

The Parish of Lakefield

Parish Profile 2019





Almighty God, giver of all good gifts, look upon your church with grace, and guide the minds of our selection team as they search for a new and faithful servant to lead us. Gracious God, help us to find the one who will lift the name of Jesus Christ as God and Saviour and who will care for your people and align our vision and ministries with your purposes. We ask this through Jesus Christ our Lord. AMEN.

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1. Executive Summary

**“We are a worshipping community sent to love,
live, and lead like Jesus.”
(Vision Summary)**

The Parish of Lakefield is seeking a new Incumbent who can help us grow as followers of Jesus as we strive to join with what God is already doing in our community. The Parish stretches over a beautiful semi-rural area that is a gateway to cottage country, yet close to urban centres. The community has a combined population of over 23,000, approximately half of whom are senior citizens. To the south, it borders on the city of Peterborough (population over 82,000). The Parish acknowledges that it is located on the traditional territory of the Mississauga Anishinaabeg.

Our parish church is St. John the Baptist Church Lakefield. St. John's opened in 1866, replacing the earlier Christ Church as the Anglican church in Lakefield. Christ Church is now a Chapel of Ease under the responsibility of St. John's and in addition to hosting a small number of services in the summer it houses a community museum.

St. John's is a pastoral-size church that is facing challenges like those confronting many other Anglican churches. In the face of declining attendance and donations, the congregation voted overwhelmingly in 2016 to find new ways to return the Church to a state of health and sustainability. This initiated a season of strategic planning and visioning that identified discipleship, leadership, and becoming more missional as priority objectives.

Scripture informs us that Christ wants his church to grow (“Go therefore and make disciples...”, Mat. 28:19). In order to be intentional and strategic in developing the environment through which God will grow our church, St. John's initiated a project called *Growing Forward Together* with the goals of increasing membership, improving financial sustainability, and growing its members in discipleship and mission. The project is currently in its first year of a 7-year plan. In 2018, the diocese accepted our feasibility report for a grant request for funds that would allow us to hire an additional full-time staff member to help achieve the project's goals. After incorporating input from the new Incumbent, we will be submitting the funding application for the funds to allow the plans for the remaining years of the project to be completed.

St. John's is attempting to move forward in ways that are consistent with our Anglican heritage and also introducing changes to adapt to the new reality in the community around us. Currently, there are two distinct Sunday services. At 9:00 a.m. the service is Holy Communion from the Book of Alternative Services (p. 185). Since 2016, there has been a deliberate effort to have the 10:30 a.m. service include more varied and contemporary forms of liturgy and music than the early service. However, the changes have had an unsettling effect on some members of the congregation. There are some who would prefer the 10:30 a.m. service to be a more traditional service.

The task ahead is challenging, but through reliance on prayer and discerning the prompting of the Holy Spirit, we are confident that St. John's will be able to proclaim the Good News of Jesus to an increasing number of community members in the years ahead. We see our new Incumbent as an action-oriented leader who has a deep love for Jesus combined with strong relational and team-building skills that model how to love, live, and lead like Jesus.

2. WORSHIP, LITURGY AND MUSIC

Sundays offer two distinct styles of services that collectively gather us to worship each Sunday as one in our faith with praises and thanksgiving.



Sunday 9:00 a.m. Service

This service offers a traditional Eucharist using the Book of Alternative Services and primarily traditional hymns accompanied by organ or piano. The order of service is printed in the bulletin and pew books are used. There is no choir. For the first half of 2019, the average attendance at this service was 15.

Sunday 10:30 a.m. Service

At the 10:30 a.m. service, a friendly greeter at each of the two entrance doors, provides a warm welcome to everyone as they arrive. Sidespeople, situated at the doorway to the nave, hand out the bulletin, offer assistance, and answer any questions that arise. Over the last few years, there has been an attempt to make this service more varied and less traditional than the 9:00 a.m. service. As a result, a mix of contemporary and traditional Eucharist liturgies have been used, including Irish, BAS, New Zealand, and Kenyan liturgies. The first Sunday of the month is a Healing Prayer service, with two prayer teams offering prayer to individuals during communion. Occasionally, there has been a Teaching and Praise service without communion, including a greater number of songs; from time to time there have been opportunities for congregational interaction and for congregants to share their faith journey during this service. After the opening of the service, there is a Children's Time which may include a short story, song and a prayer then the younger children depart for Junior Church.

For where two or three gather in my name, there am I with them. Matthew 18:20

In recent years, music at this service has also become more varied. Many talented volunteer musicians take turns playing worship music each Sunday with a variety of instrument accompaniment including flute, piano, organ, guitar or keyboard. In addition, a woodwind and brass band provides the music at this service several times a year. Some of the musicians provide vocal leadership for the hymns or contemporary songs they play. In past years, there has occasionally been a choir at an Advent or Easter service. The order of service is printed in the bulletin and the full service is projected using a PowerPoint presentation on screens in the front and back of the church. Following worship, everyone is encouraged to come to the upper hall for refreshments and fellowship. For the first six months of 2019, the average attendance at this service was 46.



Summer Services

For the past few years, there has been only one service at St. John's during the summer months (part of June, all of July and August). This 10:00 a.m. Holy Communion service replaces the 9:00 a.m. and 10:30 a.m. services for these months. Additionally, during the summer months, four 8:30 a.m. services of Holy Communion occur at the historic Christ Church, Chapel of Ease using the Book of Common Prayer and accompanied by a pump organ. In addition to visitors, most members who normally go to the 9:00 a.m. service at St. John's attend these services and are truly charmed by the significant historical backdrop of Lakefield's first church.



Weekday Service

A Thursday Eucharist service has traditionally taken place at 11:00 a.m. in an informal setting in the Rashleigh room in the basement of the church hall. This multi-use room serves as a small chapel for those who choose a midweek service. Typically, there have been 3-5 people who attend this service.



3. LEARNING AND SPIRITUAL NURTURE AND DEVELOPMENT

St. John the Baptist, Lakefield has a history of helping people learn about Jesus and to develop spiritually. Under our last Incumbent, the Church slowly, but deliberately, made important progress toward a renewal of faith, deepening discipleship, and increased sense of mission. This journey of re-vision has involved a number of different initiatives, including book studies, discipleship groups, two National Church Development (NCD) surveys (see [Congregation Health](#) for details), breakfast meetings, seminars, annual parish retreats, the formation of a Leadership Team supported by a professional external church consultant, many small group book and bible studies which centered on various aspects of discipleship and church renewal.

This journey began with several book studies on Jesus and the missional church by Alan Hirsch and Michael Frost. This was followed by studies of books by Michael Breen on Jesus' mission and God's covenant and kingdom as well as his commandment to make disciples. This led to the creation of two consecutive (each a year long) discipleship huddles. Subsequently, there was a study of the book *Divine Renovation* by Fr. James Mallon, which provided impetus and guidance on how to make the changes necessary to become a church of missionary disciples.

A number of other books and videos have been studied in groups or individually. Books that have been examined include *Emotionally Healthy Spirituality* by Peter Scazzero, *Prayer: Finding the Heart's True Home* by Richard J. Foster, *ReMission* by Gary Comer, and several by Max Lucado including *Anxious for Nothing: Finding Calm in a Chaotic World*, and *You'll Get Through This*. Two home study groups watched videos and discussed Andy Stanley's *Christian* and another discussion group watched his *Follow* series.



One Sunday last fall, a “Discipleship Fair” highlighted a selection of discipleship-oriented books and videos for personal and group use. This resulted in two additional groups watching and discussing the video series *Fruitfulness on the Front Line* by Mark Greene; this series shows how to make a difference for Christ through regular interactions with people in everyday life. Two bible study groups have met regularly in homes, a nursing home and at the Church over the years looking at many of the books of the New Testament. We have also held yearly retreats that have focused on various faith-related topics. All these activities have contributed to increased knowledge of Jesus, personal growth, deeper spirituality and better sense of mission.

In the spring of 2018, the congregation was encouraged to test out a trial run of a new small group initiative, called Life Groups. Three home groups were started. The purpose of these Life Groups is to transform participants by strengthening an individual's faith, strengthening relationships by loving and supporting one another, and reaching out to the broader community. The groups are intentional about having spiritual conversations and

following Jesus. In order to support these groups, the Church has subscribed to RightNow Media, which provides instant online access to thousands of videos of bible studies, training, and conference sessions. This material is available to be used by all Life Group members but is also available to be used in any church initiative.



During the fall months of each of the past two years, St. John's has offered an Alpha program. Those who attended the 2017 Alpha were mainly faithful members of our congregation or another local church. Some anecdotal information suggests that at least some of these Alpha attendees experienced significant spiritual renewal as a result of their participation. The 2018 Alpha was designed so parents could attend the regular Alpha program and their children could attend a simultaneous specially designed program that introduced in a "kid friendly" manner many of the same topics as their parents were learning about and discussing. The intention was that this format would allow the family to continue the discussions at home. Regardless of whether this occurred, this format allowed parents to attend without having to arrange childcare and the children learned important information about the Christian faith.

Even though there are very few young families in regular attendance, St. John's continues to be committed to helping children and youth learn about Jesus, worship, and Christian faith. The Junior Church (Sunday school) program provides many opportunities to help children learn and grow in faith. Due to the small numbers, Junior Church is a mixed age gathering ranging from post-nursery age to early teen years. The program includes bible story instruction, worship, play and a snack. For five years ending in the spring of 2018, St. John's ran a "Family, Faith and Fun" program similar to Messy Church. Family, Faith, and Fun was held bi-weekly on Saturday

mornings and involved both children and their parents/grand-parents. It provided an opportunity for children (and their caregivers!) to learn about the Christian faith. It was an engaging, active program that included music, stories, crafts, and games. Each session closed with a simple, kid-friendly meal together.

In the recent past, there have been a small number of adolescents engaged in the life of the Church. We have endeavoured to help these young people learn about the faith and stay involved by having them participate as servers, readers, singers, greeters and helpers with Junior Church. Several years ago, three adolescent girls were provided with confirmation training and were subsequently confirmed. One other is now nearing that age and has expressed interest in confirmation. Due to the small numbers, it has not been possible to have an ongoing youth group. At times, some of our youth have met with larger groups of youth at the Lakefield Baptist Church.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age". Matthew 28: 18-20

In conclusion, St John the Baptist is a church that is striving to implement its vision of loving, living, and leading as Jesus did. It is serious about nurturing spiritual development and raising up disciples who make disciples. Although the journey toward becoming a church of missional disciples has been started, there remains important re-equipping to be done to allow members to traverse the challenging paths ahead.

4. CONGREGATIONAL HEALTH

St. John's is making a concerted effort to become a healthier church. One perspective on the health of a church can be gained from Natural Church Development (NCD) surveys. The congregation participated in two NCD surveys over the previous two years. The first, in March 2017, showed that our overall score was 39, substantially below the national average (50). Loving Relationships (43) was our highest quality characteristic in 2017; the minimum factor at that time was Inspiring Worship Service (21). This survey provided empirical support for our view that St. John's was not as healthy as possible in areas beyond finances. Although the results showed that we needed to make improvements across all the quality characteristics, it was especially evident that we needed to focus considerable attention toward improving the worship experience. As a result of this survey, changes were made that were aimed at improving congregational health.

The second NCD survey, completed in November 2018, revealed a significant increase in the overall score to 52, just above the national average; this improvement was a result of increases across all eight quality characteristics. Gift-based ministry (61) was the highest characteristic and Inspiring Worship Service (45) was our minimum factor. Thus, our Church is substantially healthier now than it was in early 2017 (see Figure 1), indicating that our efforts to become a healthier church have already yielded positive results. Nevertheless, further changes are required to improve NCD ratings, especially in relation to Passionate Spirituality, Inspiring Worship Service, and Loving Relationships.

That one is like a man building a house, who dug deeply and laid the foundation on rock; when a flood arose, the river burst against that house but could not shake it, because it had been well built. Luke 6:48



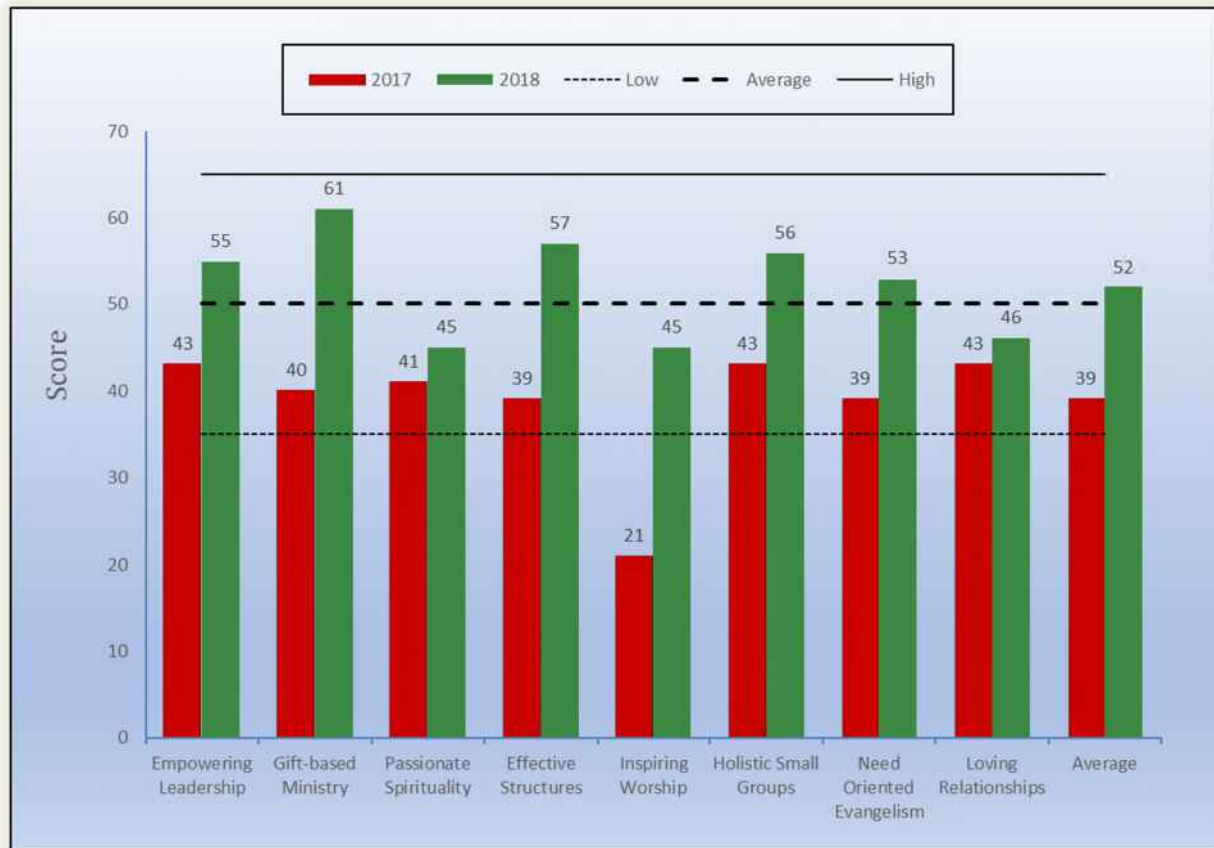


Figure 1: Natural Church Development Dynamic Progress from 2017 to 2018

From a different perspective, a healthy church is one whose members reflect the demographics of the community around it. Like many Anglican churches in the diocese, St. John's congregation does not reflect the age distribution of the local community. We are an older congregation with very few regularly attending members under the age of 45, few under 60, and a considerable number over 80 years old. Also, we have a much higher percentage of women than men who attend regularly. Clearly, St. John's needs to work to grow its membership, and appeal to a broader age-range than represented by current members.

5. MUTUAL SUPPORT AND FELLOWSHIP

Mutual support and fellowship occur at St John's in a number of ways. There is an invitation to meet over coffee and refreshments after the 10.30 a.m. service on Sunday morning. This is an informal way to get to know members, as well as newcomers and visitors. There are always lively conversations and interesting discussions. A roster of individuals provides the refreshments (looking after set-up and clean-up).

The Anglican Church Women (ACW) meet twice monthly for worship, learning and service. Worship includes activities such as devotions at monthly meetings, an ACW Sunday service in November, and providing a lunch and speaker series during Lent that is well-attended by members of the community. Learning occurs through bible studies and



Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honour. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers. Romans 12: 9-13

events such as deanery meetings. Service includes catering meals, mission trips, as well as making and sending clothes for children. This small group of dedicated workers know each other well and know they can call on other members if needed.

There are several other groups that meet regularly to work on particular tasks, but where support and fellowship are important components of their gathering. A creative arts group meets twice monthly, providing an opportunity for artists to exchange ideas and experiences, and to foster and encourage each person's art, as well as to enjoy each other's company. There are two quilting groups that meet regularly. One small group of women meet weekly to hand sew quilts that are already pieced together; much fellowship and support occurs as they sit around the quilting frame and stitch the quilts. A second group meets once a month to sew together quilt pieces that are subsequently sent off to be machine quilted and distributed to people going through cancer treatment. In addition, the occasional fund raiser also provides a fun atmosphere to get to know others.



Informal small groups, including Life Groups, provide a special way of getting to know people in a relaxed setting in people's homes and provide an opportunity to learn more about the Christian life.

For many years, lay members have administered two "card ministries." One of these, supported by the ACW, sends cards with spiritual messages to parishioners who are ill, injured or bereaved. Often included with a card are pamphlets or cheerful messages. For the other ministry, another lay volunteer sends fellowship greetings at times of birthdays and anniversaries. These are sent either by email, or by postal mail, the latter supported by a special church fund for cards and postage.



6. PASTORAL CARE



In the recent past, pastoral care at St. John the Baptist has been mainly left to the Incumbent to arrange and carry out, with assistance from a lay member. Pastoral care has been primarily offered to those in greatest need, such as those who are in hospital, ill, shut-in, or confined to a nursing home or in a senior's residence. Regular Holy Communion has been provided at Peterborough Retirement Residence, where a number of parishioners reside, as well as at Lakefield Extendicare nursing home. At Christmas, communion has been taken to as many as possible of those who are physically unable to attend services. However, the exact number and nature of pastoral care contacts is unknown.

And the king will answer them, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." Matthew 25:40

There are two main challenges for pastoral care at St. John's. Given the large proportion of parishioners who are older, it can be a challenge to find sufficient time to address all the pastoral care issues that exist. Secondly, home and hospital visits can be difficult to accomplish due to communication issues; for example, often the priest does not find out the needs in a timely manner or the priest attends a location only to find out that the parishioner has been taken to an appointment and is therefore missed. This can be discouraging to both parties. Some parishioners have expressed a desire for a greater level of pastoral care. Given these issues and the large number of elderly parishioners, St. John's could benefit from a review of its approach to pastoral care.

7. HUMAN, PHYSICAL, AND FINANCIAL RESOURCES

Human Resources

Staff

St. John's has a small staff to support the Incumbent and the Church. A part-time administrative assistant works in the church office three mornings a week (9 hours/week). In addition to performing general administrative duties, the administrative assistant does bookkeeping and acts as the Church's treasurer. A part-time custodian (7 hours/week) keeps St. John's facilities clean.

Members

The Church's parish list indicates that about 140 people are members of St. John's. Average Sunday attendance decreased from 150 in 2001 to 57 in 2016. In both 2017 and 2018, average attendance was 60. Average attendance from 2010 to 2018 is shown in Figure 2. There have been a small number of weddings, baptisms, and funerals during the last few years. There have been approximately 10 new members join St. John's over the last five years; however, some of these have since moved.

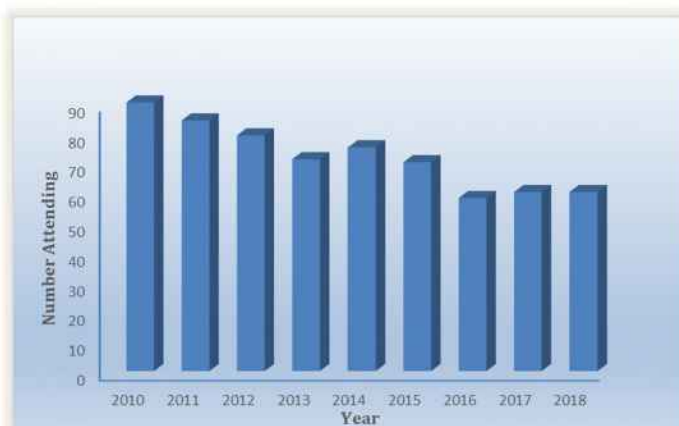


Figure 2: Average Sunday Attendance
from 2010 - 2018

Volunteers

Volunteers are key to St. John's being able to carry out its ministries. In 2019, over 90 volunteers have contributed to the life of the Church; approximately two thirds are members of the Church and the remainder are community members, either from other churches or those who have no church affiliation. Together, volunteers in over 50 different positions contribute well over 10,000 hours each year of volunteer time to St. John's ministries.

Lay Leadership

The Churchwarden's of St. John's form the legal corporation of the Church for all legal and business agreements (by virtue of provincial legislation). Therefore, St. John's Incumbent's Warden and People's Warden together play a significant role in the administration of the Church. Often, St. John's has volunteers who act as deputy wardens and assist the Wardens with Church business. Because of the high demands of the Churchwarden position, St. John's has had difficulties in recruiting church members to take on this role.

At St. John's, the Advisory Board provides support to the Wardens and Incumbent in the smooth functioning of the Church. The relationship between Advisory Board members, Wardens and the Incumbent is collaborative, consultative, and team-like.

A Leadership Team works on planning and implementing changes necessary for St. John's to be a healthy, sustainable church community. This team was formed in 2016 and consisted of the Incumbent and three seasoned, engaged, and spiritually mature lay people. The team meets regularly and lay members of the team may be assigned by the Incumbent to take on specific tasks. In 2019, St. John's vestry decided that the Leadership Team should be maintained until the Church has a new Incumbent.

Consultant

To assist with the strategic process of planning for growth, St. John's engaged the services of Fordelm consulting. From 2016 to 2019, a consultant worked closely with the Leadership Team, led a series of congregational meetings, identified priorities and helped draft a feasibility report for a grant application for new initiatives.



Physical Resources

St. John's Church, 81 Queen St., Lakefield

St. John the Baptist Church, completed in 1866, was built in the gothic revival style. This charming granite stone building is a prominent landmark in the village of Lakefield. It is located at the corner of Queen and Regent streets, which is one of the most visible street corners in the village.

Over the years, the church building has undergone important renovations and structural additions. Yet, the worship space retains its historical character. It boasts beautiful stained-glass windows, a large central three-panel window in the chancel, and four in the nave. The original fixed wooden pews, with kneelers have been fitted with cushions and allow seating for approximately 150 in the nave. The front of the nave is flanked by a hefty oak pulpit on the left side and a brass lectern and electronic organ on the right. Pipes from the previous 1910 organ were retained to frame the new digital organ, giving it a heritage feel. A solid limestone baptismal font is located in front of the pews on the right side of the nave.

The chancel is an elevated platform, three steps above the nave. In 2019 this area was renovated to allow for more flexible use of the worship space. To integrate the sanctuary within the chancel area, choir pews were removed, the altar rail was moved to the top of the original chancel steps and a hardwood floor was installed. The altar can be moved in the chancel as needed. Two vestibules are located on either side of the nave; the left consists of a modest sacristy, while the right serves as an emergency exit and provides access to the basement through a trap door.

The main entrance to the worship space is through two solid oak swinging doors which lead from the foyer to the back of the nave. The foyer and bell tower were added to St. John's in 1884. In 2010, the structure housing the church bell was struck by lightning, causing a number of stones to crash through the roof of the foyer. The bell tower was restored and the church bell is still functional. On the occasions that it is rung, the bell can be heard throughout the village.



Technology

The worship space is equipped with a Phoenix PT 316 Custom 3 manual, 46 stop digital organ with all the bells and whistles (installed in 2005), a Yamaha Clavinova piano and an audio-visual system. The sound reinforcement system includes a 16 channel Allen and Heath mixing console. The projection system consists of two mounted LCD projectors (installed in 2011) which display images on 80 inch screens. One of these powered, remotely controlled, retractable screens is located at the front of the nave and a second is at the back. Projectors can be connected to a laptop computer either in the chancel or at the back of the nave.

A video monitor in the Regent street foyer displays an automated loop of slide announcements to anyone who enters.

The parish offices are equipped with high-speed internet and wireless internet is available throughout the parish hall. The two entrances to the facility are monitored from the administrative office by wireless video cameras.

The worship space is heated by two natural gas furnaces (installed in 2014 and 2017) located in the basement below the nave. In the summer, the building's thick stone exterior helps to keep the worship space cool. In warm weather, four nave and two chancel windows may be opened to provide fresh air, and hot air escapes through two clerestories in the nave. Throughout the year ceiling fans are used to circulate air and assist in temperature control.

In 1953 to accommodate the needs of a changing parish community, a two-storey parish hall was added and the Church foyer was modified to connect the worship space to the parish hall. The parish hall was enlarged considerably in 1989 to provide spaces required for the ministries of a growing, vibrant parish. The additional space provided a much larger kitchen, as well as office space and meeting rooms. An elevator (installed in 2012) connects the upper and lower levels of the parish hall with the foyer. Two washrooms off of the foyer service the entire facility. Entrances to the building are off Queen and Regent Streets.

The upper hall functions as the main meeting space for congregational events. It can hold up to 135 people and can seat approximately 90 when set up with tables and chairs. A commercial kitchen is connected to the upper hall. It contains two cooking ranges, a refrigerator, microwave and commercial dishwasher along with utensils, dishes, glassware. The parish offices are also located on the upper level of the parish hall. The administrative office contains work space for St. John's administrative assistant and administrative resources including church records, office supplies and a multi-function colour photocopier-printer. Adjoining the administrative office is the priest's office. This private office contains a desk, bookshelves, a small seating area and a closet.



The lower hall is an open multi-use space featuring three large windows and a large mural of notable biblical scenes. On Sundays the lower hall is used for Junior Church. On Tuesday mornings the parish-run Lakefield Community Food Bank uses this space to distribute food. A separate room on the lower level of the parish hall is used by the Lakefield Community Food Bank for food storage. A second small storage room on the lower level of the parish hall is used primarily for Junior Church and ACW supplies and houses a second photocopier. The Rashleigh Room is a multi-use room on the lower level of the parish hall that can serve as a chapel. The Quiet Room is an informal space in the lower level of the parish hall. Filled with natural light from a large window, and decorated with a mural and comfortable couches and chairs, this space is ideal for personal contemplation, prayer, or small meetings. The lower level's utility room houses a natural gas furnace (installed in 2016) which supplies heat to both levels of the parish hall and provides access to the elevator for maintenance.



State of Repair

The church buildings are in a good state of repair, but will continue to need diligent annual maintenance to keep them from deteriorating. The stone building is prone to water damage. In 2019 the exterior stones of the chancel were re-pointed and new flashing was installed to prevent water leaking into the building. Plaster repairs in the chancel were also completed. Further plaster repairs are needed to the back wall of the nave. Walls which have had plaster repairs still need to be painted. Anticipated repairs in the next 5 years include: new roofing (the existing shingles, installed in 2008, are starting to come loose), flooring in the upper hall, and painting of the exterior parish hall.

Rectory, 77 Queen Street, Lakefield

The Parish Rectory is located next door to St. John's Church. This handsome two-storey brick home was built in 1875. The ground floor has a large living room with a corner fireplace, a large dining room also with a corner fireplace, a two-piece bathroom, a kitchen and a storage area. The kitchen is compact with large windows and lots of natural light and has an adjacent pantry. The second floor consists of four bedrooms and a four-piece bath.

Over the years, many changes and upgrades to this home have taken place including high-efficiency natural gas furnace (installed in 2016) and water heater, 100 amp electrical service with a breaker panel, copper plumbing, and high-efficiency windows.

Outdoor spaces consist of a small fenced yard and a spacious front porch. The gravel driveway provides parking spaces for two vehicles, side by side.

The rectory is currently being rented on a month-to-month basis. The lease contains a clause which indicates that the rental agreement can be terminated if a new Incumbent wishes to live in the Rectory.



Chapel of Christ Church, 62 Queen Street, Lakefield

Christ Church, the first church in Lakefield, opened on Christmas day 1854. This picturesque church building, built from locally quarried limestone, overlooks the Otonabee river. Christ Church quickly became too small for its growing congregation and in 1864 the decision was made to build a new church nearby. Once the new church, St. John's, was completed in 1866, Christ Church remained in use as a parish hall, for Sunday school classes and as a village meeting place. After a new parish hall was added to St. John's in 1954, Christ Church sat empty for years and fell into disrepair. Since then, Christ Church has been extensively renovated and restored. It has been fitted with reproductions of the original pews, altar rail and pulpit and the original melodeon reed organ from St. John's.

Today, Christ Church is designated as a chapel of ease of the Parish of Lakefield. It is used primarily as a community museum to honour the pioneers that established Lakefield as a thriving community. Christ Church Community Museum (CCCM) is a not-for-profit registered charity operated by a volunteer committee. Under an agreement with the Parish, CCCM rents Christ Church for \$1 a year and oversees the operation, maintenance, and restoration of Christ Church and its associated burial grounds. CCCM covers the costs of electricity, heating, and grass cutting for Christ Church (there is no running water at Christ Church). The Parish holds worship services at Christ Church periodically throughout the warm months. Christ Church is also available as a venue for small weddings.

The historical burial ground around Christ Church is no longer an active cemetery. Burials in this cemetery took place from 1855 to 1886. Although church records show that there were 108 burials in the graveyard, many of the graves were unmarked. Restoration of tombstones that had deteriorated due to age, neglect or vandalism has been completed by CCCM.



St. Mark's Warsaw, 106 West Street, Warsaw

St. John's Lakefield is currently responsible for the building and property of the former St. Mark's Warsaw which is situated in the village of Warsaw. The property is about 5 acres in size and contains a de-consecrated church building and an active cemetery. The cemetery is operated by a board which reports to the Incumbent and churchwardens of St. John the Baptist. St. Mark's Church was built in 1854 and became part of the Parish of Lakefield in 1923. St. Mark's operated as a chapel of ease from 2012 until 2018 when it was de-consecrated. In 2018, the Incumbent and churchwardens of the Parish of Lakefield began the process of returning this property to the Diocese of Toronto.

St. John's Finances

Finances At A Glance (2018 figures, rounded)

Financial Holdings: \$623,000

Day-To-Day Operations

Annual income: \$174,000*

Annual Expenses \$169,000

Capital Funds

Annual Income: \$3,000

Annual Expenses: \$14,000

Special Ministries

Annual Income: \$124,000

Annual Expenses \$ 130,000

*Includes \$20,000 investment income



St. John's faces the financial challenge of a small, dedicated group of people working to sustain the ongoing operations of church ministry while maintaining and modernizing historical buildings. St. John's is confident that, as long as we are, to the best of our abilities and understanding, moving along the path God has planned for us, the parish finances will not be an impediment to continued ministry at St. John's.

Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. 1 Peter 4:10

Donors

We recognize the generosity of our parishioners and members of our local community and we are grateful to the many people who give to support St. John's. Donations come in many forms: regular Sunday offerings collected from parishioners, donations from visitors, monthly automatic bank-account transfers from church members, and financial gifts to specific ministries

In 2018, a total of 238 people and organizations made financial contributions to St. John's. Individual financial contributions vary in size as donors are encouraged to give as they are able. Figure 3 shows the number of donors by the total amount given for the years 2016-2018.

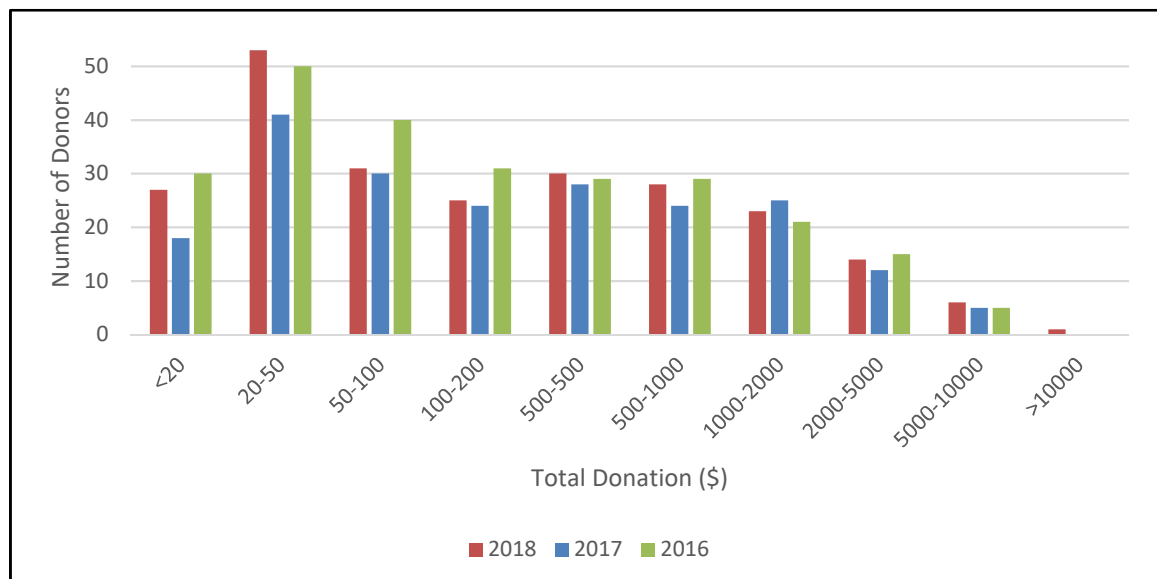


Figure 3: Number of donors across total annual donation categories (2016-2018)

Both parishioners and the local community have consistently shown a willingness to financially support special ministries promoted by the Church, whether those are ongoing programs such as the Lakefield Community Food Bank or irregular programs such as the Guatemala Mission which does not occur every year. An appreciable portion of the donations to the Lakefield Community Food Bank comes from donors who are not members of St John's. Figure 4 shows a breakdown of the various types of donations. The largest category is parishioner offerings; the next largest categories are donations to the Lakefield Community Food Bank and the Guatemala Mission.

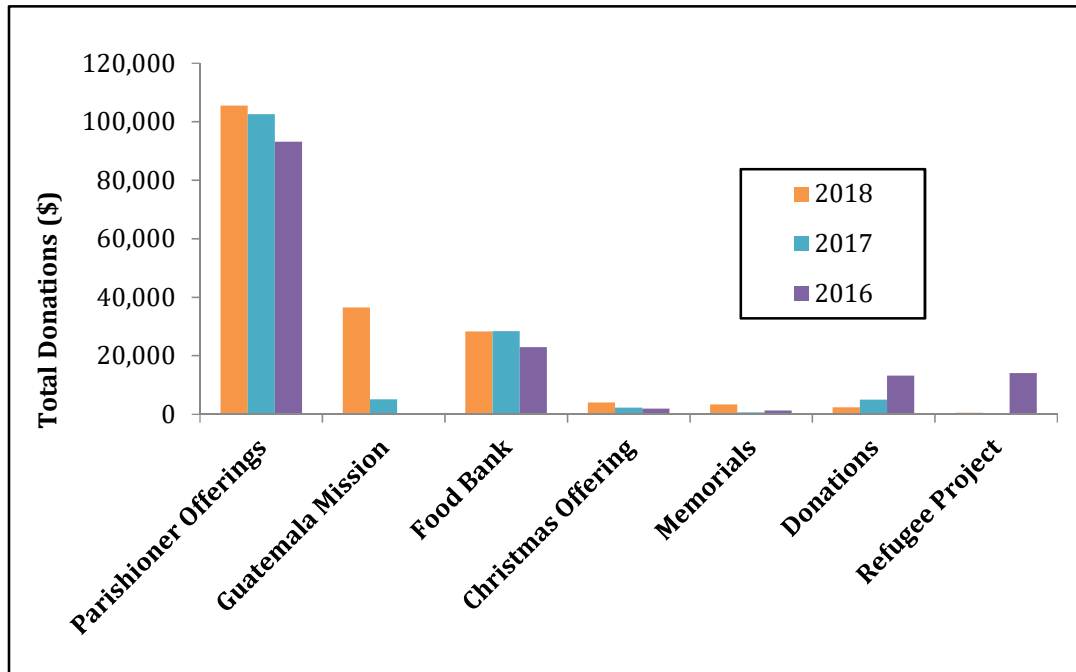


Figure 4: Donations by category (2016-2018)

Parishioner Contributions

About 60% of the funds needed for our day-to-day operations are collected from parishioners. Figure 5 shows total parishioner offerings from 2012-2018. Although the number of parishioner donors has declined since 2012, there has been a gradual uptrend in the average donation per donor. Table 1 lists average amount of parishioner offerings between 2012 and 2019.

Table 1: Average annual parishioner offering per donor

	Year						
	2018	2017	2016	2015	2014	2013	2012
# of Donors	83	83	82	74	95	101	110
Average Donation	\$1,267	\$1,241	\$1,112	\$1,302	\$1,091	\$1,002	\$950

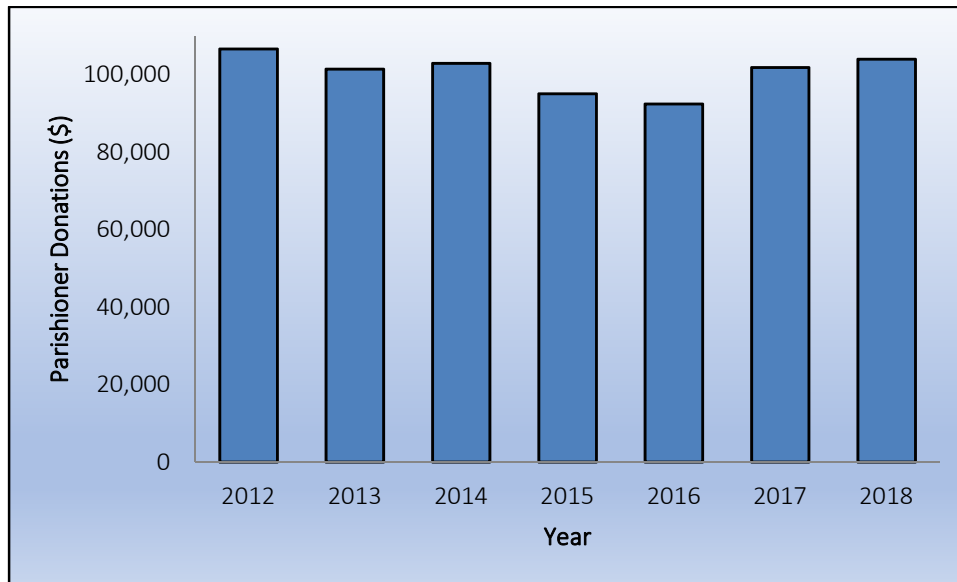


Figure 5: Parishioner offerings (2012 – 2018)

The amount that parishioners give varies throughout the year such that over the seven-year period from 2012-2018 St. John's monthly income from this source has varied between \$4,200 and \$11,900. Figure 6 shows St. John's monthly income from parishioner offerings from 2012-2018. Although there is variability in offerings from month to month, there is a very consistent pattern in the proportion of the total yearly offerings that is received each month. Based on this pattern, the projected parishioner offerings in 2019 will total \$93,000, which is lower than anticipated by \$8,000. Some of the anticipated 2019 shortfall is likely the result of the parish being without an Incumbent. This anticipated shortfall has been communicated to parishioners who have been asked to prayerfully consider what they each can do to help make up for the shortfall.

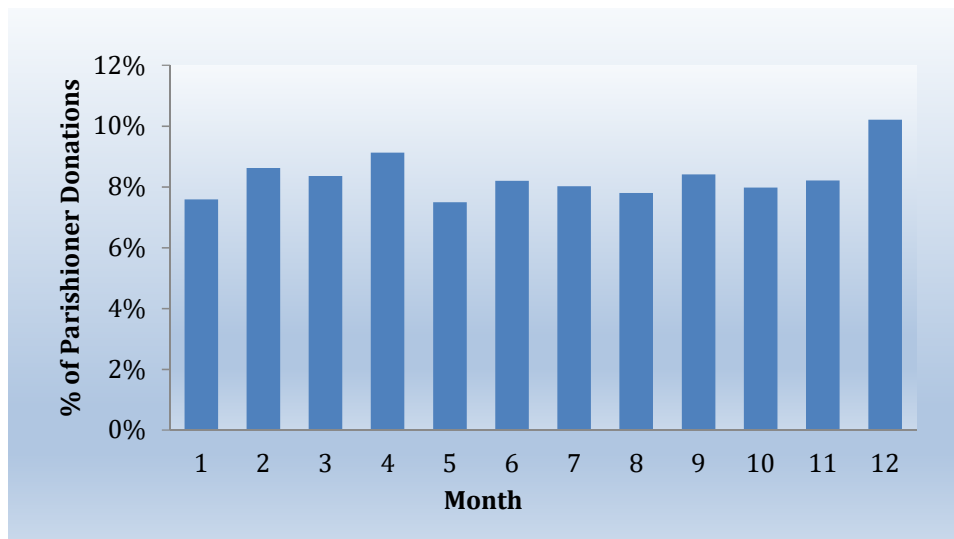


Figure 6: Monthly parishioner donations (2012-2018) as a percentage of annual total.

Other Sources of Income

Annual income consists of donations from parishioners, visitors and the local community, interest on investments, rentals, and fundraising activities. Rental income is from leasing the rectory (\$18,000/year) and renting the church hall to various other organizations (\$8,000/year). In some years special fundraising activities may produce \$4,000 or more in additional income.

Where The Money Goes

Our budgets, approved each year by St. John's Vestry, reflect the wide range of activities and ministries carried out by St. John's. Financial accounts are categorized as operating funds (day-to-day operations), capital funds (building maintenance/repair funds, equipment and furnishings), and designated funds (special ministries).

The 2018 revenue for St. John's day-to-day operations was \$173,959 and expenditures were \$169,230. Budgeted revenue for day-to-day operations in 2019 was \$174,950 and anticipated expenses were \$177,441. The Parish is disciplined in its day-to-day expenditures. Regular operating costs are mostly for personnel (Incumbent, administrative assistant, custodian - 61%), maintenance and utilities (12%), diocesan allotment (9%), and administration (8%).

Our capital revenue covers building maintenance/repair funds, equipment and furnishings. The balance at the end of 2018 was \$11 299.44 and the anticipated expenditure and revenue for 2019 were \$11 500 and \$6 800, respectively.

Special ministry activities vary from year to year and the size of the special ministry budgets vary accordingly. In 2018, these included FaithWorks, Lakefield Community Food Bank, our mission to Guatemala (not every year), Lakefield Refugee Sponsorship Program, music ministry, Rector's discretionary fund, ACW youth and Junior Church. The 2018 expenses for St. John's special ministries was approximately \$132,000. The total balance of funds designated for special ministries was \$66, 086 at the end of 2018.

Investments

St. John's has a sizable financial reserve, the generous bequest of a former parishioner, which has been invested in the Diocese of Toronto's Consolidated Trust Fund. As of December 2018, our church investment funds totaled about \$485,000. St. John's relies on the interest from its investments to help pay for the expenses of its day-to-day operations. Interest from investments amounts to about \$20,000/year. While we do not plan on drawing down the invested capital, our investments provide us with a substantial cushion.



8. OUR COMMUNITY AND OUR MISSION FIELD

St. John's is located in the village of Lakefield (population 2,753) which is part of Selwyn Township. This is the traditional territory of the Mississauga Anishinaabeg. The closest urban centre is the city of Peterborough (population 82,094) whose northern boundary lies approximately 8 km south of Lakefield following Lakefield Road. Curve Lake First Nation borders the northern portion of the parish.

The Parish of Lakefield is semi-rural. Parishioners primarily live in Selwyn Township (population 17,060) or Douro-Dummer Township (population 6,709), which are the two townships immediately north of the city of Peterborough. These townships have a combined land area of 774.6 square kilometres. The general location of Lakefield in relation to these townships is shown in Figure 7. St. John's is the only Anglican church in these two townships (hereafter referred to as our community).



Figure 7: Lakefield in relation to Selwyn and Douro-Dummer Townships

Although St. John's members primarily reside in the townships of Selwyn and Douro-Dummer, a small number of our members live in the northern part of the city of Peterborough. Most of these people started attending St. John's when they lived in the Lakefield area. Also, there are several families who live just beyond the western or northern boundaries of the two townships. The distribution of members' residences is shown in Figure 8.

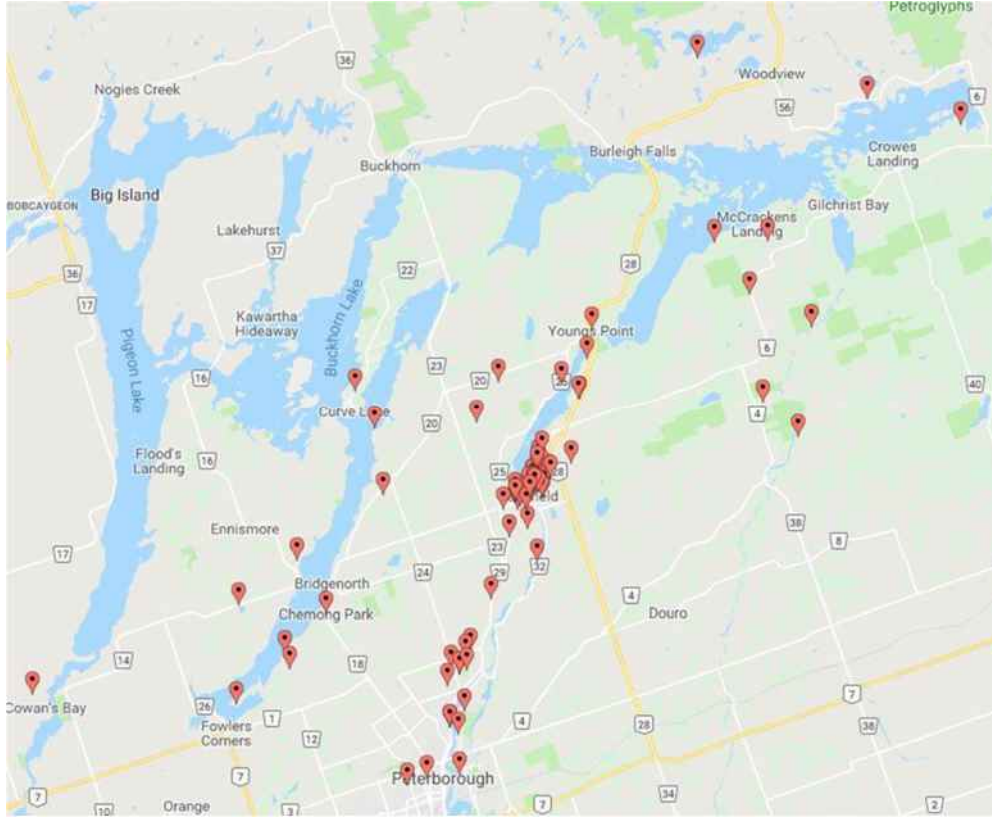


Figure 8: Markers indicate the location of residences of members of St. John's

General Characteristics of Our Community

Our community has had a low level of population growth in recent years. According to Statistics Canada, Lakefield had a 2.9% population growth from 2011 to 2016, comparable to the change in the city of Peterborough (2.8%). However, there was less growth in population over this period for Selwyn Township as a whole (1.3%) and there was a slight decrease in population for Douro-Dummer Township (-1.4%).

This area has one of the highest proportions of older individuals in the country. Approximately half of the population is aged 50 or over as shown in Figure 3. Just over half of the population are females (50.3% versus 49.7% males). Most people (90%) live in owner-occupied residences and only about 10% live in rental accommodation.

The residents of our community generally have a good educational background. The 2016 Census revealed that for Selwyn Township residents who are age 25 to 64, 24.4% have a university education at a bachelor level or above and 30.3% have a college or non-university diploma or certificate. For 25.2%, their highest educational attainment is a high school diploma. These values are close to those for Canada as a whole, as well as similar to those for the city of Peterborough. For residents of Douro-Dummer Township who are age 25 to 64, 19.6% have a bachelor level education and an additional 31.5% have a college or non-university diploma or certificate. For 29.1%, high school graduation is their highest level of education.

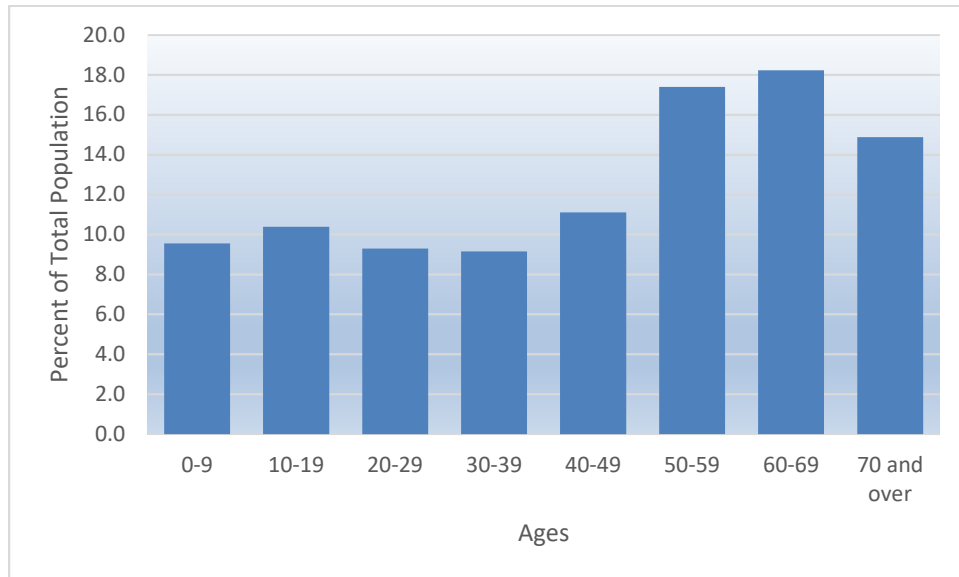


Figure 9: Age Distribution Within Our Community

Income Levels

Household income levels in our community are moderately high. The 2016 census indicated that the 2015 median household total income for Douro-Dummer Township was \$80,352 and for Selwyn Township it was \$79,349. The corresponding value for the city of Peterborough was \$58,127 and the average for all of Canada was \$70,336. For one-couple households with children, the average median total household income was \$116,173 for Douro-Dummer and \$118,682 for Selwyn, compared with \$103,352 for Peterborough, and \$112,545 for Canada.

Employment

There is a relatively low level of unemployment in our area at the present time. According to Statistics Canada, the unemployment rate for the Peterborough metropolitan area (which includes our two townships, Peterborough city, two additional townships, as well as two First Nations communities) for June 2019 was 5.3 per cent. This rate was slightly below the national (5.5%) and provincial averages (5.4%).

There are two main industries in Lakefield that are important employers. At peak times, Savage Arms, which makes sporting rifles, and SGS Lakefield Research, which provides metallurgical testing and a variety of analytical services, together employ over 600 people.

There are numerous small businesses throughout our community, particularly in Lakefield, Bridgenorth, Ennismore and close to the Peterborough boundary, as well as along the roadways between these locations. Many residents of the area work in Peterborough and a sizeable number commute to jobs beyond the Peterborough area.

Religious Affiliation

According to the 2011 census (the last census for which religious affiliation is available), 69% of the population of the Peterborough census metropolitan area indicated that they were Christian. The next largest percentage (28%) were those who indicated they had no religious affiliation. Thus, 97% of the population indicated that they identified as either Christian or having no religious affiliation. The percentage of

Christians in our community is slightly higher than for the province as a whole (65%) and the percentage with no religious affiliation is also somewhat higher than the 23% for the province as a whole.

Ethnic Diversity

The population of our community is not as ethnically diverse as is typically found in urban centres within the Anglican Diocese of Toronto. According to the 2016 census, 80.2% of respondents from Selwyn Township and 81.3% of respondents from Douro-Dummer Township indicated European ethnic origins, with the vast majority of these from the British Isles. Approximately 4% of respondents from both townships indicated North American Aboriginal origins. All other ethnic origins were less than 3% each. For approximately 94% of respondents, English was the only language that they knew. An additional 6% knew both English and French.

Historically, two of the original townships within our community (the Douro section of now Douro-Dummer Township and the Ennismore section of now Selwyn Township) were originally settled primarily by Roman Catholics from Ireland in the 1800s and the remaining sections of the townships were primarily settled by protestants from the British Isles. Although these settlement patterns were discontinued long ago, the Douro and Ennismore areas continue to have larger numbers of Roman Catholics than other parts of our community.



Jesus said to them again, 'Peace be with you. As the Father has sent me, so I send you.' John 20:21

Housing

In 2016 there were a total of 9,430 occupied private dwellings in our community, with over 94% consisting of single-detached houses.

The price of houses in our area has been climbing steadily in recent years. The average price of houses in Peterborough city and county reached an all-time high of \$ 469,313 in August 2019, an increase of 11.6% from August 2018. Although house prices in the area are above the national average (excluding Toronto and Vancouver) of approximately \$391,000, they are significantly lower than in Toronto where the average price for a three-bedroom detached house is now over \$1 million and lower than in other parts of the Greater Toronto Area (GTA). As a result, there has been some migration from the GTA to our area due to the lower cost of housing. This has been particularly the case for retirees, but the lower cost of housing coupled with a low unemployment rate also makes the area attractive for young families.

The increasing cost of housing has resulted in a shortage of affordable housing for those with lower incomes. Although there is some geared to income housing, there are long waiting lists for such accommodation. Homelessness is usually not visible in our community, probably because those who are homeless likely migrate to Peterborough or other larger centres.

Food Security

As in most other regions, limited financial resources constrain the ability of some families in our community to buy food. There are two food banks in our community that address these needs. The Bridgenorth United Church operates a food pantry that allows clients to receive food once a month. The main food bank for our area is the Lakefield Community Food Bank which operates from St. John's and is an important ministry of the Church. The Nourish Project, which is an initiative of YWCA Peterborough Haliburton, also contributes to food security in the area. The collaborative initiative aims to connect diverse stakeholders across the Peterborough region and to engage them in the process of building community and opportunity through food. The project has established a community garden in Lakefield. As well, the Nourish Project has presented free cooking workshops at St. John's.

Educational Institutions

There is potential for St. John's to develop closer relationships with the educational institutions in our community. Lakefield has two elementary (grades JK-8) schools (Lakefield District Public School and St. Paul's Roman Catholic School). French immersion is offered at Lakefield District Public School. There is also a public elementary school in Bridgenorth, one in Warsaw, and a Roman Catholic elementary school in Ennismore. Both public and Roman Catholic high school students are bused to Peterborough. As well, Lakefield College School (LCS), a highly regarded residential private school with an Anglican affiliation, is located immediately north of Lakefield and serves students in grades 9-12. Trent University with over 7,500 students at its Peterborough campus is located at the northern edge of the city of Peterborough and immediately south of the eastern boundary of Selwyn Township. Fleming College is located in the southwest section of Peterborough close to Highway 115.



Health Care

There are excellent health care facilities in the area. Lakefield is home to the Morton Community Healthcare Centre which is a not for profit incorporated facility that provides primary healthcare to local residents and seasonal visitors to the region. As of 2019, there are 8 physicians associated with this centre; there are also other health professionals and allied healthcare specialists connected with the facility. Also, an additional three doctors work out of the Chemong Medical Centre in Bridgenorth.

Many other physicians and healthcare facilities are located in Peterborough. Acute care is available at Peterborough Regional Health Centre (PRHC), a hospital that has more than 400 inpatient beds. It offers a wide range of services, including specialized programs in renal, stroke, cardiac, cancer care, vascular surgery and mental health and addictions.

Lakefield Community Care provides services that support health and wellbeing for seniors (age 60+), adults with physical challenges and caregivers. Their programs allow people in the community to maintain their independence and dignity.

Recreational Opportunities

There are numerous recreational opportunities in our community. First and foremost are the wide variety of activities that are available due to the wonderful natural features within our community, such as the lakes, rivers, parks and large undeveloped areas. Local trails provide extensive opportunities for walking and cycling. The Lakefield Trail is a 5.5 km trail within Lakefield and it connects to the Rotary Greenway Trail which is a 22 km multi-use rail trail between Lakefield and Peterborough where it connects with the Great Trail (formerly the Trans Canada Trail) which crosses the country. Our lakes, rivers and streams offer many recreational opportunities, including boating, swimming, canoeing, kayaking, and fishing. The Trent-Severn Waterway, a popular recreational canal system that links Lake Ontario with Georgian Bay, not only passes through Lakefield but also links a number of lakes in our community. The Ontario Speed Skating Oval located in Lakefield provides recreational skaters and speed skaters from across the province the opportunity to skate outdoors each winter on a 400-metre track. The Kawartha Nordic Ski Club offers an excellent system of cross-country ski trails just 20 minutes north of Lakefield.

There are many organized sports activities for all ages. There are three ice arenas for hockey and skating (Lakefield, Ennismore, Douro) as well as two curling rinks. For children and youth there are organized teams for hockey, softball, soccer, and lacrosse. In the summer, there are many camps available for children.



Churches and Parachurch Organizations

There are a number of other churches located throughout our community. In Lakefield, there are 6 other churches, one each from the following denominations: Roman Catholic, Baptist, United, Presbyterian, Pentecostal, and Brethren Assemblies. Additionally, Youth for Christ has a Lakefield branch called Lakefield Youth Unlimited. There is a good working relationship among these churches, as well as with Lakefield Youth Unlimited. There are not only regular meetings of the clergy, but there has been a long history of cooperation among the churches for specific events. For many years, the Lakefield churches have cooperated to provide a Good Friday Walk of the Cross through the village, stopping at each church for a Passion reading, followed by a combined service in one of the churches; the venue for this service rotates each year. Additionally, the Lakefield churches work together to enter a Christ-themed float in the annual Lakefield Santa Claus Parade. As well, a community choir is formed each fall for the annual community Christmas Carol Service. For the past several years the Lakefield churches have participated in Pentecost in the Park, an outdoor joint celebration of Pentecost.

In addition to the Lakefield churches, there are other churches throughout our community. These churches include five United (Youngs Point, Bridgenorth, Warsaw, Wesley, and Fairview), two Roman Catholic (St. Martin's Ennismore, and St. Joseph's Douro), one Baptist (Gilmour Memorial), one Pentecostal (Causeway Assembly, Ennismore) and an unaffiliated church (Selwyn Outreach Centre).



Service Clubs and Societies

There are a number of service clubs operating in our community. These include: Bridgenorth-Ennismore-Lakefield (B.E.L.) Rotary Club, Ennismore Optimist Club, Douro and District Optimist Club, Lakefield Golden Years Club, Lakefield and District Lions Club, Lakefield and District Lioness Club, Royal Canadian Legion Branch 77, Peterborough Power and Sail Squadron, Society of St Vincent de Paul St Paul the Apostle Lakefield Conference, St. Martin's Knights of Columbus, Warsaw and District Lions Club.

As well, there are a number of societies that focus on specific areas of interest. These include Lakefield Historical Society, Smith Ennismore Historical Society, Lakefield and District Horticultural Society, Lakefield Agricultural Society, Lakefield Animal Welfare Society, Bridgenorth Business Association, Bridgenorth Beautification Committee, Ennismore and District Horticultural Society.

Community Needs

Recently, two local organizations have assessed the needs of the community. The Peterborough Community Wellbeing Plan, initiated by the City of Peterborough, set out to improve the quality of life for people that live in the City and County of Peterborough and Curve Lake First Nation. The plan was developed following a series of community consultations, interviews, surveys, and workshops in Peterborough city and county and the plan was finalized in 2018. The plan identified four Priority Areas, each with a number of identified issues: 1) Supporting Democratic Engagement with issues of the need for transparency and commitment; indigenous engagement; policy and process needs: communication, wards, adaptive planning; tools website, social media training. 2) Improving Basic Needs with issues of the need for affordable and accessible transportation; financial literacy; hubs to provide gathering spaces and collaborations; supports for youth; social assistance reform; poverty reduction. 3) Employment to Earn a Good Living with issues of coordinating the employment sector; community benefit through agreements and social procurement; city as a model employer through hiring diversity, stability, training and a living wage. 4) Supporting a Healthy Active Life which included the issues of the need for activity and community centres (rural, youth, and seniors); free and accessible wellbeing activities; walking infrastructure (snow removal/lighting, etc.); cycling infrastructure.

In Lakefield, the United Church initiated a series of community round table events as part of a visioning exercise to determine how that church could help address community needs. The need for public transportation between Lakefield, rural areas and Peterborough was identified as an important issue. Issues related to the closure of Lakefield District High School and the opening of a new public school at the former high school location were also discussed. Other issues discussed included the Lakefield Community Food Bank, a benevolent fund, housing security issues, mental health needs, the need for parenting skills and marital support groups, as well as safe places for youth to meet.

Discussions at these assessments of community needs revealed that despite the many events that occur in the community, there are individuals who feel isolated and lonely. It was noted that events and activities geared to these individuals have been organized, but these have typically received sparse attendance. This provides the community with the challenge of how best to help those who feel isolated and without support.

9. OUTREACH AND EVANGELISM

St. John's is active in supporting individuals and families in need. The Church is recognized in the community as a caring church that serves those beyond its own members. Community members and businesses have provided excellent support for St. John's initiatives that are aimed at helping those in need.



A St. John's initiative that has received generous support is the Lakefield Community Food Bank; this ministry has been a welcomed resource for over 40 years. The Food Bank, which operates out of the lower level of St. John's parish hall, is open every Tuesday morning from 9:00 a.m. until 10:30 a.m. and provides both fresh and non-perishable food to clients. In 2018, the Lakefield Community Food Bank provided food for an average of 49 households or 85 people (68 adults and 17 children) each week. It is a member agency of Kawartha Food Share which supplies much of the food distributed each week. The Lakefield Community Food Bank receives widespread financial support from other churches, businesses, and individuals in our community. Volunteers who help with the Food Bank each week include many people who are members of other churches or have no church affiliation as well as some clients who receive food.



Tuesday Morning Coffee Time is another outreach ministry. Beginning at 7:30 a.m. each Tuesday morning, coffee and tea are offered in the Church's upper hall to those who volunteer at the Food Bank, as well as to the many recipients who come early and wait for the Food Bank to open. This ministry was started by St. John's last incumbent and his wife and is now led by three church members. The Tuesday Morning Coffee Time leaders not only prepare coffee and clean up, but deliberately interact with the food bank clients in a caring manner and engage them in conversations which are sometimes casual and other times touch on deep issues or needs. As well, one of the ministry leaders from time-to-time brings crafts for all to do; this has resulted in the making of Christmas ornaments, dyed eggs, decorated gingerbread and other crafts. Over the years, many friendships have been made with those from the community; as well, this endeavour has created a network that shares information about resources and opportunities (e.g. about housing, employment, bargains, etc.) as well as about hardships, family stories, achievements and joys. The Tuesday Morning Coffee Time ministry leaders pray for those they meet.



BACK 2 SCHOOL BACKPACKS

Tuesday, August 20th
9am-10:30am and 3pm-6pm
Lakefield Community Food Bank
(St. John's Anglican Church @ 81 Queen St.)
Cost is FREE! Come and Choose

For JK-Gr. 12 students living in Lakefield and surrounding area who need backpacks and school supplies

Contact the LYU Office @ 705.651.0156 if needed
Any supplies left over will be donated to our Local Elementary Schools

Brought to you by:



St. John's helps to meet the needs of young people in the community through its close working relationship with Lakefield Youth Unlimited (LYU). A former Incumbent, the late Rev. Peter Bishop, was instrumental in having Youth for Christ set up LYU as a satellite branch in Lakefield. For several years, our previous Incumbent served as a member of the LYU Steering Team and a lay member of the congregation has also served on this team for over ten years. From 2010-2017 St. John's partnered with LYU to provide an after-school program for elementary school children which was held at St. John's. This program was also supported by a FaithWorks grant for five years. The program came to an end because of implications of a change in location of the public elementary school in Lakefield. St. John's continues to partner with LYU for numerous other initiatives. For example, in early 2019 St. John's learned that some students at the public elementary school were going without lunches due to limited family resources. As a result, the Lakefield Community Food Bank worked with LYU to ensure the necessary food supplies were purchased and delivered to the school each week.

For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me. Matthew 25:35-36

Another ministry of St. John's has recently helped a family of refugees come to our area and become settled as newcomers. In early 2016, St. John's accepted the Lakefield Refugee Sponsorship Project (LRSP) as a ministry of the Church after being approached for help by a group of individuals from the community who desired to bring a refugee family to Canada. Although a small number of St. John's parishioners are directly involved with this initiative, the majority of those involved have no other affiliation with the Church. The collaborative efforts of this ministry resulted in a mother and her three children coming to our area in 2017. In June 2019, LRSP brought this family's husband/father to Canada, reuniting the family which had been separated for seven years due to being in refugee camps in different countries. This ministry will continue to provide some financial support to the family at least until June 2020.

There are many other ways that St. John's supports outreach initiatives. The annual outreach budget provides funds for a variety of local, national, and international needs. Each year the ACW also disperses money raised through fundraising to various organizations or individuals needing support. The Church's Prayer Shawl Ministry makes beautiful hand knit or crocheted shawls and distributes them to people experiencing extraordinary life circumstances (e.g., trauma, injury, surgery or the loss of loved ones), brides and newly baptized babies. The St. John's woodwind and brass band has played at The Regency Seniors Residence and at 40 Rabbit Street (an affordable housing building for seniors). In May 2019, the Church sponsored a community-oriented information session about the reality of human trafficking in our area. The Church supports reconciliation efforts as recommended by the Truth and Reconciliation Commission.

St. John's reaches out beyond Canada in several ways. Beginning in 2006 St. John's partnered with the Arms of Jesus Children's Mission to serve the people of Guatemala. Over a 12 year period we have had seven short-term missions go to work at a mission in Paramos, Guatemala. Additionally, we support Operation Christmas Child annually by filling shoe boxes and delivering them to the regional collection site.





At St. John's, our church facilities are a resource used by our community. We supply meeting space for a chapter of Alcoholics Anonymous (Road to Recovery), for a quilts for cancer group, and for the YWCA Nourish project. The St. John's Creative Arts Group allows some of our members who are artists to form relationships with artists from the community and the Church provides a space for them to practise their craft. We rent space to two dance studios who teach dance to children; this allows us to interact with parents and their children who would not normally enter our building.

The Church has taken a low-key approach to evangelism in recent years. Typically, we let the community know who we are and what we do by promoting St. John's events and ministries and inviting the community to join us. For example, to celebrate our 150th anniversary in 2016, we provided free tours of the church, allowing the community the opportunity to view the beauty of our church, peruse historical documents as well as meet volunteers who explained the history of the parish from 1854 to the present. The local papers report on church activities and special events. St. John's has provided the community opportunities to explore the basics of Christian faith through Alpha courses. Since the 1990s, the Church has run the Alpha course numerous times, most recently in 2018. Nevertheless, an important issue for St. John's is whether we can learn how to be more effective in sharing the good news of Jesus Christ with those in the community who know nothing about him.

10. PRESENT REALITY AND FUTURE VISION

St. John's is a small church with big plans. We see ourselves as playing a vital role in our community. In August 2016, we made the decision to become a growing, healthy and sustainable church. Our primary objective is to share the love of Christ with increasing numbers of people so that God's kingdom becomes progressively more visible and people are encouraged to join with what God is already doing in our community. We have begun the process to achieve that goal. We have recently developed an overall vision statement which is summarized by the sentence "We are a worshipping community sent to love, live, and lead like Jesus." As well, we have developed a worship vision, and a discipleship vision.

The Parish Selection Committee consulted members of St. John's to determine how they see the current state of our Church and they provided important insights into the present reality. About 40 members participated in this process. In response to the request to provide one word to describe St. John's, the most frequent replies were that this church is welcoming and friendly (see Figure 10). Similarly, responses to the question of what St. John's does best resulted in responses such as welcoming, outreach, fellowship, and growing in faith (see Figure 11). Although there were mainly positive responses offered to these questions, some responses indicated issues that need to be worked on (e.g., some indicated that St. John's was cliquish, or closed-minded and that we criticize and disagree). When church members were specifically asked to identify the one thing that St. John's should improve upon, by far, the most frequent response given was communication, as shown in Figure 12. (To address this issue, St. John's has appointed a volunteer Communication Coordinator.)



Figure 10: Words Used To Describe St. John's (larger font size reflects greater frequency)



For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope. Jeremiah 29:11

Growing Forward Together

We have started an important initiative, the *Growing Forward Together* (GFT) project, which aims to grow St. John's over a 7-year period. This project was the result of a season of strategic planning and visioning supported by an external consultant. Through this process, we determined that to help St. John's grow we need an additional full-time staff member to provide leadership in discipleship and missional engagement, as well as to provide leadership in music. However, we do not currently have the operating revenue to fund such a position. Therefore, in 2018, we submitted a feasibility report to the diocese for a multi-year grant from the Ministry Allocation Fund (MAF) to help pay for this position as St. John's grows. This submission received support from our diocese and we were encouraged to submit a full request for funding. The diocese has provided us with a coach to help with this task and we have worked to complete a sizeable portion of the application.

The overall purpose of the GFT project is to return the Church to a state of health and sustainability so that we can achieve our vision as expressed in our vision statement. This project has four specific objectives:

1. To reach a larger number of people through our worship services.
 - We will grow the Church in numbers so that average regular service attendance increases from 60 to 120 by the end of the seventh year of the project.
 - We will improve the overall worship experience, including the music in our worship services, so that each service appeals to a different segment of our overall membership.
2. To equip members for discipleship.
 - We will have a congregation who are comfortable journeying on a path that deepens their faith and leads to them sharing their faith in natural ways during their everyday interactions.
 - We will have increased number of leaders for ministry and mission and have a cohort of disciples who will be actively engaged in raising up new disciples.

3. To better serve people in our community and beyond.
 - Our members will be actively serving our community in new ways out of their deep desire to serve God and to share the love of Christ with their neighbours.
 - We will substantially increase the prominence of St. John's in our community and distinguish ourselves as a vibrant and loving church.
4. To expand our resources available to support ministry and mission.
 - We will increase our paid staff by one full-time-equivalent (FTE) to provide increased leadership for discipleship and mission, as well as to provide music leadership.
 - We will increase the commitment and contributions that our members make to St. John's in terms of offerings of their time, talent, and treasures.
 - Our goal is to increase annual donations by 79% over 7 years, including increasing the donations per donor as well as the number of donors, so that we balance our operating budget without relying on legacy funds (while increasing our paid staff complement by one FTE).

During this interim period without an Incumbent, we have continued to move forward with the GFT project by working on a series of "Year 1" initiatives that do not require additional funding and we are making good progress in implementing those initiatives. However, the MAF grant application cannot be finalized until we have a new Incumbent who embraces this project.

The task ahead of us is substantial. However, we are determined to meet the challenges ahead as St. John's has met similar challenges before. In 1977, St. John's had approximately the same Sunday attendance as we have now. When a new Incumbent started and began enthusiastically talking about Jesus, a growth cycle was initiated. Aided by the dedication of subsequent Incumbents, this period of growth lasted for over 20 years. The data from our latest NCD survey, attendance records and financial offerings suggest that St. John's may have halted the pattern of decline that lasted for about 15 years. Thus, we believe that we are about to enter the initial phase of a new growth cycle. We have a vision of where we want to go and are just waiting for a new Incumbent who is passionate about Jesus and can provide momentum to this cycle.



11. OUR NEW PRIEST

Ask, and it will be given to you; search, and you will find; knock, and the door will be opened for you. For everyone who asks receives, and everyone who searches finds, and for everyone who knocks, the door will be opened. Matthew 7:7-8

We are a congregation who love Jesus and are looking for an Incumbent who also loves Jesus and has a deep faith in God. We see our new priest as being someone who:

- is willing to walk with us for a period of 7 to 10 years.
- helps us apply Scripture to our everyday living.
- inspires us to move to a deeper level in our faith journey.
- will partner with us to hold us accountable.
- will be an energetic, people person, having strong relational and team-building skills that model how to love, live, and lead like Jesus.
- will help implement our current vision, yet as we travel together will help us to continually discern God's will so the vision can be modified accordingly.
- having been transformed through Christ, will help others encounter the transforming power of Christ.
- will be an empowering leader who is able to build a community of disciples who are enabled in gifting and released for ministry.
- enjoys life and has a good sense of humour.
- will foster the organic development of new ministries which cannot be imagined at this time.
- will collaborate with parishioners and those outside our church.
- is a caring listener who is also forgiving and committed to pastoral care.
- ideally, has experience with leading congregational change and missional engagement.