

# **St. George's Memorial Anglican Church Oshawa**

**Parish Profile**

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**2023**

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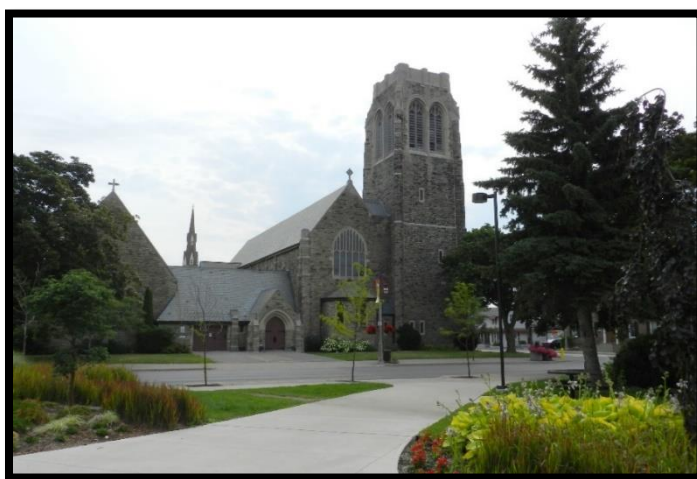
# Executive Summary

“God is my refuge and my fortress, my God, in whom I trust.”  
(Psalm 91:2)

We look to the future of St. George's with faith and in hope. Covid taught us to work on strengthening our online presence while continuing and enhancing in-person worship as regulations allowed. We are welcoming new members. We minister with enthusiasm and commitment. We want St. George's to be a beacon reflecting God's love in downtown Oshawa.

Our parish has many strengths and great potential. Currently we have financial security. Keen volunteers work on improving our facilities and form the backbone for efficient ministry. Our tradition of excellence in liturgy and worship, along with our outstanding music, form a strong foundation for ministries within and beyond our parish. Our re-roofing project will soon be underway. We are an accessible building. We are welcoming and inclusive.

Our new incumbent will joyfully lead us into a period of growth and expansion of mission in Oshawa's challenging demographic, as outlined on page 17. With respect for our traditions and with a deep concern for newcomers moving into the Oshawa community, we will work cooperatively with our new incumbent to build new outreach ministries that include an even more diverse population. Our incumbent will play a key role in strengthening our ministry team—stewarding our significant financial, spiritual, and people resources and guiding us to walk together on the path, God is opening for us.



*It is a great privilege to gather, share stories of faith and worship God on this beautiful territory. We now know it as Oshawa. Its name originates from the Ojibwa term ‘aaz haway’ (the crossing place). It has been the site of human activity – and therefore storytelling and worship – for many thousands of years. We wish to honour the ancestral guardians of this land and its waterways: the Mississaugas of Scugog Island First Nation. The treaties that were signed for this parcel of land are collectively referred to as the Williams Treaties of 1923. Today many Indigenous peoples, including the Métis Nation continue to call this land home and act as its stewards. This responsibility extends to all peoples, to share and care for this land for generations to come.*

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# Worship and Liturgy

“Devote yourselves to prayer, being watchful and thankful.”  
(*Colossians 4:2*)

St. George's is accustomed to worship in the Anglican choral tradition. Sanctus Bells and the occasional use of incense as well as an excellent choir complement the services. Our parishioners appreciate the homilies, the liturgy, and the choral music. Scripture is at the heart of our worship, and we share with our community the theology of grace, God's unconditional love for all of us. Our vision statement is based on the values of our church and reminds us that “we are a welcoming church that provides Christian learning for life, an inclusive, participatory style of worship, an inviting church environment, and a vibrant outreach ministry.” Services are recorded and posted on St. George's YouTube channel.

## Sunday Services

- 8.15AM – Said Eucharist (BCP 1962). Typical attendance 15-20.
- 10.00AM – Choral Eucharist (BAS) organ, choir. Typical attendance 70-80. This service is recorded and uploaded to our YouTube channel and available to view on our website.

## Services through the Week

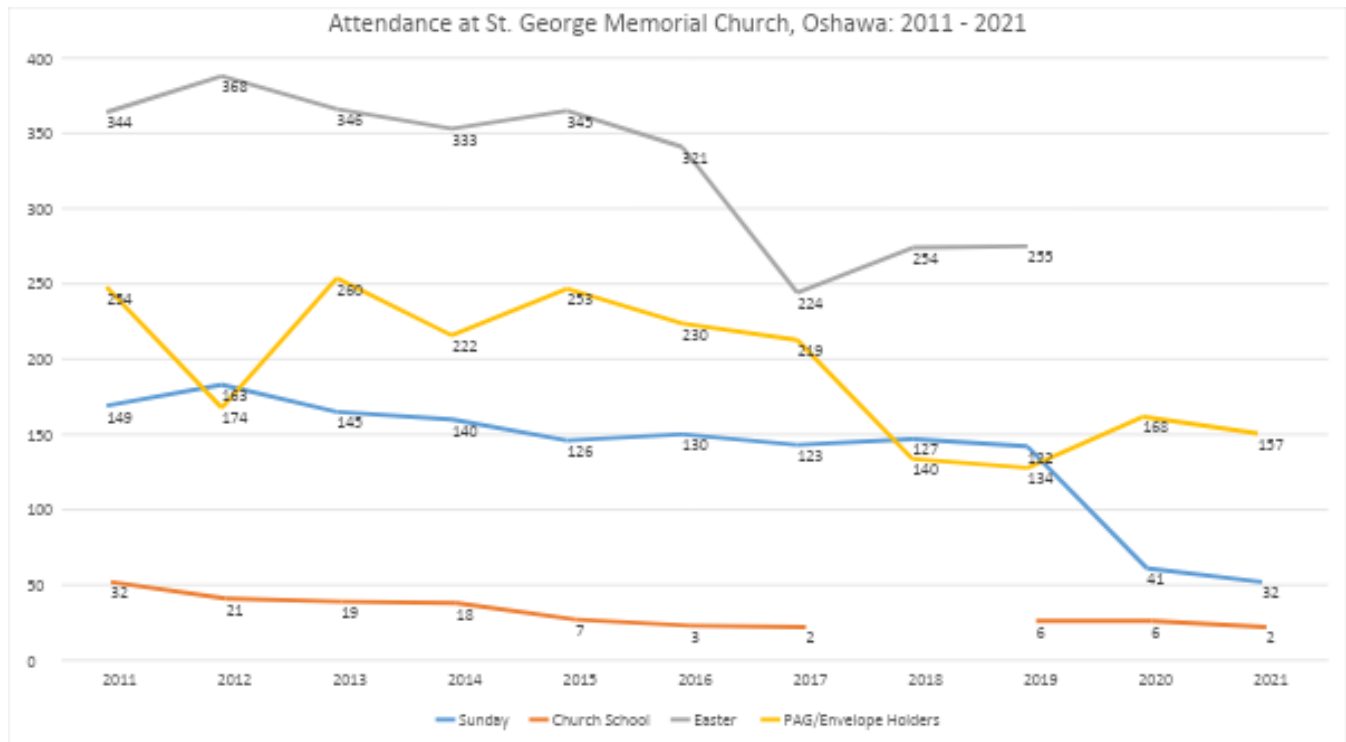
- Wednesdays at 6.30PM: Said Evening Prayer (BCP) lay led. Typical attendance 3-5
- Thursdays at 10.00AM: Said Morning Eucharist (BAS). Typical attendance 4-5

## Special and Seasonal Services

- Ash Wednesday
- Holy Week: Stations of the Cross, Maundy Thursday, Good Friday, Easter Vigil, Easter Sunday
- Blessing of the Animals (close to St Francis of Assisi Feast Day)
- Advent Lessons and Carol Service (first Sunday in Advent)
- Christmas Lessons & Carol Service (last Sunday before Christmas)
- Christmas Eve: 3:00 PM, 7:00 PM 10:00 PM (with choir)
- Christmas Day: 10:00 AM.
- Choral Evensongs are held 3-4 times per year
- Family Church Sundays held 3-4 times per year where families with children share in worship, fun and food.
- Special services for shut-ins who are unable to attend regular Sunday services. This Christmas season we provided transportation to those who have challenges getting to church regularly. We had a special service for them followed by tea, goodies, and fellowship.

## Average Weekly Attendance

- Our average weekly attendance pre-covid was 145 and post covid is 101, with every hope and anticipation of growth!





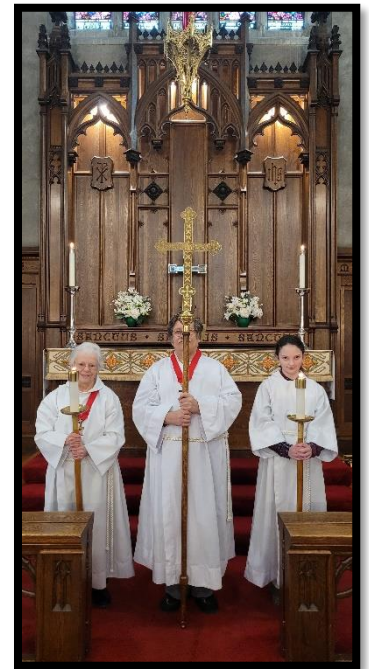
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# Ministries That Support Worship

“Let your light shine before others, that they may see your good deeds and glorify your Father in heaven.” (Matthew 5:16)

Many parishioners serve God through their volunteer work supporting our worship services:

- **Chancel (Altar) Guild:** A dedicated group of 5 individuals who prepare the sanctuary for all services.
- **Servers Guild:** A versatile group of 7 people who serve at Sunday services throughout the year, as well as at special services, including some weddings and funerals.
- **Intercessors:** A representative group of 7 people from our congregation who prepare and lead the prayers of the people at the Sunday services.
- **Lectors:** A dedicated group of 14 people who read the lessons at each service.
- **Lay Administrators:** A group of 12 people who administer the chalice at Holy Communion.
- **Master of Ceremony:** There are 2 parishioners who are trained as MC's to assist at the services. The Master of Ceremonies coordinates with any concelebrating priests, deacons, visiting priests, servers and sometimes the lectors, to make sure the service runs smoothly. They will also assist with communion as needed.
- **Lay Readers:** A small group of 3 individuals who are licensed by the Bishop to support worship at St. George's and in the community.
- **Sides People:** A group of 31 individuals, who welcome parishioners and newcomers to the church at each service, assist communicants and take up the collection.
- **Worship Committee:** Prior to the covid pandemic, this committee met regularly to discuss worship and plan services. The committee is composed of representatives from various groups involved in worship. We anticipate renewal of interest as we move forward.
- **Chimers:** Chimes are played each Sunday and Thursday before the 10:00 AM service and at other special services as well.
- **Choir:** A group of 15 - 20 dedicated choristers who support the liturgy through choral music.



# Music Ministry

“Make music to the Lord with the harp...and the sound of singing.” (*Psalms* 98:5)

A legacy of incredible music continues to be a cornerstone of St. George's. **Our Choir**, a strong group of singers lead our weekly Eucharistic services as well as featured Evensongs throughout the year. They rehearse Thursday evenings, focusing on traditional Anglican repertoire from the sixteenth century (Byrd, Gibbons, Tallis) through to the twenty-first century (Stanford, Harris, Britten). They also sing a great deal of Canadian music, including the unaccompanied works of Willan, Anderson and our very own music director, Carmine Lappano. Psalms are sung using Anglican Chant and the more contemporary George Black arrangements. Congregational hymns are sung from the Book of Common Praise.



The beautiful acoustics of our church are evident at all services but also highlighted at concerts and recitals featuring guest **organists** playing our 3 manual Casavant pipe organ, made and installed in 1966, and our beautiful grand piano. We have hosted many musical events in our community including the Summer Institute of Church Music, Durham Youth Orchestra concerts, and the new Resound Choir performances. We look forward to opening our space to the community for more of this!

**Our chimers** add a layer of musical worship, playing before Sunday services, at weddings, at noon recitals and for special community events and ceremonies throughout the year. The Carswell memorial Chime consists of 15 bells, manufactured in England and installed in 1924.



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# Learning and Spiritual Development

“All Scripture is God-breathed and is useful for teaching...”  
(2 Timothy 3:16)

Our parish has been very involved in Christian learning to encourage spiritual development. Though health restrictions have demanded that some activities be put on hold and others move online, our community members are eager to engage with a leader who is a consensus builder and will help us re-engage with some of the activities suspended with Covid and help us move forward with new learning and spiritual initiatives.

Pastoral care is embedded in many of our ministries including:

- Family afternoon services for families with young children (Messy Church)
- Baptisms and marriages
- Long Term Care services
- Nursery, Sunday school and youth activities
- Lenten studies
- Retreats to the Manresa Jesuit Centre
- Stewardship training
- Summer Open Door Program in the Church: volunteers greeted visitors looking for a place of quiet reflection and spiritual rejuvenation.
- Card ministry
- In-home intercessory prayer group
- Christian Companions: lay people who visited our parishioners unable to attend church due to illness or infirmity.
- Blessing of animals



When Covid began, our priest took initiative to provide weekly on-line worship experiences, partnering with a neighbouring parish. Music ministries were included, featuring choir motets, organ pieces and chiming. Spiritual enrichment continued with on-line Bible study sessions. Community connections were maintained through on-line discussion and fellowship opportunities.

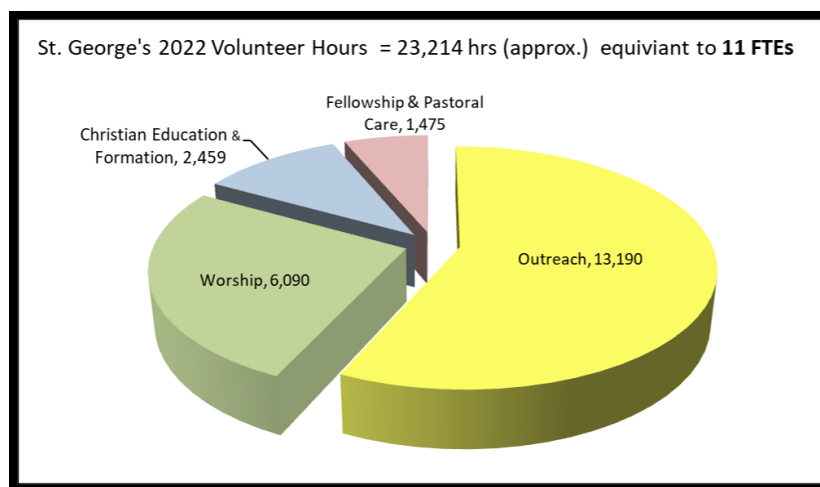


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# Staff, Volunteers and Leadership Style

“Whatever you do, work at it with all your heart, as working for the Lord.” (*Colossians 3:23*)

The Incumbent, staff, wardens and parishioners all play critical roles in the life and growth of St. George's. The Incumbent articulates St. George's congregation's vision and mission. The **Wardens**, in conjunction with the Incumbent, attend to the financial and practical needs of the congregation. The **Envelope Secretary** and **Treasurer** help corporation fulfill their responsibilities for finances. The **Corporation** works with staff and parishioners, guiding parish direction through the Advisory Board. The **Advisory Board** consists of a representative from each parish group plus 4 elected members, 2 members appointed by the Incumbent, and an elected chair. The **Building and Property Committee** are responsible along with the Corporation for fulfilling maintenance of church properties. In addition, a cadre of faithful volunteers helps to live out St. George's vision in a variety of ways. Our full-time **Office Administrator** (30 hours weekly) ensures the efficient administration of the parish office, assisting the incumbent and wardens and other clergy, staff and volunteers in parish administration. The Office Administrator prepares the weekly bulletin and newsletter. Our part-time **Organist and Choir Director** collaborates with the **Worship Committee** and Incumbent to ensure worship services are enhanced through music (instrumental and choral) so that the congregation is encouraged to participate. Under the direct supervision of the Incumbent, the **Sexton** (6+ hours weekly) assists the Incumbent and the congregation in its preparation for worship on Sundays, special Feast and Holy days, weddings and funerals as well as tending to the general needs of the parish's facilities and operations. We have independent contractors who do snow removal, grass cutting and indoor cleaning.





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# Ministries that Enhance Our Community

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace...” (1 Peter 4:10)

Over the years many parishioners have joyfully and faithfully devoted countless hours within the parish and in outreach activities, building and supporting community. Some of these ministries include maintaining our archives; providing refreshments after Sunday services; sending greeting cards to sick and shut-in parishioners; crafting and sharing prayer shawls; preparing and serving meals for special events and occasions; gathering for fellowship and community sharing; and supporting community outreach initiatives.









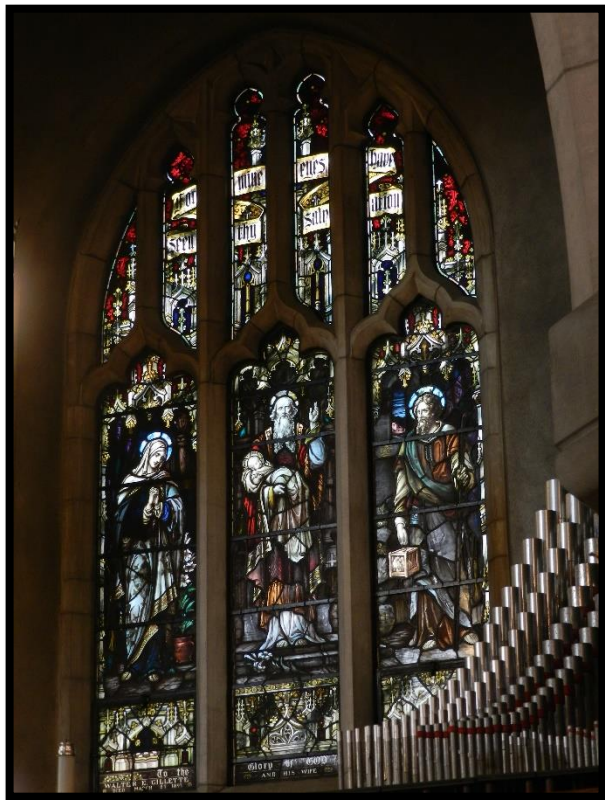
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# Physical Resources

“O Lord our God, all this abundance that we have provided for building you a house for your holy name comes from your hand and is your own.” (*1 Chronicles 29:16*)

## Current Buildings and Property:

The church property is located at the corner of Bagot Street West and Centre Street South. It consists of the church (seating for 340), lady Chapel (seating for 40), and an adjoining parish hall. A second property is located on Park Road North and is St. George's Anglican Cemetery. The church is built in the Gothic Revival architectural style with beautiful stained-glass windows and woodwork details. St. George's is a prominent feature of Oshawa's downtown community. Next year, 2024, will mark the 100<sup>th</sup> anniversary of worship in our present building!

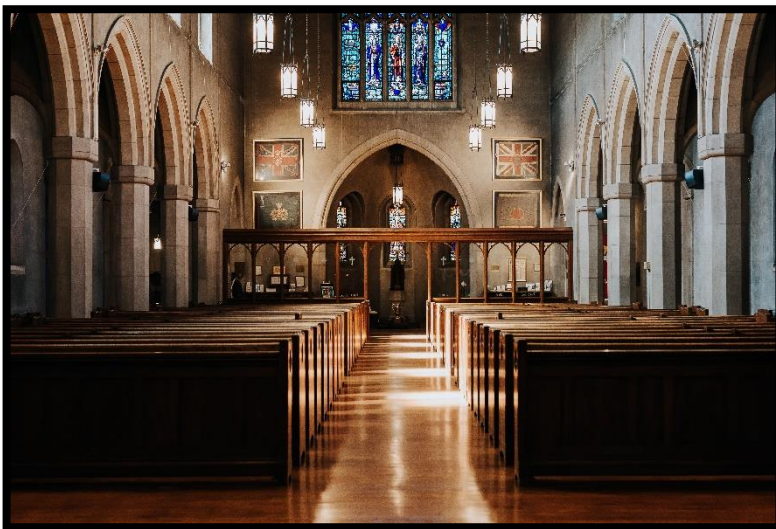


### **The Church (Circa 1924):**

- Vestry office, and sacristy
- Washrooms
- Choir stalls
- Lady Chapel
- Nave
- Sacristy
- Narthex and baptistry
- Bell tower with a carillon and chimers room.
- Gallery off the main church with lounge seating
- Exterior access ramp off Centre Street

### **Basement:**

Several storage rooms, a washroom, an Archive room with many interesting and collectable artifacts, a choir lounge, practice room and two change rooms. There is also a boiler room with updated boilers as well as a newly renovated workshop.



### **The Parish Hall (circa 1952):**

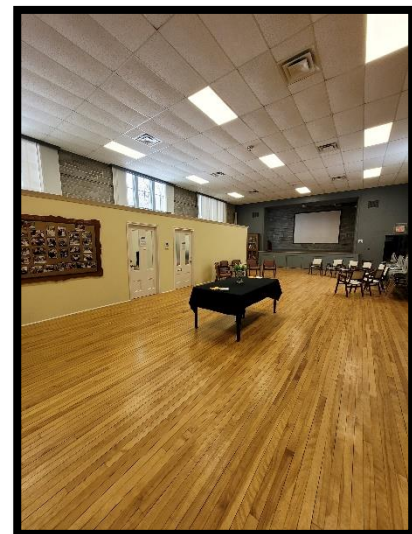
Main entrance from Centre Street with accessible interior ramp into the main church

### **Lower Parish Hall:**

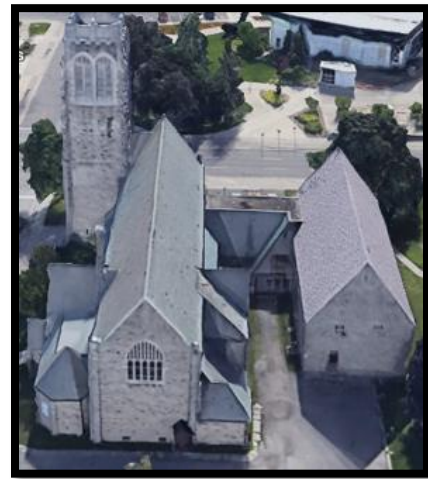
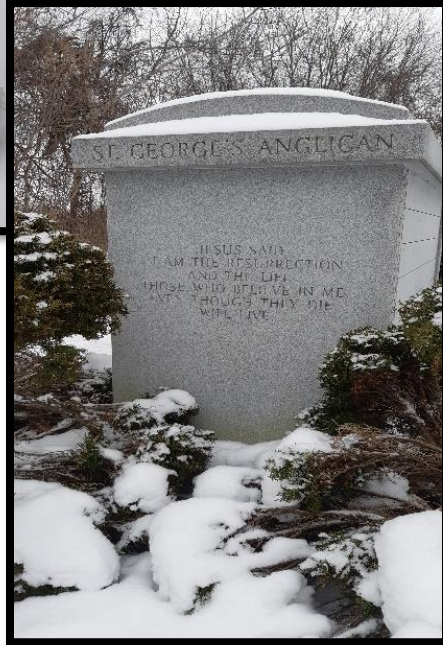
- presently used for offices, coffee hours, meetings etc. It is accessible via a platform lift. It has a full kitchen and stage.

### **Upper Parish Hall:**

- has some small rooms and one large room with an adjoining kitchenette. This room is rented out on a regular basis and previously used for Sunday School







### **The Cemetery (circa 1864):**

1  $\frac{3}{4}$  acres located on the east side of Park Road North. Plots and columbarium niches are available. The head of the cemetery is a volunteer.

### **Building Inspection:**

As per Diocesan requirements a building inspection was completed in 2017. Issues identified on this inspection have been gradually addressed by our Building and Property Committee. For more information on our building and property projects please visit our website.

### **The Roof:**

Over the last several years, St. George's experienced serious problems with a leaky roof. Work is scheduled to begin in 2023.

### **Rectory:**

The parish does not own a rectory and offers a housing allowance to its incumbent.

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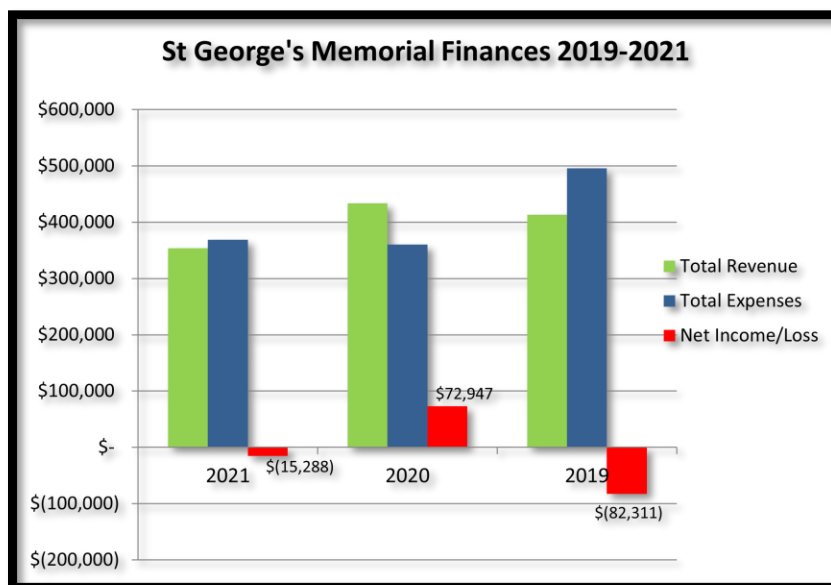
## Financial Resources

“Each of you should give what you have decided in your heart to give...for God loves a cheerful giver.” (2 Corinthians 9:7)

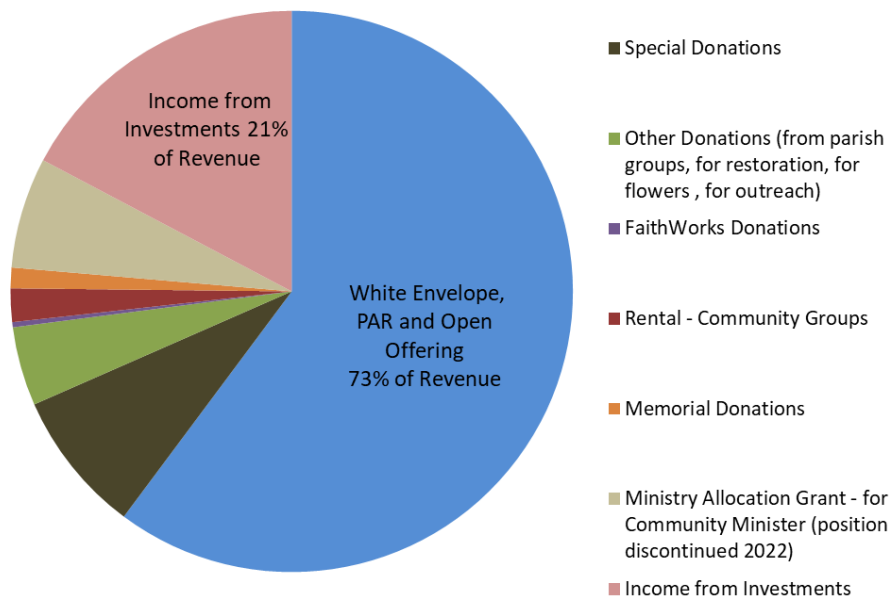
At St. George's our financial picture is cautiously optimistic. (see appendix 1) Over the past several years, we have seen rising expenses and fewer sources of income. Despite the pandemic we have managed to meet our expenses yet we realize that we will need to expand our revenue sources in order to sustain and grow our ministry as well as maintain our beautiful building and property. Our primary income source continues to be from parishioners' givings, which account for 73% of our income. We also have numerous investments, the income from which accounts for 21% of our revenue. Prior to the global pandemic we had a vibrant Growing Healthy Stewardship (GHS) program with a successful GHS relay in 2019. We would like to get this program back on track in 2023.

St. George's has seen an increase in expenses over the past several years and especially since the pandemic. We continue to address the many expenses involved with maintaining an older building. As discussed in the Physical Resources section of the profile, we are embarking on a major project of replacing our roof. We have the funds set aside which we anticipate will cover the expenses of this project. Other projects include augmenting accessibility for our Parish Hall, moving our Parish Hall offices, improving our sound system, exterior lighting, and security.

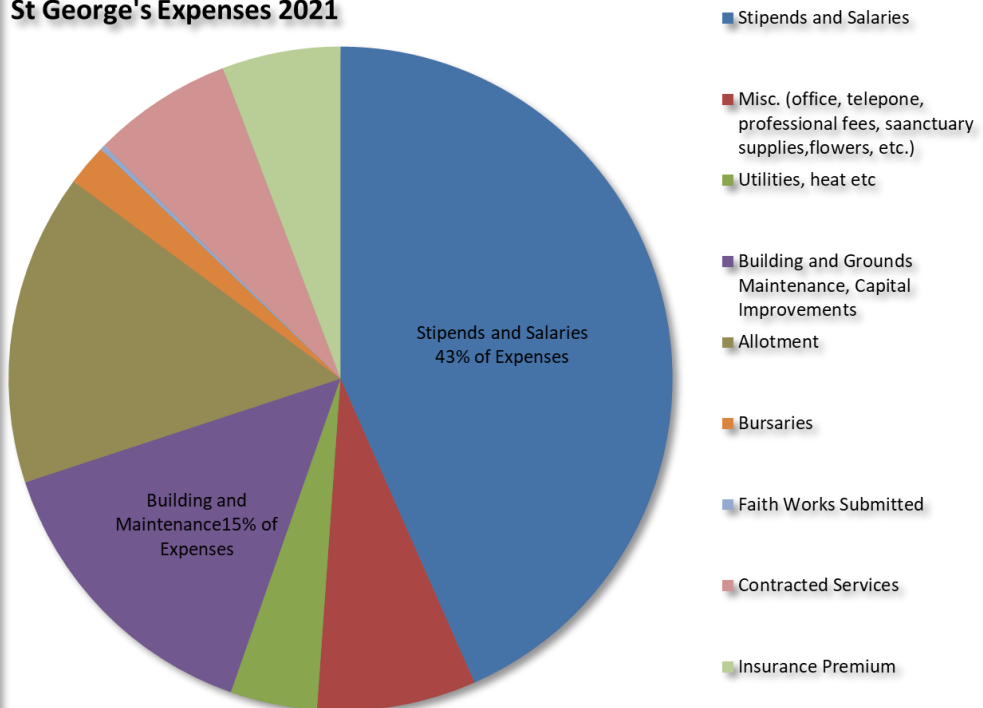
More detailed financial information can be found on pages 14-18 of our Vestry Report.  
(Link located at the end of this profile)



## St. George's Revenue Sources 2021



## St George's Expenses 2021



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# Oshawa and Our Community

“Carry each other’s burdens, and in this way, you will fulfill the law of Christ.” (*Galatians 6:2*)

## **Oshawa Our Home:**

Oshawa is changing. Oshawa is growing. The community at St. George’s is called to minister to that change, and we welcome the growth in all its diversity and promise. There is a strong desire to discern where God’s mission is leading us in the challenges of the downtown core (for example homelessness, joblessness, poverty, access to services).

Oshawa is located on the north shore of Lake Ontario in the Province of Ontario and is its second-fastest growing city. It lies approximately 60 kilometers east of downtown Toronto. Oshawa is part of the greater Toronto Area (GTA), known as the largest municipality in the Regional Municipality of Durham. The existing and continually evolving Go Transit Service makes an easy commute from Newcastle through to Toronto’s west end, easily accessing Oshawa’s Ontario Tech University, Durham College, and Trent University Durham. The 401 provincial highway runs through the south end of the city, and the new 407 highway runs parallel to the north side of the city. Oshawa offers a wealth of indoor and outdoor leisure activities and amenities for individuals and families alike. For further information, please see links below.

<https://www.oshawa.ca/en/parks-recreation-and-culture/activeoshawa-guide.aspx>

[https://www.tripadvisor.ca/Attractions-g155003-Activities-Oshawa\\_Ontario.html](https://www.tripadvisor.ca/Attractions-g155003-Activities-Oshawa_Ontario.html)

Oshawa is undergoing significant change and growth in the downtown core and greater city. New condo buildings, homes of all sizes and styles and commercial properties are adding to the exciting overall demographic growth and potential of Oshawa itself.

<https://conta.cc/3YcjNxS>

<https://townfolio.co/on/oshawa/demographics>





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## **Challenges of living in Oshawa:**

The greatest challenge today is in Oshawa's poorest neighbourhoods. St. George's is located in the heart of one of these. These neighborhoods are dotted across south and midtown Oshawa as well as in the core of the city. However, Oshawa is fortunate to have a mayor who – as he testifies himself, has come from a background of personal challenges that include drug addiction, homelessness, and abuse. Mayor Dan Carter is a member of the Health and Social Services Committee at the regional level and was instrumental in getting a mobile health unit on the streets. Mayor Dan has also worked as President of the Durham Region for Non-Profit Housing Corporation, working on more development for low income/co-op housing. Mayor Dan and the City of Oshawa continue to be an excellent resource/partnership, collaborating with St. George's in community outreach projects.

## **Some Local Outreach around St. George's include:**

- Gate 3:16 <https://gate316.org/>
- The Refuge Youth Outreach Center <https://refugeoutreach.com/>
- Durham Alliance Outreach <https://www.durhamallianceoutreach.org/>
- Back Door Mission <https://www.backdoormission.ca/>
- Durham Outlook for the Needy <https://durhamoutlook.com/>

## **Outreach and Evangelism at St. George's:**

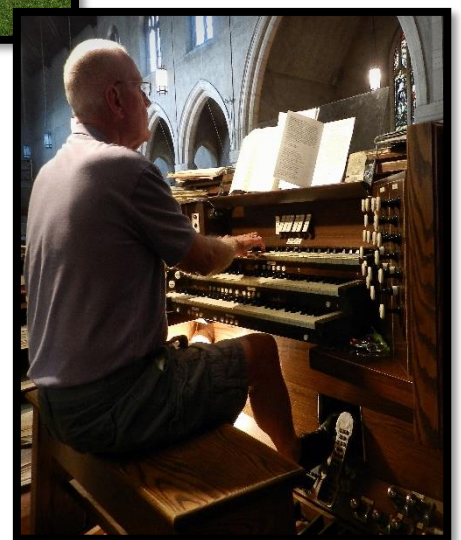
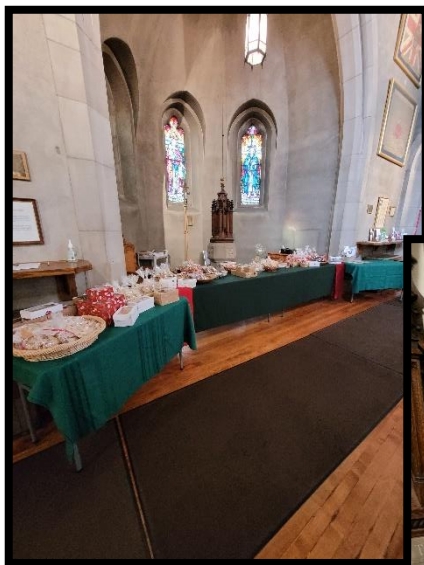
There is a strong desire in our church community to reach out and better support our downtown neighborhoods. With new growth slated for the downtown core and the changing face of Oshawa in the next 5-10 years, there will be growth, challenges, and opportunities for St. George's.

Currently we share our facilities with community groups, including Scouts, Durham Youth Orchestra, and Alcoholics Anonymous. Musical performances and theatre productions have also drawn the community in to St George's.

We as a parish are looking for an Incumbent who will accompany us and guide us on our journey. Developing a collaborative focus that includes working with those living on the streets, those moving into greater Oshawa, and our parishioners will be key to St. George's successful role as a positive spiritual place of support and enrichment for all.

## Some Outreach Projects at St. George's:

- Refugee resettlement (from Syria and Ukraine) in partnership with other parishes in the deanery
- Mitten Tree at Christmas providing scarves/hats and mittens to local schools.
- Open Doors Ontario
- Oshawa Bright and Merry Market
- Summer gatherings on the church lawn for parishioners and neighbours



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# Our New Priest

“Then I heard the voice of the Lord saying, ‘Whom shall I send?’...I said, ‘Here I am, send me.’” (*Isaiah 6:8*)

Dear Future Incumbent,

We at St. George’s, Oshawa excitedly look forward to your time among us. You will arrive at an exciting time in our history, as in 2024 we will celebrate 100 active years in our beautiful worship space. We trust that you will pray for us, guide us, and help us to discern God’s calling for our parish as we move ahead. Help us to become better disciples as we continue to follow Jesus’ example.

We search for someone who has excellent communication skills, who will preach with conviction and inspire us; who will listen and consult with us while leading us; who shares appropriate church-related information in a timely manner; who will have a technological vision for St. George’s to expand our online presence while maintaining and enhancing our rich traditions of in-person worship.

We search for someone who brings skills working with diverse communities. Many of our parishioners do not live in downtown Oshawa, choosing to worship with us from their communities outside of the downtown core and bringing a variety of strengths and skills that amplify our ministry. Our church building is situated in a challenging, ever-changing downtown, so a passion for urban ministry would be an asset. We hope you can help us build bridges with other faith communities and secular organizations in our neighbourhood. We are a welcoming community trusting that your presence will help us become more welcoming.

We search for someone who follows Jesus’ example in teaching Scripture; who can respond to the spiritual yearnings of our people through meaningful, effective worship, preaching, and Bible study; who can strengthen us in keeping our Baptismal vows.

We search for someone who has a genuine appreciation for church music of the Anglican tradition and will support our initiatives to both build on our rich musical heritage and include contemporary offerings.

We search for someone who sees pastoral care as an integral part of their priestly calling; someone who ensures that the ill, shut-in, bereaved, and needy are visited and ministered to; someone whose patience and kindness will surround us; someone who treats others as they wish to be treated.

We search for someone who brings hope and optimism into our midst, who encourages us on our joint journey.

We search for someone who feels called to approach the many challenges and possibilities peculiar to St. George’s, Oshawa at this time. Although the task may seem enormous, we believe that you will, with God’s help and our support, open us to new possibilities within and beyond our parish, while cherishing and amplifying the good work done in our past. We recognize that you will need our support, and we pledge to do our best to work alongside you through this next chapter in our parish life.

May God bless you as you discern whether God is calling you to St. George’s.

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# Informative Links

## Church Website

<http://www.stgeorgesoshawa.org/>

## Narrative Budget/Parish Story

[http://www.stgeorgesoshawa.org/stewardship/Narrative\\_Budget-Parish\\_Story\\_2019.V6.pdf](http://www.stgeorgesoshawa.org/stewardship/Narrative_Budget-Parish_Story_2019.V6.pdf)

## Vestry Report

[http://www.stgeorgesoshawa.org/welcome/VESTRY\\_REPORT\\_2022vFinal.pdf](http://www.stgeorgesoshawa.org/welcome/VESTRY_REPORT_2022vFinal.pdf)



## Parish Selection Committee Prayer

**Dear Lord, we pray for you to be moving in the hearts of the selection committee as they search for the priest you are calling to our parish. We pray for you to be moving in the heart of the priest you are calling. Prepare us, Lord, and keep us strong as we wait, caring for each other and nourishing each other. We ask this, Creator, through Jesus Christ our Lord, in the power of your Holy Spirit, now and forever.**

**Amen.**



# Appendix I

	2023 BUDGET (draft)	2022 Budget	2021 FINAL	2020 FINAL	2019 FINAL
<b>REVENUE</b>					
White Envelopes & PAR	220,000	221,000	211,728	226,156	227,813
Special Donations	40,000	35,000	29,094	84,991	33,177
Open Offerings	1,500	1,500	1,123	1,152	4,231
Memorial Donations	5,000	5,000	4,210	4,010	7,925
Community Groups - rentals	12,500	10,000	6,796	10,914	20,578
Parish Groups	7,500	1,500	5,797	1,383	2,500
Cemetery	100	300	100	600	1,450
Restoration & Maintenance	7,500	7,500	7,209	4,410	10,320
Donations for Flowers	900	500	720	995	2,065
Donations for Church Outreach	2,500	2,500	613	1,290	2,275
Ministry Allocation Grant	0	0	22,561	31,415	16,877
FaithWorks Donations	1,000	750	1,055	859	1,190
Donations to Specified Project	25,000	5,000	1,650	3,550	22,589
Total Revenue	323,500	290,550	292,656	371,725	352,990
<b>EXPENSES</b>					
Stipends + Visiting Clergy	114,549	126,175	111,213	89,172	120,087
Community Minister Stipend	0	0	0	31,416	16,877
Community Minister Outreach	2,400	2,400	22,561	0	0
Staff Salaries and Benefits	36,050	30,000	26,303	49,868	64,296
Office and Admin	12,000	11,000	11,685	9,779	14,001
Telephone	4,700	4,700	5,589	4,640	4,733
Insurance Premium	27,000	24,000	21,262	19,899	17,300
Professional Fees	5,500	6,500	5,873	8,248	11,394
Utilities	6,000	6,000	5,987	6,613	8,198
Fuel	15,000	7,500	9,624	14,619	15,896
Contracted Services	44,290	43,000	25,234	23,439	37,201
Building & Grounds Maintenance	30,000	25,000	30,043	18,984	13,280
Sanctuary Supplies	900	500	261	735	1,119
Flowers	900	750	965	944	2,071
Music, Musicians, Organ, Piano, Bells	3,000	3,000	825	1,570	3,181
Archives	750	750	366		
Worship and Mission	3,000	3,000	3,024	644	2,747
Allotment	51,000	55,533	55,999	45,219	59,135
Church Outreach	4,500	2,500	0	1,066	4,726
Bursaries	9,000	8,000	7,500	8,000	9,000
Faith Works Submitted	800	750	897	859	1,190
Cowan House Sales Exp	0	2,500	0	0	0
Capital Improvements	30,000	13,000	23,771	24,804	89,124
Total Expenses	401,339	376,558	368,982	360,518	495,557
Interest from Investments	65,000	61,038	61,038	61,740	60,256
Net Income/Loss	(12,839)	(24,970)	(15,288)	72,947	(82,310)

