



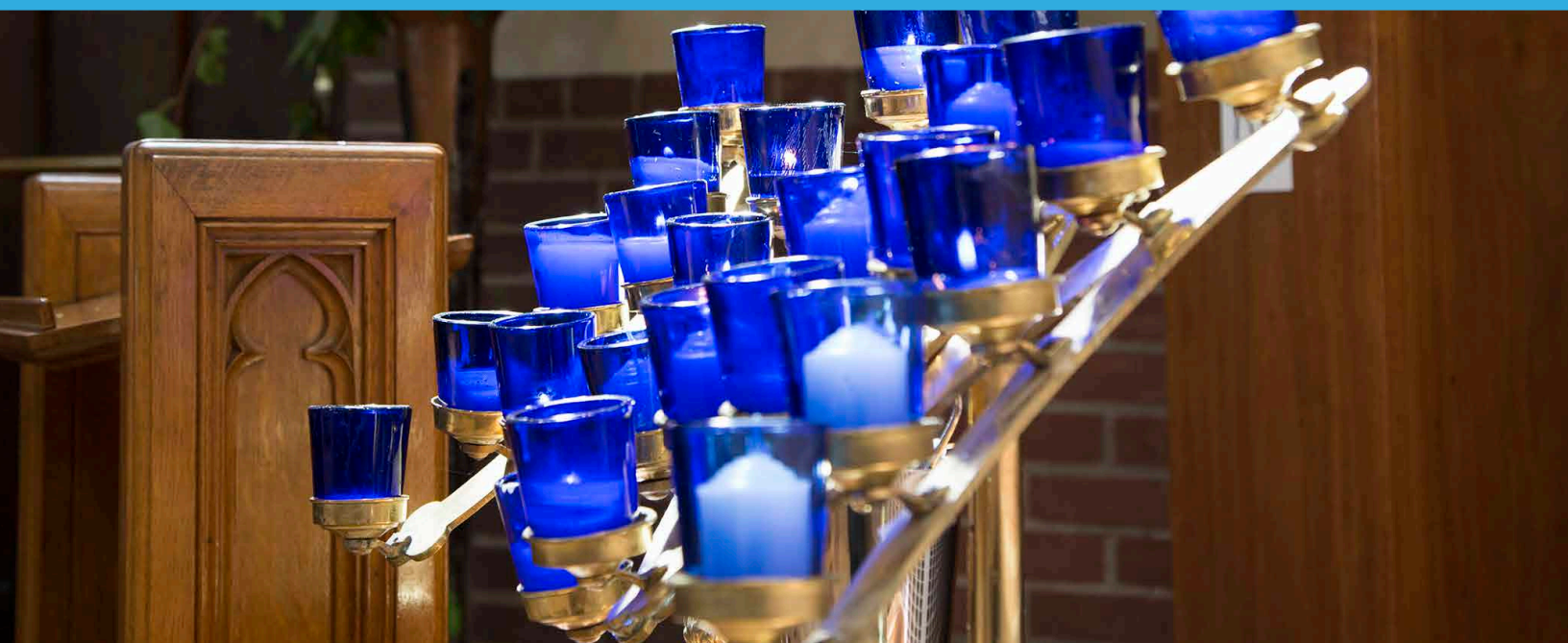
PARISH PROFILE

NOVEMBER 2023



St. Martin-in-the-Fields
ANGELICAN CHURCH • TORONTO, ON

The Anglican Church of Canada, Diocese of Toronto
Church of St. Martin-in-the-Fields
151 Glenlake Ave, Toronto
stmartininthefields.ca



*“We were, we are, we will be
a faithful witness
to God’s love.”*

O Lord God, bless this group gathered in your name. We pray that as we work together to discern who we are, and want to be, as a community in Christ that we will always hear and be mindful of your voice.

Give us patience and understanding to listen to our parish family and help us to be accurate about our strengths and weaknesses.

Open our minds to see St. Martin’s potential even beyond our imaginings and help us to work together to select the best candidate for our parish. This we ask in the name of your son, our Saviour, Jesus Christ.

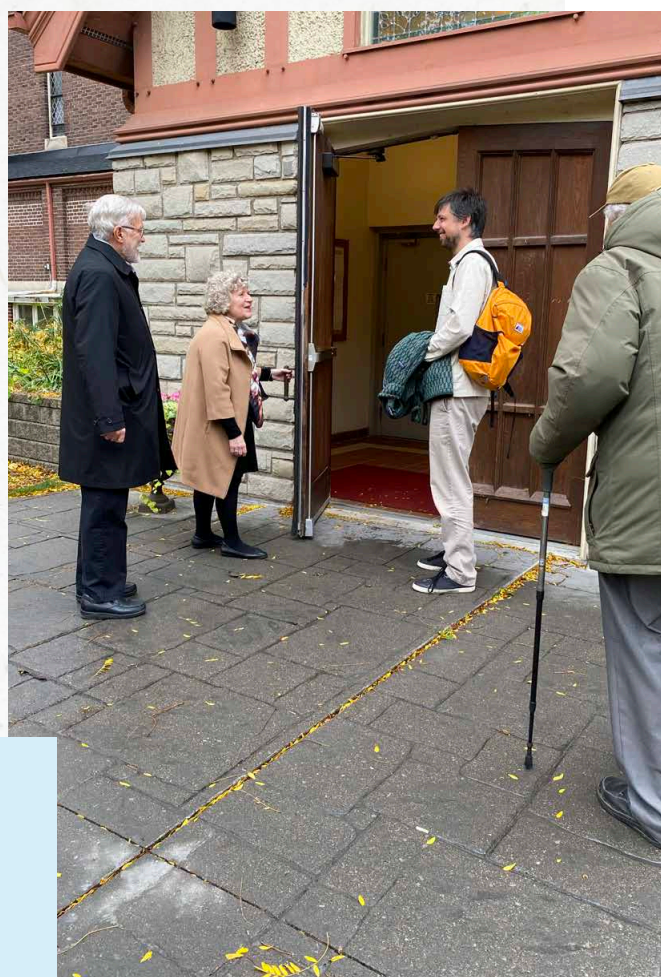
PRAYER DEVELOPED BY THE PARISH SELECTION
COMMITTEE TO GUIDE OUR WORK.

Executive Summary

St. Martin-in-the-Fields was founded in 1890 in the home of Mr. Ira Doane on Franklin Avenue in Toronto's junction triangle in the rapidly developing west end of the city. After two moves, the parish arrived at its present location near Keele and Bloor. The "basement" church (now the parish hall) opened in 1914. The upper church, with seating for 200, was dedicated on May 5, 1922.

We thank God for the vibrant and friendly community we share. We are a community of people keen to discover more about our faith and to put that faith into action in the world. In our contemporary Anglo-Catholic worship, using the Book of Alternative Services, our music and our ongoing Christian formation, we seek to use the riches of the past while exploring the best of what our world has to offer.

We are looking for a new parish priest to lead our liturgical life and our outreach and mission ministries; to provide pastoral care; and to share in the journey of Christian discovery and coming to know Jesus that is at the heart of our life in this parish.



Worship and Liturgy

WORSHIP SERVICES

We are part of the Anglo-Catholic tradition of Anglicans, centred in the Eucharist. Everyone is encouraged to participate as they are able and in ways that are comfortable for them. We have used the Book of Alternative Services (BAS) exclusively since 1985. Our regular weekly services include:

SUNDAY AT 8:30 A.M.: SAID EUCHARIST

A quiet, spoken service (no music) that includes readings, prayers, a sermon and Communion.

SUNDAY AT 11:00 A.M.: SUNG EUCHARIST

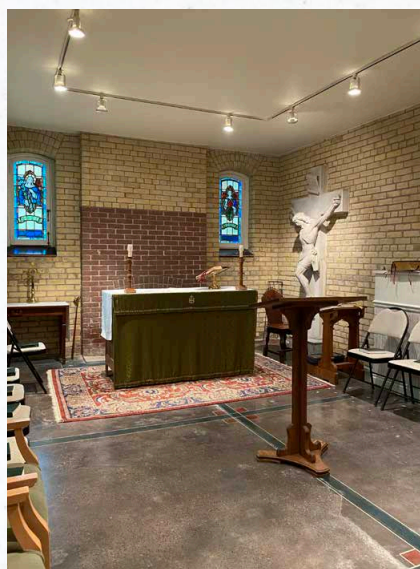
This is our largest weekly service. It includes the beautiful music of the St. Martin's choir. We sing hymns as well as service music at various points throughout the liturgy. See more about music as part of our worship on page 5. In keeping with our Anglo-Catholic tradition, incense is used at this service.

TUESDAY AT 10:00 A.M.: SAID EUCHARIST

We celebrate a said Eucharist each week downstairs in the Calvary Chapel. This service is even simpler than the 8:30 am Sunday Eucharist. Because of the small size of these gatherings, they are especially easy to follow.

WORSHIP-RELATED MINISTRIES

Many of our parishioners play an integral role in our liturgy as servers, readers, sidespeople, and greeters, and as members of the altar guild, choir, and livestream team. (See *Appendix 1* for a description of the duties of each role.)





SPECIAL SERVICES

Throughout the church year, we celebrate the festivals and special occasions with services, many of which have become part of our tradition.

Our annual Advent Carol service in December is a well-loved tradition that raises money for community service organizations and awareness of the true meaning of preparing for Christmas. At Christmas, a family Eucharist is held at 7:00 p.m. including a pageant put on by the church school and volunteers. Even during the pandemic, we produced a pageant on Zoom. A sung Christmas Eucharist follows at 10:00 p.m.

Holy Week begins with the Palm Sunday service which includes the blessing and distribution of palms followed by a procession of the whole congregation and church school symbolizing the march into Jerusalem with Christ. During Holy Week, the Stations of the Cross are observed, followed by a Maundy Thursday service which includes the washing of feet and stripping of the altar. A Children's Service is held on the morning of Good Friday followed by the Good Friday Solemn Liturgy in the afternoon. An Easter Vigil is held on Holy Saturday followed by a Resurrection Party in the church hall.

Rogationtide is regularly observed with the blessing of the garden and the enthusiastic sowing of grass seed at the end of the 11:00am Sunday service by all parishioners.

COMPLINE

During the pandemic, our Christian Education sessions switched to a Zoom format with each presentation concluding with Compline. These sessions were very well received by the parish and the service of Compline very much appreciated. This format continues post-pandemic.



MUSIC AT ST. MARTIN'S

St. Augustine said that when you sing, you pray twice. St. Martin's is a wonderful place to experience the truth of this statement – we sing and pray joyfully!

Our music program exists to serve and enhance the liturgy.

The unique acoustics of our worship space and a fine Casavant pipe organ enhance the beauty of congregational singing and encourage energetic participation by all! Our choir, led by our talented music director and organist contributes to the liturgy through an experience of music that speaks to our hearts and minds, and by supporting the congregation in singing the hymns, the Gloria, the Lord's Prayer and other parts of the sung service.

Our music is taken from many centuries, places and Christian traditions. Motets are chosen to reflect the readings of the day.

We use other instruments, including piano, violin, trumpet, flute, Celtic harp, and drum, in the music of the service.

Our music reaches out to the community through our Choir's concerts. St. Martin's is also a popular venue for concerts of visiting choirs and a recording space for many musicians. Concerts are the way that some people come to know and be comfortable in the space.

Our choir is a dedicated group composed entirely of volunteers interested in providing beautiful 4-part music to enhance the worship services. Members come from many backgrounds and ages, but they have one common interest – music to worship God.

Learning and Spiritual Development

CHILDREN AND YOUTH

Since 2016, St. Martin's has had a part-time Pastoral Associate for Children's Ministry on staff to lead our Nursery, Children and Youth Programs supported by parish volunteers.

During the pandemic, our Pastoral Associate created videos to keep our children engaged. Subsequently, a Messy Church program was created on Zoom in conjunction with St. Michael and All Angels. This very successful program wound down in mid-2022 as we began a return to in-person church school. A lectionary-based resource program was used with different ideas developed for various age groups.

Weekly emails were sent to the parents of participating children to keep them informed of the program and enable them to continue the message at home. During the summer, a craft table is offered for any children attending – in the garden whenever possible. The children join their parents in the church prior to communion.

Monthly meetings are held for the youth of the parish. In addition, our youth are active as servers, on the livestreaming team and as volunteers in the church school and nursery.

A new Pastoral Associate for Children's Ministry joined us on May 1st, 2023 and we are looking forward to their new programming that connects our youth to the presence of Jesus in our lives.

CHRISTIAN EDUCATION

During the pandemic, our Christian Education committee adopted a Zoom format. Each session was based on a particular theme lasting about four weeks. The sessions were offered on Wednesday evenings, concluding with Compline.

The sessions were 'hosted' by a committee member and facilitated by speakers both within and outside the parish. The sessions were very popular, so much so, that the committee decided to continue the format going forward. Highlights from 2022 included: a survey of St. Martin's parishioners past and present including a snapshot of the changing demographics of the parish; and a Lenten series focussed on the Gospel of John led by parishioner Prof. Joseph Mangina. The 2023 spring season concluded with presentations on sacred spaces in the faith journeys of several parishioners and guests. Over





the summer months, the committee recommended two books for vacation reading, one fiction and one non-fiction and a discussion of these books was the basis for the first Zoom session in the fall.

Other volunteers manage a small parish lending library of books on the Christian and other faiths. Topics vary widely.

Prior to the pandemic, an important aspect of spiritual development for our parishioners was our Lenten Quiet Days which we shared with the parish of St. John's West Toronto and shared the hosting of these sessions at the two sites. The day was typically led by a guest speaker with much time for individual contemplation and fellowship with others over lunch. These sessions are a practice we hope to continue.

St. Martin's is a member of the Quiet Garden movement (quietgarden.org) and as such, is part of a network of 250 beautiful gardens and outdoor spaces for prayer, stillness, contemplation and an appreciation of the natural world. The gardens are all included on the Quiet Garden site to allow visitors to locate quiet, outdoor spaces they can visit while travelling. We encourage use of our garden by travellers and our neighbours through signage and social media. In addition, we hold a contemplative Quiet Garden day every summer for our parishioners in the garden of one of our parishioners lead by a guest facilitator.

Stewardship

St. Martin's participated in the Diocesan program 'Growing Healthy Stewards' in 2018 which helped us to deepen a strong stewardship culture in our parish.

Stewardship at St. Martin's is a complete lifestyle based on gratitude for and the eager sharing of the gifts we have been given. Our stewardship is more than financial gifts; it also includes offering our time and our varied talents to build our church community. We strive to make stewardship top of mind throughout the year. To quote from our [2023-24 Stewardship Campaign brochure](#):

"Stewards as disciples of Jesus Christ see themselves as caretakers of all God's gifts. Gratitude for these gifts is expressed in prayer, worship, action and offering by eagerly sharing these gifts out of love of God and one another."

Newcomers

St. Martin's Newcomers Committee is dedicated to the ministry of welcoming and supporting new parishioners.

During the pandemic, in-person activities were suspended but the committee maintained momentum with the creation of a Greeter role. The Greeter role evolved with the Covid protocols and has now become part of our ongoing ministry. The Greeter is located outside the nave at the main entrance before each Sunday service. The focus is welcoming and answering questions about the service and facilities especially for visitors and newcomers. A visitor gift package is offered with guides on the liturgy and parish community as well as a St. Martin's bookmark and fridge magnet. We welcomed new parishioners during the pandemic.

A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another.

JOHN 13:34



Fellowship

Coffee Hour following the 11:00 a.m. services and on Tuesday morning are lively affairs.

Other social events such as pub lunches, pancake suppers, Faithworks breakfasts and board game nights which were frequent prior to the pandemic are starting up again. Working together on our many volunteer activities provides other opportunities for fellowship. A 'Welcome Back' dinner is held in the church garden in September for parishioners to socialize and kick off the beginning of fall programs after the summer break.

Pastoral Care

Our interim priest and honorary assistants provide pastoral care to our church family first and foremost through the celebration of the Eucharist three times weekly. A monthly eucharist is also celebrated at the Grenadier retirement residence where several of our parishioners now live.

They also attend to the sacramental needs of the wider parish, particularly by visiting the sick and housebound and providing the sacraments of anointing and Holy Communion as needed. They provide support to those who mourn both during the preparation for funerals and ongoing. They keep in regular contact with those unable to attend church services through phone calls. They provide opportunities for those entering into the Sacrament of Matrimony to do in-person marriage preparation and similar instruction is offered to parents presenting their children for baptism.

Parishioners who find themselves in the midst of crisis will always find a listening ear from the clergy and a willingness to refer them on to other professionals as required. An important aspect of pastoral care in our parish is adult religious education. Our clergy lead and support our community's spiritual journey through their homilies and by leading discussions in our Christian education program.



Parish Statistics

The COVID years challenged our church in all areas of operation. During Covid restrictions we introduced livestreaming of worship services to include those who were uncomfortable with in-person services. For Sunday services during 2021 we saw about 40 concurrent views (locations – some with couples watching) per service. In the week following a service, additional viewers brought the total to around 135 views.

Our in-person attendance numbers are improving with time. We will continue livestreaming our 11:00 am Sunday service and special services such as the Advent Carol Service and funerals, on request, so that shut-ins and those wanting to participate from great distances can share our services. Concurrent views in 2022 for each Sunday service were about 20, increasing to about 110 throughout the week after the service.

NUMBER OF FAMILIES ON THE PARISH LIST

2016	2019	2020	2023
185	191	187	183

We have sadly recently experienced deaths of several parishioners, many who were longstanding members.



TOTAL IDENTIFIABLE GIVERS

– See PAG/Envelope Holders from Parochial Returns in Appendix 3

AVERAGE WEEKLY ATTENDANCE AND EASTER

– See attached Parochial Returns.

EASTER DURING COVID

	2020	2021	2022	2023
	4	147*	169*	261*

CHRISTMAS ATTENDANCE

2018	2019	2020	2021	2022
438	440	185*	159*	255*

** in-person attendance plus concurrent Livestream views on the Sunday*

BAPTISM, WEDDINGS AND FUNERALS

Jan 2018 to date

Baptisms	24
Weddings	6
Funerals	35

AGE RANGE OF PARISHIONERS

Respecting privacy issues, complete statistics are not available. One indicator is the parish survey completed by about half of our parishioners.

Age range*	13-49	50-64	65-80	80-
Parish Survey	10%	25%	40%	20%

** Respondents with undisclosed age: 5%*

Our Staff

We are blessed with the talents of:

MUSIC DIRECTOR/ORGANIST

Jack Hattey *Part time*

PASTORAL ASSOCIATE FOR CHILDREN'S MINISTRY

Finn Keesmaat-Walsh *Part Time*

ADMINISTRATIVE ASSISTANT

Andrea Zinn *Part Time*

CARETAKER

Bernard Sanders *Part Time*

HONOURARY ASSISTANTS

The following three individuals can be called on to assist or cover for the parish Priest in case of need:

The Rev. Canon Alyson Barnett-Cowan

The Rev. Canon David Luxton

The Rev. Canon Harold Nahabedian

Two other individuals serve in this capacity but are not available at present to assist:

Bishop Victoria Matthews *currently serving in the Diocese of Moosonee*

The Rev. James Decker *who presently resides in the Diocese of Algoma*

STUDENTS

St. Martin's often has students serving in the parish as part of their professional development, but none are presently serving:

Divinity students *from either Trinity College or Wycliffe College*

Organ or vocal scholars *from U of T or York U.*



Leadership Style

We have experienced collaborative leadership at St. Martin's.

The Parish Priest, together with the Rector's Warden and the People's Warden form the Corporation of the Parish and have decision-making authority. They raise issues needing resolution to Management Board or Parish Council as appropriate, and solicit suggestions for resolution, but the ultimate decision rests with Corporation. The Parish Priest also acts as a bridge with the Diocese and other areas outside the Parish to access resources related to spiritual life and management of the Parish.

The Church Building

After worshipping in the basement church since 1915, the main church was completed and consecrated in 1922.

A major renovation in 2002 added meeting rooms, accessibility, a green roof and included painting and refurbishing the sacred space.

The lower level now includes:

- ⌘ Parish Hall with kitchen
- ⌘ Music Room
- ⌘ Two Sunday School rooms
- ⌘ Chapel – open concept
- ⌘ Recently renovated office
- ⌘ Formal meeting room with kitchenette
- ⌘ Washroom facilities in two locations

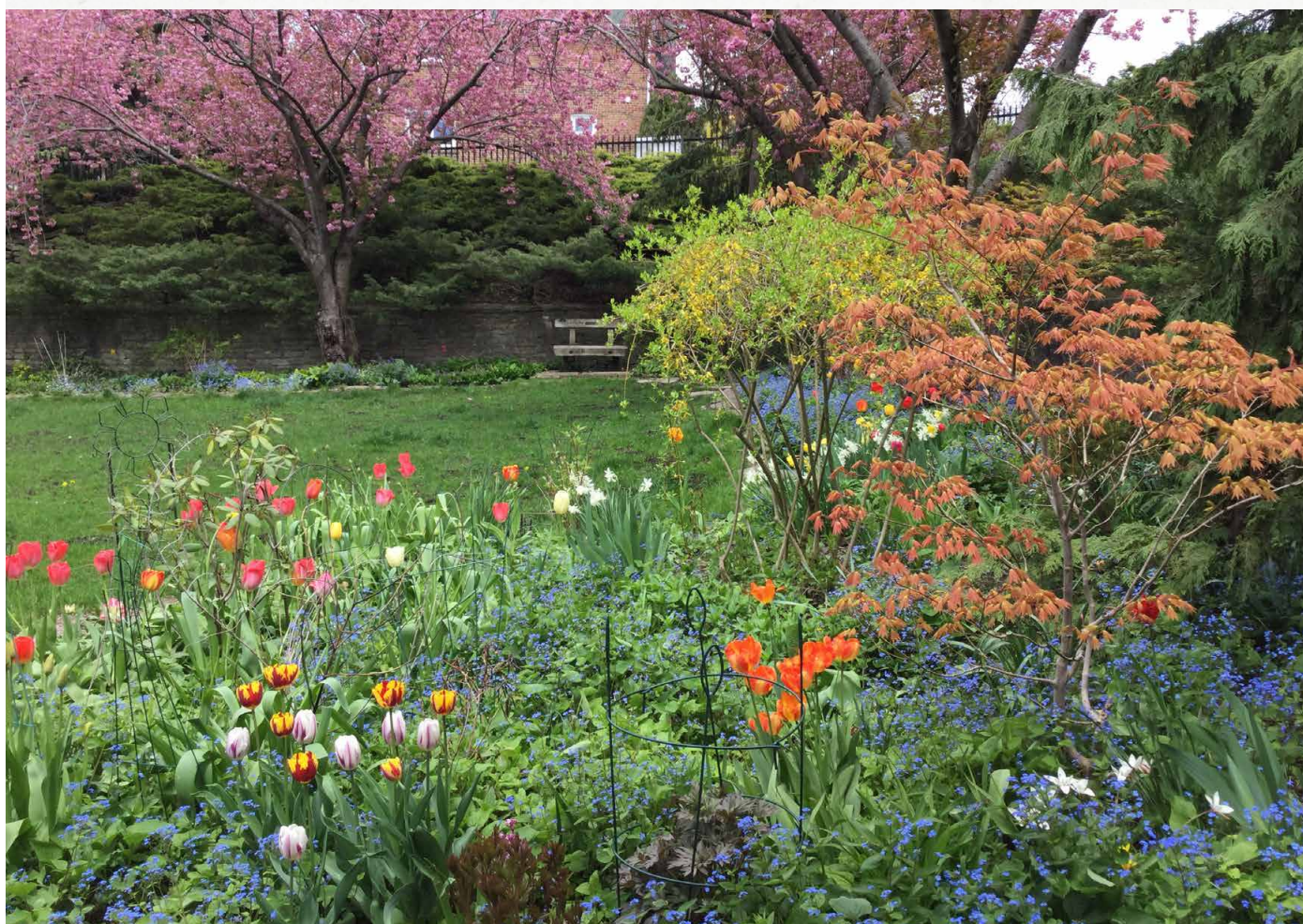


The Rectory

Our rectory is located at 29 Indian Grove, a 10-minute walk from the church. Located in a residential neighbourhood, it is also an easy walk to public schools, transit, High Park, and a community centre.

Features of the rectory are:

- ⌘ Approximately 85-90 years old
- ⌘ Two-storey, fully detached, 1800 sq. ft, private drive, detached garage
- ⌘ 4 bedrooms, 2 bathrooms
- ⌘ Full basement with one room finished as 30' x 80' study
- ⌘ Large, treed backyard



The Garden

Our beautiful, secluded garden space is maintained by a dedicated Garden Group. The space is used by the Parish for events such as picnics, dinners and fair-weather coffee hours after the 11:00 Sunday service. It is also used for community activities such as art shows and outdoor concerts. The Missional Team uses the garden for activities such as the Neighbourhood Fun Fair, Blessing of Bicycles, Blessing of Pets, and Caroling in the Garden. The garden is a retreat used by many individuals and families in the neighbourhood.



Financial Resources

St. Martin's enjoys a stable financial position. We were very fortunate that our regular donors maintained their support during the difficult Covid years.

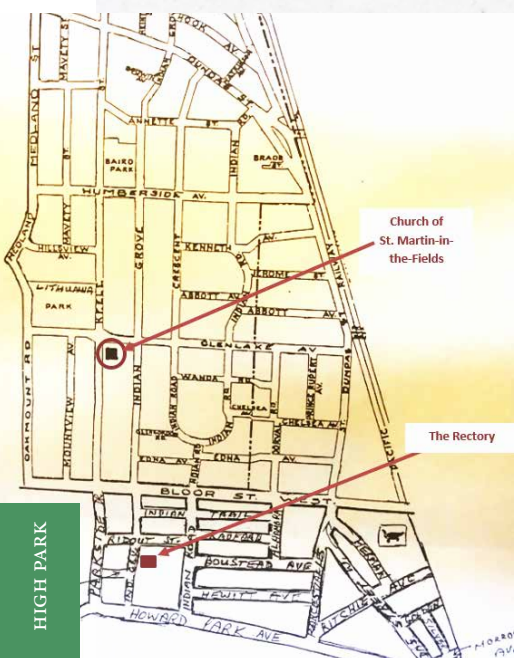
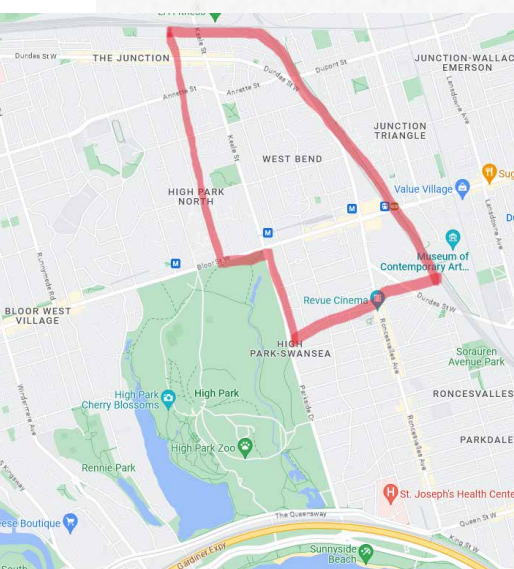
Our finances are well managed by our Treasurer with the support of the Management Board. (Interim Financial Statements for the 8 months ending August 31, 2023 can be found in APPENDIX I.)

We are debt-free and possess a substantial Memorial Fund. We are able to use up to 4% of the value of this fund for operating purposes. Any other draw from this fund requires the consent of Vestry.

Our heating system requires upgrade/replacement. A sub-committee of Management Board, headed by our property manager, has investigated various options to replace the boilers. Early estimates indicated that the cost would be about \$150,000 and Vestry approved withdrawal from the Memorial Fund for this purpose. A subsequent survey report from professional engineers indicated that the cost to purchase and install the best unit will be considerably more than the initial estimate. Based on this report, the project was deferred for a short time. The committee is developing a recommendation, to be presented to Vestry shortly, which will include a more detailed estimate of the cost and a proposal on funding the expenditure. A fundraising campaign may be considered.

We have other monies reserved in funds for specific purposes. Our most recent Vestry Report contains details on these funds under Notes to Financial Statements. [The complete Vestry Report can be found on our web site at stmartininthefields.ca.](https://stmartininthefields.ca)

Our Neighbourhood and Mission Field

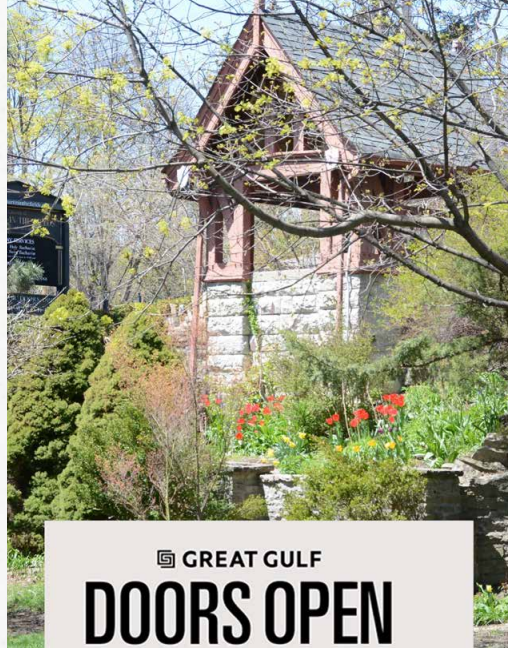


The parish of St. Martin-in-the-Fields is located in the west end of Old Toronto, Ontario, in the neighbourhood next to High Park. We have two mission fields, each with a slightly different focus: the city of Toronto and our parish neighbourhood.

Across Toronto our mission is to be a spiritual home for people who are looking for a church in the Anglo-Catholic tradition that is welcoming and relaxed. St. Martin's is known for our Anglo-Catholic worship services using the Book of Alternative Services. This brings people into our church community who are nourished by our worship and who also, through their support, join with us in assisting our local community.

Our local mission field is our parish neighbourhood which stretches into West Toronto. The maps show the physical boundaries of St. Martin-in-the-Fields (Medland St./ Oakmount Road in the west to the CP railway line at Dundas Street, to Morrow Ave. in the east, Howard Park Ave. in the south, to the CP line in the north. Almost 50% of our parish family live within these boundaries. This is primarily a residential area with a mix of single-family homes and large apartment buildings, both rentals and condominiums. Our neighbours include new Canadians and refugees as well as established Canadians with a strong Polish and Ukrainian community. There is new condominium construction underway on the periphery of the boundaries. There is a high percentage of young families in the area as well as a large number of seniors and working couples. The schools in the area are at or above capacity. The area does have a dynamic and varied retail area, chiefly on the north, east and south perimeters. We know that many of our neighbours are experiencing difficulties with food insecurity and affordable housing, and are seeking companionship and friendship.





Outreach And Mission

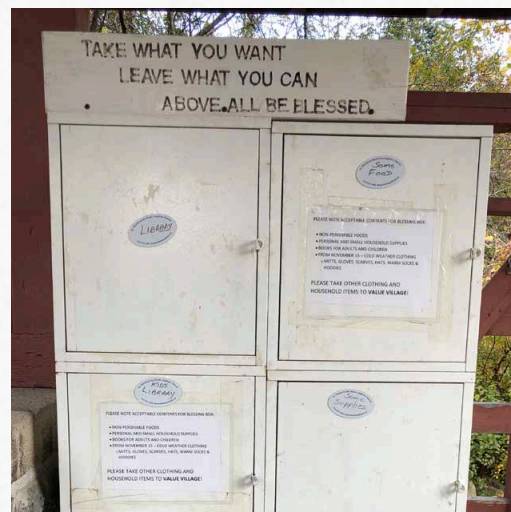
Our Church has two large overarching committees: Outreach and Missional. At the formation of these committees, we took as our guiding statement a quote from a former St. Martin's Curate: "Outreach and Mission require an outward focus, rather than inward. It calls us out of the building into the neighbourhood, and invites us to serve as Christ's hands and feet, and heart and mind."

Through our activities we strive to provide our own parishioners with the opportunities to be the "hands and feet" of Christ, to support our neighbours, and to welcome people into our community to join us in worship and our love of Jesus Christ.

There are three strategies that drive our programs:

- ✧ Provide opportunities for people who may be uncomfortable with, or nervous of religious ceremonies, to get to know the Church building and feel comfortable with it in a context outside of a religious service. This includes activities like our participation in **Doors Open Toronto**, welcoming adults and children for a scavenger hunt in the sacred space during the **Neighbourhood Fun Fair**, and our creation of a welcoming garden.
- ✧ Meet the physical needs of our neighbours by working with and fundraising for local community service organizations, and by hosting our own **Blessing Box**.
- ✧ Be good neighbours and develop relationships with our neighbours in our garden, and through activities like our parish walks and **Christmas Market**.

The following are some of the activities and programs managed by our Outreach and Missional committees and supported by our parish family:



CAROLLING IN THE GARDEN

For about 15 years we have attracted close to 100 neighbours and parishioners on a Sunday afternoon near Christmas when we roast marshmallows, sing Christmas Carols and serve hot chocolate and apple cider.

CHRISTMAS LUNCH

For about 15 years we have also served Christmas lunch in our parish hall to parishioners and neighbours (turkey dinner, stuffing, mashed potatoes, gravy, Brussel sprouts, butternut squash, and desserts). Christmas day 2019 we cooked four turkeys, one goose, and one duck, and during Covid we delivered over 50 Christmas dinners to parishioners, friends, and neighbours.

PICKLEBALL

The fastest-growing sport in North America has been at St. Martin's for 10 years, every Thursday afternoon from 1:00 – 3:00 pm and now Thursday evenings from 7:00 – 9:00 pm. Out of over 30 registered players, only about 6 of us are parishioners as the majority are neighbours and friends. The pickleball group is self-funding and donates its surplus funds at the end of each season to charities that the parish supports.

BLESSING BOX

This large cupboard up on street level under the Lychgate is stocked with food several days per week (mostly by St. Martin's, but by neighbours also), and is emptied almost every night! The Blessing Box is also stocked with toothbrushes, toothpaste, shaving supplies, deodorant, sanitary products etc. As well, the Box supports little libraries for adults and children. In the winter months we supply hats, mittens, gloves, warm socks and hoodies for those in need.

SATURDAY EVENING ALTERNATIVE SERVICES

Approximately twice a year, St. Martin's hosts a Saturday evening alternative service with readings, hymns, poetry and songs followed by a communal supper. We have featured harpists, flautists, pianists, guitarists and organists throughout our years of services.

OUT OF THE COLD

Suspended due to Covid concerns, St. Martin's contributed two Out of the Cold dinners per winter: cooking; setting up; serving; and cleaning with St. Matthews on Bloor Street West.

NEIGHBOURHOOD FUN FAIR

Every June, we host a neighbourhood Fun Fair with a Bouncy Castle for the kids, face painting, games with prizes, and a barbecue for our neighborhood and parish.

NEIGHBORHOOD WALKS

These were initiated to get to know our neighborhood and boundaries (listed above), to see the many gardens around our church, and to acknowledge and support many of our partners (like Feed It Forward on Dundas Street).

PARISH WALKS

These fundraising walks usually happen on Centre Island and end with an Evensong Service at St. Andrew's Church. Our parish has also had walks at Camp Nokomis and High Park over the years.

BLESSING OF THE PETS AND BICYCLES

These events are held annually and attract many from the community. We try to partner with local businesses such as cycle repair and pet stores. We try to honour the religious affiliation of the visitors with individual blessings given.

REFUGEE SPONSORSHIP

In the past decade St. Martin's has helped to sponsor three refugee families. We are currently partnering with another group to sponsor a refugee family of five from Afghanistan.

ADVENT TREE

Christmas ornaments are sold during Advent (\$5) every year to raise funds for our many partners.





GERANIUM SALES

Every May we offer geraniums for sale, again to raise money for our many partners.

COCAINE ANONYMOUS

For a number of years St. Martin's has provided a meeting space for a Cocaine Anonymous group one or two evenings a week.

SCOUTS CANADA

For about 75 years, St. Martin's has sponsored a Scout Group, consisting of Beavers, Cubs, and Scouts. The sections meet separately on evenings in the Parish Hall. The St. Martin's scout group has its own camp at the headwaters of the Credit River. The priest frequently attends the spring family camp. The Scout Group donates three large Christmas trees for St. Martin's each year and holds church parades.

PANCAKE TUESDAY

Every Shrove Tuesday is a time to feed our parishioners, friends, and neighbours at our pancake supper; we routinely cook around 30 pounds of bacon, 30 pounds of link sausages, and over 300 pancakes. The kids love it, with an ice cream sundae for dessert, and so do the adults!

FAITHWORKS

Some of our fundraising activities are in support of the annual Diocesan Faithworks campaign. Our 2022 Faithworks fundraising raised approximately \$21,000.

We also provide financial and in-kind support to several partners:

- ❧ Romero House
- ❧ Feed It Forward
- ❧ Redwood Shelter
- ❧ Grassy Narrows
- ❧ Anglican United Refugee Alliance (AURA)
- ❧ St. Bartholomew's (food bank)
- ❧ Parkdale Activity-Recreation Centre (PARC)
- ❧ Toronto Urban Native Ministry
- ❧ St. Olave's (food bank)
- ❧ St. Pius (food bank)



How We Engaged with the Parish

The Parish Selection Committee met regularly with Diocesan coaches to reflect, research, and prepare this parish profile. In our work, we were ever mindful of our Parish Selection Committee prayer with which we begin each meeting.

The Selection Committee engaged with the parish in several ways:

- ✧ We prepared a parish survey which was completed by ninety parishioners, about half the parish. We were impressed by the amount of time and thought parishioners put into answering the open-ended questions.
- ✧ We interviewed the heads of 29 parish ministries to better understand their purposes and future needs.
- ✧ We held a consultation meeting on September 24th attended by about 60 parishioners who met in small groups to brainstorm about the current parish and hopes for the future.

WHAT WE LEARNED

We found that it is very important to our parishioners that we continue to be a unique Anglo-Catholic parish in Toronto that embraces the Catholic tradition and is wedded to the modern rites (Book of Alternative Services). Parishioners value the choir and music program.

About half of our parishioners live within the parish boundaries or within a few blocks; half come from across the Greater Toronto Area. Survey results show that many people have come to St. Martin's for its liturgy, clergy, and music.

Of those who answered the survey, about three-quarters were over 50. Although we have a well-organized church school and youth program, it is still in the post-COVID rebuilding stage. We are continuing to attract new families with children to St. Martin's both from within our parish, and from the larger community. Our church school children were surveyed separately and were positive about their ongoing church school experiences.

OUR STRENGTHS AND CHALLENGES

We are in a healthy financial situation. Our parishioners are dedicated to our unique liturgy and music program, our 29 ministries, a developing children and youth program, an attractive building, and a garden that is a highlight in the neighbourhood. Our major challenge is to attract young families into the parish. Although we are identified by the Diocese as being LGBTQ2S+ positive, we think that the parish needs more opportunities for discussion about being openly welcoming to people who identify as LGBTQ2S+.

During COVID, we were successful in maintaining worship services and connections among our parish community, and welcoming new parishioners, by livestreaming services, and connecting through Zoom for coffee hour and Christian Education sessions. We learned from this experience and have added some of these online elements into our regular practices. We hope to resume our Saturday alternative service evenings which were put on hold during COVID.

Looking to the Future

God is inviting us to look at who we are from a long-term perspective: from the past century into the next.

Our strength is our liturgy, our music, our priest, our community, and our community outreach. Looking toward the future, we need to continue to assess how to reach out to our community in meaningful ways. To do this we need insight, open-mindedness, compassion, and courage. We need to do the relevant research and continue to ask if we are doing things because that's how they've always been done, or because they need to be done for Christ.

We are blessed by an active and enthusiastic parish membership that maintains 29 ministries. Our parishioners, and other community members, are willing to fill many roles in those ministries. However, we are cognizant, based on our demographics, that we need to bring in younger people and renew the membership of our ministries and groups.



Our New Priest

We hope, with God's help, to find a new incumbent who will be a ministry leader for our community of followers of Jesus, and who will make their faith home with us. We place great value on someone who can be an accessible, welcoming and compassionate **leader of our sacramental and worship liturgy and of our outreach and mission ministries.**

We seek an incumbent who understands the strong connection to Jesus that parishioners find in the sung **Anglo-Catholic tradition** and music, and who is enthusiastic about continuing these at St. Martin's. We recognize that other doorways to faith need to be explored to ensure the continued mission of the Church.

We look to our incumbent to be an **evangelist** – to preach the gospel in a challenging and relevant manner, to address the difficult biblical passages and contradictions, and to make connections to how we live out our faith in this challenging world.

We are a welcoming parish. Through discussion have come to realize that there may be barriers to which we have been blind. We welcome a priest who, with compassion and grace, will challenge us to share the Good News by being more open, inclusive and intentionally welcoming.

We seek an incumbent who will **work collaboratively** with our committed clergy, employees, lay leaders and volunteers. We also look to the incumbent to provide guidance and encouragement to our many committees and events.

Our incumbent is at the heart of our caring Parish community. We look for a priest who expresses care and concern for parishioners and is available to them for **pastoral care**, and who may be interested in developing a lay ministry of pastoral care.

We are excited to welcome a new incumbent to our Parish and to learn where Christ takes us together on our journey to be a welcoming community that gathers together to worship Christ and be his hands and feet in the lives of our own parishioners and in our communities.

APPENDIX I

WORSHIP-RELATED MINISTRIES

- SERVERS** – supporting the clergy during services as crucifers, torchbearers, thurifers, boats, sub-deacons and masters-of-ceremony.
- READERS** – proclaiming the scripture during services. Our readers use good projection, assisted by our sound system, to make sure this part of the liturgy is accessible to everyone.
- SIDESPEOPLE** – assisting parishioners and visitors as they enter the church and during services, attending to special needs by helping people to make use of our elevator, the hearing assists or large-print bulletins and hymn books and supporting the liturgy.
- GREETERS** – welcoming people as they arrive at the main door with special attention to visitors and newcomers, providing information on the service and facilities, being available afterwards to offer hospitality.
- ALTAR GUILD** – maintaining the vestments, linens, silver and other objects used during the services, arranging the flowers and preparing the sanctuary for worship.
- CHOIR** – providing beautiful music to enhance the worship services. (All choir members are volunteers.)
- LIVESTREAM TEAM** – the restrictions required during the pandemic have had some ongoing positive effects. Once we were able to have a small crew back in the church we began livestreaming our 11:00 a.m. Sunday service on YouTube with cameras and console operated by our Livestream team. The livestreamed services were very much appreciated by current and former parishioners, and those who had been unable to attend pre-pandemic due to mobility issues. We are continuing to livestream our main Sunday service as well as some of our special services. Livestreamed services are available on our YouTube channel: <https://www.youtube.com/channel/UCuFiE1n5aFyJuuzxPRQYPKQ>

*They devoted themselves to
the apostles' teaching and
fellowship, to the breaking of
bread and the prayers.*

ACTS 2:42

APPENDIX 2

INCOME AND EXPENSE STATEMENT (EIGHT MONTHS ENDED AUGUST 31, 2023)

	2022 Actual (August 31)	2023 Actual (August 31)	2023 Budget (August 31)	Variance	2023 Budget (12 months)
REVENUES					
Receipted Income	66,367	60,068	68,213	(8,145)	140,000
PAR receipts	43,591	47,025	46,431	595	70,000
Receipted Festivals	3,140	2,485	2,500	(15)	6,500
Receipted Flowers	4,800	4,290	5,000	(710)	7,500
Receipted Garden		200	0	200	0
Receipted Fund Raising	50	2,439	0	2,439	0
Receipted Outreach	683	1,525	2,667	(1,142)	4,000
<i>Total Receipted Income</i>	<i>118,631</i>	<i>118,032</i>	<i>124,810</i>	<i>(6,779)</i>	<i>228,000</i>
Open Offering / Canada Helps	11,823	13,558	14,000	(442)	21,000
Outreach Fund Raising	195	1,374	1,667	(292)	2,500
Unreceipted Fund Raising	301	6,108	0	6,108	12,000
<i>Total Unreceipted Income</i>	<i>12,319</i>	<i>21,040</i>	<i>15,667</i>	<i>5,373</i>	<i>35,500</i>
Space Usage	8,020	11,045	10,000	1,045	11,000
York Rectory	4,533	4,533	4,533	0	6,800
HST Rebate / Grants / Misc.	6,804	5,870	4,000	1,870	7,000
<i>Total Operating Income</i>	<i>150,307</i>	<i>160,520</i>	<i>159,010</i>	<i>1,510</i>	<i>288,300</i>
EXPENSES					
Human Resources					
Clergy - Stipend	44,677	50,801	43,333	7,468	65,000
Clergy - Pension	10,796	7,763	6,667	1,096	10,000
Clergy - Benefits	3,810	3,088	3,333	(245)	5,000
Clergy - Professional Development	600	375	600	(225)	900
Assisting Clergy	200	840	1,333	(493)	2,000
<i>Clergy - Total</i>	<i>60,083</i>	<i>62,867</i>	<i>55,267</i>	<i>7,600</i>	<i>82,900</i>
Maintenance Staff / Cleaning	10,635	10,134	11,667	(1,533)	17,500
Music Staff	20,698	23,825	24,000	(175)	36,000
Honoraria - Music	175	175	667	(492)	1,000

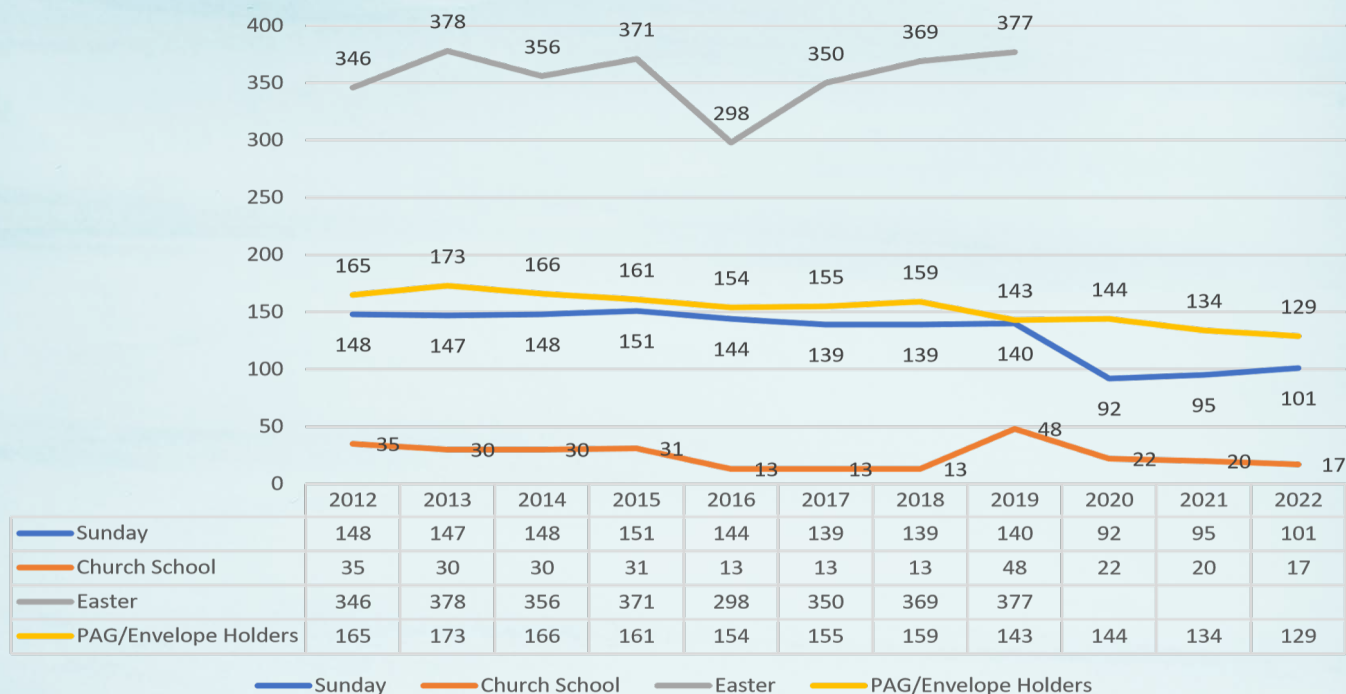
	2022 Actual (August 31)	2023 Actual (August 31)	2023 Budget (August 31)	Variance	2023 Budget (12 months)
Children's Ministry Staff	7,231	12,314	12,360	(46)	18,540
Administrative Staff	2,324	9,461	9,833	(373)	14,750
<i>Human Resources - Total</i>	<i>101,146</i>	<i>118,775</i>	<i>113,793</i>	<i>4,982</i>	<i>170,690</i>
Church and Rectory					
Heating	7,002	9,044	7,456	1,589	13,000
Hydro	4,826	4,151	5,307	(1,157)	8,500
Water and Garbage	363	736	600	136	900
Property Tax - Rectory	7,627	8,042	8,000	42	8,000
Utilities - Rectory	2,728	3,022	3,067	(44)	4,600
Insurance	16,089	17,730	16,777	953	16,777
Capital Expenditures	37,047	13,560	33,333	(19,773)	200,000
Regular Repairs & Maintenance	2,903	4,171	8,000	(3,829)	12,000
Organ / Piano Maintenance	0	0	1,000	(1,000)	1,500
Garden	163	62	533	(471)	800
Cleaning Supplies	516	510	600	(90)	900
Furniture and Equipment	6,748	1,036	3,333	(2,297)	5,000
<i>Total - Church Premises</i>	<i>86,012</i>	<i>62,064</i>	<i>88,007</i>	<i>(25,943)</i>	<i>271,977</i>
Diocese					
Synod Allotment	13,936	14,426	14,425	0	21,638
Synod Expenses	0	750	0	750	0
<i>Diocese - Total</i>	<i>13,936</i>	<i>15,176</i>	<i>14,425</i>	<i>750</i>	<i>21,638</i>
Services					
Worship	3,020	4,756	3,200	1,556	4,800
Outreach		1,445	5,000	(3,555)	7,500
Children's Ministry	825	293	1,000	(707)	1,500
Youth Program		0	267	(267)	400
Christian Education	300	0	667	(667)	1,000
Library		0	200	(200)	300
Missional Church	1,254	1,483	1,667	(183)	2,500
Newcomers		0	333	(333)	500
Servers Guild		0	200	(200)	300

	2022 Actual (August 31)	2023 Actual (August 31)	2023 Budget (August 31)	Variance	2023 Budget (12 months)
Choir		509	1,333	(824)	2,000
Flowers	4,422	4,029	4,667	(638)	7,000
Heritage and Archives		0	333	(333)	500
Coffee cohorts	157	873	800	73	1,200
Other hospitality	157	10,681	1,667	9,015	2,500
Rector's Discretionary & Assist.	125	580	667	(87)	1,000
<i>Total - Services</i>	<i>10,260</i>	<i>24,650</i>	<i>22,000</i>	<i>2,650</i>	<i>33,000</i>
Administration					
Advertising & Publicity / Website		921	500	421	400
Printing & Stationery	498	619	1,000	(381)	1,500
Telephone / Internet	5,589	1,525	4,000	(2,475)	6,000
Postage	797	1,114	1,333	(219)	2,000
Office Supplies & Equipment	3,490	4,075	3,667	408	5,500
Fundraising expenses	177	0	0	-	1,500
Clergy - Travel	973	771	1,000	(229)	1,500
Bank / Credit Card Charges	415	58	267	(209)	400
PAR / Canada Helps / Square fees	787	859	1,000	(141)	1,500
Financial Review		51	0	51	3,200
Miscellaneous		2,681	667	2,014	1,000
Administration - Total	12,726	12,674	13,433	(759)	24,500
<i>TOTAL EXPENSE</i>	<i>224,080</i>	<i>233,339</i>	<i>251,659</i>	<i>(18,319)</i>	<i>521,805</i>
EXCESS OF REVENUE OVER (UNDER) EXPENSES	(73,773)	(72,819)	(92,648)	19,829	(233,505)
FUND BALANCE, BEGINNING	85,209	52,496	52,496		52,496
Transfer to/from Memorial Fund	40,402	0	41,035	(41,035)	211,552
Transfer from other funds	7,855	12,034	12,300	(266)	19,740
FUND BALANCE, END	59,693	(8,290)	13,182		50,283

APPENDIX 3

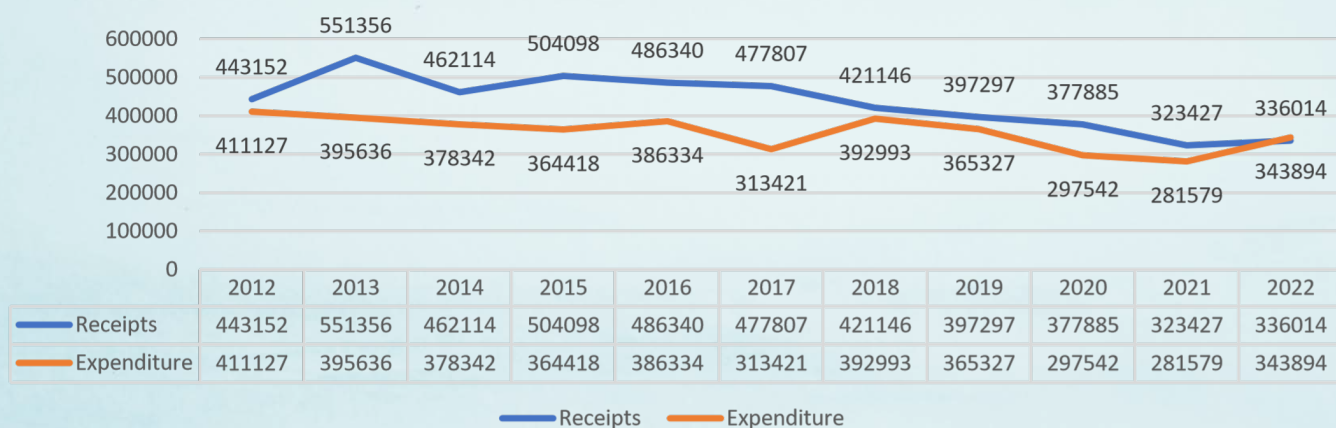
ABOUT US: PAROCHIAL RETURNS – ATTENDANCE

ST. MARTIN IN-THE-FIELDS ATTENDANCE: 2012–2022



ABOUT US: OUR MONEY

ST. MARTIN IN-THE-FIELDS EXPENDITURE VERSUS RECEIPTS: 2012–2022 IN \$





St. Martin-in-the-Fields
ANGELICAN CHURCH • TORONTO, ON

The Anglican Church of Canada, Diocese of Toronto
Church of St. Martin-in-the-Fields
151 Glenlake Ave, Toronto
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