

**St. John's, West Toronto
Anglican Church**

PARISH PROFILE

January 2001

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Dioceses of Toronto

Parish Profile

PARISH PROFILE

1. IDENTIFICATION

Parish Name: St. John's, West Toronto Anglican Church

Street Address (if single point): 288 Humberside Avenue, Toronto, Ontario

Telephone: (416) 763-2393

Facsimile: N/A

Names of Congregations and Street Addresses (if multi-point) Not applicable

2. PARISH BOUNDARIES

Boundaries for the Parish of St John's, West Toronto are as follows:

NORTH Dundas Street

EAST Keele Street

SOUTH Bloor Street

WEST Runnymede Road

3. PARISH BUILDINGS AND PROPERTIES

3A.1. Congregation Name: St. John's West Toronto Anglican Church

Church Building: Street Address or Location: 288 Humberside Avenue Toronto, Ontario
M6P 1K5

Date of Construction: 1923

Date of most recent Building Inspection: April 1998

Description (Architectural styles, construction materials, Worship Area seating capacity, Other rooms and facilities e.g. Vestry, Meeting Rooms, Washrooms, Basement; State of Repair):

St. John's Church, West Toronto was built in 1923 as the third building for a growing congregation. This most recent building was built in a gothic revival style however not

the flamboyant High Victorian Gothic Style we see in the designs of churches 40 to 50 years earlier, but with restrained details which show the influence of the Queen Anne Style and the Arts and Crafts movement. The predominate material is a red rugg brick sitting on a coursed stone foundation. Limited cut stone trim contrasts with the brick: window sills, weatherings, parapet and finial caps. The roof, in a natural slate, is also a prominent feature

The plan is cruciform, with the chancel almost the width of the nave. The nave is not long, and ends in a small balcony located over the narthex. The two transepts have been developed as a chapel and a baptistry. High, plastered sidewalls are punctuated with a matched set of stained glass windows. The dark wood roof structure is carried on exposed heavy timber trusses which add further interest to the room.

Over the years the amount of seating within the room has been reduced. This has permitted the development of a nave altar closer to the worshippers. The high altar has been maintained, but is never used.

The building does not ramble on, as is the case with many churches. There is the main worship area, and a complete basement below it. The basement is multi-use in nature: used during the week by a daycare operation, Alcoholics Anonymous, Scouts Canada and Guiding. Otherwise it is available to the church for Church School and Social activities.

“Our parish does not own a rectory. Our priest, Father Christian Swayne, has been living in the Priory next door which belongs to the Order of the Holy Cross.

Our parish has a Rectory Fund which is sufficient to provide a rectory in the neighbourhood.

3B.2 There are no additional staff residences.”

Location of Church

The Church is located 2 blocks north of Bloor Street West, west of High Park Avenue at Humberside Avenue in an area known as Bloor West Village.

Shopping

Bloor West Village is a neighbourhood that is well served by a variety of small, family owned businesses. The shops on Bloor Street, between Runnymede and Jane Streets include a wide variety of hardware, clothing, jewelry, and food markets.

No Frills grocery stores are located at the east end of the Village as well as Dundas and High Park Avenue, while an IGA, beer and liquor stores are located on Dundas Street within a five minute drive of the church.

Major department stores, easily accessible by public transit, are located within a half hour's ride of the church. Shopping malls are located southwest of the church (Sherway Gardens) and north east of the church (Yorkdale) within a twenty (20) minute car ride.

Public Transit

The area is very well served by public transit . The nearest Subway station is at Bloor and High Park Avenue. The subway system serves downtown Toronto and also travels along one of city's major east-west corridors, Bloor Street, from Etobicoke to Scarborough. The downtown business district (where the Cathedral and the Toronto Diocesan offices are located) is a 30 minute subway ride from Bloor and High Park Avenue.

Other Transportation

The Church is approximately 8km south of Highways 401 and 400 and approx. 5km north of the Queen Elizabeth Way. The church is located 30 minutes southwest of Pearson International Airport and 15 minutes northwest of Toronto's Island Airport.

Schools

Schools are within walking distance of the church.. The closest primary school (JK to Grade 8) is Annette Public School. It is located 1 block north and 2 blocks west of the church and is about a 5 minute walk. Two local high schools are available. Humberside Collegiate is directly across from the church, while Western Technical School is about a 5 minute walk west of the church. No major streets have to be crossed to walk to any of these schools. In addition a public alternative school is located on Keele Street and another at Annette and Dundas Streets.

Cultural Life

Movie theatres are located at Jane and Bloor, a five minute subway ride from High Park and Bloor. The Royal Ontario Museum is a 20 minute subway ride from High Park and Bloor. Live theatre is located, for the most part, in downtown Toronto, also easily accessible by public transit.

Recreation

A 10 minute walk south of the church is High Park. In the spring through the fall, the park is brimming with co-ed soccer leagues and baseball leagues. There is outdoor ice skating in the winter and swimming and tennis in the spring and summer. There are a number of playgrounds within a five minute walk of the church and a number of minor hockey leagues have rinks in the area. There are a number of community centres within a short distance of the church, offering a wide variety of programmes for adults and children.

Libraries

A public library is located within a 15 minute walk of the church at Runnymede and Bloor and the main (research) library is easily accessible by public transit.

4. COMMUNITY DEMOGRAPHICS

Gender split, age, persons per family, family structure

Category		St. John's, West Toronto	Toronto, Ontario
Gender Split	Male	48%	49%
	Female	52%	51%
Age	0-4	6%	7%
	5-19	13%	19%
	20-24	5%	7%
	25-34	24%	18%
	35-44	29%	17%
	45-54	12%	13%
	55-64	7%	9%
	65-74	7%	7%
	>75	6%	4%
	Average age	38.0	35.8
Persons per family		2.8	3.1
Family Structure			
Husband-wife families		80.0%	84.0%
With Children at home		39.0%	30.0%
With No Children at Home		41.0%	54.0%
Lone parent families		20.0%	16.0%
Children per family		1.0	1.3

Rented accommodation versus owned accommodation

Category	St. John's, West Toronto	Toronto, Ontario
Owned dwellings	33.0%	58.0%
Rented dwellings	67.0%	42.0%

Ethnicity

Category	St. John's, West Toronto	Toronto, Ontario
British	51.0%	47.0%
Eastern European	19.0%	6.0%
Southern European	17.0%	19.0%
All Other	13.0%	28.0%

Immigrants

Category	St. John's, West Toronto	Toronto, Ontario
Poland	12.0%	4.0%
Yugoslavia	15.0%	2.0%
Ukraine	15.0%	1.0%
All Other	68.0%	93.0%

Employment Rates

Category	St. John's, West Toronto	Toronto, Ontario
Total Population 15 years and over		
In the labour force	69.0%	67.0%
Employed	62.0%	61.0%
Unemployed	6.0%	6.0%
Total Population 15 – 24 years		
In the labour force	61.0%	59.0%
Employed	52.0%	49.0%
Unemployed	9.0%	10.0%
Total Population 25 years and over		
In the labour force	70.0%	69.0%
Employed	64.0%	64.0%
Unemployed	6.0%	5.0%

Level of Education

Category	St. John's, West Toronto	Toronto, Ontario
Total Population 15 years and over		
Less than grade 9	8.0%	10.0%
Without SSGC	15.0%	20.0%
With SSGC	10.0%	14.0%
With bachelor's degree or higher	34.0%	19.0%

Employment Income

Category	St. John's, West Toronto	Toronto, Ontario
Average Income	\$29,402	\$28,943
Median Income	\$23,937	\$21,957

5. PARISH WORSHIP, EDUCATION AND MISSION STATISTICS

5A. The diocese has provided a graphic print-out of parish and congregational statistics based on the parish's returns over the previous 10 year period. These include worship attendance, Easter attendance, and Church School attendance. Identify and comment on noticeable trends. What issues for the future do these trends raise for you?

Attendance

Addendum A

Youth and Children

5B. What percentage of your normal Sunday congregation would fall into the following age groups?

0-9	10-16	17-25	26-45	46-60	61-75	75+
<u>5-10%</u>	<u>1 - 2%</u>	<u>0 - 1%</u>	<u>20-25%</u>	<u>50-50%</u>	<u>10-12%</u>	<u>5%</u>

5C. What percentage of the newcomers to your parish/ministry over the past 2 years would fall into the following age groups?

0-9	10-16	17-25	26-45	46-60	61-75	75+
<u>20-25%</u>	<u>1 - 5%</u>	<u>1 - 5%</u>	<u>55-60%</u>	<u>10-15%</u>	<u>5-10%</u>	<u>0 - 1%</u>

5D. Which of the following categories does your parish/congregation/ministry fall into - one category only? In determining where your congregation belongs, consider the **number of men, women or children who would attend worship or Church School on an average Sunday during the church year. Include in the count attenders at all the main services.** Multi-point parishes please identify and classify each of your congregations.

☒ Pastoral Church (50-60 members)

6. PARISH FINANCES

6A. The Diocesan office has provided a graph of statistics concerning annual receipts and expenditures over the past 10 years – Addendum B (based on the statistics your parish submitted in its annual returns). Identify and comment on any noticeable trends. Do these trends raise any issues for the future of your parish?

6A. Trends in Receipts and Expenditures

The number of envelope givers has remained roughly constant through the nineties. Average attendance declined gradually from 1988 to 1993, leveling off at around 75. Since 1996 attendance has been increasing slowly. Attendance at Sunday School has declined sharply in recent years, indicating this to be an area of ministry not adequately served by St. John's.

6B. How many newcomers discover the parish's expectations of their commitment of time, talent and treasure for the benefit of the ministry of the Church in this community? List and describe specific instances over the past three years.

Newcomers are, after settling in, invited to participate in one or more of the committees, groups and activities (readers, eucharistic assistants, greeters, etc.) required to support the parish. The response is almost always positive.

General information sessions have been held regarding church finances and membership expectations.

6C. How is the financial situation of the parish or congregation communicated to individual households? How are parishioners specifically invited to respond? How effective have these invitations been over the past 5 years?

The main mechanism is through the annual vestry report and vestry meeting. General comment is normally provided on adequacy of the total level of envelope contributions and this usually includes a recommended total percentage increase, which can be used by givers as a guideline for adjusting their individual contributions. Appeals to individual households have not been practised at St. John's. Tracking of contribution levels on an individual basis has never been done at St John's.

6D. What proportion of the parish operating budget is used for each of the following? Please attach a copy of the previous year's complete financial reports to vestry.

➤ Maintenance of the church building and parish hall	16%
➤ Equipping people for mission and ministry	8%
➤ Ministry to the congregation	50%
➤ The outreach ministry of the parish into the community	2%
➤ Gifts to the ministry of the church beyond the parish – Diocese? National?	24%

The financial situation of the parish is sound with respect to operating expenses.

A big issue exists with respect to capital funds. Approximately \$120,000 was spent in 1995 and 1996 on major repairs to the tower, roof and organ. These expenditures depleted the capital fund. A sustained fundraising drive will be needed for several years to rebuild this fund. Until this is done, the parish is vulnerable to possible large capital expenditures arising from the condition of the ageing building. The Wardens' plan is to initiate a capital fundraising programme to ensure that the church building is tended to, based on the assessment done at the time of the merger.

7. Describe an event in the past year that captures the "character" or personality of your parish/ministry.

The potential merger of St. John's with another church in the neighbourhood, as well as the potential sale of the church building demonstrated the willingness of the parish to be open-minded about its future.

8. Describe the most recent "glorious success" in your parish/ministry (something that had the whole parish/ministry community buzzing). When did it take place? What happened? Who had the idea? Who was responsible for carrying it out?

Celebrating Brother Christian Swayne's ministry at St John's was an event that involved some 100 parishioners. Families came bringing their own culinary gifts. We sang words of praise together, we feasted and we revealed the wealth of lives touched during Christian's time with us. As a community we gave thanks together and sent Christian forward to his next ministry with love and support.

9. Describe the most recent "dismal failure" in your parish/ministry memory (something that had the whole parish/ministry community long-faced). When did it happen. How was it supposed to happen? What did happen? How did it get so bad?

Approximately three years ago, the parish went through a process of assessing its future. This process included investigating options such as: merging with another parish in the neighbourhood in order to strengthen both parishes as well as selling the church building to another denomination and considering an alternative form of ministry.

Both alternatives came very close to fruition. At the "last minute" each of the alternatives failed. The merger failed due to a lack of will on the part of the other neighbourhood parish to see it through. The sale of the church building failed when the purchaser backed out at the last minute.

While neither failure was anyone's "fault", it was very demoralizing. The amount of energy and effort that went into investigating, planning and executing each of the alternatives was draining on both clerical and lay leadership as well as the congregation as a whole.

Please refer to question thirty-seven (37) at the end of this document.

MISSION, LEADERSHIP, GROWTH AND THE FUTURE

10. WHERE WOULD YOU SITUATE YOUR PARISH/MINISTRY ACROSS THE FOLLOWING CONTINUUM?

Our parish/ministry has a confident and clear sense of mission, generally shared and known.

Our parish/ministry is unclear about its mission.



11.

No individual has served in a key parish Leadership post for more than 4 years of the past seven.

Most of those in key leadership posts have served for more than 4 Years of the past seven.

				X		
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12.

The main focus of our key lay leaders' Time and energy is looking after all The details of the parish operations that No one else will do, especially the Physical plant.

The main focus of key lay-leaders' time and energy is helping others understand the vision and ministry of the parish/ministry, and in Finding and enabling others to Maintain the ongoing life of the Parish/ministry.

	X					
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13.

Our parish/ministry is growing.

Our parish/ministry is shrinking.

			X			
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14.

The future of our parish/ministry is in Doubt.

We believe we have a future.

			X			
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1. Please comment on your responses to questions 13 and 14 below.

The most common area of concern for the future is the lack of Christian Education programme, particularly for children and youth.

2. In what ways is your congregation or parish growing or shrinking? In meetings of your Advisory Board/Parish Council and committees, what is the most common area of concern for the future? Why is this so?

See comment above.

WHERE WOULD YOU SITuate YOUR PARISH/MINISTRY ACROSS THE FOLLOWING CONTINUUM?

16.

The parish/ministry buildings are in good repair, and will not require major attention in the next 5 years.

The parish/ministry buildings are in serious disrepair, and will require Major attention in the next 12-18 Months.



17.

The worship space feels and sounds dead even when people are worshipping in it.

The worship space is conducive to energizing worship, singing, music and proclamation.



18.

The worship space could be adapted to both older and newer liturgical styles at relatively small expense.

The worship space is extremely inflexible and would be almost impossible to adapt to a different liturgical style.



19.

People regularly report that they had difficulty finding the church/ministry

The church/ministry is clearly signed throughout the location. neighbourhood/town/local area.



20.

People who are blind or physically disabled would find our church/ministry easy to gain access to.

People who are blind or physically disabled would have great difficulty gaining access to our church/ministry.



21.

There is more than enough parking space in our parking lot.

There is no parking lot and people have to do as best they can.

			X			
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22.

The majority of people involved in our parish/ministry come as part of families.

Our parish is predominantly made up of people who come alone.

			X			
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23.

The leadership and activities of our parish/ministry are totally monocultural (all one racial/cultural background).

Our parish/ministry is extremely multi-cultural and its leadership and activities reflect that all the time.

	X					
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24.

People find that they feel comfortable when they come here, and very rapidly are invited to be part of activities and leadership.

People who come here find that they remain strangers for a long time, and experience it as very difficult to break into the tightly-formed groups who run our parish activities.

		X				
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25.

Our parish/ministry offers a wide variety of liturgical styles and experiences.

Our parish/ministry offers a very narrow range of liturgical styles and experiences.

				X		
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26.

Children are welcome and participate freely in worship.

Children's activities are restricted to the Sunday School.

	X					
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27.

People in our parish/ministry are very comfortable sharing their faith with others.

People in our parish/ministry are not comfortable sharing their faith with others.

					X	
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28. If you wish to comment on any of the above responses, please do so here.

Question 25: With regard to liturgical styles/experiences, St. John's services are exclusively BAS services.

29. Proclaiming

a) What percentage of parishioners want to bring unchurched persons to the church or are actively looking for evangelistic opportunities?

Since our involvement in a joint Alpha course in which our parish has participated alongside churches of other denominations, a small but growing number of parishioners (perhaps 5%) have taken an interest in sharing faith with others and in inviting people who don't currently go to church to parish events, Alpha, and worship. However, in our NCD survey (attached) the quality characteristic "Need-Oriented Evangelism" was our third weakest area. There seems to be an impression among many parishioners that there is something distasteful about evangelism.

b) What teaching materials or programs have parishioners received on evangelism during the year?

None beyond Alpha brochures handed out to pass along to potentially interested people. Our pastor Christian Swayne attended Harold Percy's course on church growth based on the book "Good News People" in which Rev. Percy encourages parishioners to invite people to church. After taking the course Christian preached on this approach, but there was no formal follow up in terms of materials, training, or a program.

c) How many new converts (not transfers) of unchurched people were gathered into your church fellowship last year? How did these people discover you parish or congregation?

We had no adult baptisms during the last year and are not aware of any previously unchurched people joining the parish. At least one person after taking the Alpha course rediscovered faith and increased his attendance at church from very rarely to weekly during the last year, but technically he was not previously "unchurched".

30. Teaching and Nurture – Faith Deepening Activities

Describe the learning opportunities available during the past 3 years.

a) Children – 2 years ago, we had a packaged curriculum. 1 year ago, we had monthly Theme Sundays with video-based programming on other Sundays. This year we do not have a Sunday School program running, but we are hoping to

hire a coordinator for Sunday School and Youth Group.

- b) Adolescents – 2 years ago, we had a Sunday School program for youth. 1 year ago, we had a Youth Group. This year we do not have a Sunday School program for youth or a Youth Group, but we are hoping to hire a coordinator for Sunday School and Youth Group.
- c) Young Adults – nothing specific.
- d) Adults who are active members – We have participated in Logos courses. We have held Home Eucharists in the summer. We have participated in Alpha courses run jointly with neighbourhood churches of other denominations. We have had sporadic bible studies. For two years we have had a small prayer circle and prayer chain.
- e) New Christians – For the past two years we have participated in Alpha courses run jointly with neighbourhood churches of other denominations.
- f) Intergenerationally – 1 year ago we had monthly Theme Sundays in which all ages participated. Also children are always included in parish suppers and social events.
- g) Preparation for Baptism, Holy Communion, and Confirmation – Preparation for Baptism is with the pastor. All are invited to Holy Communion once baptized. We have not had confirmations in the last three years.
- h) Nurture people's sense of connection between faith and daily life – challenging and relevant sermons during Sunday services have frequently been cited by parishioners as helping them make the connection between faith and daily life.
- i) What percentage of the congregation attend these activities – Sunday school programs when running have involved between 10% and 60% of children, varying from week to week. Alpha and other adult activities have involved about 10% of regularly attending members.
- j) Do you see signs that the people in your congregation are deepening and growing in faith? What are the signs?

For some individuals yes, particularly in connection with an Alpha course we have jointly run with other neighbourhood churches of other denominations. But as a congregation the failed merger has sapped enthusiasm with St. Paul's and the failed sale of the building to the Ukrainian Catholic Church. We are struggling to regain energy and momentum and it has adversely affected our morale and spirituality. Do you see signs that people in your congregation slipping in their faith? What are the signs?

Do you see signs that people in your congregation are slipping in their faith? What signs?

The results of our Natural Church Development survey (attached) show we are weakest in Passionate Spirituality, which is a measure of the degree to which

members of the parish live out their faith with commitment, fire and enthusiasm. Parishioners have shown some interest in the Alpha course, but there has been low attendance for prayer circle and bible study.

31. WORSHIP AND LITURGY

a) Normal worship and liturgical patterns of our parish.

As stated earlier, St. Jon's worship centres around use of the BAS. The style of service and music is traditional. See also Question 36.,

b) Have patterns of worship ever been a source of conflict for our parish? How does our parish respond to change in worship?

In the mid 1980's, the style of service moved away from BCP to BAS. In addition, the altar was moved into the nave. The service became considerably more informal. At first many of the long-standing members of the parish found the change very difficult. However, as younger families were attracted to the church (see Question 6) as a result of the change in style of service and a strengthened Christian education programme, many of the concerns subsided. Some long-standing parishioners left the parish when they decide that the changes did not meet their needs.

32. SERVING

a) areas of human need that might be served by our parish (especially local community):

St. John's has a long standing practice of serving the community through its daycare, its support of Alcoholic Anonymous as well as letting Scouting and Guiding the use of the church hall.

In addition, St. John's has developed a ministry to the physically and mentally disabled that allows them and their families to feel at home at St. John's.

b) things listed in a) that are being addressed through church activities. Average time spent per week, per person in the congregation, on these activities.

33. Transforming Unjust Structures in Society

a)

- ☐ Our parish founded a Day Care Centre in our basement 10 years ago that provides care to over 50 children ages 3 months to 5 years.
- ☐ For five years we have run a concert series (most recently called "Concerts with a Cause") that has contributed proceeds to charities such as HAADD and Camphill residences for mentally handicapped adults.
- ☐ For many years our parish has had a special emphasis of including handicapped adults and their families as full participants at worship. Several families with handicapped adults have stated that our parish is the first they have encountered where their whole family felt welcome and encouraged to participate fully.

- ❑ A large fraction of the parish (over 50%) gives regularly to Faith Works.
- ❑ Some parishioners (approx. 5%) give regularly to Stop 103 Food Bank (we have a pick point at the back of the church).
- ❑ Apart from these things the parish has not taken a stand on social justice issues beyond signing petitions from time to time (e.g. petition on 3rd World Debt Elimination), but several parishioners have identified social justice issues as an area in which they wish to invest energy.

b)

- ❑ The community is aware of the Day Care Centre that we founded in our basement although many may not realize we actually founded it and think the Day Care is just a tenant in our building.
- ❑ The community is aware of our "Concerts with a Cause" concert series.
- ❑ Some community groups (e.g. Girl Guides) are aware of our support of Stop 103 Food Bank because they have helped us with additional donations, but the surrounding community is probably not aware of this support.
- ❑ The surrounding community is probably not aware of our active inclusion of handicapped adults in worship or our support of Faith Works through donations.

34. Ecumenism

Describe events:

- ❑ Joint Logos Courses with other Anglican parishes.
- ❑ Two years of joint Alpha Courses with Runnymede United Church and Runnymede Baptist Church.

CHANGES, DISCOVERIES AND LEARNINGS

CHANGE, DISCOVERIES AND LEARNINGS

35. What is the most important change that is needed in the next two years in your parish / ministry? What steps have been taken in the direction of that change?

The most important change that is needed is revitalization of the parish. After the failed merger with St. Paul's and the failed sale of our building to the Ukrainian Catholic Church our financial and human resources are tenuous. We desperately need to revitalize in terms of gaining a critical mass of parishioners and energy to be an authentic expression of the gospel and respond to the call of the gospel in our community. If this revitalization does not take place in the next few years realistically we must look at an orderly wrap up of the parish.

The steps we have taken to respond to this reality are as follows. First we worked on a business plan that looked critically at our financial position and identified the need and means to fund additional staff to coordinate initiatives particularly in the area of children, youth and young families.

Second we took a Natural Church Development (NCD) professional survey to measure the health of our parish and learn what things are limiting our ability to grow. NCD allowed us to measure ourselves objectively against data from well over 1000 churches of every different denomination, size and culture to find out our strengths and weaknesses. (See the attached description of Natural Church Development and the results of our survey.) The survey identified our two

weakest areas, Passionate Spirituality and Loving Relationships and this has allowed us to focus our attention specifically on strengthening these weaknesses.

After the churchwardens and our pastor Christian Swayne discussed and reflected on the NCD results they were presented to a meeting of the congregation. During this meeting we engaged in a brainstorming and consensus-building exercise in which all could participate. This led to the attached list of initiatives.

We are now at the point of picking up various of these initiatives, planning how to work on them, and getting going on them. We are looking to our interim pastor and new incumbent to help us with this work! Further, we intend to take another NCD survey in about a year's time to see if what we are doing is working. If there are different minimum factors identified at that time we will turn our attention to these.

One example of planning that is happening as a result of initiatives identified in the areas of Evolving Liturgy and Dynamic Youth Ministry is as follows. We recognize that we do not have the critical mass necessary to run or populate a full Sunday School program, so instead we are keenly investigating ways to make our worship services child and youth engaging. Right now we pride ourselves on being very tolerant of children – nursing mothers are welcome, children wandering around or playing in the aisles or back of the church are happily tolerated – but we recognize that being tolerant is very different from actively engaging and involving young people in worship. We recognize that today our music and order of service are not very child or youth-friendly. We are reading books like John Westerhoff's "Will Our Children Have Faith?" and Caroline Fairless's "Children in Worship, Congregation's in Bloom". We are also investigating case histories of other North American parishes that have successfully integrated young people into worship. As a result we are considering changes to music and order of service.

36. What are the major sources of tension or conflict in the life of your parish community? What is being done to acknowledge these and allow them to become a source of growth and new energy?

There is tension between people who are like traditional organ music, traditional hymns, and traditional liturgies, and people who want to see change and more variety in instruments, worship songs, and order of service. Our interim pastor is acknowledging these tensions and he is working to widen the group that plans and makes decisions about liturgies. In particular he is bringing child and youth advocates into the circle of decision-making.

36. What's the most important thing your parish/ministry has learned over the past 2 years about its life together? How have you applied what you learn to creating a different future?

The most important thing that we have learned over the last two years is:

In the last two years, the most important thing we have learned is about the willingness of the congregation at St. John's to accept change. We are a resilient lot and have learned a great deal about what we can accomplish (and do well) with our limited resources.

The letter outlined below was received from a parishioner at St. John's. It summarizes the character of our congregation very well.

Welcoming at St. John's
By: Nancy Woronko

When I was asked by Bruce Alton to write a passage on how all families are welcomed at St. John's, I was delighted at the request. For our family and indeed other families from our parish that I have had the privilege to talk to, St. John's stands out in our community as the finest example of opening its doors to people - all people who want to come and be in the presence of God.

I go back in time four years ago when Sundays were quite different for my son and me. We were without church. Although our Sundays were pleasantly engaged with going out for breakfast, swimming, or hiking on the trails of the Humber River, there was something significantly missing in our lives. We had no place to go to express our faith. There was a real void in our lives; a deep sense of longing for a church home where we could go and be with God.

I was very fortunate at that time to be working at the United Church of Canada, head office. It was always a pleasure to chat with my fellow colleagues, and in particular one afternoon to a fine gentleman by the name of Roland Kawano. I distinctly remember our conversation that day. He was asking me where I worshipped. And I told him straight that I didn't worship - I was without a church home. Our previous church as decent as it was seemed to stifle people's uniqueness; there didn't seem to be a genuine understanding and acceptance of people just as they are. God's children. And anyway, it was such a large church with such a large congregation. People were squished together with not much room to breathe. And the dress - well one would have to really think on it the night before to prepare for one's appearance the following morning in church. It was too difficult to go there.

Roland looked at me with that gleam in his eye and said with such excitement. I know who you must call. You must call Father Christian Swayne. Tell him your story and he will listen. And for me, that day was an awakening of a dream. A dream to be able to go to church.

With great anticipation, that evening, I placed the call. Father Christian answered the phone and responded to all of my questions. "How large is the church?" I asked - "how many people go there?" Father Christian replied that it was a small parish with over 50 people. Well that was reassuring. "And what do they wear", I asked? "Do you have to wear a tie?" And then he said that there was no tie required, that the dress was casual, people often wore shorts in the summer. People wore shorts in the summer? I envisioned it in my mind. It sounded too good to be true. And then he told me that members of the parish got involved in whatever area they wanted to contribute. His words were reassuring, his voice calm, collected. He welcomed my son and I to join the service on Sunday and gave instructions on how to get there.

My son Jim and I hadn't been to church in such a long time. I was nervous our first Sunday as we took the steps up to the door, Jim arriving well ahead of me. We walked in. And I will always remember that first day. We were greeted by Evelyn Butler. Her smile and welcoming words dispelled any fears that I had. She took the time to make us feel at home. There was no pressure put on us to return the following Sunday. She just was glad that we were in the House of the Lord.

Jim settled into the pew that day. There was a peacefulness about the place. There was room to move about, stretch if we wanted to. No-one was looking at us with that funny, "why are you doing that" look. Acceptance. Pure acceptance. And from that acceptance, we came to a place of comfort and peace that reached the very depths of our souls. Jim and I could relax in prayer, thanksgiving and fellowship. This church allowed us the ultimate freedom to be with God. To lose ourselves to the Lord. To let go of the worries of the day. To find joy in song. I felt a confidence that first day at St. John's; anything could happen and the church service would go on. That this parish seemed to bless imperfection. And not only that, I imagined, if something were to happen that required assistance, willing support would be there. A breath of fresh air - the total freedom to be who we are. And to be valued for who we are.

We came back the following Sunday, and it was then that Jim turned to me and said. "Yes, I want this to be home. I want this church in my life." He decided very quickly that this was a place of sanctuary. Intuitively he knew he was safe at St. John's. That he was welcomed for being Jim.

Four years have passed since our first hesitant steps up to the doors of St. John's. And what has evolved in those four years? Joy. Pure joy in fellowship with such wonderful people. Caring people who truly understand that we all are valued for who we are. There is no pretense here. There is no negativity here. What there is stems from a fundamental belief that we are all children of God, children who stumble, who hurt, who are in pain. We are all a vulnerable people. Our expressions of pain and joy are quite unique in how they are expressed. Some of our expressions are openly received and validated. Some are kept more private. But there is recognition and complete understanding by our parish people that we all need loving words of kindness, gentleness, and understanding so that we can live and breathe freely. To bring to God's table our unique and special gifts. To celebrate.

I see the recognition of our valued gifts at St. John's with such purpose. Our parish lives it, we do it. I see the wonderful "sharing of valued roles at our parish." I see Peter walking humbly and with strength of purpose to bring the communion bread to God's table. I see Jim walking proudly to the podium to read scripture lessons. God's messengers. People in our parish who are respected for who they are. All members who are working together in the communion of God's love.

I see mamas nursing their babies; children walking freely and playing. I see the youth of our parish taking leadership roles and being encouraged to do so. I see people of passion giving so freely of their time, their energy, their wonderful skills in the pursuit of a life of real meaning and purpose for our parish. I see the finest support by our parish leaders to recognize all members for their excellent contributions. It is with immense gratitude that I celebrate them as they have carved a message in stone that all children of God belong. Our parish and its members live and breathe the scripture reading when Jesus calls the children to him. "Let the little children come to me and do not hinder them, for the kingdom of God belongs to such as these. And he took the children in his arms, put his hands on them and blessed them." Our church leaders have encouraged and strengthened our belief that all of God's children are warmly welcomed, accepted and blessed. All of God's children have the opportunity to give in humble service to the spiritual growth of our parish and of our community.

And I see a greater purpose of our parish in reaching out to the community, where we are indeed, "community builders." The strength and love from our parish has extended outwards to people from all walks of life; that we may invite people from our community to come together in the joyful celebration of song, and music and festive gatherings. Gatherings that call us back to the greater community to help and support others who are less fortunate. And in our living together for the greater good, we ask of our Lord:

"With what shall I come before the Lord and bow down before the exalted God?" And with clarity the response comes from the passage of Micah, "He has showed you, O man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God." We at St. John's act justly, love mercy and walk humbly with our God. We embrace the colourful depths of diversity.

And finally, every Sunday, we sing with great joy in the celebration of birthdays and anniversaries at St. John's. I distinctly remember the first time that my son walked to the front of the church in celebration of his birthday. Father Christian smiled, put his hand gently on Jim's head, and said the words: "Look with mercy oh Lord on your son as his years increase, bless all of his endeavours, keep him from all harm, and bring him to those good things which you have prepared for him from the beginning of creation." Tears were rolling down my face. Tears of joy as I knew that we were loved at St. John's. People cared. We were no longer isolated. We were bonded together with others in life and living. We were all accepted and blessed. And as I wiped my tears away, we all sang together.

"We're happy God made you our friend,
In Christ may our love never end,
May God richly bless you
the spirit possess you,
And Joy abound without end."

Bless us all.

I am grateful to all parishioners at St. John's who have made our church life so meaningful. In particular, I would especially like to thank Georgia Helleiner and Betty Marmura, whose words of wisdom were of great support and inspired me to write our story.

About the Natural Church Development Survey at St. John's

Marion Karasiuk, May 21, 2000

A few years ago a group of researchers in Germany undertook to study over 1000 Christian congregations in over 32 countries – they included congregations of all denominations, cultures and sizes, growing & declining congregations, and state-supported as well as state-persecuted congregations.

The purpose of the research was to uncover universal principles of church health and growth – principles unaffected by denominational, cultural or size bias.

The fruit of this work has been a set of principles called Natural Church Development and a technique to objectively measure the health and growth potential of a congregation.

In short, Natural Church Development provides a way to “take the temperature” of a church. This is done with a professional survey taken within a congregation. The survey responses are analysed using the extensive database of responses collected from the now well over 1000 congregations worldwide.

Rather than viewing a congregation as an organization, Natural Church Development views a congregation as a living organism that will grow and flourish provided it is sufficiently healthy. Health is expressed in terms of 8 quality characteristics, all of which must exceed a certain minimum in a growing church.

The names of the 8 quality characteristics are: Empowering Leadership, Gift-Oriented Ministry, Passionate Spirituality, Functional Structures, Inspiring Worship Service, Holistic Small Groups, Need-Oriented Evangelism and Loving Relationships.

The results of a survey are numerical ratings for each of the quality characteristics that identify the strengths and weaknesses in a congregation's health from an objective point of view.

I am telling you all this because your wardens and rector have decided to do one of these surveys. The way it works is that the rector is required to select 30 members of the congregation that match a certain profile and are willing to fill out a survey. The 30 are selected according to this profile to ensure that an “apples to apples” comparison is possible with the collection of responses in the Natural Church Development database.

The use of 30 people does not mean that only the opinions of the 30 people matter in the congregation – far from it. All members of the congregation are important to and can influence the health of the congregation. Rather, it has been shown that using the Natural Church Development survey only 30 people are needed to measure the current health of a congregation – 30 are used even for congregations much bigger than our own.

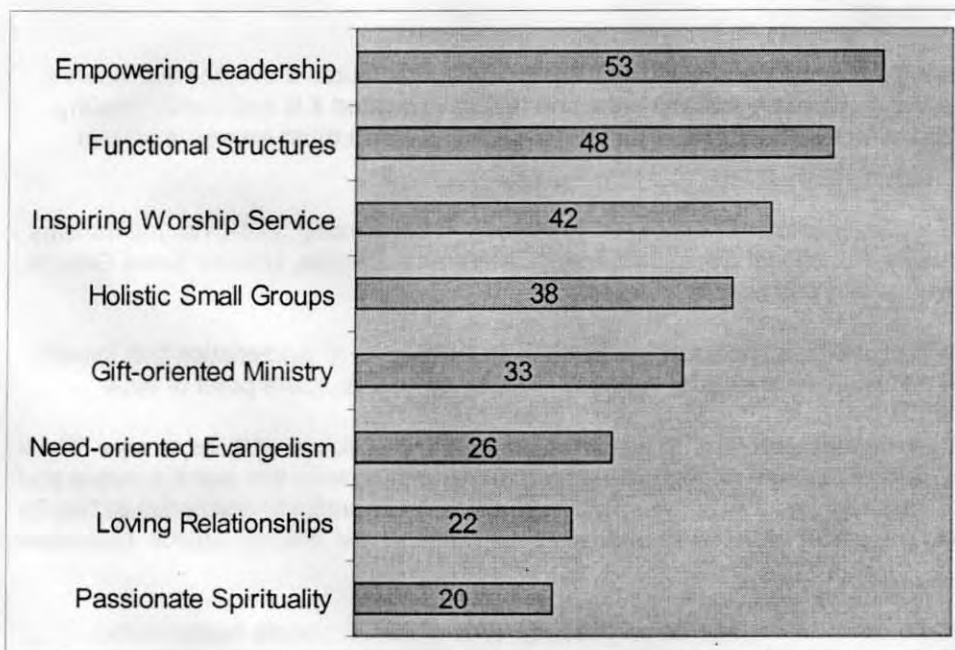
After this measurement of health is taken, the creativity and energy of everyone in the congregation is needed to decide what to do next. This is all to say that if you are not selected to fill out a survey this time around, please stay tuned because once we have the results we will need your help to chart a path forward.

For the 30 people who have been asked to fill out a survey this will take place May 28 - 31. For questions or more information about Natural Church Development see any Warden (Sheila Crummey, Fred Addis, Anthony Ruta, Marion Karasiuk) or Christian Swayne.

To: Rector and Wardens of St. John's, West Toronto
(Christian Swayne, Fred Addis, Sheila Crummey, Anthony Ruta)
From: Marion Karasiuk
Date: June 25, 2000

Re: NCD Summary of Results

On Thursday, June 22 Christian and I spoke with Lorraine Baergen, a coach for Natural Church Development at the International Centre for Leadership and Evangelism in BC. Lorraine faxed us the numerical results shown in the graph below. She talked to us about these results, about the package she is sending, and about the next steps for responding to these results.



The values on the above graph are not percentages but rather points on a bell curve centred on 50 with a standard deviation of 15. This means 70% of churches surveyed worldwide fall between 35 and 65 on any given characteristic, 15% are over 65 and 15% are under 35.

The following notes on each quality characteristic were summarized from the discussion with Lorraine and the booklet "ABC's of Natural Church Development". The quality characteristics are listed from our strongest to our weakest so we can first celebrate our strengths – celebrate what God is already doing in our church – and then move in to our weak areas where we need to consider how to use our strengths to work on these weak areas.

Empowering Leadership (53)

This is a measure not of the level of empowerment of the leader but rather the degree to which the leader empowers lay people to fulfil God's purpose for them in the

congregation. Good performance here means the leader works to equip, support, motivate and mentor individuals to become what God wants them to be. Poor performance can result when the leader is or is expected to be a "super star"; a brilliant visionary who subordinates lay helpers to his vision rather than encouraging lay people to develop greater levels of empowerment in accordance with God's plan for them.

Functional Structures (48)

This is a measure of whether our organization and structures fulfil their purpose or not. Good performance here means our values shine through to people who come into contact with our parish. Poor performance results when a congregation is stuck in a traditionalistic rut that doesn't allow for continual re-examination and renewal of organization and structures.

Inspiring Worship Service (42)

This is not a measure of exactly what you do in a worship service, but rather a measure of whether those who attend are inspired and leave with a sense that they have encountered God in worship. Good performance here reflects an atmosphere of joy, enthusiasm, and fun in the service. It is not a product of style; it can be achieved with many different types of music, instruments, liturgy, and language provided they work for the congregation. Poor performance results when worship is a "performance" in which the congregation does not fully participate. Poor performance can also result when many in the congregation feel that going to church is a duty and it isn't really supposed to be fun.

Holistic Small Groups (38)

This is a measure of the degree to which members of the congregation feel listened to, cared for, and supported within the parish. Good performance here comes when many members of the congregation are integrated into small groups within the parish where they can find help and support in living their faith, particularly at transition points in their lives. Just having small groups is not enough. Poor performance can result if groups are artificially imposed and/or not supportive.

Gift-oriented Ministry (33)

This is a measure of the degree to which lay people know their spiritual gifts and are using them in a ministry within the parish. Good performance here comes when lay people are helped to identify their gifts and match them to an appropriate ministry. Not only is this good for the congregation as a whole, but also individuals who are working in their area of giftedness experience much more joy in living the Christian life. Poor performance results from "guilt-oriented recruitment" and the "warm body" approach to staffing ministries. We are all familiar with the problem that everyone is very busy, but if a person's gifts can be identified and matched to an appropriate ministry the resulting fulfilment that is possible for that person can open up new opportunities to involve them more closely in the parish.

Need-oriented Evangelism (26)

This is a measure of the degree to which a congregation is outward looking and effective in sharing the gospel in the context of relationships to the surrounding community and meeting the needs of that surrounding community. It has been empirically shown that about 10% of Christians have the gift of evangelism. Good performance here comes when the people in the congregation with this gift are identified and freed up to participate in ministry where they can use their gift. Poor performance results when

either a congregation neglects evangelism or conversely emphasizes a "hit people over the head" or a manipulative approach to evangelism.

Loving Relationships (22)

This is a measure of the cohesiveness of a congregation. Good performance is measured here when people of the congregation are involved in each others' lives; when they like being with each other both inside and outside of church events; when people take time to notice what others are doing in the church and thank them and compliment them; when there is much laughter in the church. Poor performance can indicate the presence of unresolved conflict or trauma in the life of the parish and a need for healing. It can also indicate that the busyness of people's lives coupled with low Gift-oriented Ministry and low Passionate Spirituality has resulted in people drifting apart.

Passionate Spirituality (20)

This is a measure of the degree to which people of the congregation live out their faith with commitment, fire and enthusiasm. The issue is not style of spirituality but attitude. Charismatic spirituality is *not* a prerequisite for church health, but passion for developing and growing in a personal relationship with Jesus Christ is. Good performance comes when there is a focus on communication with God through personal and communal prayer, scripture reading and worship. Poor performance can result from "intellectualizing" rather than experiencing faith. Both the head and the heart need to be involved.

Trends and Other Comments

- Passionate Spirituality is the most common minimum factor in Canadian churches; it is the minimum factor in 25% of the over 300 Canadian churches surveyed to date.
- The second most common minimum factor is Holistic Small Groups; it is a minimum factor in 18% of these churches.
- Empowering Leadership and Functional Structures tend to run together.
- Passionate Spirituality and Loving Relationships tend to run together.

Package We Will Receive

Lorraine is sending us a package that will include the following:

- Covering Letter
- Customized Report
- Implementation Guide with these sections:
 1. Introduction to Natural Church Development
 2. Ten Steps to Implementing Natural Church Development
 3. What to do if Your Minimum Factor is ... (all eight possibilities)
 4. Understanding and Applying the Biotic Principles
 5. Frequently Asked Questions
 6. Appendix on Scientific Background

Note: We will not receive the detailed results of our survey question by question except where we specifically request it. It is not the policy to do this because it can lead to goal setting based too closely on the questions themselves rather than upon the principles behind the quality characteristics.

Next Steps

Lorraine described three phases:

- I. Reflection and Communication
- II. Development and Implementation of a Ministry Plan
- III. Re-measurement.

The following description of the phases summarizes what Lorraine said and then at the end I comment on specifics of our situation that Christian and I discussed after our talk with Lorraine.

Phase I: Reflection and Communication

Lorraine recommended that reflection on and communication of the NCD survey results proceed as follows:

- **Personal Reflection** – Christian is encouraged to take time to reflect on the results, celebrate what God has been doing in the parish, and consider where God is leading the congregation. He is encouraged to read sections 1, 2, 5 and the Appendix on Scientific Measurement in the Implementation Guide. Then he is encouraged to begin developing goals to be worked on in anticipation of re-measurement in a year's time or so. This can be done in the context of "writing the last chapter" of a book on Natural Church Development at St. John's. Christian will need prayer support.
- **Communication to the Board (Wardens)** – The results are to be communicated to the Wardens and the Wardens are to do the same reading as Christian. Then the Wardens and Christian need to work together on the goals and "writing the last chapter".
- **Communication to the Leadership** – Next the results are to be communicated to the leadership of the congregation including everyone who filled out the survey. Teaching from the readings mentioned is to be presented and the vision/goals developed between Christian and the Wardens is to be shared. The leadership is encouraged to give input.
- **Communication to the Congregation** – Last the results are to be communicated to the whole congregation together with selected teaching and sharing of the vision/goals.

Phase II: Development and Implementation of a Ministry Plan

A planning team is to be convened with participants from across the congregation. Team members read or are taught section 3 and 4 of the Implementation Guide. Then they are ready for another coaching session with Lorraine who will help kick off the planning work.

Phase III: Re-measurement

We should plan on another survey to measure our progress in about a year's time.

Christian's Retirement and the New Rector

The fact that Christian is retiring on November 30 and that the process of replacing him has started adds some complications to the process Lorraine outlined in the three phases. However, Lorraine maintained that Christian is still in a good position to start some important initiatives because he has both the knowledge and trust of the congregation. For a new rector there would likely be a six-month period before he/she feels comfortable starting new initiatives. Nevertheless it will be important for the Wardens to work closely with Christian so as to be able to carry on the initiatives begun under Christian's leadership, and it will be important to involve the new rector as soon as possible so he/she can understand and (hopefully) buy in to the goals and vision.

Retreat

To this end Christian and I agreed that we should arrange a retreat for the Wardens as soon as possible this summer during which we will discuss the results, read the sections of the Implementation Guide, and work on the goals and vision.

Work on Minimum Factors First

Passionate Spirituality

PERSONAL DEVOTION

- ☐ Pray/Meditate Daily
- ☐ Daily Prayer
- ☐ Daily Prayers and Bible Reading

SMALL FAITH GROUPS

- ☐ Group Learning and Reflection on Our Faith
- ☐ Small Group Spiritual Meetings
- ☐ Small Study Groups
- ☐ Define Spirituality
- ☐ Revitalize and Publicize the Prayer Chain
- ☐ Prayer Chains
- ☐ Prayer Chain (make more aware)

EVOLVING LITURGY

- ☐ Involvement in Worship (planning, renewal, creative involvement of children)
- ☐ More Flexibility in Service (e.g. different types of music)
- ☐ Structured Learning During Worship Service
- ☐ Instructional Services on Sunday

Loving Relationships

SUPPORTIVE FELLOWSHIP

- ☐ More Opportunities for Fellowship (Widely communicated)
- ☐ Have More Church Events
- ☐ Social Groups
- ☐ Spend More time Getting to Know one Another
- ☐ Invite Someone to Dinner
- ☐ Get to Know One Another on a Variety of Levels (e.g. home visits, social events, work projects)
- ☐ Relationships (group discussions, use prayer chain often, help for needy, be there for fellow parishioners, give thanks always)

NUTURING COMMUNITY

- ☐ Identify Members Needs
- ☐ Provide Support to Members as Required
- ☐ Pastoral Care
- ☐ Share Concerns
- ☐ Tolerance of Different Levels of Spirituality
- ☐ Pastoral Visits (doesn't have to be a pastor)

INTERPERSONAL COMMUNICATION AND FOLLOW UP

- ☐ Intentional Personal Communication (time for discussion, use Sunday to profile individual involvement and concerns either in service or informally. Communication profiles in bulletin or news letter)
- ☐ Bulletin Board Record Suggestions and Actions Taken.
- ☐ Check in With People On a regular basis. Informal before Service
- ☐ Telephone Chain
- ☐ Phone Tree

JOYFUL CELEBRATION

- ☐ Spirituality: Eliminate guilt
- ☐ Celebrate Existing Ministries
- ☐ Celebrate Congregation Stories of Loving Relationships
- ☐ Focus on Positive Future. Don't Look Back!

Synergize Work in the Following Important Areas with Work on Minimum Factors

INVOLVING NEWCOMERS

- ☐ Team Members to Introduce Newcomers
- ☐ Ministry to Welcome and Involve Newcomers
- ☐ Team to Meet and Greet Newcomers
- ☐ Newcomers Invitations (handout re: needs and opportunities)
- ☐ Sponsor/Friendship of Newcomers
- ☐ Invite Someone to Church

SUPPORTING SOCIAL JUSTICE

- ☐ Concrete Commitment to a Social Justice Project
- ☐ Committees- Social Justice issues
- ☐ Profile Justice and Outreach (e.g. Stop 103 information available at back of church)

ENABLING GIFT ORIENTATED MINISTRY

- ☐ Identify Members' Strengths
- ☐ Identify Gifts / Talents within Congregation
- ☐ Identifying Calling on gifts for group leaders of activities
- ☐ Encourage without pressure gifts/service

APPENDIX A

October 2, 2000

Welcome to a new season at St. John's Church, West Toronto. As Thanksgiving approaches, there are a lot of things happening and a lot for us to be thankful for. We encourage you to spread the news about our community and its activities and to participate in whatever way you can.



Survey Says ...

(Meeting to Present and Discuss Natural Church Development Survey Results)

On **Sunday, October 15** there will be **ONLY ONE** service at **9:30 AM**. During the sermon parishioner Jerry Helleiner will be speaking from his wealth of knowledge on Third World debt elimination. Immediately following the service everyone in the parish is requested to join the Wardens for a meeting to present, discuss, and form actions in response to the results of the Natural Church Development survey taken before the summer. This meeting will go from **10:30 AM** to **2:00 PM** with lunch, refreshments and childcare provided. Facilitators will be on hand for crucial group discussions and brainstorming.

In preparation for the October 15 meeting Father Christian has been preaching some sermons on the background of Natural Church Development. These sermons are posted on the parish web site (www.toronto.anglican.ca/parish/stjohns/) or you can pick up a copy at the back of the church. You can find out more about the survey in the booklet entitled "The ABC's of Natural Church Development". You may pick up one of these booklets at the back of the church, read it, and return it for others to read. For more information contact any Warden.

Your attendance at this meeting is VERY important. Please indicate your intention to attend by putting a check beside your name posted at the back of the church or by calling the church secretary, Lynda Ward (763-2393). Please also indicate whether you need childcare and for what ages of children.

Wardens: Sheila Crummey 762-9224 sheila.crummey@ca.eyi.com
Anthony Ruta 763-2876 on.course@sympatico.ca
Marion Karasiuk 604-1591 mkarasiuk@home.com
Ian Bradley 767-5651 ian.f.bradley@hydro.on.ca

Seek and You Will Find ... a New Rector

At the Special Vestry meeting at Homecoming (Sept 10) the committee who will work with Bishop Findlay to select the next rector of St. John's Church, West Toronto was appointed and consists of: Sheila Crummey, Anthony Ruta, Marion Karasiuk, Ian Bradley, Evelyn Butler and Cy Weston. The process of selecting the next rector is expected to take until approximately Easter, 2001. In the meantime, Bishop Findlay will appoint an interim rector and this will be announced by the selection committee sometime before Father Christian's departure on November 30.

The first step for the selection committee is to prepare a Parish Profile and this will require input from the rest of the parish. This input will be garnered from three sources. First, we will use the results from the Natural Church Development survey. Second, we will ask all willing parishioners to fill out another survey geared specifically to items on the Parish Profile template. Third, we will use information from the group discussions held during the Natural Church Development meeting (October 15). The next scheduled meeting between the selection committee and Bishop Findlay is on October 18.

Crawlers, Toddlers and Preschoolers Welcome at St. John's Nursery

Nursery care is now available during the 10:30 a.m. service every Sunday. Care is provided by Barbara Tuffaha, a mature caregiver with many years of experience at various childcare centres. Crawlers, toddlers and preschoolers are welcome to come to the Nursery Room, downstairs in the church basement, between 10:15 AM and 12:15 Noon on Sundays. By special agreement with the Early Enrichment Day Care all facilities in the room are available for use except the cribs and crib area. We will also try to arrange for a youth or adult from the parish to come down during the sermon and read a children's Bible story to interested children in the Nursery. (Please let Marion Karasiuk (604-1591, mkarasiuk@home.com) or Andrea Rutty (769-7948, arutty@connection.com) know if you are interested in reading to the children - age appropriate books will be provided.

The Nursery is intended to make it easier for young families to attend and participate fully in the service. The Wardens have decided to fund the position of the prime caregiver, but any additional offering that anyone in the parish would like to make to support this initiative for young families is encouraged and can be made to the collection plate. For more information on St. John's Nursery, contact Marion Karasiuk.



Forum on Christian Education and Youth Programming

Given the importance of the children and youth of our parish and the need for programs to meet their spiritual needs, a forum to discuss Christian Education is being planned for **October 22 (date and time to be confirmed)**.

A facilitator will be provided and parents with children of all ages are strongly urged to attend. If you would like to volunteer to help with this forum or would like more information, please contact Marion Karasiuk 604-1591, mkarasiuk@home.com) or Andrea Rutty (769-7948, arutty@connection.com).



Making A Joyful Noise: Choir and Music Programme Updates

The really exciting news this fall is that, through the generosity of one of our parishioners, we have been able to purchase a replacement console for our pipe organ. The organ console is the assembly of keyboards, pedalboard and stops behind which our Music Director, James Bailey, sits each Sunday. The new console will be installed sometime after Thanksgiving and we look forward to giving you a full report in our new newsletter.

The Choir of St. John's Church began its fall rehearsals on September 7 and they continue on Tuesday evenings at 8:00 p.m. Our numbers are only slightly down from last year, and well above our starting point of four years ago. New members are always welcome and no experience is necessary. In particular, are there any sopranos or tenors out there who would like to give us a try? Please spread the word to your friends and colleagues. The commitment we ask is to attend our weekly rehearsals and the approximately one service a month when we are in the choir loft. It is because we do not, at least at this point, sing every Sunday that we have attracted a number of people from the community who are presently affiliated with other churches. For more information, contact James Bailey (537-4140 daytime/message, 530-4147 evening, jbarch@sympatico.ca).

It's Another Year for Concerts With A Cause

The concert committee is pleased to announce the new season of Concerts With A Cause. Please see the enclosed brochure. Planning is continuing for future events and volunteers are always appreciated. Concert Committee Chair: Bruce Alton (762-8664, bsalton@chass.utoronto.ca)

Help Preserve and Celebrate St. John's' Past



Are you a history buff and/or a veteran member of our congregation? If so, you are invited to help document the dynamic history of St. John's Church, West Toronto. Christopher Ruddy, who is a professional historian, has offered to update the history of our church over the past few decades for publication on the St. John's website. He can't do it alone, so he is looking for volunteers to assist with conducting interviews and collecting archival documents, clippings and other historical items of interest. He also invites members of this congregation to share their memories of life at St. John's on paper and/or on tape. If you are interested in helping, speak to Chris after service, or contact him by phone at 769-7948, or by email at hhrs@healthheritageresearch.com.

Can You Walk and Pray at the Same Time?

On the first Tuesday of every month at 7:30 PM High Park area, Christians of all denominations are invited to join in a prayer walk. Participants gather at a local church (monthly locations are published in the St. John's bulletin or contact Chris Richardson, 651-9535) and start out with about 20 minutes of worship songs and praying for the home base church. Then participants find a partner and go out for a 45 minute walk in the neighbourhood surrounding the home base church. As they walk participants ask God to show them the needs of the neighbourhood and participants pray silently for God's blessing upon the residents, businesses, and other community groups in the neighbourhood. Then everyone returns to the church for some refreshments and closing discussion and prayer. Newcomers are always welcome - there are plenty of old timers to be your partner!

November's monthly prayer walk (**Tuesday, November 7, 7:30 PM**) will start at St. John's! Please take this special opportunity to come and pray with others for your church and community. For more information contact Marion Karasiuk (604-1591, mkarasiuk@home.com).

Ask Questions of Life at Alpha this Fall (or Winter!)

St. John's is one of several local Christian churches of various denominations working together to sponsor the popular *Alpha* course for the High Park area. Originally started in England by former atheist and lawyer come author and Anglican clergyman Nicky Gumbel, *Alpha* courses are now running in hundreds of locations around the world. *Alpha* is a contemporary and practical introduction to the Christian Faith for adults based on Gumbel's book "Questions of Life". In weekly sessions people from different Christian and non-Christian backgrounds - beginners, sceptics, lapsed and long-time church goers - gather to watch a video presentation and then discuss meaning-of-life type questions like "What is the purpose of my life?", "What happens when I die?", "Is there a God?" and "What relevance does Jesus Christ have today?". In the discussion groups there are no teachers, just facilitators. *Alpha* is a safe, confidential, and non-judgemental place to voice doubts and explore faith issues. All participants are accepted as they are and encouraged to ask any question.



Two *Alpha* courses have begun this fall at Runnymede United Church. A morning *Alpha* course (childcare available) started on September 19 and runs Tuesday mornings 9:15 AM - 11:30 AM until November 28. An evening *Alpha* course starts September 20 and runs Wednesday evenings 7:15 PM - 9:30 PM until November 29. Both courses are free of charge. The courses will run again in the Winter starting in mid-January. For more information pick up a pamphlet at the back of the church or contact Marion Karasiuk (604-1591, mkarasiuk@home.com).

Input Wanted:

St. John's Church, West Toronto Newsletter Needs a Name and Stories

We are starting a church newsletter which will be produced three times a year starting with an Advent issue. We welcome your stories, event listings, photographs and especially a name. Deadline for first issue submissions is November 12. Contact Andrea Rutty (769-7948, arutty@connection.com) for more information.

Smile! You're in our Scrapbook

We're looking for photographs of parish events and members for our ongoing scrapbook, publicity displays and for our church history. Would you like to be a volunteer photographer for St. John's? If interested, please contact Bruce Alton (762-8664 email bsalton@chass.utoronto.ca).

Ongoing Programs:

Drop in or Join Us Regularly for Adult Bible Study



(Most) Thursday nights 8:00 - 9:00 PM Marion and Gary Karasiuk are hosting an adult bible study at their home (53 Gothic Ave., off of Quebec Ave. just North of Bloor). NO guarantee that there will be munchies beyond coffee/tea or that the house will be spotless, but we will definitely read and discuss Bible passages and apply them to life today! Father Christian will be with us up until he is scheduled to leave for his sabbatical. If you would like to join us occasionally or regularly please contact Marion or Gary Karasiuk (604-1591, mkarasiuk@home.com).

Monday Night Prayer Meetings:

"... that requests, prayers, intercession and thanksgiving be made for everyone" (2 Tim 2:1)

All in the parish are welcome to come occasionally or regularly on Monday nights 8:00 - 9:00 PM, to St. John's sanctuary, to pray for our church, the people of the parish, and family, friends and associates of parish members. If you have personal, community, or ministry-related prayer requests that you wish to pass along to the prayer group, contact Elizabeth Fairley (762-5205) or Evelyn Butler (604-8692).

What's Cooking at the Dinner Club

The dinner club is an unusual "club." There is no membership, no "dues." Quite simply, once a month or so, those who wish to do so gather for a meal together ... an AGAPE ... sometimes at a restaurant, sometimes at a parishioner's home. Our general practice is to patronize a local eatery which features simple, ethnic cooking at reasonable prices. Over the past 3 1/2 years, we have had 35 of these social gatherings, half at restaurants, half at homes with an average of 12 people attending each time. On Friday, the club checked out the newly re-opened Vesuvio's dining room on Dundas St. W. The theme of our next dinner will be Celebrating the Harvest hosted by chef Kim Kenney and will take place at the Priory on **October 27 at 6:30 p.m.** R.S.V.P. Carol Alton at 762-8664 and let us know your suggestions for future get-togethers.



Let's Talk about the Publicity and Communications Committee

The P & C Committee publicizes parish events to the congregation, to potential newcomers, and to the local community. In large part, this is a facilitating process, to use the means at our disposal, and our various talents, to "get the good news about St. John's" before the eye and ear. Much of our work is done by e-mail and we meet about once a month after the 10:30 a.m. Sunday service. Our next meeting takes place on **October 29**. To find out more about this committee's activities, contact Bruce Alton (762-8664, bsalton@chass.utoronto.ca).

Get A Life! Join the Parish Life Committee

The Parish Life Committee was formed as a "reporting forum" for representatives of other committees, in order to avoid duplication of effort within the parish. The Committee is now in the process of expanding its mandate to include planning and facilitating of parish events. We are hopeful that, with your support and co-operation, we can bring some "life" to our parish! Please give us your ideas! Committee Chair: Nan Weston (766-6663).

St. John's Church is entering a period of renewal and it is a time for each of us to discover how to live our faith with "fire, commitment and enthusiasm." We are thankful for our parish community and we look forward to meeting both old and new faces this fall.



St. John's Church, West Toronto

288 Humberside Ave. (at Quebec Ave.), Toronto, Ontario, M6P 1L5
(416) 763-2393 www.toronto.anglican.ca/parish/stjohns/

St. John's Journal

St. John's Anglican Church, West Toronto

288 Humberside Ave. (at Quebec Ave.)

www.toronto.anglican.ca/parish/stjohns/

(416) 763-2393

Advent 2000



A Word of Thanks from Christian:

I want to express my very great appreciation for the wonderful Party last Saturday Evening. From my point of view it was the best such event I have ever attended. I hope the rest of you enjoyed it as much as I did. I especially liked the absence of any "speeches" and everyone having a chance to say a word of their own. I ended the evening feeling greatly thanked and much humbled by your generosity of judgement.

You generously gave me a magnificent wheeled suit case for my travels and a state of the art camera to record the whole event. Thank you for such appropriate gifts.

I plan to leave Toronto the second week in December, going to West Park N.Y., our "mother house" for Christmas and then going to England for 3 months to be honorary curate for my long time friend David Pain at St Mary's Billingshurst, where David says my duties will be "Funerals and the Alpha Course" (church of England Vicars take all the "unchurched" funerals (being a state church) so there are a fair number of them per week). That will give me room and board and pocket money so I can spend my free time doing art galleries and such in London (1 hour on the fast train) and other such indulgences. After that plans are a bit vague, maybe South Africa and Australia, and back to Toronto by July 2001 when I expect to take up residence again at 204 High Park Avenue.

Meet Our Interim Priest Rev. Jack Adam

Archbishop Terrence Finlay has named Rev. Jack Adam as interim priest at St. John's until the Archbishop together with the selection committee finds a new incumbent. On the invitation of Jack Adam the Archbishop has also named Rev. Bruce Alton as honorary assistant. Jack's official start date is December 1 and it is expected that he will be with us until at least Easter of 2001.

Jack Adam was born and raised in Montreal. His Jewish parents became Christians when Jack was 7 years old. Jack studied History and took Theological training at McGill. This is where he met his wife Margaret who hails from the Boston area. They were married in 1953. Jack and Margaret have five adult children (now ages 34 through 45) and three grandchildren. Jack served as pastor at a rural church in Cookstown (about 50 miles North of Toronto) for four years, then at a church in Peterborough for about 12 years, then at St. George's in Willowdale for about 14 years, and then at Holy Trinity, Eaton's up until his retirement in 1993. Since his retirement he has done about 6 interim appointments in the Toronto area. His hobbies include walking and cross country skiing. Jack has familiarized himself with our Natural Church Development work to date. He expresses a

Jack Adams (continued)

keen desire to help us develop and grow as an authentic expression of the gospel through faith, nurturing community, outreach to our larger community, and action for justice in our world. His motto is "Metacosmesis mundi per incarnationem" (for the Latin buffs) which translates "The world is transformed through the incarnation." We welcome Rev. Jack Adam to join us for this stage of our journey of transformation through Jesus Christ as individuals, as a community, and as part of God's world.

And A Good Time Was Had by All

On a brisk fall evening, many people gathered to celebrate the life and ministry of a most remarkable man: Father Christian Swayne.

To enter the parish hall at St. John's church on the evening of November 11th was a visual delight. The room was prepared festively with many colours of the season — celebrating a man who lived his own life with vibrant joy and thanksgiving. Families came, bringing their own culinary gifts to spread out on the tables: a feast of lentil pie, Greek salads, fresh buns, chicken, lasagne and casseroles, with decadent deserts to enjoy later.

There was excitement in the air. The room overflowed with some 100 parishioners busy in preparation, talking and laughing together, children playing, and the anticipation of our Father to arrive.

And then he was with us. He walked in quietly, humbly, smiling (and shining clean after his bath), as we all stood gathered around him, applauding this man who had touched our lives in such a personal way. We sang words of praise together: Praise God from whom all blessings flow; praise God, all creatures here below. For this is what Christian had taught us — to be close to God, to walk with God, to be thankful.

Ahhh, the food. It was incredibly good. Ahhh, the wine, it was too. But the depth of the evening came later when our parish people walked forward to Christian with flowers in hand to share their own stories of gratitude. The bouquet of flowers, broadening, overflowing, revealed the wealth of lives touched. Clearly Christian's time at St. John's has marked many of us deeply. This evening together was a lovely way to name this as a community, to give thanks together, and to send him forth to his next ministry with love and support.

Many thanks to all who contributed to the evening in so many ways.

Please Note: if you have not yet signed the book for Christian, you may do so after the 8:30 and 10:30 services up until it is presented to him on Dec. 3rd. Also, those who have photos of the evening or other photos they would like to contribute to a scrapbook for Christian, please pass them on to Lynda Ward.



Thanks to Karen Armardeil and Nancy Woronko for helping to organize the wonderful party.

Surprise Bequest

St John's has been given an amount of \$20,000 from the estate of the late Ruby Pickin. Ruby died without a will, and her Attorneys Willard and Devitt in settling her estate had to hunt down heirs in England and across Canada. When the heirs were informed of Ruby and Stan's love for St. John's and the care that the parish had given to Ruby in her final years, the heirs generously agreed to make a memorial gift in Ruby's name.

And our lesson from this story is to be sure you have a written will and make a donation to St. John's a part of it - and save YOUR attorney and your family a lot of unnecessary hassle.

The Bienvenue and Bon Voyage Breakfast - Sunday December 3rd at 9:30a.m.

Sunday, December 3rd will be Christian's last service as rector at St. John's before he begins his travels. It also marks the first Sunday that Jack Adam will join us as interim rector. Jack and Christian have decided that Jack will celebrate mass and Christian will give the sermon. A marvelous way to pass the baton!

It will be a wonderful opportunity to wish Christian well in his travels and pray for his safe return, while welcoming Jack to our family at St. John's and giving thanks for his arrival.

The format will be potluck. Coffee, tea and juice will be provided. More details to follow during the announcements and in the weekly bulletins.

We look forward to seeing everyone there.



The Rhapsody of the Harp

We were fortunate to have Lori Gemmell present a wonderful concert before travelling to Israel to compete with a select 36 musicians from around the world in the "Harp Olympics." In addition to a beautiful performance, Lori graciously visited with the audience afterwards to answer questions about her marvelous instrument, the harp, and the competition that lied ahead. Our church acoustics were perfect for the event and Lori has asked to return to St. John's to record her music. We wished her well and we look forward to her next visit.

The Search Goes On (Selection Committee Report)

The preparation of the Parish Profile is underway. We are reviewing and digesting the information received from the individual surveys and the parish discussion groups held during the Sunday service a few weeks ago. Ian Bradley is putting together a business plan for the parish which was requested by Archbishop Finlay and is designed to help us determine what kind of budget we have to hire new clergy and possibly a lay Administrator, and/or Christian Education Consultant.

We have a meeting with Archbishop Finlay on November 20 to update him on where we are at and hopefully we will have the parish profile substantially completed by then. However, the process of gathering the information to include in the profile is time-consuming as it includes information on parish demographics and detailed financial history of the parish as well as the type of information included in the individual survey which was circulated. We do not want to rush the process because if the parish profile is done with care it will be an invaluable tool for clergy seeking a position with us and for the Archbishop who ultimately makes the decision. In addition, it is a wonderful tool for us as a parish as it will reflect who we are at this moment in time and should help us in formulating our plans for the future.

We are delighted to welcome the Reverend Jack Adam as our interim priest and know that we will be in good hands during this selection process!

The Selection Committee:

Wardens:

Sheila Crummey	762-9224 sheila.crummey@ca.eyi.com
Anthony Ruta	763-2876 on.course@sympatico.ca
Marion Karasiuk	604-1591 mkarasiuk@home.com
Ian Bradley	767-5651 ian.f.bradley@hydro.on.ca

Other:

Cy Weston	766-6663
Evelyn Butler	604-8692 bdunford@pathcom.com

Give Your Commitment in Black and Yellow

On October 15, the Wardens shared with the congregation the results of the Natural Church Development survey taken before summer this year. Just less than forty people participated in a discussion of the results and then brainstorming about how to address our two minimum factors: Passionate Spirituality and Loving Relationships. The initiatives resulting from the brainstorming, which was facilitated by Evelyn Butler, have been distributed and are posted in the Wardens section of the bulletin board (also see below).

ALL members of the congregation are encouraged to make a written commitment to one or more of the identified initiatives. Yellow index cards are available for this purpose in the narthex. If you have not done so already, give some prayerful thought to which area(s) you wish to make a commitment to, write your commitment and your name on a yellow index card, and offer it to the Lord and His Church in the collection plate.

The HEADINGS ONLY for the identified initiatives are as follows. FOR DETAILS PLEASE SEE the posting in the Warden's section of the bulletin board.

Under Passionate Spirituality the initiatives are:

- * Personal Devotion
- * Small Faith Groups
- * Evolving Liturgy

Under Loving Relationships (within the church) the initiatives are:

- * Supportive Fellowship
- * Nurturing Community
- * Interpersonal Communication and Follow Up
- * Joyful Celebration

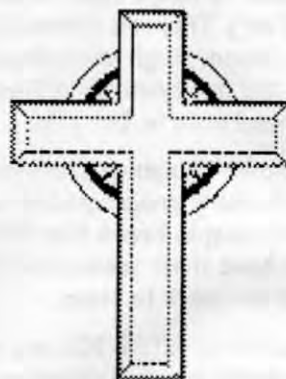
Under both Passionate Spirituality and Loving Relationships the initiative is:

- * Dynamic Children's and Youth Ministry

Additional important initiatives to synergize with work on above Minimum Factors are:

- * Supporting Social Justice
- * Involving Newcomers
- * Enabling Gift-Oriented Ministry

To keep the ball rolling on these initiatives and other Natural Church Development initiatives a small NCD Steering Committee will be put in place for the New Year. Thank you to everyone who has already offered his or her yellow commitment card. These cards are being collected and grouped for use by the NCD Steering Committee, but don't let this stop you from starting to live out your commitment today!



Community Prayer Walk Hosted at St. John's

On Tuesday November 7, St. John's hosted a community prayer walk. The time coincided with choir practice so the choir joined with many other St. John's parishioners, our new interim priest Jack Adam, and people from three other neighbourhood churches in the sanctuary at St. John's. We worshipped together in song, prayed for St. John's church (specifically for the interim leadership, the selection process and for the music ministry), and then in pairs we walked through the surrounding neighbourhood and prayed for God's blessing on the homes, schools, other churches, businesses and other organizations in our local community. Afterward all joined in the church basement for refreshments and fellowship. It was a wonderful spiritual, community-building, and outreach event all in one!

Community prayer walks are held monthly and hosted at churches around our High Park area. They are always held on the first Tuesday of the month. Locations are published in the bulletin or contact Chris Richardson (651-9535) or Marion Karasiuk (604-1591). If you missed the prayer walk at St. John's, it will be our turn again in 4 to 6 months so stay tuned!

STOP 103

STOP 103 is an agency that St. John's as a parish, and individual parishioners, have long supported, through cash donations and donations-in-kind (that's what the basket at the entrance to the nave is for).

STOP 103 has a neighborhood food centre located adjacent to our parish boundaries on the east, in the "Davenport West" community of Toronto (bounded by Keele and Dufferin, between Bloor and St. Clair). This is a community that struggles with hunger, high unemployment and homelessness, and has been identified as the third highest need area in Toronto.

This anti-poverty agency provides care and hope through its many programs and services — designed to help people break the cycle of poverty and to have their voices heard on the issues that matter most to them.

The successes of STOP 103 are vast: the number of low-birth weight babies has been dramatically reduced because of their Healthy Beginnings Program; over 30 people eat a nutritious breakfast at their morning drop-in program per day; and 1200 adults and children are fed monthly through the food bank.

Statistical information from the last census reveals an ethnically and culturally diverse neighbourhood that has a high proportion of residents struggling to make ends meet. The following is the community's story by numbers:

- * Two-thirds of the population has a first language other than English or French
- * One-third of all families and 63% of single adults live below the poverty line
- * 20% of households in Davenport West survive on social assistance
- * More than 40% of lone-parent families pay half their income on rent
- * 30% of residents have less than a Grade 9 education.
- * More than 13% of people are unemployed (compared to 10.7% for the whole city)
- * 50% of people who are employed do part-time work
- * 13% of the population is new immigrants

Part of STOP 103's unique philosophy is that "food is a basic human right." Their focus is on how people obtain food and how food programming can bring people together and improve their quality of life. Community members are involved in the decision-making process and STOP 103's programs allow them to build mutual support networks.

A recent development is that Bruce Alton, our parish "webtender" has helped in the development of a new website for them, and an eGroup similar to our own. Please check these out:

Website: <http://www.stop103.org/>

E-Group: <http://www.egroups.com/group/stop103>



Visit our Virtual Church

<http://www.toronto.anglican.ca/parish/stjohns/>

Are you one of the 2609 people who have visited our parish web-site in the past three years? That's at least 72 visitors per month! And the numbers are growing faster, as more and more people discover the wealth of information it contains about our parish, its activities and events, its rich history, and much more. You'll also find Christian's sermons, a humour page and a useful collection of links to local and international web sites of relevance to St. John's and its mission.

If you have pictures to share, ideas to suggest, talents to offer, regarding our web-site, please speak to Bruce Alton. He would appreciate your help, and you might learn something about web-site design and maintenance! Call 762-8664 or e-mail him at bsalton@chass.utoronto.ca.

CALLING ALL YOUTH! We would especially like your input and if you are interested, you are welcome to help design a kids/youth page or pages.

Keep in Touch with St. John's eGroup Mailing List

St. John's now has a new eGroup mailing list service. If you haven't yet joined, please do! It's an ideal way to keep in touch with parish friends, get news announcements about St. John's, and post your questions, concerns and creative ideas for furthering our parish life. It's free, easy, fun and flexible! You can set up your subscription so that you receive each message individually, or as a daily digest, or to simply view the messages on the web when convenient. There's more to our eGroup than just emailing messages to each other. It's also a great place to post relevant links, pictures and committee minutes.

Sign up @

<http://www.egroups.com/group/stjohnstoronto>

Preserving St. John's Heritage

At the moment St. John's web site is the only way you can read about our long and distinguished parish history. This chronicle is drawn from two sources: *80 Years of Ministry 1881 - 1961*, a pamphlet supplied by Marilyn Shortt, a long-time member of the parish and written by her father; and *THE FIRST CENTURY, 1881 - 1981*, a booklet compiled by Thirza C. Donovan. The story, as it stands, ends in 1961 except for a few details up to 1981.

Much has happened in this parish since the 60's, and thankfully Christopher Rutty, who is a professional historian, has offered to research and write an updated chronicle. The material will be added to the web-site and eventually a more comprehensive history of the church will be published for all parish members to see. In the meantime, visit our site and find out what's "on the record." If you can help Chris with this project, contact him at 769-7948, or by email at [hhrrs@healthheritageresearch.com](mailto:hhrs@healthheritageresearch.com).

Friendly Greetings (Volunteers Wanted)

David Barnett, a greeter and sidesperson at St. John's is looking for fellow parishioners to help welcome people at our 10:30 a.m. service and to help with little jobs that come up during the service. If you are interested, you can speak with Dave after the service, drop him an email at dave_leg@istar.ca or give him a call at 534-6582.

Sprucing Up the Narthex (Volunteers Wanted)

Thanks to all who donated storage containers and other items for the narthex clean up. As you may have noticed, the bulletin boards have been reorganized and the second coatrack has been moved upstairs. This is just the beginning! Next up is the painting of the narthex and a cleaning of the closet.

James Bailey will be picking out a colour for the narthex and we are still looking for volunteers to help with preparation and painting. The lower walls and trim will need to be washed to allow for touch-ups of the grey section. Any other dirty spots will have to be washed, especially the section above the radiator. We will be trying to paint a trial patch on November 25 and the rest we expect to be done before Christmas. If you are able to help with time or donations, please give Bruce a call at 762-8664. We hope that this will help kickstart the revitalization of St. John's.



Time to Show Off Our Talents

With the encouragement of our youth group, a yet to be named Variety Show is in the works. The kids would like to do some selections from a movie musical and they have suggested that others, of all ages, join in with their talents. So, if you play an instrument, sing, dance or want to do a skit, etc., please let us know. We welcome your ideas and participation, even if it is behind the scenes. Feel free to invite your friends and family to participate too. We also need someone to coordinate this event. The date is to be determined but we were thinking of February. If you are interested, please contact Andrea (769-7948, arutty@connection.com).

ONGOING PROGRAMS



Ask Questions of Life at Alpha this Winter

St. John's continues to be one of several local Christian churches of various denominations working together to sponsor the popular Alpha course for the High Park area. Originally started in England by former atheist and lawyer come author and Anglican clergyman Nicky Gumbel, Alpha courses are taking place in hundreds of locations around the world. In Canada right now there are 1,200 Alpha courses running.

Alpha is a contemporary and practical introduction to the Christian Faith for adults based on Gumbel's book "Questions of Life". In weekly sessions people from different Christian and non-Christian backgrounds - beginners, sceptics, lapsed and long-time church goers - gather to watch a video presentation and then discuss meaning-of-life type questions like "What is the purpose of my life?", "What happens when I die?", "Is there a God?" and "What relevance does Jesus Christ have today?". In the discussion groups there are no teachers, just facilitators. Alpha is a safe, confidential, and non-judgmental place to voice doubts and explore faith issues. All participants are accepted as they are and encouraged to ask any question.

Winter Alpha Courses:

Tuesday Mornings (about 12 weeks)
Introductory session + breakfast
January 23 at 9:15 AM

Wednesday Evenings (about 12 weeks)
Introductory session + dinner
January 24th at 6:45 PM

All are welcome to the introductory session and meal. There is no obligation to stay for the remainder of the course and the courses are free. Childcare is available on Tuesday mornings. The courses take place at Runnymede United Church. For more information, please contact Marion (604-1591, mkarasiuk@home.com).



Kid's Program Now and in the New Year

During the pre-Advent, Advent, and Christmas seasons activities surrounding Advent Wreath-making (coordinated by Mabel-Ann Waters) and the Christmas Pageant (coordinated by Cathy Henderson) will engage the children and youth. The names of individuals who indicated on their Christian Education surveys a desire to help with these activities have been given to Mabel-Ann and Cathy, but feel free to approach them yourself with offers of assistance!

A kid's program for the New Year will be planned using the results of the Christian Education survey taken on October 22. These surveys have been tallied by Marion Karasiuk, Andrea and Chris Rutt. Marion is now charting the results in graphical format so they may be made available to the parish. Thank you to all who gave us their thoughts, ideas, and commitments in this survey!

Hey Kids!

It's Time for The Christmas Pageant

(December 17, 10:30 a.m.)

The Christmas Pageant is coming up soon. Work has already begun but there is still room for more children. Kids old enough to learn one or two carols are encouraged to join our practices during the Sunday 10:30 AM service. The children will be given words and music for the songs and will be asked to practice these at home as well as at rehearsal. There will be a dress rehearsal in the church on Saturday, December 16, from 10 AM to 12 Noon.

Toddlers are welcome to join in on the day of the Pageant (older kids will shepherd them) - they can also participate beforehand if they want to or if it will make them more comfortable. Usually I have the toddlers wear chickadee or mouse hoods. They can then do as these little creatures do and flit in and out of the scene as they want!

Cathy Henderson (767-4309)



A Word About the Prayer Chain

The prayer chain is a group of people who pray on behalf of others whose requests are phoned into the church office (763-2393) or to Lindell Mitchell (798-2251) early in the day. There are three prayer groups (morning, afternoon and evening). At a certain time, people will phone other members of the group who will then phone the next person on their part of the chain. If no one answers, you go on to the next person and so on and give them the prayer request.

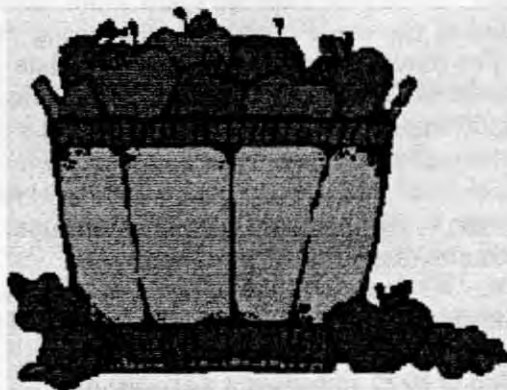
The prayer chain developed in 1981 out of a group of women who used to meet for an afternoon bible study with Mrs. Poole in the back room of the basement which is now the daycare's nursery. After the Pooles left in 1981, Lindell took it over along with the late Irene Munroe who were the main contacts. Over the years, the people on the chain have changed, particularly as members moved or passed away. I have been a member of the prayer chain from the beginning, along with Lindell Mitchell. I find it very fulfilling to pray for other people and their needs or sicknesses. Some prayer requests include individuals who are looking for jobs or have lost them and families who have lost someone dear to them.

If you would like to join our chain of support or have a prayer request, please give us a call.

Marilyn Shortt

Enjoying the Fruits of the Harvest

The Dinner Club (open to everyone) had a wonderful time at the Priory feasting on Chef Kim Kenney's delicious Canadian harvest meal. Many thanks to Kim and the members of the Holy Cross Priory for hosting the event. Twenty-five adults and five children attended the meal and it was a great opportunity to chat and to get to know our fellow parishioners better. Dinner ideas for the new year are being collected now. Please call Carol Alton (762-8664).





MAKING A JOYFUL NOISE UNTO THE LORD

Over the past weeks, the **Choir of St. John's Church** has begun to prepare for the period of Advent leading us to Christmas. In terms of our musical heritage, this season is very rich, and the difficulty is what music to choose from all that is available. Our tradition has been to include both the carols so loved by us all, as well as to add a few new anthems to our repertoire. This is how we, as a choir, maintain that balance between "challenge and satisfaction".

Advent I is also our last Sunday with Father Christmas, and music has been selected to respond to the "double-barrelled" nature of the occasion.

Our plea for **sopranos or tenors** seems to have fallen on deaf ears (who fortunately did not respond), but the invitation still stands. Out of the organ console replacement project we did succeed in finding a new bass, John Micelli.

"God moves in mysterious ways, his wonders to perform". If you would like to give our choir a try, no experience is necessary, call James Bailey, St. John's music director, at 537-4140 (daytime) or 530-4147 (evenings).

Alleluia for our New Organ Console

The really exciting news this fall is that, through the generosity of one of our parishioners, we have been able to purchase a **replacement console for our pipe organ**. An organ console is the assembly of keyboards, pedalboard and stops behind which I sit each Sunday. Why is ours having to be replaced? Some years ago we spent some funds on rebuilding the organ chamber and cleaning the pipes. For some time we have also known that the console had reached the end of its reliable life. Electrical shorts are commonplace, and a pneumatic unit within the console had begun to fail. Given that the console was built by a former parishioner, Franklin Legge, in 1947, it was one-of-a-kind and replacement parts were not available. While a new console was one solution, it was beyond our means. Another solution was to totally rebuild our existing console at a cost estimated in 1995 to between \$25,000 and \$30,000 (today these figures would be \$30,000 to \$40,000).

It was the suggestion of Alan Jackson, who has directed Alan Jackson and Company for the past 40 odd years (the firm which services our organ) that we look for a second-hand console built by Canada's most trusted organ-builder, Casavant Frères of St. Hyacinthe, Quebec. His experience has been that certain vintages of this firm's work are "indestructible" and replacement parts, if ever required, continue to be produced.

Our new console is a Casavant opus 1315, built originally for Darke Hall, the concert hall of Regina College in 1929. The organ was sold to St. Andrew's Presbyterian Church of Sarnia some seven years ago, and while St. Andrew's has incorporated the historic pipework into their existing organ, they had no need for a second console (their existing Casavant console was just fine). While this console has a rich history (inaugural concert by the French organist Marcel Dupré who was also the organ professor at the Paris Conservatory of my own teacher, André Fleury), mechanically it shows little wear, and should provide us with many years of reliable service.

The installation of the console has involved the efforts of many individuals and firms. It was moved on October 21st by Ross Dodington of Dodington & Dodington, Aylmer, Ontario (who also provided some replacement drawknobs for the console). The chancel risers and furnishings were altered by John Micelli, Carpenter working with James Bailey as Carpenter's Helper (who is also the Architect of Record for the changes). The organ console installation was by Robert Hiller of Alan Jackson & Company; Electrical work by Doug Rose, Electrician; and console woodwork restorations (limited components) by Roumen Kirinkov of Zograph Studio. Thanks to this team, the console **SHOULD** be used in worship for the first time on Sunday, November 19th.

James Bailey
Director of Music/Organist



Our St. John's Family

This is the beginning of a new newsletter section where we can share what is happening in the lives of our St. John's community.

Our Pathfinders and the Santa Claus Parade

The Pathfinders (Girl Guides between the ages of 12 and 15) have for the last several years participated in the Santa Claus parade, and are participating again this year on Sunday, November 19. The girls serve as animators of floats, sometimes take part in the colour party or as walkers (some will be Penguins this year!) One of the leaders helps marshall the parade. Last year, the unit saved the day for the colour party, when a number of the parade flags were mislaid - they used the unit flags instead! (This year, they are taking the flags with them, just in case - talk about being prepared!)

Congratulations to David Miller on his return to City Council. We will be seeing more of him around the church now that the election is over.

Award-Winning Parents

Congratulations to John and Anne-Marie Mohler on being given the first Parent Recognition Award from the Ontario Federation of the Council of Exceptional Children. The Mohlers received this award last week at the Provincial Conference in Niagara Falls.

Here is what the Council said about the Mohlers:

"John and Anne-Marie Mohler are remarkable parents in the Bishop Marrocco/Thomas Merton community. They are the parents of four children, three of whom are exceptional. The exceptionalities of the two older children attending Marrocco/Merton include autism, blindness and bipolar disorder. The eldest, Colin left high school this year and has enjoyed three semesters of co-op placements in the community, and now has several volunteer jobs. The Mohlers assisted in the search for a suitable placement for their son and facilitated the placements of two other high needs students. This is the kind of involvement we have come to expect from this couple, who work tirelessly to integrate their children into the mainstream."

"John and Anne-Marie were responsible for opening a DD/MH class in their home school of St. Cecilia's back when it was still common to bus the high-needs students long distances for appropriate programming. They epitomize the word 'advocacy' when seeking appropriate accommodations for their own and other exceptional students. John has often been quoted as saying, 'Who do we need to talk to? Would it help if I wrote a letter?'"

"The hard work of the Resource Staff at school is never taken for granted by the Mohlers. They have hosted receptions, lunches, barbecues, and breakfasts over the years on behalf of their children to thank teachers and support staff. They have paid for teachers to attend Geneva Centre conferences and workshops, thus increasing our ability to educate all children/adolescents with autism. Whatever issues arise at school are dealt with in a cooperative and supportive manner. Working with the Mohlers over the years has been a privilege as well as an insight into the challenges facing the parents of exceptional children. The Resource Staff of Marrocco/Merton do not hesitate to nominate John and Anne-Marie Mohler for the first 'Yes I Can' Parent Award in the Province of Ontario."

Baptism: If you missed the Websters and the Westons from church on the 12th, (something that almost never happens!), you can be sure they were well 'churched' that day. They were attending the baptism of Matthew Philip Taylor, son of Maria (Quita) and Michael Taylor, grandson of May and John Webster, at Trinity Anglican Church, Aurora. Officiating at the baptism was the Reverend Philip Poole, son of former rector Maurice Poole. When welcoming us, Philip spoke of his boyhood in St. John's parish (which was why he declined to point us out specifically - it seems he felt we might be able to tell some stories on him!).

May Webster

ADVENT SEASON

Reflection Goes High Tech: The Online Advent Calendar Project (Anglican Church of Canada)

<http://www.anglican.ca/advent/>

Once again, the Anglican Church of Canada is putting together an online advent calendar and everyone is invited to participate. The calendar combines scripture with art and interesting web links with various themes. For instance, one day included a beautiful space image with astronomy and space links. You are encouraged to check out last year's calendar at <http://anglican.ca/advent99/> for ideas.

For a list of Scripture Passages go to anglican.ca/advent00/scripture00.html but scripture suggestions are also welcome. Just contact the calendar web site (<http://www.anglican.ca/advent/>) with the phrase, its relevance to Advent and the day you think it belongs on. However, you can only suggest a phrase if you are going to make a submission to go with it. Here is the basic form for an entry:

- 1) A phrase from Scripture
- 2) A brief Reflection (<200 words)
- 3) A piece of Art or Photo
- 4) Links to sites that relate to the reflection

You do not need to include all the components to make a submission. A reflection linked to one of the scriptural passages or a photo (public domain or one that you have the rights for) is perfectly alright on its own. If you send in a reflection, try to include some links related to your reflection. There is no guarantee of inclusion and entries may need to be edited but the webmasters hope to use all the submissions. So go ahead and get thinking.

Submissions should be sent in plain text to webmanager@anglican.ca and please put "advent" in the subject line somewhere. If you have an appropriate image, say so in your message. You will be sent instructions on how to send it in. Thanks to Keith Nunn, webmaster for the information.

Advent Wreaths for All Ages

Why not start a new tradition this year or continue an old one? Advent Wreaths will be made during the service on December 3, the first Sunday of Advent. Please remember to take home a copy of the Advent Wreath service. Anyone can make a wreath but children must be accompanied by an adult. If you would like to take part, please sign up on the sheet in the narthex (front foyer). If you already have the wreath form, centre holder, tray and ribbons, the cost is \$5. If you do not have any materials, the cost is \$10. The money will be collected on December 3. The advent wreaths have been a small fundraiser for the parish and typically 20 wreaths have been made each year. Deadline for signing up is November 26. If you have any questions, please call Mabel Ann Waters at 537-5308.



Advent Wreaths: A Brief Description

The Advent Wreath is a simple family liturgy. In some households it may consist of nothing more than the act of lighting the candles. The Advent Wreath can become an acting out of the family's understanding of life. Advent speaks of our Christian understanding of time, especially our HOPE for the future. We look to a future when God will bring all together in Peace, Unity and Love in Obedience to God. For suggestions on further exploring Advent with the wreath, please see the Advent Wreaths handout.

COMMUNITY HAPPENINGS

Come and Be Healed

On Friday, November 24th, 7:30 PM at Runnymede United Church (in the sanctuary) there will be a Healing Service open to all who are interested. It includes a videotape from the Alpha course entitled "Does God Heal Today?" followed by a period of worship singing, corporate prayer for healing, and opportunities for individuals to receive a private healing prayer and laying on of hands. Marion Karasiuk and her sister Valerie both attended this service during last winter's Alpha course and really enjoyed it and appreciated "the opportunity to be prayed for for physical, emotional or spiritual healing."

Connect with the True Meaning of Christmas - Come to a Community Carol-Sing!

ALL are welcome to a community carol-sing at Victoria-Royce Church (190 Medland at Annette) on Sunday, December 17 at 7:00 PM. This event will include carolling and drama followed by refreshments and fellowship. It is hosted by the churches of West Toronto Pastors Prayer Network.



Be Informed and Go Out and Vote! Parkdale-High Park Federal All Candidates Meetings

Tuesday November 21 at 7:30 p.m. at Fern Avenue Public School, 128 Fern Avenue (East of Roncesvalles). For more information call Bruce Vooget (979-2443, ext.#26 or 516-9626).

Wednesday, November 22 at 7:30 p.m. at Humbercrest Avenue Public School, 14 St. Marks Rd. For further information call Linda Bicho-Vachon (767-2461) or Eileen Jones (762-8536).

This is your chance to find out where the candidates stand, ask questions, get more information, and let the candidates know what issues are important to you, your family and your church. Remember to go out and vote on Monday, November 27.

COMMITTEE NOTES

The Parish Life committee will be meeting on November 26 after the 10:30 a.m. service. The committee has received information about the Christian Education survey and the Parish Profile, the installation of the new organ console, upcoming events such as the concerts, the making of advent wreaths, Christmas pageant and church decorating, and the appointment of the new interim. If you have a project or an idea for a project that you would like to see St. John's undertake, consider joining the committee and helping to see it through. For more info. call Nan Weston (766-6663).

The Publicity & Communications Committee will be meeting on November 19 after the 10:30 a.m. service. Some of the items we will be considering include: brochures, this newsletter, outdoor sign, newcomers, parish history, parish scrapbook and album and outreach to our surrounding community. If you have any ideas or would like to help us out, please give Bruce (762-8664) a call..

The Concert Committee has been busy organizing the concert series, distributing flyers and brochures and sending out press releases. We are pleased to announce the addition of Susan Hookong to our musical line-up. If you have any suggestions for performers, musical styles or publicity ideas, please let us know. Our next meeting (a brief one) is after the 10:30 a.m. service on November 19. All are welcome. Call Bruce (762-8664).

CALENDAR

(See below for our Advent & Christmas Schedule)

Nov. 19		First Sunday for the New Organ Console
Nov. 21		All Candidates - Fern Ave. P.S.
Nov. 22		All Candidates - Humbercrest Ave. P.S.
Nov. 24		Healing Service - Runnymede United Church
Dec. 3	9:30 a.m.	Bienvenue and Bon Voyage Breakfast (Potluck)
Dec. 17	7 p.m.	Carol Sing - Victoria Royce Church
Jan. 23	9:15 a.m.	Morning Alpha Course starts
Jan. 24	6:45 p.m.	Evening Alpha Course starts



Advent and Christmas Services

All are welcome to celebrate the season with us!

December 3 **First Sunday in Advent:**
8:30 and 10:30 a.m. Celebrant: The Rev Jack Adams
Preacher: Br Christian Swayne
Parish breakfast (potluck) between the two services

December 17 **Advent 3**
8:30 and 10:30 a.m. Christmas Pageant at 10:30 a.m.
Potluck lunch after the service.
Decorate the church for Christmas afterwards

December 24 **Advent 4 in the morning,
Christmas Eve in the evening**
8:30 and 10:30 a.m. Advent 4 as usual

5:30 p.m. Family Christmas service (Child-focussed)
10:30 p.m. Carols and Midnight Eucharist.

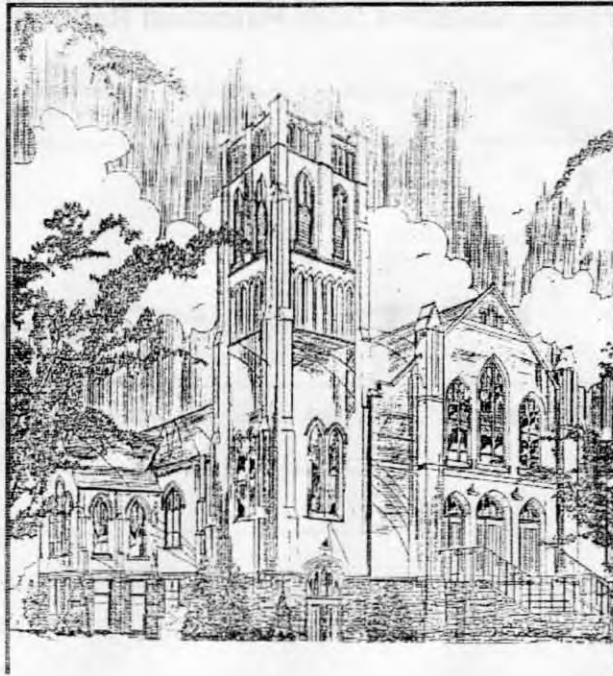
December 25 **Christmas Day**
10:30 am Said Eucharist with Hymns.

WEEKLY

Mondays **Prayer Meetings** (in the sanctuary)
8:00 - 9:00 p.m. Call Elizabeth Fairley (762-5205) or Evelyn Butler (604-8692) for info.

Tuesdays **Choir Practice**
8:00 - 9:30 p.m. Call James Bailey (537-4140, daytime, or 530-4147, evenings) for info.

Thursdays **Adult Bible Study**
8:00 - 9:00 p.m. Hosted by Marion and Gary Karasiuk (53 Quebec Ave., just N. of Bloor)
Call Marion (604-1591) for info.



A Brief Word from the Editor

Seasons Greetings! As this is a time of year that we focus on birth and family, it seems appropriate that we introduce a new format for our second newsletter and a section especially about the lives of our parish members. This publication is still developing and we welcome your input.

As our church goes through a period of soul-searching and spiritual renewal, we can take a moment to be thankful for all the great things that are happening around St. John's and for the warm and caring members of our parish. We look forward to seeing you at one of the many events happening over the next couple of months.

Contributors to this newsletter: Father Christian Swayne, Marion Karasiuk, Anthony Ruta, Sheila Crummey, May Webster, James Bailey, Marilyn Shortt, Bruce Alton, John & Anne Marie Mohler, Karen Armardeil & Nancy Woronko, Georgia Helleiner, Chris Ruty, David Barnett, Cathy Henderson and Joy Kennedy. God Bless You All!

Best wishes for a warm and wonderful Advent and Christmas season!

Andrea Ruty
(769-7948, aruty@connection.com)

NEXT ISSUE:

The next newsletter will be coming out early in the new year, so start thinking of stuff to submit now, particularly some ideas for graphics (drawings, cartoons, photos, etc.) and inspirational bits of Scripture.



St. John's Anglican Church, West Toronto

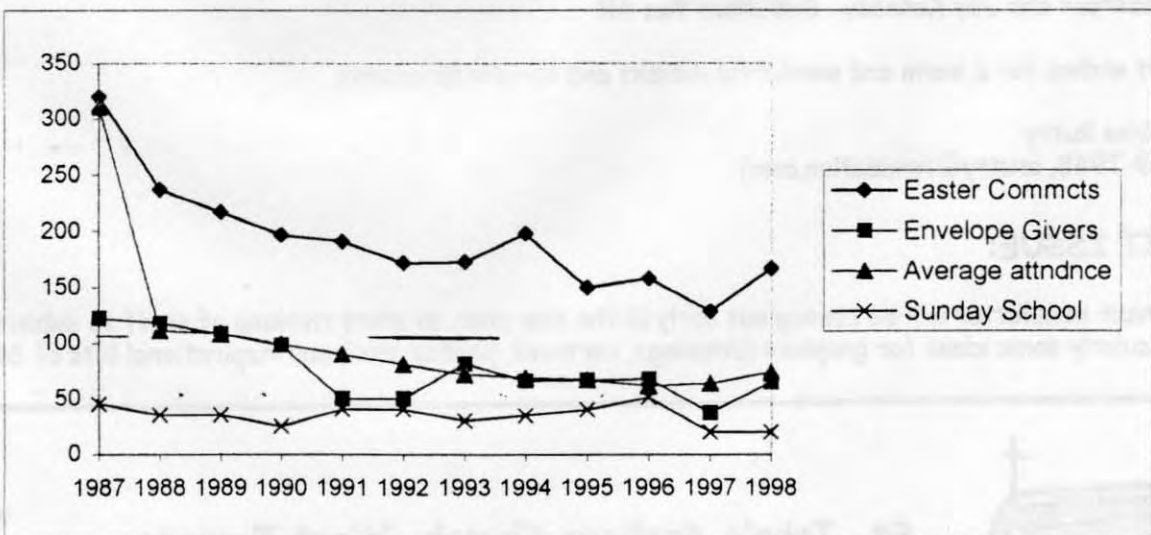
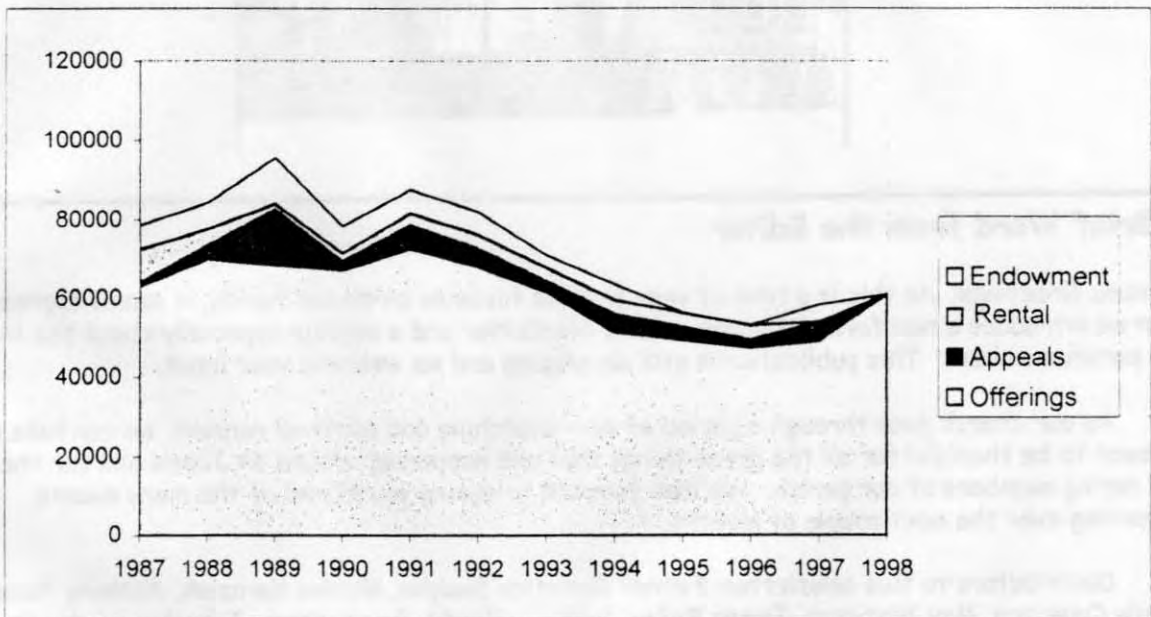
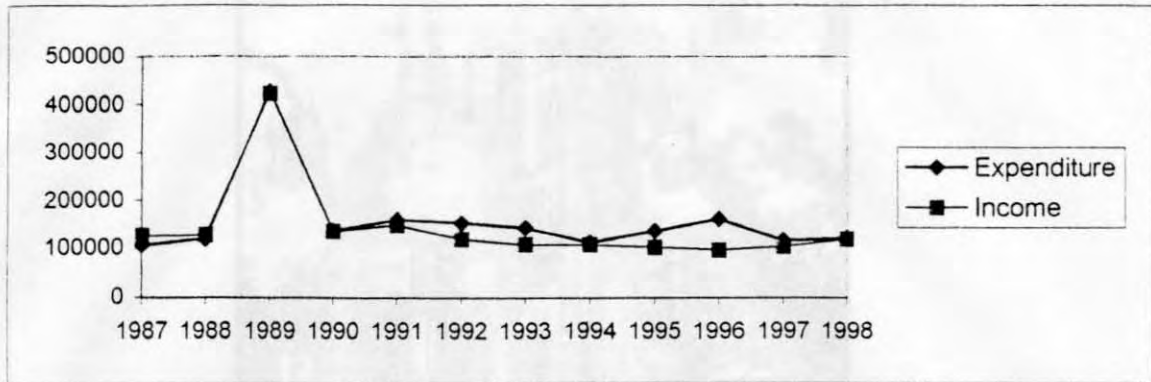
288 Humberside Ave. (at Quebec Ave.), Toronto, Ontario, M6P 1L5

(416) 763-2393

www.toronto.anglican.ca/parish/stjohns/

APPENDIX B+C

St. John's, West Toronto Parish Statistics from Parochial Returns



APPENDIX D
St. John's, Wset Toronto
Budget Proposal for 2000 Vestry Meeting

Item #	Item Description	1996		1997		variance	1998		variance	1999		variance	2000
		Budget	Actual	Budget	Actual		Budget	Actual		Budget	Actual		Budget
EXPENSES													
E1.0	Payment to Diocese	17,900	20,884	16,000	11,989	(4,011)	14,700	14,576	(124)	13,000	25,763	12,763	12,324
E1.1	Altment	17,900	17,900	12,000	11,989	(11)	10,700	11,576	876	12,000	10,868	(1,132)	12,324
E1.2	Arrears Paydown	0	2,984	4,000	-	(4,000)	4,000	3,000	(1,000)	1,000	14,895	13,895	-
E2.0	Fuel	2,500	2,220	2,500	2,636	136	2,500	2,682	182	3,000	3,836	836	4,028
E3.0	Utilities	3,100	2,549	3,000	3,655	655	4,000	2,726	(1,274)	2,800	2,472	(328)	2,500
E4.0	Maintenance	10,000	5,661	7,000	6,330	(670)	8,300	8,211	(89)	8,300	14,196	5,896	15,900
E4.1	- Building Maintenance						3,400	2,819	(581)	3,000	9,731	6,731	6,000
E4.2	- Organ Maintenance						1,300	1,792	492	1,300	905	(395)	1,700
E4.3	- Housekeeping						3,600	3,600	-	4,000	3,560	(440)	8,200
E5.0	Salaries	79,000	64,266	76,600	71,306	(5,294)	76,600	74,660	(1,940)	78,132	71,380	(6,752)	71,885
E6.0	Employment Costs	1,000	1,765	2,000	2,139	139	2,400	2,069	(331)	2,165	2,213	48	2,400
E7.0	Office	1,200	2,011	1,500	1,318	(182)	1,500	1,169	(331)	1,200	2,253	1,053	1,700
E8.0	Advertising	300	0	300	118	(182)	300	-	(300)	300	177	(123)	200
E9.0	Capital	34,000	47,815	1,000	4,820	3,820	3,500	3,721	221	50,000	-	(50,000)	50,000
E9.1	- Building	22,000	33,370	-	3,557	3,557	3,500	3,721	221	40,000	-	(40,000)	40,000
E9.2	- Organ	12,000	14,445	1,000	1,263	263	-	-	-	10,000	-	(10,000)	10,000
E10.0	Sanctuary & Music	1,500	1,852	2,800	1,262	(1,538)	1,500	968	(532)	1,150	2,097	947	-
E10.1	- Sanctuary										789		
E10.2	- Organ Tunings										1,308	1,308	
E10.3	- Sheet Music												
E10.4	- Hymnals	22,000	33,370										
E11.0	Christian Ed.	2,100	1,985	1,200	977	(223)	1,200	784	(416)	1,000	896	(104)	1,200
E12.0	Insurance	1,100	2,104	1,000	962	(38)	1,000	977	(23)	1,020	977	(43)	1,000
E13.0	Miscellaneous	750	1,043	800	1,583	783	800	300	(500)	500	271	(229)	500
E14.0	Rector's Discretionary Fund	0	1,461	1,500	182	(1,318)	1,500	350	(1,150)	400	-	(400)	400
E15.0	Outreach						1,000	9,236	8,236	9,000	9,791	791	10,000
E15.1	- Youth Group	22,000	33,370							-	78	78	-
E15.2	- General									3,000	2,834	(166)	3,000
E15.3	- Faithworks									6,000	6,879	879	7,000
E16.0	Legal Fees										2,044	2,044	5,000
	TOTAL EXPENSES	176,450	188,986	117,200	109,278	(7,922)	120,800	122,428	1,628	171,967	138,366	(33,601)	174,038
INCOME													
I1.0	Envelopes	47,000	44,132	43,000	41,650	(1,350)	43,000	48,475	5,475	45,000	43,864	(1,136)	45,000
I2.0	Open	2,000	3,250	3,000	2,917	(83)	3,000	2,599	(401)	2,500	1,823	(677)	2,500
I3.0	Feasts	2,500	1,920	2,000	4,550	2,550	2,000	3,000	1,000	2,500	2,967	467	2,500
I4.0	Donations	15,000	10,867	3,000	7,809	4,809	4,000	17,215	13,215	14,400	17,000	2,600	15,400
I4.1	- Undirected	10,000	4,406	1,500	7,351	5,851	1,500	7,409	5,909	3,000	5,100	100	5,000
I4.2	- Rector's Discretionary Fund	0	1,461	1,500	182	(1,318)	1,500	570	(930)	400	1,150	750	400
I4.3	- Outreach	5,000	5,000	-	276	276	1,000	9,236	8,236	9,000	9,289	289	10,000
I4.4	- Directed - Hymnals									-	1,461	1,461	-
I4.5	- Directed - Youth Group									-	380	380	-
I5.0	Fundraising	8,000	4,067	1,500	4,705	3,205	1,500	5,576	4,076	1,000	3,973	2,973	1,500
I5.1	- Yard Sale	4,000	0	500	-	(500)	-	1,350	1,350	-	-	-	-
I5.2	- Concerts	4,000	4,067	1,000	4,705	3,705	1,500	4,226	2,726	1,000	3,973	2,973	1,500
I5.3	- Other									-	-	-	-
I6.0	Rent	3,600	3,750	3,750	4,193	443	3,600	5,140	1,540	3,600	4,380	780	5,300
I6.1	- A.A.	3,600	3,750	3,750	4,193	443	3,600	3,600	-	3,600	3,600	-	4,800
I6.2	- Other							1,540	1,540	-	780	780	500
I7.0	Interest Income	32,000	27,639	38,300	39,244	944	38,000	34,935	(3,065)	33,500	43,347	9,847	46,523
I7.1	- House Fund	2,000	3,467	1,000	877	(123)	800	773	(27)	700	1,015	315	1,000
I7.2	- Rectory Fund	21,000	14,993	30,000	31,179	1,179	30,000	26,942	(3,058)	26,000	35,883	9,883	40,000
I7.3	- Day Care Loan	8,600	8,595	6,900	6,899	(1)	6,900	6,668	(232)	6,500	5,715	(785)	5,023
I7.4	- Bank	400	584	400	288	(112)	300	552	252	300	734	434	500
I8.0	GST Rebate	1,000	0	1,000	4,593	3,593	1,000	-	(1,000)	707	1,167	460	1,300
I9.0	Sanctuary	400	300	300	300	-	300	-	(300)	300	10	(290)	300
I10.0	Capital Drawn from House Fund	20,000	40,750	-	-	-	-	-	-	-	-	-	-
I11.0	Day Care Loan Principle	2,000	2,600	3,200	3,254	54	3,200	3,486	286	3,650	19,473	15,823	5,415
	TOTAL INCOME	133,500	139,275	99,050	113,215	14,165	99,600	120,427	20,827	107,157	142,764	35,607	125,738
	SURPLUS (DEFICIT)	(42,950)	(49,711)	(18,150)	3,937	22,087	(21,200)	(2,001)	19,199	(64,810)	4,398	69,208	(48,300)