

All Saints' Anglican Church



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PARISH PROFILE



PREFACE

The Parish Profile of All Saints' Peterborough has been prepared by the Parish Selection Committee as part of the process of searching for a new incumbent. We appreciate the assistance of the congregation who participated in the Parish Survey on the Role of the Rector, the comments and views expressed to the members of the Committee, and the participation of the Church groups and Committees, all of which have made this document more meaningful and relevant.

We have tried to describe our resources both human and physical, identify our strengths and weaknesses, and set out our hopes and challenges for the future, remembering always that as a parish we are witnesses to God's presence in this time and place.

All Saints' Parish Selection Committee;

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BOUNDARIES and BUILDINGS

BOUNDARIES

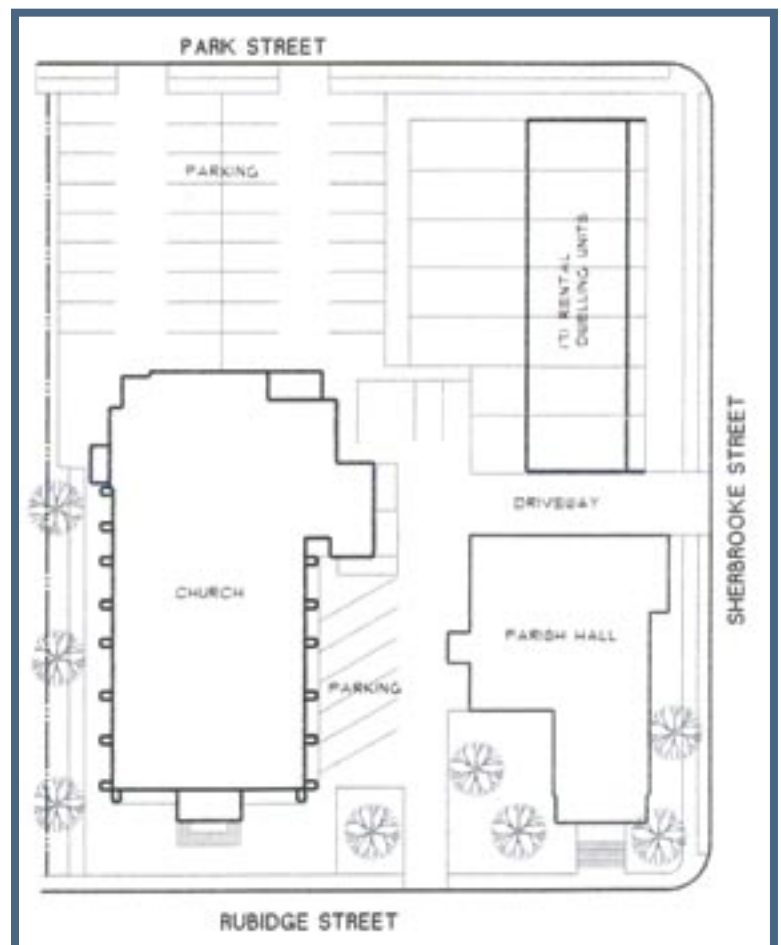
The official parish boundaries are described as follows:

“Commencing at the intersection of Highway #7 and Sherbrooke Street, then southerly to Lansdowne Street, then easterly along Lansdowne Street to the Otonabee River, then northerly along the westerly bank of the Otonabee River and Little Lake to Charlotte Street, then westerly along Charlotte Street, Clonsilla Avenue and Sherbrooke St. to the point of commencement.”

A significant portion of the congregation of All Saints’ lives outside the official parish boundaries. The boundaries encompass part of the fastest growing segment of the city – the west end. The Diocese of Toronto owns land at Brealey Drive and Sherbrooke Streets in the midst of this new development.

All Saints’ Church is located between the “downtown” and residential areas of Peterborough, on the fringe of what was once the industrial area. Fronting on three streets, the Church, Parish Hall, “The Terraces” (a row housing unit of seven houses) and a parking lot provide the physical centre for parish activity.

All Saints’ parish began as a mission of St. John’s, the original Anglican church in Peterborough, and was to serve what was then considered the south-end of the city. The first services were held in 1875 in a small building on Dalhousie Street near Rubidge Street. The first building on the current site was the present Parish Hall, which served as the worship space from 1891 until the construction of the new Church was completed in 1910. The Parish Hall became the worship space again in 1983 and 1984 following a fire which caused major damage to the Church. The Upper Hall is still used on occasion for services.





THE CHURCH

Completed in 1910, the main Church building is constructed of red granite quarried from nearby Stony Lake. The interior has seating capacity for approximately 500, the large open nave providing unobstructed sight lines and excellent natural acoustics. It is notable for its series of stained glass windows depicting the gospel events, beginning with the nativity and culminating in the ascension window. Apart from their intrinsic beauty and memorial tributes, these windows are visual reminders of the progression of the gospel of Christ with the final focus being the triple ascension window above the altar cross. The windows are also used as teaching aids, particularly with the children of the Parish.



PARISH HALL

In 1983 a fire destroyed the chancel area of the Church, causing about one million dollars in damages. Smoke, water and heat devastated much of the interior of the nave, the chancel, the hall and rooms below, and destroyed the organ. The reconstruction allowed for both practical renewal of the space through building code upgrades, and renewal of the liturgical space. The altar rail was moved to the level of the nave, eliminating the necessity for communicants to climb steps to the chancel, and the large altar was brought forward to the top of the chancel steps. A new tracker-action organ designed and built by Gabriel Kney replaced the one destroyed in the fire.



Following the fire in the Church and the Diocesan directive for building compliance, it was apparent that the Parish Hall required upgrading to meet current building codes and safety standards. A major financial campaign and a generous donation raised the funds to accomplish this. In addition to the major upgrades and renovations, a full size elevator was installed beside the entrance making all levels fully accessible.

There are two large halls, upstairs and down, which are used extensively by both church and outside organizations. The various dance groups who rent this space especially appreciate the fine hardwood floor in the Upper Hall. In addition to the Hall, on the upper level there is a large bright kitchen¹ and a washroom. The lower level has a large hall (which serves as a Sunday School room), a kitchenette and a comfortably furnished meeting room, known as the “Wilson Lounge”. The main washrooms are on this level.



Adjacent to the Church sanctuary is the vestry, church office and an accessible entrance and washroom.

At the time when the Church was constructed the tower was left unfinished at the roofline. Over a number of years funds were accumulated in a “Tower Fund” and in 1996 the stone tower was completed. The interior of the Church has recently been re-decorated, and new carpet and flooring installed.

The church basement, occupying the area under the nave and chancel, has a large multi-purpose hall with a kitchenette, a nursery, a library and resource centre, a well equipped choir and practice room, office and storage space, and washrooms. This level is not accessible to those with physical disabilities.



FUTURE CAPITAL NEEDS

There are two immediately identifiable capital needs for the Parish: the heating system for the Church, and the kitchen in the Parish Hall.

The heating system, located in the basement of the Church, is a steam heating boiler unit, originally coal fired, but later changed to oil and subsequently gas. This system is outdated and, although it continues to function, we have been advised that it needs to be replaced.

The kitchen in the Parish Hall, while functional within limits, does not meet the new health, fire or building code requirements for a commercial kitchen. Until the necessary upgrading is done, the events which can take place in the Hall are limited.

Accessibility to the Hall below the Church, and improvement of the ramp leading to the Church are items which are needed, but not as urgent as the two above.

PROPERTY COMMITTEE

The Property Committee oversees the infrastructure of the Parish. This very active and capable group of people meets regularly to review the state of the buildings and equipment, plan for any capital needs, and oversee the regular maintenance. They recommend to the Wardens the rental fees to be charged for the Church, Parish Hall and Terraces, ensuring that the Terrace rents comply with rental legislation.

THE RECTORY

The parish owns a rectory at 1313 Hazeldean Avenue. Constructed in 1952, it is a side-split design on four levels, with four bedrooms, one and a half bathrooms, finished basement and an attached garage. It is well landscaped and is located in a pleasant residential area of single family homes, within walking distance of the Church and the downtown area of Peterborough.

“THE TERRACES”

A unique component of the infrastructure of All Saints’ is the Terraces. These seven row house rental units were purchased in the 1960’s from a parishioner, extensively renovated in the late 1970’s, and are now fully paid for. They have been well maintained with full occupancy, some tenants being parishioners. These three bedroom houses form part of the stock of affordable, well-maintained rental housing in the City while contributing to the operating budget of the Church. In the past one house has been available as accommodation for staff clergy.



COMMUNITY FACILITIES

The City of Peterborough is the largest centre north of Highway 401 in the Trent-Durham area. It is located in the heart of the Kawartha Lakes, along the Trent-Severn Waterway. The official population of the City of Peterborough is presently 74,600. There are five other Anglican churches and one Lutheran church in the City, in addition to many other denominations and religious groups.

The cycle of the seasons brings a variety of activities and events to the area. In the springtime you can find maple syrup festivals, sugar bush tours, and the beginning of an active fishing season in the area. Summers are known for summer theatre, concerts and musical entertainment such as the popular Festival of Lights with concerts every Wednesday and Saturday, followed by a fireworks display. Golfers enjoy more than a dozen courses throughout the region. There is also a Greek Festival, the Peterborough Exhibition, Canada Day Parade with a multicultural celebration in Del Cray Park along the shores of Little Lake, and an Antique & Classic Boat Show. Autumn marks the time for many area fall fairs along with the scenic display of fall colours and the Festival of Trees. With winter comes Snowfest, skating on the canal below the Peterborough Liftlock, and downhill and cross-country skiing. Curling and indoor skating rinks provide additional opportunities for those keen on winter recreation.

There is a rich cultural life in the city. Theatregoers enjoy the 4th Line Theatre, the Peterborough Theatre Guild and the attractions brought into the Showplace Performing Arts Centre. There are a number of art galleries in Peterborough and the area including the Peterborough Art Gallery, Artspace, Whetung Gallery and Gallery on the Lake

and a number of well known private galleries. There is a vibrant community of artists creating work of their own and exhibiting regularly. Music performances are provided by the Peterborough Symphony Orchestra, Kawartha Youth Orchestra, Kawartha Jazz Society, Peterborough Concert Association, Peterborough Singers, Peterborough Folk Festival, Folk Under the Clock, Jazz Festival and Festival of Lights and several choirs. Among numerous museums are the Canadian Canoe Museum, Hutchison House (home to Peterborough's first doctor in 1837), Peterborough Centennial Museum & Archives, Lang Pioneer Village and Trent Valley Archives. These groups offer many opportunities for cultural participation, welcoming both volunteers and amateur performers.

City residents have good access to athletic facilities. The new Peterborough Sport and Wellness Centre was recently named one of the top ten recreational facilities in North America. There is also the Trent University Athletic Complex and a new YMCA is under construction. Sports, and particularly hockey, figure largely in the life of Peterborough. The City is home to the Ontario Hockey League's "Peterborough Petes", and senior and junior provincial lacrosse teams, the "Lakers".

The nearby Kawartha Lakes provide opportunities for kayaking, canoeing, fishing, boating and swimming. Vacationers can choose between many resorts, hotels, inns, B&B's and campgrounds. The City of Peterborough operates a seasonal campsite at Beavermead Park along the shores of Little Lake within the city boundaries. A number of tour boats cruise the Trent-Severn Waterway, which winds through the heart of the city. For those who prefer hiking and biking there are a number of trails, including the Parkway, Trans-Canada, Ganaraska and Rotary Greenway trails. A number of Provincial Parks - Emily, Mark S. Burnham, Petroglyphs, Silent Lake and Kawartha Highlands - are also nearby. Children of all ages

enjoy the Riverview Park and Zoo.

In the Peterborough area, the Kawartha Pine Ridge District School Board has twenty elementary and five secondary schools: the Peterborough Victoria Northumberland Clarington Catholic District School Board has nine elementary and two secondary schools. There is also a langue maternal school - Ecole Monseigneur-Jamot. Private schools in the area include Lakefield College School, Bethany Hills School, Trinity College School (Port Hope), several Montessori schools, Rhema Christian School, Trillium College and Wayside Academy. At the post secondary level, we have Trent University, known as “Canada’s Outstanding Small University”, and Sir Sandford Fleming College, a community college.

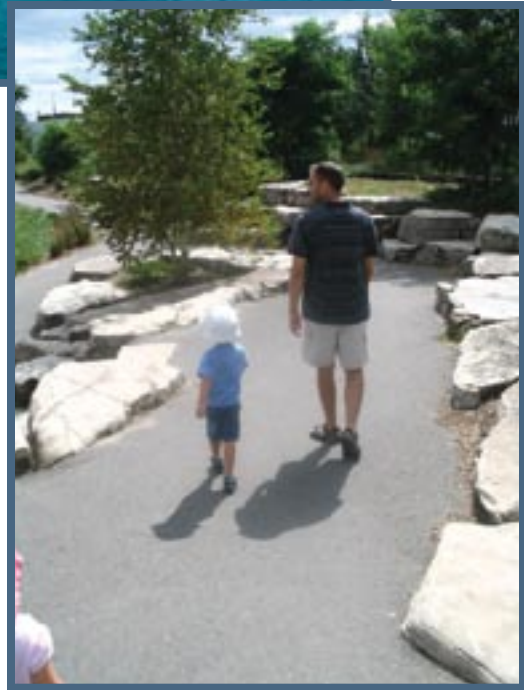
Downtown Peterborough has over two hundred unique shops and services, sixty-five restaurants, and over two hundred professional and community services. The downtown also hosts a number of community events such as the annual BBQ Cook-Off and Craft Beer Show, the Jazz Restaurant Tour and Jazz Festival. In addition to the downtown Peterborough Square, there are two other major shopping malls in the city - Lansdowne Place, and Portage Place. Major retailers and grocery stores are represented, as well as a number of locally owned specialty shops.

A four-lane divided highway connects Peterborough to the Greater Toronto Area, and there is regular bus service to the Lakeshore and Toronto. Peterborough transit offers daily bus service within the city. Toronto International Airport is 140 km from Peterborough, with a choice of direct ground transportation services.

Peterborough is a major provider of health services for the city and surrounding area. The Peterborough Regional Health Centre (PRHC) is replacing its current facilities with a new five hundred bed state-of-the-art facility in 2008.



Centennial Fountain,
Little Lake



The Millenium Walkway

STATISTICS FOR WORSHIP and EDUCATION

ATTENDANCE at WORSHIP SERVICES

In addition to the 8:30 and 10:30 services on Sunday, there are regular mid-week services on Wednesday and Thursday, monthly evensong services and special seasonal services. These services also reflect different kinds of worship.² In the attendance records for these services, there is a slight discrepancy between the statistics from the Diocese and the Vestry Report for the last two years, the Vestry Report indicating slightly higher weekly attendance figures. It should also be noted that there are shut-in communicants who are unable to attend regular services.

The 1991-2001 Census figures show a decrease of 2% in the number of Anglicans in the Trent-Durham Region; in the same period weekly attendance at All Saints' increased from 288 to 335. This decreased to 302 in 2005 but is still in line with the overall percentage decrease in the Region. On the other hand, the Parish statistics for the period 2002-2005 show the Parish membership remaining relatively steady at about 1100 members. The difference between the Parish membership and weekly attendance is noteworthy. It should also be noted that the Parish had 138 funerals in the last three year period. Even factoring in these losses, the overall membership has slightly increased.

The decrease in Easter communicants is significant ("attendance" and "communicants" appear to be the same) – from about 700 until 1998 to 460 in 2005. Many factors can affect this, including the timing of Easter in relation to the school

mid-term break and the return of "snowbirds" from warmer climes. Easter and Christmas, as the major celebrations in the church year, are important in the church life, and are times when family and friends gather together from far and near.³

ATTENDANCE at CHURCH SCHOOL

The number of children attending the Church School has decreased, as the statistics show.⁴ In recognition of the need for more innovative programming and new ideas for youth, a Director of Children's Ministries was hired in January 2006. The Church School is part of this ministry and is currently in a period of transition. Children's ministry is looking forward; support and direction are needed to see that it reaches its full potential.



² See "Worship and Liturgy" p. 19

³ Incumbent's Return Data for last 5 years p. 25

⁴ Incumbent's Return Data for last 5 years p. 25

CONGREGATIONAL DEMOGRAPHICS

Approximate percentage of a normal Sunday congregation in the following age groups;

0-9	10-16	17-25	26-45	46-60	61-75	75+
4%	8%	3%	17%	14%	26%	27%

Approximate percentage of the newcomers to the parish/ministry over the past two years in the following age groups;

0-9	10-16	17-25	26-45	46-60	61-75	75+
2%	0%	3%	45%	45%	3%	2%

Issues these statistics present for the future;

- a potential for growth particularly in the children's and youth ministry
- attracting more teenagers, and university and college students
- developing programs for the 26-45 age group

Based on the 2001 statistics 21% of the local community was over the age of 60. Our Parish statistics indicate that more than 50% of the Parish is over that age. Of the teenage group, 15 to 19 years old, there are very few at All Saints' on a weekly basis, although the Choir has a larger representation of this age group.

Peterborough does not have a large ethnic or immigrant community, visible minorities being only about 3% of the population. All Saints' Parish reflects that. In an analysis of the population by occupation, All Saints' is representative of the community, as we are a congregation of diverse backgrounds.

The Peterborough area is expanding as a retirement community. There are new businesses and professional offices; numbers of faculty and students in the university and college are increasing; and the new Regional Health Centre presently under construction will bring new health services. All of these present us with an opportunity to expand the ministry of All Saints'.

This Parish has supported the vibrant arts community through the Heritage Trust Scholarship program in art and music for students, and in providing performance space for community groups. These present possibilities for attracting more new and younger members to this Parish.

DESIGNATION of the PARISH

Based on the number of people attending worship on an average Sunday during the church year, it is apparent that All Saints' Parish, ministry and congregation falls into the category of "Program Church" (150 to 350 members). This category seems to fit the profile of the All Saints' community.

PARISH FINANCES

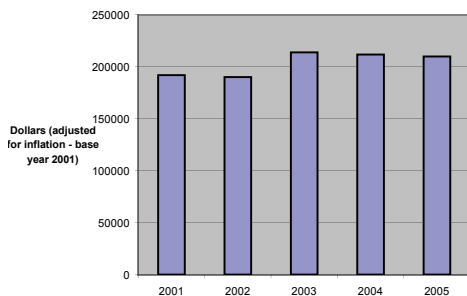
RECEIPTS and EXPENDITURES

All Saints' has maintained a stable financial situation in recent years. This has been possible through the givings of parishioners, the management of available resources and the search for new sources of funds. Parishioners have responded generously to special projects and appeals, while contributing on a regular and on-going basis to operating expenses. They are regularly apprised of the current financial situation, the level of their own givings and the challenges of special projects. This has contributed to a solid financial base for the congregation.⁵

GIVINGS

Figure A shows the envelope givings from parishioners over the last 5 years. In 2003 a committee was formed to provide leadership for the "Room to Grow" stewardship campaign. This campaign was responding to a situation where, over a ten-year period, weekly attendance had grown at a rate that had far exceeded growth in annual revenues.

Figure A - Envelope Givings



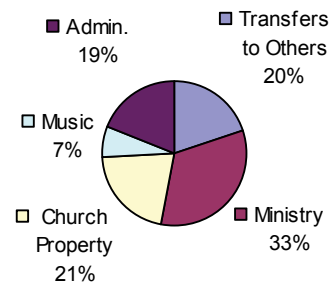
The chart shows that parishioners did respond significantly to this appeal, increasing envelope givings by 12.5%.⁶ The number of people on pre-authorized givings also more than doubled as a result of this campaign.

We have been reminded subsequently that such stewardship campaigns are never a one-time, permanent solution. Givings in 2004 and 2005 have actually decreased about 1% each year, in real terms. We acknowledge that our financial position might be the envy of some parishes, whose situations are much more serious. However, we cannot take for granted the financial resources that support our current ministries.

ALLOCATION of OPERATING BUDGET

Figure B details the breakdown of our current operating budget. It should be noted that this does not represent all of the financial activity in the parish. Heritage Trust funds a significant part of our music programs on an on-going basis, and some parish groups have sufficient financial resources and autonomy to fund projects.

Figure B - Allocation of 2006 Operating Budget



THE HERITAGE TRUST

The Heritage Trust is the means by which All Saints' manages the bequests, memorials and special donations it receives. The committee members

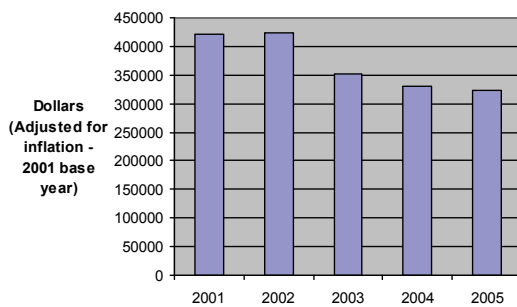
⁵ Incumbent's Return Data for last 5 years p. 25

⁶ All year-to-year comparative figures in this section have been adjusted for inflation in an attempt to provide more meaningful comparisons.

responsible for Heritage Trust are the Rector, Rector's Warden, People's Warden and two parishioners elected for two-year terms at the annual vestry meeting. Heritage Trust holds most of its funds in an investment portfolio, comprised largely of conservative mutual funds. Short-term repayable loans from these investments to the operating fund of All Saints' allow the church to maintain its financial commitments throughout the year, particularly in meeting its allocation to the Diocese on time.

Figure C shows the total cash and investments held by All Saints' at the end of the last five years. The decrease from 2002 to 2003 can largely be attributed to the redecorating of the interior of the church, which was funded through the Heritage Trust. It should be noted that at the beginning of 2006 a large bequest of over \$150,000 was received.

Figure C - Cash and Investments - FMV



The Heritage Trust also looks after the carrying out of instructions for, and dedication of memorial gifts. Such gifts have included; memorial altar hangings as well as a chasuble, cope and stole; benches for the garden area; new signage; candles and prayer books. In 2005 All Saints' became a member of the Compass Rose Society through funds from the Heritage Trust, with the annual contribution to be determined from year to year. The Choral, Brass and Art Scholarships program for young people, community suppers and projects such as support for St. Jude's Cathedral in Iqaluit have all been made possible through Heritage Trust's funding. In the 2006 budget,

Heritage Trust provided the funds to hire a Director of Children's Ministry.

The Heritage Trust encourages planned giving by periodical reports, reminders in the Sunday leaflet, and the example of donors who have given generously.

THE TERRACES

The operating fund of the church is supported by about \$26,000 in annual funding from the net proceeds of the rents on the Terrace row houses, the actual amount being determined annually after the amount required for the Reserve Fund has been set aside. The Reserve Fund is used for on-going maintenance and future repairs to the buildings.

COMMUNICATION with PARISHIONERS

The annual vestry meeting remains the principal means by which financial information is conveyed to members of the congregation. We have also used a newsletter and the annual mailing of donation receipts as opportunities to communicate our financial situation. The regular Parish newsletter Saints' Alive has not been issued for some time.

In summary, our finances are stable and we are "balancing our books". Our parishioners have always given generously to special projects - from the restoration after the fire to the on-going mission of the Church. Groups in All Saints' work continuously and with inspiration to contribute in a material way to the upkeep of the fabric and the outreach of the parish.

highlights of a year in the life of ALL SAINTS'

We celebrate the first Sunday of the liturgical year with the Advent Carol Service. This traditional service of lessons, carols and motets offers a time to reflect on the advent theme of moving from darkness into light. On each of the four Sundays of the season an advent candle is lit by a different parish family who leads in this part of the liturgy. The Christmas celebrations are times of joy and anticipation, especially in the Sunday school. The Christmas Carol Service on the Sunday afternoon before Christmas is less structured than the Advent Carol Service, with readings from the great literature about Christmas and well loved carols. The Christmas Eve Eucharist at 7:00 pm is a family service with the crèche and live animals much anticipated features of the service. At 11:00 pm a full Choral Eucharist celebrates all the glory and joy of remembering Christ's birth. After Christmas, noon-time services are held on the holy days of St. Stephen, St. John the Apostle and the Holy Innocents.

Following Epiphany, the winter activities continue, with the church hockey league, Parish Hall activities, and the great "Pub Chorale" put on by the Choir, an event which is always sold out.

Preparation for Lent begins with the Pancake Supper followed by the solemn devotional services of Ash Wednesday. The ACW is busy making their famous Easter Eggs (they were even featured in Canadian Living), with the Parish Hall becoming the centre for production and sales.



Bible study and Wednesday Parish lunches after the noon day Eucharist help us to focus on the meaning of Lent in our lives. Lenten Quiet Day – a Saturday of meditation, reflection and prayer – is held part way through Lent.



The celebration of Palm Sunday is followed by noon-time Eucharists during Holy Week, concluding with special services on Maundy Thursday, Good Friday and the Easter Vigil. During the season the Choir contributes by presenting special music such as Stainer's "Crucifixion". The Good Friday Services include one designed for the children focused on the Stations of the Cross. Easter is celebrated with joy and thanksgiving as many parishioners help to make the Church beautiful and the services filled with meaning.



After the celebration of Lent and Easter, the spring season brings the return of outdoor activities. The Choir takes a week-end away to sing as special guests at another church. Men's slo-pitch baseball gets under way, and picnics are planned – all offering fellowship and good times together. The Parish barbeque is held on the Church lawn at the end of June, before parishioners start to leave for their summer holidays.



During the summer we have held a Vacation Bible School in the Parish Hall, which has attracted a large number of neighbourhood children, as well as many children from Parish families.

September brings a flurry of activity as church members, Sunday School and our various groups gather again and plan their events for the fall and winter. Harvest Thanksgiving is a beautiful and bountiful time as the Church decorations and services remind us of God's great generosity. The ACW and Quilters' Muffin Party, and the activities of groups in the Parish Hall indicate that we are approaching Advent, calling us to "stir up" and prepare for the coming of Christ.



PROCLAIMING OUR PRESENCE in the COMMUNITY and the BROADER WORLD

OUTREACH

All Saints' has been involved in a number of outreach activities in recent years. These have included:

- providing a monthly dinner during the winter of 2005-2006, which we called a "Community Supper", at no cost for those in need;
- supporting a local Habitat for Humanity build;
- raising money for a "Fill the Stable" program at Christmas time, an initiative led by the Church School;
- collecting and shipping boxes of clothing for a northern Diocese;
- supporting a local gleaning program, an initiative involving the local health unit, farmers, local churches and people in need who "glean" an extra harvest from local fields;
- providing a brown-bag "lunch in the park" to persons in need;
- supporting the local Good Neighbour Care Centre (in place of our former food voucher system).

An Outreach Committee created and organized some of these programs in the past. This Committee recently disbanded.

The community suppers were probably the largest outreach initiative the church has undertaken recently, at least in terms of the number of people-hours involved, and its reliance on the willingness of a few volunteers. An average of seventy people were served at each dinner.

While our parishioners welcome and bring new people into the community of All Saints', we are not a parish which is actively seeking opportunities to evangelize. All Saints' relies to a large degree upon its reputation as an older, established parish, with strong traditions to attract new members. Since weekly newspaper ads provide details about our services, we probably expect that if someone in the Peterborough area wants to experience formal Anglican liturgy and music they will come by and see what we have to offer. We are more likely to characterize and shape our work in the community as outreach than as evangelism.

Persons attending our services for the first time are welcomed and given a bulletin by one of our Sidespersons. Our Sidespeople are a large, well-organized group. In addition to their more typical duties, they also provide transportation to services for those unable to get there on their own.

A newcomer to one of our services can expect to be greeted after the service and asked if he or she would like to join us for coffee in the Parish Hall. He or she is unlikely to receive a "high-pressure" sales-pitch. At the same time, we would like to establish a more deliberate and conscious "welcoming ministry".



AS PART of the SURROUNDING COMMUNITY

All Saints' has held many March break and summertime programs for children. The children who have participated have largely been community children whose families do not regularly attend the Church.

There is an extensive sports program which is led by parishioners, and provides opportunities for about 100 children from the parish and the surrounding community. They participate in the local church hockey league in the winter, and field a slo-pitch team in the summer months.

AS PART of the LARGER ANGLICAN CHURCH

All Saints' has contributed a number of clergy and lay volunteers to area and diocesan boards and committees. A clergy delegate and a lay delegate from the parish attended the last General Synod. In 2005, the parish joined the Compass Rose Society, an organization which supports the ministries of the Anglican Consultative Council and initiatives in many provinces of the worldwide Anglican Communion.

The Church is an active supporter of the Diocesan FaithWorks program. Our campaign takes place in the fall because we have found that this fits better with our own church year cycle.



LEARNING and GROWING as a FAITH COMMUNITY

LEARNING

It is important to parishioners that the homilies delivered at our services inform and challenge them. However, our interest in learning does not stop there.

CHURCH SCHOOL The priority that we place on our church school led us to hire a Director of Children's Ministries in January 2006. The individual we hired resigned her position recently, and we are currently in the process of hiring a replacement. It is important to us that this position be filled, and that creative programs are provided for all ages.



SCHOLARSHIPS Our Choral, Brass and Art Scholarships are directed towards teenagers and young adults, and are funded from the Heritage Trust. The scholarships are awarded for the school year, are open to young people regardless of their faith orientation, and offer both instruction and financial reward at the end of the school year. These scholars receive quality instruction from qualified individuals, most of whom are associated with All Saints' in some way. There is a significant financial commitment



behind these scholarships, which we view as an investment in the lives of these young people. We are also blessed by the talents they bring and by being able to see tangible growth in those talents over time. The Choral Scholars sing as part of the Choir, and as a separate chamber group they have won recognition at the Peterborough Music Festival. Several Scholars have remained with us after their scholarship period; others have gone on to sing in other church and community choirs.

Some of the Choral Scholars have composed service settings and motets for the Choir. Two of our Scholars won auditions for the National Youth Choir in 2006. The Art Scholars have shown their work as they progressed, and in

the past years have created murals depicting biblical events for the hallways in the lower level of the Church. The Brass Scholars perform as part of “All Saints’ Brass” for special services, and as part of regular services on occasion.



Trust, a book of daily meditations. These meditations were written by a number of people, both lay and clergy, who are either parishioners or friends of the parish.

LIBRARY AND RESOURCE CENTRE Our Library is an important ministry of learning in the parish. Our two volunteers, one of whom is a professional librarian, provide resources for learning and enjoyment targeted at all ages. An ongoing display at the back of the church catches people’s eyes with new material, posters and artistic presentations. Regular reading lists are provided for each season of the church year, and for special events. The children’s section is especially well used.



ADULT BIBLE STUDY There is a weekly Rector’s bible study at All Saints’, which focuses on the readings for the coming Sunday, utilizing the *Synthesis CE* study resource. Recent educational opportunities for adults of the congregation have also included a basic course on Christianity and study sessions on forgiveness.



NEW MINISTRY Three seminarians have come from All Saints’ in the last three years. Each one has been nurtured and encouraged in this Parish. We believe this to be a tangible example of the thirst for knowledge about God that exists within our congregation and we have proudly watched these individuals grow in their faith.

During Lent, learning is part of our customary discipline. In each season of Lent it is customary to have a Lenten Quiet Day at All Saints’. These have featured speakers such as Bishop Douglas Blackwell and Bishop Michael Bedford-Jones, as well as Rabbi Jordan Cohen. For the Lenten period just past, the parish prepared and published, through

fellowship

There are a number of groups that seek to deepen the fellowship that exists amongst parish members at All Saints’.

ANGLICAN CHURCH WOMEN Fellowship is just one component of our ACW group. Their annual Easter egg project has grown to incredible proportions, netting over \$10,000 in 2005. This allows them to fund a variety of projects in the parish and well beyond. They also have an important ministry in catering for a variety of events.

QUILTERS The Quilters meet weekly on Thursday throughout the year. A morning Eucharist and a “brown bag” lunch together break their day. The funds raised go to many projects which they assess, and they have responded to special appeals in the Parish. During 2005 they made ten quilts, raising money while enjoying many hours of one another’s company.



FAITH, FELLOWSHIP AND FOOD This is a group for people with a variety of disabilities, their families and friends, which meets regularly to give thanks, share their gifts with one another, enjoy a potluck meal and celebrate through music.

SENIORS’ CLUB Our Seniors’ Club regularly demonstrates that a good meal goes a long way toward building relationships among individuals. They also share the Eucharist several times each year, make trips around the area and enjoy special entertainment. The group continues to grow and now numbers about sixty people.

CHOIR The chief role of the Choir of All Saints’ is to lead the singing of the congregation at its services, and where appropriate, to provide musical enhancement for the liturgy. Our choir has a history of being a group of strong fellowship as well as strong voices. In its rehearsals the Choir offers a friendly and encouraging atmosphere and is often a vehicle for attracting new church people, who add their other talents in parish activities. The Choir’s annual “Pub Chorale” is a unique event that can only



be appreciated by experiencing it. Suffice it to say that it is consistently a source of entertaining stories and skits as well as providing funding for worthy causes. The Choir has also regularly sung services in other churches.

COFFEE TIME Coffee time is an important time of fellowship and the scene of much parish business, as in many other parishes. It follows the 10:30 morning service and takes place in the Upper Parish Hall. In the summer, we put a twist on this by enjoying “Lemonade on the Lawn”.

CARING FOR ONE ANOTHER

Visitation is an important ministry at All Saints', and it has often been the primary ministry of one of the assisting clergy. However, the Rector, Deacons and various laypeople are also active in visiting and taking communion to those who cannot attend regular services.

Our Prayer Chain is a ministry of over twenty people who pray daily for people who are in hospital or are undergoing stress due to illness, personal problems or grief. A weekly letter is made available to the congregation at each service. Their work flows into the prayers of the people each Sunday, linking our weekly worship and daily discipleship.



WORSHIP and LITURGY

on the third Sunday. Children were assigned roles in the liturgy, acting as readers, intercessors and communion ministers. On this Sunday, Choral Evensong was sung at 4:00 in the afternoon.

SERVICES

All Saints' prides itself on the quality of its liturgy and music. A key issue for many Anglican churches in Canada is the choice between the use of the Book of Common Prayer and the Book of Alternative Services in worship. All Saints' dealt with this question, when the Book of Alternative Services first was published, by committing itself to balanced use of both books. This formula has remained in place with general contentment. When the Book of Common Prayer is used, some variation from the original rubrics is made, allowing all our Sunday services to have a common liturgical tone. Eucharist is celebrated at 8:30 am and at 10:30 am on Sunday, except as noted below.

Choral Matins is sung at 10:30 am on the fourth Sunday of each month. When there is a fifth Sunday in a month, the Book of Common Prayer language as adapted in the Book of Alternative Services is used.

In the past year a "KidsMass" was instituted at the 10:30 am service. For a while, it was held monthly

Midweek Eucharist is celebrated on Wednesdays at 12:10 pm and Thursdays at 10:00 am. At times in the past, Morning Prayer has been said daily at 9:00 am.

STYLE OF WORSHIP

All Saints' is neither high-church nor particularly low-church in its liturgical practice. Individuals from a wide range of traditions within the Anglican Church (and other churches) worship together without significant conflict or debate over our style of worship. Our music and the deliberate structure of our liturgy seem to make our parish a comfortable place for those of a more high-church tradition. At the same time, the absence of any peculiarly Anglo-Catholic elements of worship and our willingness to deviate from formal liturgy from time-to-time make those from a low-church background equally at home.

The clearest example of how we don't allow the formalities of our liturgy to go too far is in the 7:00 pm Christmas Eve service. In recent years, a family of sheep has joined the congregation for this service, delighting the children of all ages and contributing authentic bleats at appropriate times.



WORSHIP SPACE

The nave of All Saints' Church is a large, unobstructed space. The reconstruction following the 1983 fire resulted in a relatively open and flexible chancel which remains traditional in general appearance. The chancel space was reconfigured by bringing the large altar forward, and placing it within a few feet of the chancel steps behind which the celebrant stands, facing the congregation. This altar is moveable and can be taken to the back of the chancel, opening up the space in the chancel and making it adaptable for many purposes. Under the west window there is a small traditionally placed altar so that the chancel itself can be used as a small chapel for services, such as the mid-week Eucharist, with the congregation sitting in the choir stalls.

The nave is wheel chair accessible by means of a ramp at the side door. The chancel is not accessible, and the steps leading up to it are steep and difficult for some people to negotiate.

The sound system in the Church is acknowledged to be inadequate. Steps are being taken currently to have this addressed.

MUSIC

All Saints' has a long tradition of musical excellence and choral work, and the Choir has distinguished itself through its singing at home and during many trips to other churches in Canada and abroad. The present Organist and Director of Music is Canon Giles Bryant, the Organist and Master of the Choristers Emeritus of the Cathedral Church of St. James. There are two sub-organists and one assistant choral director all of whom assist the Director of Music. We have hosted many visiting choirs and soloists who have



enriched the liturgical experience at All Saints'. The choral repertoire is firmly centred in the full-width of the Anglican tradition. We offer occasional performances of major choral works, sometimes with the participation of other choirs.

Our principal instrument is a two-manual, tracker-action organ made by Gabriel Kney in 1983. There are two grand pianos in the chancel and upright pianos in both the Choir room and Parish Hall.

Through funding from Heritage Trust, Choral and Brass Scholarships are offered to high school students. Choral scholars are part of our senior Choir, but also sing as a group and members often provide solo contributions to worship, particularly in the summer months. Brass scholars are part of the "All Saints' Brass", under the leadership of one of our parishioners and assist in the Services on special occasions.

Most of the parishioners consider music to be one of the defining elements of All Saints'. As in any situation where there is a flourishing choir, we must strive to achieve a balance between choral offerings and congregational participation.

LITURGICAL PARTICIPANTS

In addition to the Choir, there are a number of other regular participants in the portion of the liturgy that occurs “up-front” in the chancel.

A Chancel Guild of approximately forty members works faithfully behind the scenes to prepare for and clean up after each service. In



addition to this work, the guild receives donations and memorials which supply the flowers, linens, wafers, wine and candles that are used.

Each Sunday service usually includes Servers, Acolytes, Layreaders, Deacons and Priests. Our small group of experienced Acolytes does much to hold the mechanics of the service together and provide leadership, with the clergy, for the Servers. We have both junior and senior Servers, and we have endeavoured to provide the Servers with a program that combines learning and fun with fellowship, activities and occasional trips to other churches and places.

There are currently twenty-three individuals who act as Layreaders. Their duties include reading scripture, administering the cup at communion and serving at the altar at mid-week services. This large group of lay people, who work with the clergy during

services, do much to demonstrate that liturgy is not simply something that is done by the clergy in front of the laity.

A group of Intercessors prepares and offers the Prayers of the People at both the 8:30 and 10:30 Sunday Services. When an Intercessor is not available, this is done by the Deacon on duty.

Following a process of discernment over the last three years, three vocational deacons were ordained at All Saints’ on the Feast of the Visitation of the Blessed Virgin Mary to Elizabeth, May 31st, 2006. We as a parish, and the deacons as individuals, have begun the process of discovering and discerning the actual shape of their ministry amongst us. An important step in this process will occur when a new Rector is appointed and their respective ministries under the leadership of the Rector take shape.



All Saints’ has the resources and the need for more than one full-time priest. However, we do not have the funds to pay two full-time priests. We have been creative in seeking other solutions such as subsidized curacies, part-time or shared assistants and honorary assistants. We are currently enjoying the ministry of the Rev’d. Douglas Woods, who serves as part-time associate on a fixed-term contract. We have also been blessed with the assistance of a number of retired clergy in recent years including the Rev’d. Arthur Bromley, Canon Ronald Davidson, Canon Stanley Haynes, and the Venerable David Peasgood.

WORSHIP TEAM

A worship team, consisting of the Rector, Organist and representatives from the Chancel Guild, Servers, Layreaders, Sidespeople and Church School has been listed in our annual Vestry reports for many years. However, it has neither met as a group nor functioned for some time. In the past it was designed to assist and advise the Rector on worship matters.



MISSION STATEMENT

All Saints' has a mission statement, which first appeared in the 2003 Annual Report. It is:

All Saints' strives to be;

A Worshipping Community	~	Celebrating God
A Compassionate Community	~	Mirroring Christ
A Community of Light	~	Revealing the Spirit

There is a strong and heart-felt desire by many parishioners to examine how we make decisions and set priorities. A well-governed church provides ample opportunities for individual parishioners to receive information and bring forth ideas, while having decision-making processes that are accountable and allow the different components of ministry to be co-ordinated. Our decision-making style in recent years has been centralized and directed.

There is a sense that this statement is strong and positive, but that a statement chosen after a period of broad-based reflection, prayer and consultation might hold more meaning for the Parish as a whole.

There is also some interest in reshaping our Parish Council/Advisory Board. Parishioners are seeking a forum where they can bring forward concerns and receive answers to their questions. There is some thought that we should return to a format where our Parish Council meetings are chaired by one of our Wardens.

Heritage Trust is also commencing a process of examining its structure, practices and priorities, under the leadership of one of our lay people.

All Saints' has a comparatively high level of involvement through lay leadership positions such as Warden and Treasurer. In the governance structure at All Saints', Wardens serve for four years:

- the first year as Junior Deputy Warden. One of the duties of the Junior Deputy Warden in the past was to Chair the Advisory Board meetings, thus becoming familiar with the organizations and their roles;
- the second year as People's Warden;
- the third year as Rector's Warden;
- the fourth year as Senior Deputy Warden.

This system provides continuity, gives more opportunity for service, and has proven very successful. Very few parishioners have served more than one full "wardenship", returning only to fill in for an emergency.

STAFF

In addition to the clergy, All Saints' has the following regular, paid staff positions:

- Director of Music
- Administrative Assistant (28 hours per week)
- Sexton (24 hours per week)
- Director of Children's Ministries

A new administrative assistant has recently been hired to replace her predecessor, who retired after twenty years of service to All Saints'. We are presently hiring a new Director of Children's Ministries.

CHALLENGES FOR THE FUTURE

THE FOLLOWING ARE SOME OF THE IMPORTANT PRIORITIES THAT WE SEE FOR THE FUTURE:

- Striving to be more Christlike within our community, and living that out.
- Providing appropriate educational and recreational programs which are appealing and relevant to each age group.
- Balancing our ministry to people at very different times in their cycle of life so that everyone feels cared for.
- Clarifying the respective interrelated roles of clergy and laity and integrating our Deacons into that equation.
- Renewing our governance models and methods.
- Setting protocols to identify needs and approve initiatives.
- Developing stability following an extraordinary period of staffing changes.

Guided by the Holy Spirit, we look forward to working in partnership with one another and with our new Rector in facing these challenges we see in the future. We believe that our new Rector will need the following qualities in order to lead us into the future;

- Preaching ability
- Liturgical knowledge
- Administrative ability
- Supportive of music
- Interest in educational ministry

We are seeking a priest who shows particular strengths and interest in these areas.

Footnotes 3 , 4 and 5 **Incumbent's Return Data for Last Five Years**

INCOME AND EXPENDITURE;

	2000	2001	2002	2003	2004	2005
Expenditure	419,205	409,848	464,655	554,948	369,313	400,090
Income	389,160	427,210	533,689	454,410	389,292	404,846

RECEIPTS;

Offerings	225,506	231,699	233,447	263,700	269,460	268,085
Appeals	1,696	1,221	6,596	19,170	3,462	11,913
Rental / Other	37,578	20,480	67,448	65,862	52,659	51,417
Memorials	28,772	67,875	0	0	0	0
Endowment	20,000	11,000	0	0	0	0
Easter						
Communicants	649	640	602	528	550	462
Envelope Givers ⁷	382	385	375	368	362	355
Average Attendance	345	335	305	315	275	282
Sunday School	40	29	35	25	39	25

⁷ Does not include givers who direct deposit to personal bank account

