



MISSION STATEMENT

Recognizing the cultural diversities of the community, the Church helps in community planning and the promotion of a more spiritual, caring and healthy community.



Parish Profile

ST. HUGH AND ST. EDMUND ANGLICAN CHURCH

7314 Goreway Drive
Mississauga, Ontario L4T 2V1
Tel: 905-671-3209

JULY 2018

Prayer

We pray God, our Father, that You fill us with Your Holy Spirit.

Help us to discern Your will for a new incumbent and the future of St. Hugh and St. Edmund parish.

Give us the wisdom as we journey together to recognize the direction that is Your will.

Enlighten us, your disciples, with Your love, that we may hear You and one another as we work together.

Guide us as we face each new challenge in the completion of a parish profile that we will lead us to the priest who will best fit our congregational needs.

Help us and our parish to be ambassadors of Your love in all we do.

We ask this through Your son, Jesus Christ, now and forever.

Amen.

PARISH SELECTION COMMITTEE

Donald Wright – Chair
Jacqui Davis
Beverly Palmer
Alison Suchostawski
Jean Franz
Percy Davis
Juanita Williams



APPENDIX 1 MALTON NEIGHBOURHOOD STATISTICS

Statistics (Taken from Mississauga News article- May 3, 2018)

Population:

- Total Population: 38,000
- 26% of residents are under the age of 19
- 24% are single - parent families
- Region of Peel is considering creating a community development hub for high-risk youth (drop-in centre, social/health services)

Housing:

DETACHED	SEMI-DETACHED	APARTMENT	DUPLEX	ROW HOUSES	TRAILERS
23.6%	13%	54.5%	9.8%	8.6%	0.2%

Several low-rental housing complexes & Senior Living Buildings are included.

Household Size:

1 PERSON	2 PERSONS	3 PERSONS	4 PERSONS	5 PERSONS	6 OR MORE PERSONS
13%	23.3%	19.4%	21%	11.2%	11.9%

Housing Sales – semi-detached account for 38% of sales (avg. \$548,115.00), followed by detached @ 27% (avg. \$639,700.00) & condo/townhouse @17% (avg. \$393,700.00)

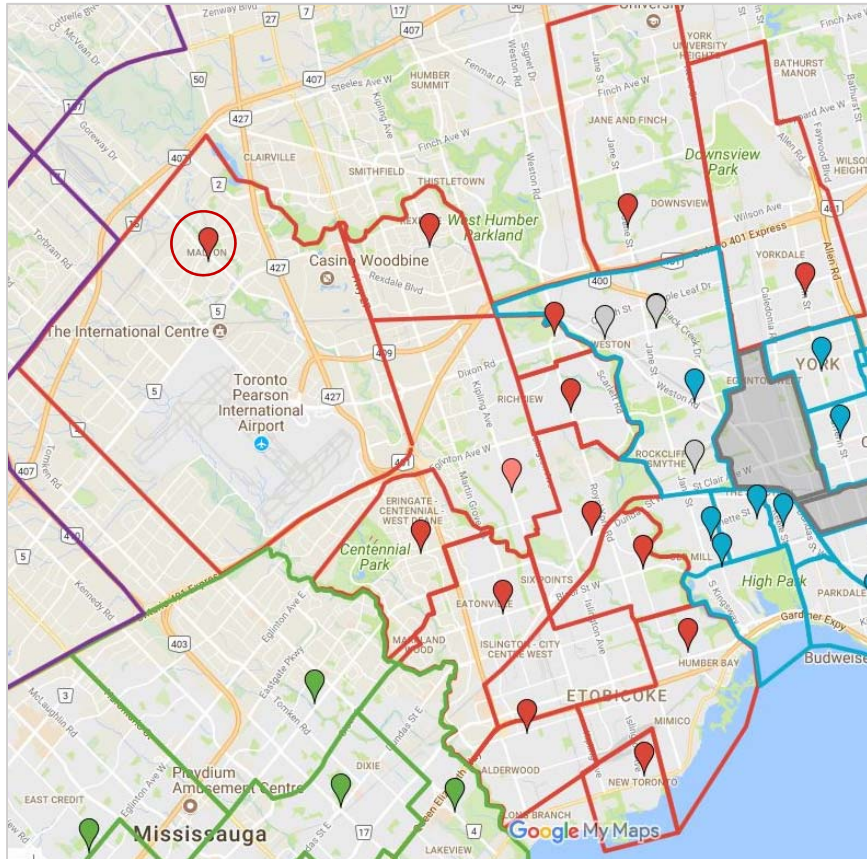
Age and Gender:

AGE GROUP	0-14	15-29	30-59	60-79	80+
Male	10.7%	10.7%	10.6%	7.3%	0.10%
Female	10.3%	10.1%	14.9%	7.9%	0.13%

Education Levels:

CERTIFICATE NO DIPLOMA OR DEGREE	HIGH SCHOOL DIPLOMA	TRADE CERT. OR DIPLOMA	COLLEGE DIPLOMA	UNIVERSITY DEGREE BELOW BACH	UNIVERSITY DEGREE AT OR ABOVE BACHELOR
18.3%	26.7%	5.8%	18.2%	6.4%	24.7%

DEANERY MAP YORK-CREDIT VALLEY AREA



Red – York-Credit Valley Area

ST. HUGH AND ST. EDMUND PARISH PROFILE

TABLE OF CONTENTS

	PAGE
Executive Summary	1
Worship, Liturgy and Music	2
Learning and Spiritual Nurture and Development	3
Mutual Support and Fellowship	3
Pastoral Care	3
Human, Physical and Financial Resources	4
Our Neighbourhood and Our Mission Field	8
Outreach and Evangelism	10
Present Reality and Future Vision	11
Journeying Together with The New Priest	12
Our New Priest	14
Deanery Map – York-Credit Valley Area	15
Appendix 1 – Malton Neighbourhood Statistics	16



If we meet and you forget me, you have lost nothing; but if you meet JESUS CHRIST and forget Him, you have lost everything. Author Anonymous

EXECUTIVE SUMMARY

Hello and thank you for your interest in reading the Profile for St. Hugh and St. Edmund (SHSE). If God is calling you to consider our parish as a possible new home, we look forward to meeting you.

St. Hugh of Lincoln began in a tent in 1944, moved into the current building in 1976 and was consecrated as St. Hugh and St. Edmund in 1977. We are part of the Humber Deanery in the Credit Valley Area. Our parish enjoys close proximity to hospitals, GO train service, the Toronto International Airport, major shopping, highways 407, 427, and 401 and downtown Toronto. There are both Public and Roman Catholic schools nearby.

We are a parish of deep faith and hope, believing we have a mission to make a difference within and outside our own walls. SHSE offers two weekly Sunday morning services and a Sunday School class to the main congregation. A third Service at two o'clock for the South Asian congregation, in their own language, led by a Lay Pastor or priest. Our culture is a mix and predominately Caribbean - not proportionately representative of the community.

We are searching for a compassionate, energetic and inspiring priest to help us vision a path forward.

The community around us experiences an above average level of poverty, heavy school dropout, drug and alcohol abuse, violence, teenage pregnancy and single parent families. Most local jobs are minimum wage and part-time. There is much despair and work to be done in the community!

Looking inward, we, as a parish first need a time to be refreshed, renewed and establish a new rhythm. Pastoral Care requires attention to the following: preparation classes for Baptism and Marriage, Bible Study/Christian Education, seniors and shut-ins. We are hungry for renewal.

God is calling us to build His Kingdom. Is he sending you to help us?

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,... Ephesians 4:11-12

OUR NEW PRIEST

Gifts and Skills abundant among our Lay Leaders and congregation are:

- Leadership
- Relational
- Fellowship

Gifts and Skills we are looking for in our New Priest are:

- Leadership
- Collaborative/Relational
- Spiritual

Other Attributes:

- Maintains a healthy balanced lifestyle and encourages others to do likewise
- Is available in the parish most days
- Engages in Diocesan life and keeps us updated on Deanery and Diocesan activities of interest
- Able to understand Financial Statements
- Preaches a challenging Gospel message connecting to today's world

Expectations of Our New Priest:

We are looking for a dynamic, compassionate and energetic individual who:

- Displays a joy in working with people and making the Word of God come alive and relevant in today's world
- Is patient, resourceful and welcomes the challenge of nurturing effective change management
- Has the desire to reshape and grow a faithful parish back to new life and work to increase the Asian congregation
- Will live within close proximity to the parish

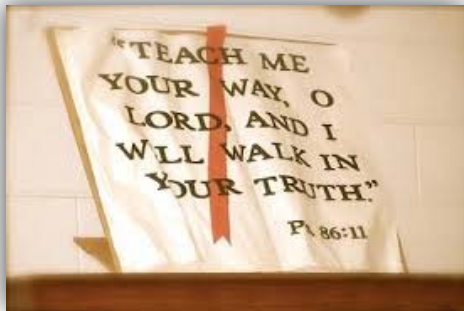
We are looking for a Priest who will be...



I am the good shepherd; and I know My sheep, and am known by My own. As the Father knows Me, even so I know the Father; and I lay My life for the sheep. John 10:14-15

Opportunities that may open up for us in the future:

- Increase membership by contacting previous members
- A new signage and website will provide more visibility
- New housing development within 2 km of parish is currently being built
- Ability to reach the many teens who hang out in the mall across the street is an opportunity to attract new members to the Youth Group
- Increase South Asian congregation



Prayer of Compassion

Open our eyes, our hearts and our hands so that we might see the opportunities you give us to share in generous faith, to respond with sacrificial love and to reach out in gracious service to all our sisters and brothers, through Jesus Christ our Saviour. Amen.



WORSHIP, LITURGY AND MUSIC

WORSHIP SERVICES

SERVICE TIME	TYPE OF SERVICE	FREQUENCY	AVERAGE ATTENDANCE	SERVICE STYLE
Sunday 9:30AM	Eucharist	Every week	8	Traditional (BCP)
Sunday 11:00AM	Eucharist	1 st , 2 nd , 4 th Sunday	87	Traditional (BAS)
	Sunday School	Every week	19	One Room Schoolhouse Curriculum
	Morning Prayer	3 rd Sunday	87	(BCP)
	Holy Baptism & Eucharist	Last Sunday of the month	95	Traditional (BAS)
Sunday 2:00PM	South Asian - following Anglican Liturgy	Every week	16	Traditional
	Eucharist	Once a month		(BAS)

MUSIC

Instruments: Maken Electric Organ with double keyboard; Baby Grand Piano; Yamaha Electric Keyboard; Guitar; Drum

Choir: 14-16 member volunteer Choir

Hymn Books Used: Book of Common Praise (1938 Edition); Common Praise (1998 Edition)

African Dancers: Periodically, the African parishioners are invited to open and close the Service with a Liturgical Dance.

LEARNING AND SPIRITUAL NURTURE AND DEVELOPMENT

Children: *Sunday School* - Ages range from nursery to 13; meet at 11:00AM in the Parish Hall; 18 average weekly attendance

- Curriculum - The One Room Schoolhouse
- Join the Church Service on 2nd Sunday of month at Eucharist

Adolescence/Youth: *Youth Group* - Ages range from 12-18; meet at 7:00PM on Fridays, 6 members plus invited friends

- Participate during Church service as Servers, Readers and Acolytes; Sunday School Helpers
- Bible study and discussion, games, videos/movie nights

Adults: *Prayer Group* - Approximately 10 members; meet at 10:00AM on Wednesdays

Prayer Warriors - Consists of 12 members, who receive prayer requests for the wider community

Alongsiders - A small group of seniors

Sharing Faith Journeys: Although not a common practice in our parish, it happens organically among members.

MUTUAL SUPPORT AND FELLOWSHIP

Newcomers and visitors are welcomed to our Parish:

- By the Welcoming Committee, Sidespeople, passing the Peace, and at announcements.
- Since most congregants have been here for many years, long-standing friendships have evolved.

PASTORAL CARE

Pastoral care for our members is provided in various forms:

- Clergy is responsible for scheduling home, hospital and nursing home visits - primarily directed towards parishioners and their families.
- Lay Pastoral Associates take communion to shut-ins after the Service, as requested.
- Pastoral Care beyond the Parish has dwindled over the years and new opportunities have not been explored.

JOURNEYING TOGETHER WITH THE NEW PRIEST

We believe God is calling us to be more active and visible in the community in order to grow our congregation. Our parish is praying for an energetic leader to refresh us and help with this calling.

We will need to continue our journey with these enduring strengths:

- Lay Pastoral leadership
- Faithful membership
- Commitment to continue our support in the community
- Strong sense of active volunteerism
- Unwavering faith in Jesus Christ

As we journey, we need:

- To be more open to participate in new ways and ideas
- To invest in a website and updated technology
- To be more visible in the Community
- More people to find new ways to engage more/new people to share the volunteer work
- To retain a full time Deacon and/or Honorary Assistant
- To partnership with local churches to develop a program of community outreach for newcomers and lobby for assistance to help youth stay in school long enough to graduate
- To find ways to attract new membership

We have had the same Leadership for the last 33 years. We will need help to discern what needs to be left behind.

There are some dangers along the way, such as:

- Fear of change and concern for those who are not willing to accept the change
- Too much complacency due to an extended period with little or no change
- Volunteer burnout

PRESENT REALITY AND FUTURE VISION

Process of gathering information:

- We used a Parish Survey and Town Hall to which 87 adults and 11 children responded.

The things that we learned about ourselves as a Christian community were:

- Drawn by the Worship service
- Convenient location
- Sense of welcome
- A place for personal contribution

The survey confirmed we are a warm and friendly community, that encourages participation.

The most surprising things were:

- The percentage of participation in the survey
- 20% stated visibility in the community
- Female parishioners outnumber male parishioners

Over the past five years, *our best successes were:*

- Annual Gospel Concerts (increase in Choir members)
- Regular Games & Karaoke Nights

Things learned in each case were:

- Individual talents of the parishioners
- The wider community will come and support us

Our worst failures were:

- The disbandment of Anglican Church Women
- Termination of Young Adult Christians Group
- The Parish Walkathon

Over the past few years we have experienced a lack of Clerical involvement.

Our 'White Elephants' consist of LGBTTTQ2S dialogue concerns:

- Clergy reluctant to have dialogue around LGBTQ
- Freedom of expression – some parishioners are discouraged from clapping and making verbal expressions during the Service

HUMAN, PHYSICAL AND FINANCIAL RESOURCES

PARISH STATISTICS

For the year ended 2017

- Total Parishioners: 210
- Average Weekly Attendance: 110
- Estimated # new parishioners over past 4 years: 15-20

Total Identifiable Givers:

YEAR	2014	2015	2016	2017
Pre-authorized Givers	14	19	20	20
Envelopes	129	136	112	111

Average Weekly Attendance and Age Range of Parishioners:

YEAR	2014	2015	2016	2017
Total Members	267	245	240	210
Avg. Sunday Attendance	125	133	118	107
Ages 0-13	22	10	45	48
14-29	10	10	10	7
30-65	45	38	43	48
65+	48	65	45	40

Baptisms, Weddings and Funerals:

YEAR	2014	2015	2016	2017
Baptisms	8	3	6	14
Weddings	4	2	2	4
Funerals	6	9	13	6

STAFF POSITIONS

Paid Positions:

- Incumbent - VACANT as at May 20, 2018

Part-time Positions: (Paid an honorarium for services)

- Organist
- Custodian
- Maintenance Manager

Key Volunteer Positions:

- Deacon - Irregular intervals
- Wardens
- Treasurer
- Lay Pastoral Assistants
- Envelope Secretary
- Sunday School Superintendent
- Administrative Assistant
- Screening Officer



LEADERSHIP STYLE

- Consultative and Collaborative

PHYSICAL RESOURCES

Building and facilities owned by the Parish include:

Church Building – Upper Level

- Insured @ \$5,000,000.00
- 41 years old; constructed of brick and shingles; metal roof; stained-glass windows; air-conditioned; wheelchair accessible

Main Worship Space - multi-purpose; furnished with 200 chairs and kneelers; new P/A System recently installed

Sanctuary - raised platform beyond Communion Rail with Altar, Tabernacle, Credence Table, Pulpit, Lectern, Prayer Tables, Benches and Chairs (seating for 10)

The Font - located to the left of the Pulpit

Choir Stall - located to the right of the Sanctuary, near the Organ

Incumbent's Office - located beyond the Choir Stall, off the main Worship Area



OUTREACH AND EVANGELISM

OUTREACH

Ways in which our parish is involved in the community and beyond:

- Support local Food Bank
- Donations to Youth Without Shelter
- Support Christian Community Fundraising Events
- Donate gifts to Open Door Christian Mission at Christmas

Opportunities and Challenges:

- See Community Concerns and Challenges, page 9.

Education:

- Monies from the Scholarship Fund are awarded to successful parishioners entering post-secondary education.

Aging and Mobility:

- In-home and Nursing Home visits occur organically
- The Church is wheelchair accessible

EVANGELISM

- The Asian Pastoral Associate goes to Westwood Square every week and invites people to the Asian Service.



OPPORTUNITIES AND CHALLENGES

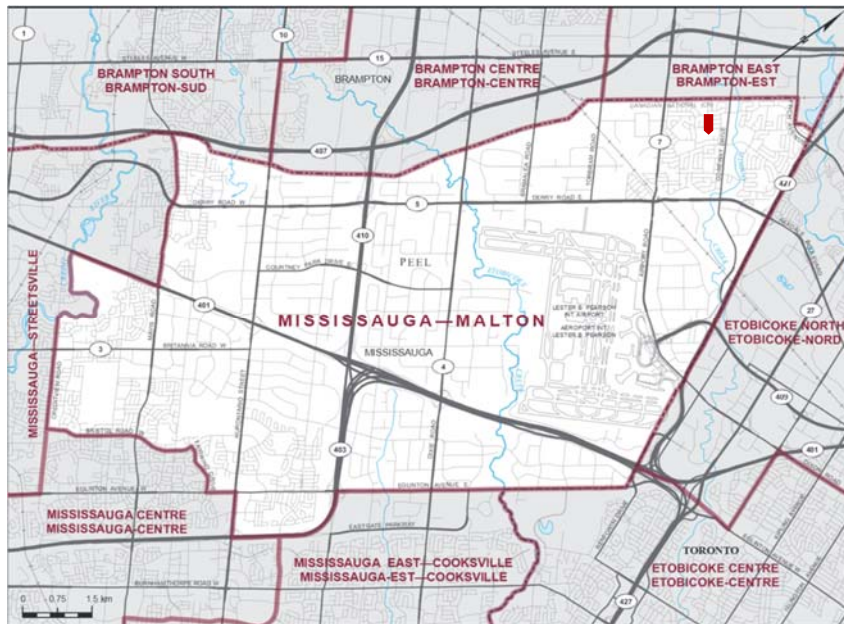
Opportunities:

- Lobby the appropriate authorities to address and reduce school drop-outs and teen pregnancies
- Groups for youth and children (Girl Guides, Scouts, Boys and Girls Clubs etc.)
- Community Outreach to newcomers
- Explore ways to assist Women's Shelter
- Increase membership in the South Asian congregation by canvassing newcomers

Community Concerns and Challenges:

- Full and part-time employment
- Poverty and affordable housing
- High School drop-outs and teen pregnancies
- Integration of new immigrants

MAP OF MISSISSAUGA - MALTON



Washroom - off the Sacristy

Sacristy - located between The Incumbent's Office and Memorial Room

Memorial Room/Dressing Room - photocopiers and storage cupboards also found in this space

Wardens' Office - located off the Narthex

Parish Hall – Lower Level

- Large, multi-purpose air-conditioned hall; seats 150
- Used by Daycare, Sunday School & Church Functions
- Office and lounge; kitchen; storage cupboards; storage room
- 3 double washrooms; furnace room; housekeeping room
-
- 2 EXIT doors to playground

Rainbow Village Daycare:

- Leased (5 year lease signed in 2017)
- Office and Lounge
- Have use of kitchen, hall and washrooms Monday to Friday



Outdoor Flower Gardens: Front and side of Church Building; maintained by parishioners

Church Maintenance and Repairs Concerns:

- Caulking of Church windows
- Replacing door closures (rear doors, near parking lot)
- Reupholstering of chairs and kneelers
- Painting interior of Church

Rectory: 7520 Darcel Avenue, Mississauga

- 2,200 sq. ft., 3- bedroom plus office, multi-level back-split with 2-car garage
- Current valued at approximately \$700,000.00/leased for \$1,500.00 per month plus utilities

Rectory Maintenance and Repair Concerns:

- Upstairs Bathroom – water leak on ceiling and wall, needs drywall replacement
- Roof shingles – 12 missing from wind storm, needs replacing
- Eaves trough – small portion needs repair

FINANCIAL RESOURCES

YEAR	2014	2015	2016	2017
Parish Annual Offering	\$88,938	\$71,938	\$75,020	\$69,028
No. Identifiable Givers	143	150	132	131
Avg. Gift per Giver	\$622	\$464	\$568	\$527
Annual Faithworks Givings	\$2050	\$1465	\$2,050	\$1,855
Avg. Sunday Attendance	103	133	107	118
Avg. Easter Attendance	301	271	288	288

YEAR	2014	2015	2016	2017
Income	\$153,963	\$150,856	\$161,251	\$152,491
Expenses	\$157,702	\$164,644	\$168,162	\$160,926
+/- at Year End	(\$3,739)	(\$13,788)	(\$6,911)	(\$8,435)

Resource package available on request.

OUTSTANDING DEBTS AND POSSIBLE FUTURE OBLIGATIONS

- Diocesan Allotment – 1 ½ months in arrears as at May 9, 2018
- No future large obligations anticipated



OUR NEIGHBOURHOOD AND OUR MISSION FIELD

Malton is located in the northeast quadrant of Mississauga; boundaries to the east being Finch Avenue West & Hwy 27, Derry Road to the south, Airport Road to the west and the CNR Railway Tracks to the north. Malton is a community of many ethnic origins.

The top five non-official languages spoken are:

Punjabi – 22%, Urdu – 4.5%, Italian – 3.9%, Hindi – 3%, Gujarati – 3%

Bombardier has sold their Downsview plant and there is a strong possibility of moving to Malton.

Schools:

A mix of Public & Roman Catholic Elementary; Public & Roman Catholic High Schools, Private Kalsa School & 2 ESL Facilities (all within 5 km of the Parish)

Churches:

Our community is graced with a variety of religious affiliations: (all within 5 km of the Parish)

- Roman Catholic
- Anglican
- Presbyterian
- United, Baptist
- Several Christian Assemblies
- Sikh Temple & Mosque

Amenities:

- Fire Station
- Public Library
- Several Gas Stations
- Two large Grocery Stores
- Food Banks
- Westwood Square Shopping Centre
- Malton Neighbourhood Services
- Neighbourhood Pharmacies
- Several Medical & Dental Centres
- Two Hospitals (within 20 minutes)
- Hotels & Convention Centres
- Pearson International Airport

Public Transit:

- Mississauga, TTC & Brampton Transit Hub; Taxi Service; Trans-Help
- Malton GO Bus & Train Station (Derry Rd. E/Airport Rd.)
- Pearson International Airport (located on the southwest boundary)

Sports Facilities:

- Malton Recreational Community Centre
- Paul Coffey Arena & Wildwood Park
- Fitness Centre
- Several community parks with playground equipment, ball diamonds and soccer fields