof; newly painted windows; new furnace; indoor bathroom added 15 years ago). Parking lot added to avoid parking on the highway (paid through generous donation)
- No issues to find support for capital campaigns
- Reliant on **capital campaigns or generous donations for major repairs**
 - **Only able to afford a per diem priest who is retired** and who has a connection with the community (cottager). Draw on other previous incumbents who are all aging like the congregation.
- Unclear who from the Diocese would be able to provide priestly services



- **Diocese is requiring the parish regularize the arrangement for priestly services** by the new year
 - **Reliance on volunteers** which is a declining group of individuals
 - No one in the community wants to see the church close. It is a fixture in the community for over 100 years and so fewer activities/programs is preferred to allow for continued operation of the most essential work (Sunday service, the cemetery, and some outreach). People want to count on the church being here when they need it.

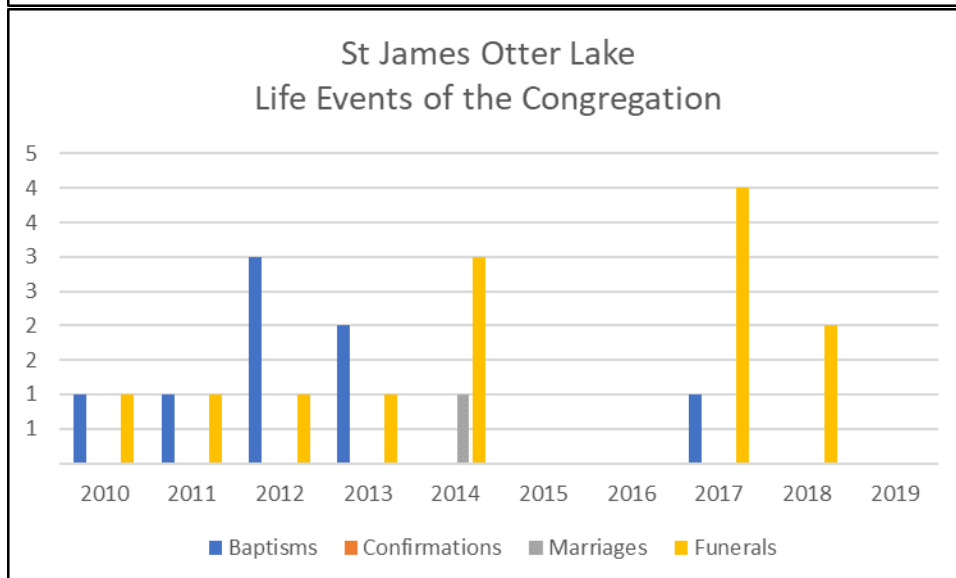
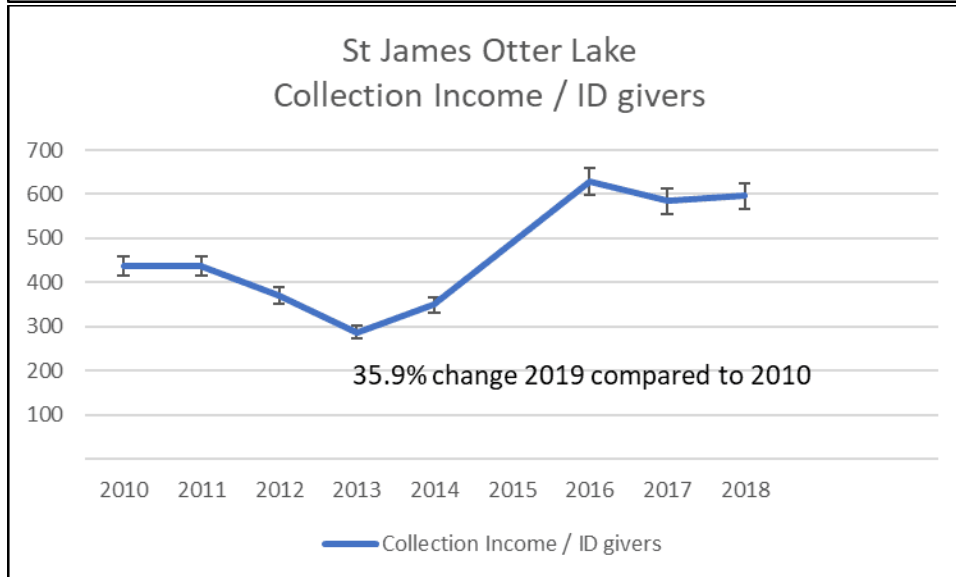
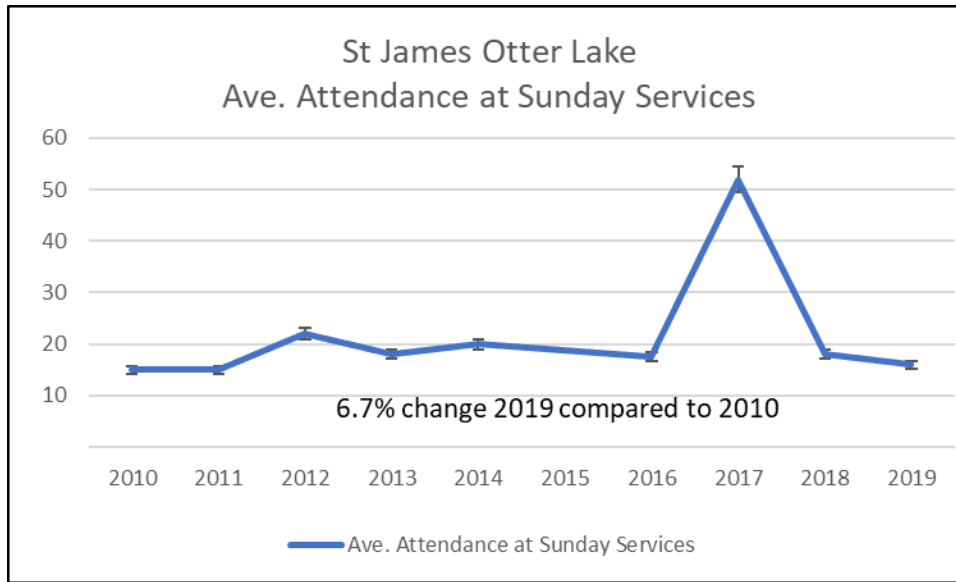
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Pastoral Care** to be able to visit people who are sick or in hospital (nearest is 30 min drive)
- Children or Youth programming. No directed programming by any of the churches or community
- What is needed is **more parishioners or volunteers**
- To increase pastoral care, need to have **a more regular priestly presence**. Unable to provide special services or pastoral care with the current per diem arrangement.



St. James Otter Lake Quantitative Data

~ Demographic Data Not Available ~





St. James Otter Lake										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	50	50	60	60	60		15	50	50	40
2 Members in full communion	25	25	40	40	40		15	40	40	
3 Identifiable Givers	30	30	40	40	35		10	40	40	
4 Ave. Attendance at Sunday Services	15	15	22	18	20		18	52	18	16
5 Baptisms	1	1	3	2				1		
6 Confirmations										
7 Rec'd from other communions										
8 Marriages					1					
9 Funerals	1	1	1	1	3			4	2	
10 Church/Sunday Schools										
11 Teachers										
12 Pupils										
13 No. of ACW Members only										
14 No. of Women's Guild Members										
15 No. of Men's BAC Members										
16 No. of Other Members	5	5	7	6	6		4	8		
17 No. of Youth Members									8	
18 Collection Income	13143	13143	14809	11480	12248		6286	23372	23819	
19 Open offerings	798	798	1214	965	1121			1962	1010	
20 Donations Church Organizations	680	680	3347	265			60			
21 Rentals										
22 Capital Withdrawals from CTF										
23 Other Income			1235	3646	679			6	11	
24a Bequests Deposited to CTF										
24b Received for Construction										
25 Bequests retained for use by Parish								4000		
26 Endowments, Trust Funds, Invest Inc										
XX Gift				84				500	418	
27 TOTAL INCOME RECEIVED	14621	14621	20605	16440	14048		6936	29840	25258	
28a Flow Through Funds				647						
28b Rent Expenses										
29 Cost of Priestly Services	4586	4586					2400	3743	4500	
30 Costs of Other Staff	2289	2289	2569	8040	13189			2901	2801	
31 Church Property Expense, incl util	4040	4040	9373	11700			2160	1629	3773	
32 Rectory Expense, incl util & taxes										
33 Capital Expenditure	1359	1359						9351		
34 Loan/Debt Repmt (Princ. & Int.)										
35 Assessment/Apportionment	1018	1018	7100	1550	2200		2701	1677		
36 Insurance Premium	396	396	400	286	293			280	280	
37 Additions to Trust Funds										
38 Outreach/Special Ex-Par Appeals				457			150			
39 General Operating Expenses	900	900					357	3003	2535	
40 TOTAL EXPENDITURES	14588	14588	19442	22033	15682		7768	22584	13889	
41 2013 SURPLUS	33	33	1163					7256	11369	
2013 (DEFICIT)				-5593	-1634		-831			
42 Debts Owing by Congregation at Y/E										
43 Special Funds							74049			
St James Collection Income / ID givers	438	438	370	287	350		629	584	595	



St. James Perth

1. What is the single most important thing you would like our diocese to know about your parish?

St. James is a collaborative, devoted, welcoming and outward-looking church which plays a key leadership role in the community (the town of Perth and beyond). Leadership is provided by both clergy and parishioners, through the parish's extensive community outreach initiatives.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

St. James prioritizes the ministry of service and action, and welcomes variety in worship. They make decisions that show others what they believe, strive to benefit the greater good, and engage in partnership with the wider community. St. James is searching for signs of renewal, and seeks to evolve and sustain their momentum by deepening the faith of members and newcomers.

- **worship** (participatory, inclusive, uplifting and welcoming)
- **service as a community hub**, including providing space in the buildings for community groups
- **looking for opportunities to serve** in the community (e.g. Affordable Housing)
- **getting pre-pandemic programs up and running** again
- **beginning new programs** (a variety of new study groups)

3. In what way does your parish serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. James is involved in **many forms of community service and outreach**. From *The Table* Community Food Centre, refugee sponsorship and resettlement, affordable housing, Algonquin College *Pause Table*, Community Dinners, language and culture recovery work with First Nation (Shabat Obedjiwin, near Sharbot Lake) in partnership with All My Relations, Skate Church and much more, in partnership with other churches and community organizations, St. James is engaged with myriad kinds of outreach, events and partnerships **with the surrounding community and within the parish**.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

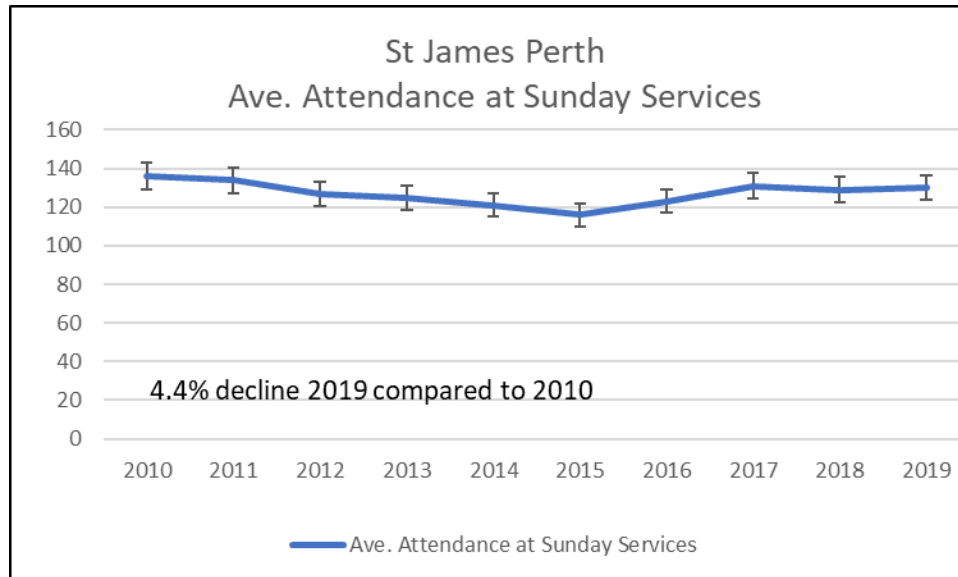
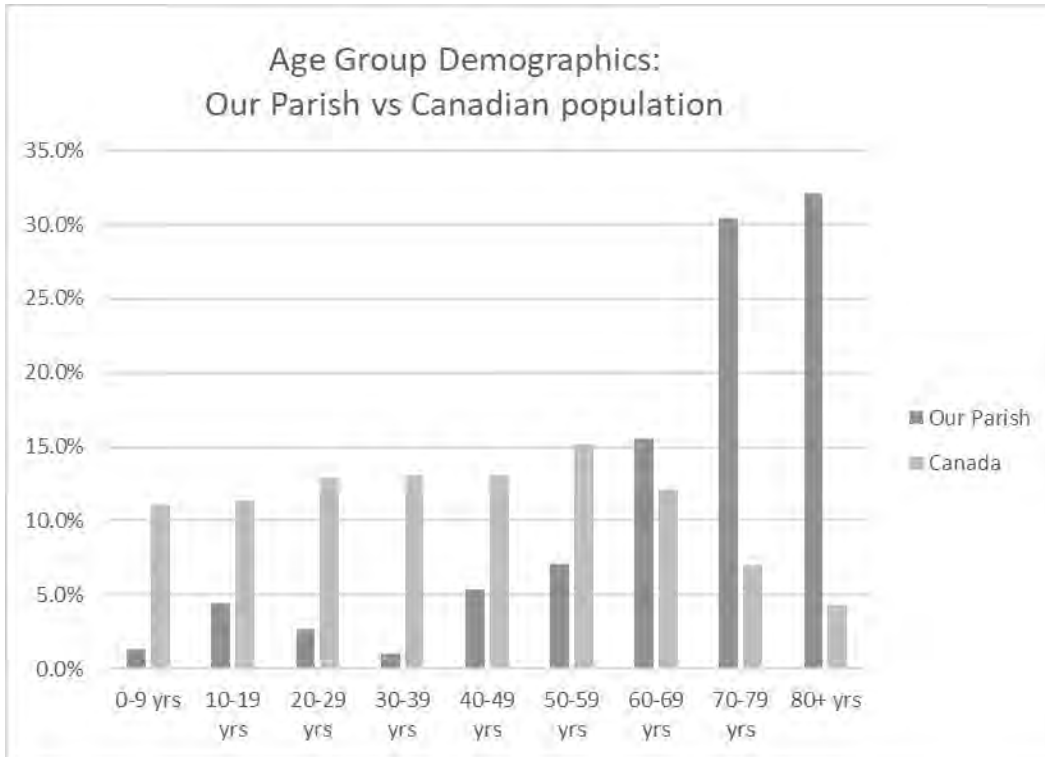
- St. James is mindful of the **sustainability of the work being done due to demographics** and folks getting older (although new, active seniors regularly join the parish).
- Younger members, such as teenagers and young parents are busy, with less volunteer time available.
- In addition there is **the challenge of an older heritage building requiring costly maintenance**. The building consumes a lot of financial resources and there are loans outstanding.
- **Renewing ministries that were put on hold during the pandemic** adds new challenges.
- **Having to choose** where to focus their outreaching energy and resources.

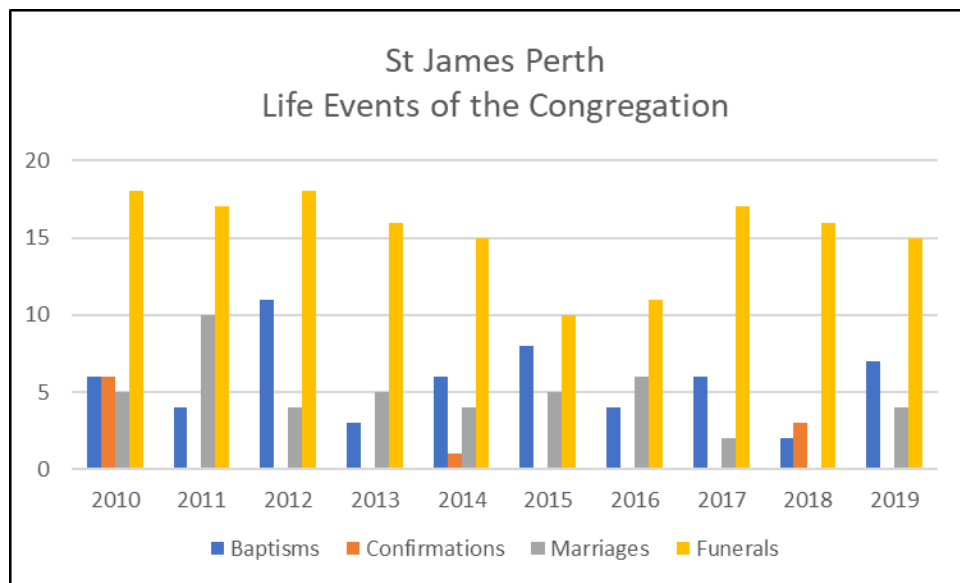
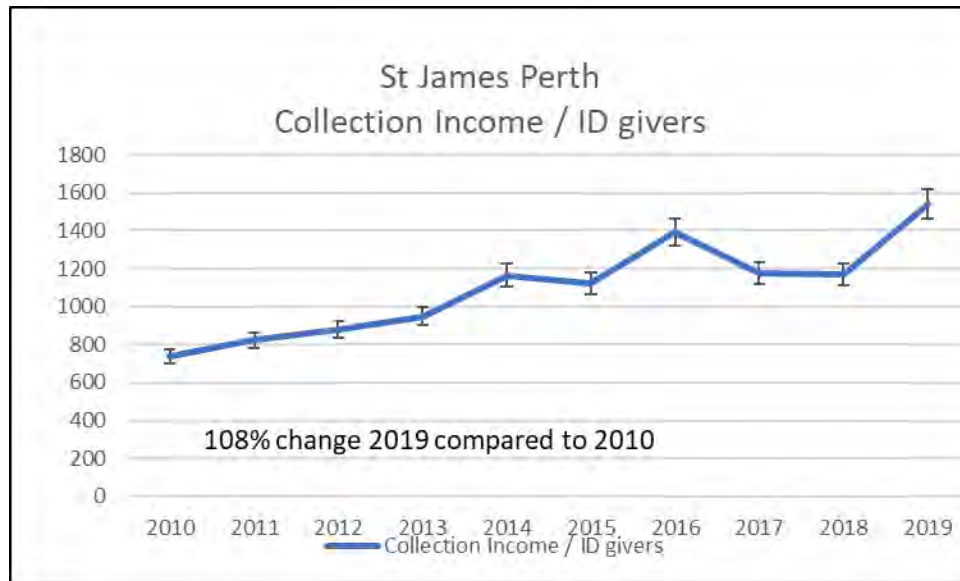
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

Finding ministry opportunities is not a problem, as there are many. St. James is adept at identifying opportunities in the community, and getting in at the ground level to uncover where they can be of assistance. **The challenge is being strategic, and identifying where the parish can make a positive contribution and do it well**. They are seeking partnerships with other churches, for example, for online bible study. They are looking for partners in a new affordable housing initiative.



St. James Perth Lake Quantitative Data







St. James Perth										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	440	498	457	422	408	400	345	338	338	330
2 Members in full communion	315	261	265	262	248	199	236	308	314	310
3 Identifiable Givers	350	282	263	255	210	197	172	191	196	188
4 Ave. Attendance at Sunday Services	136	134	127	125	121	116	123	131	129	130
5 Baptisms	6	4	11	3	6	8	4	6	2	7
6 Confirmations	6	0	0	0	1				3	
7 Rec'd from other communions	0	0	0	0	0	2				
8 Marriages	5	10	4	5	4	5	6	2	0	4
9 Funerals	18	17	18	16	15	10	11	17	16	15
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	4	4	3	4	3	4	4	9	8	9
12 Pupils	13	13	21	24	14	15	20	28	30	26
13 No. of ACW Members only	40	0	0	0	0					
14 No. of Women's Guild Members	0	0	0	0	12	12	12	13	12	12
15 No. of Men's BAC Members	20	20	23	23	158	17	19	18	17	17
16 No. of Other Members	386	393	533	546	608	620	600	590	588	594
17 No. of Youth Members	60	422	68	60	60	70	74	72	68	60
18 Collection Income	259208	232226	231658	242285	244985	220916	239374	224772	229398	290211
19 Open offerings	4343	4306	3673	9593	4194	4496	5770	6304	4856	4142
20 Donations Church Organizations	49080	30509	26518	24409	33014	49751	43492	18701	22573	20127
21 Rentals	3660	4480	3031	24275	29849	29992	32521	35090	38905	45514
22 Capital Withdrawals from CTF	12770	0	0	0	0		20000	0	0	40000
23 Other Income	5250	5250	5250	5632	15424	23496	61014	14488	2410	1485
24a Bequests Deposited to CTF	0	0	71105	0	60000		0			
24b Received for Construction	0	17818	0	7500	0		0			
25 Bequests retained for use by Parish	0	0	0	0	25000		0			
26 Endowments, Trust Funds, Invest Inc	9183	7635	4536	491	634	754	520	4063	2160	4094
XX Gift	0	26566	32717	11409	8910	6500	10479	2600	13721	
27 TOTAL INCOME RECEIVED	343494	328850	378488	325594	422070	335905	413170	306018	314023	405573
28a Flow Through Funds	18725	4438	13482	10888	4864	20236	44313	4035	7204	3994
28b Rent Expenses	2500	2500	2000	7305	10437	14196	14706	13449	12857	15020
29 Cost of Priestly Services	55674	58037	62427	67624	70588	63729	77114	81039	85058	88077
30 Costs of Other Staff	73977	70920	75115	74552	79087	71870	72113	79126	82996	88622
31 Church Property Expense, incl util	2758	38366	32987	38279	66388	48136	46201	49902	22727	26371
32 Rectory Expense, ind util & taxes	5247	685	668	5312	1245	7811	7806	9348	5622	3139
33 Capital Expenditure	47794	32837	182107	18879	23165	20636	23664	10333	24225	47884
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	13258	8838	8838	8838	8838	8838	8838
35 Assessment/Apportionment	52646	52624	50641	53011	43474	46013	48935	57504	59213	59374
36 Insurance Premium	12179	12179	12240	12240	12485	12672	12672	12972	12672	12672
37 Additions to Trust Funds	0	0	0	0	60000		0	0	0	0
38 Outreach/Special Ex-Par Appeals	3212	5501	2837	3070	4864	20236	38533	3920	7204	3994
39 General Operating Expenses	41549	38857	66823	34479	21744	55010	55307	10444	28317	31179
40 TOTAL EXPENDITURES	320236	310006	485845	320704	391878	354951	391183	323426	336872	370150
41 2013 SURPLUS	23258	18844	0	0	30192					35423
0 2013 (DEFICIT)	0	0	-107357	4890	0	-19046	21987	-17408	-22849	
42 Debts Owing by Congregation at Y/E	0	0	60000	50356	47655	36293	28836	21074	12998	4596
43 Special Funds	0	131422	0	0	0				0	
0 Collection Income / ID givers	7405943	8234965	880.8289	950.1373	1166595	1121.401	1391.709	1176.817	1170.398	1543.676



St. John the Baptist Richmond

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. John's is an historic and rural church, with a commitment to serving the community and the world. The congregation has been a gathering place for the community in many ways, offering hospitality and lovely facilities. There is a yearning to reach out to new members, especially youth, and to continue and regenerate the parish's enthusiasm for education and service.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Hospitality and welcome** is a major priority, lived out through several ministries:
 - Open Table – a meal served regularly to people from all over the area, including from other parishes. It is a time to share, to include neighbours and to have a good time! Money raised – as a free-will offering – goes to refurbishing the building so it can be made available to the community
 - Other Community events: A celebratory St. John the Baptist Day dinner, a Strawberry Social, and the Big Tea and Bazaar, all held annually (prior to COVID)
- **Outreach**
 - St. John's has hosted a weekly 'Hospice', supported by the Legion, inviting the residents and staff of a nearby senior's residence to come and spend time with church and community volunteers in the parish hall enjoying music, conversation and snacks – providing fellowship for the residents and respite for their caregivers
 - Donations to Centre 454, including many bags of goodies at Christmas time every year
 - Refugee sponsorships – working with other community groups and volunteers, successfully helped to integrate one family, including through use of the rectory, now sponsoring another

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

For community events, see above

- **Partnerships, Ecumenism** - every year at the Richmond Fair St. John's participates in a large Ecumenical Service with most of the churches in the area taking turns organizing; also an annual Good Friday walk through the village with all five churches participating and sharing a meal together to finish
- The church is a **meeting place** for local service clubs such as Scouts and the Lion's Club, as well as yoga classes and a diner's club. It is the emergency gathering place for the local senior's residence.
- **The Quiet Garden**, with its 2 labyrinths, benches, sculpture and commemorative trees, **is a community jewel that is frequented by many**, especially as it is near the walking trails and creek. It is right next to the cemetery (for 3 denominations) and provides a place for quiet contemplation and outdoor services. Faithful volunteers maintain it.
- **Study sessions** featuring works of contemporary theologians also drew community participants from the area and from further afield.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

COVID brought almost all activities to a halt and knocked people off their familiar pattern. It has affected both the ability to find volunteers and finances.



- **Finances** - have suffered in the COVID era, but financial resources are not the chief challenge. Rent is received from the rectory, which is now rented at market. There are hopes of renewed rentals from the Parish Hall, in which air conditioning was installed right before the pandemic.
- **Building** - The church and hall are in great shape, with zero deferred maintenance and the rectory was renovated before being rented out. The maintenance of the grounds and Quiet Garden is all done by long-standing volunteers.
- **Human Resources** - St. John's is served by a half-time priest, a paid organist and a person paid to clean the church and parish hall. Other roles are all volunteers and it is now a real struggle to find volunteers for all the basic governance and worship roles. There is a youth intern at the moment, who is actually the daughter of the refugee family they sponsored, but there are very few youth in the congregation. The older folks are getting tired.

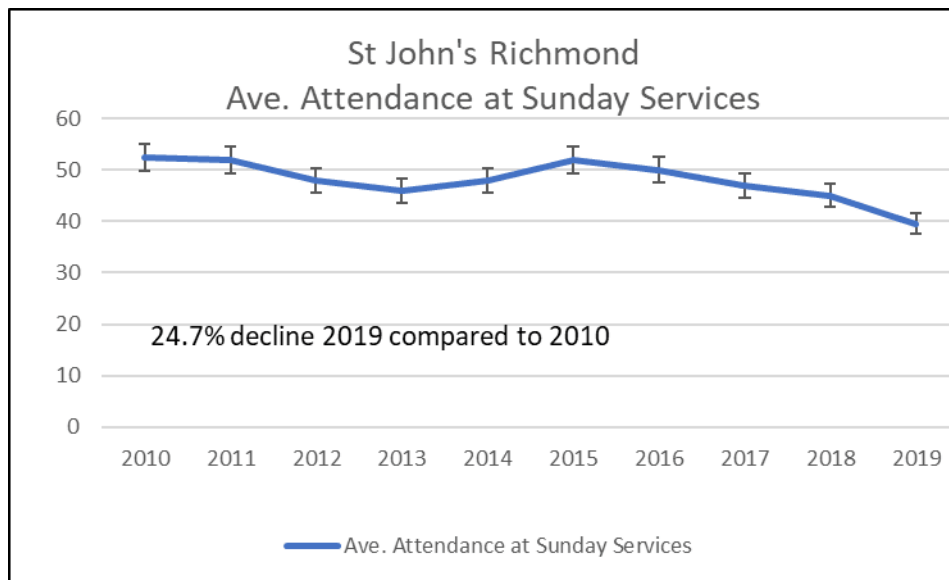
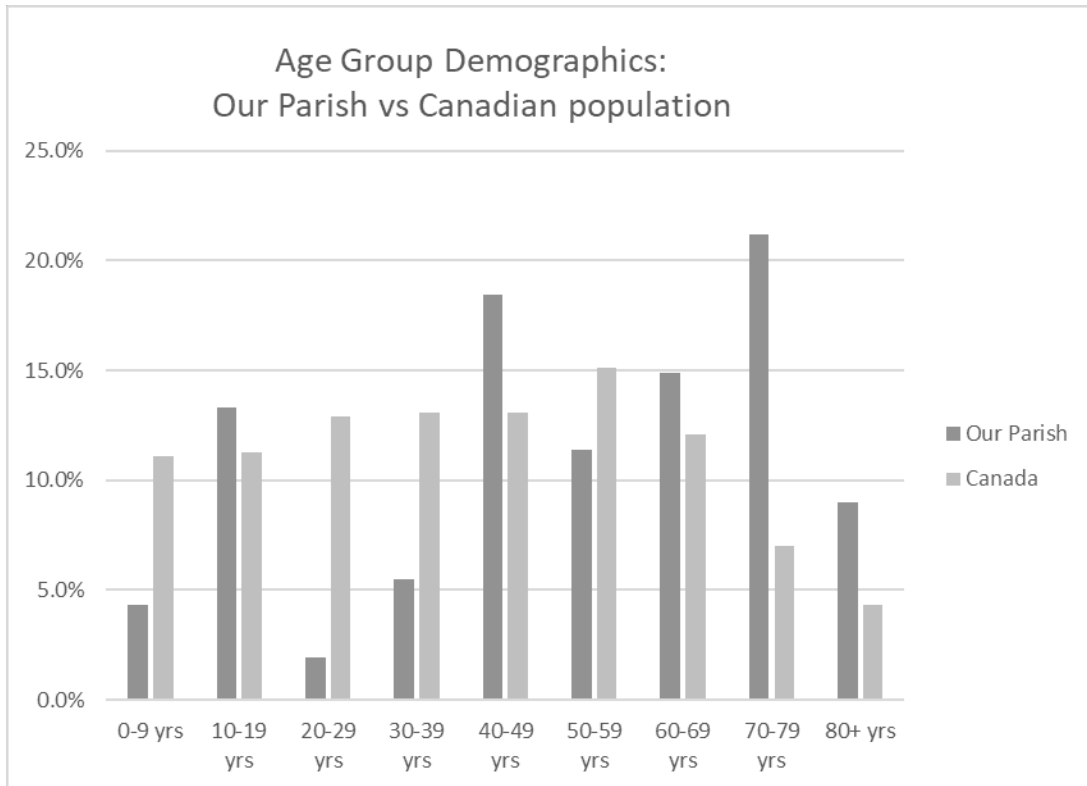
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

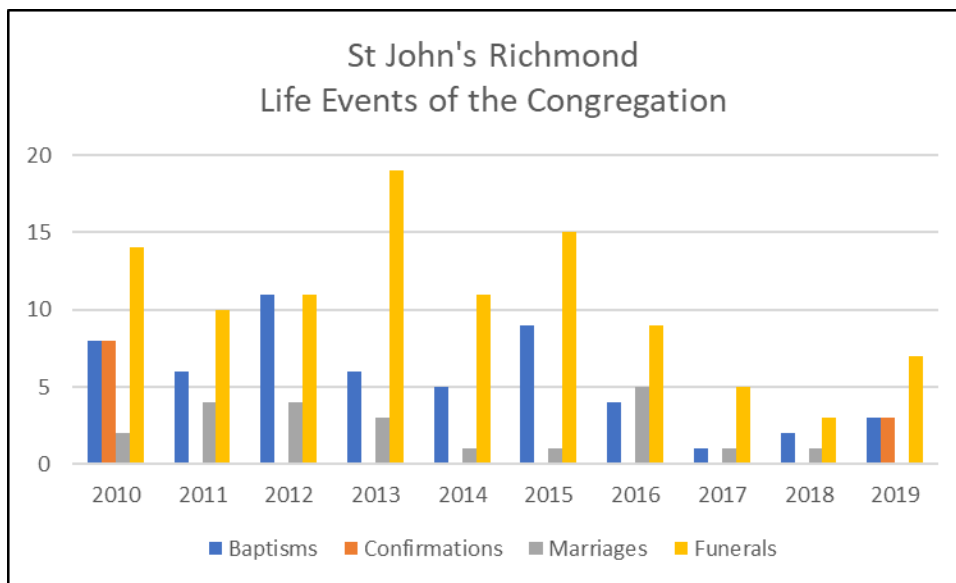
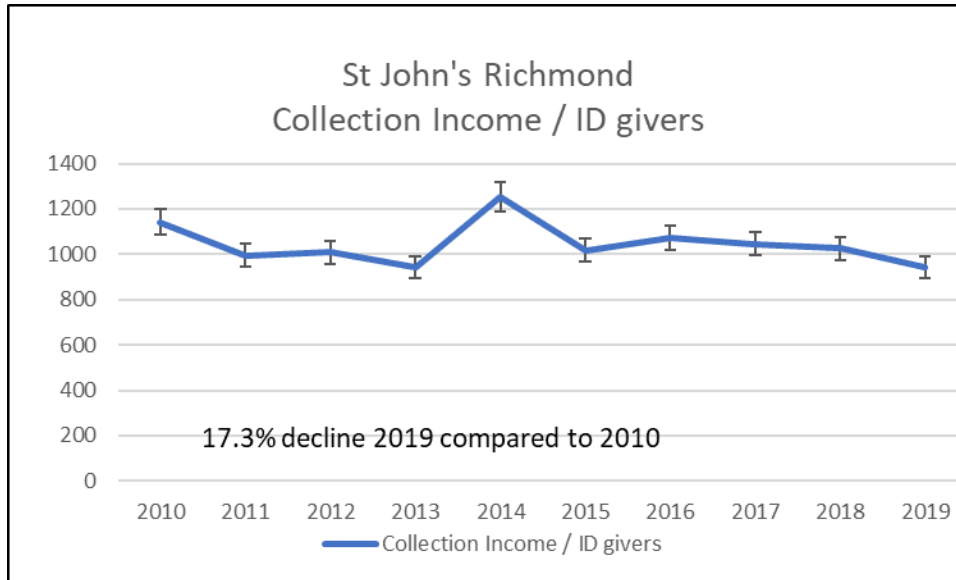
St. John's has pivoted to an online and written service distributed online and about 35 people attend that way every week. They had also begun in-person worship again, first in the spacious (and air conditioned) parish hall. They will continue online services when people are back in church in the autumn.

- They want to **reach out to new residents** of the town, on-line or otherwise and discover what people need. Other ideas include:
 - **Hosting guest speakers and focussing on education**
 - **Holding concerts** in the church and Quiet Garden; introduce Jazz Vespers – they are blessed with good musicians
 - Hold **more services outdoors** in the Quiet Garden
 - **Art exhibits** – reaching out to the local artistic community
 - **Events that allow youth to be involved**, such as gingerbread house making; the YIP has suggested trivia or other on-line game nights
 - For these, there needs to be more people involved and in leadership roles, such as a Youth Coordinator – perhaps someone shared with other parishes or who operates at the Diocesan level. A possible initiative for diocesan youth would be reaching out to First Nations people to make a difference in social justice, advocating for clean water, local schooling and equal health care.
- **Perhaps more could be done ecumenically**, especially with the local Presbyterian and United Church congregations, through the monthly ministerial meeting. All are facing similar challenges.



St. John the Baptist Richmond Quantitative Data







St. John's Richmond										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	473	488	492	489	475	450	400	370	330	329
2 Members in full communion	227	215	219	208	190	180	400		100	85
3 Identifiable Givers	103	102	105	104	96	102	98	77	75	107
4 Ave. Attendance at Sunday Services	52.44	52	48	46	48	52	50	47	45	39.5
5 Baptisms	8	6	11	6	5	9	4	1	2	3
6 Confirmations	8	0	0	0	0	0		0	0	3
7 Rec'd from other communions	0	0	0	0	0	0		0	0	
8 Marriages	2	4	4	3	1	1	5	1	1	
9 Funerals	14	10	11	19	11	15	9	5	3	7
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	0
11 Teachers	6	7	7	7	4	6	1	3	2	0
12 Pupils	66	21	18	20	20	15	7	9	2	0
13 No. of ACW Members only	0	0	0	0	0	0		5	6	5
14 No. of Women's Guild Members	0	0	0	0	0	0		6	25	17
15 No. of Men's BAC Members	0	0	0	0	1	10	7	12	14	16
16 No. of Other Members	65	80	85	80	80	75		89	38	36
17 No. of Youth Members	6	8	6	8	10	8	8	11	3	3
18 Collection Income	117537	101504	105903	98058	120307	103800	105242	80610	76843	100926
19 Open offerings	2365	2784	3141	4292	3310	6665	3974	2167	2438	2342
20 Donations Church Organizations	10249	14121	19636	17443	10948	9821	9271	5079	9606	7398
21 Rentals	3875	3000	3088	7085	4218	4695	2955	17968	19155	20250
22 Capital Withdrawals from CTF	0	29999	0	0	0		0	0		
23 Other Income	41906	6136	11148	7147	1450		78	0	2205	2030
24a Bequests Deposited to CTF	0	0	0	0	0		0	0		
24b Received for Construction	0	0	0	0	0		0	0		
25 Bequests retained for use by Parish	0	0	0	0	0		1000	0		
26 Endowments, Trust Funds, Invest Inc	4415	2313	1664	1557	1557	1716	1870	1941		
XX Gift	0	1000	10175	2835	2505	3179	2309	1501		
27 TOTAL INCOME RECEIVED	180347	160857	154755	138417	144295	129876	126699	109266	110287	132946
28a Flow Through Funds	38526	33798	13138	7475	17807	3877	2037	3218		
28b Rent Expenses	0	0	0	0	0		0	7608	6942	3710
29 Cost of Priestly Services	74406	72695	71351	70985	70504	70096	61422	41373	56114	56188
30 Costs of Other Staff	0	0	0	436	440	450	0	1190	15630	12407
31 Church Property Expense, incl util	16722	25381	30398	21882	18445	19611	18301	24968	9051	11248
32 Rectory Expense, ind util & taxes	5546	5288	0	2203	10300	7252	9462	7608	5674	5432
33 Capital Expenditure	0	44936	12557	12133	0	0	18622	0		13075
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0		
35 Assessment/Apportionment	10774	9927	12990	10724	12904	11488	15769	13662	13227	13075
36 Insurance Premium	3292	4130	4151	4151	4234	4298	4298	4298	4298	4298
37 Additions to Trust Funds	0	0	0	0	0	0				
38 Outreach/Special Ex-Par Appeals	43964	3794	13138	7475	3661	0				
39 General Operating Expenses	10918	11562	3703	9086	15055	12228	11985	8998	10401	6154
40 TOTAL EXPENDITURES	165622	177713	148288	139075	135543	125423	139859	102097	114335	121877
41 2013 SURPLUS	14725	-16856	6467	0	8752	4453	-13160	7169		11069
0 2013 (DEFICIT)	0	0	0	-658	0				-4108	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	91592	21074	26083	23842	25567	32418	16161	14020		
0 Collection Income / ID givers	1141.136	995.1373	1008.6	942.8654	1253.198	1017.647	1073.898	1046.883	1024.573	943.2336



St. John the Evangelist Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St John the Evangelist in Centretown has been known to be a tad controversial at times. We have not been afraid of taking on social issues such as LGBTQ, AIDS, ordination of women, same gender marriage and amendment to the marriage canon. We are a strategic asset of the Diocese of Ottawa—our presence in a prominent location at the intersection of Elgin and Somerset streets in one of the oldest commercial/residential areas of the city. It is one of the busiest areas in the city with combined vehicular and pedestrian traffic and St John’s provides a daily reminder to over 13,000 individuals who pass by of the work of “The Church” and its impact on the community. We are not unlike many parishes in our Diocese in that we are affected by declining membership, our building is ageing, and we search for new sources of revenue to support our ministry in Centertown. However, many believe we are on the brink of what one member of the parish has called a “re-founding moment”.

Like this Shape of Parish Ministry exercise, we have become engaged. We are ready, willing and able to be part of the next 50 years of the Anglican Church in Centertown. We will accomplish this by leading on social justice issues, reaching out and engaging the marginalized, entering into dialogue with our neighbours and community partners and above all else, by walking together in gratitude and faith.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- Worship services and programs are rich and varied.
- Social Justice: affordable housing, support for refugees, multifaith housing, Circles of Support and Accountability program, PWRDF, etc.
- Music Program: with choral scholars, part of Sunday worship but also performs one or two concerts annually, sometimes alone and sometimes in partnership with other area choirs. The choir has drawn many members from across the city.
- The Community Shop: sells gently used goods to the general public but is also a key resource to marginalized individuals through a voucher system provided by community day programs.
- Children’s ministry: four trained ministry leaders; invested in godly play; children have been present at all services since reopening from COVID lockdowns.
- Pastoral care: within the parish and as part of the interfaith Pastoral Care program at Ottawa hospitals by trained Pastoral Care counsellors.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- People come to worship from all parts of community, even from outside the Centretown area (including the suburbs of Ottawa and the city of Gatineau)
- Have never been a wealthy parish with deep pockets, though have, at times, had prominent members in the parish community (our richness has always been more in thinking than in finances)
- Home to The Well (a day program for women)
- Art Credo in its 43rd year: between 600 and 900 visitors over two weeks in the spring
- Community Shop for over 40 years: originated as a source of revenue, continues now as a ministry, hosting fashion shows and sales of fine jewelry. 20% of goods that went out were through vouchers given to the community in need (through The Well, etc.).
- One of first churches to host Chamberfest, and music has continued to bring people from around the community



- Open Doors program (pre-COVID) was 3 days/week: provided space, refuge, quiet, conversation, history of building, etc. Inviting makes the neighbourhood feel welcome to come indoors.
- Activities in the nave include salsa dancing, wine tasting; partnership with bookstore that provides books for studies; communion bread purchased from bakery across the street; choir has city partnerships for concerts; monthly foot clinic, etc.
- Many volunteer run programs that build deeper level of connection between people, warm, close friendships.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

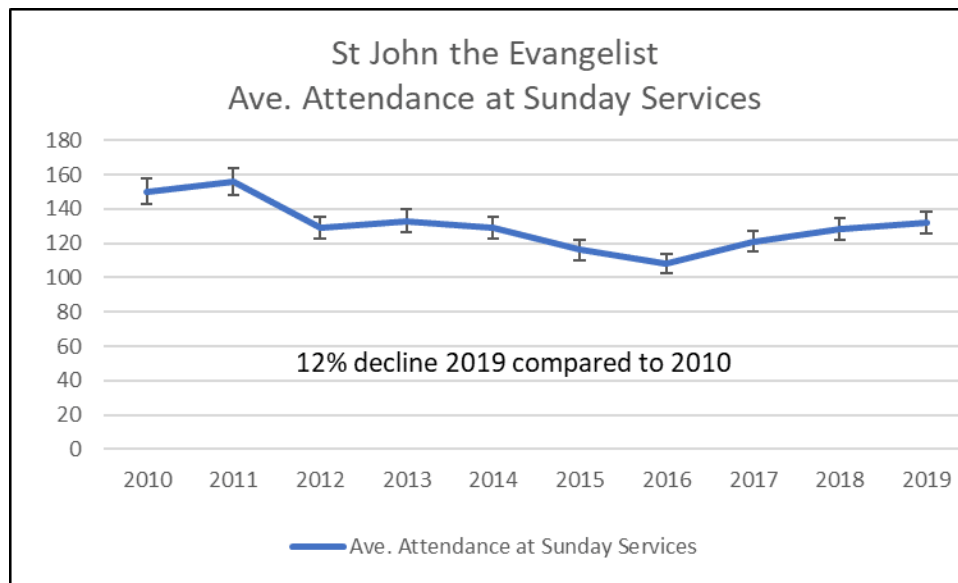
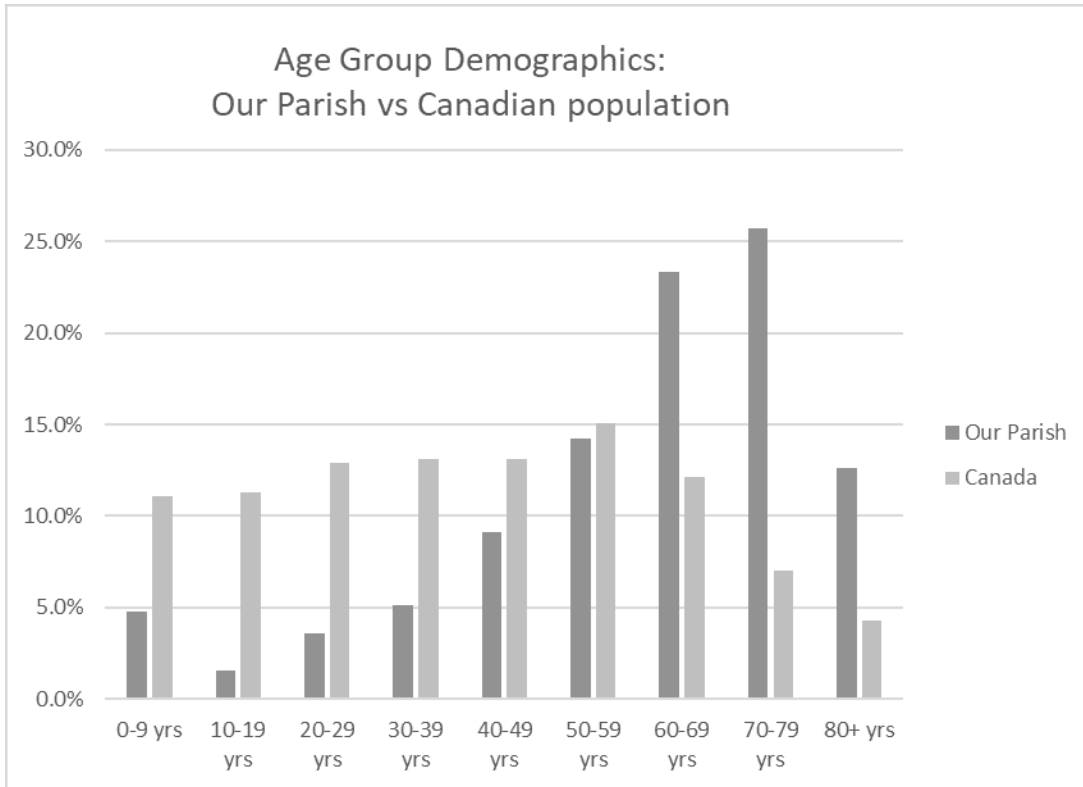
- Finances: reserves have been exhausted due to unforeseen building issues. Operating deficits in the \$20-50K range for the past 7 year; now short-paying parish fair share to make ends meet.
- Building Status: narthex renovations, which made the building more inviting, was costly. In 2017 an exterior wall had to be rebuilt resulting in significant unforeseen expenses. For years, have been making due with a maintenance budget of approximately \$40K resulting in deferred maintenance issues. Require alternative streams of revenue (beyond parishioner givings). Looking to modernize the building to increase rentals.
- Human Resources: Insufficient resources to support our robust mission/ministry activities. We have a small group of core volunteers for all projects. Aging parishioners are starting to step back from the volunteer workload.

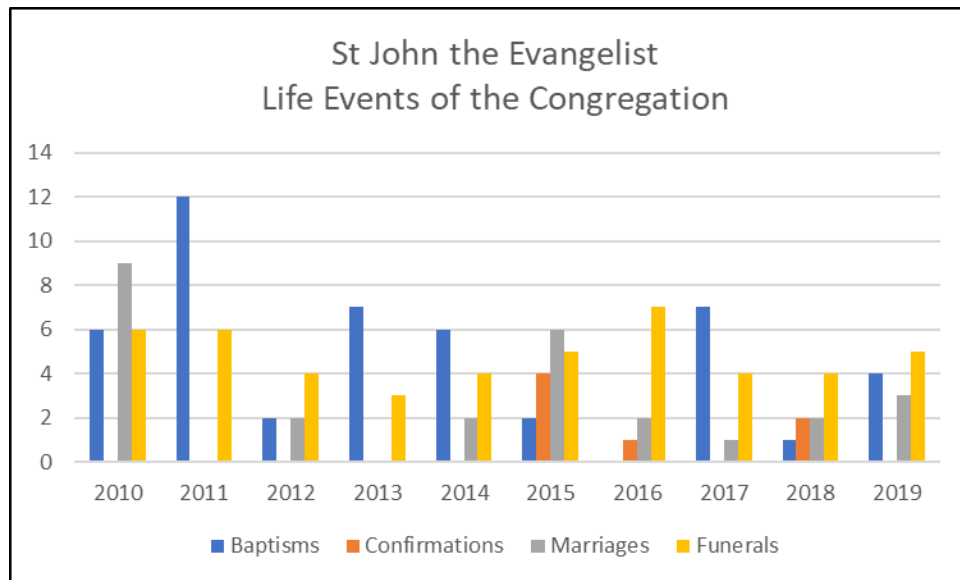
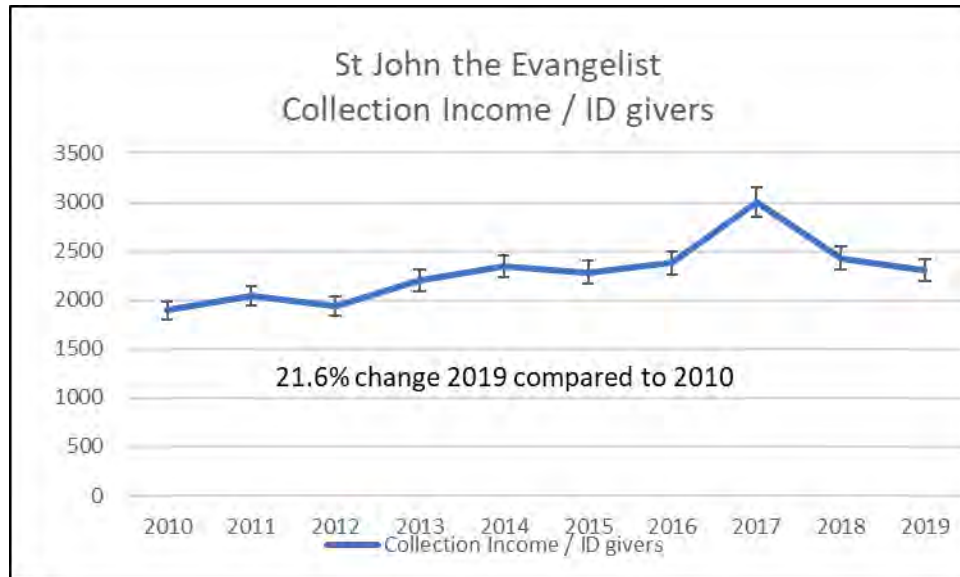
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- St. John's is currently in a process of asking some hard questions: Who is here? Who is missing? And, as we engage the neighbourhood through community building, who will be here?
- Study of demographics of the local community shows a high representation 30-55 age group; congregation profile shows concentration in 55-80 age group. Developing activities that easily overlap the generations.
- Goal of growth of the congregation: St John's is building links with the community and local businesses in the form of friendship and with openness to partnership based on mutual interests.
- An example: World AIDS Day - partnership with AIDS Committee of Ottawa, Bruce House, Gay Men's Chorus, Drag Queens from T's Pub.
- Development of a new leadership team - clergy, staff and equipped parish leaders - for actively generating community partnerships.



St. John the Evangelist Ottawa Quantitative Data







St. John the Evangelist										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	467	463	334	325	345	339	316	324	327	341
2 Members in full communion	467	463	334	325	296	292	272	281	296	310
3 Identifiable Givers	222	200	190	180	189	171	164	169	172	159
4 Ave. Attendance at Sunday Services	150	156	129	133	129	116	108	121	128	132
5 Baptisms	6	12	2	7	6	2	0	7	1	4
6 Confirmations	0	0	0	0	0	4	1		2	0
7 Rec'd from other communions	0	0	0	0	0	3	1		1	0
8 Marriages	9	0	2	0	2	6	2	1	2	3
9 Funerals	6	6	4	3	4	5	7	4	4	5
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	12	8	7	6	6	6	6	6	8	6
12 Pupils	30	20	17	16	14	10	10	10	8	8
13 No. of ACW Members only	0	0	0	0	0	0	0			
14 No. of Women's Guild Members	0	0	0	0	0	0	0			
15 No. of Men's BAC Members	0	0	0	0	0	0	0			
16 No. of Other Members	345	300	365	394	383	334	476	320	342	328
17 No. of Youth Members	15	8	13	12	16	0	0			
18 Collection Income	420555	408589	368813	355594	442845	390427	390620	506883	417800	366380
19 Open offerings	7618	5216	7018	7920	8430	9936	19187	28307	20465	14803
20 Donations Church Organizations	54167	55109	51262	58248	46857	90	-2156	3274	112	1173
21 Rentals	110896	99931	127684	119831	126831	131036	141677	143729	81046	154048
22 Capital Withdrawals from CTF	0	0	0	0	75000	50922	0	0		149000
23 Other Income	8704	3461	12437	14838	17013		59848	62855	381469	60219
24a Bequests Deposited to CTF	63000	0	0	46206	0		20304			
24b Received for Construction	0	0	0	0	0		0			
25 Bequests retained for use by Parish	40968	10000	470	2636	0		0			
26 Endowments, Trust Funds, Invest Inc	8882	6860	5782	4363	3282	1457	2408	2475	2551	2652
XX Gift	0	0	1300	3688	23732	25629	23309	14692	1879	50
27 TOTAL INCOME RECEIVED	714790	589166	574766	685324	743990	609497	655197	762215	905322	748325
28a Flow Through Funds	11500	26324	19841	20362	31532	43029	18582	7739	136183	8130
28b Rent Expenses	27486	30300	38848	51680	65834	42869	39774	50139	48158	89993
29 Cost of Priestly Services	170012	100293	106152	112312	128233	132391	131845	133308	135636	139782
30 Costs of Other Staff	25532	174655	136675	132026	138290	89317	124960	123108	132903	114248
31 Church Property Expense, incl util	99887	64509	55100	59456	62869	97964	105114	101722	107669	110219
32 Rectory Expense, ind util & taxes	0	0	0	0	0		0	0		0
33 Capital Expenditure	100069	30490	26808	59223	362442	79019	18858	158008	442390	31930
34 Loan/Debt Repmt (Princ. & Int.)	38188	20000	0	40396	5833	31267	38859	23152	16091	16758
35 Assessment/Apportionment	99096	118450	118385	126280	108362	118480	94567	76140	79425	102936
36 Insurance Premium	11908	11908	11968	11968	12207	12390	12390	12396	12396	12396
37 Additions to Trust Funds	0	0	0	0	0	0		0		
38 Outreach/Special Ex-Par Appeals	3500	3500	3500	3500	3500	43029	28882	19109	21794	81802
39 General Operating Expenses	173163	53803	40564	42006	82963	89330	101271	97669	99042	119064
40 TOTAL EXPENDITURES	721355	577608	498152	587167	904699	693187	656746	744612	1047346	729135
41 2013 SURPLUS	0	11558	76614	98157	0			17603		19190
0 2013 (DEFICIT)	-6565	0	0	0	-160709	-83690	-1549		-142024	
42 Debts Owing by Congregation at Y/E	101702	83250	43040	0	171544	152315	155022	196123	160972	78095.81
43 Special Funds	0	67992	0	0	0					77455.44
0 Collection Income / ID givers	1894.392	2042.945	1941.121	2197.744	2343.095	2283.199	2381.829	2999.308	2429.07	2304.277



St. John's Smiths Falls

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St John's is a caring and loving family parish with deep roots in a small town, determined to create opportunities for a positive impact within their local community that will benefit everyone.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Outreach** - A strong financial position combined with thoughtful lay and clerical leadership has inspired St John's to embrace outreach in their community. They have chosen to address those residents of Smiths Falls who are in need, marginalized and isolated.
- **Faithful Stewardship** - An essential part of the work St John's does is to prioritize the wise, faithful, and efficient use of their abundance. They seek financial consensus with parishioners, when necessary, through vestry meetings including contacting all parishioners to ensure everyone has the opportunity to vote.
- **Pastoral Care** - Pastoral Care is simply a 'way of life' for the whole parish, although there is also a formal care team in place. Those in need, whether parishioner or member of the local community, are offered support. At a broad level 'everyone knows everyone' and support is often informal in nature.
- **Spiritual Education** - The last five years has seen a particular focus on Ecumenical education, biblical studies and spiritual development. Available to everyone it provides a broad view of spiritual health by way of presentations, speakers, book studies and virtual events.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. John's has the determination and capacity to be impactful in Smiths Falls which has 17 churches and a population of 8780. They are seeking to embrace big projects, particularly in the areas of food security, housing, and youth development. They are engaging community leaders to determine where best to put their resources and some of the parish members are volunteer leaders at other local organizations which facilitates awareness for community needs that might otherwise be unknown.
- St. John's supports the local food bank, provides a monthly community dinner and supports the meal programs in local elementary and secondary schools. In response to the pandemic St John's increased their capacity, preparing and delivering over 150 breakfast/lunch meal packages each day 3 days per week from March – July 2020. Meals were delivered to families with children, isolated seniors and those struggling with food insecurity. In September 2020, it resumed its regular monthly dinner program only in a delivery format.
- St. John's holds annual social events open to the community including 'games nights', a bazaar, and a fundraising dinner - auction.
- In May 2021, St. John's established a multi-year scholarship program creating opportunities for young people in need of financial support to attend higher education. Recipients are not necessarily parishioners.
- The ACW supports two supportive housing residences, with substantial Christmas packages to residents including gift cards and presents.
- St. John's partners with the local chapter of the St. Vincent de Paul Society to provide grocery cards to those in the community who cope with food and financial insecurity. It also provides financial support to Victim Services' Lanark County for their programming which helps those escaping domestic violence.



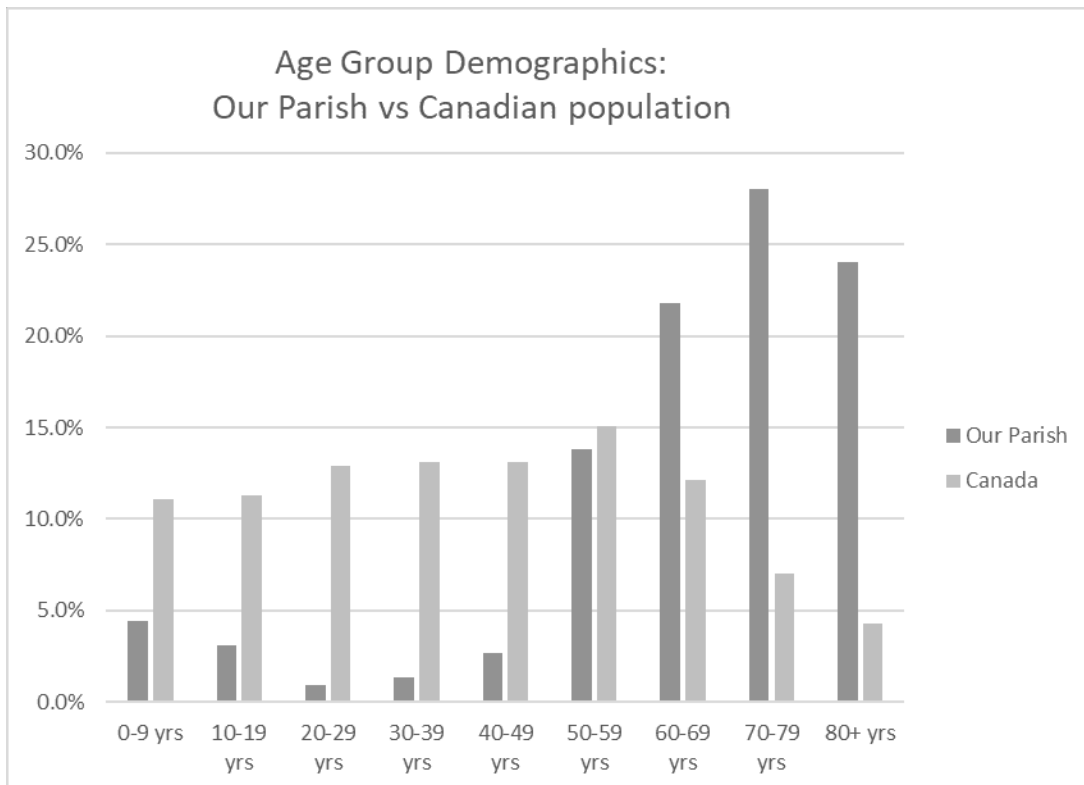
4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

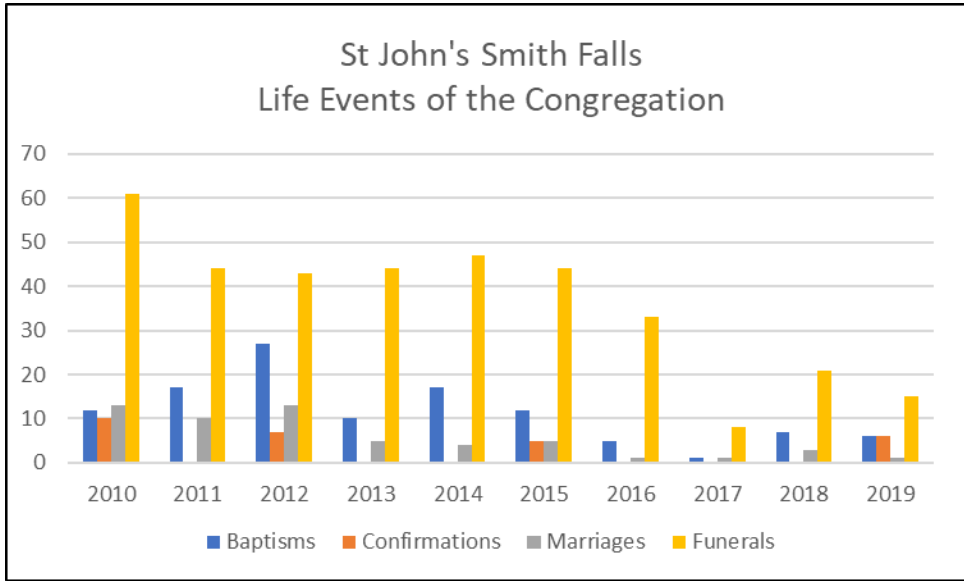
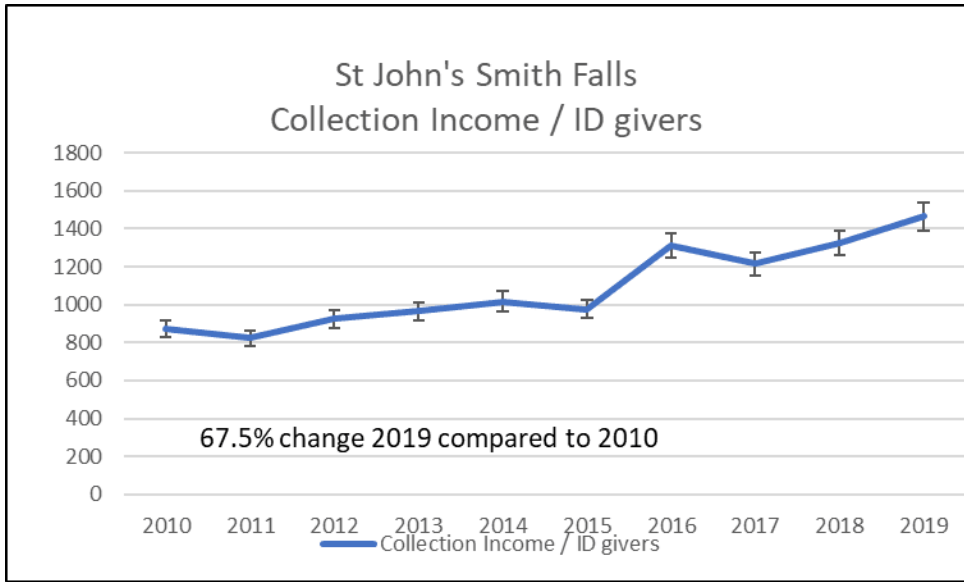
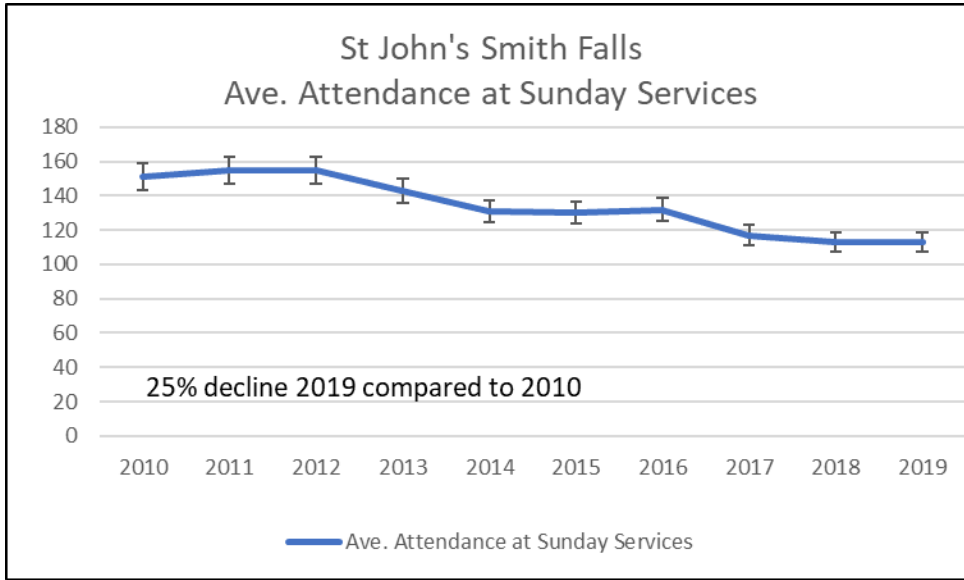
- **Congregational development** is a challenge. As with so many churches, energy levels are dropping as parishioners age. Family membership is dwindling.
- St. John’s is a **large 170-year-old building in good repair but with accessibility (both physical and cultural) challenges in both the church and parish hall**. The results of a recent accessibility audit will inform what structural modifications must be taken to address an aging population with mobility issues. **As the building is loved by many parishioners, it may prove to be a challenge to pursue renovations or changes.**
- Financial abundance creates an interesting set of challenges for St. John’s. Managing the resources well is a big responsibility which takes a great deal of thought, time, and energy. **Teaching parishioners to not neglect their own spiritual practice of giving to the church is more difficult.** Differences in financial resources can also make partnerships with other organizations or churches more challenging.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Collaboration among churches in the community can only serve to increase the effectiveness of the work that needs to be addressed. For example: many churches are doing small food security projects. How are partnerships developed? Do agreements make sense? St. John’s is participating in a local Food Security Working group looking to establish a central food security hub/drop-in centre.
- Opportunities for supporting the community through serving mental health initiatives, an affordable housing project in partnership with local non-profit supportive housing, victim services, local youth services and local schools.
- Opportunities exist in developing music and educational events for the community.

St. John’s Smiths Falls Quantitative Data







St. John's Smiths Falls										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	785	760	720	685	655	623	500	474	484	455
2 Members in full communion	655	620	580	545	515	483	390	474	484	451
3 Identifiable Givers	196	201	190	185	177	183	143	156	150	132
4 Ave. Attendance at Sunday Services	151	155	155	143	131	130	132	117	113	113
5 Baptisms	12	17	27	10	17	12	5	1	7	6
6 Confirmations	10	0	7	0	0	5	0	0	0	6
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	13	10	13	5	4	5	1	1	3	1
9 Funerals	61	44	43	44	47	44	33	8	21	15
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	8	6	5	4	4	3	3	3	3	1
12 Pupils	18	14	21	16	17	15	15	17	14	12
13 No. of ACW Members only	37	35	33	34	34	35	35	37	40	36
14 No. of Women's Guild Members	12	12	10	10	10	10	9	0	0	
15 No. of Men's BAC Members	0	0	0	0	0		0	0	0	
16 No. of Other Members	80	80	75	75	75	75	77	11	94	60
17 No. of Youth Members	10	10	7	5	2	5	1	0	0	0
18 Collection Income	171428	165440	175873	178564	180174	178686	187341	189419	198645	193347
19 Open offerings	5256	7753	7253	9904	4862	10110	5782	5848	3739	4143
20 Donations Church Organizations	29469	32060	31422	34073	35671	26934	37816	35065	44921	40547
21 Rentals	975	1450	1170	750	520	385	3675	10800	11020	11785
22 Capital Withdrawals from CTF	0	0	0	0	25000	133244	0	0	646	0
23 Other Income	13057	14422	17459	7845	9291	24068	9377	14691	53435	5787
24a Bequests Deposited to CTF	10000	31457	10000	0	0			35309	1719267	0
24b Received for Construction	0	0	0	0	0		27640	0		0
25 Bequests retained for use by Parish	0	35697	0	0	0		99263	0	84255	0
26 Endowments, Trust Funds, Invest Inc	31753.7	30796	24443	24752	24654	25594	23136	23816	27238	28373
XX Gift	0	0	0	42952	14762	22160	9696	0	14868	
27 TOTAL INCOME RECEIVED	261938.7	319075	267620	298840	294934	421181	403726	314948	2158074	283982
28a Flow Through Funds	18856	27357	29614	21775	23969	24929	143681	2000	66441	23484
28b Rent Expenses	1000	1500	1500	750	1014	2000	19367	8425	11813	8186
29 Cost of Priestly Services	71949	67800	74738	79538	78548	81907	78500	82556	102234	106661
30 Costs of Other Staff	56748	57125	56230	56998	62462	60434	59558	52358	51986	56978
31 Church Property Expense, incl util	30769	34302	27709	40703	28548	35037	32464	25422	27622	25752
32 Rectory Expense, ind util & taxes	7000	7200	7300	7852	7461	10586	8156	0	8458	8815
33 Capital Expenditure	104195	77631	8824	5192	29750	133449	28304	35308	146442	43518
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0			0	0	0
35 Assessment/Apportionment	50334	41769	39275	43025	44407	46358	42378	32166	34716	36296
36 Insurance Premium	7277	7277	7313	7313	7459	7571	7571	7571	7571	7571
37 Additions to Trust Funds	10000	31458	10000	0	0		90000	0	1719267	0
38 Outreach/Special Ex-Par Appeals	17689	18714	19281	19676	20100	19630	53681	16793	20346	23484
39 General Operating Expenses	4244	5625	17000	8705	5917	3600	2413	8029	10318	9056
40 TOTAL EXPENDITURES	360205	348901	267730	269002	284652	398572	403625	261203	2128960	318131
41 2013 SURPLUS	0	0	0	29838	10282	22609	101	53745	29114	
0 2013 (DEFICIT)	-98266.3	-29826	-110	0	0					-34149
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	45985.85	38816	40030	91664	38311.12	52811	109018		19391	22634
0 Collection Income / ID givers	874.6327	823.0846	925.6474	965.2108	1017.932	976.4262	1310.077	1214.224	1324.3	1464.75



Area Parish of the St. Lawrence

Christ Church Seaway, St. John the Evangelist Lancaster, Trinity Cornwall

Christ Church Seaway

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Christ Church is a welcoming, friendly, and giving congregation sharing its many gifts, talents and abilities in the call to know Christ and make Him known to others. They seek to be involved in the community, to serve others, and to help them live a Christian life.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Do the work of Christ.** Their motto directs their priorities.
- **Worship and Liturgy** - pre COVID two services on Sunday; currently one. No Lay Readers at this time but have access to a vocational deacon. Some lay reader training has been provided.
- **Formation** - bible and book studies open to whole community
- **Music** - alternating between different hymn books and use of live musicians (e.g. praise band)
- **Reactive Pastoral Care Team** with formal training that was pre-COVID active locally. Clergy of all denominations rotate work in senior care homes
- **Joint events with other points** in the Area Parish (dinners)
- **Ecumenical Ministry** - Good Friday service with Catholic Church
- **Stewardship**

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- A wide variety of **ongoing ministries, projects, events, and activities**: PWRDF, Prayers and Squares (quilters), the Madagascar Project, Centre 105, Baldwin House (shelter), ministry at local Seniors' Homes, Christmas Dinners and Baskets, participation in the Community Yard Sale, care for the former St. George's Cemetery, Gallingertown, and send a youth to camp.
 - **Events** are well-known like the annual chicken BBQ, Shrove Tuesday, fish fry. Attract people with a sense of homecoming
 - **Share the hall** to host Brownies and Guides, AA and Al-Anon, Pre-school programs, amongst others.
 - **All programs and events** such as prayer groups, Bible Studies, the "Make it, Bake it, Sew it, Grow it" fundraiser, and fundraising dinners **are open to the wider community**
 - **Use the church hall as revenue source** renting to exercise groups, birthday parties, Early On Preschool, Kitchen group preparing catering meals,

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

A shrinking congregation suffering the associated decline of financial and human resources.

- In general, finances are ok. General expenses met and funded through offerings. No major deferred maintenance but **no reserve for a major expense**. Building improvements or contract services identified are: new sloped roof over parking lot entrance and replacement of church and hall roofs (in progress); professional cleaning of fans; safe lighting & safety lighting in church; washroom in basement for convenience of those renting the basement space; sound system to accommodate those with hearing aids.



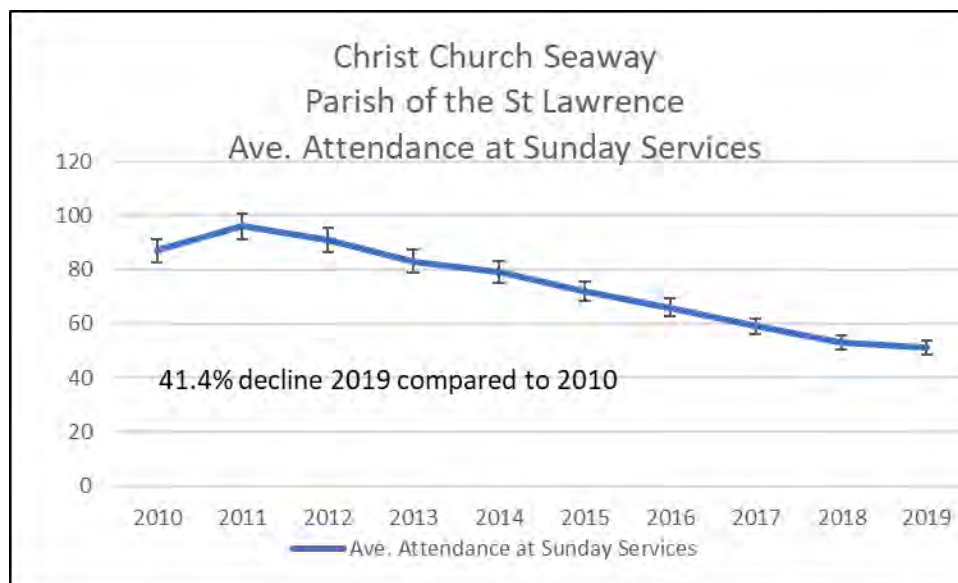
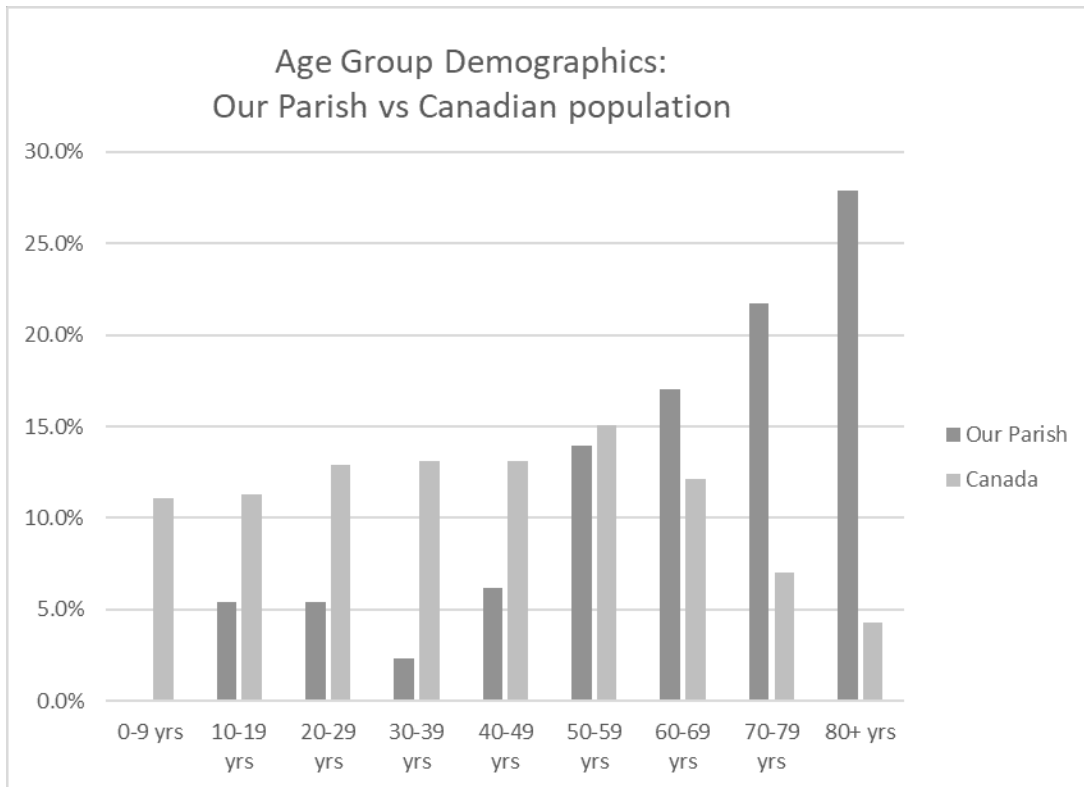
- Rural parish where the **community is depopulating and aging**. Challenge to serve
- For rural parish **internet is problematic**. On-line services during COVID were not an option for all
- **Transportation for seniors** who remain in their homes. Challenge to get to church
- Area Parish established 18 months before COVID. **Transition to new configuration not taken hold before the pandemic and growing pains continue**
- Off the Hwy 401 corridor the churches are small and far apart. Not as simple as going to another church in the parish because of the distance
- **Lay leadership needs to do more within an Area Parish but needs to be equipped**
- **Community is asking more of us and from us**. Need to be wise caring and targeted in what we are doing to look after our volunteers

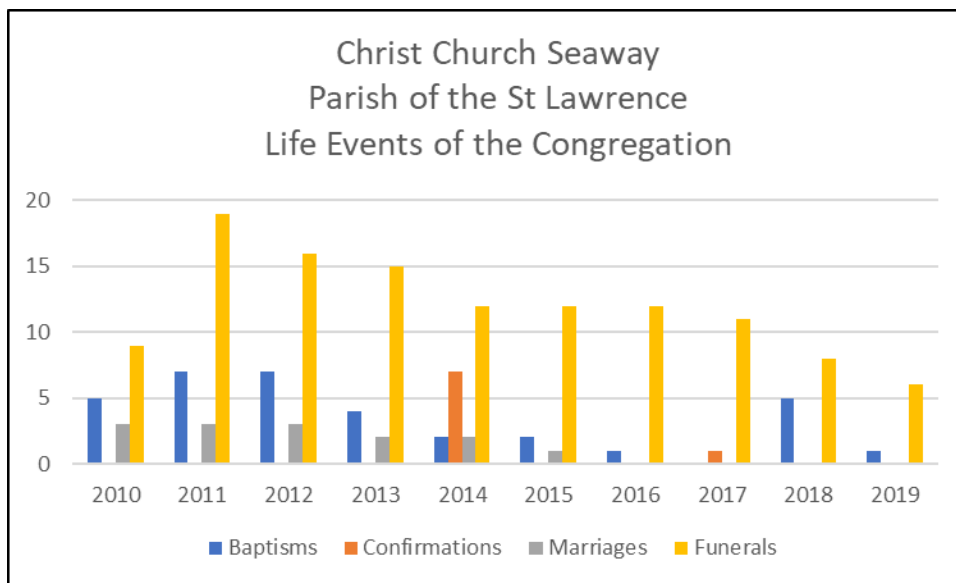
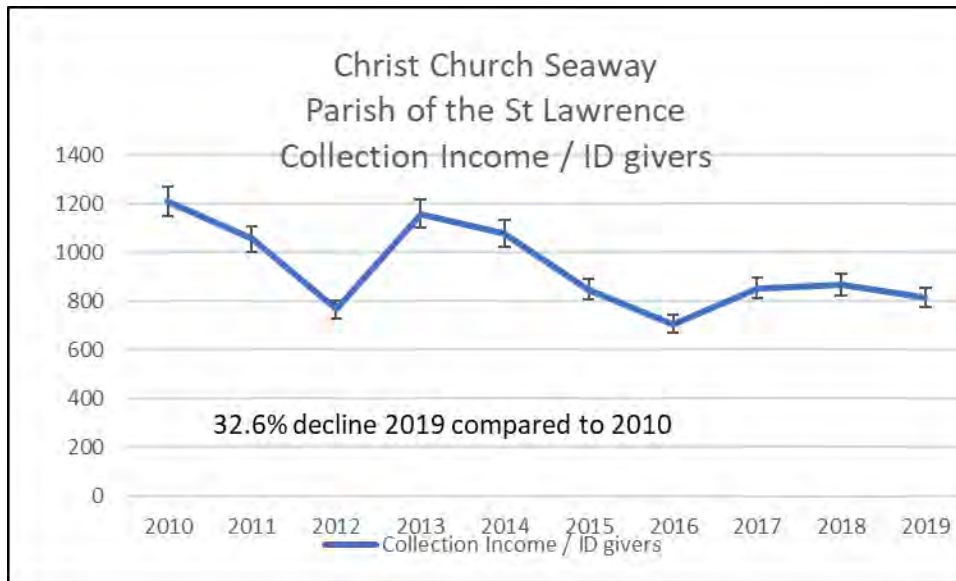
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- There are **musicians and theatre people** who are part of the congregation and are linked into these networks. This may be a source of opportunity.
- **Children and youth ministry within the community but how to connect with them**. Contact Diocese about program to attract teens and youth.
- **Attract and retain young families**. Retention of families is important
- Challenge of religious organizations. **Suspicious of religion**, so need help with to address this
- **Stability of our clergy**. Allow the transitions to stabilize
- **Transition from single point to an Area Parish means carrying new and larger workload previously handled by clergy**. Struggle within context of declining and aging congregation.
- **Programming for the retired demographic** of the community. Retirement communities need to be seen as ministry opportunities
- **Expansion of chapel use** is a ministry opportunity
- **Transportation of elderly or isolated** to church
- Welcome Wagon idea, pamphlet for newcomers
- **Find out what government (local or beyond) expect of the church**
- **Understand the demographics and religious affiliation** of the community
- Possibility to **offer and/or record services on a different night or day**
- **Need for additional trained lay persons** to assist. **Ideally 3 clergy needed all the time**



Christ Church Seaway Quantitative Data







Christ Church Seaway										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	230	230	225	215	250	250	250	200	200	250
2 Members in full communion	200	180	225	215	150	150	150	150	150	100
3 Identifiable Givers	100	115	160	104	96	105	118	97	98	90
4 Ave. Attendance at Sunday Services	87	96	91	83	79	72	66	59	53	51
5 Baptisms	5	7	7	4	2	2	1	0	5	1
6 Confirmations	0	0	0	0	7	0	0	1	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	3	3	3	2	2	1	0	0	0	0
9 Funerals	9	19	16	15	12	12	12	11	8	6
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	14	14	12	10	8	11	9	9	5	6
12 Pupils	30	30	23	20	11	8	11	11	7	5
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	14	12	12	8	10	10	10	10	6	8
15 No. of Men's BAC Members	0	0	0	15	10	10	10	0	0	0
16 No. of Other Members	120	120	45	70	120	100	100	100	100	50
17 No. of Youth Members	12	12	15	15	17	18	10	8	5	5
18 Collection Income	121017	121152	122425	120332	103394	88995	83291	82688	80532	73375
19 Open offerings	3771	2324	2866	4786	2183	1380	3164	2891	1259	1478
20 Donations Church Organizations	8865	15022	13921	10095	7725	14604	20125	17284	15153	14363
21 Rentals	14112	5351	4930	4050	4301	1705	5050	4252	4328	3066
22 Capital Withdrawals from CTF	0	11889	0	3830	21001			29500	0	
23 Other Income	4861	12630	34712	11533	9669	11439	4256	11189	6151	8689
24a Bequests Deposited to CTF	0	0	0	25000	0	45000			25000	
24b Received for Construction	0	0	0	0	0				0	
25 Bequests retained for use by Parish	0	0	0	10000	0				0	
26 Endowments, Trust Funds, Invest Inc	14554	12817	13814	13241	14231	13375	14754	15279	14252	13999
XX Gift	0	0	1553	33084	9126	9719	10100	4049	538	
27 TOTAL INCOME RECEIVED	167180	181185	194281	265951	171630	186217	140740	167132	147213	114970
28a Flow Through Funds	25772	8401	15921	17431	12903	13748	9586	10437	36177	6841
28b Rent Expenses	2284	12162	0	0	0		0		0	0
29 Cost of Priestly Services	51019	54717	59541	63443	45126	69487	59347	41330	35422	18821
30 Costs of Other Staff	15500	13078	14502	17877	22629	12491	12569	13260	19263	18706
31 Church Property Expense, incl util	22798	21703	21547	23618	23326	27280	30128	27209	33910	22075
32 Rectory Expense, ind util & taxes	7659	5173	6996	8261	6243	7118	6960	6103	5110	5452
33 Capital Expenditure	0	16758	34534	29719	22939			17703	9850	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0			0		
35 Assessment/Apportionment	25004	25132	22830	22510	22346	23737	19837	17599	12040	13303
36 Insurance Premium	2508	3088	3463	3174	3525	3585	3286	3585	3451	3585
37 Additions to Trust Funds	0	0	0	25000	0	45000			25000	
38 Outreach/Special Ex-Par Appeals	17543	6399	9992	6821	13136	6389	12126	4733	6185	2976
39 General Operating Expenses	18824	39811	25385	22378	23115	32062	15286	28232	19400	17805
40 TOTAL EXPENDITURES	160855	185859	198730	222801	182385	227149	159539	159754	169631	102723
41 2013 SURPLUS	6325	0	0	43150	0			7378		12247
0 2013 (DEFICIT)	0	-4674	-4509	0	-10755	-40932	-18799		-22418	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0			0		
43 Special Funds	17819	12518	14592	12793	53632	58302	15363	18689	20013	17669
0 Collection Income / ID givers	1210.17	1053.496	765.1563	1157.038	1077.021	847.5714	705.8559	852.4536	865.9355	815.2778



Area Parish of the St. Lawrence

St. John the Evangelist Lancaster

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. John's is a welcoming church with a significant historical presence in Glengarry County. Members consider themselves to be part of a family, not just members of the congregation. Being together is calming, a restart to the day or week. Even with clergy turnover, it is not important who is at the front- it is about the people.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Define themselves as a “Traditional Church”** meaning a clergy led. Want Clergy heavily involved in all aspects of church life.
- **Worship** - Prior to the formation of the Area Parish and COVID 19, enjoyed both Sunday and mid-week Eucharists. Schedule currently just Sundays. Not many formal links with other points in the parish. Well maintained Labyrinth part of St. John's spiritual support to the congregation and community
- **Pastoral care** program includes a prayer shawl group and a depression support group. Large number of long-term care / retirement facilities (LTC) to serve. Laity involved pre-COVID. Since, maintaining phone lists; birthday greetings etc.
- **Traditional pastoral ministry and communications** seen as increased priorities because of age of congregation needs of the community and the physical realities of rural congregation (i.e., distance between home/church)
- **Fellowship-gatherings pre and post services.** Campers from next door attend every summer. Congregants come because of the family feel even if other parish points are closer

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach** - Support Centre 105; local food bank; Madagascar School Project founded and supported for education, nutrition, and health care, is developing self-sufficiency. Recognized with a Governor General award. Partner with area churches in the Food Grains Bank, in Lenten and Advent worship and in the World Day of Prayer.
- For the local community, have held Pig Roasts, Advent Teas, Blue Christmas and Shrove Tuesday events. Annual memorial service in the church's cemetery
- **Ecumenical services** during Lent with Presbyterian, Catholic, United churches. Shared schedule for services at Lancaster LTC
- **Support the summer camp** at the Presbyterian (open to all churches)

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

Financially are in pretty good state and can manage ongoing expenses. Able to mount special campaigns when necessary.

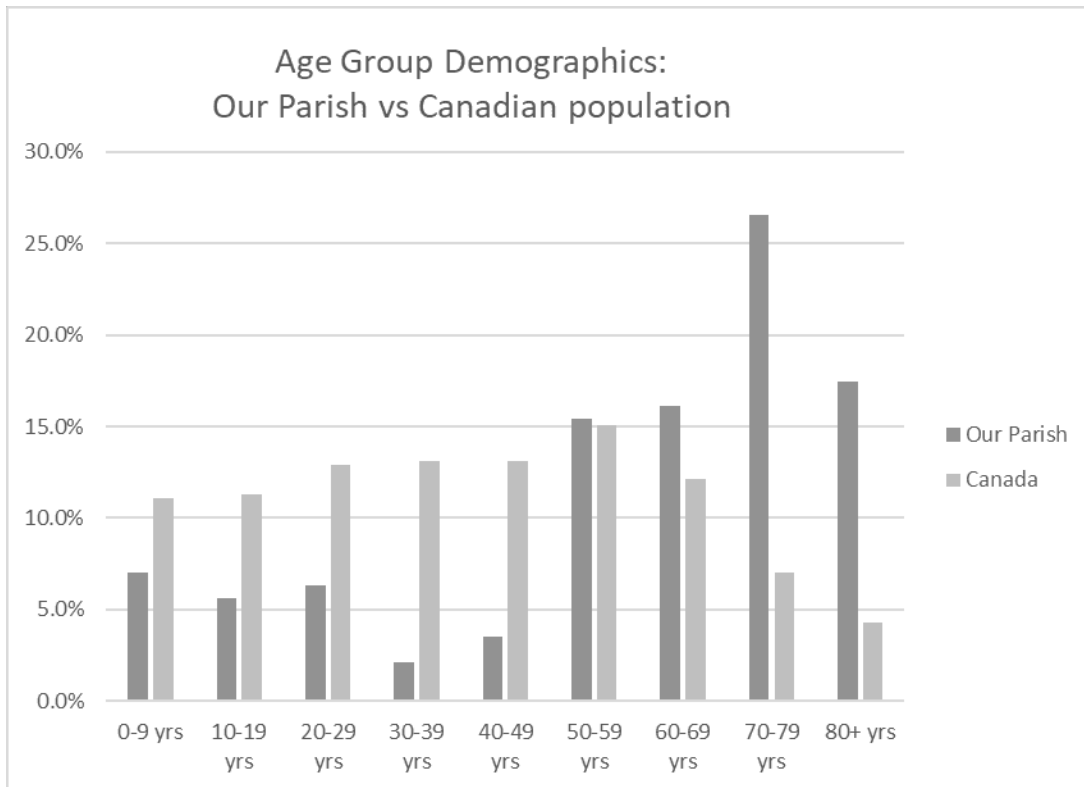
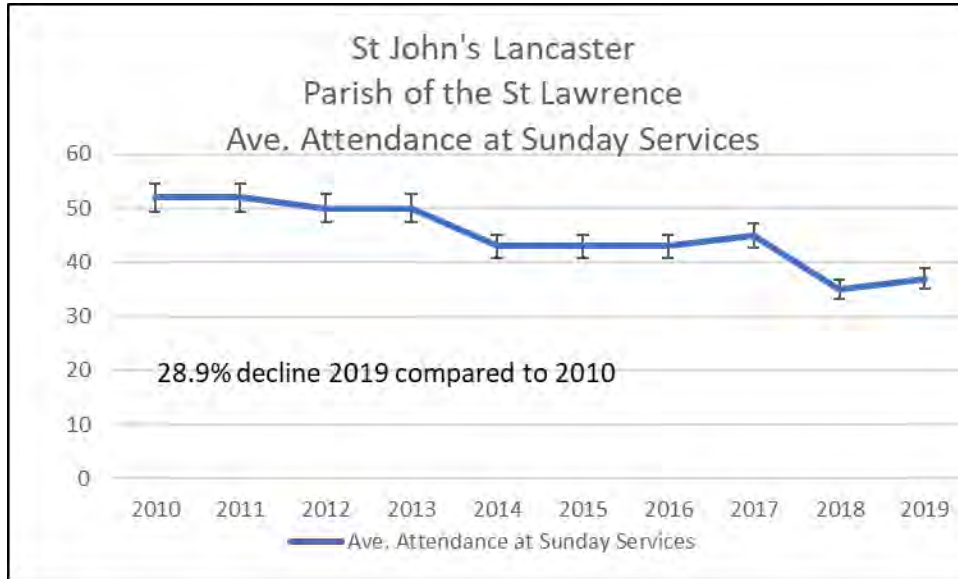
- Buildings are in good condition, and they foresee no significant costs in the near-term.
- **Human resources** are limited by an aging congregation.
- Being a rural church, **transportation and distance are realities that need to be considered** especially for older parishioners or young people without a drive. Links sometimes stronger with other denominations because of proximity.

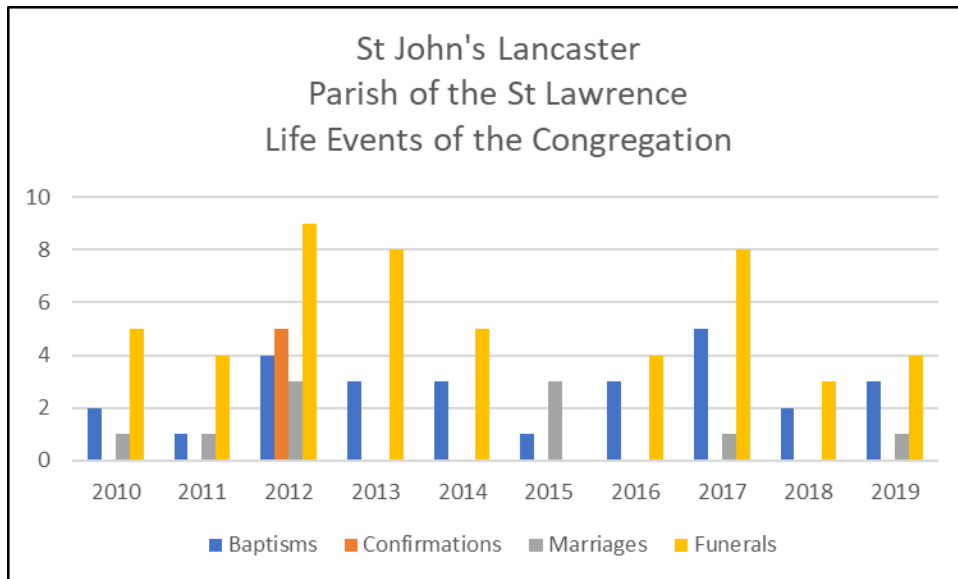
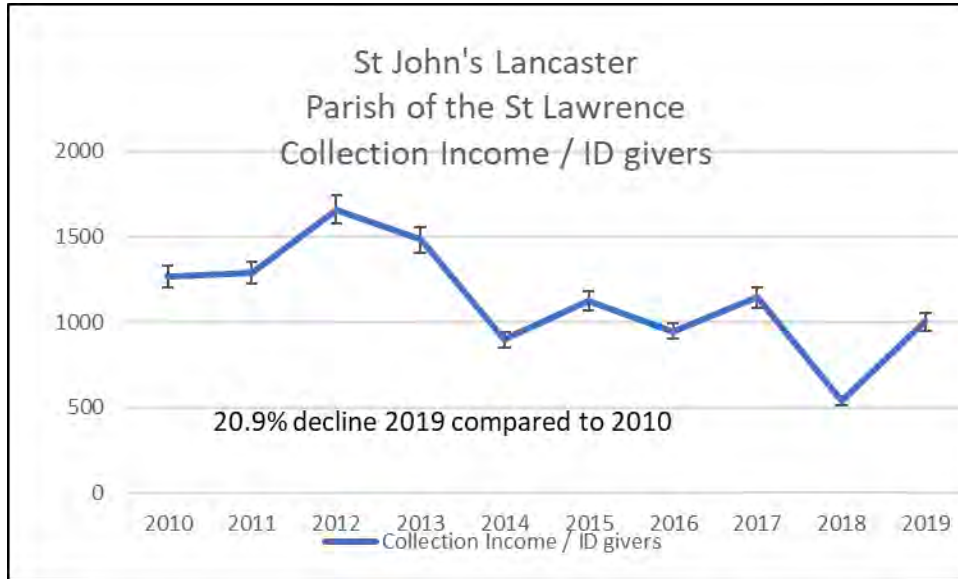


- **Depth of volunteers sufficient now but need to find younger people.** Look to an orderly transfer of roles as people age
 - **Clergy turnover an issue and shared arrangement in the Area Parish.** How to get clergy involved in their priorities. They want a traditional church. Dilemma not worked through.
 - **Struggle by the clergy with engagement with younger families and youth.**
 - **Transition in new parish configuration on-going.** Expectations of clergy they should have distinct roles contacting parishioners and fit where they are needed the most
 - **Within the parish, each church is very different** with each a family-size church. However, **all together they do not function like one family-sized church.**
 - **Physical remoteness from the local community** challenges their being known and seen.
5. **Are there ministry opportunities you are aware of and what would you need to engage in them?**
- **Improve connection and communication with campers.** Limited by provincial regulations.
 - **Growing number of Muslims** in the wider parish bounds. **Need someone with appropriate skills to build the connection.**
 - **Explore YIP** and see how it can help them to bring youth into fellowship
 - Need to **extend their pastoral care activities to reach out to the aged, isolated and vulnerable.** This will require a return to pre-COVID involvement by clergy and lay.
 - **Growing retirement aged community** with different issues, concerns, spiritual needs. **How to attract them without emphasis on being Anglicans?** How to project this is a safe place to explore personal religious experience.
 - **Looking forward and remaining positive.**
 - **Do not feel well served by the Diocese.** St. John's has remained sustainable, through warden leadership and independent thinking and action as a congregation.



St. John the Evangelist Lancaster Quantitative Data







St. John's Lancaster										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	196	128	102	145	145	119	143	122	200	170
2 Members in full communion	96	64	68	68	70	60	116	106	60	75
3 Identifiable Givers	65	61	54	49	95	88	84	84	145	76
4 Ave. Attendance at Sunday Services	52	52	50	50	43	43	43	45	35	37
5 Baptisms	2	1	4	3	3	1	3	5	2	3
6 Confirmations	0	0	5	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	2	0	0	0	0	0	0	0
8 Marriages	1	1	3	0	0	3	0	1	0	1
9 Funerals	5	4	9	8	5	0	4	8	3	4
10 Church/Sunday Schools	1	1	0	0	0	0	0	0	0	0
11 Teachers	3	2	0	0	0	0	0	0	0	0
12 Pupils	4	2	0	0	0	0	0	0	0	0
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	12	0	12	0	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	40	30	63	63	148	99	130	125	100	50
17 No. of Youth Members	5	0	0	0	0	0	0	0	0	0
18 Collection Income	82212	78605	89511	72604	85219	99053	79497	96029	78269	76035
19 Open offerings	2128	2313	1787	2230	2859	2091		2747	1448	1499
20 Donations Church Organizations	7483	6513	5960	5757	6204	6060		7944	3735	931
21 Rentals	0	0	0	0	0			0		
22 Capital Withdrawals from CTF	0	0	0	0	0			0		
23 Other Income	807	4066	0	0	2262	506		8419	1067	
24a Bequests Deposited to CTF	0	0	0	0	0			0		
24b Received for Construction	0	0	0	0	0			0		
25 Bequests retained for use by Parish	0	20000	0	0	0			0		
26 Endowments, Trust Funds, Invest Inc	0	704	396	829	860			1027	2308	1636
XX Gift	0	0	0	14365	0			0		
27 TOTAL INCOME RECEIVED	92630	112201	97654	95785	97404	107710	79497	116166	86882	80101
28a Flow Through Funds	7164	26452	7197	6485	2890	3604		6358	700	3735
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	23499	33711	29030	23015	52632	55468	78300	50471	36364	18325
30 Costs of Other Staff	6400	8532	11746	15733	0					
31 Church Property Expense, incl util	13915	6732	10464	12721	15016	11283		10269	13647	19332
32 Rectory Expense, incl util & taxes	0	0	0	0	0			0		3682
33 Capital Expenditure	0	0	3673	4431	0	10182			11500	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	11088	12178	12740	11599	13393	13633		9539	11719	12962
36 Insurance Premium	1984	1984	1994	1994	3403	3445		3454	3224	3529
37 Additions to Trust Funds	0	0	0	0	0			0		
38 Outreach/Special Ex-Par Appeals	637	6452	7197	6485	3193	3604		1458	952	3735
39 General Operating Expenses	9275	35581	14377	10943	9836	13326	24720	10554	12148	10991
					0					
40 TOTAL EXPENDITURES	72518	105170	91221	86921	97473	110941	103020	86145	83554	72556
41 2013 SURPLUS	20112	7031	6433	8864	0			30021		7545
0 2013 (DEFICIT)	0	0	0	0	-69	-3231	-23523		-2672	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	28968.15	20500	29364	29366	0					
0 Collection Income /ID givers	1264.8	1288.607	1657.611	1481.714	897.0421	1125.602	946.3929	1143.202	539.7862	1000.461



Area Parish of the St. Lawrence

Trinity Cornwall

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Trinity Church has a long history of being a visible Christian presence in Cornwall with a mission to care for the needs of its fellow citizens and has become a part of the fabric of community. Its presence has grown through outreach and community linkages such as Centre 105. While challenged by resources they are generous of their time and talents. Trinity is part of an Area Parish with congregations of distinct identities which they wish to respect and retain.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Building** - Feel they need the visibility for people to know they are there; to serve and be part of people's lives. Emotional connection to the building and its history
- **Worship, cemetery, and music.** Hired a Director of Music
- **Pastoral Care** - Had an active team pre-COVID but need to reconstitute for visits to LTC, hospitals and homes
- **Outreach** - To various organizations through financial and physical support. Trinity home to Centre 105. Food Cupboard on site
- **Volunteering**
- **Social Justice** – e.g. Centre 105, Pride parade, Open Doors Ontario
- **Transition continues with the Area Parish**
 - Sharing of clergy and integration of programs/priorities where possible.
 - Dealing with differing community demands or budgetary needs

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Trinity serves the community **through relationships with other organizations and agencies on their campus**, specifically Tri-County Literacy renting the Rectory, Beek Lindsay House providing not-for-profit housing (including housing for seniors) on land leased from the Church, and Centre 105 ministering in our hall and back meeting rooms and offices.
- **Outreach** - locally, nationally and internationally. PWRDF is a major priority. Monthly donation envelopes included with regular givings envelope box. ACW supports Baldwin House (women's shelter) Madagascar School & Orphanage, Kathy Langston's work in Romania, Bales for the North and other local needs & organizations as needed. PWRDF a major priority
- **Care ministry** to long term care and other facilities for seniors, as well as a ministry in the Cornwall Community Hospital. Prayer Meditation Group and Prayer Shawl Ministry to support the visitation program.
- **Support to diversity and community** (participate in Pride Day and in Doors Open)
- **Participate in the Cornwall and Area Christian Council** as a way of furthering ecumenical understanding and relationships.
- **Hall is an asset for the community to use** - Seaway Community Health fitness groups (2 days per week), AA & related support groups, Boy Scouts, Dance Groups



- Trinity **hosts (pre-COVID) a Christmas community dinner on Christmas Day** for those who do not have the resources to prepare the usual turkey dinner with all the fixings and those who might be spending the day alone. The dinner is organized, prepared and served by members of the congregation.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

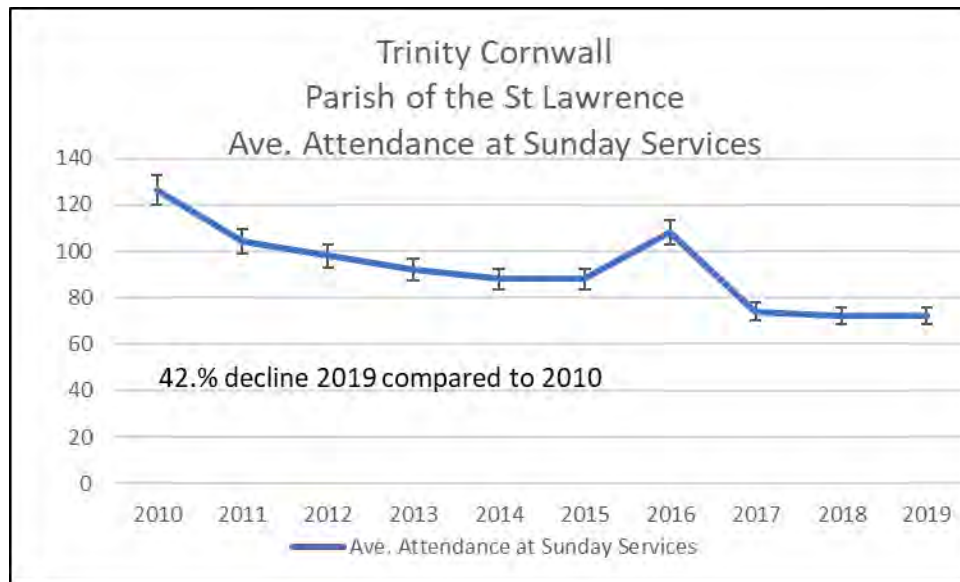
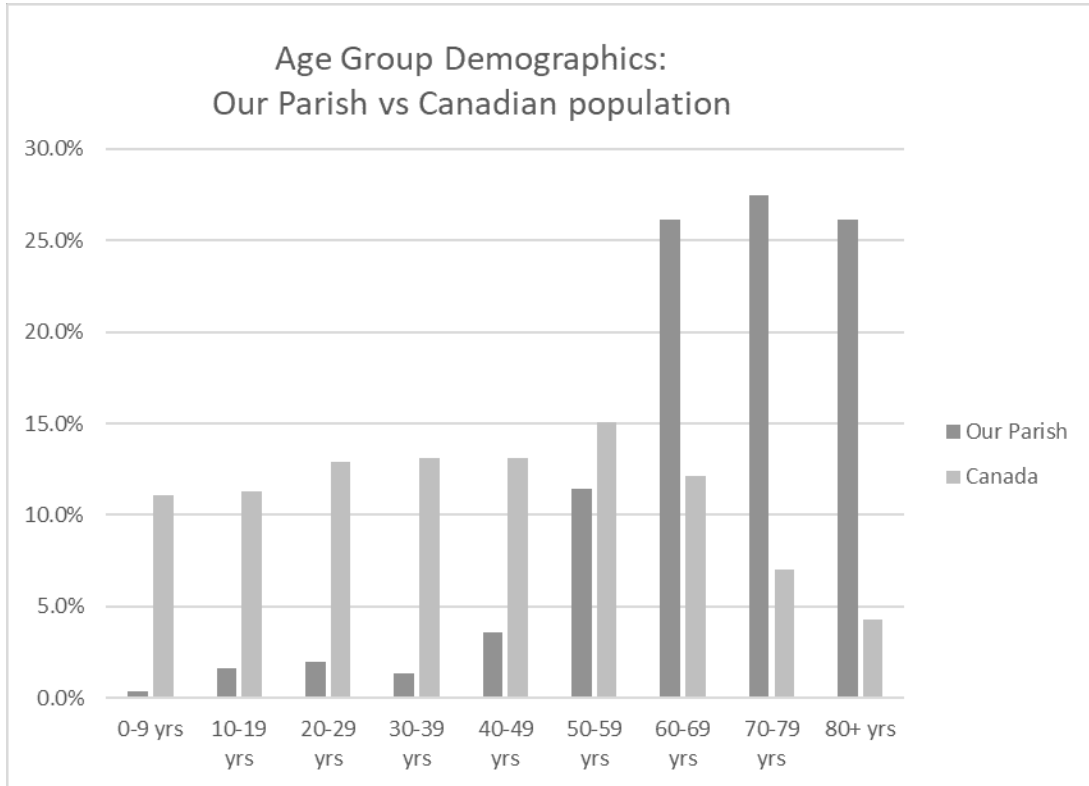
- Challenged by a **lack of donation income**.
- The problem that necessary **CTF withdrawals** create is they **increase parish income for the purposes of Fair Share**, which Trinity cannot pay, **thereby creating new shortfalls, requiring CTF withdrawals**. The proverbial vicious circle.
- **Aging demographics**
- **Building upkeep** with significant sums being spent. Dealing with most critical work only
- Structural financial challenges in **running a large multi-use campus of buildings**, some historic, and of varying degrees of operational demand. Regardless of the size or financial capacity of the congregation, Trinity **will need a full-time custodian and a half-time administrator**.
- **Lack of an overall strategy and the expertise to identify the options available** to the congregation to develop short term and long-term plans to deal with the financial & other challenges identified.
- **Need to connect with a younger demographic**
- **Challenge to support Outreach priority goals and preventative maintenance**
- **Other than from the ACW there is no fundraising done**

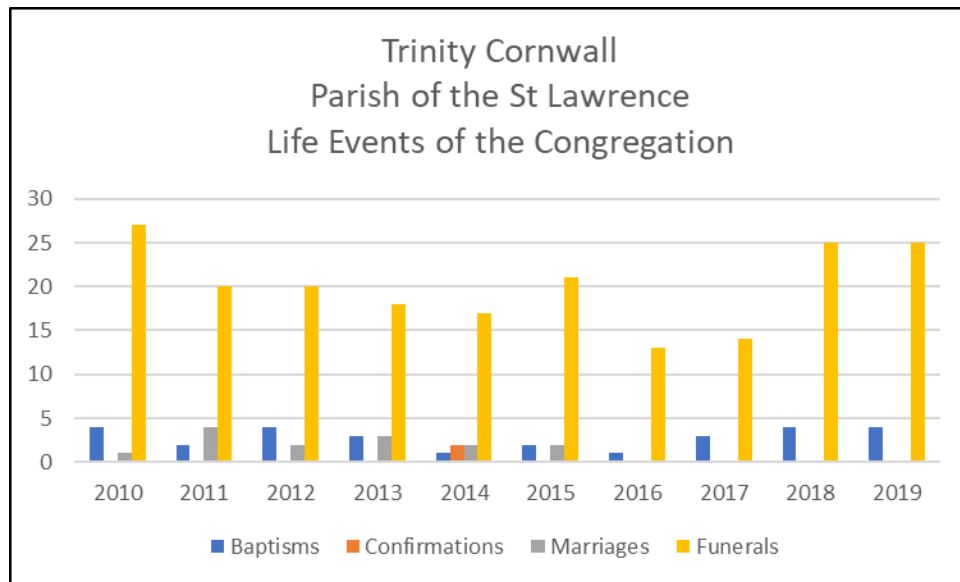
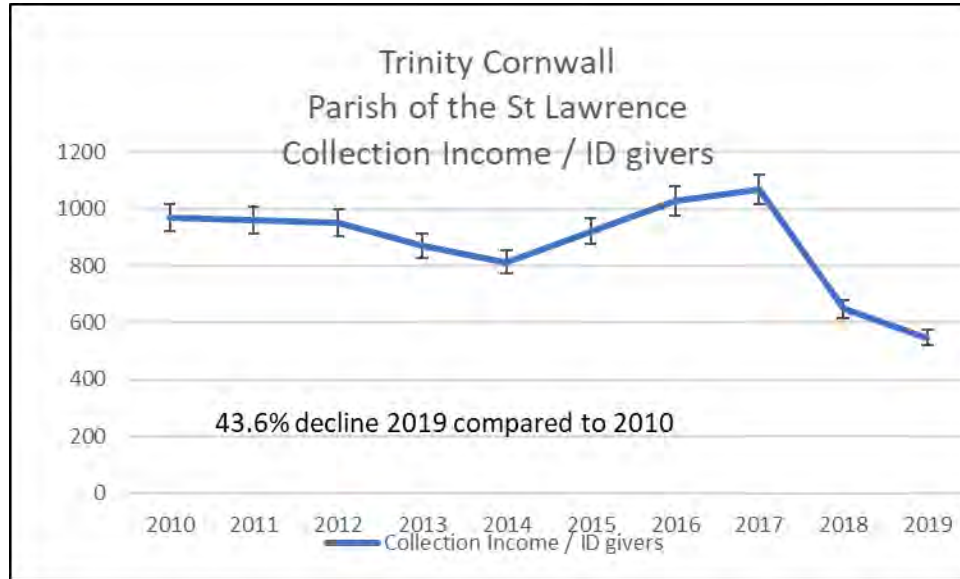
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Trinity Church has excellent acoustics and **would be a great venue for concerts and other cultural activities**. Music programs for younger families
- The ministry of the **Food Cupboard could be strengthened**.
- Increasing retirement populations and **opportunities to address unique needs** including isolation
- Increase in **new Canadians settling in Cornwall; are there opportunities?**
- A **heightened awareness of First Nations Peoples** invites a closer look of relationships with Akwasasne. Currently there are no formal links. Build on links with Centre 105 and issues of housing/homelessness
- **Historic cemetery an opportunity for scholars/historians?**
- The pandemic has accelerated the **use of new technologies; how can these be used to offer Christian Education, and to enhance engagement with the wider community?**
- **Identify who are the downtown neighbours and what are their needs and how can Trinity serve**
- **Need to come together as an Area Parish and work as one group to solve problems**
- **Expand the type of worship service being offered beyond Sunday mornings to be attractive to different demographics**



Trinity Cornwall Quantitative Data







Trinity Cornwall										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	594	551	563	501	527	537	502	378	650	650
2 Members in full communion	371	345	500	275	260	270	375	322	100	100
3 Identifiable Givers	215	211	218	220	241	212	177	165	225	225
4 Ave. Attendance at Sunday Services	126	104	98	92	88	88	108	74	72	72
5 Baptisms	4	2	4	3	1	2	1	3	4	4
6 Confirmations	0	0	0	0	2	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	4	2	3	2	2	0	0	0	0
9 Funerals	27	20	20	18	17	21	13	14	25	25
10 Church/Sunday Schools	1	0	0	0	0	0	0	0	0	0
11 Teachers	1	0	0	0	0	0	0	0	0	0
12 Pupils	4	0	0	0	0	0	0	0	0	0
13 No. of ACW Members only	20	20	18	24	22	23	18	17	18	18
14 No. of Women's Guild Members	21	8	12	0	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	42	40	25	41	38	48	42	40	100	100
17 No. of Youth Members	6	7	0	0	0	0	0	0	1	1
18 Collection Income	208305	202771	207065	191298	195839	195166	181933	176257.2	145708	122977
19 Open offerings	3583	2267	2099	2584	3170	2330	2845	4344	2802	1709
20 Donations Church Organizations	12801	12500	12000	9300	11700	11779	9180	7763	9500	5000
21 Rentals	25355	22575	24458	28399	28155	24541	29644	52475	27517	33197
22 Capital Withdrawals from CTF	9000	0	0	0	65811	29482	128733		0	177281
23 Other Income	10944	6982	8483	9079	8075	27951	5214	2390	32835	39961
24a Bequests Deposited to CTF	104682	228356	53881	8000	0			46485	78903	3815
24b Received for Construction	0	0	0	0	0					0
25 Bequests retained for use by Parish	0	0	0	0	0		10000		0	
26 Endowments, Trust Funds, Invest Inc	53162	58260	51881	52567	51023	56196	55123	57950	57577	58149
XX Gift	0	0	0	22896	9863	7019	41080	4355	0	
27 TOTAL INCOME RECEIVED	427832	533711	359867	324123	373636	354464	463752	352019.2	354842	442089
28a Flow Through Funds	20409	23575	22372	22705	16647	24810	4394	24088	17503	10286
28b Rent Expenses	20722	19156	21410	16705	17689	12772	75	5002	0	
29 Cost of Priestly Services	126596	91760	97219	105774	102279	113439	104181	190545	167060	107521
30 Costs of Other Staff	61090	66026	73799	77173	78507	66844	67608	68604	70274	68614
31 Church Property Expense, incl util	28873	44348	55840	37890	39069	13957	12084	50569	44849	29392
32 Rectory Expense, incl util & taxes	3514	3440	9665	4374	2692	4008	3967	4402	5804	32281
33 Capital Expenditure	0	0	10734	5598	8821	27540	102112		1070	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0				0	
35 Assessment/Apportionment	72006	55753	59345	59201	42105	49741	50083	54755	55505	46671
36 Insurance Premium	12105	12105	12166	12166	12708	12595	12595	12295	12595	12595
37 Additions to Trust Funds	104682	228356	53881	8000	300		69618	46485	73903	3815
38 Outreach/Special Ex-Par Appeals	10465	15055	13758	11622	11635	10394	12245	12557	84	10286
39 General Operating Expenses	24312	18344	19277	17223	24605	45783	46010	44121	37829	52032
40 TOTAL EXPENDITURES	443643	535187	405684	339021	322721	344301	480503	484333	468973	363207
41 2013 SURPLUS	0	0	0	0	50915	10163				78882
0 2013 (DEFICIT)	-15811	-1476	-45817	-14898	0		-16751	-132314	-114131	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	4252	4128	5293	5422	4851	5702		6580	10633	
0 Collection Income / ID givers	968865	961949.8394	8695364	812.61	920.5943	1027.87	1068.225	647.5911	546.5644	



St. Luke's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Luke's is a parish that looks to connect with the community around it, and is an open, welcoming and inclusive congregation. All are welcome, without exception. We want to be outside our walls, and hope we can bring people in by our actions, activities, and the warmth of our welcome. Outreach is a priority, and St. Luke's strives to be a sanctuary. The parish has a legacy of supporting those who are homeless or precariously housed, and who are struggling to make meaningful connections in their lives.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- St. Luke's is a traditional Anglican church liturgically on Sunday. In addition to traditional Anglican worship, the parish is **committed to making St. Luke's a "Spiritual Hub", offering contemplative space at times other than Sundays**, and creating different opportunities for people to authentically explore their faith and spirituality.
- St. Luke's is also an **outreach church** in terms of our work with St. Luke's Table and our welcome. We have a deep commitment to St. Luke's Table, which was Parish initiated and led before it became one of our Diocesan Community Ministries. St. Luke's underwent major renovations in 2020-21, to create additional washrooms, showers, and laundry facilities in the basement. A second phase of renovations was initiated in October 2021, including a kitchen renovation in the basement and a kitchen and washroom renovation upstairs. These renovations will support St. Luke's Table programming and operations, and will also enhance St. Luke's parish life and ministry. St. Luke's is strengthening the relationship between the parish and St. Luke's Table as we share the building in a new way in light of renovations.
- **Music and the arts** are a priority for St. Luke's, with a Recital Series in addition to the ministry of its choir and choir director. Monthly Labyrinth Walks, poetry, art and singing events create and sustain "communities within the community" of St. Luke's.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- By being a parish present with the community and caring for everyone within the parish boundaries. St. Luke's is committed to promoting and supporting wellness of body, mind and spirit. Efforts include:
 - supporting the work of Somerset West Community Health Centre. St. Luke's is a "[Soul Space](#)" for frontline workers
 - working with the Chinatown Business Improvement Association (BIA) and connecting with businesses
 - connecting with Somerset Ward City Councillor Catherine McKenney and functioning in a convening role in the community; for example, offering space for community meetings
 - offering a weekly Service of the Word with Lectio Divina online
 - connecting and working with other churches in the community
 - engaging the wider community through the arts, including renting the space to choirs and an Opera Company. (See reference above to monthly Labyrinth walks, poetry, art and singing events.)



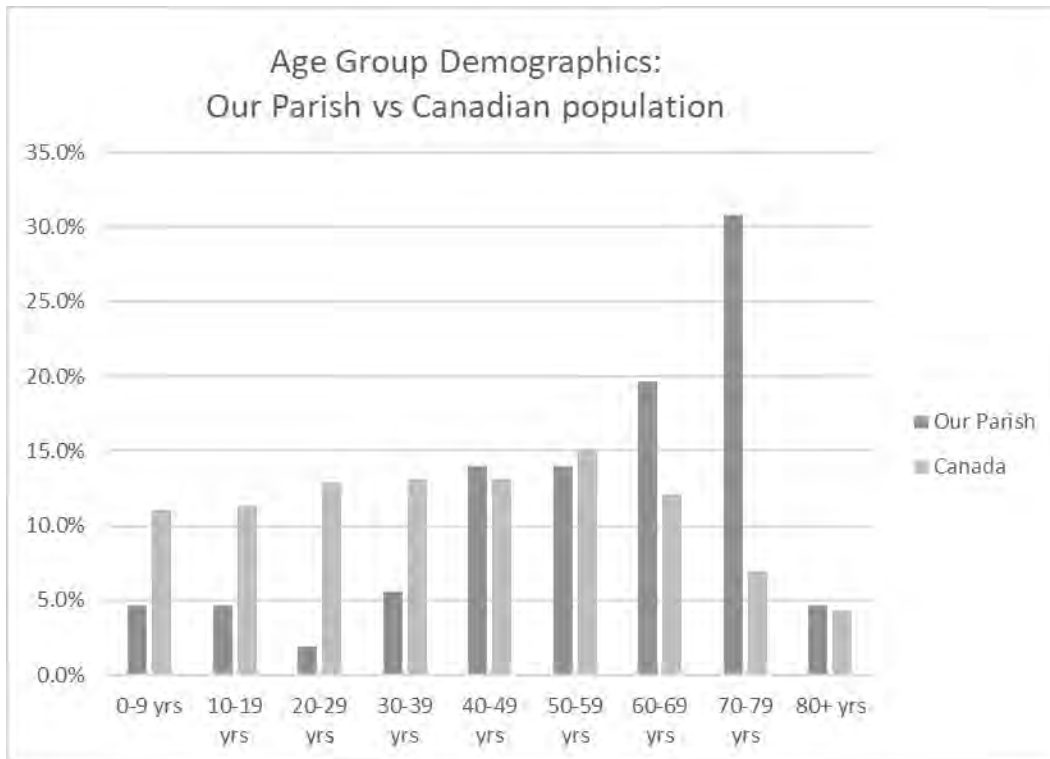
4. What are the challenges to accomplishing the work you’ve described, in terms of finances, building status and human resources?

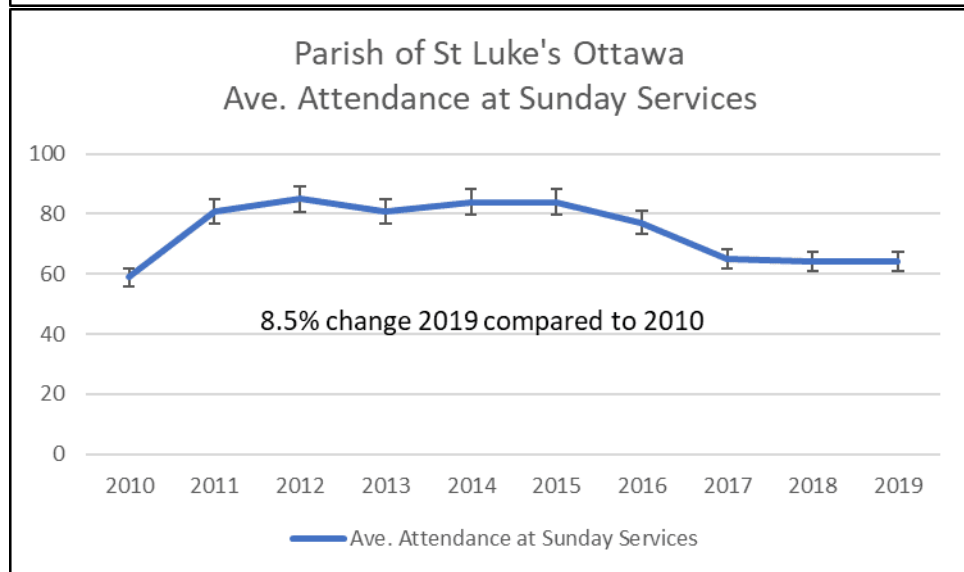
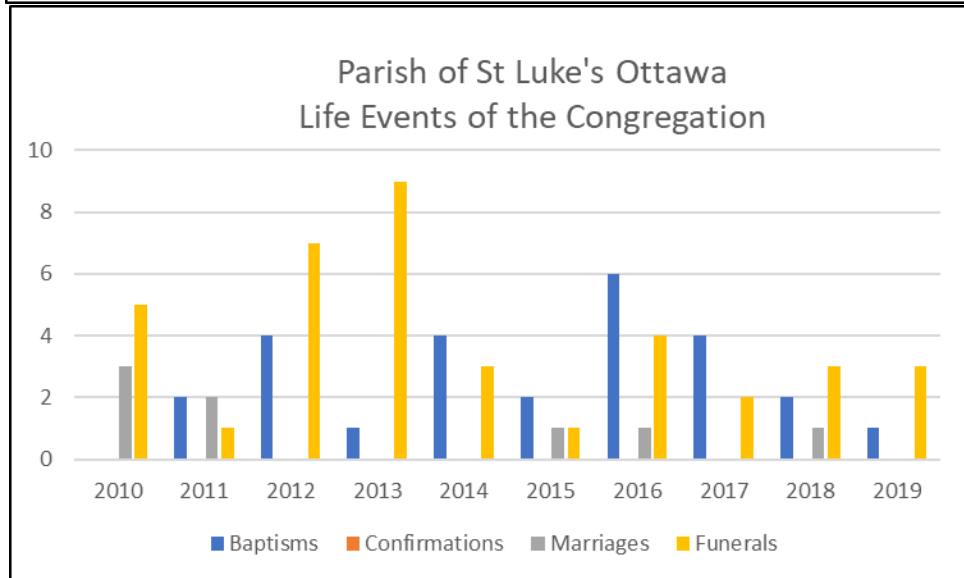
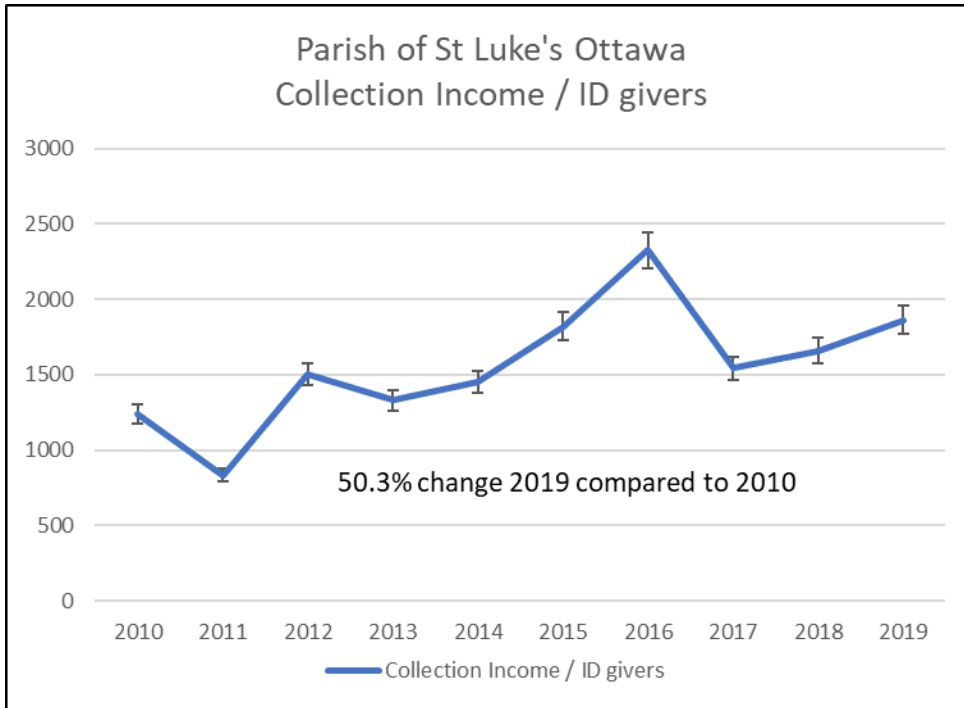
- St. Luke’s is not a large parish. We need more folks involved.
- Offerings fluctuate. Our **current deficit budget is not sustainable**.
- We are **without an Office Administrator**.
- A Building Assessment completed in 2020 was encouraging, indicating that the building has been well maintained; however, **ongoing maintenance of a 100 year-old building is expensive**.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Homelessness, mental health challenges and the toxic drug supply mean that there are significant challenges in the neighbourhood. There is an opportunity for **meaningful street ministry in the community, with a focus on harm reduction**. This requires financial and human resources.
- St. Luke’s has a Three Sisters Garden and four benches on Bell Street. This area is intended to be a place for people to gather, and to make meaningful community connections. There is potential **to grow and deepen connections outside and for St. Luke’s to foster a positive and loving presence in the community**. As the parish and St. Luke’s Table strengthen and deepen our relationship, there is an opportunity for a different approach to volunteering, and there is room for others across our Diocese to be part of this.
- St. Luke’s **has stayed connected throughout the pandemic with various online offerings, and is interested in extending these beyond the parish**. For example, on Thursday afternoons, St. Luke’s offers “Storytelling Time”, interviewing parishioners and guests and making time and space for meaningful discussion. A group called the St. Luke’s Dreamers is discerning opportunities for different styles of worship, and considering different music, arts and spiritual events to draw people to St. Luke’s.

St. Luke’s Ottawa Quantitative Data







St. Luke's	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	95	141	134	144	139	122	125	125	121	111
2 Members in full communion	79	123	119	133	107	84	113	118	117	60
3 Identifiable Givers	67	121	79	92	97	78	60	77	73	66
4 Ave. Attendance at Sunday Services	59	81	85	81	84	84	77	65	64	64
5 Baptisms	0	2	4	1	4	2	6	4	2	1
6 Confirmations	0	0	0	0	0	0	0	0	0	
7 Rec'd from other communions	0	2	0	0	7	0	0	0	0	
8 Marriages	3	2	0	0	0	1	1	0	1	
9 Funerals	5	1	7	9	3	1	4	2	3	3
10 Church/Sunday Schools	1	2	1	1	0	1	1	1		
11 Teachers	10	8	10	3	6	6	3	1		
12 Pupils	19	15	0	13	8	12	7	12		
13 No. of ACW Members only	0	0	0	0	0		0			
14 No. of Women's Guild Members	0	0	0	0	0		0			
15 No. of Men's BAC Members	0	0	0	0	0		0			
16 No. of Other Members	80	0	142	78	98	98	84	148	105	100
17 No. of Youth Members	0	0	0	0	0		0			2
18 Collection Income	82964	100834	118651	122378	140749	142106	135647	118552	121118	122856
19 Open offerings	4719	7210	5750	4306	4612	4622	4049	3043	2833	2492
20 Donations Church Organizations	3336	10052	4297	16118	4209	4372	4311	6560	10760	13095
21 Rentals	43709	44786	45402	56168	50119	52543	53748	55988	54777	60370
22 Capital Withdrawals from CTF	10000	0	20000	0	0	0	0	0		25000
23 Other Income	9249	34326	10049	44187	33238	50495	29095	15083	15354	16906
24a Bequests Deposited to CTF	0	32446	0	104000	0	0		0		
24b Received for Construction	0	0	0	0	0	0	30700	0		
25 Bequests retained for use by Parish	0	2000	11755	1035	370	130	4950	1434	4559	
26 Endowments, Trust Funds, Invest Inc	16647	15340	12007	9715	8106	8983	9816	10226	10516	10380
XX Gift	0	0	0	31443	12276	9808	9252	14745	5567	
27 TOTAL INCOME RECEIVED	170624	246994	227951	389350	253679	273059	265468	226031	225484	251099
28a Flow Through Funds	1444	37987	40581	26770	28850	44826	19801	12086	11944	15754
28b Rent Expenses	29335	30483	31536	33701	26786	27738	2090	36268	33600	47170
29 Cost of Priestly Services	36829	57856	52088	92678	93986	94382	69483	42711	72302	80211
30 Costs of Other Staff	33588	39573	42893	52012	49003	55159	52746	68464	51890	46097
31 Church Property Expense, incl util	28927	31632	28987	30711	50181	34840	32647	35983	32637	31213
32 Rectory Expense, ind util & taxes	0	0	24635	0	0	0	25786	10787	23935	26420
33 Capital Expenditure	3200	5266	0	140163	5626	9582	23640	0	0	
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	12500	0	10780	0	0	
35 Assessment/Apportionment	19734	20549	22835	24438	25062	18999	21329	21388	28730	27420
36 Insurance Premium	7420	7420	7457	7457	7606	7720	7720	7720	7720	7720
37 Additions to Trust Funds	0	0	0	0	0	12000		0	0	
38 Outreach/Special Ex-Par Appeals	2234	19738	25583	13023	9287	17956	13951	4224	3294	1794
39 General Operating Expenses	31544	69624	48368	43621	40284	27722	24104	20388	21617	13769
40 TOTAL EXPENDITURES	163476	251658	252906	404103	293335	278860	282166	211665	242185	234644
41 2013 SURPLUS	7148	0	0	0	0			14366		16455
0 2013 (DEFICIT)	0	-4664	-24955	-14753	-39856	-5301	3302		-16701	
42 Debts Owing by Congregation at Y/E	0	0	0	74000	61500	25200				
43 Special Funds	14460	81151	76530	82483	60665	44002	32317	35840	13455	20709
0 Collection Income / ID givers	1238.269	833.3388	1501.911	1330.196	1451.021	1821.872	2325.783	1544.831	1659.151	1861.455



St. Margaret's Vanier

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Strategically located in a culturally and economically diverse neighbourhood on Montréal Road in Vanier, St. Margaret's is itself a diverse, multilingual urban parish with two worshipping congregations (Inuktitut-language and English-language). As a single parish comprised of two congregations, we walk the path of reconciliation every day through our listening, sharing, learning, and service alongside each other, building inter-cultural relationships internally and collaborating with other organizations working with marginalized people in the surrounding neighbourhood.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Inuit-led Ministry** - Respecting the principles of Indigenous self-determination, the parish is committed to empowering the development of Inuit-led ministry.
- **Community Engagement** - St. Margaret's is located in the heart of Vanier. The parish is committed to engagement with its neighbourhood through collaborations and partnerships with various Indigenous and non-Indigenous community groups (see Question 3 for more details). St. Margaret's is a safe place for spiritual care, friendship, cultural activities and services.
- **Worship, Discipleship, and Pastoral Care** - Worship on Sundays is in Inuktitut and English; Inuit parishioners and community members host a weekly community meal on Sundays following the 11:30am service. Parishioners of all ages are involved in regular Christian discipleship activities and programs (Bible/book studies, soup and movies, Gospel-Based Discipleship, etc.). A ministry of pastoral care by and for those in the parish is at the heart of how we care for one another (i.e. home blessings, weekly Hospital Pastoral Care program at The Ottawa Hospital; visiting Long Term Care and seniors' residences, etc.)
- **Intergenerational and Age Specific Ministry** - St. Margaret's is the home parish of people across many generations, including numerous households with children and teenagers. The spiritual growth of children and teens and support to their family households, is a parish priority (i.e. committed volunteers for Sunday children's ministry and financially resourcing children's ministry with contemporary and inclusive curriculum). St. Margaret's is committed to supporting people of every generation on their continuing road of spiritual growth and maturity.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach/Building Relationships** - rentals of hall at affordable rates to a variety of social services partners in the community (Minwaashin Lodge and other Indigenous organizations) and the church to an Ethiopian Orthodox Tewahedo (Unity) church; monthly donations to Partage Vanier (food bank); involved with Together for Vanier, *Precision Cities*, (Carleton U's Food Security Programme for Vanier), and the Vanier Community Association.
- **Events and Programs** are often advertised through word of mouth which, itself, builds a relationship within the neighbourhood and congregation. An example of this is the annual Inuit Christmas Celebration, a feast held after the Christmas service (with donations from some Arctic affiliated agencies, as well as donations from this and other parishes). Its goal is to bring cheer to those who come. Inuit from across Ottawa are included and made to feel valued, and each person goes home with a Christmas gift.



- **Welcoming Street Presence** - the church building is strategically located in the heart of the Vanier community on Montréal Road in the midst of a lot of foot traffic; the parish has a strong desire to open its doors as a 'sidewalk church', a sanctuary on the street, as a practice of an open and living parish.
- **Ministry to Inuit in Inuktitut** - The Parish provides support to Inuit throughout the city, who often feel dislocated and homesick for their families in the North, and works in partnership with Inuit service organizations in the neighborhood. The Reverend Aigah Attagutsiak is the first and only Inuktitut speaking priest in the diocese and is thus fully engaged in the parish, neighbourhood, community, and the diocese as a whole.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

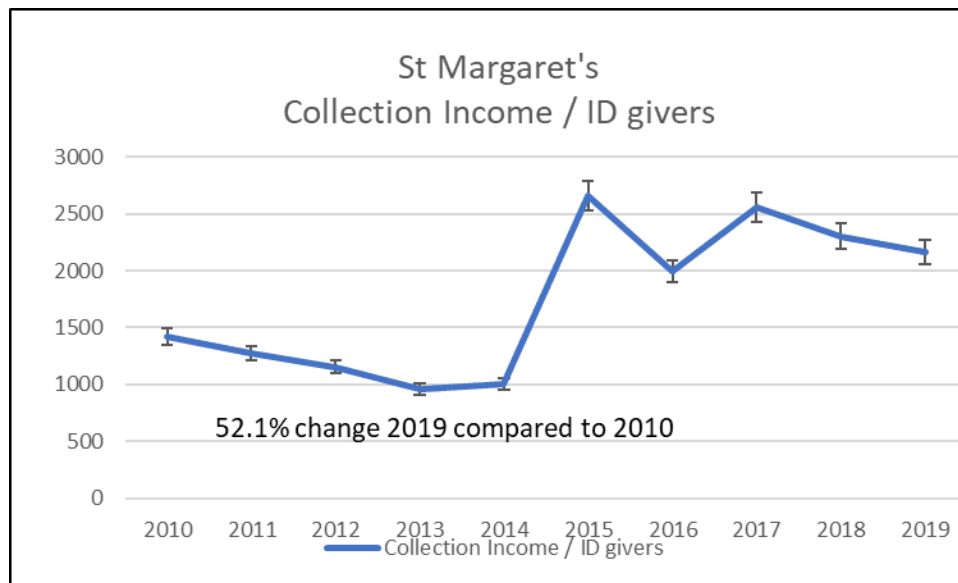
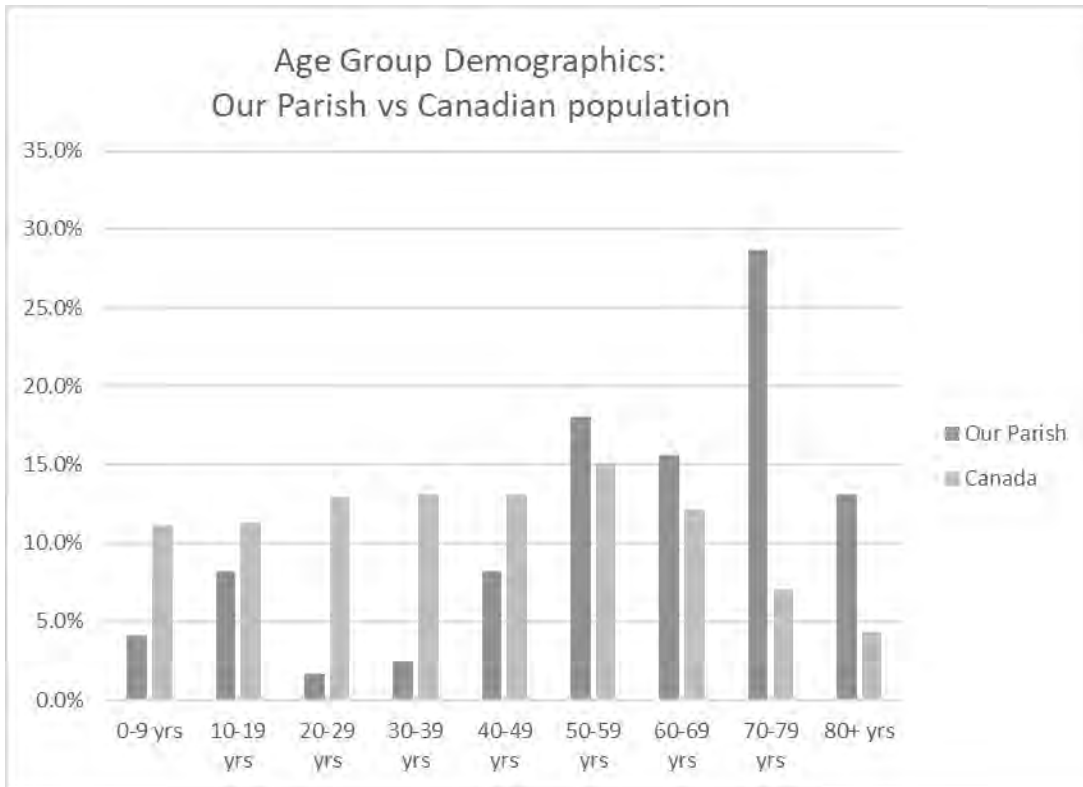
- **Human Resources** - Inuit-led ministry is under-resourced; additional support to Rev Aigah is needed. The English-language congregation is aging, volunteers are diminishing. The Inuit congregation has a younger demographic, as well as many elders. Engaging younger people in the community is a priority. There is some concern that the core group of volunteers is at risk of burnout. There is a desire to involve younger parishioners in leadership roles.
- **Building** - The building itself is small – the church seats 75, the parish hall accommodates 50-70 people for meals and concerts, and there is limited administrative and storage space. The building is in good shape, though some significant near-term work is needed (roof replacement). The building size is quite limiting, therefore making availability, managing rentals, etc. quite complex. Diocesan assistance may be needed to address this challenge.
- **Financial** - financial resources are quite limited.
- **Congregational Culture** - With the recent history of English-language congregations amalgamating plus a distinct Inuit-led ministry, SMV is learning to navigate intercultural boundaries – not only Indigenous/non-Indigenous encounters, but different historical parish cultures, each with their histories of expectations, conventions, and styles. Intercultural communications can be awkward, funny and/or tense. Breakdowns in communication and misunderstandings happen. Yet the parish's intercultural communication is rich with opportunity for learning not only about others, but about oneself. It's a challenge and a gift to the work in ministry at St Margret's.

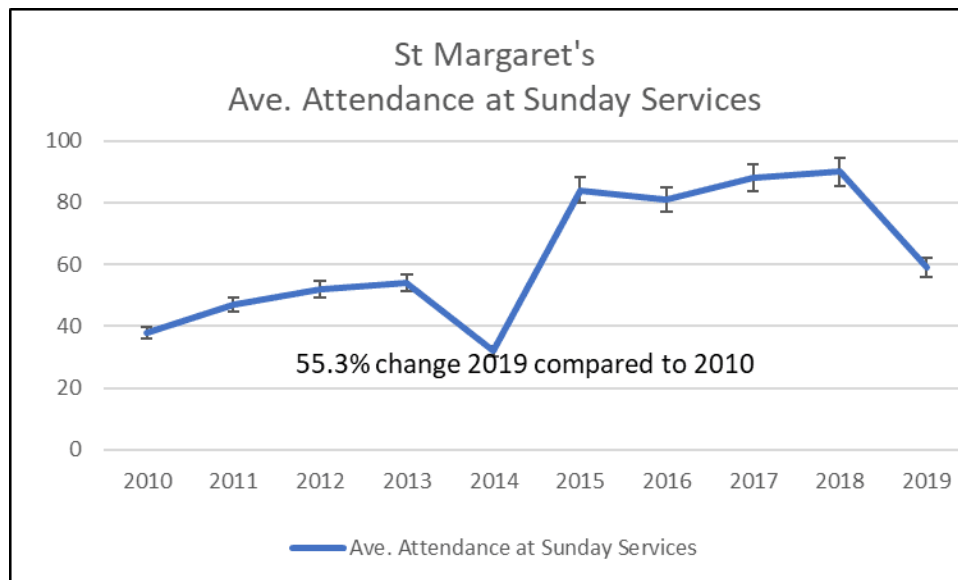
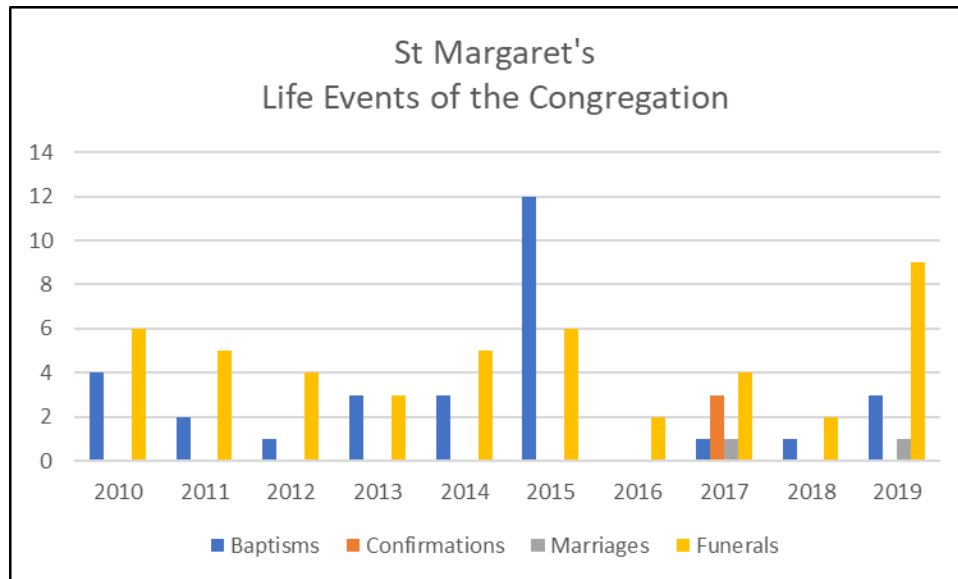
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Christian Education** - Develop Christian Education ministry, especially Inuktitut resources and Inuit-led programs. An Inuktitut-speaking Sunday school leader is a priority.
- **Community Engagement**
 - Further develop ministry and outreach around food insecurity in the neighbourhood.
 - There are a lot of trauma and mental health concerns in the neighbourhood; resourcing mental health first aid training, other workshops and the facilitation of healing ministries/practices by professional caregivers is an opportunity.
 - Opportunities for advocacy/supporting relief shelter and affordable housing in Vanier.
- **Online Ministry** - continue developing the community online.
- **Volunteers** - Essentially, there are many opportunities for ministry, but the main resource that is needed is the volunteers to lead in their programming and to help out in leadership and non-leadership positions.



St. Margaret's Vanier Quantitative Data







St. Margaret's Vanier										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	52	67	73	50	61	165	138	135	128	126
2 Members in full communion	51	60	45	50	50	160		135	118	126
3 Identifiable Givers	33	41	46	55	48	50	55	48	48	52
4 Ave. Attendance at Sunday Services	38	47	52	54	32	84	81	88	90	59
5 Baptisms	4	2	1	3	3	12		1	1	3
6 Confirmations	0	0	0	0	0			3	0	
7 Rec'd from other communions	0	0	0	0	0				0	
8 Marriages	0	0	0	0	0			1	0	1
9 Funerals	6	5	4	3	5	6	2	4	2	9
10 Church/Sunday Schools	0	0	0	0	0	2	2	2	2	2
11 Teachers	0	0	0	0	0	4	6	2	2	4
12 Pupils	0	0	0	0	0	9	12	16	15	15
13 No. of ACW Members only	0	0	0	0	0	0		0	0	
14 No. of Women's Guild Members	0	0	0	0	0		0	0	0	
15 No. of Men's BAC Members	0	0	0	0	0	12	12	0	0	
16 No. of Other Members	21	49	46	54	34	65	50	0	24	20
17 No. of Youth Members	0	2	0	0	0	0		0	0	
18 Collection Income	46357	52166	53105	52813	48199	132943	109740	122975	110535	112509
19 Open offerings	2164	3653	5641	4686	10178	8304	7153	6796	13302	7323
20 Donations Church Organizations	135	916	1663	1015	1247	165	7217	13080	14372	435
21 Rentals	15705	20209	17741	19672	4648	38219	37350	44446	41055	39153
22 Capital Withdrawals from CTF	0	0	0	0	0				0	
23 Other Income	0	2266	3939	2124	388				3200	32110
24a Bequests Deposited to CTF	0	0	0	0	0				0	967428
24b Received for Construction	0	0	0	0	0				0	
25 Bequests retained for use by Parish	0	0	0	0	0				0	
26 Endowments, Trust Funds, Invest Inc	267	172	102	388	135		13811	29029	10129	15856
XX Gift	0	0	3284	4202	2919	21496	18106	21506	10462	
27 TOTAL INCOME RECEIVED	65228	79382	85475	84900	67714	201127	193377	237832	203055	1174814
28a Flow Through Funds	265	3008	6277	1842	250	265		7000	6472	0
28b Rent Expenses	3683	7943	8766	2683	4484	14333	19400	14620	17741	21754
29 Cost of Priestly Services	13100	11089	20000	28321	29683	89633	67180	83574	44416	78298
30 Costs of Other Staff	5800	5945	5644	8270	5520	42367	9534	40882	24902	18850
31 Church Property Expense, incl util	12052	6136	14458	7963	16308	26902	29456	42766	38394	44859
32 Rectory Expense, ind util & taxes	0	0	0	0	0					16928
33 Capital Expenditure	29971	24511	10338	33643	9334		11916		33086	
34 Loan/Debt Repmt (Princ. & Int.)	6410	0	8451	0	0				0	
35 Assessment/Apportionment	4890	12118	4214	6138	351	27392	42273	33492	30156	101308
36 Insurance Premium	2800	2793	2807	2807	4129	3842	4191	4191		4191
37 Additions to Trust Funds	0	0	0	0	0			0	0	803795
38 Outreach/Special Ex-Par Appeals	320	800	1949	517	0	746		0		
39 General Operating Expenses	4370	3699	5568	6689	5220	48784	37855	977	57604	65620
40 TOTAL EXPENDITURES	79713	67091	73489	94348	73745	239666	202405	205882	228558	1133849
41 2013 SURPLUS	0	12291	11986	0	0			31950		
0 2013 (DEFICIT)	-14485	0	0	-9448	-6031	-38539	-9028		-25503	40965
42 Debts Owing by Congregation at Y/E	14500	6252	0	0	0					
43 Special Funds	21783	0	21963	22038	22107					57853
0 Collection Income / ID givers	1422.939	1272.341	1154.457	960.2364	1004.146	2658.86	1995.273	2561.979	2302.813	2163.635



St. Mark's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Mark's is a welcoming and caring church compassionately serving those in its community. It is a congregation searching for new opportunities of discipleship while preserving its tradition of a strong music ministry and embracing creative and inclusive forms of worship.

2. What are your ministry priorities, and how are these priorities lived out in your decision, activities and use of your resources?

- Since 2016 the congregation has been discerning **how best to respond to the needs of its community**
- **A diverse worship and liturgy with strong base in music.** Bible studies and other formation offered
- **Outreach** is foundational to the congregation, and is undertaken on a project basis
- **Fellowship** includes welcoming new visitors and new members; inviting people to join the choir and to be involved in church activities. Coffee Company and Conversation (CCC) is an outreach example that provides a service to the wider community and is explained further in Question 3
- **Diversity and inclusivity** (Black History Month). Sensitivity and perspective to differing cultures

3. In what way does our parish/congregation service the wider community; how are you engaged with the local community beyond your walls — outreach, events, partnerships?

- **Support** of the Debra Dynes Family House Ottawa including the collection of school supplies for the children and serving as members of its board of directors; Al Anon; "We Kicked the Habit" organization; and the Scouts, Guides and Pathfinders
- **Contributions** to the Food Bank and the children's emergency lunch program
- Coffee, Company and Conversation **Outreach to Seniors.** This relatively new Outreach goes beyond church members. Through advertising, seniors in our neighbourhood, but also from across the western and central part of the city, were attracted to this pilot program. The success of CCC is indicative that it will grow and expand into more seniors' activities and services as a greater outreach in the community. Some partnering was done with the Council on Aging in Ottawa and with Julian of Norwich
- **Participation in the Multifaith Housing Initiative (MHI) Tulipathon Walks** for several years where parishioners participated, carrying the St Mark's banner. In each of the last two years that the walk was held, the St Mark's community donated over \$1000. The impetus for many to donate/contribute was based on veterans having built and grown our church and the MHI's efforts to provide housing for homeless veterans
- **Fundraisers/community gatherings** such as the pancake supper, the church bazaar, card party
- **Rental of facilities** to community groups including the Carleton Memorial summer day camp, the Kiwanis music festival, music lessons, a martial arts group. The Mar Thoma Church uses space for their Sunday services (Partnership)
- **Other engagements** include annual ecumenical service with local churches; support to charitable organizations through Lenten Outreach; membership in the worldwide Little Free Library association; being a designated emergency evacuation centre for St. Rita's Public School

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Limited and aging human resources** although there is a wealth of intellectual horsepower to be harnessed



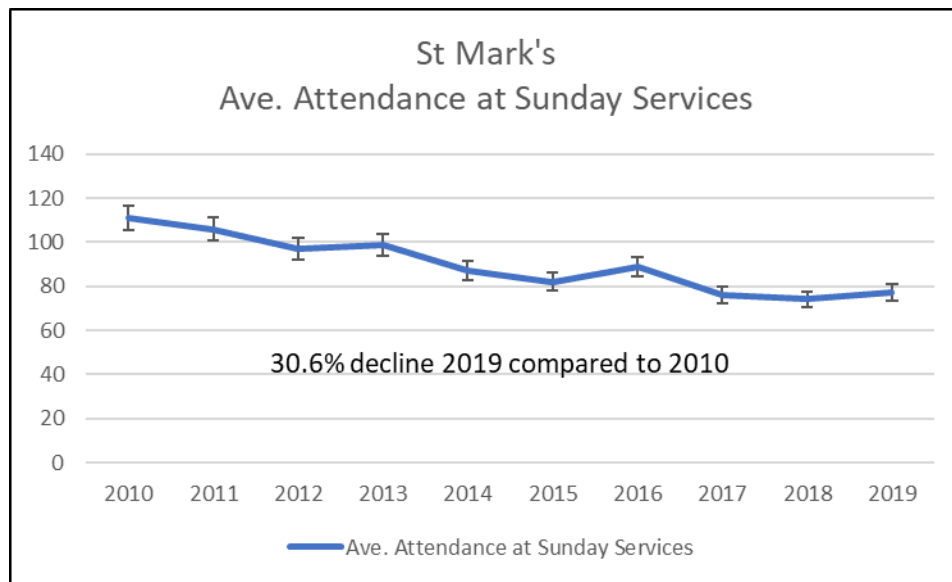
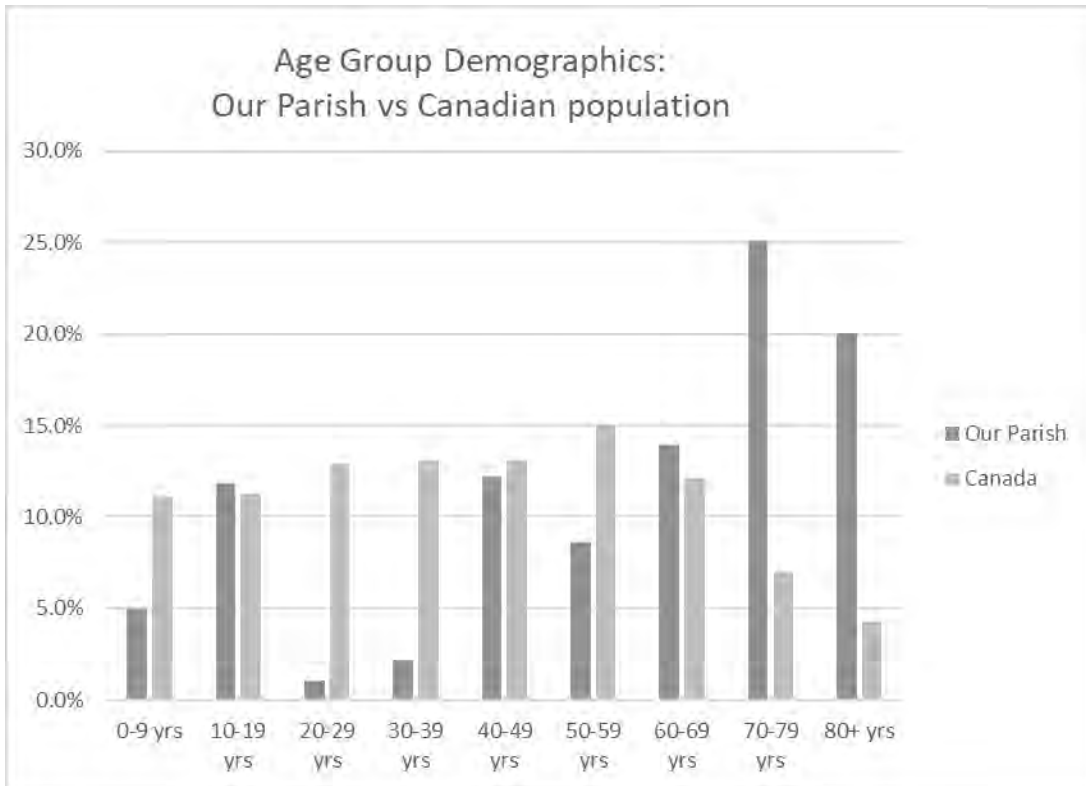
- **Challenge to attract parishioners into leadership roles.** More members are likely willing, if asked to serve
- Although the parish has been innovative in leveraging its buildings (e.g., solar panels), **upgrades such as new washrooms and improved accessibility are needed.**
- Balancing wanting to do more in outreach/community service and the financial/volunteer resource demands. **Realization that the parish cannot be all things to all people.**

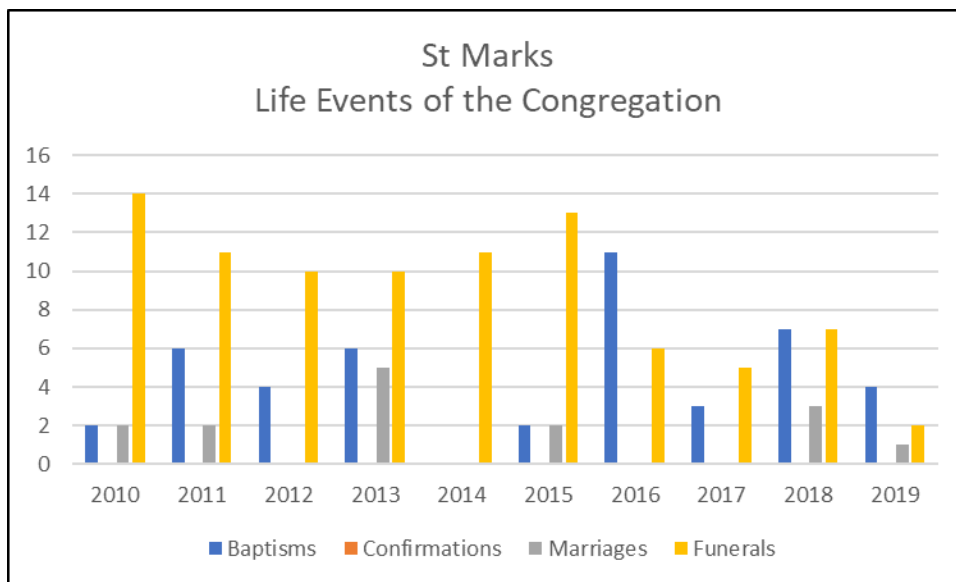
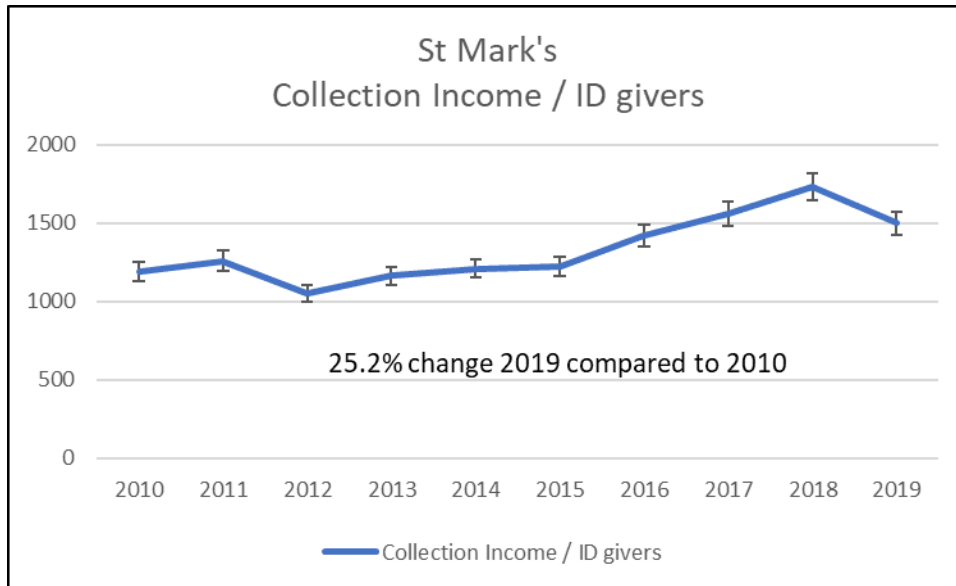
5. Are there ministry opportunities you are aware of and what would you need to engage in them:

- **To be an incarnational church** – a church that reaches out to where people are in their lives. Form a connection with a part of the community and have a mutual relationship, not just giving. Canvas the community to assess where such ministry opportunities exist
- **Expand Pastoral Care** to include more parishioner volunteers and more services
- **Appeal to the younger generation** through youth ministries and involvement
- **Begin a Refugee Ministry** by welcoming a refugee family or working with immigrants in the neighbourhood
- **Broaden awareness** of St. Mark's and its worship services and its events
- **Expand the Seniors Ministry** Coffee Company and Conversation (CCC) through the introduction of a variety of new programs
- **Continue and expand live streaming** to reach shut-ins and others worldwide
- **Open the sanctuary during the week** as a contemplative space
- **Maximize the use of the garden property** to welcome people
- **Improve connection** with visitors and parishioners
- **Follow up** with those who have not been to church for awhile
- **Attract more volunteers** by sending out a parish questionnaire regarding talents, interest, expertise
- Consider **whether our biggest contribution could be through our treasures, not just time or talents** (due to aging congregation)
- **Develop a ministry with College & University students** since we are on the Algonquin/Carleton corridor for student residents
- Determine **what makes our parish unique** and tailor our service to the unique needs of our community. There should not be a cut & paste model for all parishes



St. Mark's Ottawa Quantitative Data







St. Mark's Ottawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	338	339	352	354	373	310	331	307	313	297
2 Members in full communion	235	225	245	223	185	176	169	185	152	143
3 Identifiable Givers	142	137	133	136	129	132	117	111	105	116
4 Ave. Attendance at Sunday Services	111	106	97	99	87	82	89	76	74	77
5 Baptisms	2	6	4	6	0	2	11	3	7	4
6 Confirmations	0	0	0	0	0		0	0	0	
7 Rec'd from other communions	0	0	0	0	2		0	0	0	
8 Marriages	2	2	0	5	0	2	0	0	3	1
9 Funerals	14	11	10	10	11	13	6	5	7	2
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	3	2	3	4	4	10	12	8	6	4
12 Pupils	15	13	7	10	10	20	24	20	15	14
13 No. of ACW Members only	22	17	16	15	12	9	8	8	0	0
14 No. of Women's Guild Members	20	14	14	14	12	14	14	14	18	18
15 No. of Men's BAC Members	10	8	3	3	3	2	1	0	0	0
16 No. of Other Members	458	497	429	435	431	406	404	419	410	450
17 No. of Youth Members	20	17	14	12	12	8	12	8	7	7
18 Collection Income	168592	172363	139286	157798	155969	161698	166153	173200	181655	173735
19 Open offerings	6831	13062	12068	10569	2138	2515	2315	2044	1994	1910
20 Donations Church Organizations	12358	9154	11548	11115	10504	13355	18661	15555	13886	18122
21 Rentals	8827	8230	14377	17105	15517	16930	10945	11125	14370	22140
22 Capital Withdrawals from CTF	0	92256	0	0	0			0	15000	
23 Other Income	1888	6193	12056	11890	12416	13328	12081	11132	9957	9065
24a Bequests Deposited to CTF	22000	0	0	0	0		0	0		
24b Received for Construction	0	0	0	0	0		0	0		
25 Bequests retained for use by Parish	0	9821	0	5000	21622			0	5000	
26 Endowments, Trust Funds, Invest Inc	20066	3144	10600	12032	20733	12775	13554	13307	13911	14378
XX Gift	0	0	3539	11226	7198	7465	6006	2479	88	
27 TOTAL INCOME RECEIVED	240562	314223	235274	236735	246097	228066	229715	228842	255861	239350
28a Flow Through Funds	7689	6182	3044	3323	5848	2476	3379	3676	7468	3864
28b Rent Expenses	0	769	0	900	0	3886	550	556	1437	2214
29 Cost of Priestly Services	83007	70219	63356	102541	96509	73880	74823	79975	79693	57619
30 Costs of Other Staff	47230	37354	37241	19016	44613	46922	32752	27909	28244	29114
31 Church Property Expense, incl util	30198	29941	29654	30749	32874	35467	32076	31812	30419	36827
32 Rectory Expense, ind util & taxes	0	0	0	0	0					
33 Capital Expenditure	0	117106	0	0	15116	30605			26586	40843
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	33575	32778	33343	31705	33673	35904	38733		32509	33421
36 Insurance Premium	4851	4851	4875	4875	4875	5048	5048	31808	5048	5048
37 Additions to Trust Funds	22000	0	0	0	0			5048		0
38 Outreach/Special Ex-Par Appeals	6807	6182	3044	3323	2848	2476	3379	3676	7469	3864
39 General Operating Expenses	9821	12861	41546	31535	12342	8469	35698	34579	37835	14926
40 TOTAL EXPENDITURES	237489	311292	213059	223744	242850	238771	222509	214807	247803	221662
41 2013 SURPLUS	3073	2931	22215	12991	3247		7206	14035	8058	17688
0 2013 (DEFICIT)	0	0	0	0	0	-10705				
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	0	0	0	0					
0 Collection Income / ID givers	1187,268	1258,124	1047,263	1160,279	1209,062	1224,985	1420,111	1560,36	1730,048	1497,716



St. Martin's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Martin's is a place of warmth and welcome where being inclusive means that they are an extended family that has always pulled together when there is a goal to be met. Being surrounded by a community that is substantially senior reflects the nature of their own senior parish.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Delivering Divine Service** on Sunday is the focus ministry at St Martin's. Lay leaders contribute to Sunday services through an active altar guild, readers, Morning Prayer officiants, etc.
- **Bible Study** has been a tradition during Advent and Lent. More recently a weekly bible study has been added and proven to be important.
- **Pastoral Care** is a priority, particularly to seniors given the age of the parish, and members carry out pastoral visiting. During the pandemic a phone tree was used to keep in touch with everyone on the parish list.
- **Music** is highly valued by the parish. St Martin's recently hired a new organist and has a volunteer choir.
- **Family and Children's Ministry** - in spite of the average age, there is a small and committed group of younger families and there are ongoing efforts to support the Sunday school with skilled volunteer leadership.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Community Engagement** - the church garden is a gift to the neighbourhood and they offer a much-loved outdoor Live Nativity at Christmas. On Hallowe'en, they plan on giving out treats on their front steps in a further attempt to engage with their younger neighbours as a member of the community. Past activities have included a bazaar and concerts which brought the community to the church.
- **Rentals** include AA, choirs, other faith groups, a ping pong club, a Montessori daycare as well as other commercial rentals.
- **Quiet Ministry** - individual parishioners are active in the community as an expression of their own faith even if not as representatives of St. Martin's. They help direct resources to community organizations by coordinating the collection of donations of food items, stamps, eyeglasses etc.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **The Building** - It is too much building. Maintenance has been deferred and decisions for upgrades are overwhelming. While there is an elevator it requires oversight when it is used, making accessibility an issue. The large rectory, currently rented out, is a drain on their resources. Property redevelopment has been a topic of conversation for a long time, taking up energy and causing frustration when no action is forthcoming.
- **Human Resources** - an aging population and volunteer burnout has people stretched to their limit. It is hard to maintain current activities, never mind to generate the energy for a big idea to mobilize people. In addition, the last 12 years have required St. Martin's to spend lots of time and energy on



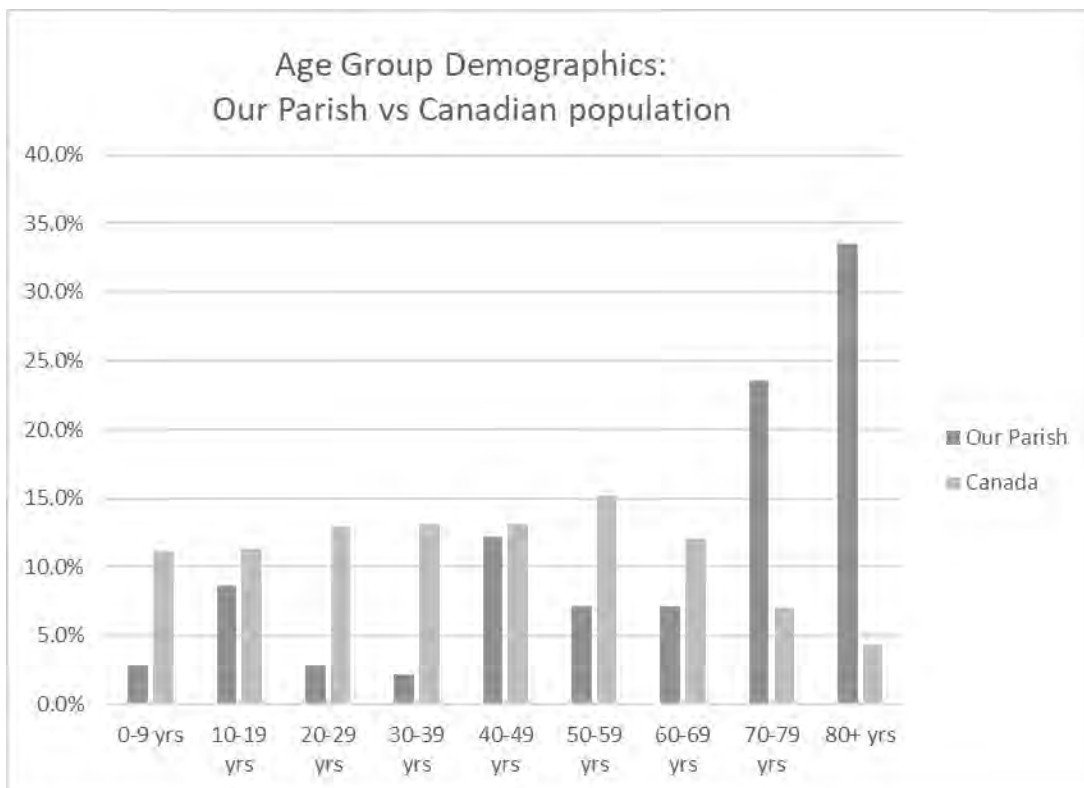
questions of the parish’s future and so may have missed some opportunities for partnerships and outward facing ministry.

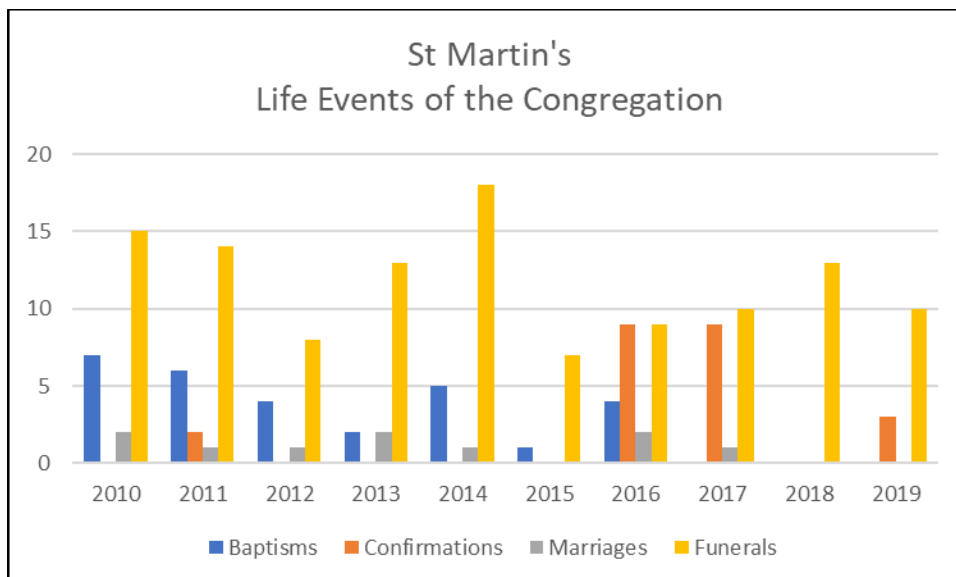
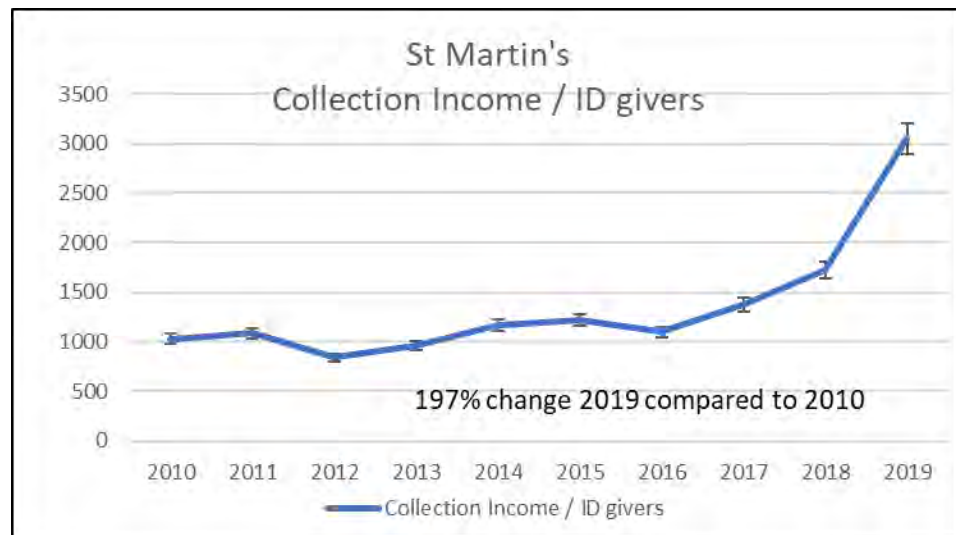
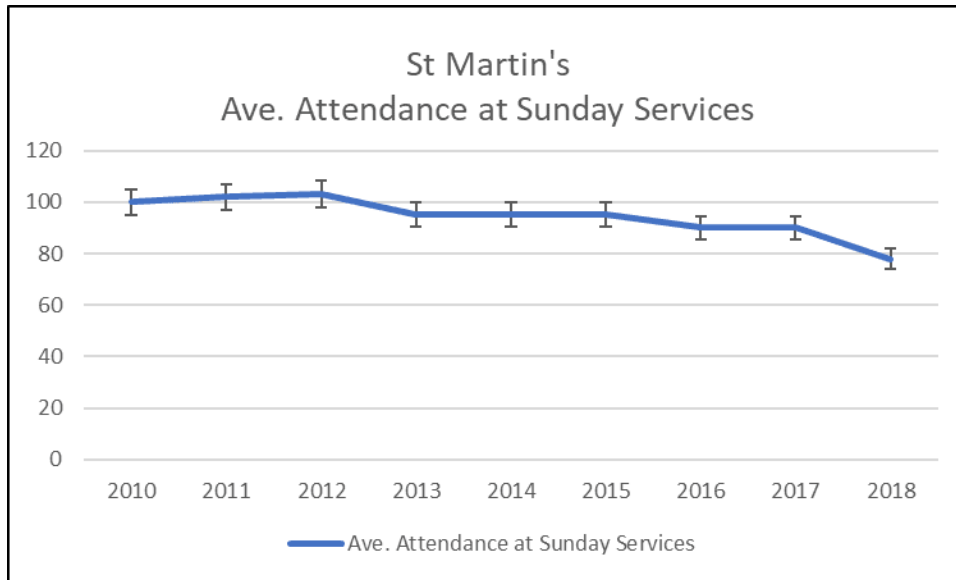
- **Church Location** - St. Martin’s is hard to find. Major streets tend to break up this residential area and create the perception of boundaries. Also, there are many choices of other churches in the vicinity.

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Ministry to Seniors** - The surrounding community has the second highest concentration of seniors in Canada and therefore has many residences focussed on serving a senior population. A meaningful ministry to this population requires dedicated human resources (perhaps via a team ministry model so that one parish isn’t called on to meet everyone’s needs).
- **Space for Community Groups** - The area has a need for space for community groups, partly due to the closing of the local YMCA. Redeveloping or upgrading the property would be needed in order to meet this need and a property manager may be required.
- **Refugee Sponsorship** - A past successful refugee sponsorship of a Vietnamese family has created interest in being involved in refugee sponsorship in the future. It would need to involve a partnership with another group, whether another Anglican parish or some other organization.
- **Major Change** – St. Martin’s has explored a variety of changes over the past decades, including merging with another Anglican parish and entering a building sharing arrangement with the local United Church. For various reasons, these plans never came to fruition but there is openness to major change. The possibilities for creative team ministry and reorganization of buildings, human resources, etc. in the region are of interest to St. Martin’s.

St. Martin’s Ottawa Quantitative Data







St. Martin's										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	366	349	336	408	405	403	403	400	200	172
2 Members in full communion	217	281	283	336	330	330	330	330	145	139
3 Identifiable Givers	148	134	166	146	145	132	153	150	114	50
4 Ave. Attendance at Sunday Services	100	102	103	95	95	95	90	90	78	0
5 Baptisms	7	6	4	2	5	1	4	0	0	0
6 Confirmations	0	2	0	0	0	0	9	9	0	3
7 Rec'd from other communions	1	0	0	0	0	0			0	0
8 Marriages	2	1	1	2	1	0	2	1	0	0
9 Funerals	15	14	8	13	18	7	9	10	13	10
10 Church/Sunday Schools	1	2	1	1	1	1	1	1	1	1
11 Teachers	2	12	12	22	22	22	8	7	2	1
12 Pupils	15	45	40	43	43	43	30	25	20	12
13 No. of ACW Members only	0	0	0	0	0				0	0
14 No. of Women's Guild Members	25	40	18	20	20	20	20	20	15	12
15 No. of Men's BAC Members	18	16	13	15	15	15	15	15	15	6
16 No. of Other Members	95	125	130	140	140	140	140	140	140	51
17 No. of Youth Members	8	8	6	3	3	3	3	3	0	5
18 Collection Income	152172	145625	139261	140645	169334	154415	168258	206014	196478	152567
19 Open offerings	3981	3221	3114	3271	3614	4589	5141	4597	3809	3008
20 Donations Church Organizations	11609	10534	8514	6050	1480	6236	12813	10932	9229	9050
21 Rentals	36787	42420	55566	39790	51597	74680	80494	86315	94805	71838
22 Capital Withdrawals from CTF	0	0	0	0	0		0	0	0	
23 Other Income	0	23355	21783	28721	43308	17869	3744	1257	35828	
24a Bequests Deposited to CTF	0	0	0	0	0	15000	0		0	
24b Received for Construction	0	0	5500	0	0	10000	0		0	
25 Bequests retained for use by Parish	0	0	0	0	0		0		0	100000
26 Endowments, Trust Funds, Invest Inc	8157	8536	6276	6249	6191	5699	7599	7823	8198	8701
XX Gift	0	12303	24012	16266	15714	15637	14504	2543		
27 TOTAL INCOME RECEIVED	212706	246034	264026	240992	291238	304125	292553	319481	348347	345164
28a Flow Through Funds	10036	1720	2823	13654	12045	12460	9506	30100	24042	1420
28b Rent Expenses	40576	38650	52337	52681	69013	73319	63730	72821	24725	
29 Cost of Priestly Services	86605	83258	89252	96281	85409	91279	101739	103601	93774	105241
30 Costs of Other Staff	20914	21257	21539	21747	22851	24103	23009	30456	24941	28402
31 Church Property Expense, incl util	47887	48823	63320	44821	63630	55121	52573	44687	16856	71421
32 Rectory Expense, ind util & taxes	10880	8216	7758	12138	18044	8448	11382	10413		10802
33 Capital Expenditure	0	18382	5500	8343	0	39615	17758	20454	72456	56971
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0		1158	
35 Assessment/Apportionment	38217	36059	31671	28936	29989	30626	33173	25009	27012	25011
36 Insurance Premium	11197	11197	11253	11253	11478	11650	11650	11650	11677	11650
37 Additions to Trust Funds	0	0	0	0	0	0	0		0	
38 Outreach/Special Ex-Par Appeals	0	0	0	8062	5413	3235	9506	30100	24042	
39 General Operating Expenses	15591	17567	27170	32021	34709	35875	30399	43033	21813	
40 TOTAL EXPENDITURES	231291	244759	257463	263602	271523	299952	291189	319403	293729	309498
41 2013 SURPLUS	0	1275	6563	0	19715	4173	1364	78	54618	35666
0 2013 (DEFICIT)	-18585	0	0	-22610	0					
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	89017	69312	70512	70730	56467	55150	62403		17378	
0 Collection Income / ID givers	1028.189	1086.754	838.9217	963.3219	1167.821	1215.866	1099.725	1373.427	1723.491	3051.34



St. Mary's Russell

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Mary's is a welcoming and inclusive congregation, adapting and changing to respond to and serve the needs of its community, which incorporates a wide geographical area.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

• **Serving the Community**

- The primary focus of St. Mary's is to serve their community, a huge geographical area, as far east as Maxville and Vankleek Hill and this is where they use their resources
- Making space available for community groups (AA, playgroups, dance classes, yoga classes, 4H, Victoria's Quilter) at all hours.
- St. Mary's receives a lot of cooperation from the community, many volunteers, although not parishioners in the traditional sense of attending worship, see this ministry in action and come forward to volunteer.

• **Education**

- Use of website to offer educational resources to parishioners and the wider community
- Frequent emails which reach beyond the parish to volunteers, zoom worshipers and faraway supporters

• **Worship**

- Two Sunday services to offer diversity
- Early service is quiet and contemplative, freeing up the rest of the day for family or social commitments
- Later service is more informal, less traditional and focused on family worship with participation from youth
- Complete service is projected making it easier for people to participate and feel welcomed
- Monthly services include a zoom service for the wider community and a service of Holy Eucharist at the local retirement home, Russell Meadows

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

• **Outreach**

- Clothing ministry that helps many needy people, including victims of house fires and the homeless which goes beyond just clothes to fellowship and responding to other needs as they arise and attracts volunteers from the whole community
- Victoria's Quilt Group has brought in a lot of local retirees and given them a purpose and a time to socialize with the staggering result being hundreds of quilts being donated to cancer patients every year
- Sends Bales to the North annually, even when our Diocese does not

• **Events:**

- Christmas Dinner: free dinner the week before Christmas serving 300+ meals in-person, take-out or delivery, with toys available (from the clothing closet) for kids in need
- A place for people to meet: spring tea, fall ham dinner, bingo, mystery dinner theatre, craft shows, silent auctions, vacation bible school, 4H, home school graduation, Women's Institute (WI)



- **Partnerships:**
 - Existing partnerships with the Lions Club, the Masons and local businesses in outreach ministry

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

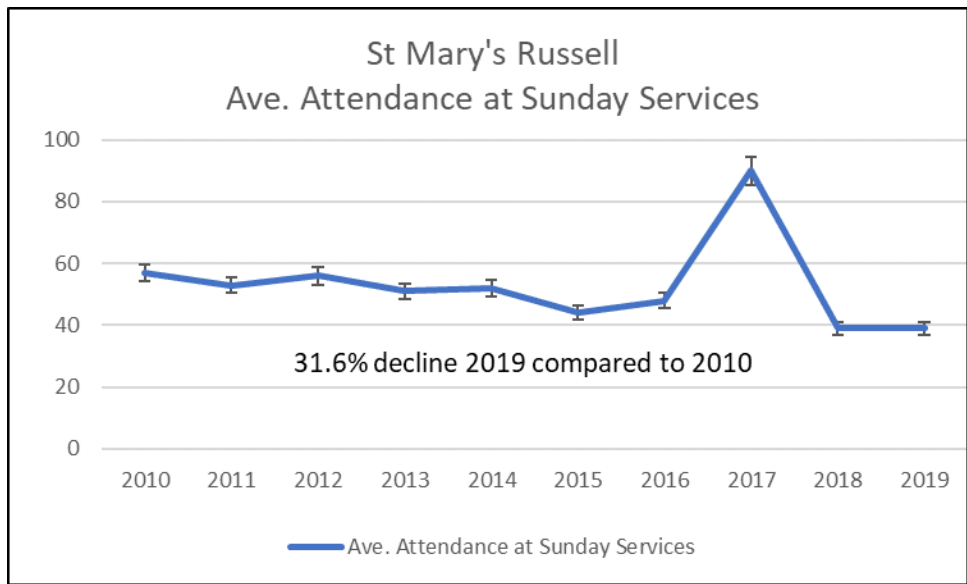
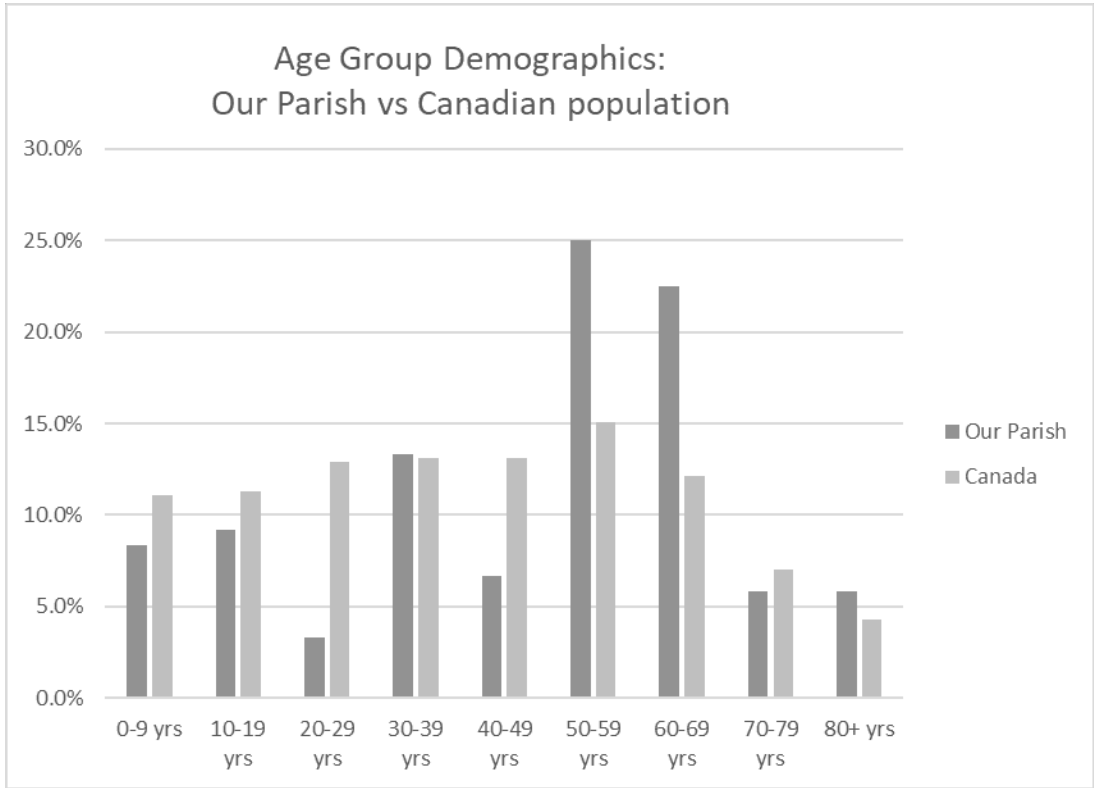
- **Finances**
 - In the past, St. Mary's has carried a large diocesan debt but does so no longer
 - Moving to a part-time priestly model is a good fit both financially and functionally
 - St. Mary's has a capital fund to finance major improvements
- **Building Status**
 - Recent, complete refurbishment of the lower Church Hall to house the new Clothing Closet and provide space for group meetings was enabled by the capital fund, donations from local businesses and the lay community.
 - St. Mary's has a capable and talented group of volunteers (parish and non-parish) who readily assist on upkeep and projects
 - Reduced overhead by fully refitting with LED lighting and reduced maintenance by upgrading to metal roofing
- **Human Resources**
 - St. Mary's has thrived most with an intentionally part-time (not shared) incumbent who resides in the community and is focused on worship and pastoral care, partnering with strong lay leadership for program and community involvement
 - Strong belief that this should be an option / career path offered in our Diocese
 - Many volunteers with 3 out of 4 volunteers falling outside the traditional definition of parishioner, coming instead from the community
 - To continue the ministries (2 & 3) and to accept the opportunities (5), there is a need for more education around issues such as reconciliation with Indigenous peoples and the climate crisis and of engaging youth, expanding our awareness of the wider community, and continually renewing our faith

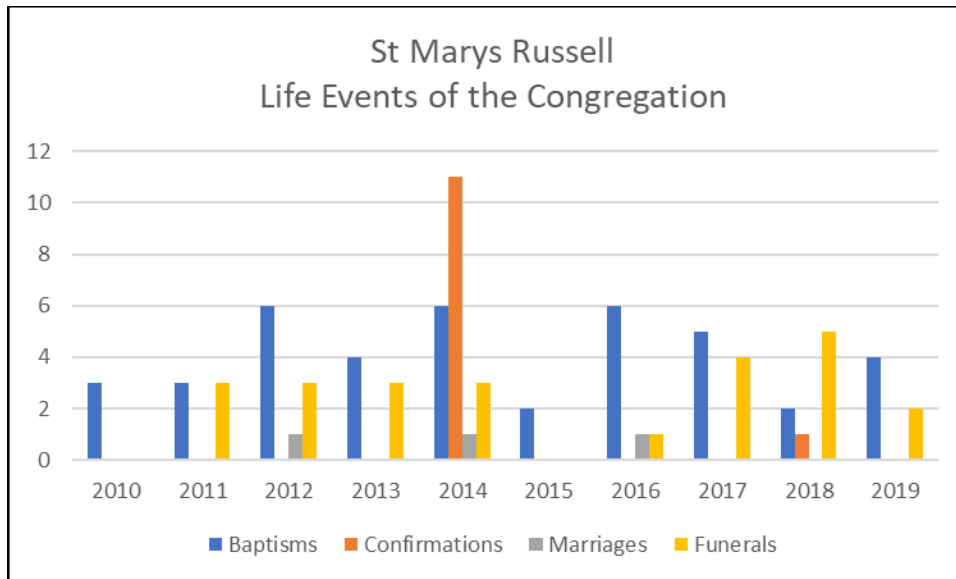
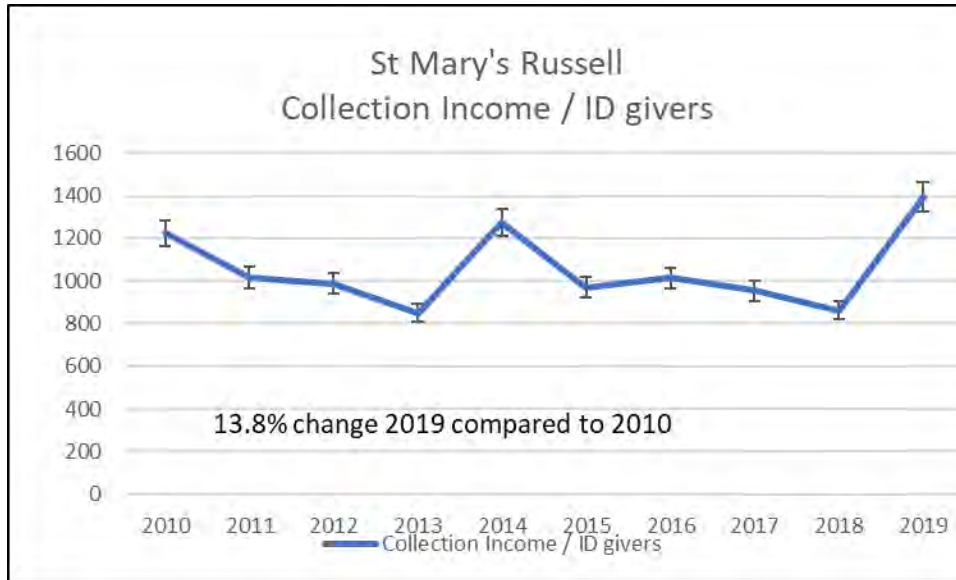
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Russell is growing at a good clip and St. Mary's is looking for ways to engage with their new neighbours
- There is an increasing francophone population and bilingual personnel would be an asset now and will become a need in the near future



St. Mary's Russell Quantitative Data







St. Mary's Russell										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	146	165	163	162	197	182	177	119	107	115
2 Members in full communion	70	83	81	79	128	176	174	97	104	91
3 Identifiable Givers	56	72	78	78	49	65	65	80	98	62
4 Ave. Attendance at Sunday Services	57	53	56	51	52	44	48	90	39	39
5 Baptisms	3	3	6	4	6	2	6	5	2	4
6 Confirmations	0	0	0	0	11	0	0	0	1	0
7 Rec'd from other communions	0	0	0	0	0	0	9	0	0	0
8 Marriages	0	0	1	0	1	0	1	0	0	0
9 Funerals	0	3	3	3	3	0	1	4	5	2
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	2	5	3	3	0	1	1	1	2	4
12 Pupils	6	10	10	10	8	11	12	12	12	10
13 No. of ACW Members only	10	10	8	8	8	10	10	18	16	14
14 No. of Women's Guild Members	25	25	25	25	0	40	50	12	0	42
15 No. of Men's BAC Members	0	0	0	0	0	3	3	0	0	6
16 No. of Other Members	30	7	32	25	52	73	72	46	73	56
17 No. of Youth Members	9	7	11	10	3	5	0	0	4	2
18 Collection Income	68530	73310	77112	66204	62377	63069	65858	76351	84500	86368
19 Open offerings	2052	1188	1383	1712	1188	1081	1802	1718	1001	964
20 Donations Church Organizations	6724	9418	2707	7914	0	4506	16520	8466	15720	22892
21 Rentals	3625	4270	4360	6619	4270	6840	7145	8780	8539	11600
22 Capital Withdrawals from CTF	0	0	0	0	0			0	0	0
23 Other Income	4681	13671	7561	1968	8163	16801	0	5684	1512	2457
24a Bequests Deposited to CTF	0	0	0	0	22981					0
24b Received for Construction	0	0	0	0	0					0
25 Bequests retained for use by Parish	0	0	0	0	0				3000	15457
26 Endowments, Trust Funds, Invest Inc	5998	5659	3488	5589	4496			6484	3934	6973
XX Gift	0	7597	14554	20355	10523	17042	13204	1024	0	0
27 TOTAL INCOME RECEIVED	91610	115013	111165	110361	113998	109339	104529	108507	118206	146701
28a Flow Through Funds	4497	13239	6335	4097	631	6000	15714		5425	
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	51900	68398	71287	70220	34432	61423	70337	83679	83077	90149
30 Costs of Other Staff	4985	6170	6958	6068	5029	5624	6068	7566	3802	2321
31 Church Property Expense, incl util	11819	11718	9170	8020	808	8630	7474	7228	12668	8663
32 Rectory Expense, ind util & taxes	0	0	0	0	12438			0	0	0
33 Capital Expenditure	7041	1290	0	0	0		3343	1200	5201	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	891	2673	11782	1782	1782	8409
35 Assessment/Apportionment	0	6874	8167	7921	3333	9080	3158	-4160	4844	1011
36 Insurance Premium	6874	1568	2521	2100	1491	1935	2175	2610	2901	4619
37 Additions to Trust Funds	1574	0	0	0	0			0		0
38 Outreach/Special Ex-Par Appeals	1434	3335	1983	725	662	1500	1020	1873		
39 General Operating Expenses	10497	3820	9598	5563	15064	9896	5559	5802	5450	5892
40 TOTAL EXPENDITURES	96124	103173	109684	100617	74148	100761	110916	107580	119725	121064
41 2013 SURPLUS	0	11840	1481	9744	39850	8578		927		25637
0 2013 (DEFICIT)	-4514	0	0	0	0		-6387		-1519	
42 Debts Owing by Congregation at Y/E	0	0	0	0	22961	103848	10920	9562.19	8162.58	
43 Special Funds	7402	28252	0	66227	174582	21892	17998		16665.21	29102
0 Collection Income / ID givers	1223.75	1018.194	988.6154	848.7692	1273	970.2923	1013.2	954.3875	862.2449	1392.871



St. Matthew's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Matthew's is a vibrant Christian community that welcomes everyone, embraces inspiring worship and learning, and is committed to hospitality and social justice. We learned during the Covid-19 pandemic that we are flexible, adaptable and open to change.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship** - Traditional Anglican liturgy lived out especially through excellence in preaching and the quality of the parish's music program (choir, pipe organ).
- **Learning and Formation** - Sunday school uses the SPARK Curriculum; youth are engaged in outreach and fundraising activities and joining the Servers Guild; adults participate in *Conversations* on Sunday mornings, weekly Bible study and Christian Meditation, Chapel Chats.
- **Outreach and Community Involvement** (see details in #3 below).
- **Welcome/fellowship/pastoral care** - welcoming initiatives include identifying newcomers, with follow up/integration into parish life; hospitality is a key aspect of worship, outreach and parish events; prayer chain team offers daily prayers as requested by individuals, the community, and parish leadership; prayer support team at the 10:30am Eucharist prays with members of the congregation in the transept; pastoral care team reaches out through phone calls, cards, emails, and visits, at times offering the Eucharist.
- **Building** - The building is a sacred space, a place of welcome, and a source of comfort for parishioners and visitors, although it is expensive to care for. The exceptional acoustics are a resource for the music program, concerts, and recording. The building itself seems to play a role in shaping ministry opportunities and inspiring action and participation.
- **Fundraising** - The live and virtual annual auctions and the Great Glebe Garage Sale donate a significant portion of their revenues to outreach activities such as the Centretown Emergency Foodbank and the First Avenue Churches and Community Embracing Sponsorship (FACES) for the support of refugees. There is a view that fundraising is a form of outreach since it raises awareness and fosters community involvement.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Diverse Outreach Opportunities** - Known in the area for being committed to, and engaged in, outreach. St. Matthew's offers a diverse range of opportunities; parishioners are encouraged to initiate or contribute their time, talent or treasure to a project they feel passionate about.
- **Harmony House** - Established Harmony House, Ottawa's only 2nd stage (transitional) shelter, which bridges the gap between crisis living in an emergency shelter and working through trauma to live independently in the community; have always participated on the board of directors.
- **Other Outreach Activities**
 - Great Glebe Garage Sale (GGGS)
 - **FACES** – A group composed of St. Matthew's, St. James United, St. Giles Presbyterian churches and a community group that supports refugee sponsorship. Since it began, nearly \$300,000 has been raised and more than 26 families (75 newcomers) supported, with a large and committed team of volunteers.



- **Indigenous Community** - relationship with the Moose Cree in the Saint Thomas parish at Moose Factory, including mutual visits involving youth, experiencing drumming, cultural and social events, a winter trip on their land, and sharing liturgy and prayer ministry.
- **Food Basket** - a Sunday collection with food and special drive items for distribution.
- **Other Activities, Events, and Projects** - Jesse Tree (Harmony House), Angels with Backpacks (Youth Services Bureau), CCSAC Walk-a-Thon, Centre 454, Black Canadian Scholarship Fund, Cornerstone Meal-a-Month, Out of the Cold Suppers, Open Doors, Pride Parade, Marmalade Project, Newcomers Dinner, and Pancake Supper.
- **Music Ministry**- special musical events throughout the year which are very popular and draw visitors from beyond our community. A freewill offering is accepted in lieu of ticket sales.
- **Fundraising and Social Events** - Great Glebe Garage Sale, Auctions, Jazz concerts, Treasures Boutique and Tapas, etc.
- **Building Rentals to Community Groups** - e.g., Monkey Rock Music for kids, GNAG (Glebe Neighbourhood Activities Group), a daycare program, the Nepean All-City Jazz Programs.
- **Special Worship Services** - The Advent Carol, Nine Lessons and Carols, Christmas Eve Children's Pageant and Candle-light services are known in the community and are well attended, as are the Blessing of the Animals, and special Lent, Easter, and Pentecost services.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

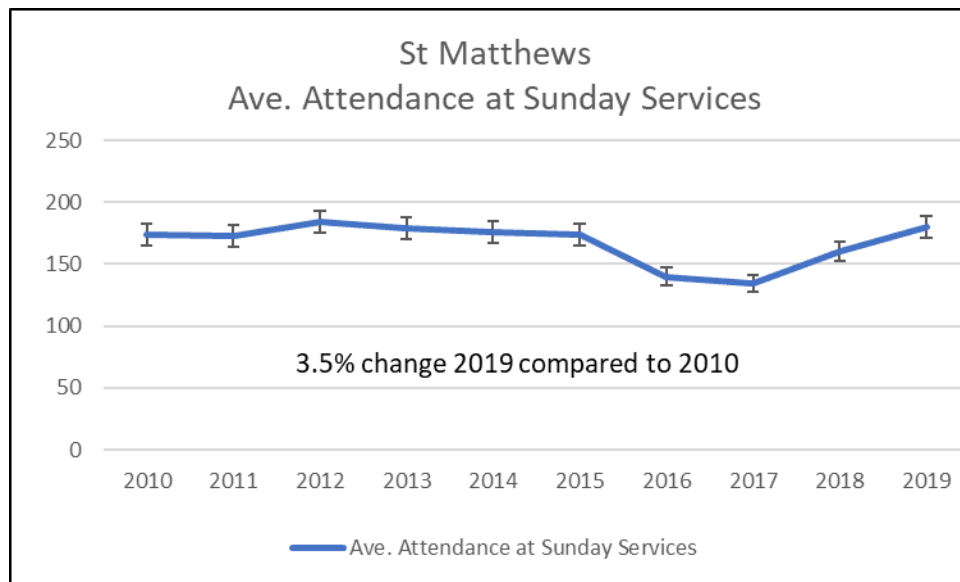
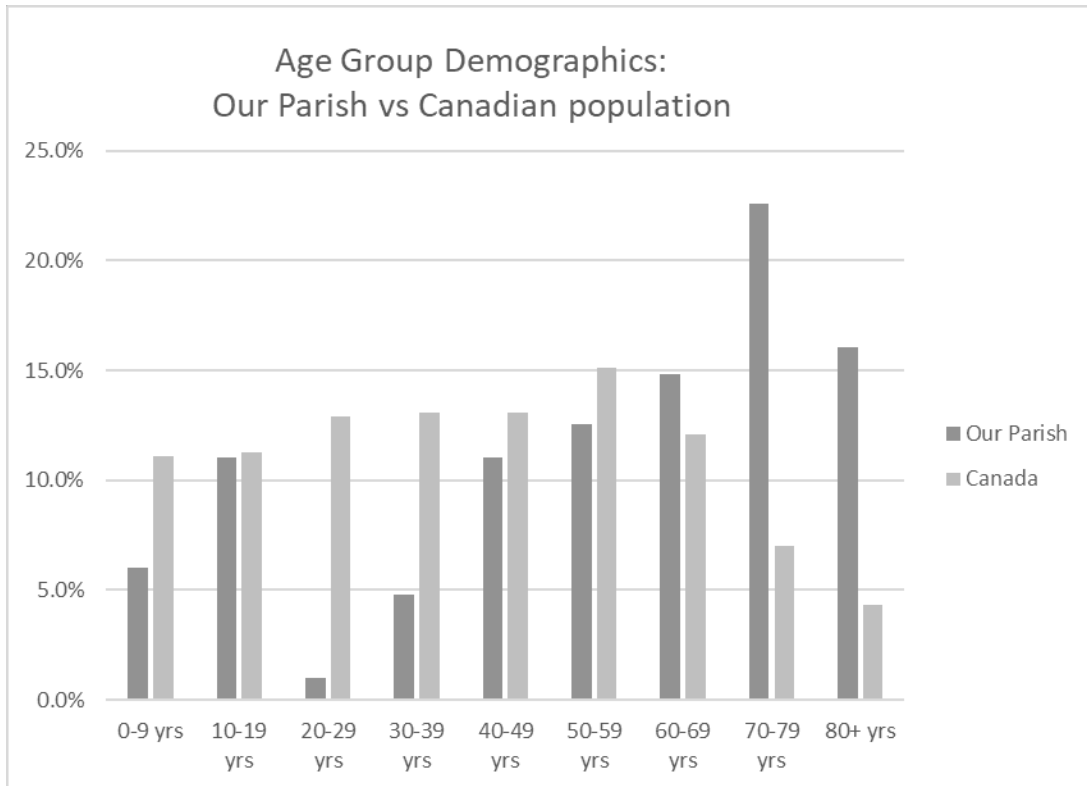
- **Financial Obligations**- St. Matthew's, like other churches, is challenged to meet its financial obligations in the context of growing costs and an aging congregation.
- **Building** - The aging building, although structurally sound, (including a new roof, repointing of the tower stone façade, and a repair to the organ in the past 25 years) is expensive and challenging to maintain. The parish does not have the financial resources to stay current with all the needed maintenance and renewal projects. Among the renewal priorities are the stained-glass windows, heating and ventilation, the foundation and the organ which needs replacement.
- **Human Resources** - There are still a sufficient number of parishioners available for individual events, but the pool of leaders is shrinking with time, especially for tasks with a longer timeline. There is a desire to hire an Assistant Curate, Children/Youth co-ordinator, or support with technology, but there are no funds available to invest in human resources. There is also a need to recruit new volunteers for leadership positions.

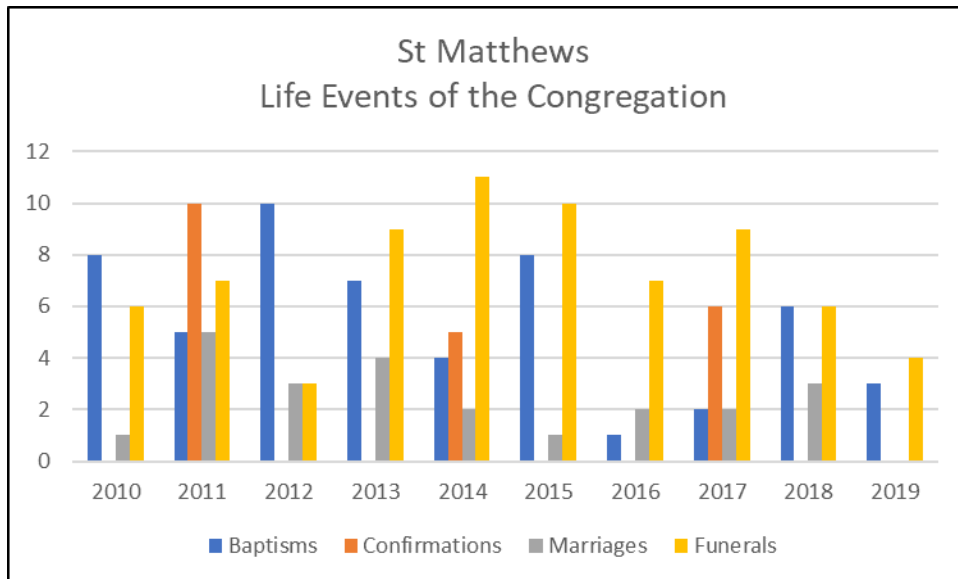
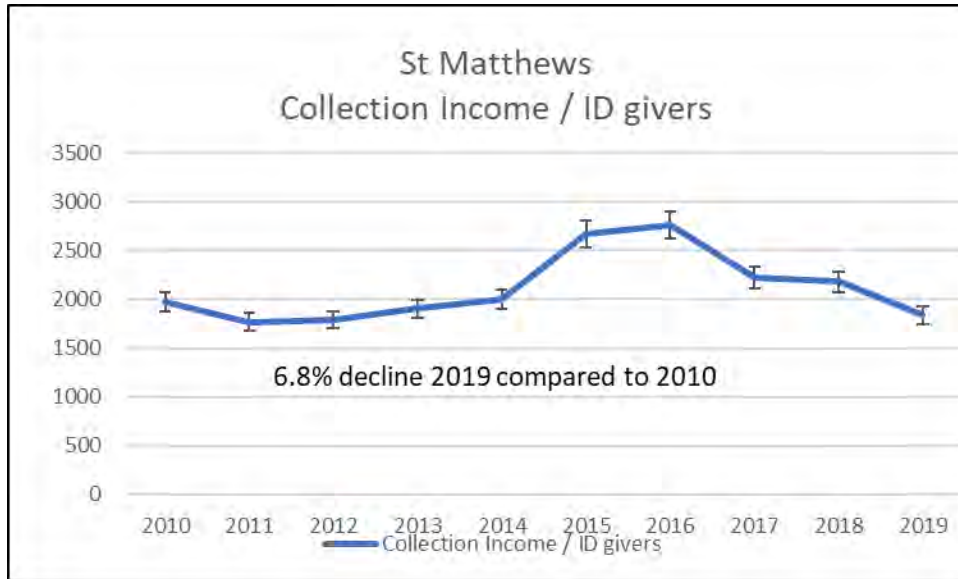
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Revitalizing the Parish Community** - Make sure all are included – in particular, explore how to make parish activities and meetings more accessible to those who work, have families, etc.; encourage ministry to children, youth, and families (Sunday School, youth groups); take care of one another through pastoral care; and ensure that leadership is developed.
- **Outreach/Social Justice/Growing the Church** - Develop new and vital outreach ministry; support and awareness for BIPOC (Black, Indigenous, People of Colour), LGBTQ+, and other communities, especially locally, and deepen relationships already built. Identify seeker communities to connect with.
- **Online Presence** - There is a desire to maintain and grow the online presence of the church past the end of the pandemic – virtual church, Zoom gatherings, incl. Bible study, etc.
- **Ecumenical** - Explore sharing worship spaces, Sunday school, and youth groups with other local churches and faith communities.



St. Matthew's Ottawa Quantitative Data







St. Matthew's										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	604	630	575	570	540	460	469	435	500	432
2 Members in full communion	392	350	340	270	280	250	250	225	250	195
3 Identifiable Givers	219	236	234	203	208	200	200	219	225	331
4 Ave. Attendance at Sunday Services	174	173	184	179	176	174	140	134	160	180
5 Baptisms	8	5	10	7	4	8	1	2	6	3
6 Confirmations	0	10	0	0	5			6		0
7 Rec'd from other communions	0	1	0	0	0					0
8 Marriages	1	5	3	4	2	1	2	2	3	0
9 Funerals	6	7	3	9	11	10	7	9	6	4
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	5	4	7	10	8	6	6	6	4	6
12 Pupils	22	45	48	40	36	28	26	15	15	35
13 No. of ACW Members only	0	0	0	0	0					0
14 No. of Women's Guild Members	20	75	50	0	0					0
15 No. of Men's BAC Members	0	85	52	0	0					0
16 No. of Other Members	125	230	250	208	200	200	200	200	200	136
17 No. of Youth Members	20	56	35	28	0			6	7	52
18 Collection Income	431952	417018	419115	386289	415732	533873	553097	487960	489752	608199
19 Open offerings	10343	12642	13523	14255	11928	12852	16058	10651	12722	11456
20 Donations Church Organizations	132233	51795	58612	56274	19839	17807	73599	51450	43534	22879
21 Rentals	19379	22180	24481	34115	27850	30552	43657	42333	49257	64947
22 Capital Withdrawals from CTF	0	0	0	0	0	150000	85000			
23 Other Income	0	0	0	8760	3079	8001	41182	11842	66808	11619
24a Bequests Deposited to CTF	0	0	0	0	0		10000			60000
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	10000	0	0	24000	30000		5000			
26 Endowments, Trust Funds, Invest Inc	7103	-650	9944	25370	37945	23192	12722	8221	2538	6589
XX Gift	0	0	84064	169973	98682	108448	74144	52397	8368	8326
27 TOTAL INCOME RECEIVED	611010	502985	609739	719036	645055	884725	914459	664854	672974	794015
28a Flow Through Funds	57660	27521	14574	34409	19240	87531	90165	70812	97103	45544
28b Rent Expenses	0	0	0	0	0		7374	4411		
29 Cost of Priestly Services	101224	106730	115360	135151	125635	130721	125248	140599	146360	150410
30 Costs of Other Staff	127015	129161	131202	115978	151257	152908	135545	141996	150565	157064
31 Church Property Expense, incl util	36819	36821	36432	42577	50306	49214	53885	65056	55056	58479
32 Rectory Expense, incl util & taxes	0	0	0	0	0					
33 Capital Expenditure	31520	26476	16394	13542	35054	634834	92526	4292	22426	85672
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	93301	85541	95316	100920	113605	117596	120594		108412	110907
36 Insurance Premium	13816	13816	14000	13680	14163	14372	14375	14375	14375	14375
37 Additions to Trust Funds	0	0	0	0	0		10000	35000		60000
38 Outreach/Special Ex-Par Appeals	57660	31050	32341	48917	34809	43587	83986	89665	57865	133351
39 General Operating Expenses	107758	90557	94664	57873	45950	34801	63745	81776	64397	79305
40 TOTAL EXPENDITURES	568113	520152	535699	528638	570779	1177433	699904	572759	620056	849563
41 2013 SURPLUS	42897	0	74040	190398	74276			92095	52918	
0 2013 (DEFICIT)	0	-17167	0	0	0	-292708	214555			-55548
42 Debts Owing by Congregation at Y/E	48579	14804	11693	0	0					
43 Special Funds	27503	0	23815	301021	25046	96621	145731	169897	128901	52672
0 Collection Income / ID givers	1972.384	1767.025	1791.09	1902.901	1998.712	2669.365	2765.485	2228.128	2176.676	1837.459



St. Paul's Almonte

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Paul's is a family, a place of spiritual growth. A welcoming church, open to anyone – and people feel that as they come in. Church motto on wall: 'Come In, Grow in Christ, Reach Out'. It has wonderful physical assets – 3 buildings and lovely grounds on the river – that are underused. In the past many community ministries and groups have benefited from their facilities and they cannot wait to bring the community back in again.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Hospitality** is a major priority, in which the church has always been active:
 - Harvest Supper – St. Paul's would rent the Town Almonte Civitan Hall and kitchen and welcome almost 500 people from the community. It was a fundraiser but a certain number of tickets were set aside for Food Bank clients, who rejoiced at being involved in a community event.
 - Open Table – a monthly potluck dinner followed by no-holds barred, respectful discussion of theology and contemporary events, participants from all the local churches, other faiths and the non-religious. It has moved on-line during the pandemic.
 - Christmas Dinner – usually a lunch-time sit-down meal on Christmas Day. This year pivoted very quickly to take-out approach and gave out 100 meals – including 20-30 set aside for Interval House. Community partnership with CareBridge (see below) and other local churches.
 - Tourtière sales – weekly in November – combined fundraiser and service to community
- **Outreach** – examples of activities:
 - Syrian refugees sponsored in the past and a family still lives on-site in Parish House
 - Until recently, a satellite location for Lanark County Food Bank and is still supplying them with food
 - A strong connection with Mississippi Mills All My Relations Group – a community-based group working toward reconciliation begun by parishioners of sponsored by St. Paul's – hosting events where Indigenous and non-Indigenous people can blend, in cooperation with St. Paul's
 - Other community initiatives begun by St. Paul's parishioners: e.g. Hub Hospice, now Hospice of North Lanark; 'The Hub' Thrift Shop; High School Breakfast program; CareBridge, a local community development agency providing Affordable Housing, etc.
- **Healing** – programs, services and use of physical location for healing and spiritual reflection
 - Be Still My Soul – for eleven years a monthly evening service held in the dark candle-light that incorporates music, reading and silence – open to all and attracts different people than Sunday
 - Centre for Creative Living – Initiative that invites the community into St. Paul's weekdays for painting, photography, yoga, etc. as a way of expressing their spirituality, increasing the natural ability in everyone to live more creatively, compassionately and joyfully, regardless of faith background – an emphasis on the church as a safe space
 - Iona services held monthly – Celtic liturgy with laying on of hands

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

See above, and also:

- **Coffee House** - monthly Friday evening gathering, open to everyone for fellowship, singing and eating together
- **Pancake Supper on Shrove Tuesday**, held in partnership with other local churches



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

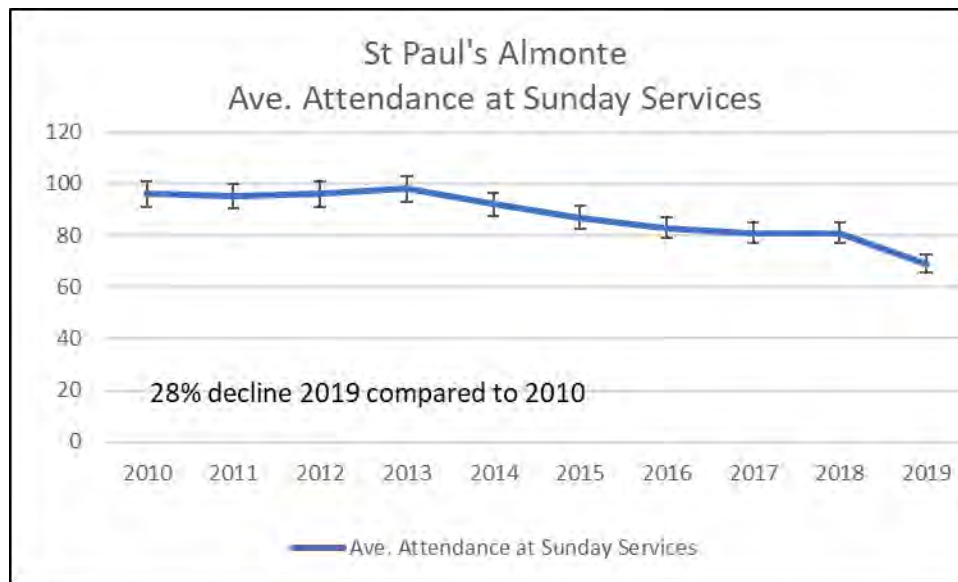
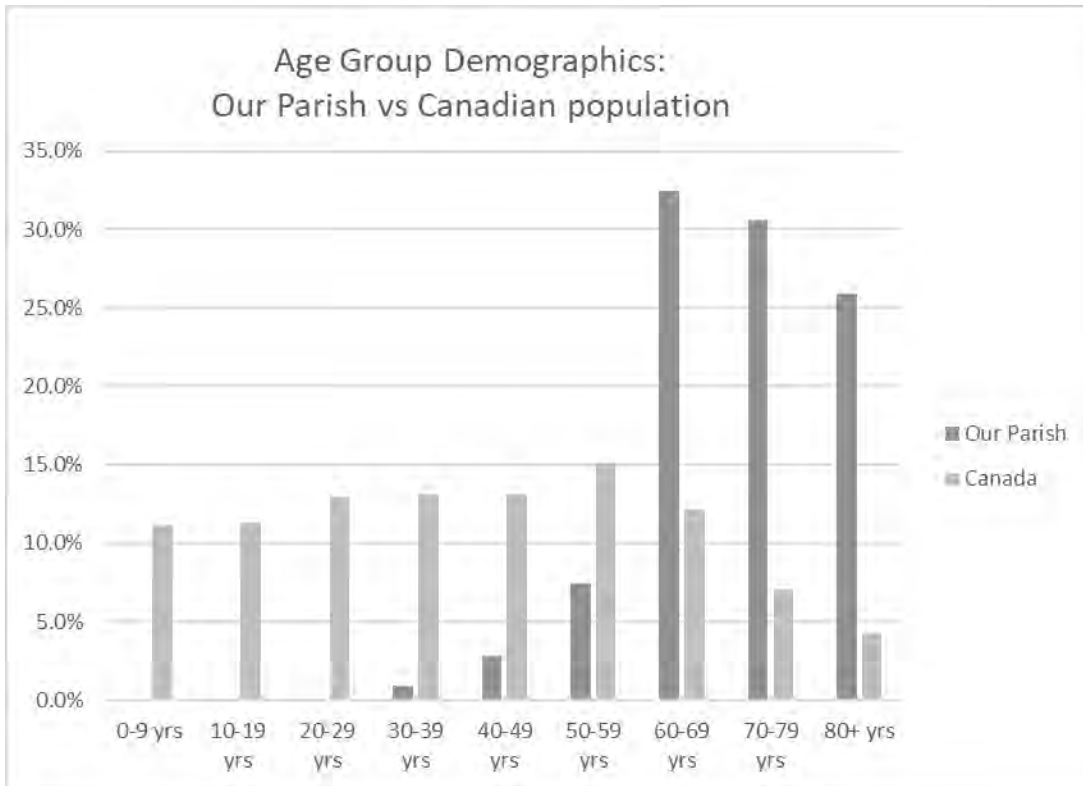
- **Finances:** A \$13,000 deficit was planned for this year – it will be \$24,000. Many of the programs listed above are not running, and no rent is coming from use of the Church and Parish Hall. The fundraising normally done at the Harvest Supper will not happen. Not everyone is continuing their givings, even if attending on-line.
- **Building:** All 3 buildings have a heritage designation, which limits what can be done with them. All need constant maintenance. Some large-scale projects have been done, funded by bequests and targeted fundraising. No funding or energy to do further upgrades. In 2019 St. Paul's and 4 other parishes were part of study re use of grounds for affordable housing – but there are no funds even for initial studies and consultants. However, church was approached by CareBridge (see above) to jointly apply for grant to install labyrinth on grounds – exciting way to extend that partnership.
- **Human Resources:** Paid staff consist of a priest, part-time organist and cleaner. Used to have paid admin staff, Music Director and groundskeeper, but now rely more and more on volunteers, which are harder and harder to find for these jobs, and also for roles like Parish Council member or Treasurer and coordinators for the community Suppers. The same people have done these jobs for years and are tired. Some of the work is heavy and people are aging, but there is also fatigue throughout the community, a pandemic ailment. It affects whether people are still 'into' church at all. Habits of church-going have possibly been broken. Outdoor services resumed July 11 but congregation is smaller.

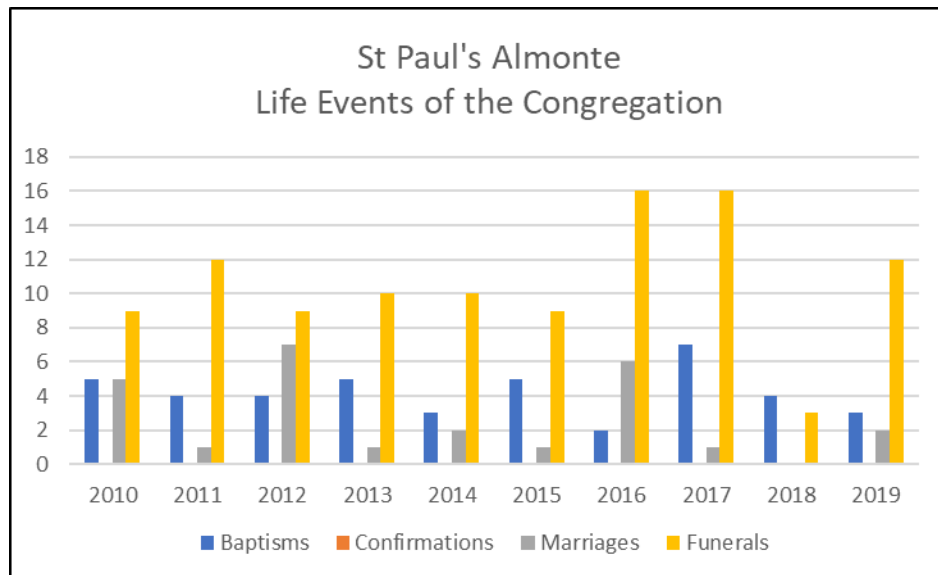
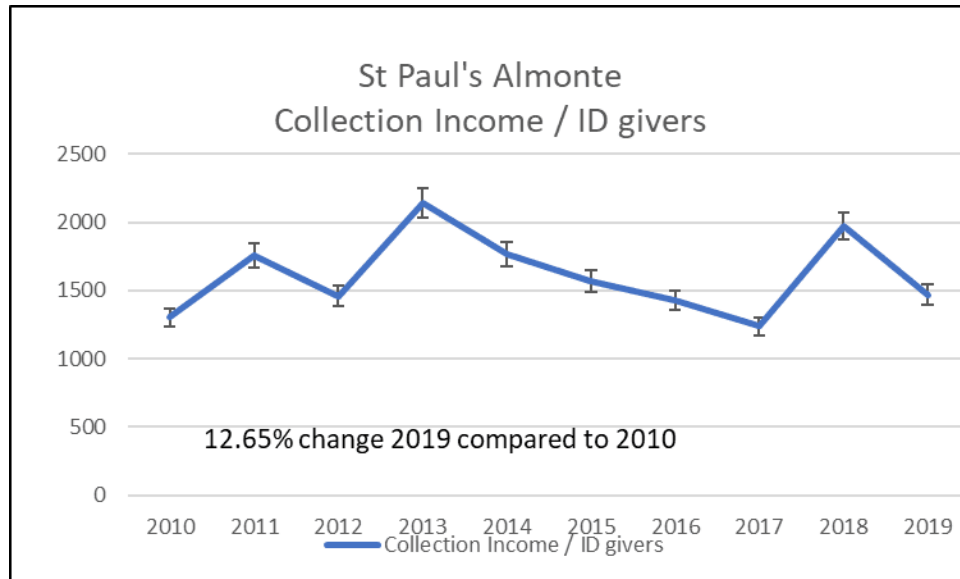
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Outreach to new people moving** into the community – Almonte is growing fast
 - Hold an Open House and encourage newcomers to attend, have drop-in times in church
 - How to get families into church – when there is no Sunday School and no Youth Group
 - Encourage Moms and Tots programs in the church, follow-up with baptism families
 - New labyrinth as part of seniors' walking trail, add Gazebo, make property available
 - Teaching required for newcomers and current members – e.g. around language of liturgy
- **'In-reach'** – do a better job of looking after their members
 - Improve communication between ministry teams, encourage participation in small groups, increase opportunities for hospitality to each other, expand pastoral care
 - Make EFM more accessible
- **Get local churches together**
 - Create a historic church walking tour
 - Get the church's name into the Welcome Wagon Basket – join with other churches and create an ecumenical pamphlet
 - Meetings with other churches – difficult, ministerial divided into conservative and liberal
- **Participate in important local events** – e.g. Climate Strike (but some parishioners concerned that's 'too political'); Almonte Fair; Celtfest and more.



St. Paul's Almonte Quantitative Data







St. Paul's Almonte										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	360	349	296	298	300	258	268	268	285	280
2 Members in full communion	0	281	281	175	170	175	184	163	135	130
3 Identifiable Givers	126	123	125	121	123	128	138	138	115	110
4 Ave. Attendance at Sunday Services	96	95	96	98	92	87	83	81	81	69
5 Baptisms	5	4	4	5	3	5	2	7	4	3
6 Confirmations	0	0	0	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	5	1	7	1	2	1	6	1	0	2
9 Funerals	9	12	9	10	10	9	16	16	3	12
10 Church/Sunday Schools	1	1	1	1	0	1	0	0	0	0
11 Teachers	6	3	4	5	0	3	0	0	0	0
12 Pupils	10	10	12	12	0	10	0	0	0	0
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	150	150	155	160	165	75	135	95	135	150
17 No. of Youth Members	10	8	5	4	2		0	0	0	0
18 Collection Income	164138	215872	182410	259263	217070	200981	197143	170649	226858	161422.5
19 Open offerings	2782	2628	2577	4809	6731	16259	8190	9312	12358	4453.55
20 Donations Church Organizations	15278	15738	18439	20177	19854	21387	17031	13256	10303	9646.84
21 Rentals	1813	1887	2000	1470	1590	1450	705	4567	14375	34760
22 Capital Withdrawals from CTF	0	0	0	0	0		10000			20000
23 Other Income	33860	3320	50187	0	1241	1500	2162	2559	12931	16961.78
24a Bequests Deposited to CTF	0	0	0	0	0				40000	
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0				113000	
26 Endowments, Trust Funds, Invest Inc	2196	1020	1238	815	0	1250	808	798	1866	3114.22
XX Gift	0	0	0	0	0	12883				
27 TOTAL INCOME RECEIVED	220067	240460	256851	286534	246486	255710	236039	201141	431691	250358.9
28a Flow Through Funds	24772	20484	23000	30724	23277	54789	45236	34192	66155	27215
28b Rent Expenses	0	0	0	1470	1590	1450	705	2494	4333	12806.31
29 Cost of Priestly Services	48607	56916	62262	66327	69209	72621	75650	79508	78995	99667.64
30 Costs of Other Staff	13068	13100	13268	12024	32153	18547	27409	23899	18227	13384
31 Church Property Expense, incl util	28284	13121	27201	29927	17665	20863	16091	16374	17050	15115.38
32 Rectory Expense, ind util & taxes	12779	10900	7073	8544	8015	8504	8543	9362	8449	0
33 Capital Expenditure	5511	44318	71479	16719	35772	18605	37428	5011	60768	67218.86
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0		1909	1400.75
35 Assessment/Apportionment	33616	36429	37297	36956	33153	33968	37799	35450	26518	24836
36 Insurance Premium	5713	5713	5742	5742	5857	5945	5945	5939	5945	5945
37 Additions to Trust Funds	0	0	0	0	0		0		40000	
38 Outreach/Special Ex-Par Appeals	24772	0	20235	30724	0	38658	45236	34192		27215
39 General Operating Expenses	40816	50282	28450	28662	15334	28771	10323	11335	14506	10004.51
40 TOTAL EXPENDITURES	213166	229779	273067	235625	215358	246482	264424	221070	272367	264787.1
41 2013 SURPLUS	6901	10681	0	50909	31128	9228	-28365		159324	
0 2013 (DEFICIT)	0	0	-16216	0	0			-19929		-14428.3
42 Debts Owing by Congregation at Y/E	0	0	0	0	0				16810	9404.15
43 Special Funds	34922	26137	8620	55144	69127	19781			55150	31449.02
0 Collection Income / ID givers	1302.683	1755.057	1459.28	2142.669	1764.797	1570.164	1428.572	1236.587	1972.678	1467.477



St. Paul's Kanata

1. What is the single most important thing you would like our Diocese to know about St. Paul's?

St Paul's is a welcoming, inclusive Christ-centred congregation focused on serving the community and sharing the word with energy and vibrancy. A new clergy team, and the end of the pandemic, speaks to opportunity and a renewed call to action.

2. What are your ministry priorities? How do these priorities influence your decisions, activities, and the use of your resources?

- **Worship, Communion** - Pre-COVID, variety in worship with 3 services on a Sunday (quiet; traditional or contemporary styles)
- **Inclusive** - Church and service accessibility
- **Music** - central to traditional and contemporary services.
- **Bible study and small groups** offered. Alpha class held online with international participants
- **Church Outside the Walls** - pub church twice a month. Started as a faith-based conversation now morphed to global topics still based on Christian faith
- **Pastoral Care, Healing Ministry, Prayer Teams**
- **Seniors ministry** - Senior's Afternoon which is a service with music, refreshments. During COVID evolved to an online service with a discussion.
- **Children's Ministry**
 - Sunday school
 - Family-based activities (e.g. walks)
 - Reconfiguring delivery of children's programs. Plans involve less emphasis on the look and feel of being at a church.
 - Commitment to YIP and uphold its benefits within the parish.
- **Fundraising and Stewardship**
- **Reconciliation, Indigenous Relations** - Beyond just the acknowledgement. Participation of Indigenous persons and proudly display their feather
- To date, **extensive consultation with parish to plan and make decisions**. Town Halls used to address ways being called, how to reach out into the community, how to contribute, inside and outside the church. Led to Lenten opportunities, refugee sponsorship

3. In what way does St. Paul's Kanata serve the wider community? How are we engaged with the local community beyond our walls – outreach, events, partnerships?

- Support other ministries: House the Food Cupboard, donated to Cornerstone shelter, Ottawa Mission, Hospice
- Fundraising and community events: Thanksgiving and Christmas dinners, Robbie Burns, Chicken BBQ, Christmas Bazaar, Musicals
- Pilot project on team ministry whereby they shared clergy across 3 parishes (Christ Church Ashton, St. John's Richmond and St Paul's). Not continued
- Worship space for other denominations like Catch the Fire
- Space for use by outside groups (paint classes, etc.)
- Sponsored family from Syria
- Missionary work: Previously School Box trip to Nicaragua where they helped build a classroom



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status, and human resources?

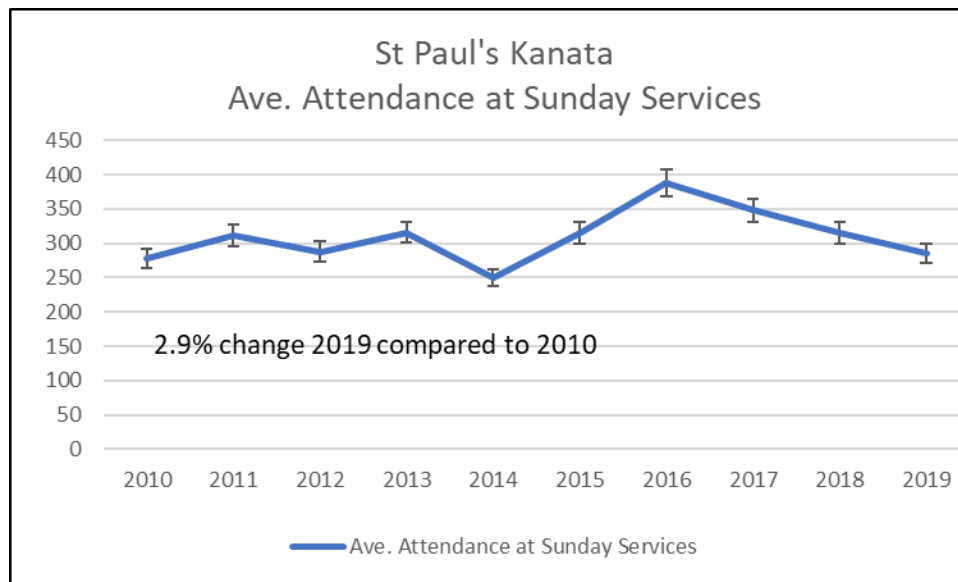
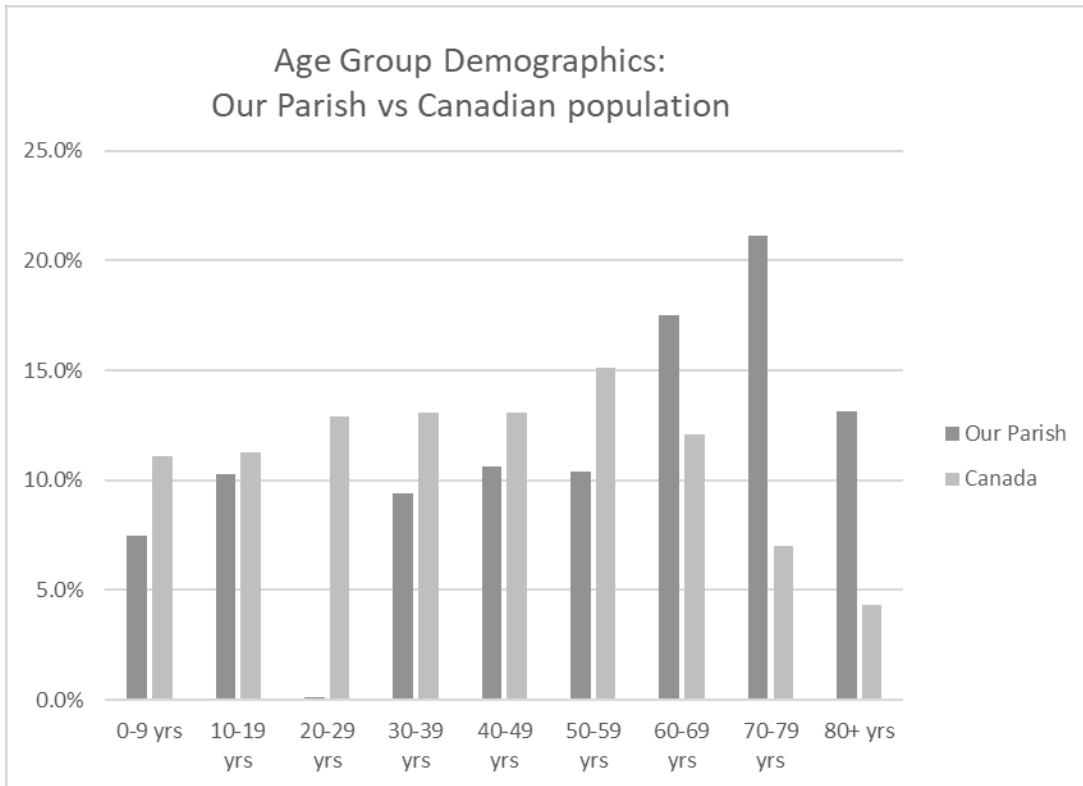
- Volunteers (aging population, people working/busy, not developing spiritual gifts). Dilemma "Build and they will come or Invite them in"
- People get behind new initiatives, but it takes someone to initiate and/or lead. Previous Incumbent was the catalyst now reflecting on how to make these decisions
- Did a spiritual gifts inventory 3-4 years ago, shared with the parish but not making use of it
- Spooling back up to multiple services requires finding volunteers
- Have GIFT funds available but require someone to take the lead on where to use
- Reduced finances (COVID, aging)
- Fundraising burnout
- Building repairs/upkeep, mortgage
- Welcoming/keeping newcomers
- Transportation (seniors)
- Being a large church with a large congregation they can take on projects through generous donations. However, leadership is the hurdle

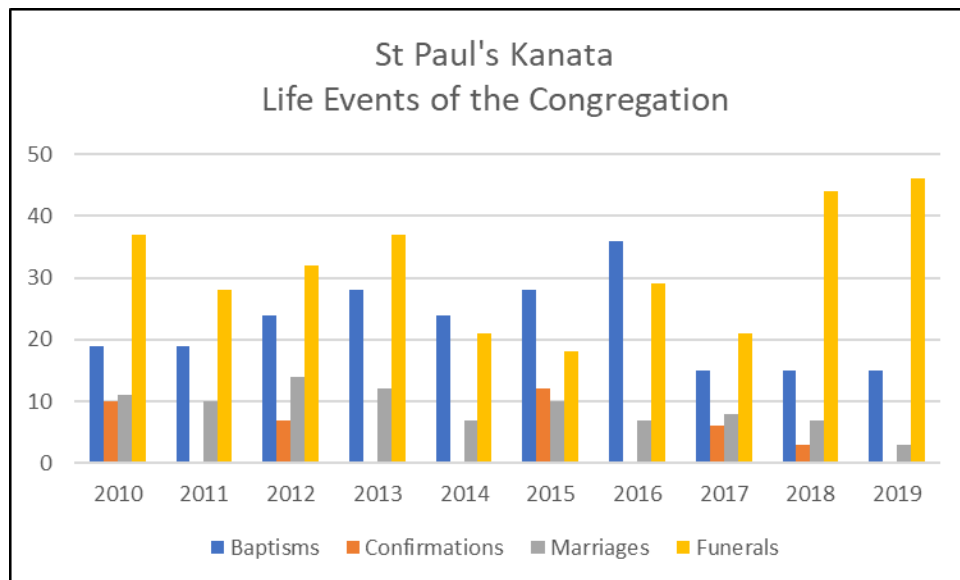
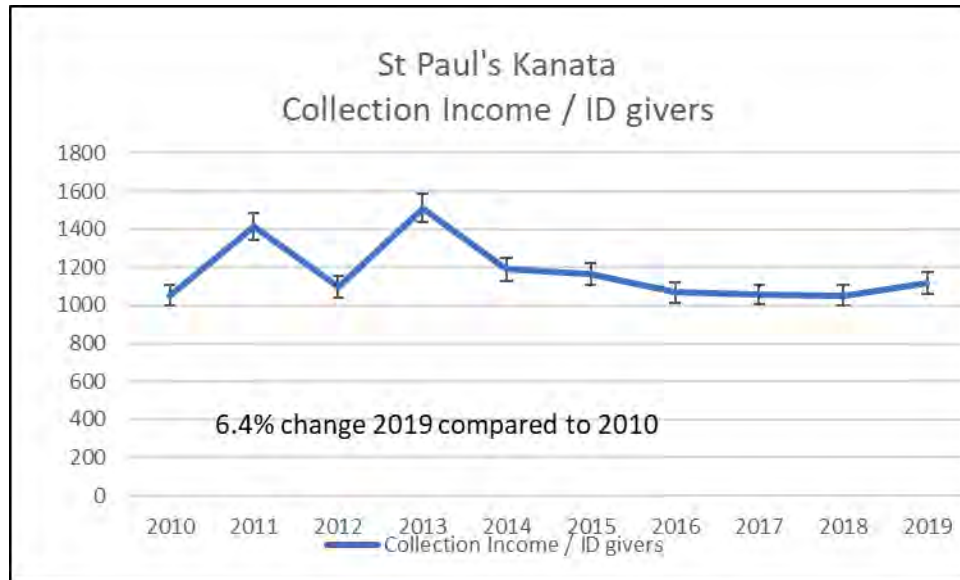
5. Are there other ministry opportunities you are aware of? What would you need to engage in them?

- Make more use of Church space for community groups (homework clubs, Moms & Babies, Open Table)
 - Corporate sponsors are a possible avenue for funding ministry
- Interactive worship, more people involved
- Mid-week services, healing services
- Youth leader
- Affordable housing
- Ministry to special-needs population
- Home groups
- Visitation to the elderly, vulnerable and/or isolated
- Cooperation with other Anglican congregations and other denominations (book clubs, virtual choir, etc.)
- Homelessness and refugee support
- "We wait for the opportunities to come to us, and we respond, we are not a searching parish – going out and identifying the gap."
- We are not dreamers; we are more do-ers.
- Don't know what the indigenous population in Kanata is, or what they need



St. Paul's Kanata Quantitative Data







St. Paul's Kanata										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	1112	1140	1174	1200	845	922	1014	923	880	850
2 Members in full communion	1112	560	560	570	575	604	612			
3 Identifiable Givers	299	292	328	324	328	336	386	427	377	370
4 Ave. Attendance at Sunday Services	277	312	288	316	250	315	388	348	315	285
5 Baptisms	19	19	24	28	24	28	36	15	15	15
6 Confirmations	10	0	7	0	0	12	0	6	3	
7 Rec'd from other communions	0	0	0	0	0	0	0		0	
8 Marriages	11	10	14	12	7	10	7	8	7	3
9 Funerals	37	28	32	37	21	18	29	21	44	46
10 Church/Sunday Schools	2	2	2	2	2	2	2	2	2	1
11 Teachers	12	10	12	12	12	21	26	23	20	4
12 Pupils	30	48	50	40	45	45	33	40	33	7
13 No. of ACW Members only	0	0	0	0	0		0		0	
14 No. of Women's Guild Members	27	26	30	1	24	25	35	30	40	40
15 No. of Men's BAC Members	20	30	30	35	30	35	25	30	40	40
16 No. of Other Members	541	598	597	725	0	200	200	36	500	500
17 No. of Youth Members	15	10	12	9	10	0	10	12	10	1
18 Collection Income	314747	412679	359704	489920	389871	391827	412667	451579	396565	414208
19 Open offerings	13717	12130	12734	17961	16850	10876	12105	11062	8974	8931
20 Donations Church Organizations	46067	37137	32293	29496	35725	38993	27483	38523	29231	28382
21 Rentals	19911	11532	15529	15240	16841	15854	21097	21185	21908	22678
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	62878	28232.98	16139	4520	5228	18861	19457	29934	15392	13401
24a Bequests Deposited to CTF	0	0	0	0	0	15000				
24b Received for Construction	115118	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	3052	0	0	2171	2163	6427	2749	2830		
XX Gift	0	0	96724	116340	105099	80620	78840	51174		
27 TOTAL INCOME RECEIVED	575490	501710.9	533123	675648	571777	578458	574398	606287	472070	487555
28a Flow Through Funds	18149	9061	23337	7849	7215		29822	24656	14727	
28b Rent Expenses	18712	12052.42	16055	15222	11939	12280	19752	20265	13052	12269
29 Cost of Priestly Services	177694	198824	186223	197623	197666	195478	161664	174447	210474	207192
30 Costs of Other Staff	76544	73483.9	81795	86358	89058	89885	105890	105361	101765	90671
31 Church Property Expense, incl util	41002	44819	42262	40402	30569	43534	39758	37850	38918	33882
32 Rectory Expense, incl util & taxes	0	0	0	0	0					
33 Capital Expenditure	0	44502	0	0	52476		48351	115600		45735
34 Loan/Debt Repmt (Princ. & Int.)	74743	0	154209	116494	108065	63838	5003	93656	1538	2415
35 Assessment/Apportionment	68151	70662	73811	70744	70961	78692	75364	76303	74900	74880
36 Insurance Premium	4108	4108	4129	9424	9612	9756	9756	9816	9762	9800
37 Additions to Trust Funds	0	0	0	0	0	15000				
38 Outreach/Special Ex-Par Appeals	18148	9061	15267	7849	7215	56023		24656	12010	12010
39 General Operating Expenses	43093	11666	32881	28488	38271	41440	77850	36967	28684	17340
40 TOTAL EXPENDITURES	503483	457125.9	590577	557382	603893	593146	523576	674656	478051	493925
41 2013 SURPLUS	72007	44585.08	0	0	0		50822			
0 2013 (DEFICIT)	0	0	-57454	118266	-32116	-14688		-68369	-5981	-6330
42 Debts Owing by Congregation at Y/E	975244	975244	817006	740161	633907	571000	568000	572940	562216	562214
43 Special Funds	0	0	0	0	0					
0 Collection Income / ID givers	1052.666	1413.284	1096.659	1512.099	1188.631	1166.152	1069.085	1057.562	1051.897	1119.468



St. Paul's Renfrew

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Paul's is struggling to stay open due to the impacts of the pandemic. Some people are cautious about returning. Some people no longer see the relevance of the church and an aging demographic has also contributed to an attendance decline. They are feeling discouraged at the dwindling attendance numbers though it should not be just about the numbers. They want to dream and have hope. Being people of the light, they know the pandemic will pass and, as well, dealing with accessibility issues may bring new opportunities for growth.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **To be able to continue to have a local Anglican church to attend:** They offered online services during COVID but now offer in-person worship with organist, choir, and lay involvement.
- **To connect with parishioners who are absent** - Pastoral visits were not permitted because of the pandemic. Volunteers can accompany the priest-in-charge to seniors' nursing homes (note: no formally trained pastoral care team). It is difficult to offer hospitality (i.e., soup kitchen) and fellowship ministries during pandemic due to the restrictions but they can now have fellowship after the church service and they are exploring ways to reopen the soup kitchen. There has been ongoing connection with phone calls, cards, and emails, and they have a parish Facebook page.
- **To support outreach** - For almost 20 years they have had a Celebration Tin, a form of an open-offering jar. (The money goes toward outreach and not operational expenses.) They donate food to the Renfrew Food Bank and provide grocery cards as needed. They raise money for the Firefighters Snowsuit Fund.
- **To have a strong volunteer base for the worship services** - They have an informal lay reader, greeters, sidespeople, crucifer, readers, lay administrators, intercessors, counters, and fellowship facilitators.
- **To support fellowship with seniors** - They have baked cookies for shut-ins and parishioners at Christmas and prepared gift bags for them; annually they provide birthday gifts to a local nursing home in December; they provide financial aid to local agencies such as the Seniors Home Support and The Sunshine Coach; they occasionally send birthday cards.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Before COVID, they were engaged with outreach through fundraising events such as raffles, plant sales, Christmas music concerts, bake sales, Fall Pie-Fest, Choirfests but during the pandemic the Celebration Tin has become their main source of outreach funding.
- Participate in the community with monthly services at 3 local seniors' residences and donations to the local Food Bank.
- Pre-COVID, operated a monthly soup kitchen
- Strong community presence through contribution to the Foodbank, Soup kitchen 1x month which complemented other parishes doing the same (i.e. the Catholic Church). Received money from Renfrew County to support this ministry (\$4000/year).
- Church is located next to the Family and Children's Services and makes donations to it as well as 3-4 other local charities.
- Ecumenical relationships and partnerships have been inconsistent. The Choirfest connected St. Paul's with local churches but support has waned. The priest-in-charge shares the provision of services at the seniors' residences with other clergy.



- For several years, they have shared their priest/pastor with the Lutheran church in Renfrew due to declining numbers in both congregations. This relationship came to an end after a very controversial process to determine which building to close (in order to reduce costs, they were going to hold the two services in the same facility).

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

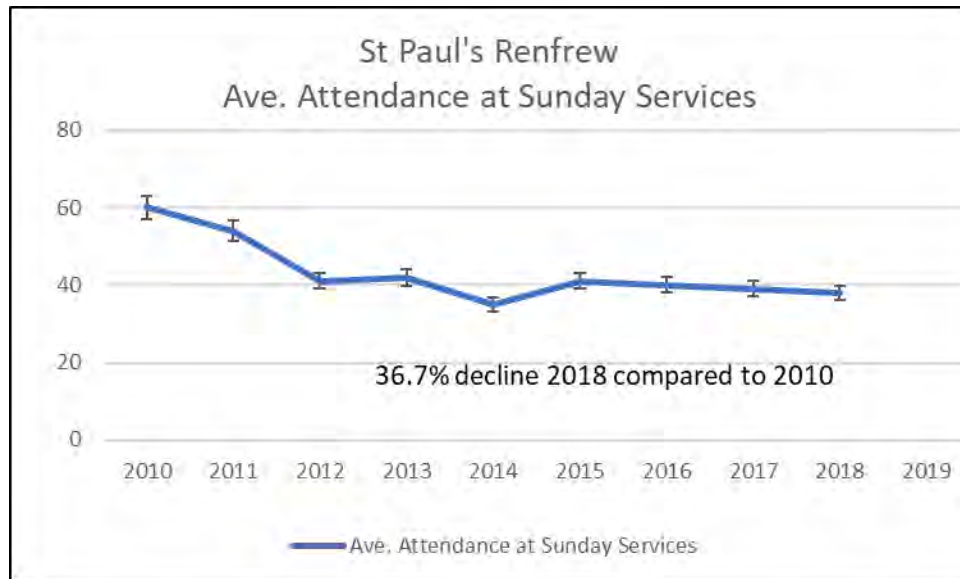
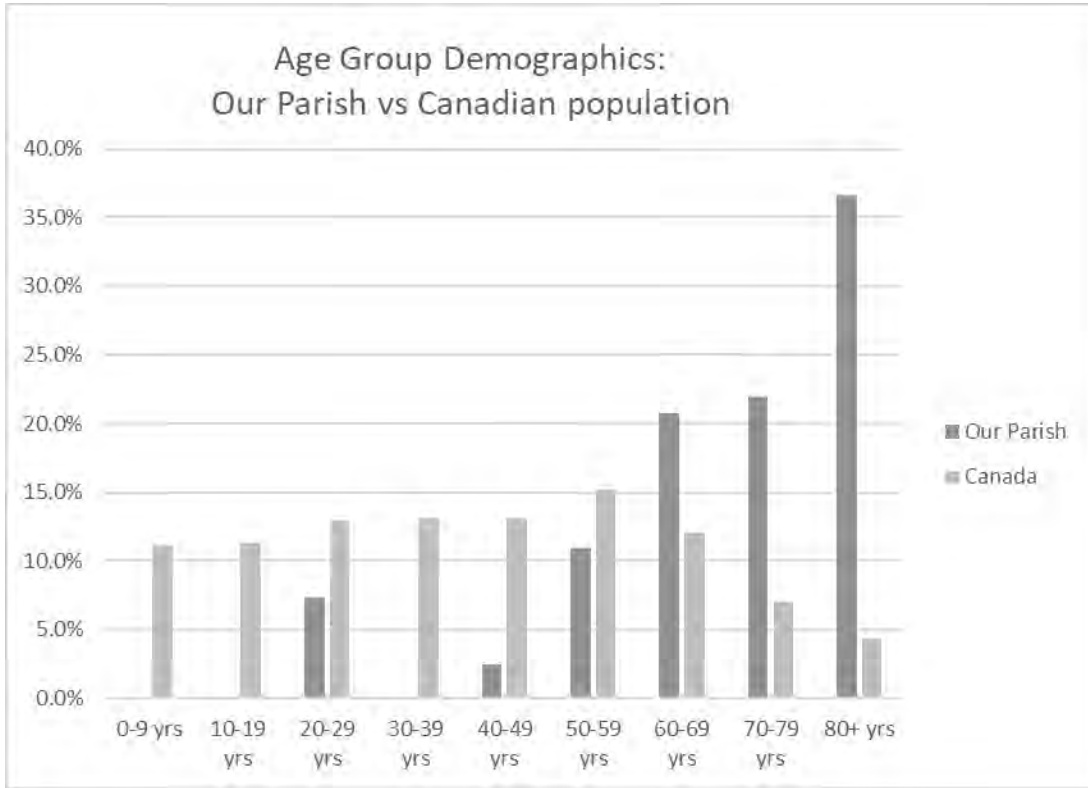
- The building is in good shape, but the **stairs make it wheelchair inaccessible**.
- **Finances are lower** than the previous 2 years. They rely on the dividends from the Consolidated Trust Fund investments. Outreach funding now relies on in-person giving (Celebration Tin) which could not happen during lockdowns. Dilemma about using money from the CTF as it will impact the size of dividends available to meet operating expenses.
- Moved to **half-time clergy position** in October 2020.
- **Diminishing numbers of people to get tasks accomplished**. People are tired and discouraged.
- **Frustrations with COVID restrictions and changing protocols**. They see that many restrictions are not in line with local realities. Masking and singing rules should be flexible when local infection rates do not equal Ottawa's.
- **Rural realities and how to be heard within our Diocesan decision-making process**. Feel local/rural needs not reflected. What works in urban areas does not necessarily translate to Renfrew. The parish arm needs another limb – a rural limb and an urban limb.
- **Feel controlled by our Bishop's protocol** for hiring clergy.

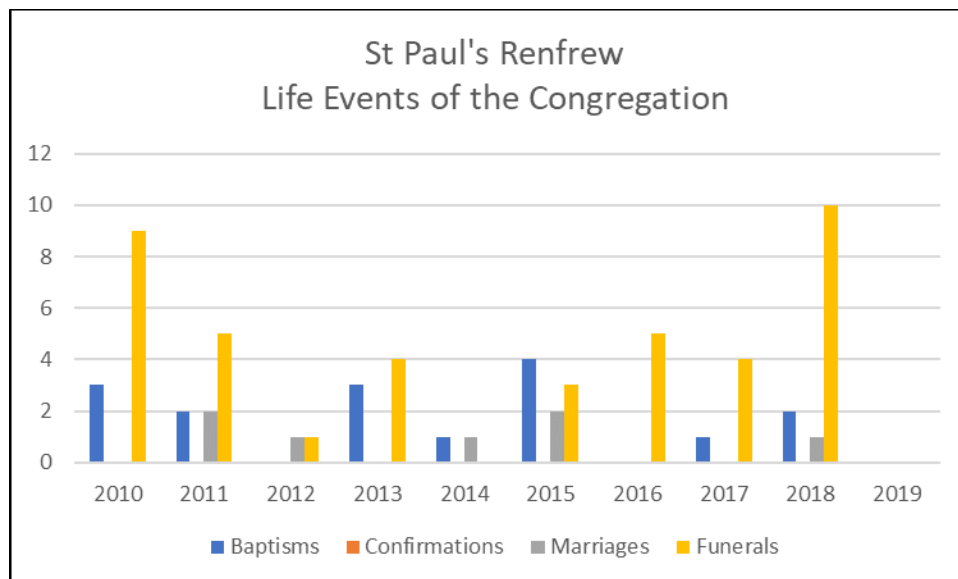
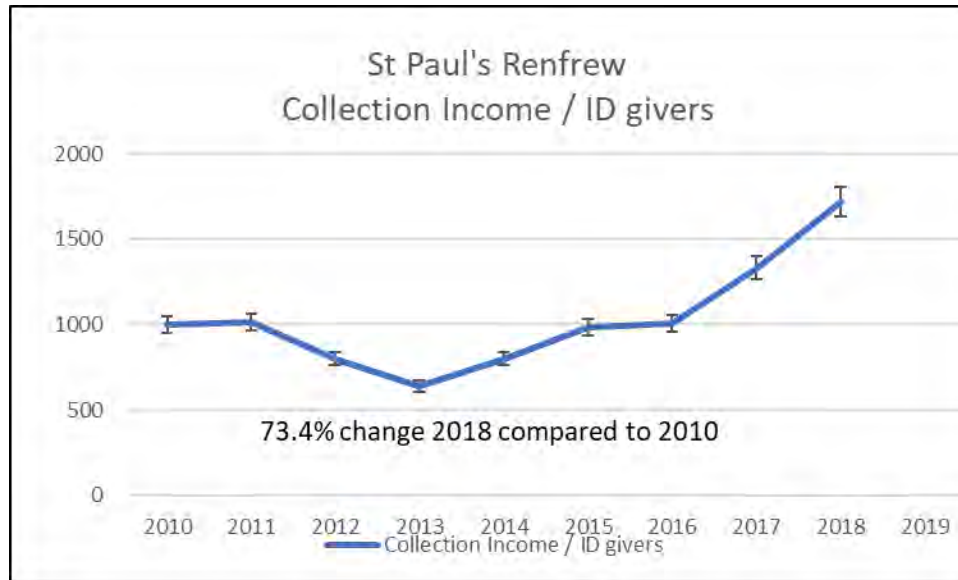
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- Because of COVID it is challenging to imagine a different world and to know where to engage in new ministry opportunities
- Recognize they are limited because of restrictions on interactions with others
- One ministry opportunity: a weekly drop-in for parents and tots in the church basement.
- Support for parents, especially single parents, with coffee and tea and a play area
- Provide information for the parents re services in community, listening ear, meeting others
- Cooking classes, use the kitchen to prepare meals
- Provide childcare while parents attend courses/workshops
- Possibly partner with Family & Children's Services
- *Challenge: would need an elevator to make it easier to get to the basement: Accessibility is a ministry priority to be more welcoming, but will require financial discernment*
- Need to establish what the needs of the community are: last community consultation was in 1988
- Need for help from the Diocese to address the diminishing numbers and the realities of a rural congregation



St. Paul's Renfrew Quantitative Data







St. Paul's Renfrew										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	129	122	96	163	193	190	170	94	87	
2 Members in full communion	154	136	131	196	181	178	155	59	71	
3 Identifiable Givers	81	80	82	89	74	68	65	48	42	
4 Ave. Attendance at Sunday Services	60	54	41	42	35	41	40	39	38	
5 Baptisms	3	2	0	3	1	4	0	1	2	
6 Confirmations	0	0	0	0	0	0	0	0		
7 Rec'd from other communions	0	0	0	0	0	0	0	0		
8 Marriages	0	2	1	0	1	2	0	0	1	
9 Funerals	9	5	1	4	0	3	5	4	10	
10 Church/Sunday Schools	1	1	1	0	0	0		0		
11 Teachers	1	1	8	0	0	0		0		
12 Pupils	4	4	0	0	0	0		0		
13 No. of ACW Members only	10	8	0	0	0	0	0	0		
14 No. of Women's Guild Members	6	6	7	0	0	8	10	7		
15 No. of Men's BAC Members	0	0	6	0	0	0		0		
16 No. of Other Members	68	41	6	0	0	24	23	37		
17 No. of Youth Members	2	0	0	1	0	0		0		
18 Collection Income	80943	81229	65586	57037	59225	67161	65501	64015	72350	67490
19 Open offerings	1708	1509	1160	639	1612	461	968	1019	1021	978
20 Donations Church Organizations	1433	439	2023	408	733	5460	4754	4551	10913	5864
21 Rentals	1265	1210	1815	800	1060	720			100	
22 Capital Withdrawals from CTF	0	0	0	0	31489					
23 Other Income	2641	928	1249	2517	3302	1439	2777	1369	2073	2424
24a Bequests Deposited to CTF	7125	9365	0	0	0					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	23525	22347	18558	18646	17651	20016	20525	21152	21607	23099
XX Gift	0	0	0	3272	1067	887	970	720	10	
27 TOTAL INCOME RECEIVED	118640	117027	90391	83319	116139	96144	95495	92826	108074	99855
28a Flow Through Funds	8592	11113	7757	6844	6642	4270	4462	2494	3053	3549
28b Rent Expenses	0	600	0	0	0					
29 Cost of Priestly Services	39670	15444	26737	36286	37689	38754	40076	23982	29941	37855
30 Costs of Other Staff	5145	9549	9507	5370	5941	6834	6592	9105	7617	7950
31 Church Property Expense, incl util	8882	3061	4903	7234	15516	15747	13167	16476	19613	17195
32 Rectory Expense, ind util & taxes	0	0	0	0	0					
33 Capital Expenditure	6400	1217	16858	16881	0	4769	1143	3616	4616	13051
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		11065			
35 Assessment/Apportionment	17668	17378	19658	17614	20554	13425	3301	11167	8398	7797
36 Insurance Premium	3172	3172	3188	3188	3252	3301		3840	3301	3301
37 Additions to Trust Funds	7125	9365	0	0	0		1685			
38 Outreach/Special Ex-Par Appeals	8962	9375	7757	0	0	2850	9148	1125	980	1125
39 General Operating Expenses	13746	33658	21421	15820	7872	6974		7616	19687	6585
40 TOTAL EXPENDITURES	110770	102219	110029	102393	90824	92654	86177	76927	94153	94859
41 2013 SURPLUS	7870	14808	0	0	25315	3490	9318	15899	13921	4996
0 2013 (DEFICIT)	0	0	-19638	-19074	0					
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	71784	81725	73039	54638	75303	69910	69677	70473	82417	82722
0 Collection Income / ID givers	999,2963	1015,363	799,8293	640,8652	800,3378	987,6618	1007,708	1333,646	1722,619	



St. Stephen's Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

An inclusive, diverse and forward-looking community, rooted in Christ and committed to welcoming and serving all – *“We are a church without walls.”*

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Outreach**- Involved in outreach activities, both in the immediate neighborhood and larger community through volunteer and/or financial support, (for details, see question #3).
- **Pastoral care** - shared between clergy and laity; an active pastoral care team (“caring roster”) does hospital visits, assists at retirement home/long term care home Eucharists, supports shut-ins; telephone ministry; parishioners are encouraged to minister to and support one another.
- **Worship and spiritual development** - Worship is the energy/fuel for the entire life of ministry at St Stephen's. Liturgy/music is diverse (blend of modern and traditional) and inclusive (strong lay involvement; 5 lay readers assist the clergy; choir is open to all who love to sing). A prayer team is available during Eucharist. Opportunities for learning and spiritual development are offered through sermons, seasonal bible studies and guest speakers.
- **Children and Youth** are welcomed as full members of the community (“not an afterthought”) and encouraged to participate actively in worship (readers, servers, sidespeople, projectionists) and at other parish events. The youngest members have a special play area in the worship space as well as a supervised nursery. Pre-COVID, a Sunday school and Youth Group were active.
- **Fellowship** - activities throughout the year (e.g., potluck dinners, trivia/games nights, coffee hour) provide opportunities for relationships to form and to build a stronger community.
- **Diversity and inclusivity** - St Stephen's is an ethnically diverse community. A Black, Indigenous and People of Colour (BIPOC) representative was recently appointed. Awareness and understanding of BIPOC issues have evolved through intentional celebrations of Black History Month and Indigenous History Month with speakers encouraging conversations. The residents of St. Stephen's Residence (home for the developmentally challenged located on the church property) are an integral and active part of the parish community and have defined the congregation's worship and fellowship.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

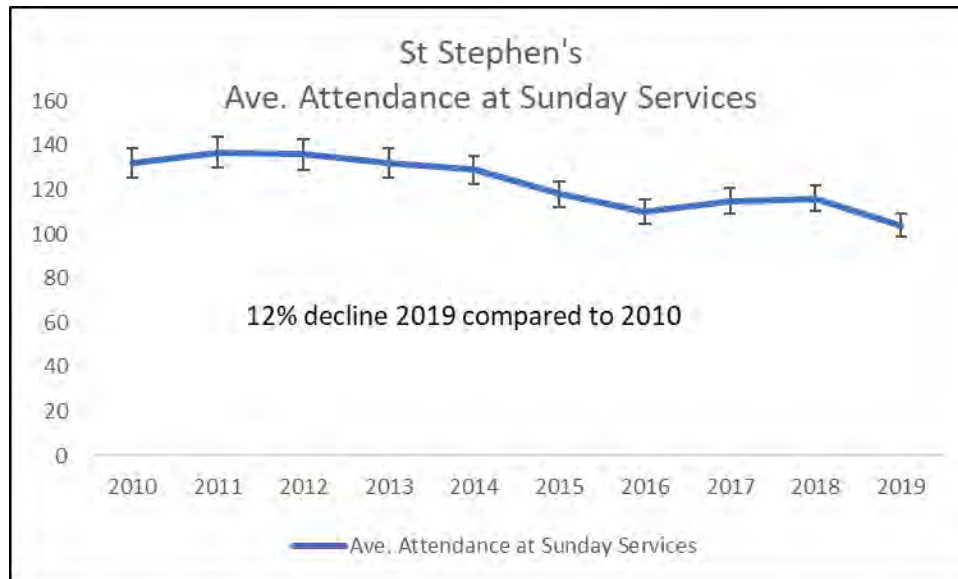
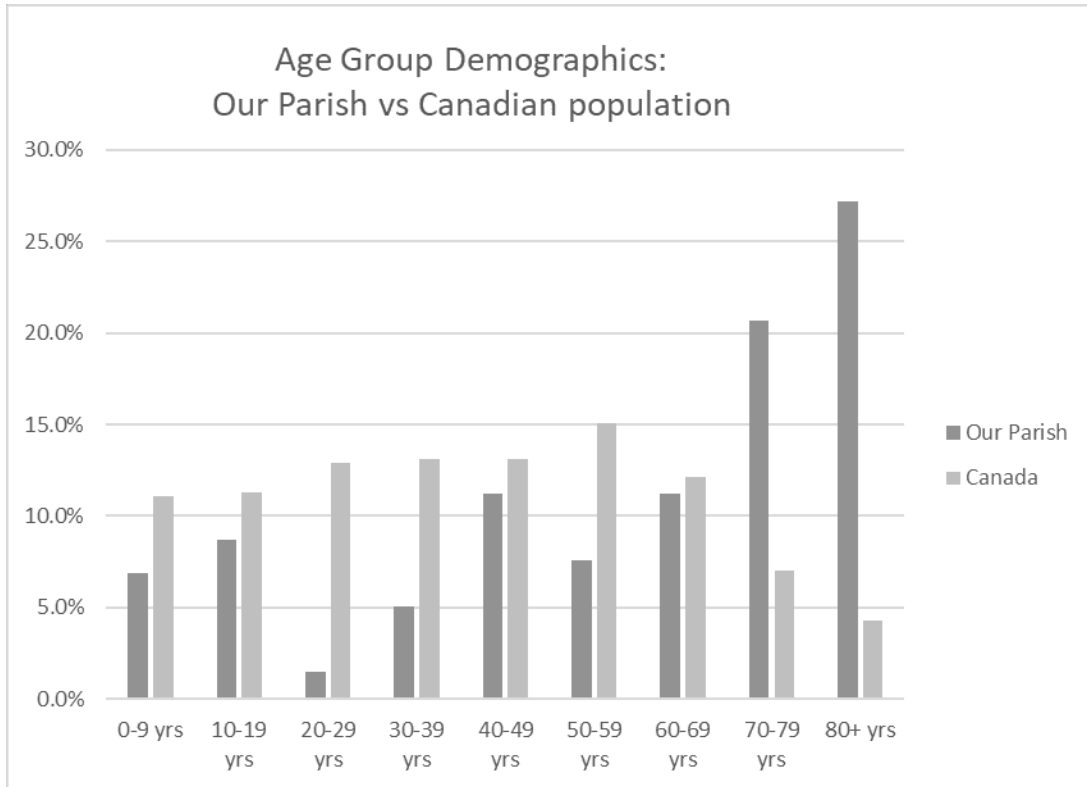
- **Financial Donations** - grocery cards at Christmas, Rector's discretionary fund, Anglican Foundation, Primate's World Relief and Development Fund.
- **Support to Community Organizations**
 - weekly food donations to Emergency Food Cupboards
 - Breakfast and Lunch Program at Foster Farm
 - Ottawa West End Community Chaplaincy – financial support and hosting of the OW ECC Christmas fundraising concert
 - Algonquin College Campus Ministry – financial support to fund chaplain and fundraisers and snacks for students at exam time
 - Refuge N.O.W (Nepean Ottawa West) – sponsor and support refugees
 - Multi-Faith Housing Initiative – annual Tulipathon and financial support.
- **Indigenous** - Two congregational trips to Iqaluit, which included hundreds of pounds of donated items, and one visiting trip to St. Stephen's by Iqaluit residents. Ongoing support of the Iqaluit school music program and other community needs such as baby clothes, hygiene products, etc.

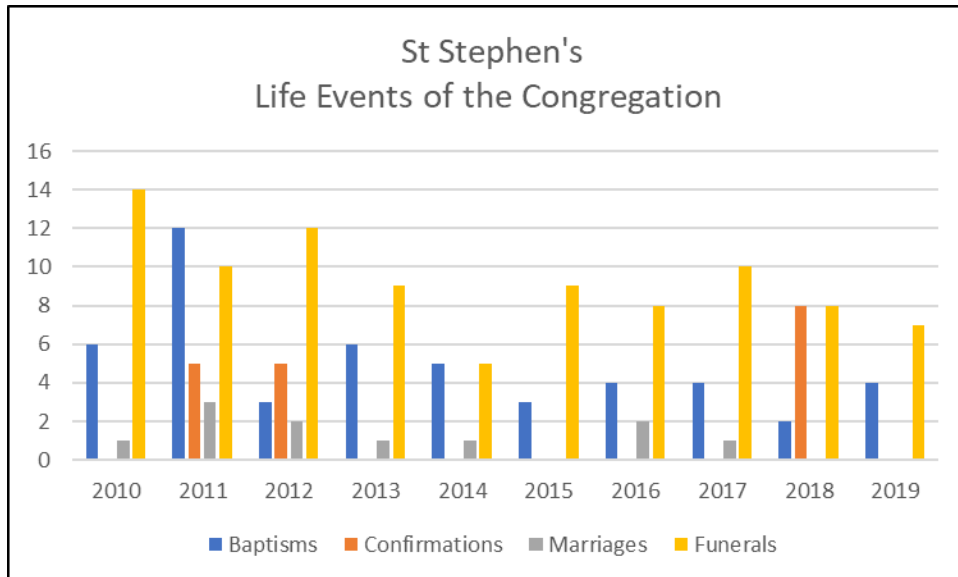
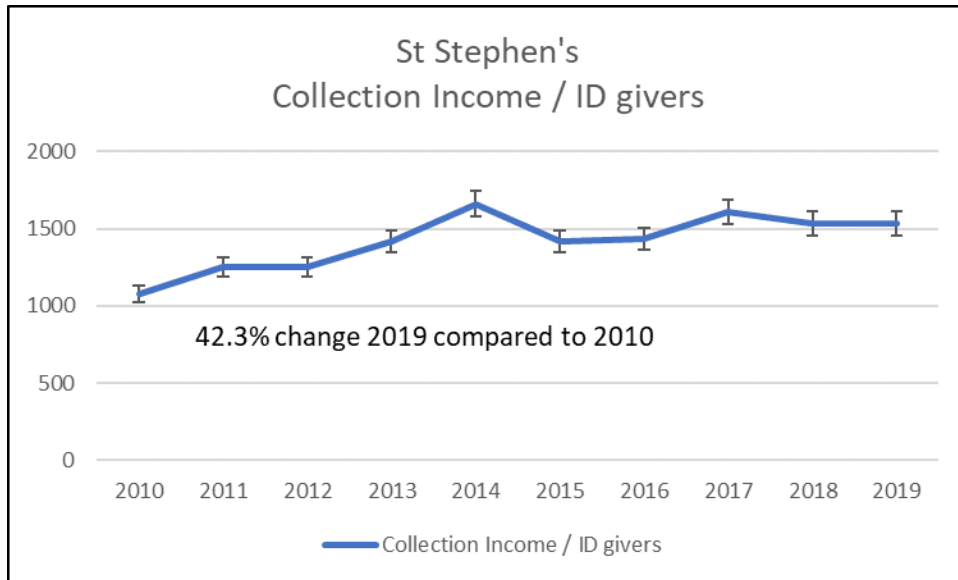


- **Rentals and Sponsorships** - Sponsorship of the 123rd Ottawa Scouts Group for over 60 years. Hall rentals to Prostate Cancer Canada Network, and the Foot Clinic. Church Rental to Jesus is Lord Church, Joyful Sound Ottawa
 - **Events at St. Stephen's for Wider Community**
 - The Big Give – free breakfast and a large selection of donated household and clothing items at no cost
 - Annual Fall Food Fair to which the public is invited
 - Adopt-a-Road – Pinecrest Road clean-up by parishioners and the 123rd Scout Group
 - St. Stephen's Residence – leased land and support through envelope offerings
 - Use of Labyrinth by members of the wider neighbourhood/community for their own spiritual nourishment.
 - **Ecumenical Outreach** - hosts World Day of Prayer services; exchange of gifts with Muslim community at Ramadan, and guest speakers.
4. **What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?**
- **Human Resources** - Strong, long standing base of parishioners, but it's an "aging congregation" with less energy and possibly less disposable income. Possible burnout of those who are already extensively involved in the work of the church. Engaging youth is a challenge, as young families with working parents are pulled in many directions and the youth may have scheduled activities which conflict with church activities.
 - **Building** - Aging building (60 years old) but very well maintained and upgraded throughout the years; large, paved parking lot; recently installed lift; large basement hall; an attached two-storey office wing with basement; and exterior property with labyrinth, gardens and playground. We have available space for rentals. Upgrades needed: lighting and sound for in-person/Zoom services; exterior signage; flooring for Mary Lark Hall and office area; main roof replacement; double furnace and boilers. Tension – invest in building versus community outreach?
 - **Finances** - Overall, St. Stephen's is in good shape, with \$301,000 in reserves in CTFs, \$59,000 in the bank, and envelope revenue is up over \$6,000 as of June 2021 (attendance is up significantly with Zoom). Due to a loss of \$90,000 in rental income during the pandemic, the parish's deficit was \$4,445 in 2020 and is projected at approx. \$20,000 for 2021.
5. **Are there ministry opportunities you are aware of and what would you need to engage in them?**
- **Housing and Other Issues for Low-Income People and Seniors** - outreach towards homeless, precariously housed, and other marginalized populations; shared projects with the Diocese and other churches or groups to address food and housing insecurity and mental health issues; donations to help seniors with special needs.
 - **Support for Parents, Caregivers and Newcomers to Canada** - a weekly café style gathering in the hall, with toys for children; English language conversation café.
 - **Engagement with children and youth** - links with other parishes for special events; tap into youth interests (e.g. music and dance, children's musical or concert series).
 - **Engagement with Community – Use of Church Space During the Week** - e.g. coffee house night with other churches and Algonquin College; free community breakfasts; family gathering similar to Messy Church model; monthly meal with Larga Baffin; host musical evenings concerts; hold workshops and speaker events for community (mental health).



St. Stephen's Ottawa Quantitative Data







St. Stephen's											
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
1 Members on Parish Rolls	400	415	400	410	405	399	402	400	400	390	
2 Members in full communion	290	290	290	290	290	225	225	215	225	220	
3 Identifiable Givers	215	217	212	214	215	211	200	196	195	185	
4 Ave. Attendance at Sunday Services	132	137	136	132	129	118	110	115	116	104	
5 Baptisms	6	12	3	6	5	3	4	4	2	4	
6 Confirmations	0	5	5	0	0	0	0	0	8	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0	
8 Marriages	1	3	2	1	1	0	2	1	0	0	
9 Funerals	14	10	12	9	5	9	8	10	8	7	
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1	
11 Teachers	11	8	5	6	5	6	8	14	13	11	
12 Pupils	18	22	22	22	25	25	25	24	30	29	
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0	
14 No. of Women's Guild Members	50	46	0	35	35	35	35	30	35	25	
15 No. of Men's BAC Members	0	0	0	5	5	15	24	20	15	0	
16 No. of Other Members	125	125	125	125	125	125	120	110	110	90	
17 No. of Youth Members	2	0	0	0	2	8	8	5	12	12	
18 Collection Income	231562	272304	264568	308473	366756	299110	287003	315578	298847	283528	
19 Open offerings	2880	4274	2644	4108	2660	2540	4370	3814	5225	4363	
20 Donations Church Organizations	12403	18357	13189	15242	615	29461	18109	24050	22755	16963	
21 Rentals	54364	55143	54701	58015	61861	67599	101730	63996	71814	79432	
22 Capital Withdrawals from CTF	0	0	0	0	0						
23 Other Income	54437	15432	5325	1013	19675	38177	100	60004	4116	7732	
24a Bequests Deposited to CTF	80000	0	0	0	0	154331					
24b Received for Construction	0	0	0	0	0						
25 Bequests retained for use by Parish	28083	0	15169	0	0						
26 Endowments, Trust Funds, Invest Inc	5318	8256	2621	2617	0	7259	7479	3053	7919	4134	
XX Gift	0	0	3072	36708	18932	23792	12264	12471	698	50	
27 TOTAL INCOME RECEIVED	469047	373766	361289	421176	460499	622269	431055	482966	411374	396202	
28a Flow Through Funds	15948	18032	30759	103202	19033	25956	36023	18091	49265	18111	
28b Rent Expenses	0	9504	9666	10842	13454	12738	11686	13372	9736	589	
29 Cost of Priestly Services	111440	93686	126311	104748	112785	116411	105947	117685	122649	122352	
30 Costs of Other Staff	78999	81613	87819	94037	108433	130191	100771	101544	83348	79539	
31 Church Property Expense, incl util	39907	38285	4932	43200	31644	38852	33179	6167	32513	40213	
32 Rectory Expense, incl util & taxes	0	0	0	0	0			0			
33 Capital Expenditure	22372	6806	11474	21002	60192	58820	16386	129635	19661	19492	
34 Loan/Debt Repmt (Princ. & Int.)	568	252	368	1601	0			0	19943		
35 Assessment/Apportionment	61737	64905	69597	69924	69546	65583	63286	58206	51839	63688	
36 Insurance Premium	14107	14107	14178	14178	14462	14679	14679	14679	14679	14679	
37 Additions to Trust Funds	80000	0	0	0	0	154331		0			
38 Outreach/Special Ex-Par Appeals	26969	25285	30696	27153	26833	25956	36973	18091	53934	18111	
39 General Operating Expenses	35289	54896	46820	8625	25235	19240	17509	46303	21647	37252	
40 TOTAL EXPENDITURES	471388	379835	392195	384468	449130	624063	388330	492310	420213	395326	
41 2013 SURPLUS	0	0	0	36708	11369					876	
0 2013 (DEFICIT)	-2341	-6069	-30906	0	0	-1794	42725	-9344	-8839		
42 Debts Owing by Congregation at Y/E	0	0	202298	317146	0	199470			15830		
43 Special Funds	0	0	0	317146	253269	199470	206032	196484	206452		
0 Collection Income / ID givers	1077.033	1254.857	1247.962	1418.098	1659.33	1417.583	1435.015	1610.092	1532.549	1532.584	



St. Thomas Stittsville

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The single most important thing we wish the Diocese to know about St. Thomas is that it is a vibrant community in a neighbourhood with an (as yet) untapped potential. Like many communities, we are seeing a demographic shift as many older parishioners are (or soon will be) becoming through age or infirmity unable to participate in the community. A number have passed away. In short, we are in a transition period in the parish. I believe how we go about adjusting to this is a major priority. The parish really stepped up financially during COVID.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- The younger generations do not respond to the traditional organizations in the same way as the older generations have. Ministry content and delivery has needed to change. Much of our ministry is now performed online, for example – something St. Thomas was discussing even before the pandemic.
- It is important to continue more traditional forms of ministry (Monthly dinners, tea on Wednesdays for older parishioners etc.) while we cultivate newer approaches to newer ministries (Prayer and a Pint men's group online and in person). We have therefore always made a concurrent effort at maintaining the familiar and trying the new. We believe strongly that the first does not need to be sacrificed for the second.
- Worship is a priority.
- Programming: Men's group, choir, etc.
- Creativity: Brought in a food truck that has space in our parking lot.
- Finding a balance between online and in-person services and programming.
- AA and NA use the building

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- We have had to roll back the majority of community service during the pandemic, but this is slowly returning to normal: We have tried to provide as many opportunities as possible not to simply fundraise, but to meet communally for dinners, quiz nights, education evenings, musical evenings etc.
- It has been important that our community events include as many others outside the parish as possible and that many of the events are free to attend. When our priest arrived three years ago, there was a good deal of 'pay-to-play' fatigue and some parishioners admitted they could not afford to attend all events. We've changed this.
- We've tried to **patronize our local struggling businesses** and we made a deal with a local food vendor (who relied upon regional events for income) to set up in our front parking lot – an arrangement that benefited him and us.
- To **reintroduce all these regular activities – plus others** – is a priority going into 2022.
- **Outreach Committee** - sit on a board in Stittsville (re: affordable housing)
 - Collect socks, mugs, etc. that go back out into the community.
 - ACW does bags for Christmas delivery
 - Foodbank donations, refugee support, purses for homeless women
- **Collaborate with other denominations**



4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances**
 - We took a financial hit during 2020 and 2021, but it was not as large as projected and we were able to nearly keep track with previous years fundraising and outreach givings.
 - Aging demographic will begin to impact finances.
 - Have not been in a position to allocate part of the regular budget to outreach. Only done by appeal/ask at this point
- **Building**
 - Location! People know the name of our church, but have no idea where we are.
 - The space is difficult. It's large and expensive to heat with minimal numbers of people.
- **Human Resources**
 - Families have competing priorities between church and other things.
 - Energy level of members (100 active but only 30 doing the bulk of work).
 - Struggle to transition passive members to active ones.
 - Need a mentoring system for volunteer continuity and planning.

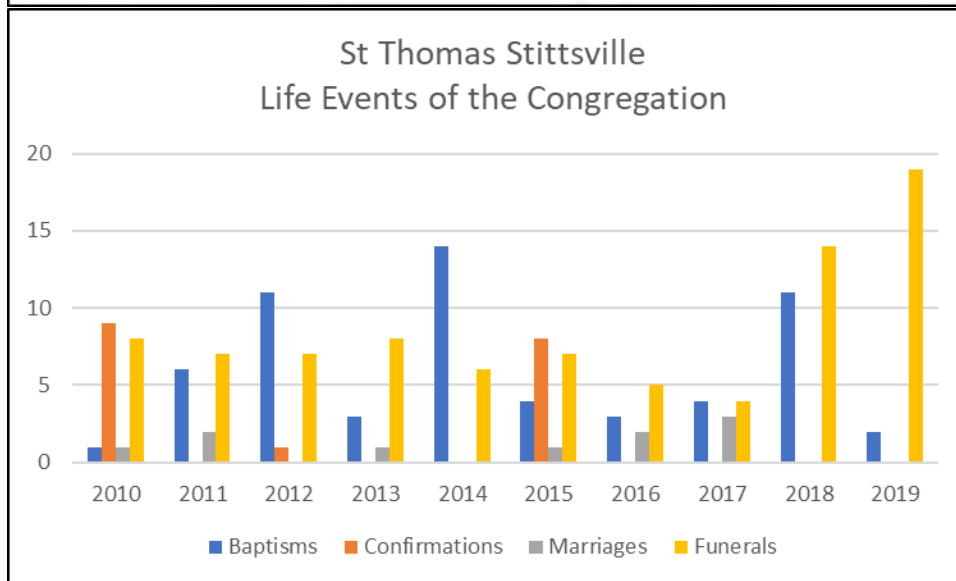
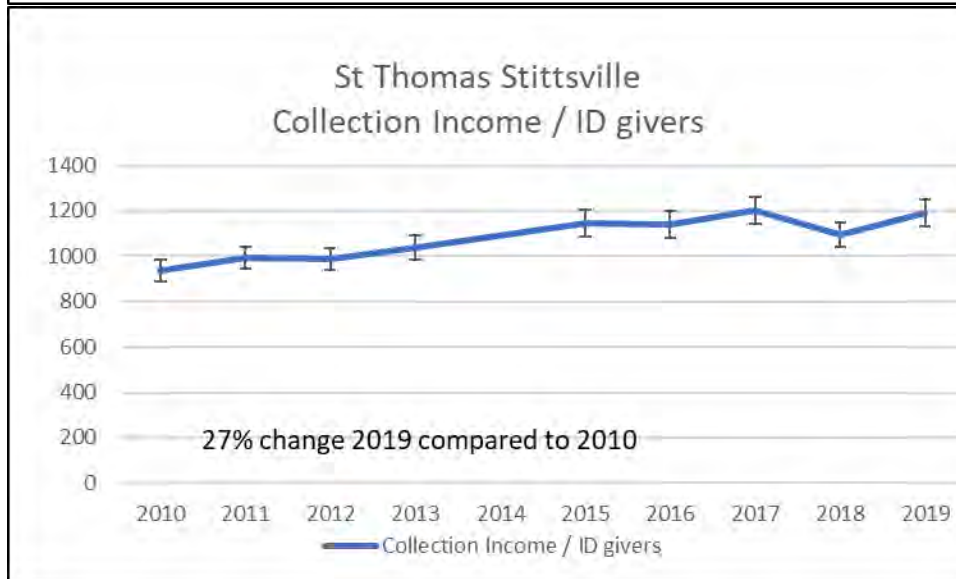
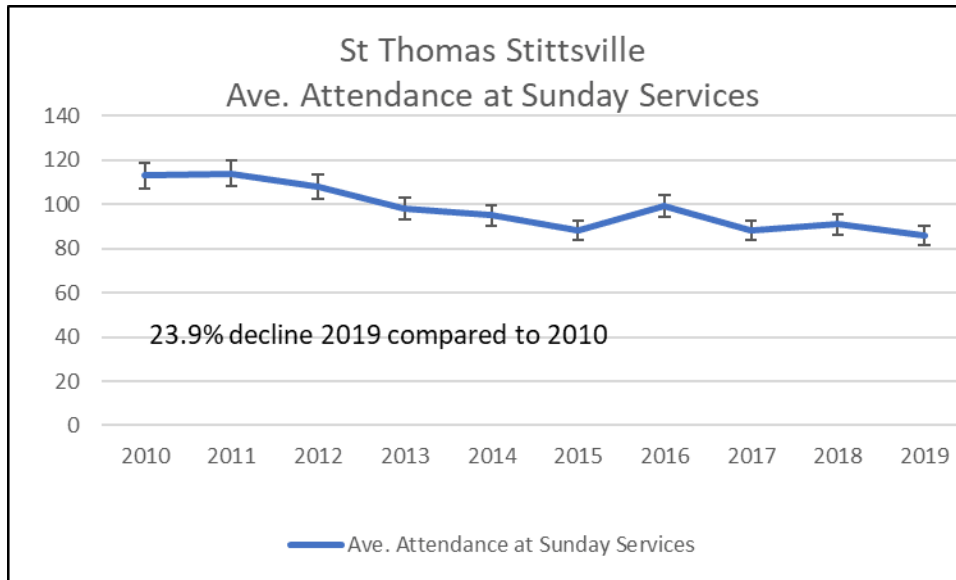
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- We **need help evangelizing in the newer areas of town**. We have received good, solid information on the demographics of our fast-growing areas in Stittsville, but we would like advice/help in navigating the best ways to go about attracting new residents to our church.
- We **need help with programming** (where do we find the info, and how to do it?)
- **Need help developing a good website with a donate button**. We can't afford to hire someone and so it is left to untrained volunteers, or clergy, who are already untrained and overworking.
- **Opportunity with Military Family Resource Centre, and DND on Moodie**, but we don't have the time or energy.
- We **have an opportunity to promote ourselves, but how do we do it and where do we start?** We need a facilitator that knows how to do this work.



St. Thomas Stittsville Quantitative Data

~ Demographic Data Not Available ~





St. Thomas Stittsville										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	574	518	518	410	359	397	358	366	368	355
2 Members in full communion	338	301	316	313	249	248	235	227	225	245
3 Identifiable Givers	164	161	152	146	137	137	133	128	137	129
4 Ave. Attendance at Sunday Services	113	114	108	98	95	88	99	88	91	86
5 Baptisms	1	6	11	3	14	4	3	4	11	2
6 Confirmations	9	0	1	0	0	8	0	0	0	0
7 Rec'd from other communions	1	0	0	0	0	0	0	0	0	0
8 Marriages	1	2	0	1	0	1	2	3	0	0
9 Funerals	8	7	7	8	6	7	5	4	14	19
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	10	11	11	17	8	10	10	4	5	3
12 Pupils	40	37	30	30	15	13	22	12	13	15
13 No. of ACW Members only	30	30	20	20	19	18	17	18	16	12
14 No. of Women's Guild Members	39	20	0	20	1	0	0	6	7	15
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	8	10
16 No. of Other Members	324	362	379	380	334	296	356	380	384	300
17 No. of Youth Members	24	32	32	30	24	22	21	6	5	12
18 Collection Income	153918	159920	150103	151703	0	156935	151632	153900	150176	153806
19 Open offerings	9483	11271	26523	4927	145957	3075	4088	2712	4757	2512
20 Donations Church Organizations	14292	15390	14738	20835	6218	20985	18155	18382	20401	20650
21 Rentals	20342	14100	10341	8941	24446	7063	8217	5649	5094	7887
22 Capital Withdrawals from CTF	0	47824	0	0	6331		0	0	3391	0
23 Other Income	1793	3629	9991	457	7046	8536	10631	1870	2520	24571
24a Bequests Deposited to CTF	0	0	0	0	0		0	0	0	30000
24b Received for Construction	0	0	0	0	0		0	0	8405	0
25 Bequests retained for use by Parish	0	1000	0	0	0	2000	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	4859	3125	2244	2523	2265	2561	2494	2640	2746	2073
XX Gift	0	7699	14637	16480	12834	13546	16529	584		0
27 TOTAL INCOME RECEIVED	204687	263958	228577	205866	205097	214701	211696	185737	197490	241499
28a Flow Through Funds	21811	19982	32287	14280	10870	16785	18506	13197	8315	23198
28b Rent Expenses	11508	7977	5850	5058	4748	5296	6161	4236	3819	5914
29 Cost of Priestly Services	73136	76623	83683	88099	91093	94688	93738	96126	96403	101955
30 Costs of Other Staff	32169	29910	30293	30571	33034	24708	22007	28061	33454	27739
31 Church Property Expense, incl util	19881	19852	22046	18420	17347	20220	20213	23221	20226	23228
32 Rectory Expense, incl util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	7062	48115	13499	13420	0	6295	0	0	9576	50008
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	37992	41585	37775	30408	27466	30765	29249	27451	26840	26237
36 Insurance Premium	2338	4084	4104	4275	4186	4249	4249	4249	4249	4310
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	15350	14543	14037	11223	18642	14976	12778	11811	15858	13854
39 General Operating Expenses	13492	13405	13144	11701	12603	14401	13273	11692	8761	8810
40 TOTAL EXPENDITURES	201420	248117	218581	208117	204371	210802	195507	202611	215367	256141
41 2013 SURPLUS	3267	0	9996	0	726	4399	16189			
0 2013 (DEFICIT)	0	15841	0	-2251	0			-16874	-17877	-14642
42 Debts Owing by Congregation at Y/E	0	0	0	0	555	171		1700		
43 Special Funds	9428	17045	58323	69305	67882	83822	86563	72758	65610	33139
0 Collection Income / ID givers	9385244	9932919	9875197	1039062		1145511	114009	1202344	1096175	1192235



St. Thomas the Apostle Ottawa

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

St. Thomas the Apostle (STA) seeks to maintain its vibrancy as a worshipping community and be ambitious and open-minded to where God's Spirit is leading us into the future – always talking about what else we can do and how best to serve the broader community where we live, in south Ottawa.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship**
 - Sunday worship includes an 8 am said service and 10 am sung Eucharist (in person and online)
 - Parking lot communion is offered to those participating in the virtual service
 - Mid-week services (Lectio Divina, anointing service) suspended during pandemic
- **Music**
 - Rich Anglican choral tradition
 - Due to excellent acoustical quality of the worship space, frequent bookings by musicians in the local community – GleeCeptional (for children, teenagers and young adults with exceptionalities), Kiwanis, community choirs and recitals
- **Pastoral Care**
 - Pre-pandemic - Eucharist services in 6 retirement residences; home visits; communion visits at the General Hospital; sending cards, emails, and prayer shawls to the sick and shut-ins;
 - During the pandemic - a new pastoral phone ministry was launched
- **Fellowship**
 - A strong sense of fellowship and community, through parish events also open to the wider community – e.g. parking lot sale, Fish Fry and Silent Auction, Shrove Tuesday dinner, the Annual Bazaar, monthly Brotherhood of Anglican Churchmen dinners (with speaker); yoga, music & meal
 - Weekly fellowship hour (online during COVID).
- **Ministry to Seniors**
 - STA values and cares for seniors, both within the parish and the wider community – e.g. through Ellwood House affordable housing for seniors on the STA campus, regular “Chat & Chew” meals, and active pastoral care.
- **Christian Formation**
 - Sunday School offered online during the pandemic;
 - Adult learning sessions offered seasonally, including book studies and sessions on specific issues (e.g. indigenous reconciliation, faith & politics, Anglican/Christian Tradition, future church)

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Leveraging its Campus**
 - St. Thomas has a long history of leveraging its substantial three-acre campus in Alta Vista for the benefit of the community
 - Ellwood House - 30 units of safe and affordable housing for seniors, built 30 years ago; a 38-unit extension is being developed, partnering with Ellwood House Board and the Diocese
 - St. Thomas the Apostle Nursery School - dynamic early childhood education program for approximately 65 children between the ages of 12 months and 10 years



- Braeside House - a residence for 8 adults with developmental disabilities, built in 2009, as part of a long-term lease on part of the campus
- Community Garden - the parish has turned parts of its front lawn into garden space, with 10% of produce from each plot being donated to the food bank, addressing food security
- Rentals prioritized that have community benefit – farmers market, as requested by Community Association, community choirs, ecumenical groups, AA, service organizations
- **Food Ministry**
 - Chat & Chew - monthly meal with entertainment for seniors 80 seniors (60% from the broader community) which, during the pandemic has moved from in-person to delivery
 - Donations of non-perishable food items to the local food bank (HEFC)
 - potluck dinners hosted by STA at the food bank
 - grocery card fundraising through local grocers for 28 refugee households, in partnership with 5 other area churches (OMRA)
- **Consultations/Partnerships**
 - A long history of extensive consultations with the community, with some joint activities emerging, particularly with the South-East Ottawa Community Health Centre
 - An interest in increased partnerships into the future with other Anglican parishes, faith groups and other community organizations to impact our immediate and broader community
- **Serving Outside of the Parish**
 - Members of St. Thomas are very active in volunteering in Diocesan community ministries, the Cathedral Hill Foundation, diocesan stewardship sub-committee, and community organizations (Ronald McDonald House, *Vistas* community newspaper, South-East Ottawa Community Health Centre); as well as nationally through donations to PWRDF

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

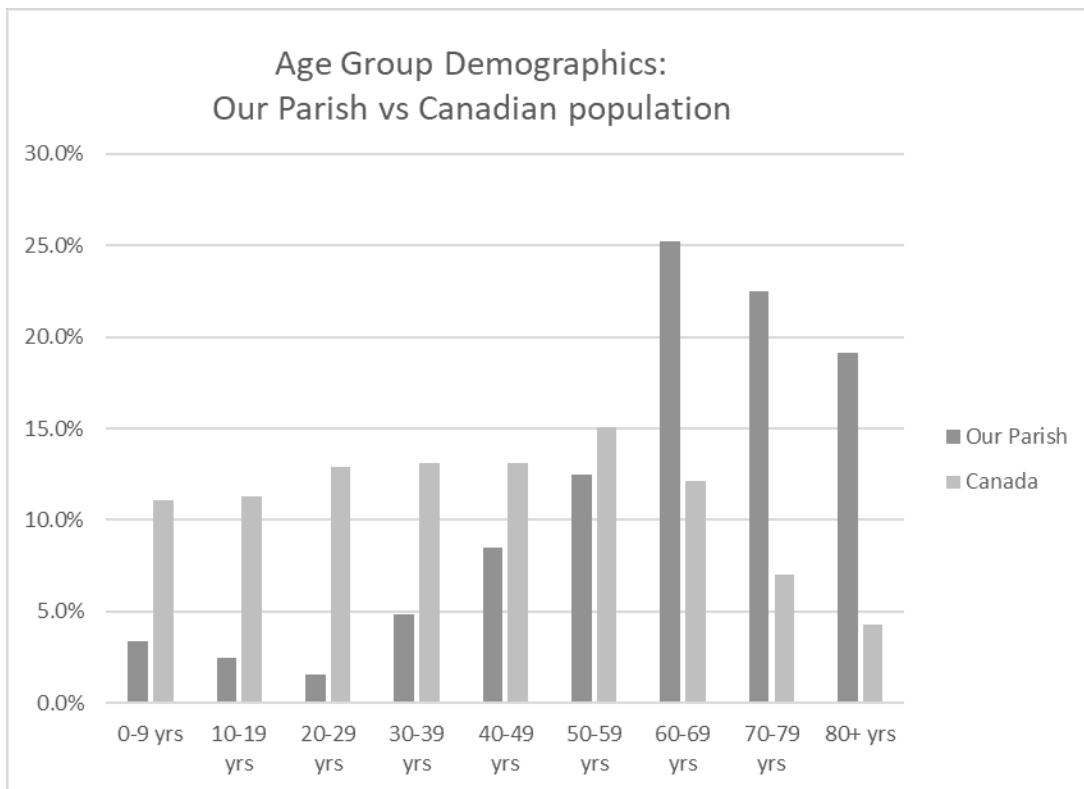
- **Finances**
 - 2020 ended in a positive financial position, with givings slightly higher than predicted, in part due to the arrival of parishioners from Church of the Resurrection (following its disestablishment)
 - In 2021, general givings are keeping pace, and building rental income is increased.
 - In the coming year, STA will prepare a long-term multi-year capital plan to ensure the buildings remain sustainable over time – and set targets for a replenished capital fund
- **Building Status:**
 - A large and middle-aged building, with several challenges – e.g. heating system and parking lot at end-of-life cycle; building envelope issues (esp. windows and brickwork); and foundation repairs
 - The building has consumed significant funds over the past 6-8 years
 - A multi-year capital repair and replacement plan is being developed, based on a recent building condition assessment; implementation will require a bigger capital fund
- **Human Resources:**
 - Strong volunteer spirit and high participation, but an aging congregation and volunteer base – much smaller than it was and shrinking each year.
 - A lot of work is done by volunteers, including teams of 40 volunteers who gather for weekly cleaning and fellowship (12K Cleaning Operation)
 - The challenge ahead is to find ways to renew the parish community through innovative approaches to attract new families, different demographics, etc.

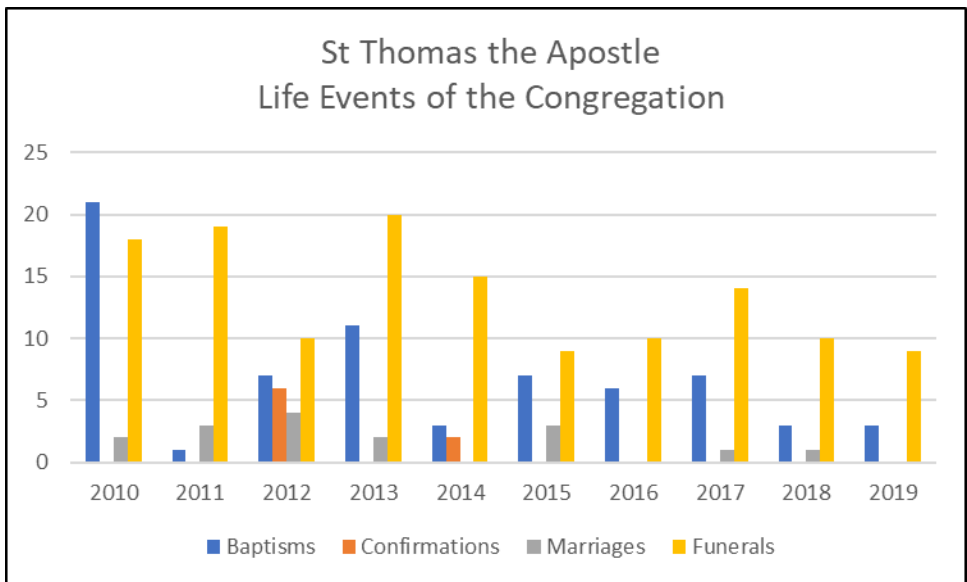
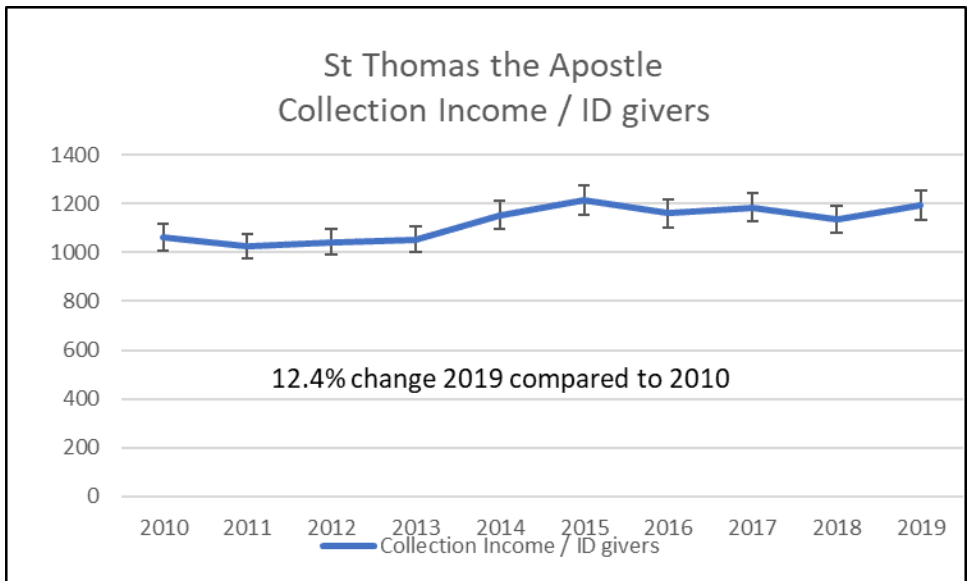
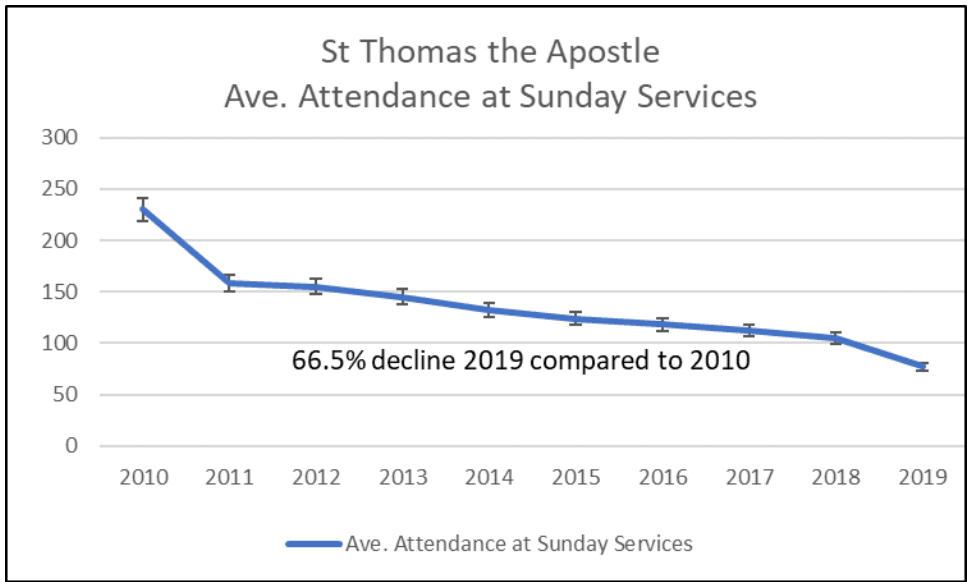


5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Parish Renewal**
 - Given the aging demographic, a renewal of the volunteer base and the way the parish functions is required in order to meaningfully engage in additional ministry opportunities
- **Campus-Wide Approach and Expansion**
 - Enhancing relationships with long-term campus partners (Ellwood House, Braeside House, Nursery School) to create a campus-wide approach to ministry and serving the community and each other
 - Unleveraged space in the church building and land on the campus could be used for additional partners
- **Food Ministry**
 - St. Thomas and the former Church of the Resurrection both had activity and interest in addressing food security needs. Leveraging this interest and history into future activities remains a domain of ministry to explore

St. Thomas the Apostle Ottawa Quantitative Data







St. Thomas the Apostle										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	916	427	903	403	423	421	403	396	390	380
2 Members in full communion	615	360	420	286	275	270	265	259	250	225
3 Identifiable Givers	257	250	239	224	210	200	203	191	192	176
4 Ave. Attendance at Sunday Services	230	158	155	145	132	124	118	112	105	77
5 Baptisms	21	1	7	11	3	7	6	7	3	3
6 Confirmations	0	0	6	0	2	0		0	0	0
7 Rec'd from other communions	3	0	0	0	0	0		0	0	0
8 Marriages	2	3	4	2	0	3		1	1	0
9 Funerals	18	19	10	20	15	9	10	14	10	9
10 Church/Sunday Schools	1	1	2	2	2	1	1	1	1	1
11 Teachers	7	24	5	5	6	4	4	4	4	3
12 Pupils	20	54	20	50	10	10	11	12	10	10
13 No. of ACW Members only	36	0	0	0	0	0		0	0	0
14 No. of Women's Guild Members	30	40	29	25	18	19	10	10	12	12
15 No. of Men's BAC Members	31	47	8	10	10	10	13	13	12	12
16 No. of Other Members	155	446	425	425	196	190	187	185	237	240
17 No. of Youth Members	36	28	16	16	14	5	20	3	6	6
18 Collection Income	272889	256523	249132	236164	242252	243182	236628	226339	218186	210009
19 Open offerings	4775	4966	5387	6077	3860	4840	4248	5007	3897	4451
20 Donations Church Organizations	3600	10852	7884	15416	11114	10227	16326	9246	9655	10570
21 Rentals	44755	45987	46065	48176	53502	53649	54810	54920	56683	62111
22 Capital Withdrawals from CTF	0	0	0	0	0		188084	0	0	0
23 Other Income	49524	64559	30963	23218	29817	59115	50893	26741	33260	34996
24a Bequests Deposited to CTF	13000	5000	0	50000	0			0	0	0
24b Received for Construction	0	20911	0	0	0			0	0	0
25 Bequests retained for use by Parish	0	0	0	0	0	29859		0	20000	0
26 Endowments, Trust Funds, Invest Inc	20227	0	17656	17423	17497	19796	24481	12682	13699	14166
XX Gift	0	0	62714	80283	62063	39130	30782	8426	2680	1000
27 TOTAL INCOME RECEIVED	408770	408798	419801	476757	420105	459798	605252	343361	367960	337303
28a Flow Through Funds	31087	15903	12918	12739	11410	4967	32823	15112	10912	11213
28b Rent Expenses	17167	14307	14205	13492	15788	15729	17191	21398	25106	28724
29 Cost of Priestly Services	69484	87570	95114	99331	86951	82535	57115	60097	56140	56344
30 Costs of Other Staff	79124	54808	59444	57473	60574	72071	88328	95684	61848	66302
31 Church Property Expense, incl util	43974	50829	45220	46107	54160	53556	63401	70724	56024	52403
32 Rectory Expense, incl util & taxes	0	0	0	0	0			0	0	0
33 Capital Expenditure	4262	13203	10829	15362	22529	12606	297857	32291	32411	25436
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0			0	0	0
35 Assessment/Apportionment	76819	80132	70705	69902	63096	60996	56067	55848	53444	54687
36 Insurance Premium	7654	7654	7692	7692	7846	7964	7964	7946	7964	7964
37 Additions to Trust Funds	13000	5000	0	50000	0			0	0	0
38 Outreach/Special Ex-Par Appeals	33685	15903	12918	12739	11410	10055	7705	15112	10912	11213
39 General Operating Expenses	37279	35709	36435	39191	40610	37613	35560	34706	35457	35871
40 TOTAL EXPENDITURES	365281	360808	338357	397797	347176	337396	613997	372408	314200	310220
41 2013 SURPLUS	43489	57990	81444	78960	72929	122402	-8745		43760	27083
0 2013 (DEFICIT)	0	0	0	0	0			-29047		
42 Debts Owing by Congregation at Y/E	0	0	0	0	0		9193			
43 Special Funds	105175	93606	140180	77713	78340	151555	103617	53369	53846	121827
0 Collection Income / ID givers	1061.825	1026.092	1042.393	1054.304	1153.581	1215.91	1160.729	1185.021	1136.385	1193.233



Trinity Old Ottawa South

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Trinity is an inclusive, vital, traditional yet modern church which values community engagement, liturgy and music. The Parish of Trinity wants to offer a spiritual home; a place where people are supported and valued and a church which is relevant to the broader community. They are living out the mission for the parish to be *a diverse community that is inclusive of all people. Jesus offers a pure example of love, compassion, and justice. In our human way, we attempt to follow his example.*

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Liturgy and Worship** - Balance the traditional Anglican Church (building, sermon, decor) with modern feel (service, music). Anglicans can look different.
- **Music** as an expression of worship and a way of engaging the wider community.
- **Not Just a Sunday Family but also a Family out of Church.** Approachable pastor considers the wider community. Respond to the social issues of the day (example: Mural and Indigenous reconciliation).
- **Pastoral Care** including recruitment and training of new members
- **Seniors** - Investing in fresh approaches. Example: on-line speaker series. Break isolation through online discussion during the pandemic.
- **Refugee Ministry** working with Ottawa South Committee for Refugee Settlement and an association with Refugee Support Ottawa
- New ministry recently established to gather and to offer **spiritual guidance and mentorship to youth/young adults.** Plans to address a broad range of issues facing young adults including opportunities for mental health support.
- **Build on the Futures Committee** work which identified community needs through broad consultation with key community stakeholders.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- Refugee ministry in partnership with community groups has resettled more than 40 refugees
- Serving people of all ages and stages of life: Daycare, Brownies, Mabel Gordon House for students, choirs, Seniors in Conversation
- Trinity has a symbiotic relationship with Old Ottawa South community. The Parish is seen as one of the 4 pillars of the community (Trinity, Fire hall Community Centre, Southminster United, Library).
- Community using the space – examples: music teachers, Brownies, community choirs, Navigators (Carleton U Christian campus group)
- Space is being used heavily but could be refitted to be of even better use.
- Ecumenical services and Out of the Cold program with Southminster United.

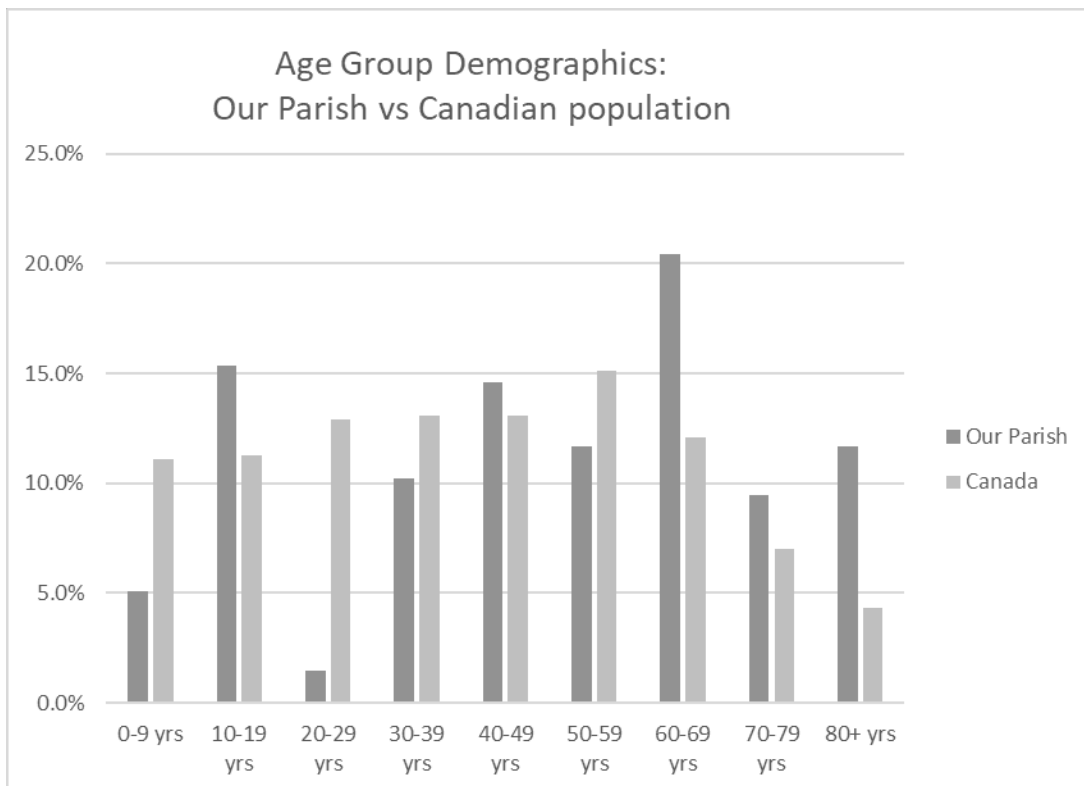
4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

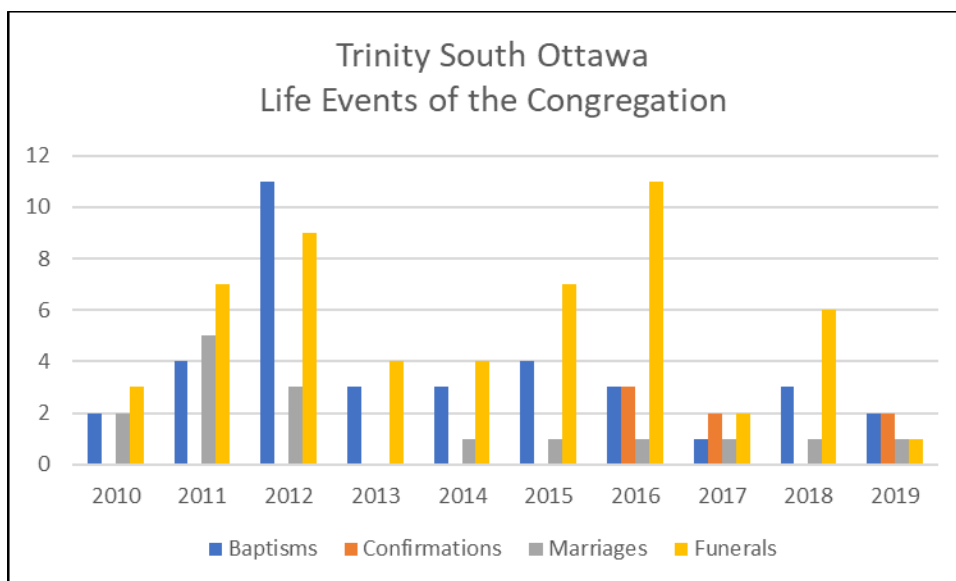
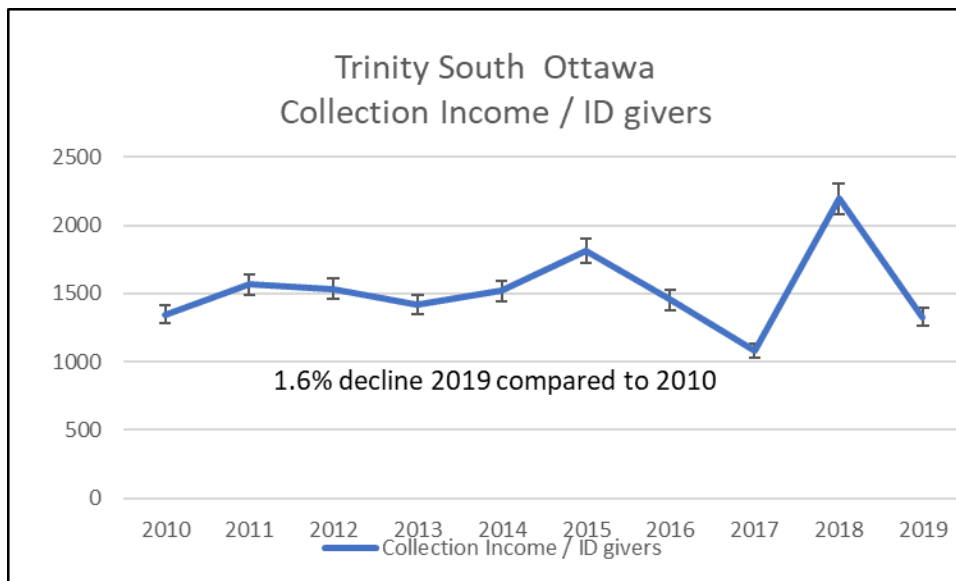
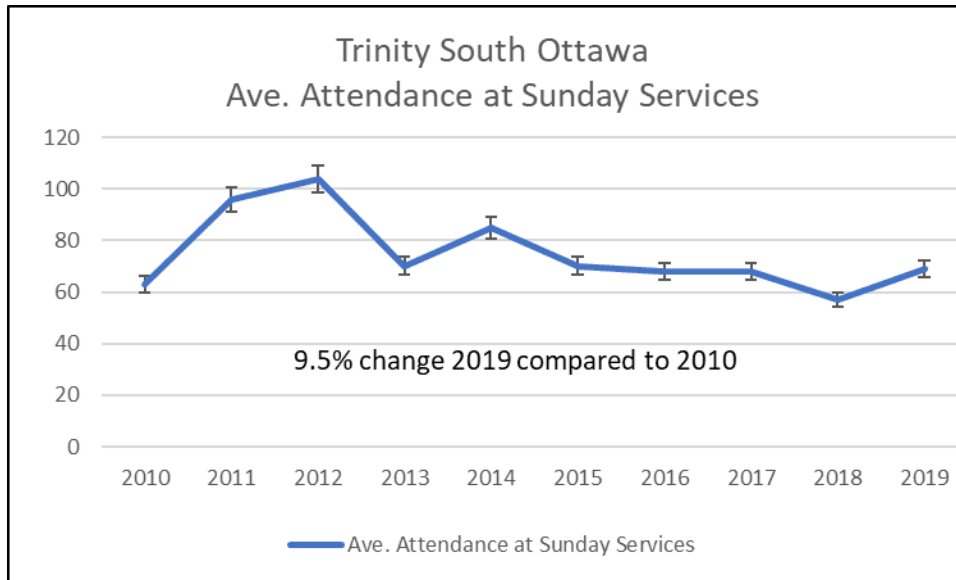
- **Volunteer Burnout** - Small congregation with an aging demographic and lack volunteers to sustain their ministries. "Everybody does something" a job for everyone but that can lead to burnout.
- **Property Management and Maintenance** - consumes too much volunteer time. Need to hire trades and service providers. Looking for qualified resource lists of trades (electricians, roofers, masons etc. heat) whom they can draw on. Significant use of facilities adds to requirements for maintenance
- **Partnerships** to share the work and serve the community.



- **Finances** in good shape. In their budgeting they make use of grant applications (e.g. grant for Seniors in Conversation)
- 5. Are there ministry opportunities you are aware of and what would you need to engage in them?**
- **Expand ministry** including children and younger adults, with an openness toward people of all ethnicities and cultures.
 - **Campus Ministry to students in residence** at Carleton U and in the neighbourhood. Need staff or volunteers knowledgeable in this ministry
 - **Reach out to new housing developments** and determine needs that could be delivered by Trinity. New apartment building residents (3 new buildings, 1000+ units near Billings Bridge) and ministry to Ottawa South (beyond Old Ottawa South). Looking south from Trinity, Manotick is the next Anglican church. To do this, they need to do research as to who these residents are, their needs and build communication plan. Diocese could assist.
 - **How to revitalize work with young families** - bring the daycare users into church. Opportunities: family dinners, classes for parents
 - **Improve church street presence** in part facilitated by relocation of playground
 - Challenge, **how can we bring people back to church?** Do we need research?

Trinity Old Ottawa South Quantitative Data







Trinity South Ottawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	367	260	246	333	526	337	292	713	295	715
2 Members in full communion	305	188	190	330	340	245	195	296	193	296
3 Identifiable Givers	120	103	97	95	90	72	91	180	92	180
4 Ave. Attendance at Sunday Services	63	96	104	70	85	70	68	68	57	69
5 Baptisms	2	4	11	3	3	4	3	1	3	2
6 Confirmations	0	0	0	0	0	0	3	2	0	2
7 Rec'd from other communions	0	0	0	0	0	5	1	0	0	0
8 Marriages	2	5	3	0	1	1	1	1	1	1
9 Funerals	3	7	9	4	4	7	11	2	6	1
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	5	4	5	6	7	9	7	5	7	5
12 Pupils	25	30	40	40	34	30	35	17	30	15
13 No. of ACW Members only	8	8	6	8	6	6	6	5	6	5
14 No. of Women's Guild Members	0	0	0	0	0		0	0		
15 No. of Men's BAC Members	0	0	0	0	0		0	0		
16 No. of Other Members	120	25	0	128	116	82	151	42	157	46
17 No. of Youth Members	10	2	0	7	10	15	14	5	15	6
18 Collection Income	161686	161187	148687	134398	136627	130662	132136	194560	201801	238592
19 Open offerings	3493	3606	2413	3283	7112	10543	3302	2968	15836	12065
20 Donations Church Organizations	10280	18192	12740	13538	11246	13492	10297	19980	11057	21286
21 Rentals	56794	59500	60039	46114	65021	74324	76000	78897	79036	93725
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	0	0
23 Other Income	0	0	10282	21159	10164	10164	82598	6225	33612	55149
24a Bequests Deposited to CTF	0	80000	0	0	0	0	43707	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	27352	0	11294	0	0	0	0	325	0	40328
26 Endowments, Trust Funds, Invest Inc	35698	32635	23691	24128	17755	18266	19119	38019	40408	70177
XX Gift	0	0	13344	17373	11723	7467	3323	2785	0	0
27 TOTAL INCOME RECEIVED	255303	355180	282430	259993	259648	264918	370482	343759	381750	531322
28a Flow Through Funds	18677	20216	2750	14500	5450	5108	60085	43406	82162	108617
28b Rent Expenses	33464	28368	25905	25915	25406	30600	44689	52701	26386	27546
29 Cost of Priestly Services	79264	82342	63487	73155	70558	74030	102900	89078	107046	111838
30 Costs of Other Staff	27829	30037	35674	48217	41488	34414	56051	51071	65709	44276
31 Church Property Expense, incl util	66401	73340	63159	57841	66003	64146	11739	52701	56487	60374
32 Rectory Expense, ind util & taxes	0	0	0	0	0	0	0	0	0	0
33 Capital Expenditure	22029	103306	2000	0	0	7950	0	7017	5338	83833
34 Loan/Debt Repmt (Princ. & Int.)	0	0	19775	8000	0	0	53599	0	0	0
35 Assessment/Apportionment	39130	35320	37188	31506	36972	35718	41046	28103	35171	38568
36 Insurance Premium	10038	10238	10474	10474	10683	10843	10843	9036	10843	10843
37 Additions to Trust Funds	0	0	0	0	0	0	53599	0	0	0
38 Outreach/Special Ex-Par Appeals	19377	20216	2760	4500	5516	3458	82598	43406	70583	79083
39 General Operating Expenses	17915	11487	41911	25994	49044	47881	167254	66712	33885	26081
40 TOTAL EXPENDITURES	281983	366286	276428	259687	280264	278440	579629	347124	385062	454896
41 2013 SURPLUS	13320	0	6062	306	0					76426
0 2013 (DEFICIT)	0	-11106	0	0	-20616	-13522	-209147	-3365	-3312	
42 Debts Owing by Congregation at Y/E	0	80000	60225	52225	48474			43406		
43 Special Funds	0	0	0	0	0			52701	5338	
0 Collection Income / ID givers	1347.383	1564.922	1532.856	1414.716	1518.078	1814.75	1452.044	1080.889	2193.489	1325.511



Area Parish of the Valley

**All Saints Petawawa, Ascension Killaloe, Epiphany Barry's Bay,
Holy Trinity Pembroke, St. Anthony's Whitney, St. Augustine's Beachburg,
St. George's Alice, St. John's Eganville, St. John's Tramore, St. Patrick's Stafford,
St. Paul's Cobden, St. Stephen's Micksburg, St. Thomas Rankin**

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

The Area Parish of the Valley is made up of twelve congregations. They have come together with mutual respect and hope for the future as they learn about each other and build on each other's strengths; creating a community where everyone is welcome and proving that the whole is greater than the sum of the parts.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship**
 - Sharing a clergy team of four and partnering with lay readers to provide worship across the parish
 - Parish-wide music initiatives form an integral part of parish life
 - One Sunday bulletin shared across the parish
 - Three new lay readers in training
- **Learning & Education**
 - Bible School Day Camp called Noah's Ark - 1 week, family BBQ, 30+ kids, lay led, inter-denominational
 - Technology has helped raise the profile and participation in study groups
- **Caring & Hospitality**
 - Always a shoulder to lean on or assist with chores – Happy to provide a “heavenly hug”
 - Dinners (Cabin Fever dinner, Look Who's Coming to Dinner, Soup & Sandwiches, Strawberry Social, breakfasts and coffee) - retirement home attendants bring residents
- **Valley Passport** - get to know the other people in the parish by visiting and collecting stamps on each page that contains picture/info on each church
 - Bi-weekly email newsletter to all parishioners
 - Parish newsletter “Revelations” distributed across the parish
 - Instituted a prayer shawl ministry

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **Outreach**
 - Gift packs for people entering hospital
 - Food Bank Sundays
 - Robbie Dean Foundation, Centre 454, Bernadette McCann house
 - School supplies in the fall
 - PWRDF, Ugandan orphanage, Operation Smile, Bore holes in India
 - Lunch provided to food bank clients
 - Free clothing depot “Epiphany Fashions” in basement of the church



- **Events**
 - Bazaars & rummage sales
 - Soup and Sandwiches
 - Yard & Bake Sale
 - Big Give – not only items but also manicures, haircuts, bouncy castle for kids, musical entertainment
 - Macaroni cook-off in support of library/public skating program
 - Talent night
 - Annual Celebration of Lights/Advent Evensong
 - Community wine and cheese fundraiser – pumpkin auction in support of PWRDF
- **Partnerships**
 - AA meetings
 - Calvin United Church – Community Garden
 - Alliance Club/Friendship club – have crossover membership

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

Placing finances and building concerns before human resources – putting balanced budget ahead of mission

- **Finances**
 - Buildings are expensive and there are lots of them
- **Building Status**
 - Not all are accessible
- **Human Resources**
 - Aging and dwindling population

5. Are there ministry opportunities you are aware of and what would you need to engage in them?

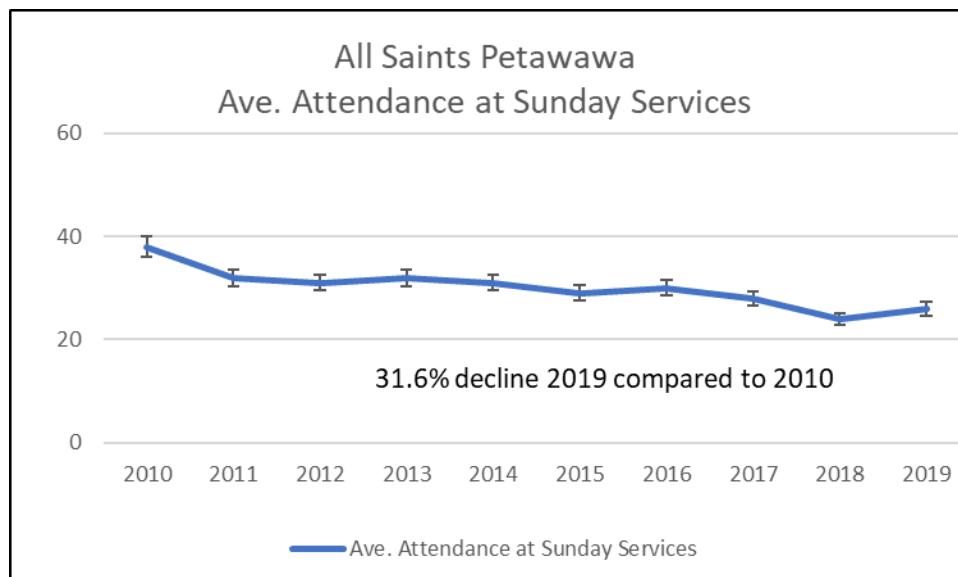
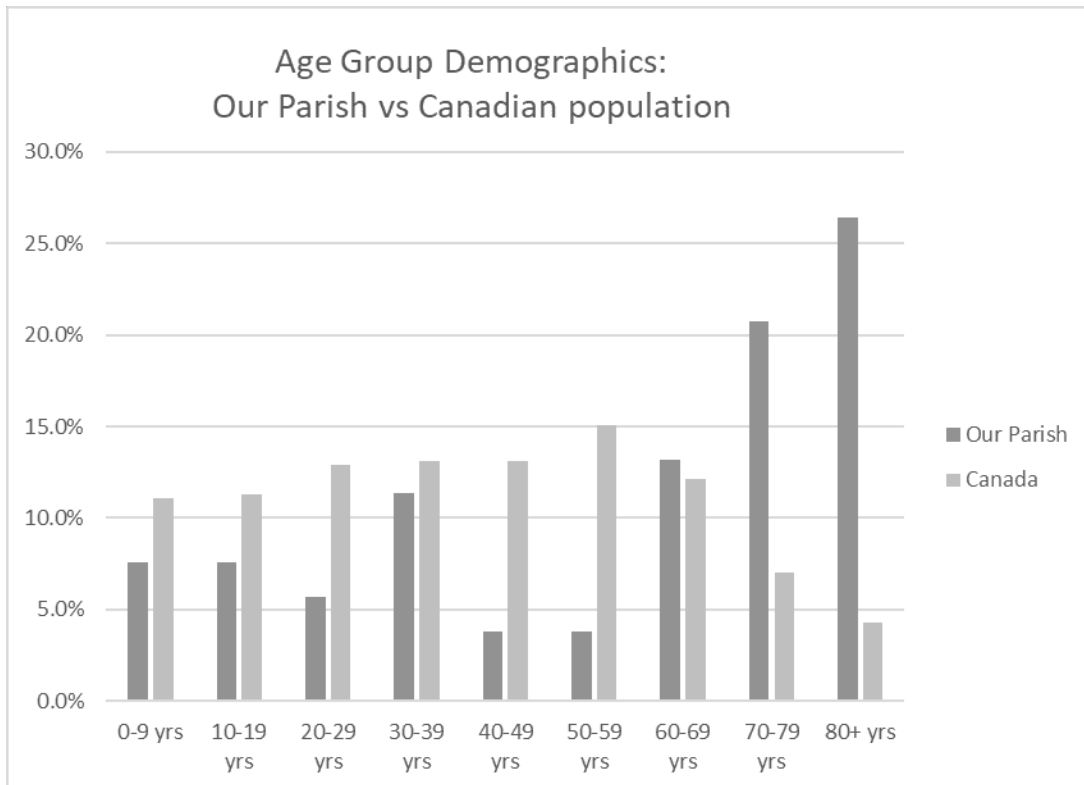
- **Working Tables** - Continue the ground-breaking process facilitated by the 4 working table groups by dove-tailing ideas into and from the Shape of Parish Ministry and Buildings process throughout stages 2 and 3
- **Governance and Finance** – what structures can be changed or put in place to make the best use of time, resources and finances to enhance ministry
- **Worship & Life-Long Learning** – liturgies, special services, joint services, worship leader resources, hymns and music, bible studies, Christian education as well as children, youth, family ministry
- **Outreach Ministry & Volunteer Opportunities** - current activities (local and beyond), communications and education, new opportunities
- **Futures** - what might be possible in the future if work starts today
- **Social Justice**
 - Potential to partner with the Grind (social services charity)
 - Serving the marginalized by using our buildings in creative ways
 - Canvass seniors' homes and other institutions to see what help they need
 - Flying the Pride flag
- **Buildings**
 - Create multi-functional spaces
 - Market the halls we have available

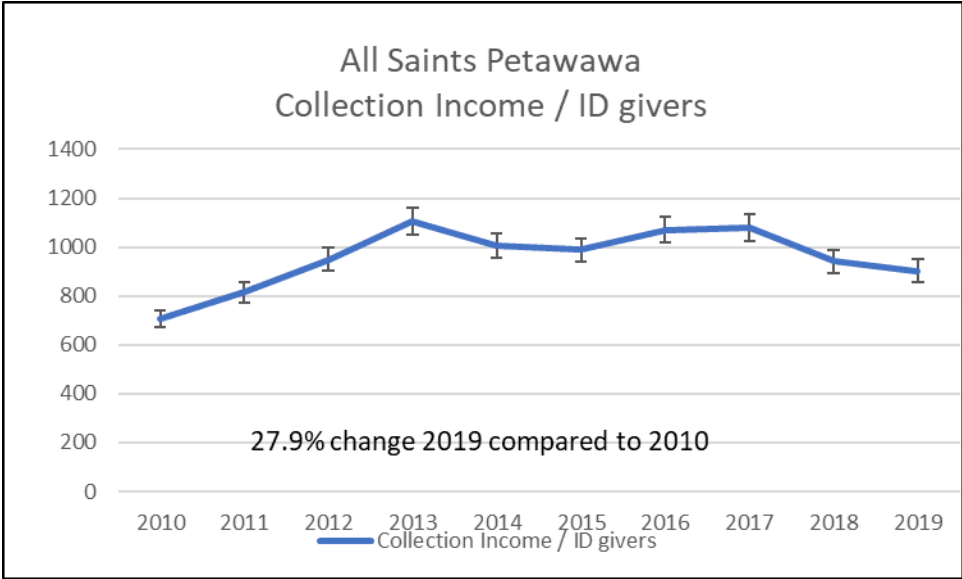
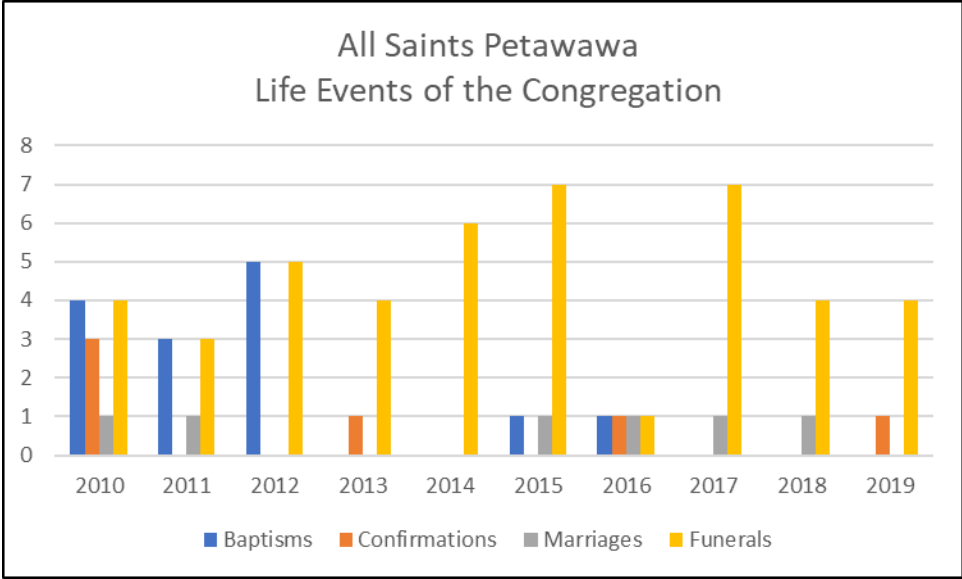


- **Worship**

- Offer services at different times - mid-week with an offer of hotdogs for the kids to give the parents a break and an opportunity to refresh their souls
- Demystify the imagery and symbols of Anglicanism
- Partner with tourist associations to offer holy hikes etc.
- Offer quarterly, parish-wide services to foster connections

All Saints Petawawa Quantitative Data



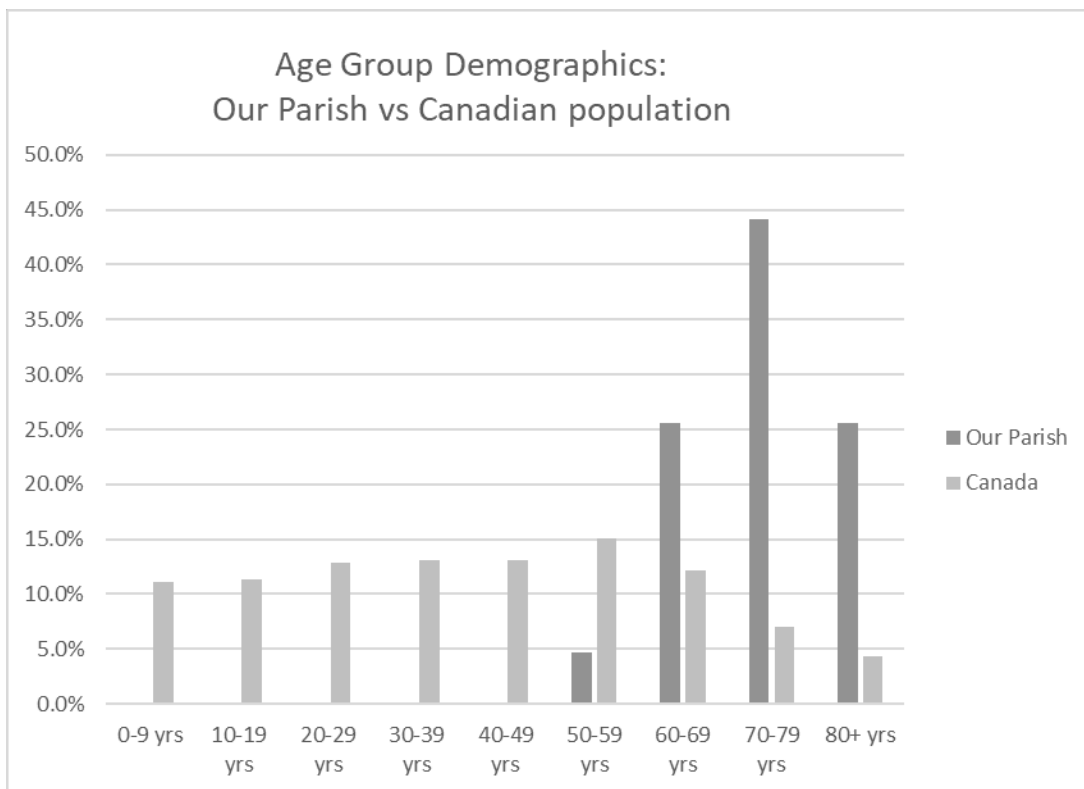
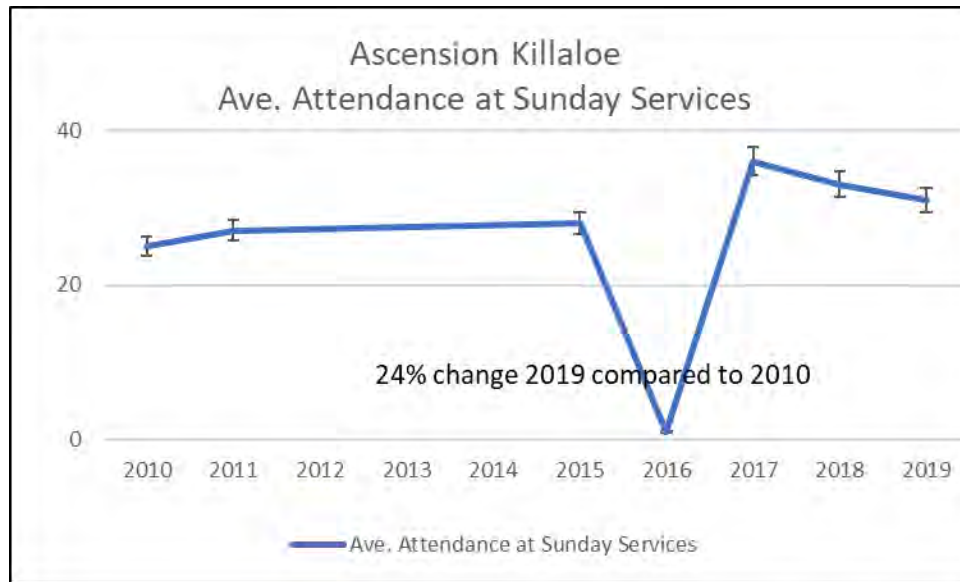


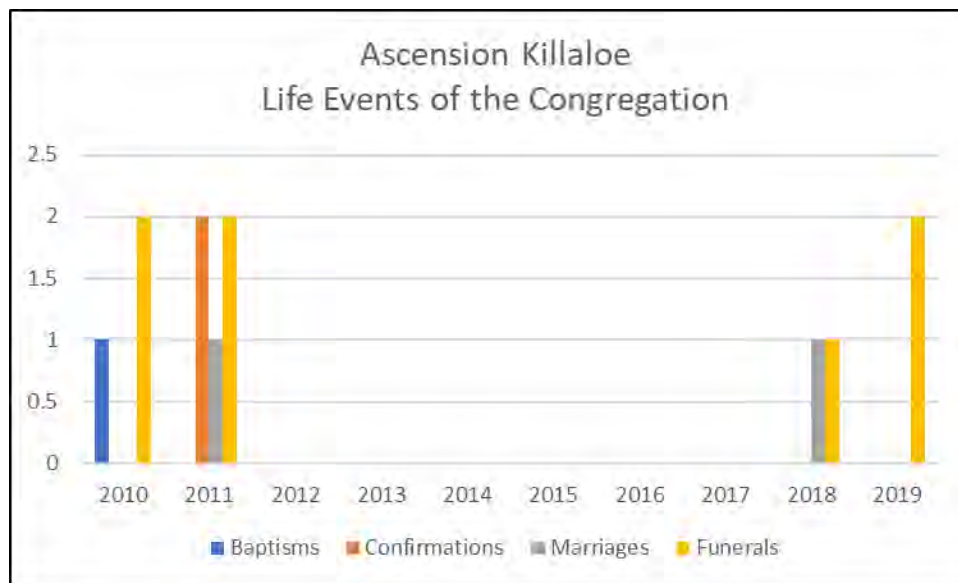
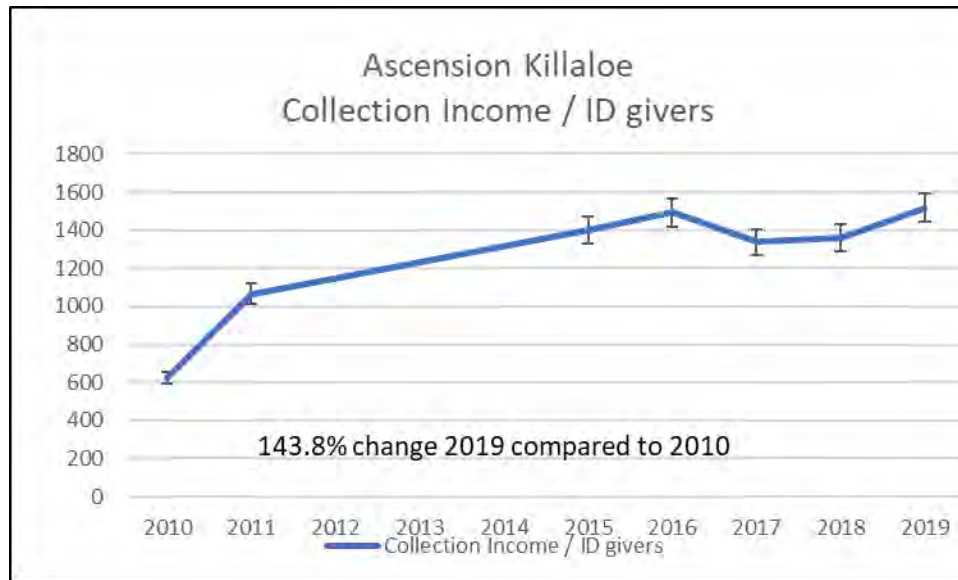


All Saints Petawawa										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	110	120	115	118	112	108	112	108	131	129
2 Members in full communion	62	75	65	68	66	57	60	70	55	55
3 Identifiable Givers	45	38	39	36	43	39	41	43	45	45
4 Ave. Attendance at Sunday Services	38	32	31	32	31	29	30	28	24	26
5 Baptisms	4	3	5	0	0	1	1	0	0	0
6 Confirmations	3	0	0	1	0	0	1	0	0	1
7 Rec'd from other communions	1	0	0	0	0	0	0	0	0	0
8 Marriages	1	1	0	0	0	1	1	1	1	0
9 Funerals	4	3	5	4	6	7	1	7	4	4
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	10	10	7	6	4	2	2	2	2	2
12 Pupils	12	6	10	8	2	2	4	5	6	9
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	18	18	18	15	12	12	12	15	15	15
15 No. of Men's BAC Members	16	17	19	15	15	14	12	10	10	10
16 No. of Other Members	65	60	50	45	30	30	30	30	30	30
17 No. of Youth Members	2	2	2	3	3	3	3	5	4	4
18 Collection Income	31772	30945	37047	39727	43224	38526	43905	46397	42400	40645
19 Open offerings	885	594	877	1090	699	765	1243	700	366	810
20 Donations Church Organizations	6475	6578	7169	8564	8609	7289	10934	8181	7670	11450
21 Rentals	9650	6300	6341	6696	6948	7606	9108	8999	1770	3722
22 Capital Withdrawals from CTF	0	0	0	0	0	0	0	0	25000	0
23 Other Income	123	0	10	0	0	0	0	0	1625	1279
24a Bequests Deposited to CTF	0	0	0	0	0	0	0	0	0	0
24b Received for Construction	0	0	0	0	0	0	0	0	0	0
25 Bequests retained for use by Parish	5000	0	0	0	0	0	0	0	0	0
26 Endowments, Trust Funds, Invest Inc	3704	3454	4155	4054	4077	4083	3132	4465	3734	4518
XX Gift	0	0	13	3580	1805	1665	1510	1797	93	0
27 TOTAL INCOME RECEIVED	57609	47871	55612	63711	65362	59934	69832	70539	82658	62424
28a Flow Through Funds	1285	375	395	1751	2540	1775	1487	1867	1913	424
28b Rent Expenses	1603	2016	3402	2552	1823	1933	2127	2302	835	0
29 Cost of Priestly Services	32014	24545	27533	32243	35814	38386	37011	38316	42958	36557
30 Costs of Other Staff	0	1200	850	750	0	0	0	0	0	0
31 Church Property Expense, incl util	3594	3692	4684	3850	4997	5810	4382	7081	4692	5601
32 Rectory Expense, incl util & taxes	1603	2016	3402	2552	1723	1833	1927	2102	26671	9677
33 Capital Expenditure	8655	0	6620	0	0	0	0	13109	0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0	0	0	0	0	0
35 Assessment/Apportionment	4729	5789	5860	5602	4069	4142	3429	3249	4003	4757
36 Insurance Premium	588	588	592	592	603	612	593	593	593	565
37 Additions to Trust Funds	0	0	0	0	0	0	0	0	0	0
38 Outreach/Special Ex-Par Appeals	1285	375	395	1751	2540	1775	1079	1008	1913	424
39 General Operating Expenses	8354	12406	12500	11702	11794	12018	11802	13502	6646	5662
40 TOTAL EXPENDITURES	60822	50611	62436	59042	61540	64576	60223	78960	87476	63243
41 2013 SURPLUS	-3213	0	0	4669	3822	0	0	0	0	0
0 2013 (DEFICIT)	0	-2740	-6824	0	0	-4642	9609	-8421	-4818	-819
42 Debts Owing by Congregation at Y/E	0	0	0	6364	0	0	0	0	0	0
43 Special Funds	13309	13641	8560	0	8734	9074	8605	7490	8449	2347
0 Collection Income / ID givers	706.0444	814.3421	949.9231	1103.528	1005.209	987.8462	1070.854	1079	942.2222	903.2222



Ascension Killaloe Quantitative Data



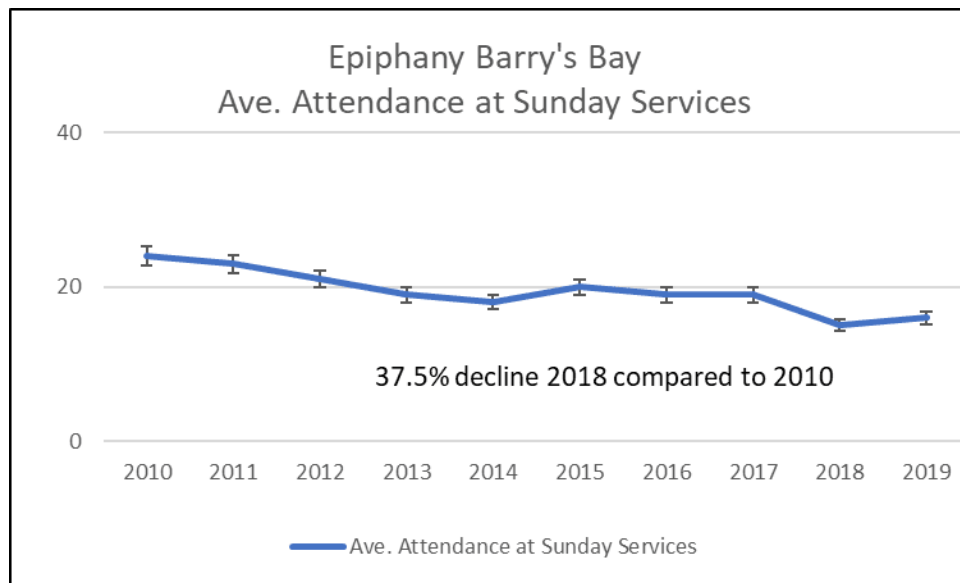
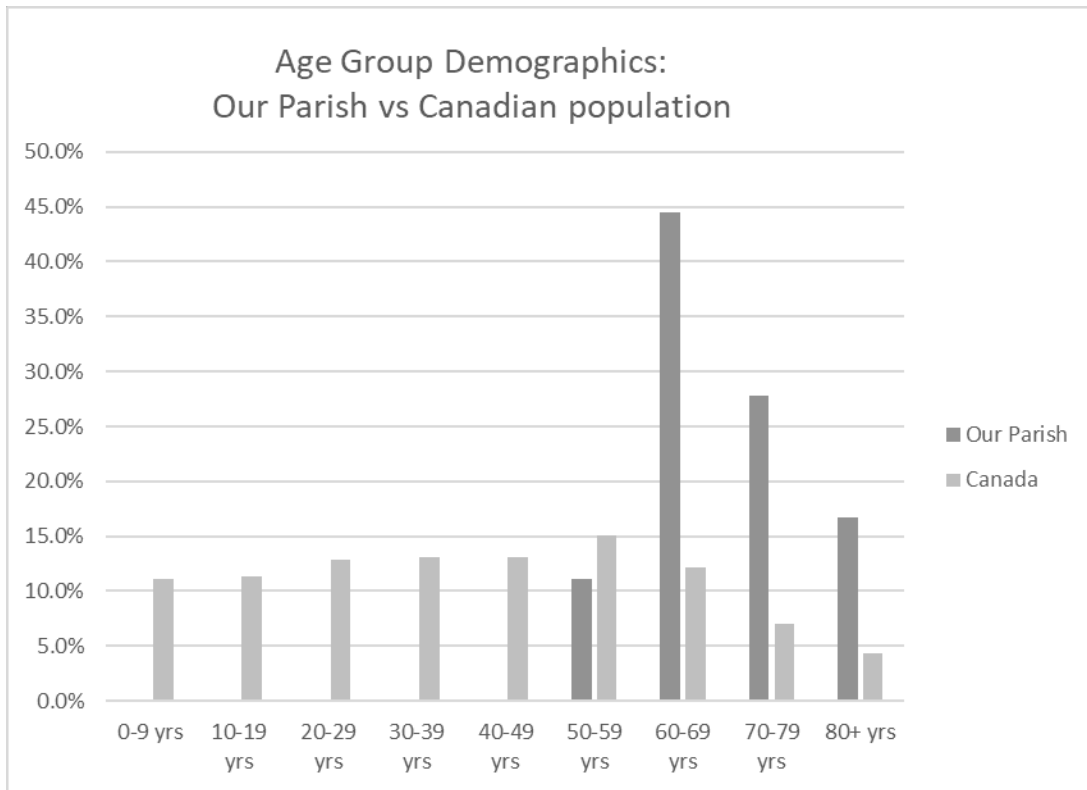


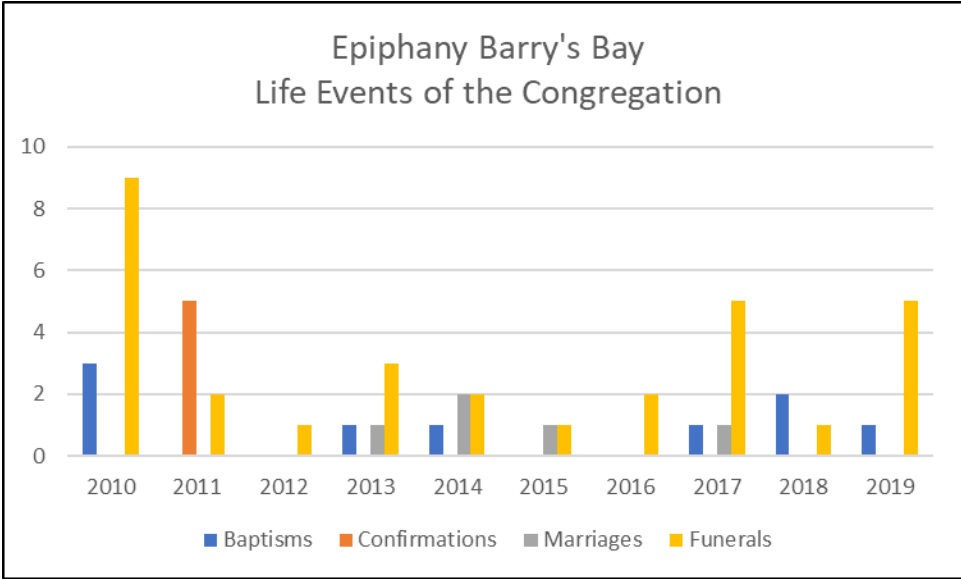
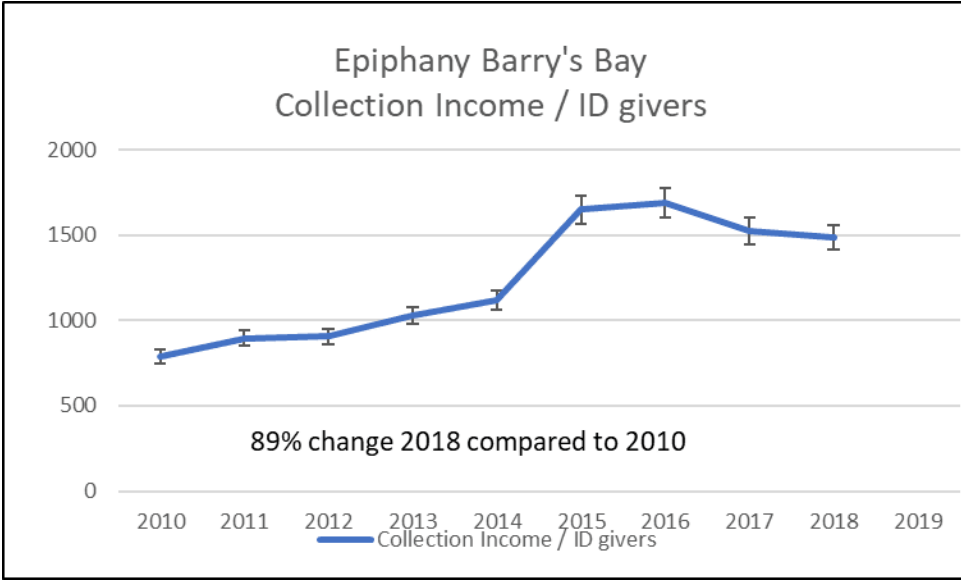


Ascension Killaloe										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	65	60				66	62	57	51	43
2 Members in full communion	27	56				64	59	54	54	42
3 Identifiable Givers	55	38				30	29.5	36	36	33
4 Ave. Attendance at Sunday Services	25	27				28	1	36	33	31
5 Baptisms	1	0	0	0	0	0	0		0	
6 Confirmations	0	2	0	0	0	0	0		0	
7 Rec'd from other communions	0	0	0	0	0	0	0	1		0
8 Marriages	0	1	0	0	0	0	0		1	
9 Funerals	2	2	0	0	0	0	0		1	2
10 Church/Sunday Schools	0	0	0	0	0	0	0		0	
11 Teachers	0	0	0	0	0	0	0		0	
12 Pupils	0	0	0	0	0	0	0		0	
13 No. of ACW Members only	0	0	0	0	0	0	0		0	
14 No. of Women's Guild Members	0	0	0	0	0	0	0	19	0	
15 No. of Men's BAC Members	0	0	0	0	0	0	0		0	
16 No. of Other Members	33	15	0	0	0	72	71	52	59	58
17 No. of Youth Members	1	0	0	0	0	0	0		0	
18 Collection Income	34265	36176.45	0	0	0	41968	44031	48185	48978	50132
19 Open offerings	1721	1813.55	0	0	0	616	840	993	725	965
20 Donations Church Organizations	4145	5685.3	0	0	0	3282	2051	2708	3802	2753
21 Rentals	0	0	0	0	0					
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	828.01	405	0	0	0	1388	1446	919	1258	2281
24a Bequests Deposited to CTF	0	0	0	0	0					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	5000	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	0	18.54	0	0	0	98	61	73	62	73.75
XX Gift	0	0	0	0	0	2844	830	644		
27 TOTAL INCOME RECEIVED	45559.01	43098.84	0	0	0	50196	49259	53522	54825	56204.75
28a Flow Through Funds	6132	5485.27	0	0	0	4787	5439	6674	8927	9663
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	20000	18789.23	0	0	0	23496	24659	25165	26419	24135
30 Costs of Other Staff	0	1430	0	0	0					
31 Church Property Expense, incl util	5754	6270.75	0	0	0	4929	3895	4751	6288	7776
32 Rectory Expense, ind util & taxes	2630	2861.52	0	0	0	2446	2831	3689	3039	3178
33 Capital Expenditure	0	0	0	0	0					
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	4350	3846.92	0	0	0	4804	704	3995	4656	5048
36 Insurance Premium	1111	1098.4	0	0	0	1392	1410	1384	1440	1397
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	6132	5485.27	0	0	0	4787	5439	6674	8927	9663
39 General Operating Expenses	2779	3170.11	0	0	0	5001	4048	3442	4742	2361
40 TOTAL EXPENDITURES	42756	42522.2	0	0	0	46855	42986	49100	55511	53558
41 2013 SURPLUS	3203.01	146.64	0	0	0	3341	6273	4422		2646.75
0 2013 (DEFICIT)	0	0	0	0	0				-686	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	12292	0	0	0	0					
0 Collection Income / ID givers	623	1065.953				1398.933	1492.576	1338.472	1360.5	1519.152



Epiphany Barry's Bay Quantitative Data



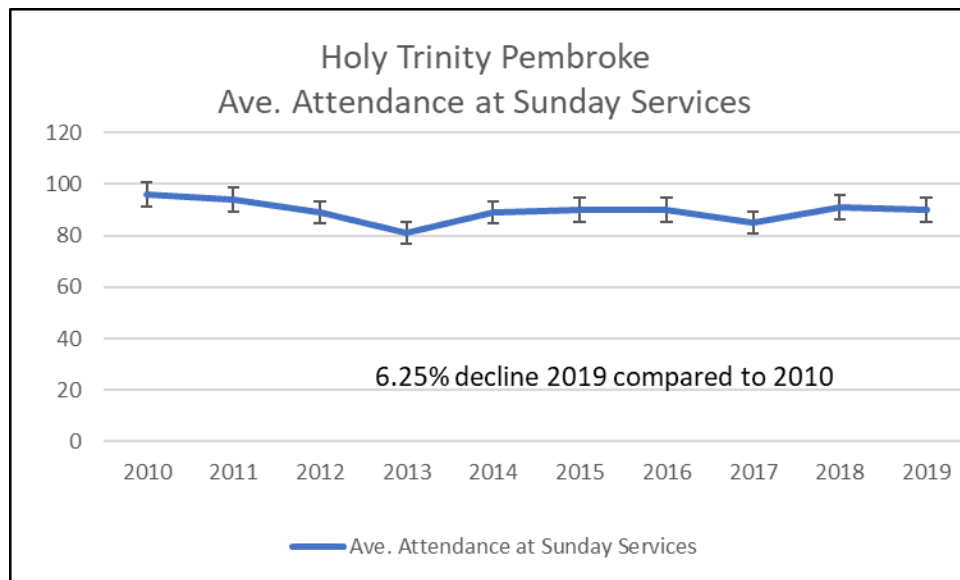
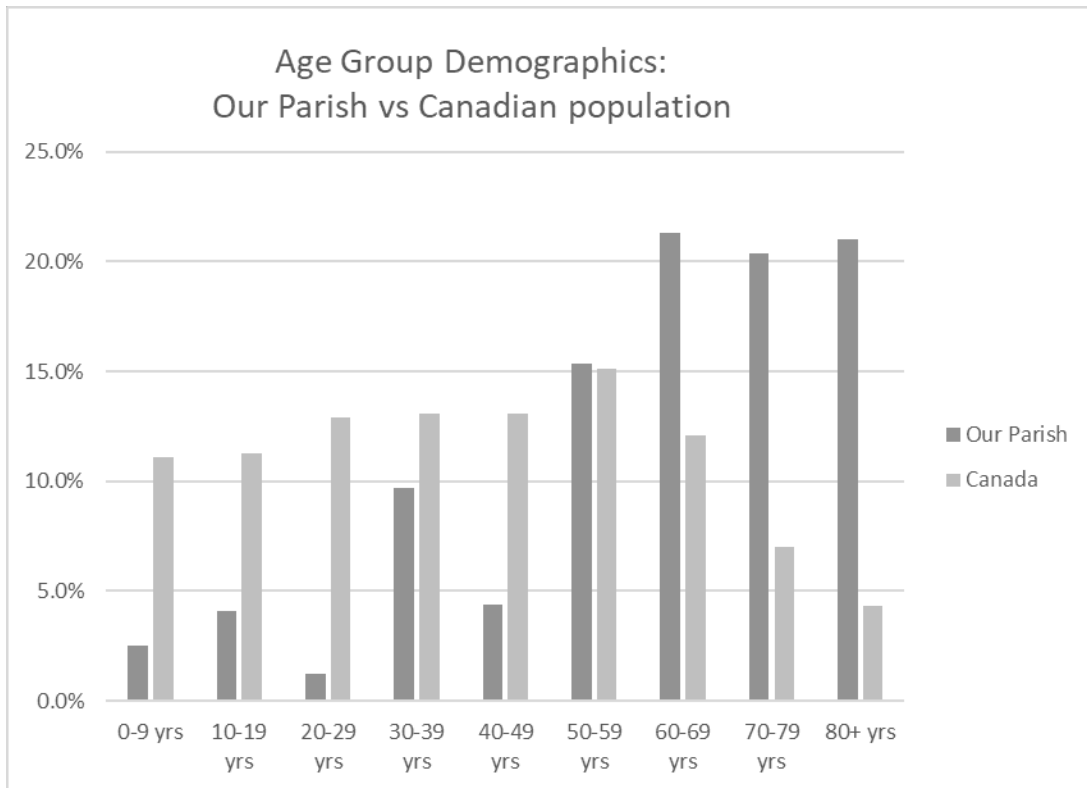


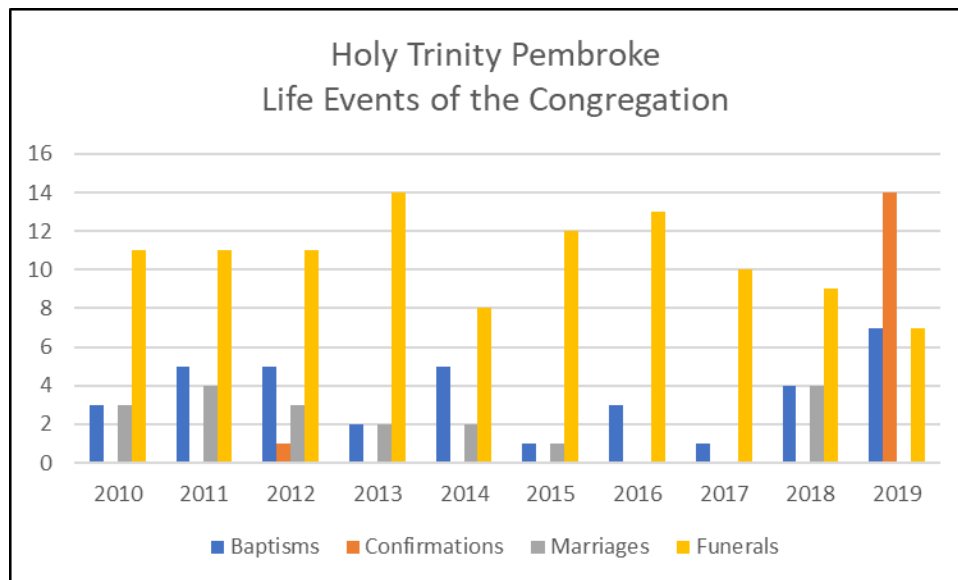
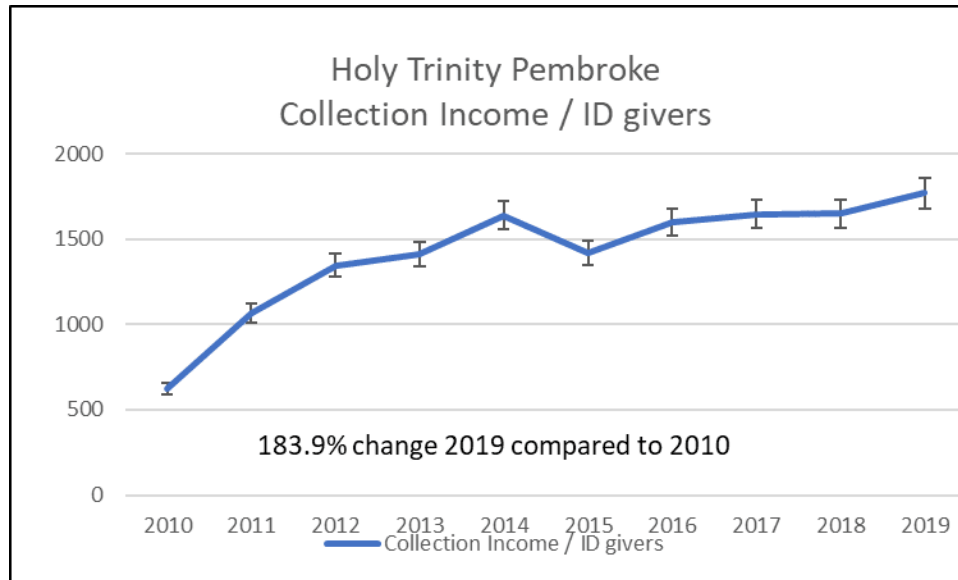


Epiphany Barry's Bay										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	60	51	51	49	45	45	45	47	41	40
2 Members in full communion	37	27	32	34	34	32	33	32	41	40
3 Identifiable Givers	24	25	20	20	18	16	16	17	15	
4 Ave. Attendance at Sunday Services	24	23	21	19	18	20	19	19	15	16
5 Baptisms	0	2	1	0	0	0	2	0	0	1
6 Confirmations	0	5	0	0	0	0	0	0	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	
8 Marriages	0	0	0	1	2	1	0	1	0	
9 Funerals	9	2	1	3	2	1	2	5	1	5
10 Church/Sunday Schools	0	0	0	0	0		0	0		
11 Teachers	1	0	0	0	0		0	0		
12 Pupils	0	0	0	0	0		0	0		
13 No. of ACW Members only	0	0	0	0	0			0		
14 No. of Women's Guild Members	7	6	4	4	0	6	6	12		
15 No. of Men's BAC Members	0	0	0	0	0			0		
16 No. of Other Members	20	28	20	15	33	25	30	25	1	
17 No. of Youth Members	5	4	0	2	2	1	1	0		
18 Collection Income	18874.01	22406	18146	20544	20130	26401	26989	25901	22295	21942
19 Open offerings	809.49	670	581	787	543	697	633	459	457	732.37
20 Donations Church Organizations	6231	5154	4355	10197	10561	9586	8084	6920	5961	7960
21 Rentals	850	1690	760	1345	1350	1320	1020	840	700	700
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	5043	450	1167	1020	715	425	1445	775	772.33	1663
24a Bequests Deposited to CTF	0	0	0	0	0					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	1060	0	0	0					
26 Endowments, Trust Funds, Invest Inc	0	0	0	0	0					
XX Gift	0	0	0	3503	1268	2673		500		
27 TOTAL INCOME RECEIVED	31807.5	31430	25009	37396	34567	41102	38171	35395	30185.33	32997.37
28a Flow Through Funds	101.2	756	275	571	715	425	1445	1865	220	
28b Rent Expenses	0	0	0	0	0		200	500		
29 Cost of Priestly Services	14302.82	13622	11723	5989	10984	14246	17025	12385	26000	26167.5
30 Costs of Other Staff	0	0	0	0	0					1668.44
31 Church Property Expense, incl util	6043.13	6563	6044	8285	7875	8227	4537	5772	5756	6117.89
32 Rectory Expense, ind util & taxes	5225.9	3757	2450	2870	4567	6143	4000	5381	152	
33 Capital Expenditure	2400	0	0	6056	0	6102				
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	541.3	2743	1526	2572	3122	2802	2883	4103		
36 Insurance Premium	549.89	531	808	737	921	906	1093	1745		
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	101.2	597	903	571	715	425	3046	1865		
39 General Operating Expenses	1787.36	3816	3791	8599	5079	8818	4430	1436	1083	1472.6
40 TOTAL EXPENDITURES	31862.4	31629	27245	35679	33263	47669	37014	32687	32991	35426.43
41 2013 SURPLUS	0	0	0	1717	1304		1157	2708		
0 2013 (DEFICIT)	-54.9	-199	-2236	0	0	-6567			-2805.67	-2429.06
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	0	1000	0	1267				2031.81	2031.81
0 Collection Income / ID givers	786.4171	896.24	907.3	1027.2	1118.333	1650.063	1686.813	1523.588	1486.333	



Holy Trinity Pembroke Quantitative Data



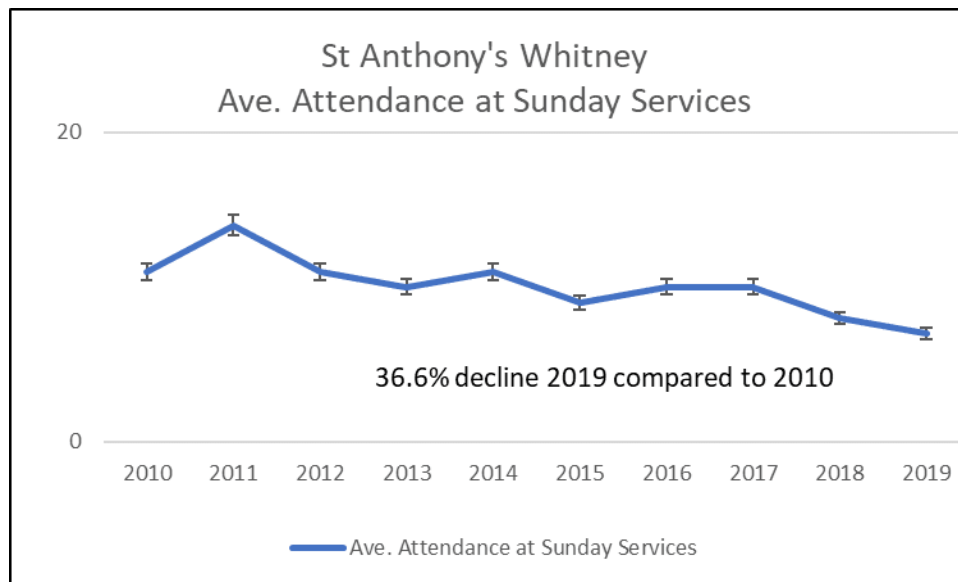
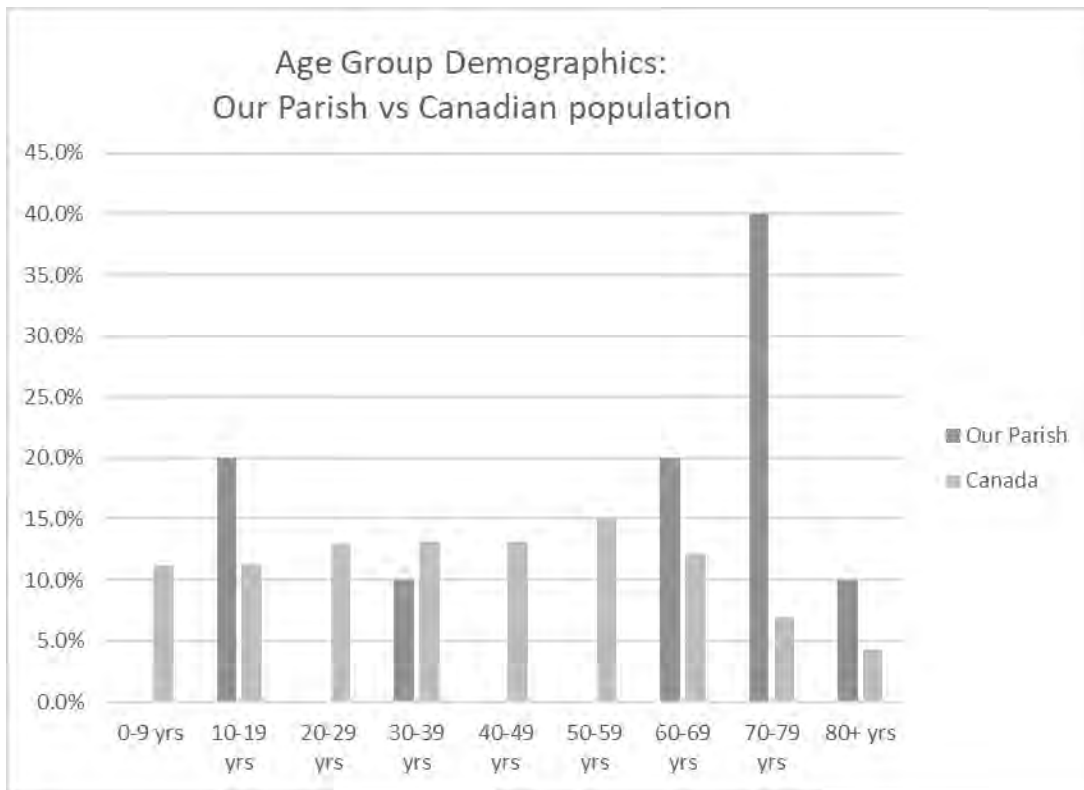


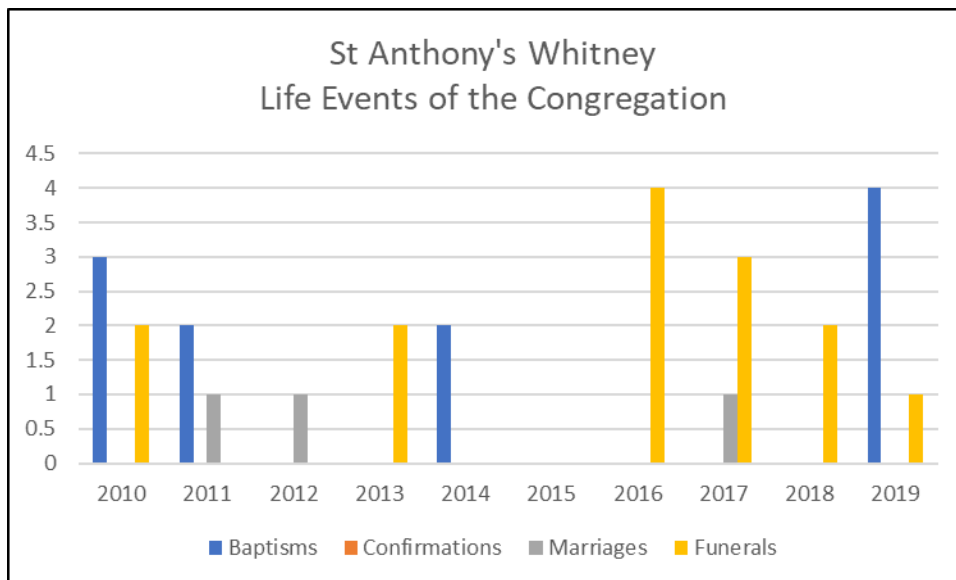
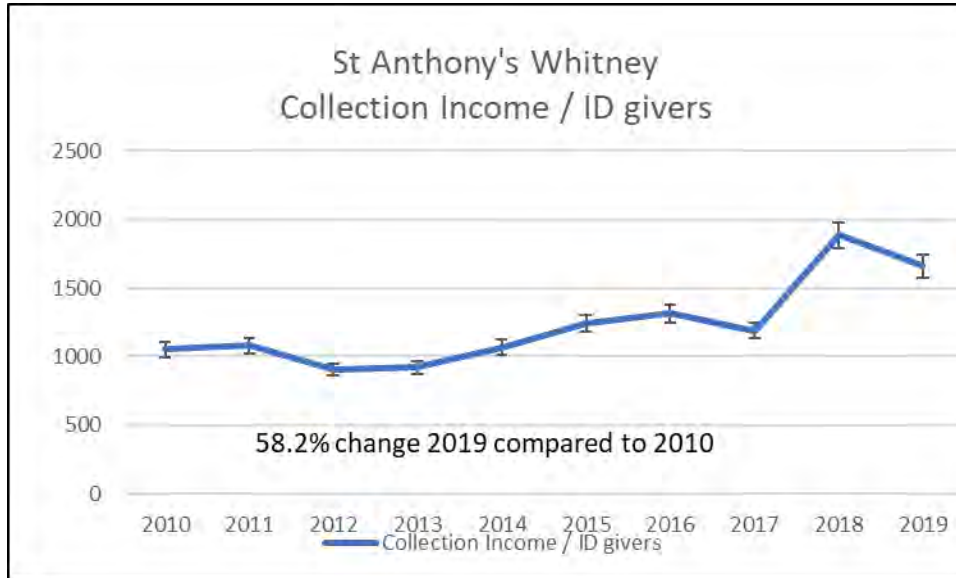


Holy Trinity Pembroke										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	529	500	450	375	375	370	328	318	320	330
2 Members in full communion	350	342	300	300	300	275	185	180	185	195
3 Identifiable Givers	147	146	134	134	130	131	125	120	116	102
4 Ave. Attendance at Sunday Services	96	94	89	81	89	90	90	85	91	90
5 Baptisms	3	5	5	2	5	1	3	1	4	7
6 Confirmations	0	0	1	0	0			0	0	14
7 Rec'd from other communions	0	0	0	0	0			0	0	0
8 Marriages	3	4	3	2	2	1		0	4	0
9 Funerals	11	11	11	14	8	12	13	10	9	7
10 Church/Sunday Schools	1	1	1	1	1	1	1	1	1	1
11 Teachers	7	6	8	10	10	10	7	7	6	6
12 Pupils	18	18	0	8	20	20	20	14	18	20
13 No. of ACW Members only	28	24	25	25	27	27	27	25	25	25
14 No. of Women's Guild Members	0	0	0	0	0			0	0	0
15 No. of Men's BAC Members	12	12	12	12	20	20	20	18	18	20
16 No. of Other Members	45	45	50	50	50	50	50	45	45	50
17 No. of Youth Members	4	2	1	1	0			4	6	10
18 Collection Income	177228	179666	180191	188946	212836	185454	200073	197329	191380	180426
19 Open offerings	3528	2872	2735	3252	2860	2855	2072	2401	2775	2905
20 Donations Church Organizations	15234	12551	15020	16430	19844	22407	19726	16053	18554	18250
21 Rentals	31418	23775	13325	11558	9065	13500	13125	13750	14515	13740
22 Capital Withdrawals from CTF	0	0	15000	0	0		65000		0	
23 Other Income	0	250	170	31	70	1877			3000	5000
24a Bequests Deposited to CTF	22753	217890	0	0	0			10000		
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	54586	25056	0	10000				
26 Endowments, Trust Funds, Invest Inc	4896	9427	10687	11261	11112	12133	11088	10089	10682	11130
XX Gift	0	0	2648	12658	9423	8852	5233	5674	1001	
27 TOTAL INCOME RECEIVED	255057	446431	294362	269192	265210	257078	316317	255296	241907	231451
28a Flow Through Funds	0	0	2132	3040	2175	4229	2072	3232	9897	5520
28b Rent Expenses	19043	13810	11030	14467	11702	12071	28859	31210	8915	10842
29 Cost of Priestly Services	82000	89362	91051	92522	92290	94312	96241	100351	97777	98486
30 Costs of Other Staff	55403	50139	50946	50856	46282	42393	39012	37979	38654	40817
31 Church Property Expense, incl util	22605	21173	24233	26547	21823	20082	24250	25032	22767	24603
32 Rectory Expense, incl util & taxes	0	0	0	0	11702	12071	12158	8205	8525	8583
33 Capital Expenditure	19371	8760	24145	4100	7774		174014	23005		2259
34 Loan/Debt Repmt (Princ. & Int.)	0	28172	0	0	0					
35 Assessment/Apportionment	28172	9194	28839	31956	30752	33183	37237	35392	38886	34998
36 Insurance Premium	9194	217890	8414	8771	8946	9080	9080	9080	9080	9080
37 Additions to Trust Funds	22753	0	0	0	0			10000		
38 Outreach/Special Ex-Par Appeals	0	17138	2132	2773	2175	2452	2142	3232	7092	6198
39 General Operating Expenses	17381	0	26800	15716	15628	13429	12384	13288	22658	18239
40 TOTAL EXPENDITURES	256879	441823	256560	233241	237372	227002	406518	265564	245439	243263
41 2013 SURPLUS	0	4608	37802	35951	27838	30076	-90201			
0 2013 (DEFICIT)	-1822	0	0	0	0			-10268	-3532	-11812
42 Debts Owing by Congregation at Y/E	0	0	0	0	0	30076				
43 Special Funds	0	0	57234	89429	101360		20496	35060		
0 Collection Income / ID givers	623	1065.953	1344.709	1410.045	1637.2	1415.679	1600.584	1644.408	1649.828	1768.882



St. Anthony's Whitney Quantitative Data



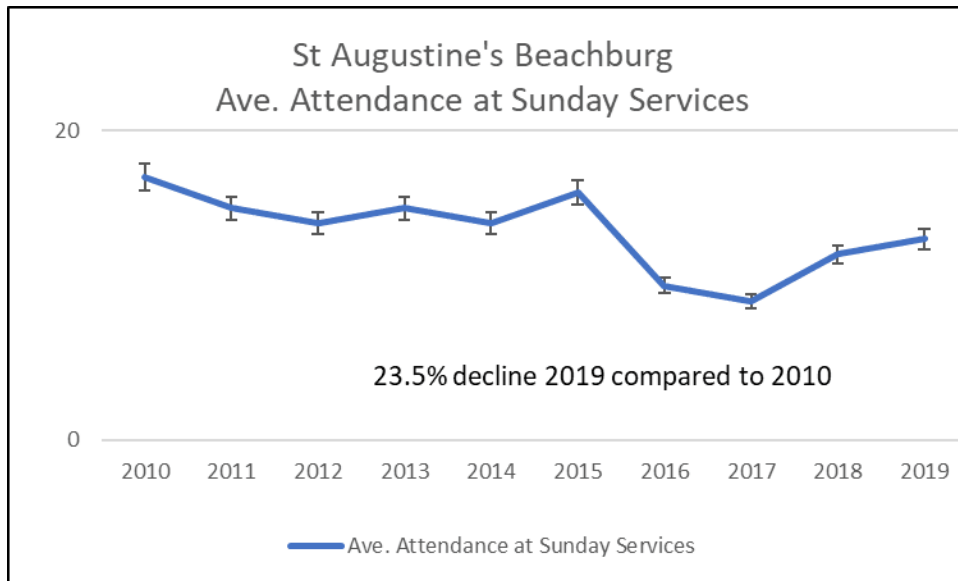
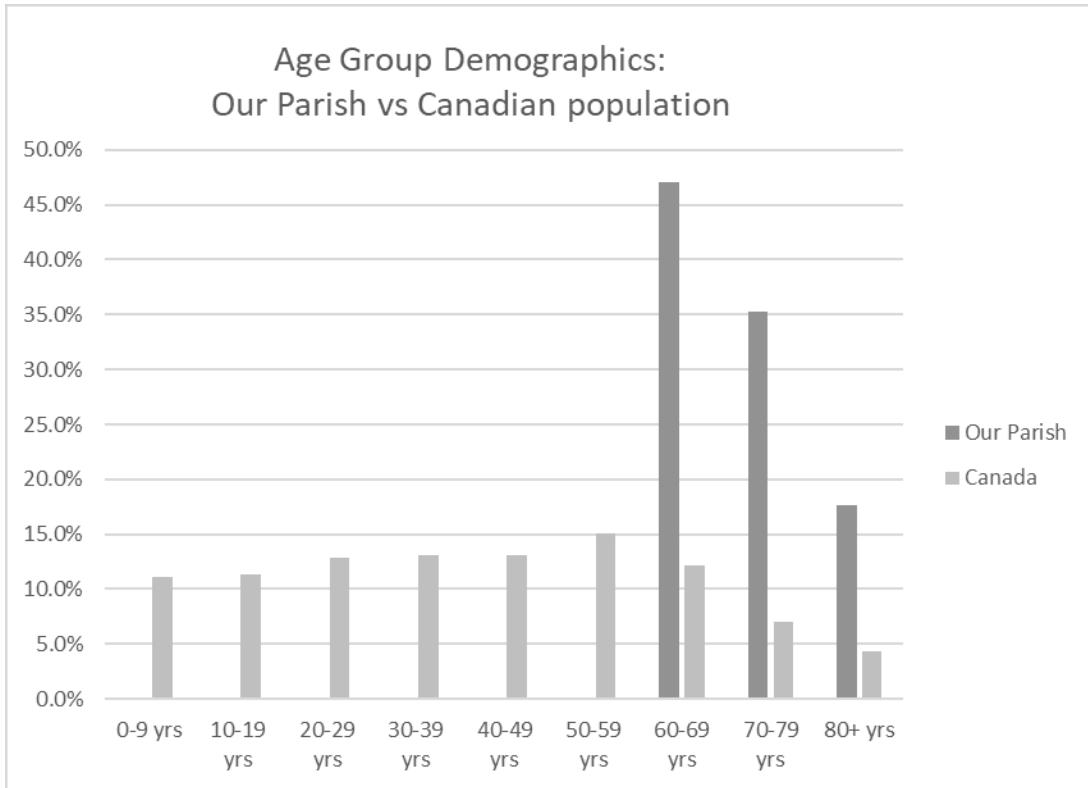


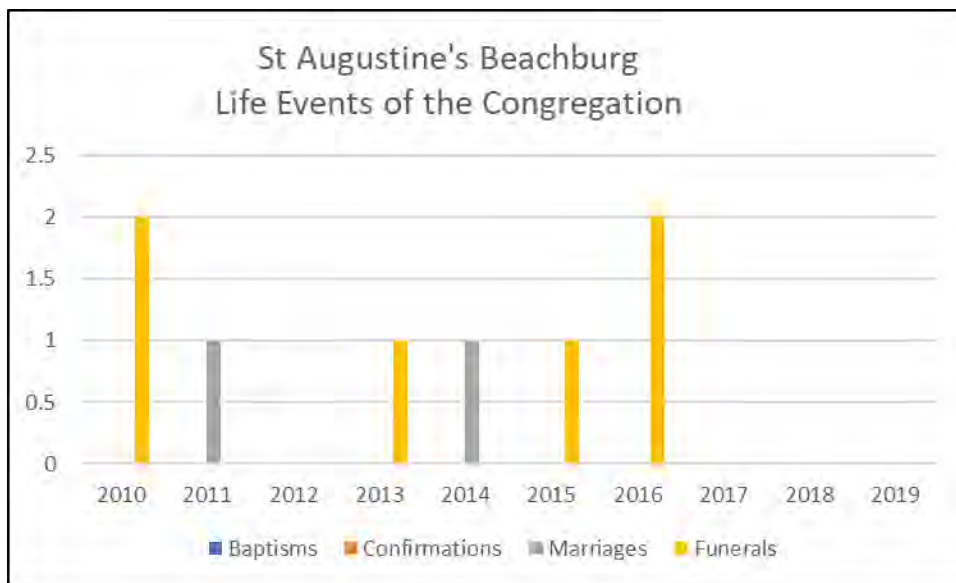
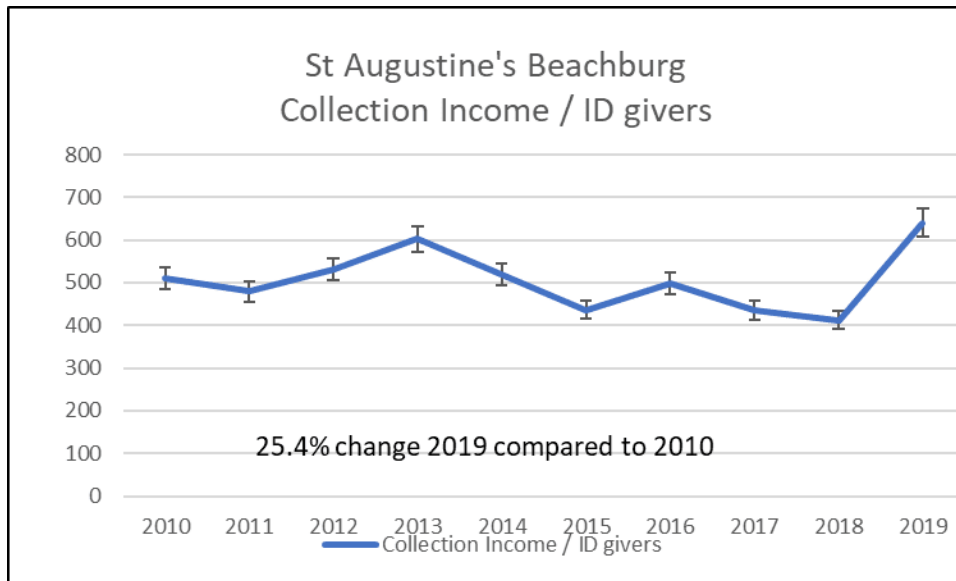


St. Anthony Whitney										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	25	17	15	15	17	17	18	17	10	10
2 Members in full communion	11	13	13	13	13	13	13	12	7	8
3 Identifiable Givers	8	8	9	9	9	8	8	8	5	5
4 Ave. Attendance at Sunday Services	11	14	11	10	11	9	10	10	8	7
5 Baptisms	3	2	0	0	2	0	0	0	0	4
6 Confirmations	0	0	0	0	0	0	0	0	0	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	0	1	1	0	0	0	0	1	0	0
9 Funerals	2	0	0	2	0	0	4	3	2	1
10 Church/Sunday Schools	0	0	0	0	0			0	0	0
11 Teachers	0	0	0	0	0			0	0	0
12 Pupils	0	0	0	0	0			0	0	0
13 No. of ACW Members only	0	0	0	0	0			0	0	0
14 No. of Women's Guild Members	7	6	5	5	5	4	4	6	0	0
15 No. of Men's BAC Members	0	0	0	0	0			3	0	0
16 No. of Other Members	6	7	6	6	7	12	12	0	0	0
17 No. of Youth Members	0	0	0	0	0			0	0	0
18 Collection Income	8408	8648	8160	8280	9622	9923	10534	9521	9438	8315
19 Open offerings	363	500	876	921	300	546	403	471	382	365
20 Donations Church Organizations	70	0	0	1020	2025	5487	4389	1661		1640
21 Rentals	0	0	0	0	0		420	840	1914	840
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	3296.5	1090	2875	1833	293	20	0			6848
24a Bequests Deposited to CTF	0	0	0	0	0					6000
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	10630	0	0	0	0					5000
26 Endowments, Trust Funds, Invest Inc	0	0	0	0	0					
XX Gift	0	0	0	0	0					
27 TOTAL INCOME RECEIVED	22767.5	10238	11911	12054	12240	15976	15746	12493	11729	88008
28a Flow Through Funds	156.5	0	0	0	293			50		
28b Rent Expenses	0	0	0	0	0			500		
29 Cost of Priestly Services	5872.94	5394	5415	3832	6996	9115	9867	6289	10000	8722
30 Costs of Other Staff	0	0	0	0	0					
31 Church Property Expense, incl util	514	522	4073	536	585	988	998	921	2017	13608
32 Rectory Expense, ind util & taxes	2089.21	2404	3254	2184	2174	2100	1856	2377		
33 Capital Expenditure	2940	1685	0	0	400					
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	222.26	1086	705	1646	1989	1793	1640	1908		
36 Insurance Premium	202.75	210	373	472	586	580	622	813		
37 Additions to Trust Funds	0	0	0	0	0					6000
38 Outreach/Special Ex-Par Appeals	156.5	0	0	0	105	20		1865		
39 General Operating Expenses	734	585	899	3938	983	1158	1197	448		189
40 TOTAL EXPENDITURES	12071.06	11886	14719	12608	13818	15754	16180	14621	12017	87519
41 2013 SURPLUS	10696.44	0	0	0	0	222	-434			489
0 2013 (DEFICIT)	0	-1648	-2808	-554	-1578		-434	-2128	-288	
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	5008	4988.56	0	0				5099	2993
0 Collection Income / ID givers	1051	1081	906.6667	920	1069.111	1240.375	1316.75	1190.125	1886.6	1663



St. Augustine's Beachburg Quantitative Data



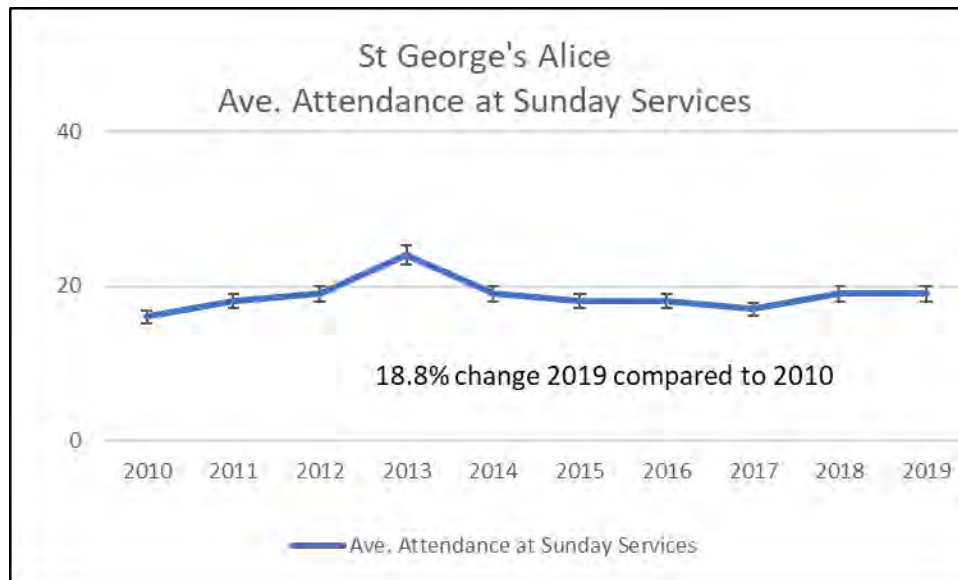
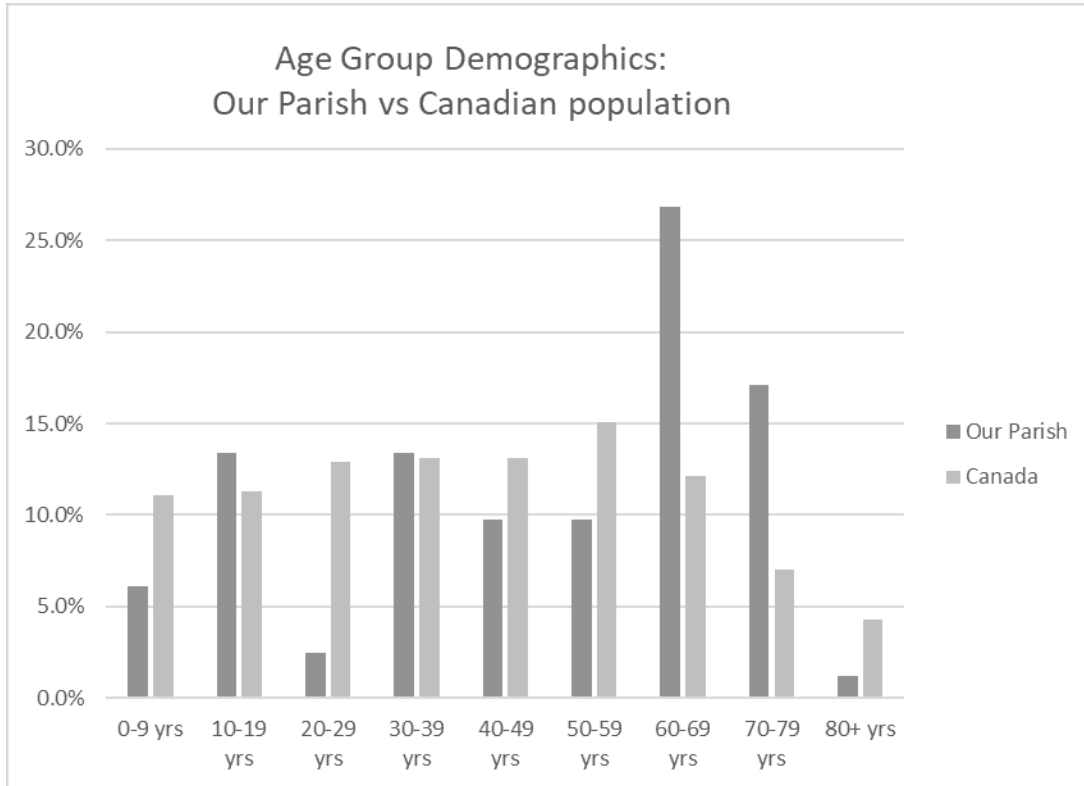


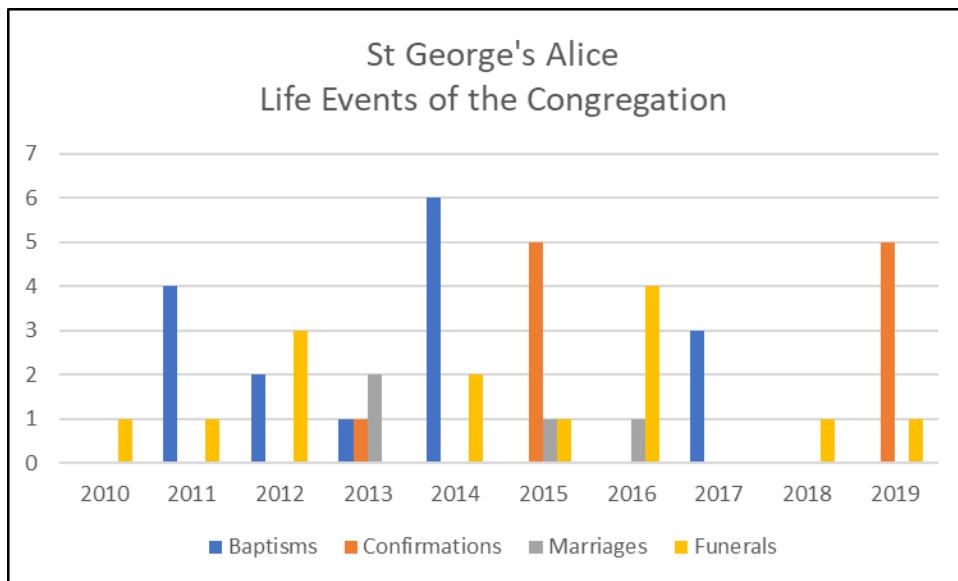
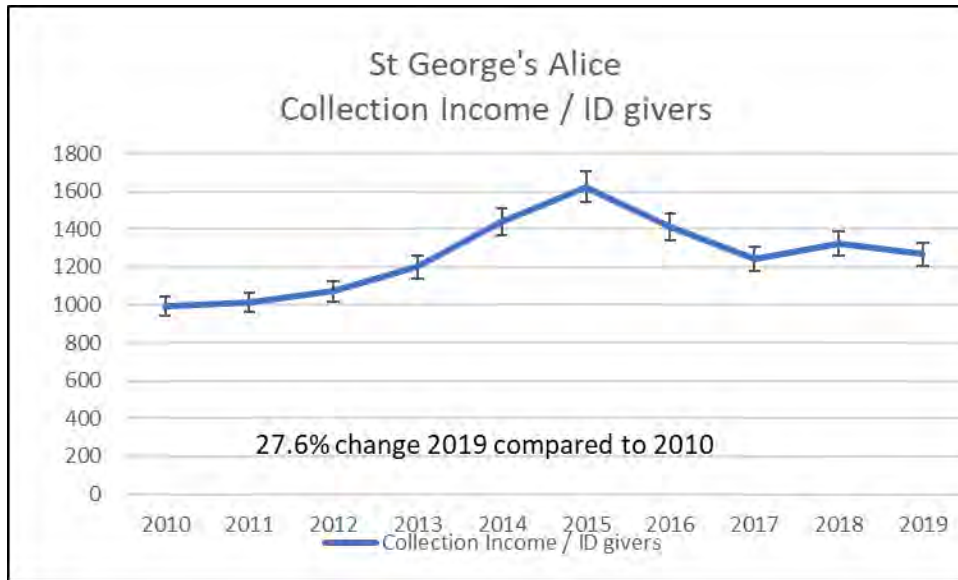


St. Augustine's Beachburg										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	48	32	32	26	29	25	23	21	28	28
2 Members in full communion	32	32	20	23	20	25	23	21.9	28	13
3 Identifiable Givers	24	25	24	24	21	21	19	20	19	12
4 Ave. Attendance at Sunday Services	17	15	14	15	14	16	10	9	12	13
5 Baptisms	0	0	0	0	0	0	0	0		
6 Confirmations	0	0	0	0	0	0	0	0		
7 Rec'd from other communions	0	0	0	0	0	0	0	0		
8 Marriages	0	1	0	0	1	0	0	0		
9 Funerals	2	0	0	1	0	1	2	0		
10 Church/Sunday Schools	0	0	0	0	0	0	0	0		
11 Teachers	0	0	0	0	0	0	0	0		
12 Pupils	0	0	0	0	0	0	0	0		
13 No. of ACW Members only	0	0	0	0	0	0	0	0		
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0		
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0		
16 No. of Other Members	0	0	0	0	0	0	0	0		
17 No. of Youth Members	0	0	0	0	0	0	0	0		
18 Collection Income	12253.85	12008	12744	14475	10886	9157.2	9479	8715	7830	7685
19 Open offerings	254	1204	485	459	263.3	239	102	57	326	1112
20 Donations Church Organizations	2995.08	2175	3205	5753	4121	527.25	0	0	35	15
21 Rentals	100	50	50	50	0		0	0		
22 Capital Withdrawals from CTF	0	0	0	0	0			0		
23 Other Income	170.69	225	0	0	694	1184.47	810	0		
24a Bequests Deposited to CTF	0	0	0	0	0			0		
24b Received for Construction	0	0	0	0	0			0		
25 Bequests retained for use by Parish	0	0	0	0	0	6450	0	0		
26 Endowments, Trust Funds, Invest Inc	5444.41	4561	4613	5784	4583.84	3326.23	5731	4248	4398	3197
XX Gift	0	0	70	825	1412.5			0		
27 TOTAL INCOME RECEIVED	21218.03	20218	21167	27346	21960.64	20884.15	16122	13020	12589	12009
28a Flow Through Funds	323.69	375	1184	102	694	461.97	3800	101	30	
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	7415	3394	9439	12395	10735	12413	8968	8962	6000	6634
30 Costs of Other Staff	1096.3	710	1220	1712	1070	750	1199	1432	1525	1520
31 Church Property Expense, incl util	7820.39	6820	8571	7527	4663	2126	3829	3711	3867	519
32 Rectory Expense, ind util & taxes	824.37	3416	1192	1656	1943	1879	1513	1369		
33 Capital Expenditure	0	0	0	0	0	6200	0	0		
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	2000	0		0	0		
35 Assessment/Apportionment	2489.38	2464	2826	2956	2731	2866	2848	2448		7000
36 Insurance Premium	1047.28	1035	1084	1155	1292	1260	1319	1351		923
37 Additions to Trust Funds	0	0	0	0	0		0	0		
38 Outreach/Special Ex-Par Appeals	230.19	0	0	0	0	30	400	101	30	
39 General Operating Expenses	282.16	868	1331	1056	30	100	176	101	671	4157
40 TOTAL EXPENDITURES	21205.07	18707	25663	30457	22464	27624	20252	19475	12093	20753
41 2013 SURPLUS	12.96	1511	0	0	0				496	
0 2013 (DEFICIT)	0	0	-4436	-3111	-503.36	-6733.85	-4130	-6455		-8744
42 Debts Owing by Congregation at Y/E	0	0	0	0	6346.69				11641	
43 Special Funds	8725.92	11718	9702	7521	16303.76	11486.43				
0 Collection Income / ID givers	5105771	480.12	531	603125	518381	4360571	4988947	435.75	4121053	6404167



St. George's Alice Quantitative Data



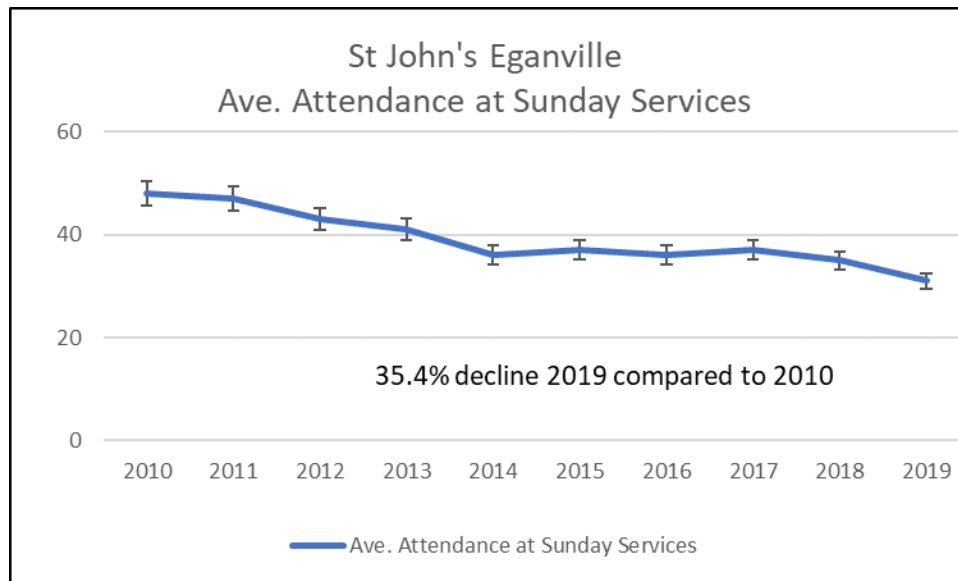
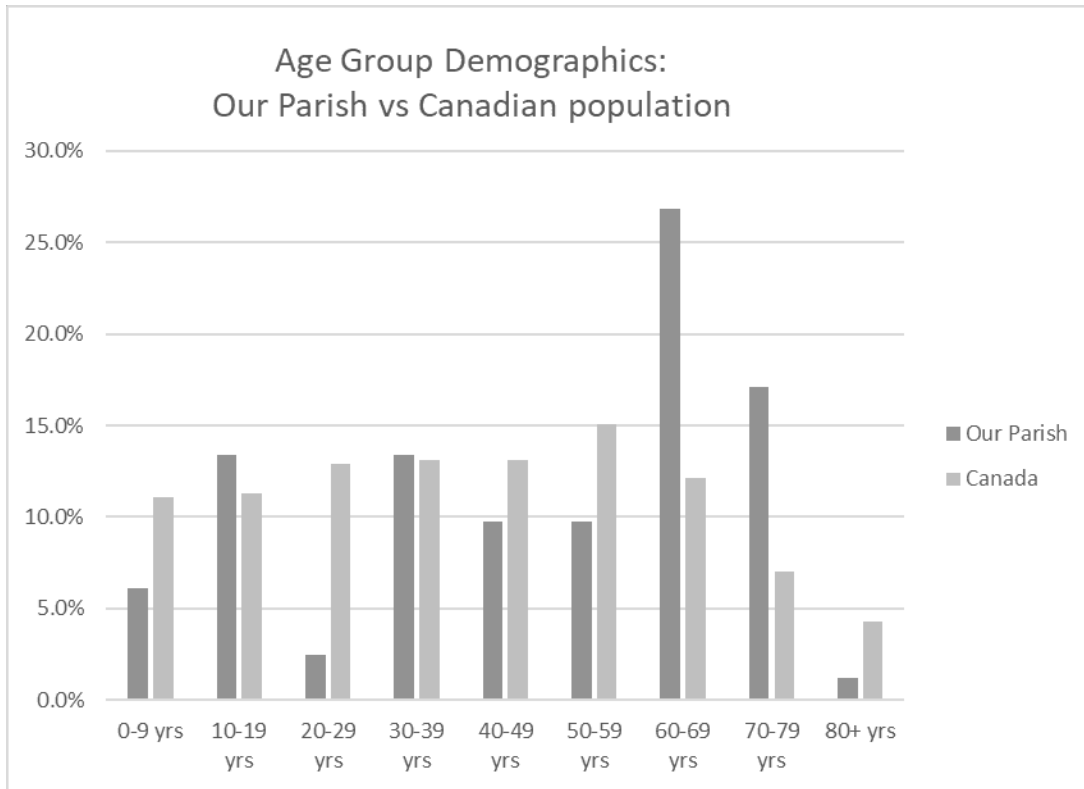


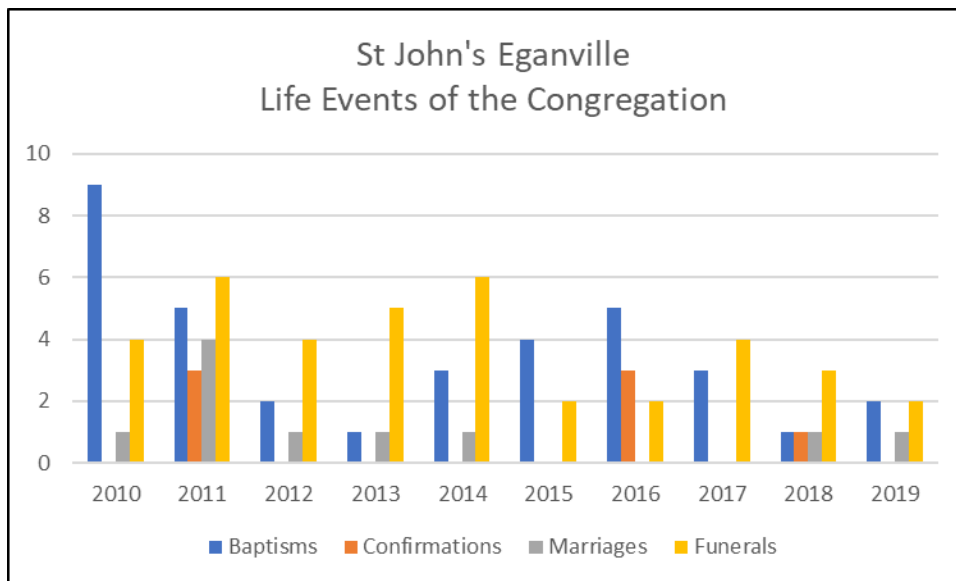
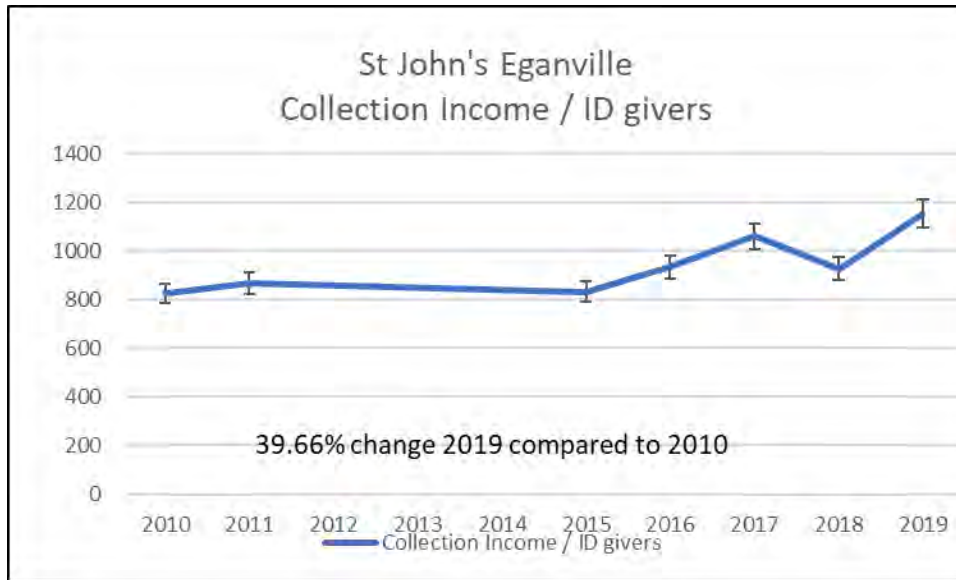


St. George's Alice										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	57	64	72	78	82	80	85	88	96	96
2 Members in full communion	32	36	40	45	49	46	48	45	45	46
3 Identifiable Givers	24	25	25	24	24	24	21	24	23	23
4 Ave. Attendance at Sunday Services	16	18	19	24	19	18	18	17	19	19
5 Baptisms	0	4	2	1	6	0	0	3	0	0
6 Confirmations	0	0	0	1	0	5	0		0	5
7 Rec'd from other communions	0	0	0	0	0	6	0		0	0
8 Marriages	0	0	0	2	0	1	1		0	0
9 Funerals	1	1	3	0	2	1	4		1	1
10 Church/Sunday Schools	0	0	1	1	1	1	1		0	
11 Teachers	0	0	3	3	2	2	1		0	
12 Pupils	0	0	10	10	8	4	6		0	
13 No. of ACW Members only	0	0	0	0	0	0	0		0	
14 No. of Women's Guild Members	0	0	0	0	0	0	0		0	
15 No. of Men's BAC Members	0	0	0	0	0	0	0		0	
16 No. of Other Members	10	10	15	10	10	10	10	10	10	
17 No. of Youth Members	4	0	0	0	2	2	2	3	6	6
18 Collection Income	23814	25297	26763	28813	34475	38969	29648	29809	30416	29126
19 Open offerings	572	895	1230	1230	866	775	622	1764	1067	1352
20 Donations Church Organizations	2322	2932	3272	2930	3314	4091	6125	7065	8625	6836
21 Rentals	0	3360	3374	3444	3157	3482	4169	3622	0	
22 Capital Withdrawals from CTF	0	0	0	0	0		0	0	0	
23 Other Income	253	203	286	365	1918	2880	1647	633	1028	315
24a Bequests Deposited to CTF	0	9999	0	0	0		0		0	
24b Received for Construction	0	0	0	0	0		0		0	
25 Bequests retained for use by Parish	0	0	0	0	0		0		0	
26 Endowments, Trust Funds, Invest Inc	0	121	331	331	331	364	375	386	0	413
XX Gift	0	0	62	10770	1822	2174	2189	2459	419	25
27 TOTAL INCOME RECEIVED	26961	42807	35318	47883	45883	52735	44775	45738	41555	38067
28a Flow Through Funds	592	842	949	1142	2640	3577	2309	2644	1598	730
28b Rent Expenses	0	1085	1832	1373	928	987	1142	1249	0	0
29 Cost of Priestly Services	17238	13217	14825	17361	19284	20669	21736	22503	25229	28278
30 Costs of Other Staff	0	1360	1160	1180	0		0	0	0	0
31 Church Property Expense, incl util	452	4097	3742	3275	2688	2655	4394	5609	8369	4554
32 Rectory Expense, ind util & taxes	0	1085	1832	1373	928	987	1132	1234	420	2771
33 Capital Expenditure	0	0	0	17654	29382	17013	0	2476	0	3680
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0		0		0	0
35 Assessment/Apportionment	2547	3117	3155	3013	2191	2230	2014	1908	2351	3171
36 Insurance Premium	317	317	319	319	325	330	349	349	349	377
37 Additions to Trust Funds	0	9999	0	0	0		0	0	0	0
38 Outreach/Special Ex-Par Appeals	410	639	663	777	722	697	662	2011	255	415
39 General Operating Expenses	626	5943	6355	5876	11353	9562	8265	7241	1211	2583
40 TOTAL EXPENDITURES	26090	39774	32051	50828	66873	54143	38552	43331	38184	45829
41 2013 SURPLUS	871	3033	3267	0	0			2407	3371	
0 2013 (DEFICIT)	0	0	0	-2945	-20990	-1408	6223			-7762
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	14856	17743	19563	20784	8062	5281	9568	12447	11579	11498
0 Collection Income / ID givers	992.25	1011.88	1070.52	1200.542	1436.458	1623.708	1411.81	1242.042	1322.435	1266.348



St. John's Eganville Quantitative Data



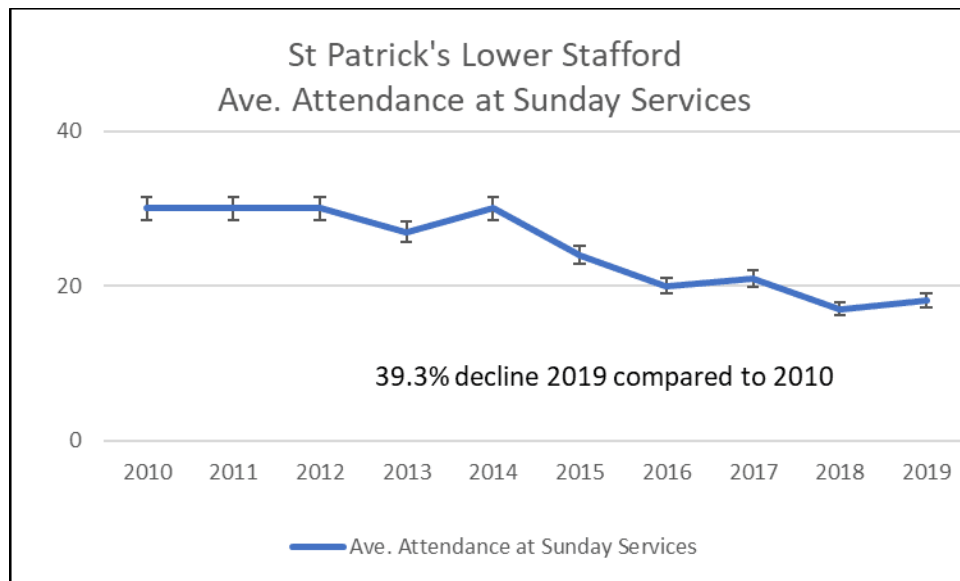
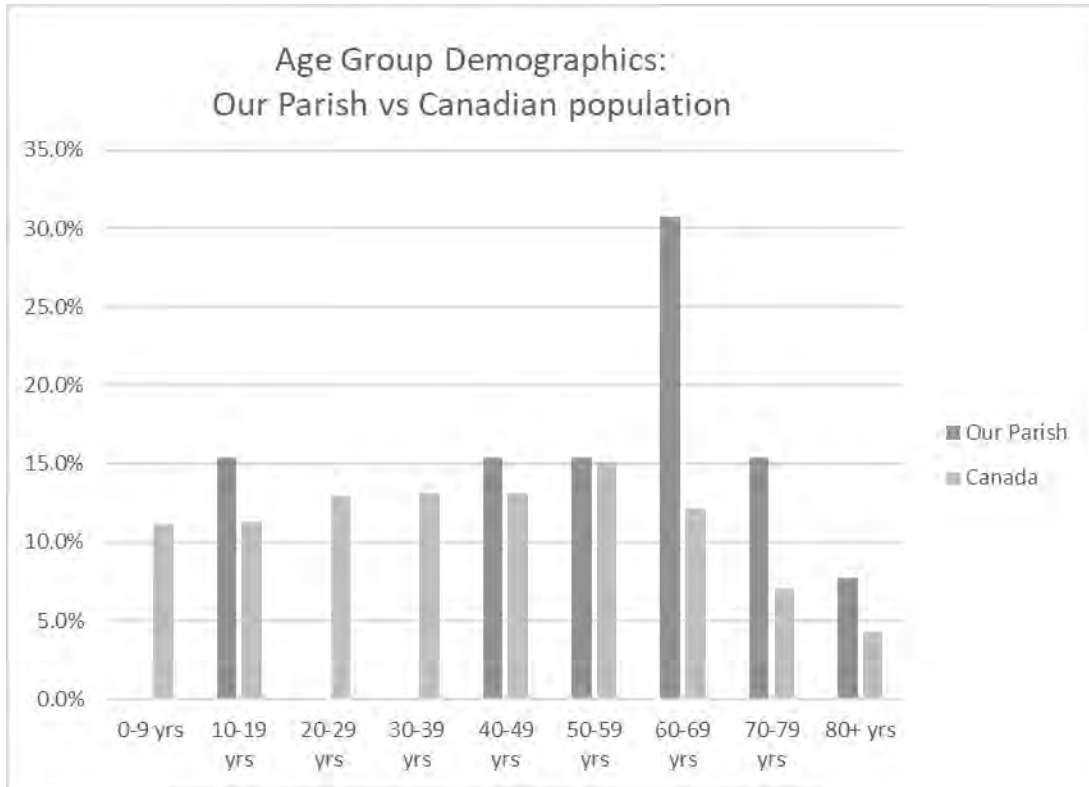


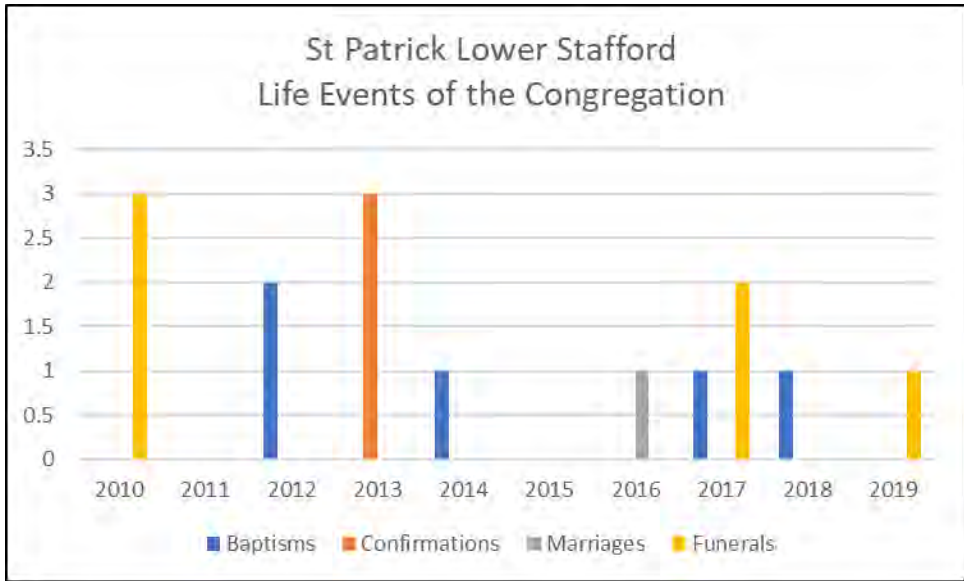
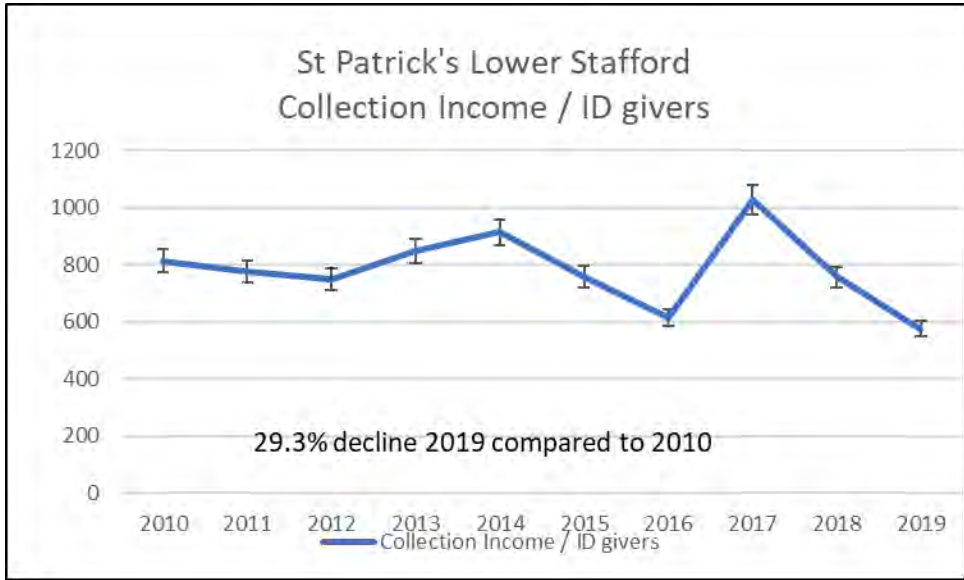


St. John's Eganville										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	168	142	120	126	130	138	102	95	91	80
2 Members in full communion	0	73	62	64	62	60	56	50	46	35
3 Identifiable Givers	72	69	72	72	72	66	74	65	67	57
4 Ave. Attendance at Sunday Services	48	47	43	41	36	37	36	37	35	31
5 Baptisms	9	5	2	1	3	4	5	3	1	2
6 Confirmations	0	3	0	0	0	0	3	0	1	0
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	4	1	1	1	0	0	0	1	1
9 Funerals	4	6	4	5	6	2	2	4	3	2
10 Church/Sunday Schools	1	1	0	0	0	0	1			1
11 Teachers	4	2	0	0	0	0	0	0		3
12 Pupils	0	4	0	0	0	0	5	7		7
13 No. of ACW Members only	0	0	0	0	0	0	0	0		0
14 No. of Women's Guild Members	18	18	18	15	15	15	0	0		0
15 No. of Men's BAC Members	5	5	5	4	4	4	0	5		0
16 No. of Other Members	25	25	25	25	25	25	25	45	35	27
17 No. of Youth Members	10	2	0	0	0	0	0	0		0
18 Collection Income	59380	59739	59224	55509	65580	54842	69083	68833	62112	65651
19 Open offerings	2679	1656	2550	1386	1500	2000	2580	3471	3097	3644
20 Donations Church Organizations	4552	3403	2376	4205	3472	7336	990	2343	900	2324
21 Rentals	0	0	0	0	0	0	0	0		0
22 Capital Withdrawals from CTF	0	0	0	0	0	8000	0	18500		0
23 Other Income	0	0	2329	1662	1770	2329	2630	1088	6638.24	1582
24a Bequests Deposited to CTF	0	0	0	0	0	165000	21568			5000
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0	1500			3203	
26 Endowments, Trust Funds, Invest Inc	138	1716	1630	1691	1098	5637	6727	7569	5956	8164
XX Gift	0	0	4565	0	3409	4554	3393	2224		
27 TOTAL INCOME RECEIVED	66749	66514	72734	64453	76829	251198	106971	104028	81906.24	86365
28a Flow Through Funds	4541	4578	5515	5243	5908	8581	5490	11094	7540.99	13447
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	31354	29578	30746	35305	35316	38827	39893	41943	41323	39232
30 Costs of Other Staff	0	0	0	0	0					
31 Church Property Expense, incl util	7623	11964	10029	9461	13888	13408	12910	12086	9450	11256
32 Rectory Expense, ind util & taxes	4523	5024	9918	4554	5350	4041	4008	6149	4753	4947
33 Capital Expenditure	0	0	0	0	4944	7446		19515		
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	6820	6065	6447	7264	7920	7938	1140	6657	7282	7856
36 Insurance Premium	1741	1732	2480	2215	2164	2300	2282	2307	2252	2175
37 Additions to Trust Funds	0	0	0	0	0	165000	21568			5000
38 Outreach/Special Ex-Par Appeals	4541	1831	6267	4833	4677	6698	5490	11094	7541	12140
39 General Operating Expenses	4675	5391	1146	6475	4567	3745	3715	4280	3288	7377
40 TOTAL EXPENDITURES	61277	61585	67033	70107	78826	249403	91006	104031	75889	89983
41 2013 SURPLUS	5472	4929	5701	0	0				6017.24	
0 2013 (DEFICIT)	0	0	0	-5654	-1997	1795	15965	-3		-3618
42 Debts Owing by Congregation at Y/E	0	0	0	0	0					
43 Special Funds	0	0	4565	3968	0					
0 Collection Income / ID givers	824.7222	865.7826				830.9394	933.5541	1058.969	927.0448	1151.772



St. Patrick's Stafford Quantitative Data



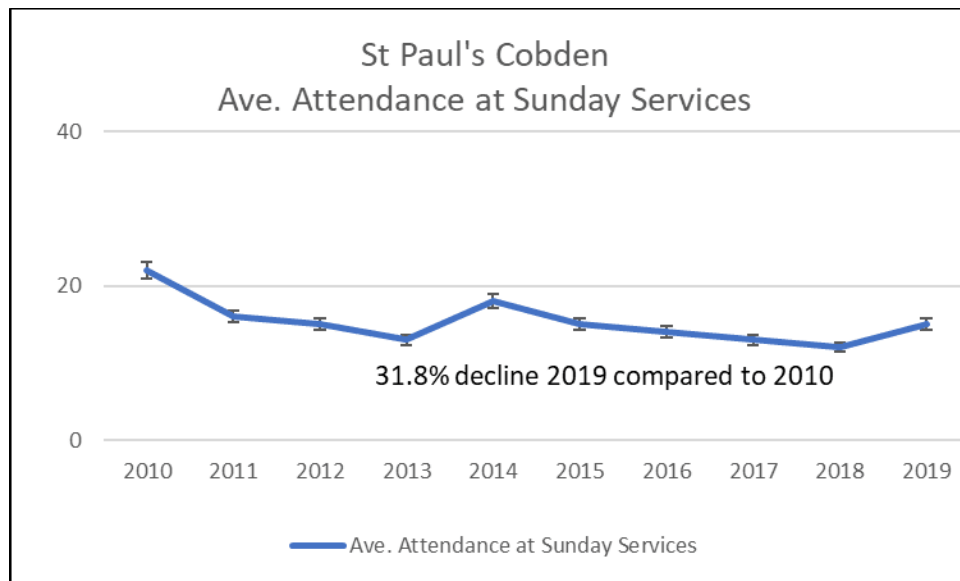
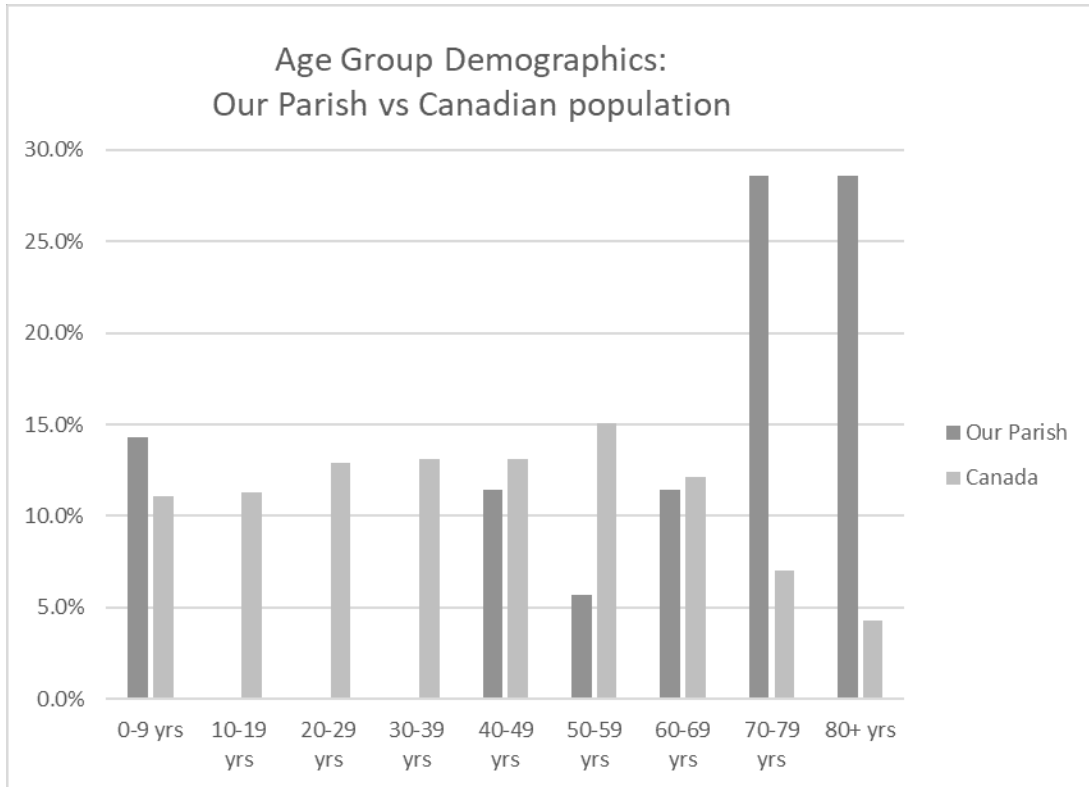


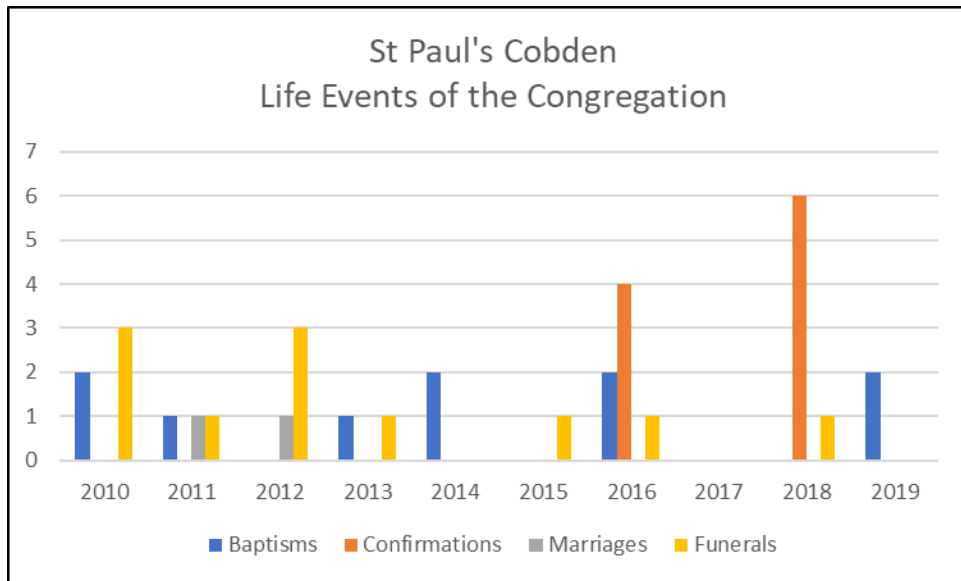
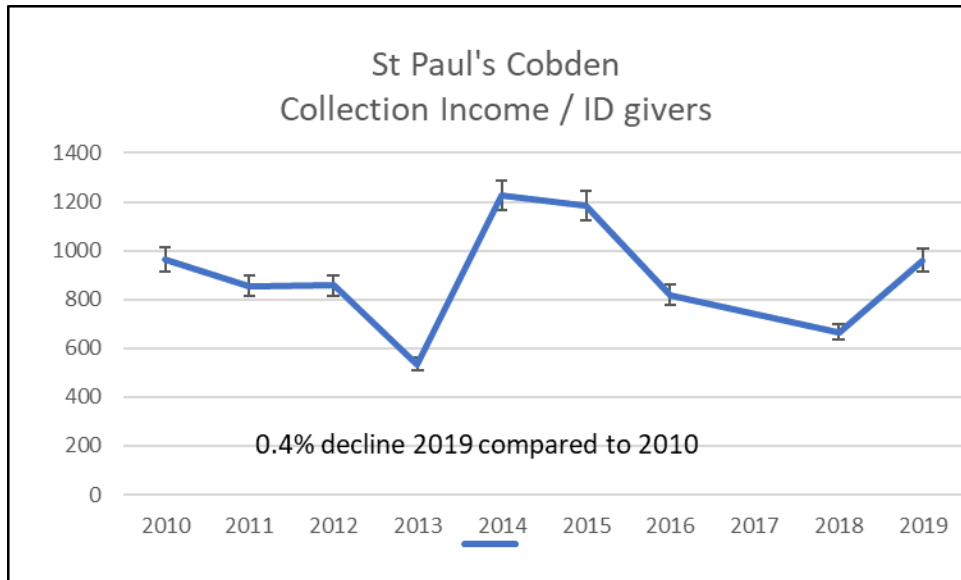


St. Patrick's Stafford/Whitewater										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	60	60	51	50	48	48	36	35	35	32
2 Members in full communion	45	45	35	33	33	33	13	14	14	8
3 Identifiable Givers	19	14	17	18	16	15	16	14	14	16
4 Ave. Attendance at Sunday Services	30	30	30	27	30	24	20	21	17	18.2
5 Baptisms	0	0	2	0	1	0	0	1	1	0
6 Confirmations	0	0	0	3	0	0	0	0	0	
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	
8 Marriages	0	0	0	0	0	0	1	0	0	
9 Funerals	3	0	0	0	0		0	2	0	1
10 Church/Sunday Schools	1	0	1	1	1	1	1	1	1	0
11 Teachers	2	0	11	2	2	2	2	2	2	0
12 Pupils	0	10	0	8	0		5	5	8	0
13 No. of ACW Members only	12	0	7	0	0	0		0	0	0
14 No. of Women's Guild Members	0	0	0	0	0	7	7	7	7	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	
16 No. of Other Members	0	0	0	0	0	0	0	0	0	
17 No. of Youth Members	0	0	0	0	0	0	0	0	0	11
18 Collection Income	15475	10867	12755	15253	14642	11408	9820	14411	10535	9220
19 Open offerings	393	249	386	313	317	329	233	464	422	555
20 Donations Church Organizations	2451	3059	3380	3918	4032	1960	3365	2605		1687
21 Rentals	0	0	0	0	0			0		1067
22 Capital Withdrawals from CTF	0	0	0	0	0			0		
23 Other Income	158	86	176	60	0			0	2374	
24a Bequests Deposited to CTF	0	0	0	0	0					
24b Received for Construction	0	0	0	0	0	4520				
25 Bequests retained for use by Parish	0	0	0	5000	0					
26 Endowments, Trust Funds, Invest Inc	546	512	410	410	410		738	331		635
XX Gift	0	0	0	425	50	25	250	150		
27 TOTAL INCOME RECEIVED	19023	14773	17107	25379	19451	18242	14426	17961	13391	13224
28a Flow Through Funds	588	125	241	0	0					
28b Rent Expenses	0	0	0	0	0					403
29 Cost of Priestly Services	8794	7281	9833	8402	9482	6260	4910	8212	11753	6455
30 Costs of Other Staff	1051	2527	1549	1314	700	825	550	700	550	300
31 Church Property Expense, incl util	1818	1979	1966	2156	2084	2185	2557		2453	2563
32 Rectory Expense, ind util & taxes	1228	1069	1513	1602	1763	468	1430	1188		403
33 Capital Expenditure	0	2300	1230	0	0	4520				
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	250	3021	2944	2860	5871	2796	2692	1980		2060
36 Insurance Premium	1243	1268	1129	1118	955	1229	1246	1143		871
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	430	0	65	0	0					
39 General Operating Expenses	883	1182	622	604	772	75	647	3125	204	53
40 TOTAL EXPENDITURES	18397	20627	20911	18056	21667	18358	14032	16348	14960	12705
41 2013 SURPLUS	626	0	0	7323	0			1613		519
0 2013 (DEFICIT)	0	-5854	-3804	0	-2216	-116	394		-1569	
42 Debts Owing by Congregation at Y/E	0	0	0	0	2209			171.21		
43 Special Funds	571.7	3735	0	0	0					
0 Collection Income / ID givers	814,4737	776,2143	750,2941	847,3889	915,125	760,5333	613,75	1029,357	756,7857	576,25



St. Paul's Cobden Quantitative Data



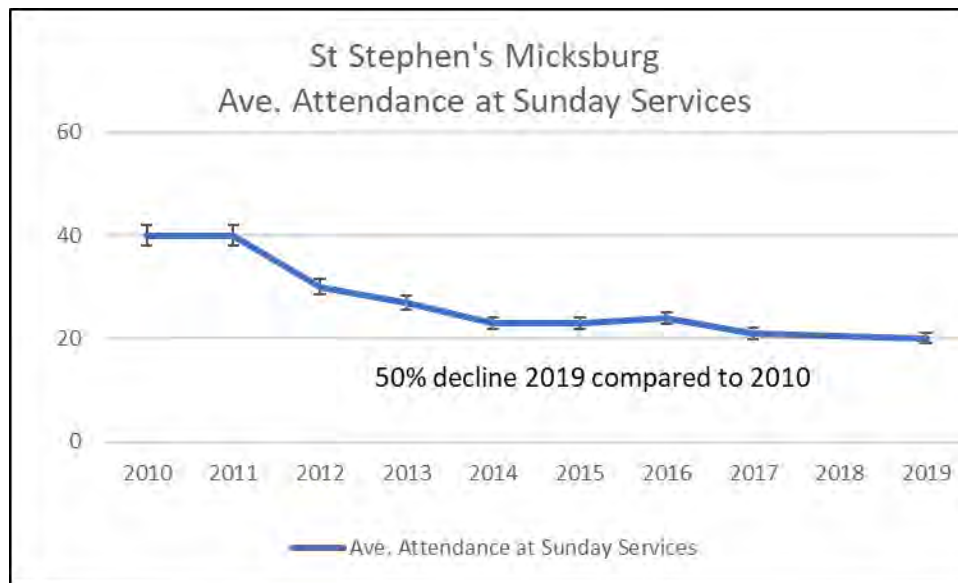
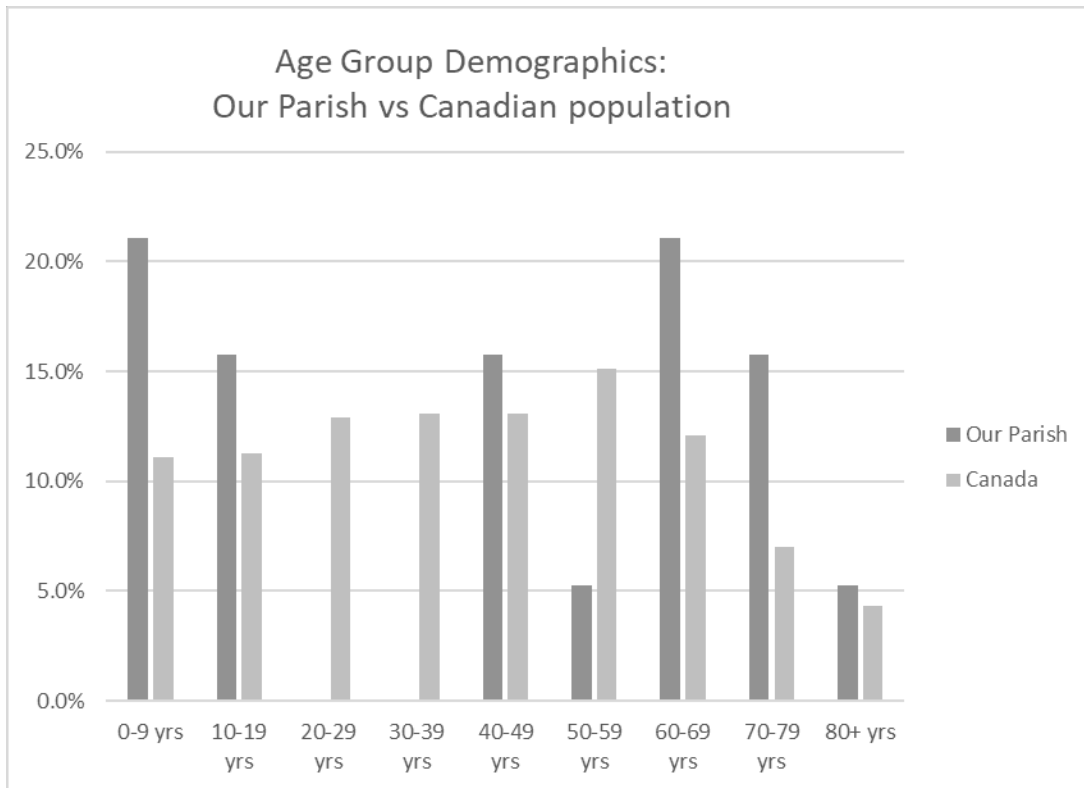


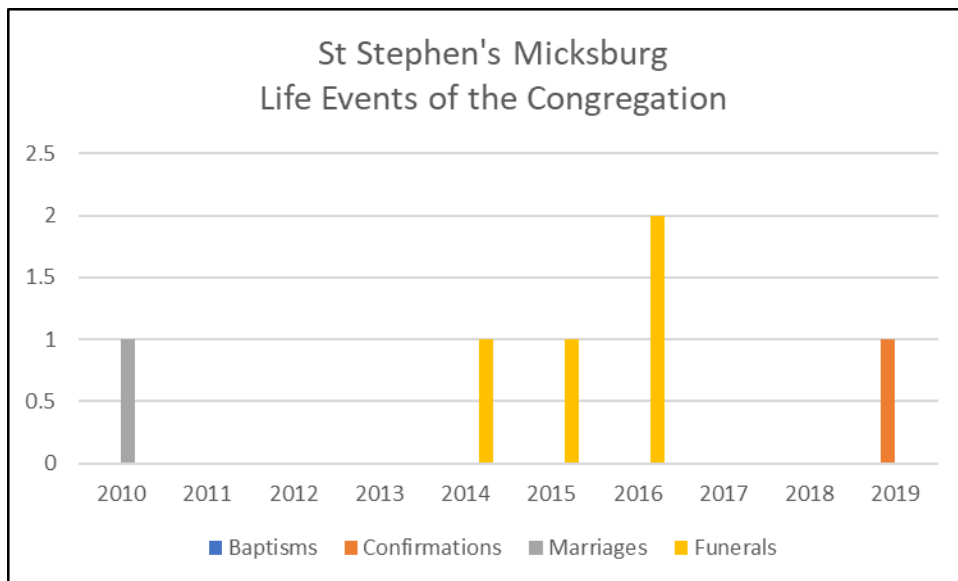
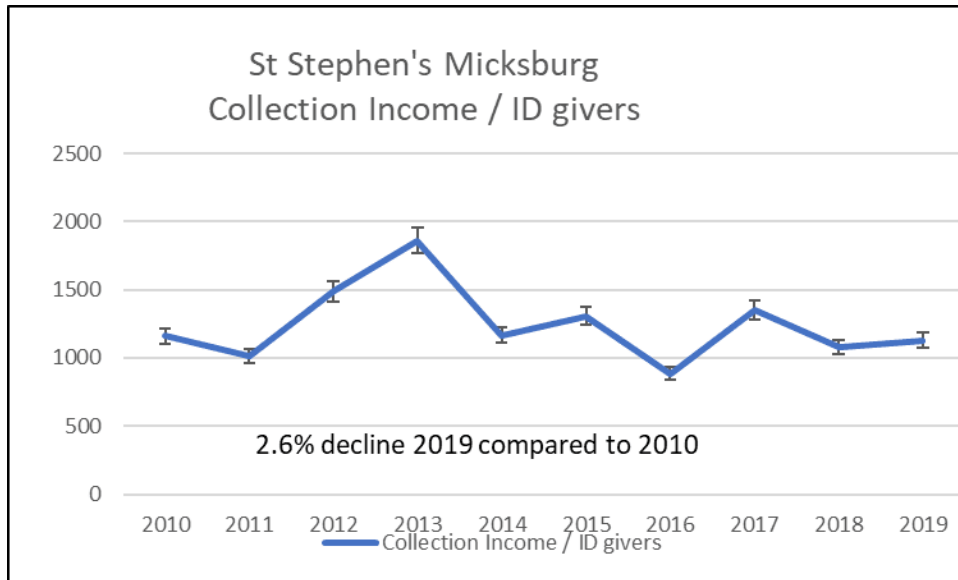


St. Paul's Cobden										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	67	60	60	67	60	54	54	54	54	54
2 Members in full communion	22	34	24	23	24	23	23	23	15	15
3 Identifiable Givers	29	31	31	37	16	16	22		22	16
4 Ave. Attendance at Sunday Services	22	16	15	13	18	15	14	13	12	15
5 Baptisms	2	1	0	1	2	0	2		0	2
6 Confirmations	0	0	0	0	0	0	4		6	0
7 Rec'd from other communions	0	0	0	0	0	0	0		0	0
8 Marriages	0	1	1	0	0	0	0		0	0
9 Funerals	3	1	3	1	0	1	1		1	0
10 Church/Sunday Schools	0	0	0	0	0	0	0		0	0
11 Teachers	0	0	0	0	0	0	0		0	0
12 Pupils	0	0	0	0	0	0	0		0	0
13 No. of ACW Members only	0	0	0	0	0	0	0		0	0
14 No. of Women's Guild Members	6	0	0	12	4	4	4		4	4
15 No. of Men's BAC Members	0	0	0	0	0	0	0		0	0
16 No. of Other Members	0	0	0	0	0	0	0		0	6
17 No. of Youth Members	0	0	0	0	0	0	0		0	0
18 Collection Income	27976	26484	26589	19790	19626	18963.06	18025	17090	14660.95	15376
19 Open offerings	482	177	155	189	906	739	558	771	1626.1	796
20 Donations Church Organizations	9240	6772	7199	2917	9521	4786.5				0
21 Rentals	905	590	200	24000	24000	24000	24000	24000	24000	24000
22 Capital Withdrawals from CTF	0	0	0	0	0	19108.87		48660		0
23 Other Income	54130.51	5766	6429.94	0	7161		16665			
24a Bequests Deposited to CTF	0	0	0	0	891099	665812				
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	0	0	0	511	0		47229		50012.32	52095
XX Gift	0	0	0	0	1085	685	296	238		
27 TOTAL INCOME RECEIVED	92733.51	39789	40572.94	47407	953398	734094.4	107173	90699	90299.37	92267
28a Flow Through Funds	347.31	796	764.8	4486.64	3338	4115.19		21217	15133.83	23499
28b Rent Expenses	1001	480	3699.67	7597.11	7017	775253		7979	8251.48	8162
29 Cost of Priestly Services	17496	8311	17754	18494	18263	19173.36	24261			
30 Costs of Other Staff	4415	6391	5447	2900	2150		379	3000	4048.5	5022
31 Church Property Expense, incl util	9014	8378	8675	1385	7303	16173.62	22090	16669	5825.58	13181
32 Rectory Expense, ind util & taxes	1553	2090	2736	2692	2890	2901.78	3392			
33 Capital Expenditure	49092	0	2000	4068	18445	3842	23494	8072	6757.4	10046
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0					
35 Assessment/Apportionment	8788	5907	5316	5097	8538	4427.29	4261	35854	42810.12	29849
36 Insurance Premium	2471	2216	2038	1992	1922	1946.09	2352			
37 Additions to Trust Funds	0	0	0	0	891099					
38 Outreach/Special Ex-Par Appeals	153	101	0	0	0	4115.19	3274.3	21217	15133.63	23499
39 General Operating Expenses	1696	2336	2370	5044	4077	1316.16		6149	1208.98	9009
40 TOTAL EXPENDITURES	95078	35730	46336	41672	954687	53895.49	112912	90961	75784.21	90606
41 2013 SURPLUS	0	4059	0	0	0	680198.9	-5739	-262	14515.16	1661
0 2013 (DEFICIT)	-2344.49	0	-5763.06	5736	-1289					
42 Debts Owing by Congregation at Y/E	2915	0	3449.1	0	0					
43 Special Funds	18233.36	20385.91	12921	0	0	1781343	4061	8936	2008.7	
0 Collection Income / ID givers	964.6897	854.3226	857.7097	534.8649	1226.625	1185.191	819.3182		666.4068	961



St. Stephen's Micksburg Quantitative Data



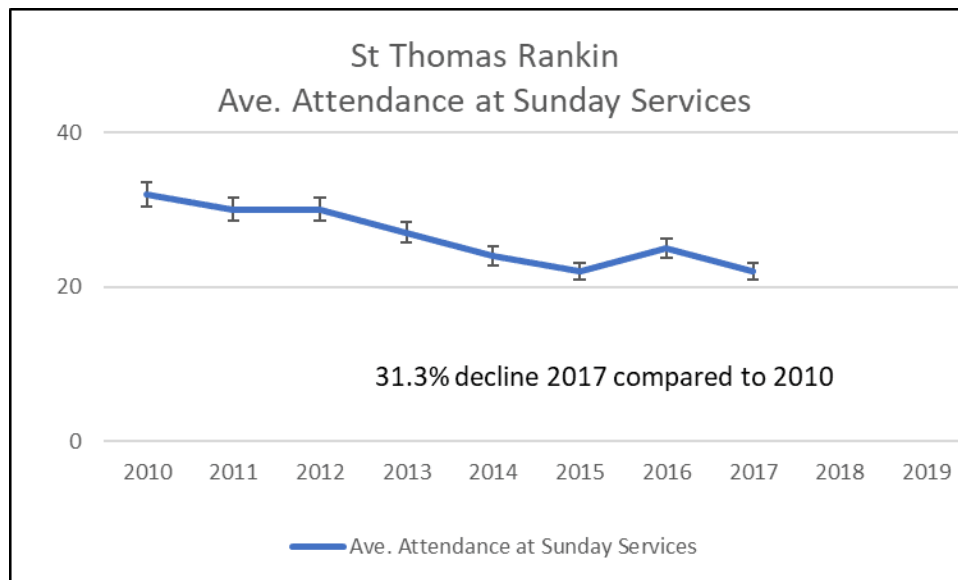
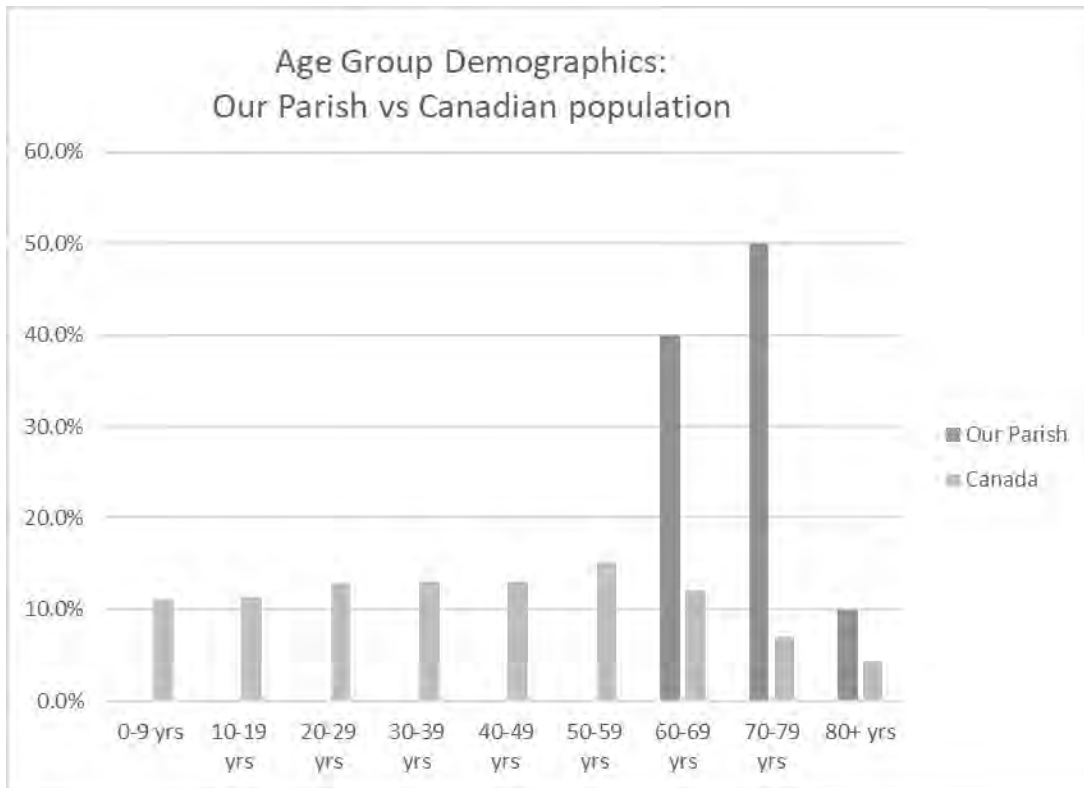


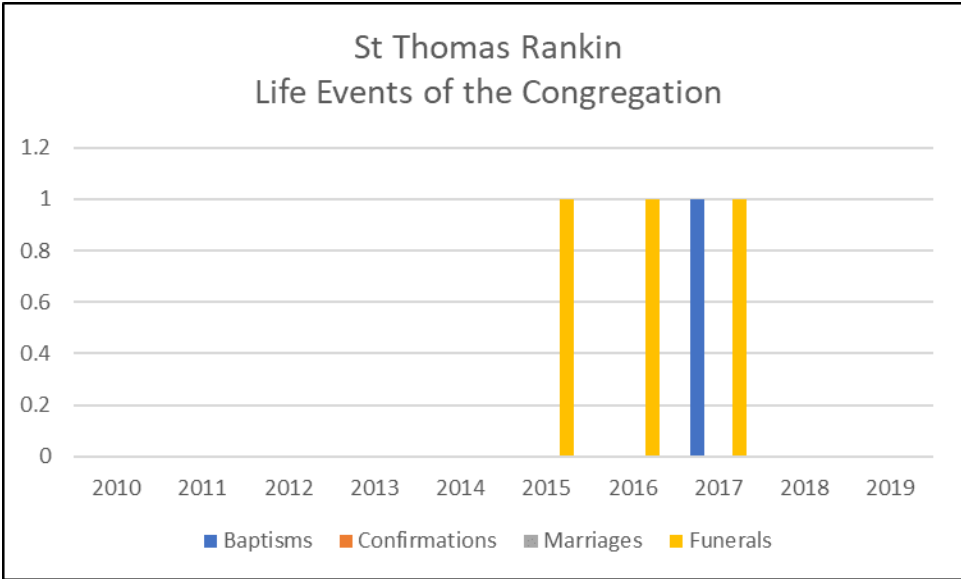
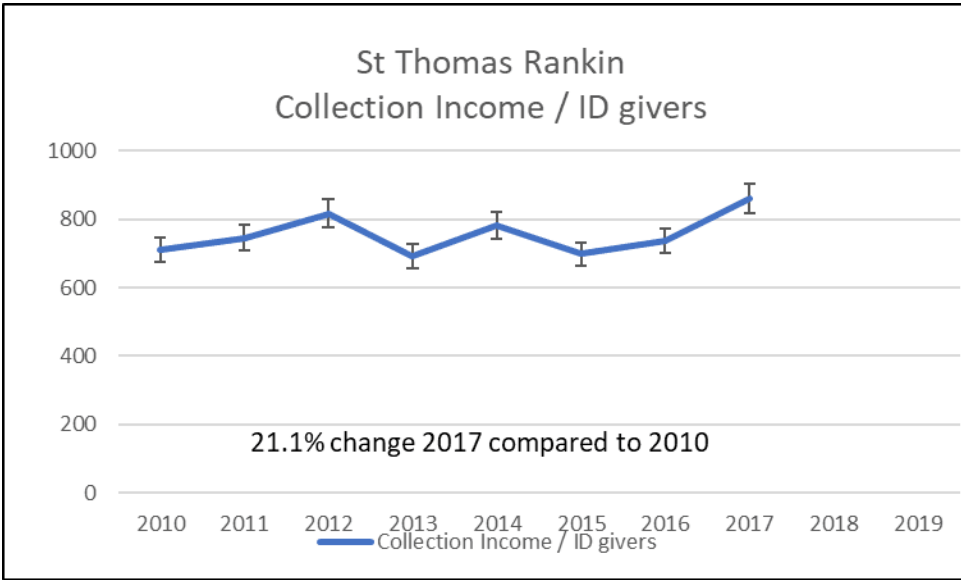


St. Stephen's Micksburg										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	48	48	33	32	32	31	30	30	30	25
2 Members in full communion	27	27	20	18	18	18	16	16	16	17
3 Identifiable Givers	14	14	11	13	13	10	14	8	6	7
4 Ave. Attendance at Sunday Services	40	40	30	27	23	23	24	21		20
5 Baptisms	0	0	0	0	0	0	0	0	0	0
6 Confirmations	0	0	0	0	0	0	0	0	0	1
7 Rec'd from other communions	0	0	0	0	0	0	0	0	0	0
8 Marriages	1	0	0	0	0	0	0	0	0	0
9 Funerals	0	0	0	0	1	1	2	0	0	0
10 Church/Sunday Schools	0	0	1	1	1	1	1	1	1	1
11 Teachers	2	0	2	2	2	2	2	2	2	2
12 Pupils	8	0	0	8	8	5	8	5	5	0
13 No. of ACW Members only	0	0	0	0	0	0	0	0	0	0
14 No. of Women's Guild Members	0	0	0	0	0		0	0	0	0
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0	0	0
16 No. of Other Members	0	0	0	0	0	0	0	0	0	0
17 No. of Youth Members	0	0	0	0	0	0	0	0	0	0
18 Collection Income	16228	14165	16375	24165	15165	13060	12390	10800	6470	7900
19 Open offerings	32357	239	194	320	199	224	415	413	313	528
20 Donations Church Organizations	1896.22	1723	1979	2106	2673	1375	2364	1379		876
21 Rentals	0	0	0	0	0					1067
22 Capital Withdrawals from CTF	0	0	0	0	0					0
23 Other Income	252.98	73	711	0	0			5000		56
24a Bequests Deposited to CTF	0	0	0	0	0					0
24b Received for Construction	0	0	0	0	0					0
25 Bequests retained for use by Parish	0	0	0	0	0					0
26 Endowments, Trust Funds, Invest Inc	0	0	0	0	0					0
XX Gift	0	0	0	0	0					0
27 TOTAL INCOME RECEIVED	18700.77	16200	19259	26591	18037	14659	15189	17592	6783	10427
28a Flow Through Funds	41.77	73	46	0	0					12260
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	8740	7036	10648	8748	11861	6441	3126	11152	6799	6738
30 Costs of Other Staff	998.6	2016	1703	1481	900	933	1001	979	702	600
31 Church Property Expense, incl util	1670.21	2297	2204	3008	1868	2311	1833	1352	955	687
32 Rectory Expense, ind util & taxes	1220	1038	1639	1820	1877	1668	1390	993	957	421
33 Capital Expenditure	0	0	0	0	0				0	0
34 Loan/Debt Repmt (Princ. & Int.)	0	0	0	0	0				0	0
35 Assessment/Apportionment	3681.55	2920	3188	3848	2638	2877	2616	1359	1846	2151
36 Insurance Premium	1235.26	1226	1223	1270	1248	1265	1212	1081	975	909
37 Additions to Trust Funds	0	0	0	0	0				0	0
38 Outreach/Special Ex-Par Appeals	0	1007	0	0	0				0	0
39 General Operating Expenses	864	0	1583	1156	437	480	473	377	205	22
40 TOTAL EXPENDITURES	18409.62	17535	22188	21331	20829	15975	11651	17893	12479	11528
41 2013 SURPLUS	291.15	0	0	5260	0					
0 2013 (DEFICIT)	0	-1335	-2929	0	-2792	-1316	3538	-301	-5696	-1101
42 Debts Owing by Congregation at Y/E	0	0	0	3377	0					
43 Special Funds	7077.88	7078	8152	18096	13114	16287	10046.7	12164	11690	
0 Collection Income / ID givers	1159.143	1011.786	1488.636	1858.846	1166.538	1306	885	1350	1078.333	1128.571



St. Thomas Rankin Quantitative Data







St. Thomas Rankin										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	0	21	25	20	0	13	13	13		0
2 Members in full communion	0	16	17	13	0	13	13	13		
3 Identifiable Givers	14	14	14	13	11	12	12	8		
4 Ave. Attendance at Sunday Services	32	30	30	27	24	22	25	22		
5 Baptisms	0	0	0	0	0	0	0	1		
6 Confirmations	0	0	0	0	0	0	0	0		
7 Rec'd from other communions	0	0	0	0	0	0	0	0		
8 Marriages	0	0	0	0	0	0	0	0		
9 Funerals	0	0	0	0	0	1	1	1		
10 Church/Sunday Schools	12	0	1	1	1	1	1	1		
11 Teachers	2	0	0	2	2	2	2	2		
12 Pupils	7	0	0	0	0	0	8	5		
13 No. of ACW Members only	0	0	0	0	0	0	0	0		
14 No. of Women's Guild Members	0	0	0	0	0	0	0	0		
15 No. of Men's BAC Members	0	0	0	0	0	0	0	0		
16 No. of Other Members	0	0	0	0	0	0	0	0		
17 No. of Youth Members	0	0	0	0	0	0	0	0		
18 Collection Income	9955	10434	11435	9000	8995	8875	8853	6890	6275	0
19 Open offerings	179.86	174	182	284	243	226	376	723	197	
20 Donations Church Organizations	2573.65	1690	1687	1964	2668	1618	2365	1374		
21 Rentals	0	0	0	0	0					
22 Capital Withdrawals from CTF	0	0	0	0	0					
23 Other Income	60.63	40	117	0	0					
24a Bequests Deposited to CTF	0	0	0	0	0					
24b Received for Construction	0	0	0	0	0					
25 Bequests retained for use by Parish	0	0	0	0	0					
26 Endowments, Trust Funds, Invest Inc	0	0	0	200	0					
XX Gift	0	0	0	0	200	100	350	200		
27 TOTAL INCOME RECEIVED	12769.14	12338	13421	11448	11706	10319	11964	9187	6472	0
28a Flow Through Funds	60.63	40	117	0	0					
28b Rent Expenses	0	0	0	0	0					
29 Cost of Priestly Services	7444.29	3538	7755	7699	7994	8483	7018	6816	7023	0
30 Costs of Other Staff	1056.4	1288	337	264	78	126				
31 Church Property Expense, incl util	903.98	1328	771	1253	1150	1606	1819	1308	1709	
32 Rectory Expense, ind util & taxes	1072.4	908	1193	1189	1265	1176	805	687	666	
33 Capital Expenditure	0	0	21.74	0	0					
34 Loan/Debt Repmt (Princ. & Int.)	2519.75	0	0	0	0					
35 Assessment/Apportionment	2576.67	2564	2321	2122	1778	1959	1515	1197	1286	
36 Insurance Premium	1085.73	1077	809	829	841	861	702	661	679	
37 Additions to Trust Funds	0	0	0	0	0					
38 Outreach/Special Ex-Par Appeals	0	0	0	0	0					
39 General Operating Expenses	924.06	1677	1658	1953	1266	1549	1243	323	986	
40 TOTAL EXPENDITURES	17583.28	12375	17018	15309	14372	15760	13102	10992	12349	0
41 2013 SURPLUS	0	0	0	0	0					
0 2013 (DEFICIT)	-4814.14	-37	-3597	-3861	-2666	-5441	-1138	-1805	-5877	
42 Debts Owing by Congregation at Y/E	5138.98	0	0	0	0					
43 Special Funds	1119.98	1119.98	1119.98	1119.98	1119.98	1119.98	11123.98	11123.98	10860.48	
0 Collection Income / ID givers	711.0714	745.2857	816.7857	692.3077	781.3636	697.9167	737.75	861.25		



West Quebec

Holy Trinity Danford Lake & Chapels, St. Paul's Shawville & Holy Trinity Radford

Holy Trinity Danford Lake & Chapels

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Holy Trinity is a small, welcoming country parish church with open arms to a rural community and hungry for transformation having experienced many changes in the last years. The church works in partnership with a number of chapels and other churches as part of the Parish of West Quebec.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Liturgical Worship** - The heart and soul of the church is expressed through and rooted in liturgy and worship. The small congregation is engaged. Through worship there is a sense of being here and belonging. For those engaged in the service it takes energy and they are fed and feel supported.
- **Chapel and Cemetery Ministry** - The parish encompasses nine chapels with cemeteries. Service schedules vary between chapels. The stewardship of the cemeteries is a significant undertaking, including memorial services, maintenance, financial reporting, and maintaining contact with families of those buried there.
- **Pastoral Care** - parishioners have created a Wednesday breakfast attended by and for widows. This is important to participants, who may not necessarily be church members. This church is in a small community where many families are interconnected, so pastoral care is organic. The breakfast is one example of how they look after each other.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- **The community hall** is used for local events from dinners, meetings, weddings, senior activities, darts, cards and garage sales. While the hall does not belong to the church, it is recognized as responsible for its existence, having donated the land many years ago.
- **Outreach to the seasonal community** - Members of the church spend time introducing Holy Trinity Church to people who are at the Mt St Marie resort as well as the local cottager's association.
- **Gracefield Food Bank** is supported through both food and money donations from St. James Wright chapel.

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Clergy and parish members are struggling with how to serve and support the community beyond their walls. It is described as an overwhelming task of naming what are the unmet needs in a rural community.** They have begun the process of discernment, including gathering a list of and reaching out to politicians, municipal, community and business leaders. Knowing that Holy Trinity and affiliated communities are limited both by financial and human resources, the work needs to be executed in partnership with other professionals.
- Holy Trinity has a broad base of donors. **Most in the community are on a limited budget, some tithe and go beyond their means.** They are mature and faithful givers. While they balance the books, **it is hard to imagine outreach as affordable.**



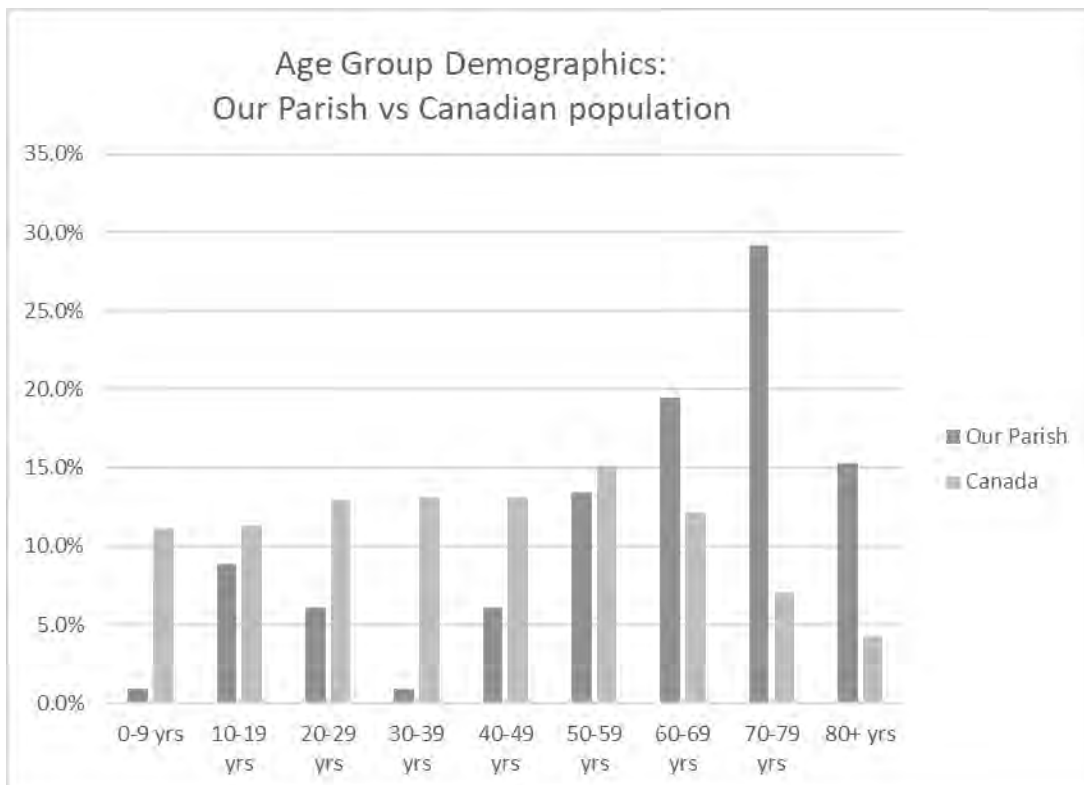
- As with any rural church, the reality of a large geographic region with a central small church and 9 chapels, means **travel distances makes worship and pastoral care challenging**.
- **Restructuring** has taken a great deal of attention and energy, making other work hard to accomplish. There continue to be questions about the nature of and relationships within the parish.

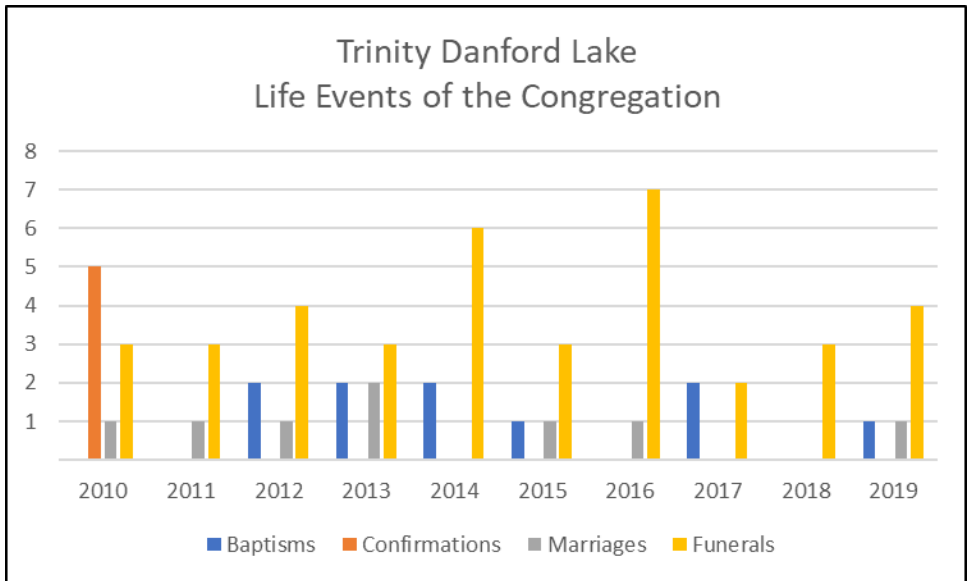
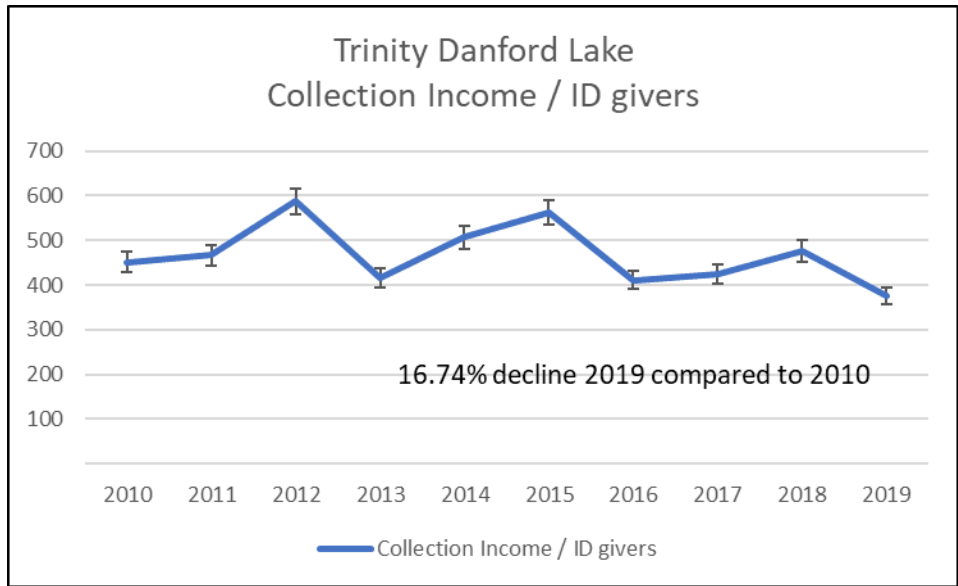
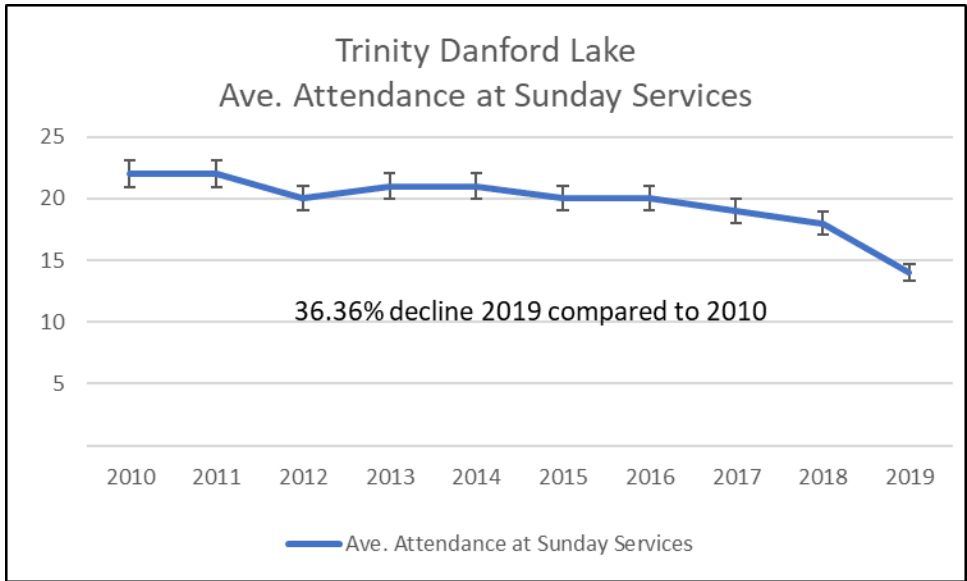
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

- **Liturgy and Worship** - There may be opportunity through newer prayers and music to resonate with and attract a younger congregation.
- **Refreshing, formalizing and developing the Lay Pastoral Care Team** would require access to training and programs.
- **Building a church school and youth group** is an opportunity to bring people to Holy Trinity. There may be an opportunity to develop partnerships with other area churches for youth. Need more volunteers.
- **A seasonal population has potential to be developed however with intention rather than ad hoc.** ‘Picnic in the Pontiac’ is one initiative in the community that could be accessed.
- **Holy Trinity needs support and advice in navigating community partnerships** with orgs who will facilitate and carry out much needed social services. This is complicated given three regional levels of largely francophone government, a multitude of service providers, and the political implications of seeking these partnerships.
 - Seniors’ health and wellness programs are needed.
 - Working with the Indigenous community
 - Homelessness and affordable housing
 - Food security is an issue facing most people in the area.

Holy Trinity Danford Lake & Chapels Quantitative Data

~ Data in this chart is for the entire parish of West Quebec ~







Trinity Danford Lake										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	82	68	74	79	79	79	70	73	72	70
2 Members in full communion		50	50	43	43	43		73	72	70
3 Identifiable Givers	37	34	34	35	35	35	40	41	39	50
4 Ave. Attendance at Sunday Services	22	22	20	21	21	20	20	19	18	14
5 Baptisms			2	2	2	1		2		1
6 Confirmations	5									
7 Rec'd from other communions										
8 Marriages	1	1	1	2		1	1			1
9 Funerals	3	3	4	3	6	3	7	2	3	4
10 Church/Sunday Schools										
11 Teachers										
12 Pupils										
13 No. of ACW Members only										
14 No. of Women's Guild Members	11	9	9	8	8					
15 No. of Men's BAC Members										
16 No. of Other Members			10	12	12	12	12	8	8	11
17 No. of Youth Members										
18 Collection Income	16710	15859	19967	14549	17736	19690	16423	17368	18589	18802
19 Open offerings	752	523	566	529	576	831	600	640	1298	731
20 Donations Church Organizations	1050	360			105			650	1036	810
21 Rentals										
22 Capital Withdrawals from CTF										
23 Other Income	518	71	496	271	872	206			500	634
24a Bequests Deposited to CTF										
24b Received for Construction								10425		
25 Bequests retained for use by Parish										
26 Endowments, Trust Funds, Invest Inc									8	
XX Gift		5	542	1625	576	481	530			
27 TOTAL INCOME RECEIVED	19030	16818	21571	16974	19865	21207	17553	29083	21431	20977
28a Flow Through Funds	711	71	496	271	872			215	1387	555
28b Rent Expenses										
29 Cost of Priestly Services	9109	10519				12000	12000	8000	6582	14110
30 Costs of Other Staff			13115	11880	12000					
31 Church Property Expense, incl util	4838	4754	4806	4788	5045	5993	20155	4015	4242	4853
32 Rectory Expense, incl util & taxes										
33 Capital Expenditure										
34 Loan/Debt Repmt (Princ. & Int.)										
35 Assesment/Apportionment						2500	2250	2190	1675	2527
36 Insurance Premium						1040	640	603	603	603
37 Additions to Trust Funds										
38 Outreach/Special Ex-Par Appeals	195							650	1387	250
39 General Operating Expenses	1051	301	617	1281	835	1323	20155	1938	4077	863
40 TOTAL EXPENDITURES	15193	15574	18538	17949	17880	22856	55200	17396	18566	23206
41 2013 SURPLUS	3837	1244	3033		1985			11687	2865	
2013 (DEFICIT)				-975		-1649	-37647			-2229
42 Debts Owing by Congregation at Y/E										
43 Special Funds	18389	19454	21922	22682	9161	2935		29494	31970	
Trinity Collection Income / ID givers	452	466	587	416	507	563	411	424	477	376



West Quebec

St. Paul's Shawville & Holy Trinity Radford

1. What is the single most important thing you would like our diocese to know about your parish/congregation?

Strongly influenced by the needs of a rural community, St. Paul's Shawville and Holy Trinity Radford are faithful country churches who know the importance of family, of gathering together and are committed, dedicated and brilliantly different.

2. What are your ministry priorities, and how are these priorities lived out in your decisions, activities and use of your resources?

- **Worship and Liturgy** - In this rural community worship is about sharing a strong adult faith, taking rest and comfort in God's liturgy each week, owning our faith, making sure we share it in the community with our friends.
- **'After Church' Ministry** - is an important time for the community to gather, including those who do not actually attend church. This is when people share "what's happening" and reflects deep and profound friendships.
- **Sharing and Caring Ministry** - confidentiality, time and a safe space are offered every other Thursday afternoon to anyone in need of support.
- **Mental Health** - there is a higher rate of suicide in rural areas than found in an urban setting as well as other particular mental health needs. The parish provides opportunities for support, education, and networking for members and the broader community.
- **Health and Wellness**: Especially around the needs of seniors in the community, including things such as family dynamics and Alzheimer's disease.

3. In what way does your parish/congregation serve the wider community; how are you engaged with the local community beyond your walls - outreach, events, partnerships?

- St. Paul's Shawville has an **accessible hall** that provides a meeting place for the community, including area churches and partner organizations.
- Families are interdenominational, where **different generations go to different churches** – creating organic connections between churches
- Ten **community fundraising** dinners/year.
- Winter and Spring/Summer **clothing drives and two 'Pop-Up' shops and the 'Big Give'** are important in the community where many donations of clothing are welcomed and given away to those in need.
- **Every Friday night a Hooley (musical kitchen party) brings many in the community together.** 140 musicians have participated and entertained in the last 4 years. No charge
- **'Mental Health' and 'Health and Wellness' Ministry** priorities are met largely through partnerships with other organizations and government initiatives, including Connexions Resource Centre (providing wellness support to Anglophones in Quebec), 'Roots of Hope' (a Canada-wide mental health organization), and 'Eclaireur' (a provincial initiative to build local mental health awareness and support).

4. What are the challenges to accomplishing the work you've described, in terms of finances, building status and human resources?

- **Finances** - During COVID donations have continued but are insufficient to cover costs. This is seen as a future challenge.



- **Building** - The existing hall is seen as a valuable asset in the whole community however it requires some updating. The church building is in reasonably good shape.
- **Human Resources** - The same volunteers (an aging demographic) are asked to help and they step up, but there is a limit to this resource and a worry that this population is dwindling by virtue of their age. The rural community is underserved, there are few employment opportunities, youth are exiting, leaving an older demographic in the villages and towns.
- **Clergy's work is limited by the second position which is half-time.** Much work and energy by clergy are needed to create the kind of partnerships that will sustain the parish long term.
- **Geography** - Being situated in West Quebec but part of the Anglican Diocese of Ottawa is seen as a disconnect. At times the parish grapples with being understood, being left out and situated far away. Challenges of being an Anglophone community in Quebec. The parish is spread over a large geographic area – hard to reach everyone, limits of travel, etc.

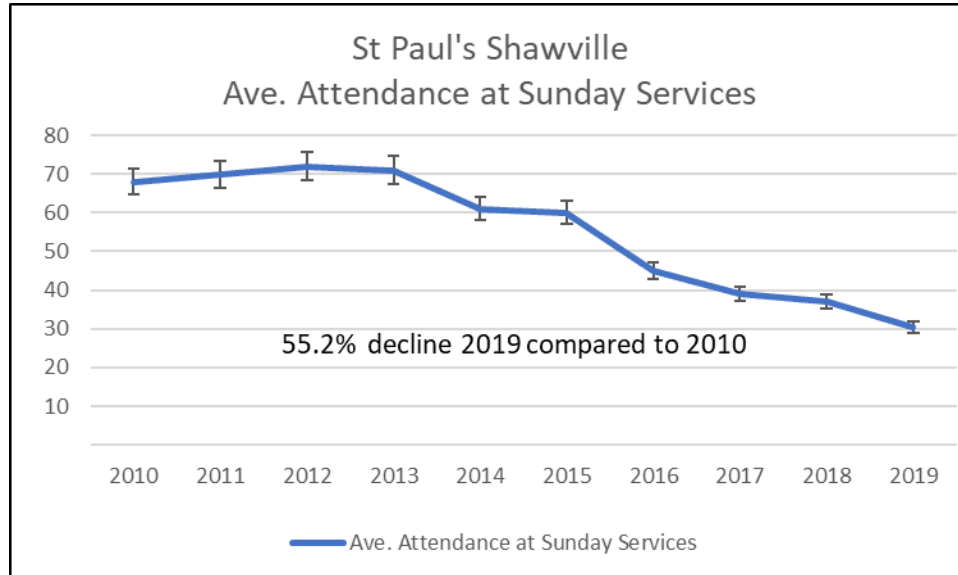
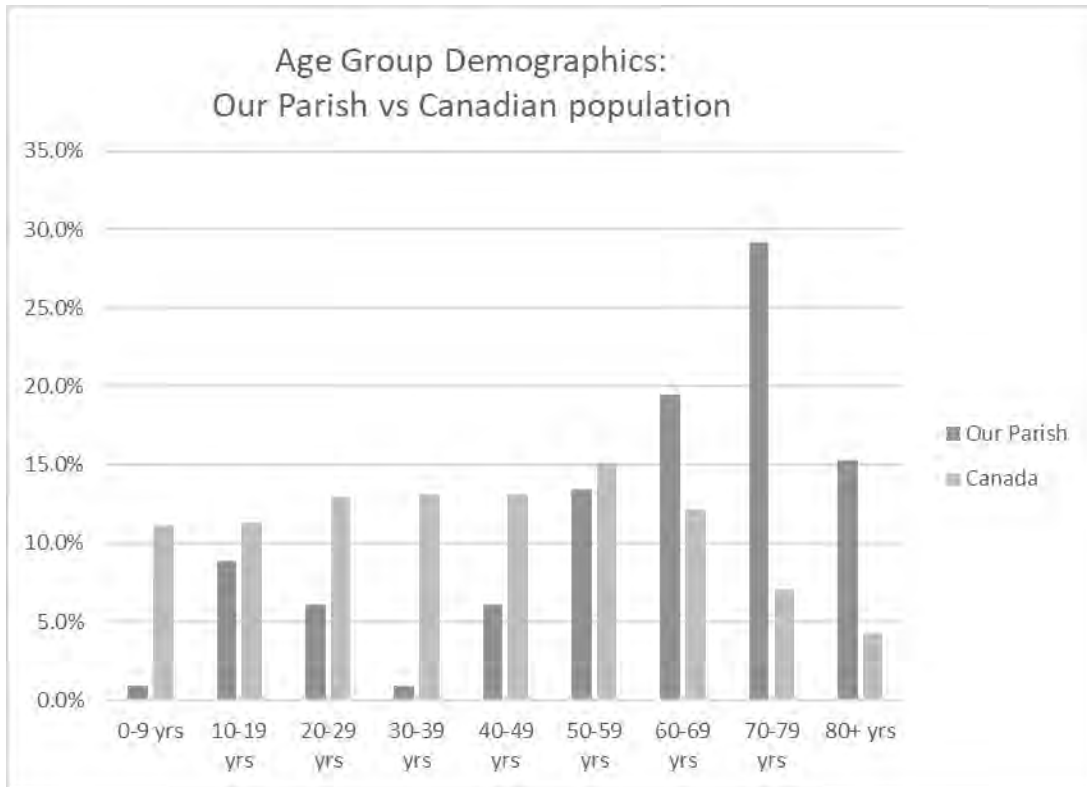
5. Are there ministry opportunities you are aware of and what would you need to engage in them?

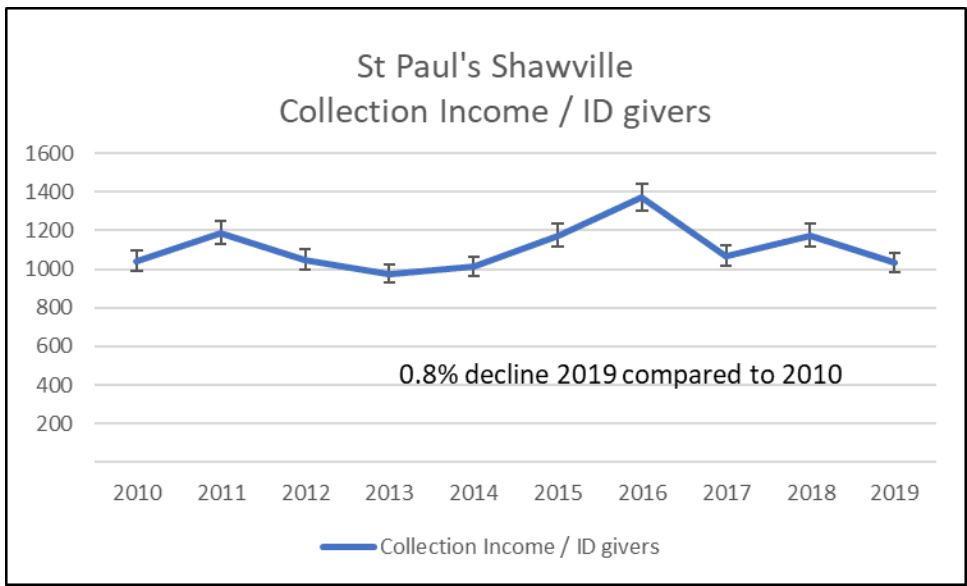
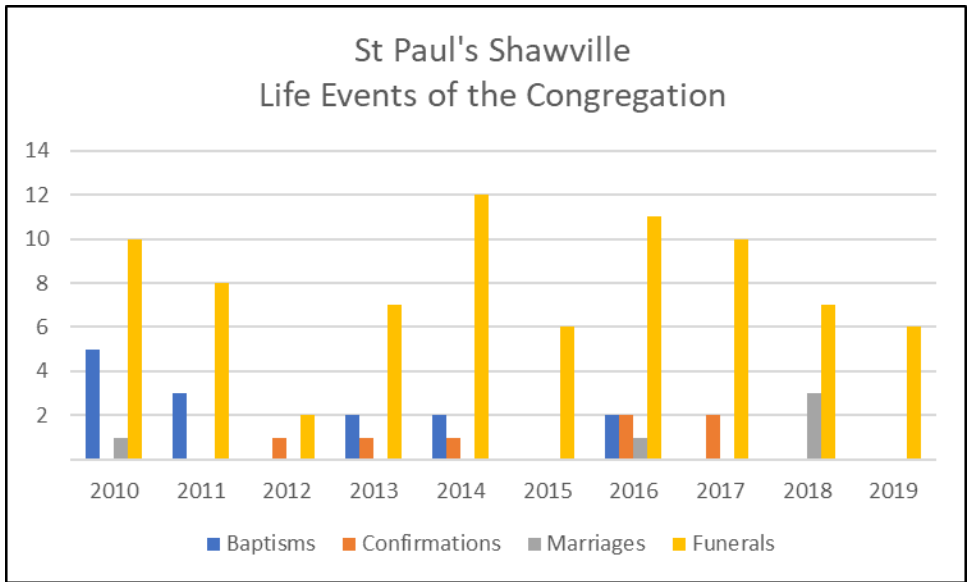
- **The social and mental health needs of the community are significant and work is being done to discern how the parish can be helpful.** Navigating the multiple jurisdictions and there is a need for skilled volunteers/staff to be able to build and sustain such work in partnership with the community.
- **Through the promise of improved digital capability, we should be able to reach out further into the rural community** for worship and other contacts. On the other hand, those people in the community require investment in their own infrastructure and technological skills
- **Formalizing and developing a Lay Pastoral Care team** would require access to training and programs.
- **Developing a Ministry that serves Indigenous people.** There is a planned event in the fall with the Pontiac network of Indigenous People. Human resources are required to build relationships
- The parish is looking for **ways to reach families and youth; further renovations to the hall space at St. Paul's could serve to create a space** to welcome these demographics.



St. Paul's Shawville & Holy Trinity Radford Quantitative Data

~ As above, data in this chart is for the entire parish of West Quebec ~







St. Paul's Shawville										
Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
1 Members on Parish Rolls	180	163	165	187	182	179	175	160	165	155
2 Members in full communion	118	107	119	112	115	88	74	65	68	60
3 Identifiable Givers	81	71	68	78	74	74	65	59	62	57
4 Ave. Attendance at Sunday Services	68	70	72	71	61	60	45	39	37	31
5 Baptisms	5	3		2	2		2			
6 Confirmations			1	1	1		2	2		
7 Rec'd from other communions			1							1
8 Marriages	1						1		3	
9 Funerals	10	8	2	7	12	6	11	10	7	6
10 Church/Sunday Schools	35	1	10	1	1	1				
11 Teachers	9	9	1	5	5	5				
12 Pupils		35	7	25	25	25				
13 No. of ACW Members only			35			14				
14 No. of Women's Guild Members	13	14		14	12	12	12	14	12	13
15 No. of Men's BAC Members	4	5	12	4	10	6				
16 No. of Other Members		27	6	48	28	48			25	18
17 No. of Youth Members		12	14	6	6	4				
18 Collection Income	84480	84355	71400	76168	75078	86931	89068	63041	72899	58962
19 Open offerings	1674	1466	1728	2145	2226	1208	1441	812	1794	1096
20 Donations Church Organizations	13842	15778	13340	17986	22913	19250	44872	32756	30008	32919
21 Rentals	3135	4165			2850	3100	3160	3550	3455	4225
22 Capital Withdrawals from CTF										
23 Other Income							360742	27992		
24a Bequests Deposited to CTF						123000				
24b Received for Construction			18091	11045	55825			22320		
25 Bequests retained for use by Parish										
26 Endowments, Trust Funds, Invest Inc	4537	4243	4039	4692	3955		5494	4807	4815	5000
XX Gift			20921	15155	9014	14395	10769	4070	392	101
27 TOTAL INCOME RECEIVED	107668	110007	129519	127191	171861	247884	515546	159748	113358	102303
28a Flow Through Funds	1850	1905	485	1020	3626	1227	405	32816	45	450
28b Rent Expenses	2828	4507	2170	2435	2850					
29 Cost of Priestly Services	37270	37181	40621	41303	43200	44328	46070	43419	63732	30752
30 Costs of Other Staff	14853	15384	15403	15485	15713	15354	19483	17463	19633	17056
31 Church Property Expense, incl util	11669	19224	14093	12891	17622	19167	17530	17439	20298	16938
32 Rectory Expense, incl util & taxes	5482	6028	5354	5221	5489	5828	5317	4929	9708	6019
33 Capital Expenditure	6715		14755	38496	13492	232476	380080	14502	12461	15344
34 Loan/Debt Repmt (Princ. & Int.)	8096	3554		3642	6527		88525	34862		
35 Assessment/Apportionment	11076	13016	15084	15687	11846	3527	7799	6309	14183	5504
36 Insurance Premium	4264	4455	4479	4287	4372	4338	4670	4306	4372	3975
37 Additions to Trust Funds										
38 Outreach/Special Ex-Par Appeals	1850	655	485	990	3625	1227	405	32816	45	450
39 General Operating Expenses	6585	2986	17858	6794	2004	1601	1945	3700	2611	2014
40 TOTAL EXPENDITURES	107860	102483	128132	144796	123890	327846	571824	179745	147043	98052
41 2013 SURPLUS		7524	1387		47971					4251
0 2013 (DEFICIT)	-192			-17605		-79962	-56278	-19997	-33685	
42 Debts Owing by Congregation at Y/E						123000	34862			
43 Special Funds	13835	30166	51061	34913	81474	61510	4830	11876	11000	
St Paul's Collection Income / ID givers	1043	1188	1050	977	1015	1175	1370	1068	1176	1034