

trinity

CHURCH STREETSVILLE

LOVE JESUS. LIVE LIKE JESUS. LEAD OTHERS TO JESUS.

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executive summary

I CAME SO THEY CAN HAVE REAL AND ETERNAL LIFE,
MORE AND BETTER LIFE THAN THEY EVER DREAMED.

JOHN 10:10 (MSG)

Trinity Anglican Church, Streetsville is ready for the next steps on our mission to love Jesus, live like Jesus and lead others to Jesus. Our passion is to go wider and deeper in our responsibility to share the Good News. We believe our new incumbent will provide preaching, teaching and leadership to make these aspirations a reality.

Our vision is a community growing together in Christ to renew our faith, rewire how we share the Gospel, reach out so people know we care and restore hope in Christ for those who are broken. We are searching for an incumbent who will lead us and inspire us to live this vision.

We are an Anglican church, yet more than half of our congregation come from other denominational backgrounds. We celebrate that we can learn from each other and create an environment that is welcoming and inviting. There are no fences—only open doors to join us and follow the Saviour who always finds a place for one more person.

We have a heart for the lonely, the marginalized and those struggling with the challenges of illness, poverty, injustice and spiritual despair at the community and the global level.

We believe our new incumbent will preach and teach in a way that increases our numbers and our spiritual depth

and discipleship. While the secular culture is growing, God is present to touch the hearts of people looking for something more. This requires innovation and creativity to engage with the technology, entertainment and social media that can be a distraction from the deeper questions of life.

We are a missional church anchored in biblically grounded theology that is evangelical and welcoming. Our new incumbent will challenge us to think more deeply so we can bear authentic witness in these challenging times. We are an ethnically diverse and multigenerational church—and proud of it—but there is much more to be done. How can what we say, what we value and what we share truly reflect the mind of Christ?

All of these aspirations are anchored in enthusiastic worship that uses a mix of current and traditional music, expressing praise for God who is the rock of our salvation. There are places for quiet contemplation and jubilant adoration. Our new incumbent will ensure that the Gospel is preached and the call to follow Jesus and bear witness through testimony and evangelism is an essential expression of our faith.

**Trinity Anglican Church, Streetsville is *ready*.
We are *ready to follow*.**

trinitystreetsville.org/



We are **NOT** just a
SUNDAY CHURCH
— BUT A —
FAMILY
who worships
JESUS
AND
LIVES LIFE
together
+

tr
CHURCH
Love Jesus. Live
trinitystreetwitten

our story

THE GOD WHO MADE THE WORLD AND EVERYTHING IN IT
IS THE LORD OF HEAVEN AND EARTH AND DOES NOT
LIVE IN TEMPLES BUILT BY HANDS.

ACTS 17:24 (NIV)

We are a community of ordinary people, learning to follow Jesus in our time. Ours is a story of resilience bathed in the Holy Spirit. We have experienced the highs of knowing salvation and redemption through Jesus, and the lows that come with human loss and suffering. God has used these highs and lows to knit us together as a community and to deepen our understanding of His faithfulness.

In the early 1800s, as the settlement of Streetsville grew, travelling missionaries of the Church of England occasionally ministered to the Anglicans in the area. In 1841, the Streetsville parish was founded, and in 1849 a church was erected on the property where Trinity Anglican Church, Streetsville now stands. As Streetsville was incorporated into the larger city of Mississauga in 1974, our parish began to grow. Our reach now extends to Oakville, Brampton, Etobicoke, Milton, Georgetown and Cambridge.

A significant expansion project began on our original building in 1997, but the next year it burned to the ground as a result of arson. Even in the midst of this suffering, our church community held fast. Through the faithful presence and power of the Holy Spirit, we stayed united as a family. God's provision came in the form of an outpouring of financial support from the Mississauga community, and our new building was consecrated in September of 2000.

Our values and mission have remained steadfast throughout the inevitable challenges of life:

Love Jesus. Live like Jesus. Lead others to Jesus.

As a church, we seek to gain a deeper understanding of the Gospel and to spread the Good News outwards; we want to reach out in service and evangelistic intention as a blessing to our community. We are not just a Sunday church, but a family who worships Jesus and lives life together. We recognize that we are a community richly blessed by God, and we take the stewardship of those blessings seriously. We know they are not only for us, but for the expansion of His Kingdom, and we strive to take care of those in need—both in our church family and in the community beyond.

In this time of transition, we currently worship at one 10:00 a.m. communion service, with an average weekly attendance of 347 adults, youth and children. Our parishioners come from Streetsville and beyond, with approximately 33 percent living within the Streetsville/Meadowvale area, and a further 50 percent from the broader Mississauga community.

vision

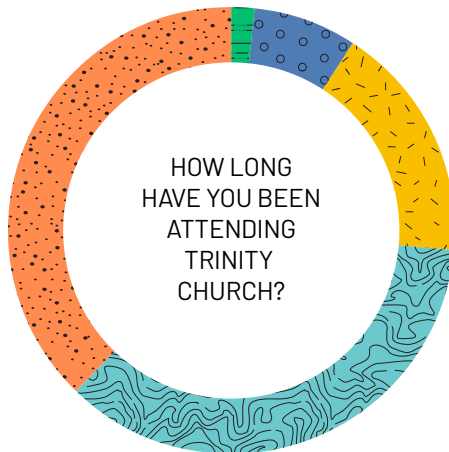
We seek to be

- **renewed continually by the Gospel, which permeates everything we do**
- **rewired in our thinking - courageous in the service of Kingdom work**
- **reaching out in service and evangelism into our community and world**
- **restored in our relationships with our God and our neighbour.**

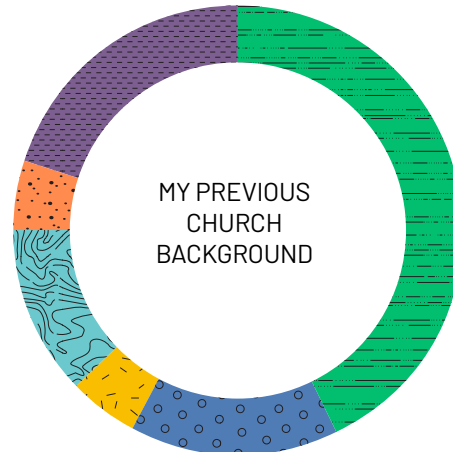


who we are

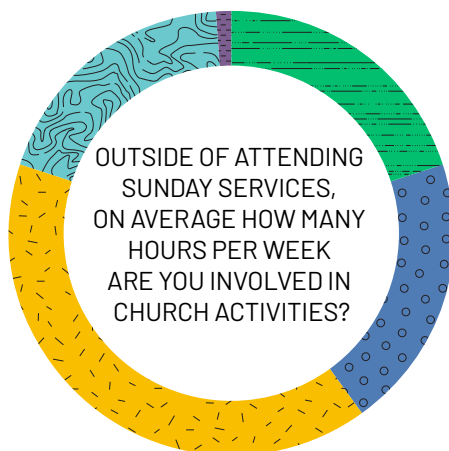
The results of our 2017 parish survey provide some insights into who we are as a congregation.



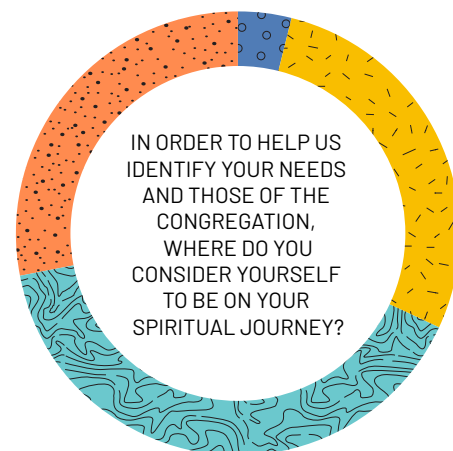
- One year or less
- 2-4 years
- 5-9 years
- 10-19 years
- 20 or more years



- Anglican
- Roman Catholic
- Pentecostal
- Other Evangelical
- Other




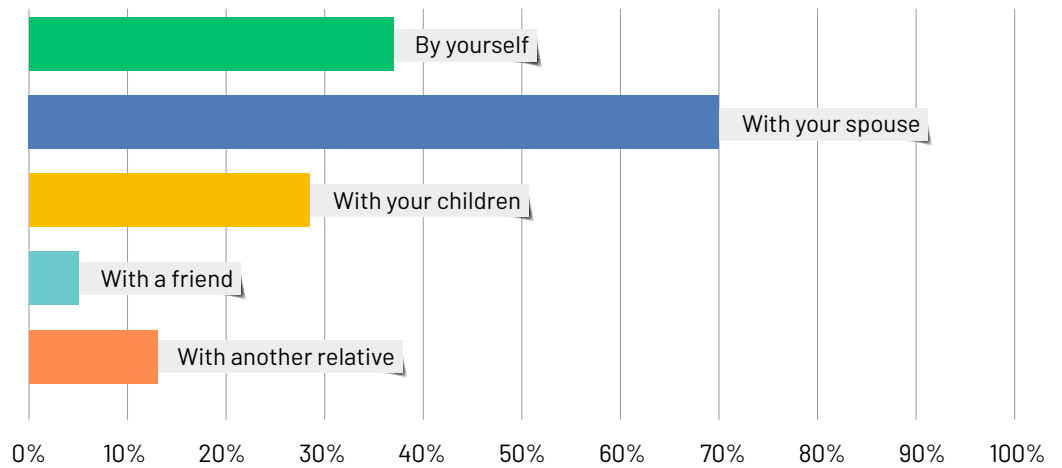
- Not involved
- One hour or less
- 2-4 hours
- 5-9 hours
- 20 or more hours



- Just starting out
- Convinced about some aspects of faith, less convinced about others
- I believe in Jesus, and I'm working on what it means to get to know him
- I feel close to Christ and depend on him daily for guidance
- My relationship with Jesus is the most important relationship in my life and guides everything I do




 WHEN YOU COME
 TO CHURCH,
 DO YOU COME...



teaching & discipleship

AND THE THINGS YOU HAVE HEARD ME SAY IN THE PRESENCE OF MANY WITNESSES ENTRUST TO RELIABLE PEOPLE WHO WILL ALSO BE QUALIFIED TO TEACH OTHERS.

2 TIMOTHY 2:2 (NIV)

At our very core lies a desire to make and grow followers of Jesus, whatever the age, stage or faith background. Since spiritual formation is a lifelong journey, our teaching includes learning opportunities for those at the beginning of their faith journey and for lifelong disciples, including toddlers through to adults. We have a desire to make God's Word understandable, challenging and relevant to everyone.

Kids Church

On Sunday mornings, children have a chance to learn and unpack Bible stories in a way that is relevant to their age. The leaders strive to bring the passages to life for the children. A lot of great questions, discussion and silliness take place. Our Kids Church Director has developed her own website (<https://www.kidschurchideas.com/>), where lessons are posted to help parents understand what has been taught, and to help other Christians worldwide in teaching the Gospel to young children.



Youth

Senior Youth (Grades 9–12) remain in the sanctuary to hear the sermon, while Junior Youth (Grades 6–8) spend time downstairs studying scripture and how it relates to daily life as preteens. Our youth ministry doesn't stop there. On Friday evenings, both Junior and Senior Youth meet at the church to spend time tackling topics at the forefront of teen's minds, keeping God and faith at the centre. Adult members of our congregation serve as volunteer teachers and mentors for our youth. Along the way, all children and youth are given the opportunity to live out their faith in service to their community and to each other.





Adult Teaching & Discipleship

Sunday morning sermons are the key method for teaching and inspiring adults. Parishioners are hungry for sermons that relate scripture to everyday life and challenge them to put their faith into practice in the modern-day, secular world. Alpha is the apologetic teaching tool that we use to help newcomers of Trinity come to faith. It is also recommended to those who have been away from church for a season and are ready to return.

Small Groups

Further spiritual development happens in small group settings, many of which are sermon-based discussion groups. Sermon videos and discussion questions are posted online weekly, and small group leaders access these in order to help their groups go deeper with scripture. It is more than listening to sermons and discussing them: small groups form a bond of support that encourages learning and helps participants care for each other. Small groups are about coming together as the family of Christ, growing spiritually and loving each other through the ups and downs of life. We have 10 small groups averaging eight to ten people per group.



Prime Time

Prime Time is a monthly gathering for Trinity seniors and their friends to provide an opportunity for fellowship, fun and information all in a Christian faith context. It addresses an important need among the congregation and averages around 50 participants each month from September to June.

Young Adult Learning

Trinity has a dedicated group of young adults who are committed to growing spiritually and contributing to our church family. Several are disciplined in their weekly small group and annual retreat. Any young adult with a desire for one-on-one guidance is paired up with a personal mentor to encourage them in their walk. The presence of young adults in our teaching programs and their contribution to vision planning are highly valued.



vision

We seek to provide opportunities for discipleship to all who come to Trinity.

outreach and evangelism

AND HE SAID TO THEM, “GO INTO ALL THE WORLD AND PROCLAIM THE GOSPEL TO THE WHOLE CREATION.

MARK 16:15

We love Jesus; evangelism and service is how we express that love. We live the story of Jesus through our service, and we tell His story to others through our leadership in the community. We do this through many different means and ministries: financial donations and/or physical resources, supporting the heart and

passion of parishioners who identify needs in our community and beyond, and taking the Good News outside the walls of our building with our presence and our hands and feet. All of these initiatives and ministries are held up and supported in prayer.

our ministries

Evangelism

- Alpha
- Christians Against Poverty
- Camp Trinity
- Travelling Worship
- Pub Ministries
- Camp BBQs & Stay 'n Play
- Christingles
- Prison Ministry

Service

- ESL Classes
- Open Door Christmas
- Refugee Sponsorship
- Monthly Community Dinner
- Knitting for Others

ministries we support

Evangelism

- Wycliffe College
- Institute for Evangelism
- Samaritan's Purse Shoeboxes
- Intervarsity Christian Fellowship
- Latin America Missions
- OMF Canada
- Community Bible Study

Service

- The DAM
- World Vision
- September Backpacks
- The Voice of the Martyrs
- Arise Ministries
- Dawn for the Poor
- The Open Door



vision

We seek to grow in confidence to give our personal testimony and share the Gospel with others.

a sampling of our ministries

SUPPOSE A BROTHER OR A SISTER IS WITHOUT CLOTHES AND DAILY FOOD. IF ONE OF YOU SAYS TO THEM, “GO IN PEACE; KEEP WARM AND WELL FED,” BUT DOES NOTHING ABOUT THEIR PHYSICAL NEEDS, WHAT GOOD IS IT?

JAMES 2:15-16 (NIV)

Camp Trinity

Our five-week day camp runs each July, and it brings almost 900 campers into our church. Camp Trinity welcomes children from the congregation and from the church and unchurched local community. The camp also allows the church to train and disciple youth leaders. In 2019, 35 youth served as Camp Trinity Leaders. Camp Trinity grows each year, and it has become known as one of the best day camps in the area. Our leaders see their role as evangelistic, and they have a desire to lead campers to Jesus.

<https://www.trinitystreetsville.org/camptrinity2016>

Christians Against Poverty

Trinity is home to the first Christians Against Poverty (CAP) Debt Centre in Canada. So far, 133 individuals or families have connected with CAP and received debt-reduction counselling, and 43 of those clients are now debt free. With CAP's help, debts totalling \$1.4 million have been—or are being—repaid. Our site has hosted numerous CAP events, including a dinner and magic show for clients and financial management courses for the congregation and visitors. CAP clients are prayed for and given the opportunity to hear about God's love, if they choose. Already, 12 people have given their lives to Jesus.

<https://www.capcanada.org/>



Pub Ministries

Monthly Beer & Banter (for men), Chat & Chill (for women), as well as Carols & Ale (only at Christmas) take place at Cuchulainn's Pub, which is a five-minute walk from the church. These casual get-togethers allow the men and women of Trinity to invite their friends and family members into our church community with no pressure to attend on Sunday mornings. These fun evenings build a sense of connection and provide an opportunity for sharing our faith with the Streetsville community.



Mainly Moms

Mainly Moms is an extension of the Mainly Music outreach ministry at Trinity. It exists to offer mothers within and outside of our church an opportunity for friendship and spiritual growth. The moms meet weekly and childcare is provided. Meetings consist of teaching and encouragement followed by group discussion. Topics are personally relevant, Bible-based and Gospel-centered. This ministry is another example of how Trinity demonstrates love and caring for one another. It has also become the first point of connection to Trinity for many families.

pastoral care

REJOICE WITH THOSE WHO REJOICE;
MOURN WITH THOSE WHO MOURN.

ROMANS 12:15 (NIV)

Trinity is a church family that truly cares about the well-being of our parish members. We have delegated staff or lay leaders to manage the pastoral care ministry, using both formal and informal programs and mechanisms. Our formalized pastoral care involves both clergy and equipped lay people. Clergy oversee office appointments, as well as home and hospital visitations. The last year has seen focused care for our seniors through the appointment of a dedicated Associate Minister and a lay leader assistant. Clergy are supported in their efforts by a small team of lay leaders who administer communion and do visits for those who are shut-in or hospitalized.

Many of our other formalized pastoral care ministries have developed out of a recognized need within our congregation, and these ministries are run entirely by lay members: Caring for Other People in Grief (COPING), Stephen Ministry (individual listening and prayer support), Care Connection Meal Ministry, Intercessory Prayer Chain and Sunday Morning Intercessory Prayer Ministry. We recently launched a new Women's Care Ministry.

Trinity parishioners access pastoral care in several ways. Many requests come directly through the church office and are funnelled to the appropriate ministry leader. Others are directed to the ministry leaders through "grapevine" communication by those who are deeply familiar with the workings of pastoral ministries. Pastoral care is also provided organically, between individuals participating in small groups, social gatherings and volunteer activities. An ongoing challenge for a church of our size is that needs sometimes go unmet by those who are unable to connect to the care or are unaware of how to do so.

vision

We seek to bring healing and hope to people in need in our parish, community and beyond.

worship, music & liturgy

MY HEART, O GOD, IS STEADFAST, MY HEART IS
STEADFAST; I WILL SING AND MAKE MUSIC.

PSALMS 57:7 (NIV)

Worship at Trinity is best described as spirit-filled and multigenerational. Themes, books of the Bible or seasonal rhythms, rather than the Lectionary, are preached. Music is current in style, and includes some traditional hymns such as “The Old Rugged Cross” played on the violin. We have an open communion table; anyone and everyone who has a love in their heart for Jesus is welcome to share in the bread and wine. Lay members of the congregation read scripture and lead prayers following the sermon.

We want our services to be both a challenge and a comfort no matter where people are on their spiritual journeys. There are no books in the pews; all lyrics, scripture, liturgy and announcements are on screens, and we use verbal prompts to indicate when it is time to stand and sit. Parishioners pray as they are comfortable.

We have had a great variety of worship experiences. We have worshipped in a school gymnasium, and in the ballroom of a local hotel. We have had evening services followed by discussion, either in the church or over dinner. We practice a flexible use of liturgy from many Anglican resources. Baptisms are for infants from the font, or full immersion for children and adults. Parishioners can access the upcoming

week’s music on a Spotify playlist. Sermons are posted on YouTube and the church website for those who are unable to attend on a Sunday.

<https://open.spotify.com/playlist/42P3wgl73JuGSowdkTpt94>

Our worship team is led by a paid member of staff, and consists of 20 band members and 10 technology team members. Members are rotated weekly to meet personal schedules and musical needs. Worship songs are chosen through spiritual discernment, reflection on scripture, and consultation with the incumbent.

Travelling Light is a team of musicians, coordinated by pastoral lay leaders, who visit local nursing homes to bring worship and communion to those who cannot get to church. They are occasionally accompanied by children’s choirs as well.

vision

We seek a broader approach to music, worship and liturgy that allows all who come to Trinity to experience God’s presence.



hospitality

DO NOT FORGET TO SHOW HOSPITALITY TO STRANGERS,
FOR BY SO DOING, SOME PEOPLE HAVE SHOWN HOSPITALITY
TO ANGELS WITHOUT KNOWING IT.

HEBREWS 13:2 (NIV)

We work hard on Sunday mornings to ensure that newcomers feel welcomed and included in our celebration and community. Many of our Sunday morning ministries are devoted to greeting people at the entrances to the church and sanctuary, and showing them to their seats. A coffee hour follows the service, providing another opportunity for church members and clergy to connect with visitors and individuals who are new to our family.

After our first two songs, all of us are encouraged to “turn around and greet your neighbours and someone you don’t know.” As the officiant greets the congregation, they make a point specifically of welcoming anyone who is there for the first time, and invites them to complete a newcomer card found in their pew. Cards can be taken directly to our Welcome Desk after the service, or put in the offering plate. If they do connect with a Welcome Desk volunteer, they are given a Trinity coffee mug and a copy of the Gospel of John. The volunteer coordinator for the Welcome Desk team then follows up with everyone who completes a card and inquires further about their interests. When a large number of newcomers are identified, an information meeting is organized to share more about Trinity’s culture and ministries.

Hospitality extends far beyond Sunday morning worship. Small Bible study groups, larger church-wide social gatherings, and externally hosted events all help congregation members build new friendships, feel spiritually and emotionally supported, and invite others into the community that they love. Everyone in our church family is encouraged to take on the responsibility of reaching out relationally to the broader community.



vision

We seek to identify all newcomers and integrate them quickly into the life of our church.

financial resources

SO IF YOU HAVE NOT BEEN TRUSTWORTHY IN HANDLING WORLDLY WEALTH, WHO WILL TRUST YOU WITH TRUE RICHES?

LUKE 16:11 (NIV)

Trinity has a long tradition of prayerfully reflecting and discerning God's plan for the financial resources He has given to us, both individually and as a church body. Our yearly stewardship campaign invites each member of the congregation to consider biblical teachings about money, and it provides an opportunity to pledge funds to the church budget and the ministries that flow from it. Through our 2019 "Growing Together in Faith" campaign, 117 pledgers promised \$455,000 to Trinity's operating budget and \$346,000 to the capital fund.

Trinity has an annual operating budget of \$1.3 million, with 270 regular givers. The number of regular givers has declined since 2010; however, the average yearly giving per giver has actually increased over that time. When funds are needed to support special projects like refugee sponsorship or roof repairs, our church family consistently responds with a spirit of gratitude and generosity.

Our financial results for the fiscal year of July 2018 to June 2019 are as follows:

		Notes
Total Revenue	\$1,115,996	
Total Expenses	\$1,080,297	
Long Term Debt	\$ 590,723	most of this is mortgage on the rectory; our church building is fully paid for
Outreach locally & globally	\$ 217,446	19.5% of our total revenue raised annually

vision

We seek to give generously of our God-given time, influence, money and expertise to do his Kingdom work.

human resources

...THERE ARE MANY PARTS, BUT ONE BODY.

1 CORINTHIANS 12:20 (NIV)

Volunteer Resources

Trinity has amazing volunteer resources! We are a strong and growing church, and a big part of our strength is our volunteers, who create and supervise numerous programs.

Sunday Ministries

- Chancel Guild
- Welcomers and Ambassadors
- Greeters and Ushers
- Worship Music Team
- Tech Team
- Communion Assistants
- Lay Service Leaders
- Prayer Team
- Coffee Host Teams
- Kids Church and Youth Church Leaders
- Infant and Toddler Caregivers
- Library Helpers

Weekday Ministries

- Office Helpers
- Small Group Leaders
- Mainly Moms Group Leaders
- COPING Team
- Stephen Ministers
- CAP Leaders
- Money Counters
- Envelope Secretary
- Groundskeepers: Gardens and Cemetery
- Youth Group Leaders
- English as a Second Language Leaders
- Community Bible Study Leaders
- Knitting Group Leaders

vision

We seek to find opportunities for all Trinity parishioners to express their love for Jesus and serve others in ways that best use their interests, talents and spiritual gifts.

Staff Resources

Our congregation has been richly blessed over many decades with strong staff and volunteer support. Currently, our paid staff consists of five full-time and seven part-time and flex-hour positions.

Priest-in-Charge (full-time)	<ul style="list-style-type: none"> • During our interim season, position is being filled by a priest who served Trinity as Associate Priest
Associate Priest (full-time)	<ul style="list-style-type: none"> • Vacant
Curate (full-time)	<ul style="list-style-type: none"> • Priest-in-Training • Was awarded the John Stott Award and ran Trinity's "Creation Project" • Point person for Youth Ministry leaders and Newcomers Ministry
Associate (1 day/week)	<ul style="list-style-type: none"> • Serves senior community within the congregation in both pastoral care and parish life activities • Supports Priest-in-Charge on Sunday mornings as needed, as celebrant or preacher
Operations Director (full-time)	<ul style="list-style-type: none"> • Oversees church communications, volunteers, staff, and human resources • Provides direct support to the board and rector • Reviews and revises organizational processes to create efficiencies • Manages the office and facilities/physical properties
Children's Ministry Director (full-time)	<ul style="list-style-type: none"> • Oversees all Sunday morning Kids Church programming and teaching • Supports family life and community outreach activities • Serves as Camp Trinity Director from February to July
Worship Leader (full-time)	<ul style="list-style-type: none"> • Oversees all elements of music, technical and visual elements for Sunday morning worship and other services • Leads the new Women's Ministry (10 hours/week)
2 Office Assistants (20 hrs/week total)	<ul style="list-style-type: none"> • Support the Operations Director in the running of the office during weekday office hours
Accountant (flexible part-time)	<ul style="list-style-type: none"> • Supports staff and board with all church financial activities
Facility Caretaker (1 day/week)	<ul style="list-style-type: none"> • Attends to all day-to-day maintenance needs as required
Security & Set-up (2 hrs/day)	<ul style="list-style-type: none"> • Ensures church is secured each evening • Sets up rooms as per daily booking requirements

Board Governance

Trinity's Board is made up of the Incumbent, Rector's Warden, People's Warden, Treasurer and five Deputy Wardens. The People's Warden and Deputy Wardens are elected annually at the Vestry, while the Rector's Warden and Treasurer are appointed. Terms of service are varied and can range from two to five years. Our

Rector's and People's Wardens work closely with the incumbent to collectively make decisions about the day-to-day operations of the church. Strategic and longer-term decisions, or those that have a significant impact on the life of the church, are made by the entire board using a consensus model.

physical resources

FOR WE ARE CO-WORKERS IN GOD'S SERVICE;
YOU ARE GOD'S FIELD, GOD'S BUILDING.

1 CORINTHIANS 3:9 (NIV)

Trinity worships and conducts business at 69 Queen Street South, Streetsville (Mississauga). The building was constructed in 1999 and opened in 2000. All building and capital equipment are original. In the past year, we have begun maintenance on our 20-year-old facility, and a plan is in place to continue this work over the next three to five years.

Our building is 26,000 square feet, with a small cemetery behind it. We also own an adjacent property with additional parking and a small building, which is currently rented for commercial use.

We own a rectory that is located within a 15-minute walk from the church and several schools. The rectory is a 2000-square-foot split-level detached home with four (plus) bedrooms and three bathrooms.

vision

We seek for our building to become a community hub for Streetsville, being used regularly as a gathering place for community groups.



looking forward

“FOR I KNOW THE PLANS I HAVE FOR YOU,” DECLARES THE LORD,
“PLANS TO PROSPER YOU AND NOT TO HARM YOU, PLANS TO GIVE YOU
HOPE AND A FUTURE. THEN YOU WILL CALL ON ME AND COME AND
PRAY TO ME, AND I WILL LISTEN TO YOU.”

JEREMIAH 29:11-12

As was evidenced at our recent Parish Town Hall consultation and through our 2017 and 2019 Parish Survey results, our congregation recognizes that we have many strengths. These include pastoral care, spirit-led worship, an eagerness to continue growing in biblical literacy and an interest in connecting newcomers to the life of the church. We recognize that as a growing church, we need to ensure that we are maintaining, expanding and developing strong programs, connections and support for all people. To that end, we look forward to collaborating with our new Rector as we develop in the following areas.

Teaching & Discipleship

Many in our parish are eager to belong to a small group, to continue growing in their biblical literacy and to nurture our young adults and youth. In order to achieve these goals, we need to

- grow the number of small groups by developing more leaders and providing more support for them
- provide structured, in-depth learning opportunities beyond Sunday morning sermons that enable continued spiritual growth for all ages and stages
- explore creative ideas to engage our post-Christian, globally connected, postmodern culture and our youth and young adults in particular

Outreach & Evangelism

We want to continue spreading the Gospel locally and internationally. We need special programs that teach and equip volunteers for evangelism and social services. A church plant has been a dream for many years and we invite the support and creativity of the whole Trinity family in making it a reality.

Pastoral Care

We have strong programs in place to assist parishioners, and our desire is to improve in this area through

- availability of pastoral care services
- communications between the formal and informal mechanisms of care
- ensuring that unmet needs are discovered
- developing follow-up procedures once care has been given
- including corporate prayer for the needs of our church family members

Worship, Music & Liturgy

One of Trinity's many strengths is our spirit-led worship services. We want that enthusiasm to continue, and we are excited about trying new service styles and times and exploring different approaches to music, liturgy and prayer.

Hospitality

We want to improve responsiveness so that newcomers are quickly integrated into the life of the church.

Financial, Human & Physical Resources

Increasing the income generated from venue rentals, launching a planned giving legacy program and working to develop a greater understanding of financial stewardship would help us maintain the integrity and appeal of the building and invest in new staff and ministries.

We see ourselves on a journey with Jesus to continue God's work in our church, community and beyond. We believe that Trinity has been built on a solid foundation. We look forward to continuing this journey in collaboration with our new incumbent.

our next incumbent

AND DAVID SHEPHERDED THEM WITH INTEGRITY OF HEART;
WITH SKILLFUL HANDS HE LED THEM.

PSALM 78:72 (NIV)

At Trinity, we have faith that God knows who our next incumbent will be. As you read through this profile, we pray that you are following His call to lead us into our next chapter. We pray that you are a unifier centered on the Gospel. As our next incumbent, you are genuinely invested in the people of Trinity. You walk in relationship with God: you know your effectiveness, security and identity can only be found in Christ through the empowerment of the Holy Spirit. You are committed to creating an Anglican context that is welcoming to the variety of denominational backgrounds that make up our parish. You are open to a church planting ministry.

You will flourish within an evangelical parish that is part of the theologically diverse [Diocese of Toronto](#). You will lead us to follow Jesus in unity and love. You must be an Anglican priest from within the Anglican Communion and be eligible or can become eligible to work in Canada.

Our hope is that you have prayerfully considered this position and, as our next leader, you are ready to...

Lead

As our organizational leader, you passionately articulate why Trinity exists and what God wants of us. You know how to work collaboratively and through consensus to discover and embrace God's vision for us. You build the best team by hiring the right staff, and you ensure that resources are optimally utilized. You have the ability to effectively direct, delegate and empower others.

You lead the staff team well by modelling a commitment to self-improvement, with authentic humility and a desire for feedback, accountability and personal development. You understand how to coach and mentor

staff according to their gifts and skill sets and by establishing a spiritual environment that inspires high performance, enthusiasm and the delivery of results.

You recognize that lay and volunteer leadership are critical to fulfill our vision and to build up the body of Christ. You work to motivate, and you develop the entire Trinity family's wealth of interests, talents and spiritual gifts. You build momentum for good leadership strategies with strong relational communication and feedback.

Teach

When you preach and teach, we listen! You speak with conviction of heart and through the power of the Holy Spirit, and we know that what you say really matters. Your voice and manner communicate knowledge, truth and personal engagement. You engage us with humour, insight and personal examples. You leave us wanting more.

You are well-read in scripture, history and tradition, as well as contemporary issues. Because of your deep biblical understanding (both its content and the context in which it was written), you can translate these ancient truths to people growing up in a postmodern culture. You connect theology to real life in the 2020s.

As our teacher, you systematically work through topics, reinforce our learning and grow our knowledge through time. Your Sunday sermons are just the start; you have a passion and vision for discipling believers. You inspire robust spiritual formation by developing and implementing formalized learning opportunities and programs.

Evangelize

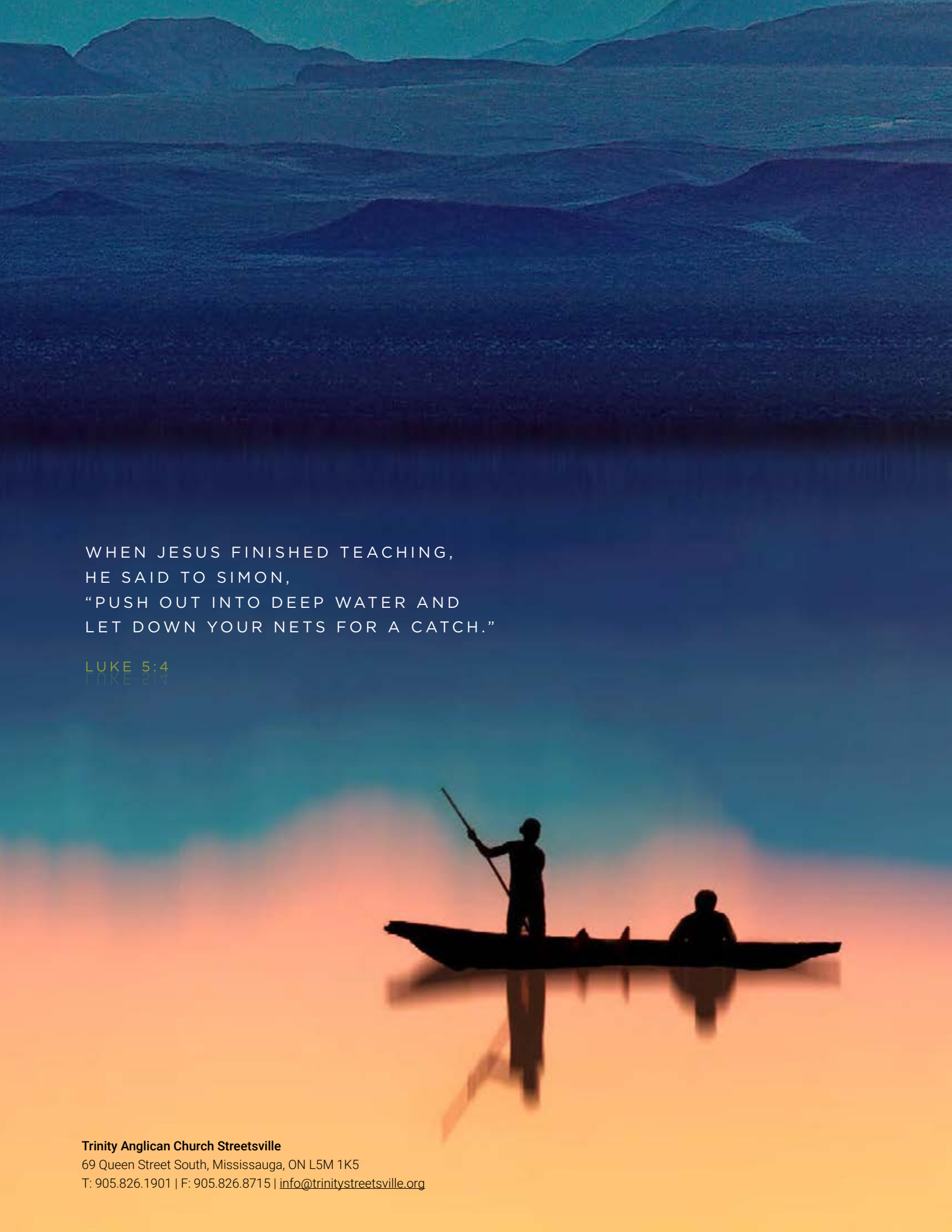
Preaching the Gospel message, you motivate people to become followers of Jesus. You emphasize the importance of evangelism by reminding us about the salvation we have in Jesus, and you urge us to spread that Good News to others who haven't heard it yet. You confront us with our human sin and brokenness. You point us back to the right path. You motivate us to be Jesus' hands and feet.

Pastor

You have a heart for both the joy and brokenness of our congregation, our local community and our world. You exemplify Jesus' compassion and empathy, and you are available, responsive and spiritually helpful to parishioners, especially during times of stress, despair, crisis and grief. You know you are not all things to all people; as such, you equip and support the strong group of pastoral care teams within our congregation. You are mindful of the cost that pastoring has on a leader, and you are diligent about self-care and setting emotional and time boundaries.

Facilitate Worship & Prayer

You have a commitment to recognize and encourage the various streams of Christian faith: traditional, charismatic, evangelical and other current expressions of following Jesus. With sensitivity to our diversity, you enable and motivate us to connect with God. You will lead Trinity into prayerful worship that has Anglican liturgy, a blend of current and traditional music, and an element of creativity and surprise.



WHEN JESUS FINISHED TEACHING,
HE SAID TO SIMON,
“PUSH OUT INTO DEEP WATER AND
LET DOWN YOUR NETS FOR A CATCH.”

LUKE 5:4
LUKE 2:4

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