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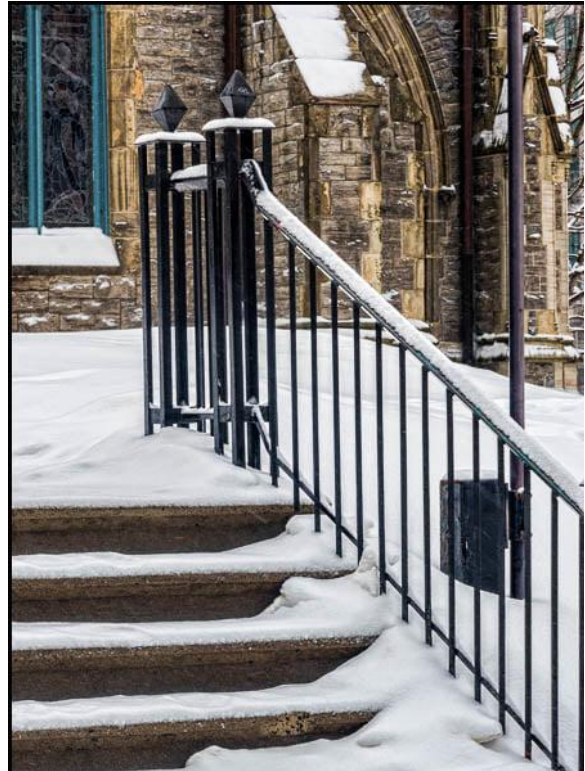


# Executive Summary

"GOD CALLS YOU TO THE PLACE WHERE YOUR DEEPEST JOY MEETS THE  
WORLD'S DEEPEST HUNGER"

Frederick Buechner

St. George's Church, our magnificent spiritual home, is nearly 150 years old. Designated as a National Heritage site, it is located in the heart of downtown Montréal, the largest city in Canada's Québec province. Montreal is set on an island in the Saint Lawrence River and named after Mt. Royal, the triple-peaked hill at its heart. Its boroughs, many of which were once independent cities, include neighbourhoods ranging from cobblestoned, French colonial Vieux-Montréal – with the Gothic Revival Notre-Dame Basilica at its centre – to the bohemian Plateau. Each year, the city hosts many free festivals (Music, Fireworks competition, Just for laughs, etc) and there are an abundance of magnificent parks and bike paths. To the north, are the Laurentian Mountains which cover 22,000 square miles of peaks, valleys and lakes which is fantastic anytime of the year. There is Skiing at the Tremblant Ski resort in the winter but in the Fall, it is breathtaking and almost spiritual to observe the multi-colored display of green, yellow, orange, brown and red at their peak.



Our St George's Anglican Church - Place du Canada, is one of the best examples of the way that the Anglican faith was practiced in the 19th century in Canada. Today we aspire to become an outstanding example of where and how faith is practiced in the 21st century. We are working to shape a culture of hospitality to all and especially the homeless.

We have wonderful opportunities for growth but we do have some challenges which are not unique to us. While we have investments and other good sources of revenue which we hope to increase, we had a 200,000\$ deficit in 2021. This is not sustainable.

We are looking to our next Rector to help us bring our vision to life. They will work with us to build solid, healthy relationships in the community. They will exhibit courage and compassion and bring commitment and energy in support of the Wardens and other leaders in our community with the work of our parish. Our new incumbent will have strong experience with community outreach, especially around homelessness and social justice, and will actively support St. George's "faith in action" philosophy. They will ensure the quality of our music, liturgy and preaching continues at the highest level.

As a spiritual leader, the incumbent will be:

- a faithful priest and pastor
- a creative liturgist and preacher
- exemplify and express a passionate, prayerful spirituality; and have experience communicating this spirituality to people and helping to deepen their faith.

As a pastor, the incumbent will:

- be a collaborative, engaging leader
- show by their own behaviour what it means to be kind, open, inclusive and compassionate
- share St. George's commitment to diversity, social justice, and to be welcoming to all people.

As an administrator, the incumbent will have demonstrated:

- skills in managing complexity
- experience in successfully managing formal and informal relationships
- an ability to recruit, develop and involve staff and volunteers
- solid administrative experience and be able, with appropriate support, to manage contracts, grant applications, building projects, financial statements and budgets
- be at ease using Microsoft Office and Google Suite, including Google Docs for sharing parish documents.

As a communicator, the Rector will:

- clearly communicate our vision for the future and the reality of our situation;
- write and speak clearly and effectively in English
- demonstrate an openness to learn, or become more fluent, in the French language and deepen their understanding of Québécois culture.

## Worship and Liturgy

St. George's Church has one of Canada's most historic and beautiful church interiors



with its hammer-beam roof and stained glass windows and its style of worship mirrors this wonderful space - traditional but within the Broad church of Anglicanism.

The style of worship reflects the traditional Sacramental practice of the Anglican Church, using The Book of Alternative Services. St. George's has two regular Sunday Eucharist services. The contemporary rite is used at the mid-morning choral service and the 1962 rite at the early service.

The 9:00am communion service is held in the intimate space of The Queen Elizabeth

Coronation Chapel. Two clergy are generally present and a lay reader and lay intercessor participate. Prior to the Covid disruption this service was accompanied by viola or piano. With the recent return to in-person worship the attendance is currently 8-10 people. It is expected that once life fully returns to normal, we will see larger weekly numbers at our early service.

The primary 10:30 service is a sung Eucharist that opens in the nave with a procession of clergy, the robed choir and the crucifer. The clergy can include the priest, two assistant priests, and the deacon. Lay readers, lay administrators and intercessors also participate in worship. Special services include the annual Christmas pageant, Holy Week services, Remembrance Day, and programming and services honouring Black History Month.

All baptised Christians, both adults and children, are welcomed to share in the Eucharist. Children are always welcome to stay in the church with their parents or join the Sunday school during the 10:30 service. For those children that stay with their parents there are play kits that they can enjoy in the pews.

In 2019 we welcomed an average of 125 people to the mid-morning Sunday service. With the closure of the church due to Covid we maintained our 10:30 service via Zoom

with online attendance of 60-80 people. We opened Zoom break-out rooms after the service to allow for connection and conversation between members. We recently returned to in-person services but continue to offer a simultaneous Zoom option for members who are reluctant or unable to return to church. This decision necessitated the upgrading of our audio system which was long overdue.

There is a midweek Eucharist on Wednesday at 12:15, attended by 8 -10 members, and followed by a Bible study session. The midweek service also continued on Zoom with its core group of enthusiastic attendees. Traditionally the midweek Eucharist service takes a break in August to allow for clergy holidays.

### **Music:**

St George's Church is remarkable for its exceptional acoustics which benefits all music performed within its walls. During the active musical season, extending from the Sunday after Labour Day to Pentecost, the Music Director and the Organist are joined by a robed choir of 14 - 15 members, including five paid leads for the 10:30 service. More recently we have had a vocal quartet for the summer months. A brass quintet enhances worship on Easter Sunday and a trumpet soloist has performed on the Sunday closest to Remembrance Day. We plan to gradually reinstate these offerings with the return of in-person worship.

One of the highlights of the year is the Advent Carol Service, "Carols by Candlelight". This service, inspired by the Ceremony of Carols at King's Chapel, Cambridge, draws over 200 people and has been a St. George's tradition beginning just after World War II.



Another, more recent and notable music celebration has been the service celebrating Black History Month in February.

## Spiritual Development and Nurture

The Rector along with two part-time associate priests focus on Christian education and spirituality for different segments of our community:

### Children Ministry:

Children are an important part of St George's community. There is a small and growing children's ministry that meets during the main Service on Sundays. Attendance is between 6 and 12 children. This is led by a paid part time teacher. Our vision is to expand to two or more groups of children. Furthermore, it is planned that Confirmation classes will be implemented for children whose families would like them to be prepared to receive communion and for those, who already receive communion, to learn and reflect more about it.



During Lent, the Associate Priest for Christian Formation and parent volunteers organise a Lent activity for children and parents to reflect on Holy Week and Easter through crafts and storytelling. In the past years approximately ten people participated. They have also organised intergenerational Christmas Pageants.

Pre-Covid, members of the community also arranged occasional activities for families and children such as a Spring picnic, visits to a cabane à sucre, and apple picking outings.

During the pandemic, the Associate Priest along with parents and children organised virtual plays using recordings of the children reading and interpreting the stories of Jesus. These video collages were then shared with the entire community during the Zoom Sunday services.



## **Youth Ministry:**

We have a growing number of youth in the congregation. However, we do not presently have a dedicated ministry for youth. It is our hope to develop such a ministry as our cohort of younger children grow and also by reaching out to other young people in the neighbourhood. Some of the youth in our congregation are involved in the choir, some are becoming acolytes and several have expressed an interest in other ministries.

Interestingly, children and young adults from the Ismaili community contributed to our drop-in centre by baking and decorating cookies and packaging them with loving messages. The children did their project offsite and came to deliver the cookie packs. The young people, all students from McGill, came onsite to bake, decorate and package their cookies as part of their Ismaili Civic weekend and were interested in doing something again post pandemic. A number of these young people also volunteered for Civitas<sup>x</sup> Meals to the Street program.

## **Adult Ministry, New Christians Ministry:**

It has been the tradition that the clergy lead seasonal study groups for Advent and Lent. The Associate Priest for Christian Formation continues this practice and has led sessions of Advent Art and Poetry as well as Lenten discussion groups.

During Lent 2019, the Associate Priest for Spirituality led a course called “Befriending our Mortality”, a Lenten reflection on our attitudes toward death. More than 20 people, young and old, attended. People wanted to share their questions, concerns and experiences of death. The course included manipulating clay as a means of non verbal expression and reflection. The Lent season of 2021 included a course focused on Memento Mori. In 2018 and 2019 study sessions were held in preparation for the Bishop’s visit at Pentecost. They attracted new Christians, those new to the Anglican tradition and church members committed to growing in faith. In 2019 one person was baptised and confirmed, two others were welcomed from other denominations, four renewed their baptismal vows and several more participated in the course. Similarly, in 2021 two persons were baptised and confirmed and one other was welcomed from another denomination.

There has been interest in learning more about our neighbours of other faiths. In 2019 a group of 17 members visited a local mosque. During our recent visioning process, one common theme was the desire to explore more interfaith initiatives.



## **Mutual Support and Fellowship**

In recent years the congregation has turned its efforts increasingly to outreach, both within the parish community and to the needs of the broader Montreal community. These initiatives have been reflected in a range of projects; however, due to the impact of Covid-19, the active pursuit and ministry to parishioner newcomers has been compromised and needs re-focussing. During the pandemic, we extended our services through Zoom, emphasising pro-active programming, not merely the recorded eucharist. This included having outside speakers, children's events, and links to diocesan theological school lecture series. Special Black-History-Month sessions, organised by a committee of parishioners, the Diversity in Community committee, with input through Zoom meetings from our more extended membership, resulted in an integration of special programming into Sunday services throughout the month of February. All these activities successfully reached those beyond our physical frontiers. We have recently reopened in-person services on Sunday and have re-initiated our coffee hour (previously served by "rooms" on Zoom, which became an unexpectedly successful and intimate means for congregants to better get to know each other in these challenging times). We now maintain a Zoom option to direct attendance at the Sunday 10:30 service, although our focus is on encouraging the latter. On March 12 of this year, a Visioning Day was held on Zoom, during which congregants shared their experiences of St. George's, what they treasured about the church and its character, and what they hoped for the future. Among the salient mandates of overwhelming consensus were outreach to the broader community, diversity within the church, the tradition of the mass and music programming,

### **Further Pastoral ministry within the parish**

Adult formation programming significantly expanded through Zoom/streaming over the past two years. This included the rector's Wednesday Bible Study (focusing each week on the readings for the forthcoming Sunday), a course with readings for Canadian Black history month, a Lenten course guided by a member of our clergy, based on a selected book for reading, and a streamed course, shared with the Montreal Diocesan Theological College, on Reconciliation and the Indigenous communities. Courses on the Bible and Creation and on the Gospel of Luke were also shared with MDTC. Shut-ins receive home communion from our priests and are contacted directly from time to time. This is also true of those in long-term care facilities. One consequence of streamed services and Zoom programming was that it made the church community and ministry more accessible to those who had previously been limited in contact. Baptisms commonly happen throughout the calendar year at Sunday service. Weddings and funerals are available to both members and non-members.

## **Children's ministry**

During this period, we have maintained our children's ministry, an important reflection of our Christian mission and long-term mandate. That ministry primarily serves children between 6 and 12 (although those who are younger attend as well) and employs a part-time teacher. Besides their weekly meetings, the children are involved in specific Lenten activities and the ever-popular, intergenerational Christmas pageant (replete with costumes, including for the animal roles!). We are hiring a new Children's and Youth Ministry Coordinator to replace the post vacated last March.

## **Youth ministry**

A specific ministry for late adolescents and young adults has yet to be realised, although discussed for several years. There has been outreach, both internally and externally, with participation by this demographic in our program of meals to the street. In a recent dedicated Vision Day on Zoom for the congregation to prioritise the missions of the church, there was an overwhelming consensus that such outreach and assistance to the homeless and poor of Montreal with food and basic support was essential to our identity.

## **Further Pastoral ministry**

Baptisms commonly happen throughout the calendar year at Sunday service. Weddings and funerals are available to both members and non-members. Our musical program (discussed in another section) is also a very meaningful aspect of our identity to the congregation and members of the parish serve in the choir. Our annual Christmas Candlelight Service (effectively modelled on the King's College Ceremony of Carols) is a major event, drawing over 250 attendees.

## **Parish Council**

This recently reconstituted assembly is central to our future mutual support, sense of personal investment and participation by congregants and representation of the wider parish community. The Parish Council, consisting of 9 or 10 members, is composed of representatives of diverse ministries within the church, including adult formation and Bible study, those involved with the Sunday preparation and presentation of mass, child and youth formation, a youth representative, diversity, music programming, and outreach, as well as at-large members. The clergy and corporation also are ex-officio members. Council members are also responsible, beyond their specific constituencies, to the broader congregation. Elected annually, they meet every 2-3 months. Crucially, all council members are asked to serve on a working group, which meets between council meetings. These working groups could include: Stewardship/Fundraising,

Worship, Fellowship, Building Maintenance and Restoration, Parish Council Structure, among other mandates. These working groups will also include members of the larger congregation.

### **Parish Breakfasts**

Before the pandemic, a long-standing tradition at the church was a monthly parish hall breakfast with invited local speakers. A voluntary contribution would supplement the cost. These gathered about 15-25 people and the breakfasts could be re-initiated or altered in future ministry.

### **Community Outreach**

Prior to Covid-19, the church was active with a Muslim congregation in a programme of preparing and personally delivering over 200 brown-bag meals as well as hygiene necessities each Saturday to the streets of Montreal (at five Metro corridors across downtown Montreal).

Over the years, since 2015, the program dramatically expanded to serve 150 meals on the street each month, totalling over 4000 in the intervening years. A drop-in centre, pre-Covid, also served 700 people each week. Both young people and mature members worked actively side-by-side. That program, Civitas<sup>x</sup>, foundered due Covid restrictions and a change of leadership at our co-sponsor, but was reconstituted this year in another guise (George's-Aide) with nearly 400 meals prepared weekly by members of our community, assembling on Wednesdays and Fridays at the church, for delivery by a service to the indigent of the city.



In these activities we have been supported by the city itself (which also housed a warming centre in our facilities during this period), private and non-profit grant donations. Money was raised and warm clothing was donated within the church community as well.

Historically the church has maintained ties to various community-support groups, including St. Michael's Mission, Resilience, Tyndale St. George, and other missions. In May and June of 2021, St George's joined with Bread and Beyond in the creation of the Essentials

Boxes program to provide housing items for people moving off the streets and into their own apartments. We were able to supply kitchen, bathroom and bedroom

necessities for twenty new households. These activities were financially supported in part by our Guild (and boutique). The latter, however, is currently re-examining its role in the future of the church. Its former space is being reconfigured for other outreach activity. Very recently we have participated in discussions for an on-site presence of St. Michael's Mission to significantly enhance that direct outreach.



### **Interfaith Activities**

We hope to revitalize our interfaith communications, which have been dormant since Covid-19, including outreach to the Muslim community (which we had achieved through the Civitas<sup>x</sup> initiative), and the Jewish and Coptic communities (the latter having used our facilities for Monday community dinners prior to the pandemic). While observing National Indigenous Peoples Day through a special Sunday service, it remains for us to undertake a sustained commitment to Indigenous communities, although important initiatives to understanding were undertaken through the acting rector's aforementioned course and the program offered by the MDTC. One of our assistant priests has a long association with local Indigenous groups which we hope will lay the foundation for meaningful engagement.

## **Pastoral Care**

The Rector and Assistant Priest both share in visiting members of the congregation who are in hospital. They also administer to the few shut-ins who wish to receive Communion.

During the pandemic volunteers from the congregation took on sections of the parish list, phoning those who wished to have regular or occasional calls. Many liked this contact and looked forward to the calls.

### **Pastoral Care to the Homeless:**

Under Civitas<sup>x</sup>, once a month, volunteers prepared lunches and then hand delivered these meals to the homeless on the streets and in metro stations in the downtown area. It is hoped by many in the congregation that Civitas<sup>x</sup> can start up again; or if not, the creation of another interfaith organisation which would provide this kind of needed pastoral care to the unhoused. Nevertheless, the chef and volunteers at St. George's continue to prepare 400 weekly meals which are delivered



to several missions as well as anyone who drops by the Church Annex on Wednesdays and Fridays.

## Human, Physical, and Financial Resources

<u>Staff and Other Positions</u>	<u>Commitment</u>	<u>Hours</u>	<u>Salary</u>	<u>Honorarium</u>	<u>Contract</u>
Interim Rector	weekly	30	Yes		
Associate Priest for pastoral Care	weekly	15	Yes		
Associate Priest for Spirituality	weekly	4		Yes	
Deacon and intercessor	weekly	5	No		
Organist	weekly				Yes
Music Director	weekly				Yes
Selected Choristers	weekly				Yes
Book-Keeper	weekly	6	Yes		
Caretaker & Grounds person	weekly	37.5	Yes		
Chef and Outreach program manager	weekly	40	Yes		
Children and Youth Ministry Coordinator	weekly	10			
Church Administrator	weekly	35	Yes		

Key Volunteer Positions	
Rector's Warden	
Deputy Rector's Warden	
People's Warden	Elected
Deputy People's Warden	Elected
Altar Guild Chair	
Greeter's Chair	
Council Chair	Incumbent
Guild of St George's Chair	

Diversity in Community - Chair	
Lay Synod delegates(2)	Elected
Lay Synod Alternate	Elected
Envelope Secretary	P.Warden
Head Server	
Flowers Chair	
Bible Studies	Clergy
Music Chair	
Readers and intercessors	
PWRDF	

## Leadership Style

The administrative structure of governance of St. George's Church is distinctive (the church Constitution may be requested) and bears the influence of Victorian British Anglican corporate structures, as well as far earlier European polities.



Subject to the Canons of the Diocese of Montreal, authority rests with the proprietors of the church (adult members of the congregation who have donated a minimum of \$250 CA in the preceding year). They are requested to attend an annual vestry meeting, and all so-vested members can cast votes at that meeting, generally held in February.

Exceptional vestry meetings may be called by the Corporation at any time (see below). The agenda for the annual vestry meeting includes activity

reports of the various church committees, the election of members of the Parish Council and of two members of the Corporation (specifically, the People's Warden and, if desired, a People's Deputy Warden), and the review of finances and approval of the presented, itemised budget for the next fiscal year (the latter generally preceded by informal open parish meetings in which details are discussed). Basic administrative matters for the forthcoming year and a general discussion of church issues are also included in the agenda.

The elected Parish Council (a consultative body of approximately 10 members) meets every 2 to 3 months, its members representing different constituencies. The members of the Council are also responsible between meetings for studies and activities

authorised by the Council. The Rector and members of the Corporation are also ex-officio members of the Council.

The day-to-day operation and legal representation of the church is entrusted to the Corporation. This consists of the Rector, the Rector's Warden and Deputy Warden (both appointed by the rector), and the People's Warden and Deputy Warden, the latter two elected at the annual vestry meeting. The Corporation is entrusted with directing and overseeing the continuing operations, financing, and budget of the church, the approval and payment of bills, the supervision of grounds and of staffing, as well as leases and rentals of the facilities.



Fundamental decisions on amending the Constitution of the church must be presented for discussion and vote at a vestry meeting, either annually or specially called. The Search Committee for Rector consists of members of the parish approved at a vestry meeting as well as the two Wardens, final deliberations directed to candidates authorised by the bishop.

These include:

Finance  
Property

HR  
Lay Ministry Discernment (nominations)  
West Broadway Commons

The following committees/groups report to Vestry

Outreach  
Altar Guild  
Sides persons  
Hospitality  
Wedding/Funeral Hosting

Stewardship and Education  
Worship Committee  
Communications  
One Just City  
PWRDF

# Physical Resources

## Alarm System

The new incumbent should expect a modern and upgraded system since the upgrades were completed in the first quarter of 2022. Old wiring and defective sensors were replaced and the first notification by the system now is directed to the People's Warden which was not the case in our previous setup. The system covers unauthorised access, smoke and fire. A final upgrade could be the addition of cameras.



## Board Room (Part of Upper Hall)

A large spacious and well lit room with natural light adjacent to the Parish hall with one side immediately aligned to Stanley Street. It has two doors with a large table suitable for council and other meetings requiring privacy and quiet. Comfortable capacity is about 20 people. A piano in the Parish Hall is used for Choir practice on Sundays.

## Chapel - Church of the Advent

Positioned to the right of the nave, the Church of the Advent Chapel was created as a remembrance of a Westmount institution that closed in 2004 and we welcomed many of its former members. The chapel is filled with sacred furnishings and plaques from the Church of the Advent including the distinctive, highly-decorated reredos.



## Chapel - Coronation

Positioned to the left of the nave, the Coronation Chapel features a blue silk damask tapestry that originates from Westminster Abbey in London, where it was used during the coronation of Queen Elizabeth II.

## Clock Tower and Bells

The estimate for restoration work needed for the church and the clock tower were about \$12 million in 2012; two \$300K projects were done, but the bulk of the

restoration needs to be addressed. An updated cost estimate is required from the architects. There is 70-75% project funding available from the provincial government for Patrimoine Religieux, depending if we have National heritage status (which we

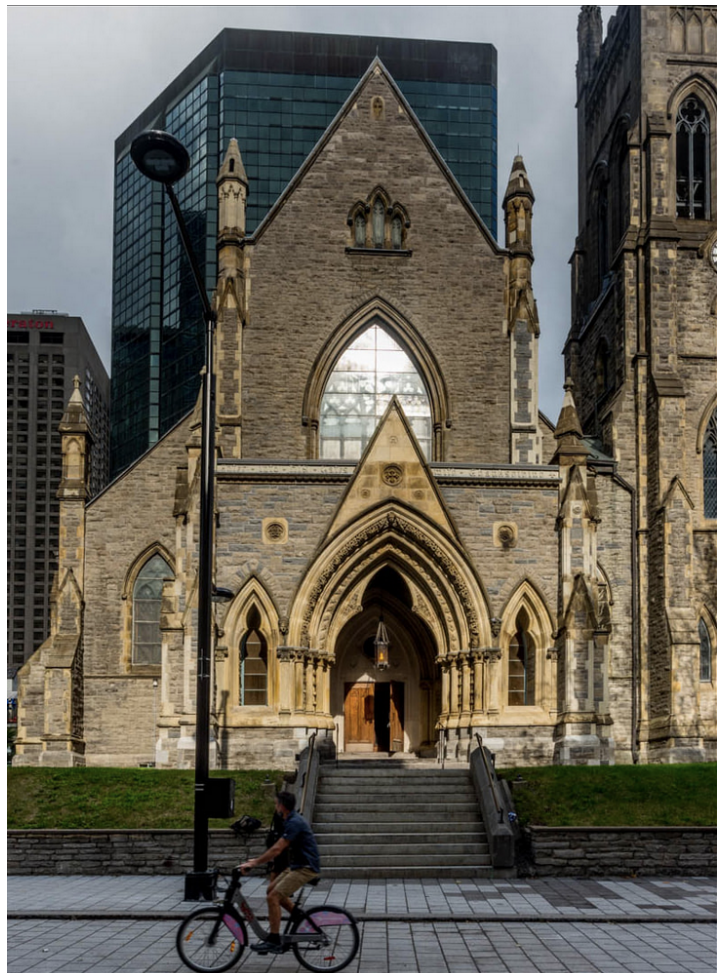


have) or if we need to obtain Quebec heritage status as well. This point needs clarification.

Another challenge is that the annual provincial budget is only about \$20 million for the estimated 4000 churches in Quebec. The Cathedral has a very expensive ongoing project which received a couple of million dollars this year and has applied again for 2023. St. George's is potentially an excellent candidate, given its architectural and historical interest, but we should be ready to apply as soon as possible. There will need to be a strategy regarding how much to apply for each fiscal year.

A further challenge is that the restoration work has to be completed before the government reimburses, which is a cash flow hurdle. One has to keep in mind that the management hours needed for such a project are significant. Fundraising for the balance is also required. The last restoration project at St. George's in 2015 exceeded its budget by a million dollars and was paid out of the investment funds. This is why restoration work has been put on hold.

The bells of St. George's are a complete set of ten Harrington's tubular bells and were restored to full working order in 2017. The scale is as follows: C, D, E, F, F sharp; G, A, B flat; B, C, C sharp, D and E.



### **Crypt**

Accessible from a locked door on the exterior of the church on Stanley street. We are unaware if any human remains are present.

### **Day Care**

This is located on the 2nd floor above the Parish Hall in the non-heritage section of the building. It is leased to a daycare organisation and provides a solid supplemental income. It is very convenient for the parents who work at the IBM building just across Stanley street. A new lease has recently been negotiated with the help of a lawyer. It is used by the lessee Monday to Friday.

### **Lectern**

The Lectern, supporting the Bible, from which the Lessons are read, bears witness to the esteem in which the church holds the Sacred Scriptures. It is the usual conventional design of the brass eagle standing on a sphere.



### **Kitchen**

It is a galley style space with a recent upgrade of a new industrial grade stove. There is also a commercial dishwasher that can complete one cycle in about two minutes. It is heavily utilised for one or two days each week in the preparation of food for those in need. There are two doors and a window adjacent to the Parish hall from which food (soup, etc) and drinks can be served.

### **Large Basement or "Lower Hall"**

Two washrooms, one office, three smaller rooms plus a large hall where the Guild operated the Boutique St. George. The Church Boutique has been closed in preparation for renting out that space for much needed supplemental income. Some maintenance of toilets and other areas are required to make it available for rental/Development.

### **Library Part of Upper Hall**

A small room with two doors, which includes a large table for meetings of no more than 12 people. It is located close to the Rector's office and the passageway from the church and the Parish hall. It is not usually used as a library.



### **Main Worship Space**

The total capacity is 750 but the estimated useful occupation is about 66% because the seating on the 2nd floor is unusable. This part of the church (main floor, 2nd floor, Coronation Chapel, Advent Chapel, narthex, Clock Tower, etc) is categorised at both the Provincial and the National level as a heritage site but the other portion of the church which includes the Parish Hall, Rector's office, Kitchen, Day care area, Basement, etc can be "developed". Two different property developers failed to get approval from the city of Montreal to build on the Annex land. The most recent

development proposal included social housing and a guaranteed annual payment to the St. George's of \$400K but it, too, was rejected in 2020.

The Church's interior is as breathtaking as its exterior. Ours is one of the finest examples of neo-gothic architecture in the world. The hammer beam roof ensures that columns are not needed to support the vast, richly carved, ceiling. This contributes to a spectacular view of all aspects of the church's interior. In fact, the roof span is so vast that it is second only to Westminster Hall in London. The rich, dark wood and vibrant stained glass add to the architectural beauty – not only making the church unforgettable – they also speak to the core elements of our faith.

### **Mini Basement**

Located close to the kitchen and the Board room: Counting Money, Food and Beverage storage, old Administrative records - non functional safe.

### **Miscellaneous Equipment**

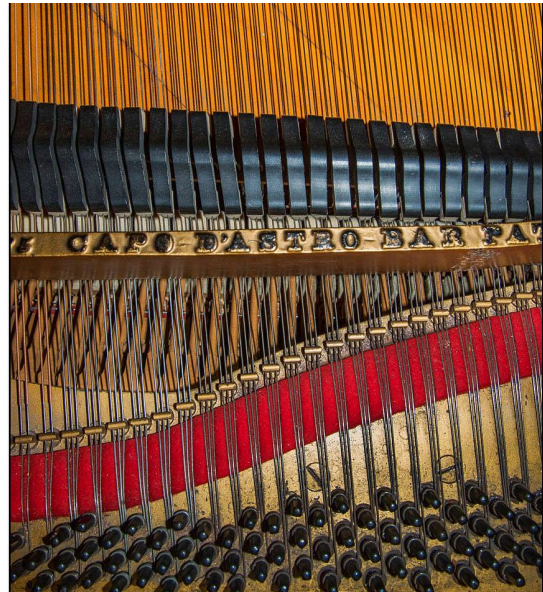
Telephone system, fax, computers, photocopier, upgraded sound system, old televisions, overhead projector, electronic projector, VCRs, 3 pianos, pipe organ, lawn mower, vacuum cleaners, floor polisher, 2 ovens (1 very recent and modern Industrial), 2 freezers, Industrial dishwasher, microwave (needs to be upgraded), one large fridge, large snow blower

### **Music - Organ**

Beautiful and fairly large pipe organ colored in earth tones. In 1870, the SR Warren and Sons firm installed a new organ. It was a large 48-stop three-manual instrument which was hydraulically operated. The organ was less than satisfactory; it had to be repaired in 1876 and 1893. In 1896, in memory of his family members, James Crathern donated a new organ which was to be built by Casavant Frères. In 1975, major repairs were required and, in 1984, the instrument was completely rebuilt by Guilbault-Thérien . Most of the original Casavant organ was reused, mainly the casework of both the chancel and the gallery organs, as well as approximately 65% of the pipe work. The console was moved back to its original location in the organ case and the electro-pneumatic key action was replaced by a mechanical one. Electro-pneumatic action was retained for the Horizontal Trumpet and an electric transmission was used for the pedal action. A Solid State Logic adjustable combinations system was also installed. The Crathern Memorial Organ was rededicated on September 30, 1984. Two organ cases are located in the rear gallery but only one of them is used. This organ, completed a few years later, has its own console but is also playable from the main console.

### Music - Piano

A large Grand Steinway piano is located in the nave close to the pulpit area which is seldom used during services on Sunday at the 10:30 service. Sometimes it is used at the 9 am Sunday and 12:15 Wednesday service. There are two upright pianos in the Parish Hall.



### Narthex

St George's has a small Narthex which is an architectural element typical of early Christian and Byzantine basilicas and churches consisting of the entrance or lobby area, located at the west end of the nave, opposite the church's main altar.

### Nursery

Presently not in use. In the past it was the Sunday school room.

### Outdoor Garden

Small green area surrounding the Annex and Church.

### Park

Place du Canada - a large park where Peel street divides it and our church property. At 14,000 square metres (150,000 sq ft) it is slightly larger than the adjacent Dorchester Square, with a more varied topography due to a downward slope towards de la Gauchetière Street. Place du Canada also differs from Dorchester Square in having manicured, though densely packed, pockets of flora arranged to impede direct lines of sight and diffuse pedestrian traffic. It is open twenty-four hours per day and is bordered by René Lévesque Boulevard to the North, Peel to the East, De la Cathédrale to the West and de la Gauchetière Street to the South.



### Pulpit

Sermons have been preached from this pulpit since 1843. To our knowledge it is the only architectural feature that comes from the original church in Old Montreal on St Joseph Street. It is at an elevated position with straight narrow stairs. Sometimes preaching is done at 'floor level'. In 1929, it was suggested that a

new pulpit be erected, but the old members of the parish presented a petition in favour of preserving the old pulpit, from which some of the greatest, powerful and inspiring preaching of the Church of England, in Canada, and elsewhere, were delivered.

### **Recreation Area**

Parish Hall - Coffee Hour, Parish Breakfast, Suppers, Vestry Meeting, Drop-in centre, Galas, etc

### **Rector's Office**

A warm spacious room with windows, a small door leading to the altar area, a private toilet and the main wooden door with some clear glass.

### **Rectory**

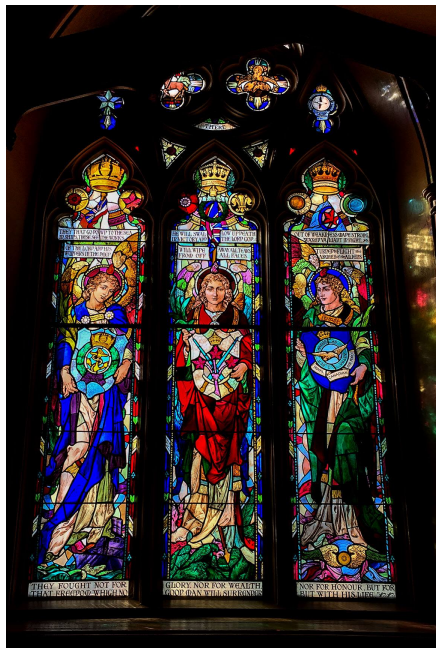
None available - Housing allowance offered.

### **Rehearsal Space**

Parish Hall: Christmas pageant, Choir practice and solo performance.

### **Sound system**

Parishioners have donated generously to fund the required upgrade; it is close to completion.



### **Stained Glass**

St. George's Church is blessed with a wealth of beautiful stained glass windows which occupy all four walls of the church. For example, in the sanctuary (Altar) are five large lancet windows, from left to right:

1. The presentation of our Lord in the temple, the Good Samaritan, The Journey to Emmaus, in memory of the Honourable John Elliot.
2. The Ascension, in memory of the Honourable George Moffat.
3. The Good Shepherd, in memory of Mrs. Fulford, wife of the first Bishop of Montreal.
4. The raising of Jairus' Daughter, Teach us to pray, The Call to Samuel, in memory of Edith Molson.
5. The parable of the Labourers in the vineyard, in memory of William Molson.

### **Sunday School Room**

Located adjacent to the parish Hall and the office. Washroom available here and sometimes used as a baby's changing room. Sometimes the Parish Hall is used for Sunday School.

## **Upper Hall - 2nd Floor**

Day Care occupied by a tenant with significant revenue for the church used primarily by parents who work at the IBM building just across the street. Day care hours are Monday to Friday 7 am to 9 pm approximately. A new lease was recently signed.

## **Upper Hall**

It includes the Parish Hall, etc. Construction of the upper Hall was completed in 1948 using "Montreal Stone". Fire regulations capacity is listed at 149. This section is not designated as "Heritage" and can be developed.

Consists of: Parish Hall, Library, Board room, 5 washrooms in 4 rooms, Kitchen, 5 Offices which includes the Rector's office. There are two upright pianos present.

### **Washrooms**

In the "Upper Hall", there are three toilets for women in two rooms. One for men with 2 urinals. There is also a Rector's toilet which is part of the Rector's office. Down in the "Lower Hall" (Basement), there are two toilets in need of maintenance.

# Financial Resources

## ST. GEORGE'S ANGLICAN CHURCH Summarized Comparative Income Statement

	Budget	Actual	Actual	Budget
	2021-01-01 to 2021-12-31	2021-01-01 to 2021-12-31	2020-01-01 to 2020-12-31	2022-01-01 to 2022-12-31
<b>REVENUE</b>				
DONATIONS (NOT DIRECTED)	158,800.00	138,933.98	106,812.22	160,000.00
DONATIONS SERVICES (DIRECTED)	5,050.00	1,085.30	231.92	4,050.00
DONATIONS (DIRECTED)	8,600.00	19,752.88	4,281.40	1,500.00
DONATIONS- CIVITAS X PROGRAM	0.00	5,465.45	4,567.50	0.00
RENTALS	58,266.76	63,940.96	62,773.79	66,000.00
WEDDING FEES (SERVICES)	7,550.00	13,167.14	5,423.00	20,025.00
DONATIONS (OUTREACH)	7,500.00	12,530.75	1,491.88	7,500.00
OTHER REVENUE	0.00	5,544.85	143.40	0.00
<b>TOTAL REVENUE</b>	<b>245,766.76</b>	<b>260,421.31</b>	<b>185,725.11</b>	<b>259,075.00</b>
<b>EXPENSES</b>				
<b>PAYROLL EXPENSES</b>				
CLERGY SALARIES	81,867.00	48,529.14	46,658.74	69,383.64
HOUSING ALLOWANCE	24,995.00	12,348.01	12,669.13	23,717.76
OTHER SALARIES	119,275.00	46,850.75	69,162.11	97,447.78
MUSIC SALARIES	38,400.00	33,115.00	34,675.00	52,275.00
<b>TOTAL PAYROLL EXPENSES</b>	<b>264,537.00</b>	<b>140,842.90</b>	<b>163,164.98</b>	<b>242,824.18</b>
<b>CHURCH EXPENSES</b>				
PASTORAL EXPENSES	2,100.00	1,259.77	1,280.97	6,700.00
WORSHIP EXPENSES	808.01	3,531.10	1,418.34	6,821.30
MUSIC EXPENSES	1,095.00	1,679.00	144.75	2,300.00
<b>TOTAL CHURCH EXPENSES</b>	<b>4,003.01</b>	<b>6,469.87</b>	<b>2,844.06</b>	<b>15,821.30</b>
<b>OUTREACH EXPENSES</b>				
OUTREACH EXPENSES	3,930.00	39,850.69	3,820.45	56,593.78
<b>CIVITAS X EXPENSES</b>	<b>0.00</b>	<b>5,395.45</b>	<b>7,273.42</b>	<b>0.00</b>
<b>OPERATIONAL EXPENSES</b>				
GENERAL & ADMINISTRATIVE	150,902.60	157,461.50	137,227.93	183,295.56
KITCHEN/HALL EXPENSES	5,850.00	6,420.80	1,099.42	11,403.87
OFFICE EXPENSES	4,625.00	3,287.91	4,834.07	5,675.00
<b>TOTAL OPERATIONAL EXPENSES</b>	<b>161,377.60</b>	<b>167,170.21</b>	<b>143,161.42</b>	<b>200,374.43</b>
<b>TOTAL EXPENSE</b>	<b>433,847.61</b>	<b>359,729.12</b>	<b>320,264.33</b>	<b>515,613.69</b>
<b>INCOME BEFORE INVESTMENTS</b>	<b>-188,080.85</b>	<b>-99,307.81</b>	<b>-134,539.22</b>	<b>-256,538.69</b>
<b>INVESTMENT REVENUE</b>	<b>75,000.00</b>	<b>381,919.57</b>	<b>285.15</b>	<b>60,000.00</b>
<b>NET INCOME</b>	<b>-113,080.85</b>	<b>282,611.76</b>	<b>-134,254.07</b>	<b>-196,538.69</b>
<b>** INCOME EXCLUDING CHANGE IN INVESTEMENT VALUE</b>		<b>-15,586.73</b>	<b>-47,334.65</b>	

## **Our Neighbourhood and Our Mission Field**

The St George's Anglican Church community has been a vital part of the Montréal downtown for over 175 years. Our spiritual home is situated in the Ville Marie neighbourhood, Montréal's business, shopping, and entertainment district. The city has recently completed a renewal plan of the nearby Dorchester and Canada Squares and surrounding roadways. The redeveloped landmark, Windsor Station, and the Bell Centre, home of the Les Canadiens, sit across the street from St. George's.

The majority of the congregation do not live nearby but come from across the city and off island. Our congregation is a diverse one with about 30% of active members who identify as Black. We also have Asian and Latin American members.

### **From a Recent Demographic Survey of the Diocese and Parish by the Anglican Church of Canada**

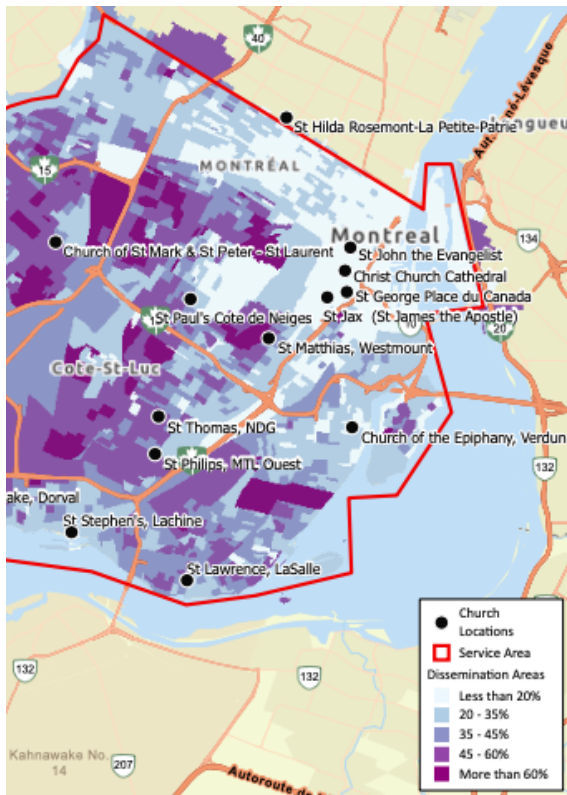
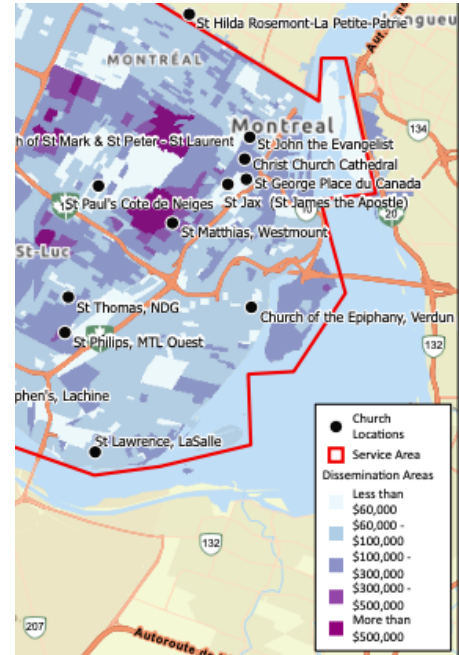
For much of its history, St. George's' was a metropolitan congregation, drawing members from across the wider city of Montreal. Situated in the downtown core, the parish had a fairly sparse population. That is now changing dramatically as redevelopment and repopulation are contributing a huge growth in the immediate area. In the 5 years between 2016 and 2021 the downtown core of Montreal saw a population growth rate of 24.2%, the second largest in the country. For the first time in decades, St. George's' has a neighbourhood!

These new neighbours, inhabiting mostly high-rise apartments and condominiums, are young, well educated and have good white collar jobs (though they are at the lower end of the income scale as many are just starting out). The majority are in single-person households or share accommodation with an unrelated person. Many are attracted to the area by close proximity to employment and a large number of folks walk to work.



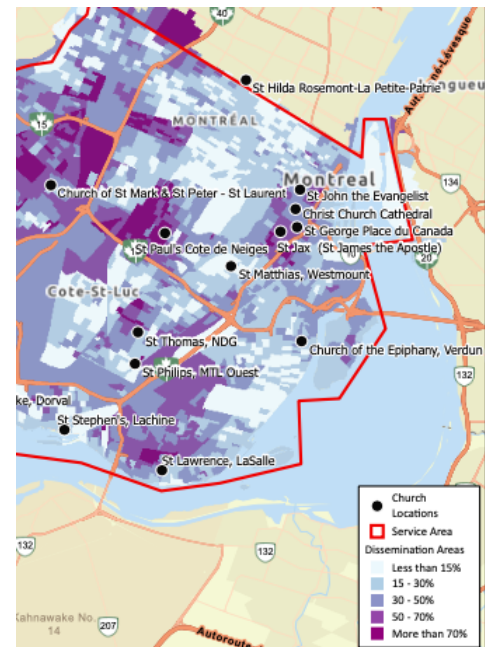
## Average Household Income

As in many urban cores, the area is home to a significant urban poor as well as attracting folk from outlying areas who receive services from many social agencies in close proximity. There are also a large number of people coming into the area for entertainment, culture and sport. The Bell Centre, home of Les Canadiens is across the street as is Lucien l'Allier commuter rail terminal and Metro Station.



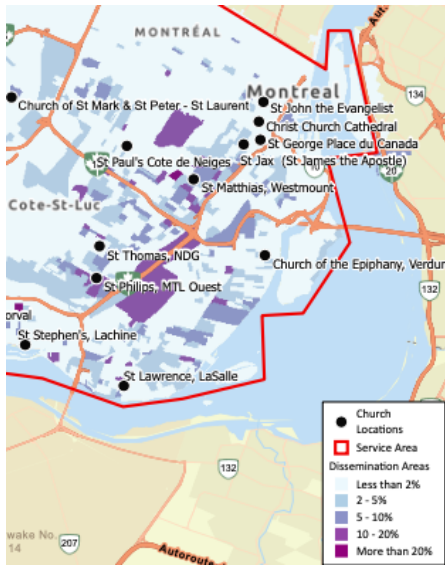
## Percentage of Households with Children at Home

The area is incredibly diverse and includes large visible minority populations, French and English are spoken in a significant number of households, while there is some significant minority language.



## Percentage of Visible Minority

The neighbourhood has a very low percentage of Anglican affiliated households (less than 2%, with some nearby census tracts of 2-5%).

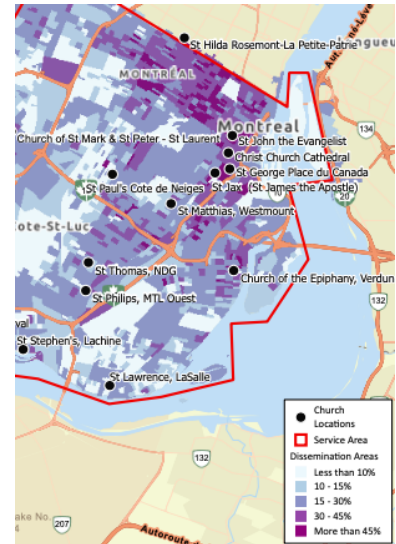


## Anglican Church Affiliation

The most significant group in terms of religiosity is No Religious Affiliation.

Significant areas of the neighbourhood show in excess of 45% NRA

## No Religious affiliation



## Other Neighbourhood Features

St George's Church is two minutes from commuter hubs for trains, metro lines and buses. McGill University, Concordia University and École de Technologie de Montréal and their student residences are within easy walking distance. Université de Québec à Montréal is also located in the downtown core.

Other places of nearby worship include:

Roman Catholic: St. Patrick's Basilica, English language; Basilique Cathédrale Marie-Reine-du-Monde et Saint-Jacques-le-Majeur, French language

Anglican: Christ Church Cathedral, St Jax, St John the Evangelist, St Matthias

United Church: St James United Church

Presbyterian: St Andrew and St Paul Church

Centres of faith with which St George's has established relationships:

McGill University

The United Theological College

Montreal Diocesan Theological College and Chapel

Concordia University

The Multi-faith and Spirituality Centre - Concordia

(University has sent volunteers to Meals to the Streets )

Congregation Dorshei Emet

Imani Centre in Little Burgundy

McGill, Concordia, ETS and UQAM

Student associations associated with faith at the major universities near us.

CEGEPs - Dawson College, Vanier College, Cégep du Vieux Montréal

Each has its own student faith associations.

Because of our outreach efforts on behalf of the homeless St. George's has confirmed relationships with the following shelters, community and drop in centres: Welcome Hall, Resilience, Saint Michael's Mission, La maison Benoit Labre, Mile End Mission, Tyndale St-George's Community Centre and International culture organisation, Park Extension.

## Outreach and Evangelism

Outreach and Evangelism are both aspects of our calling as Christians to take the Good News into all the world. We reach out to those in human need. We also try to respond positively to those who have no experience of church but are seeking one, those who have fallen away but would like to return, and those who have been damaged by their previous experience of church.

There are many homeless street people all around us. A lunch program was started five years ago, one day a week and soon grew. This attracts the homeless, the lonely, the hungry and the working poor. All are welcome.



We now have a chef who works with volunteers and provides meals to a regular clientele in our church hall.

Civitas<sup>x</sup> was formed five years ago. Once a month volunteers of Christian, Muslim and other faiths work along with members of our congregation making healthy bagged lunches which they hand out, along with water, to needy people both on the street and in local metro stations. This initiative was paused because of the pandemic.

Some of the surrounding businesses in nearby office towers were anxious to help the needy street people. Through a contact in our congregation, they came and made lunches on a Saturday and delivered them to the streets.

They also helped in other ways, providing and putting together hygiene kits, and also helped provide some of the contents for the Christmas gift bags containing toques, mitts, scarves and socks and stocking stuffers. These were given out to guests who came to our Christmas lunches as well as to local missions.



Some of these ministries were closed due to Covid; it is hoped that we can restart them soon.

Although we cannot have guests in our church hall, our chef, with a few dedicated volunteers, have been making boxed hot meals which another volunteer delivers to Mile End Mission. And more of such meals are prepared by dedicated volunteers and picked up by the International Culture Organisation, Park Extension; these activities happen every Wednesday and Friday. Hundreds of such meals are delivered each month.

During Lent, Advent and Easter we have appropriate programs, usually led by one of the clergy and open to all. We have other programs which take place during the year. Recent popular ones such as our Diversity within Community Book Club were inspired by Black Lives Matter, an important subject in our parish.

Thanks to Zoom these programs can continue.

Members of the parish sit on the boards of the PWRDF, Mile End Mission, and hospital foundations. A member of our community is Treasurer for the Diocese and Chair of Tyndale St. George's.

One member helps refugees and immigrants to furnish their new homes.

We have a handicapped entrance on Stanley Street which gives access to everyone.

Newcomers arrive at St George's for myriad reasons: a non-Christian heard our newly repaired bells ringing one Sunday morning, attended a service, and eventually was baptised, another left his church due to a sermon by a visiting preacher that he found particularly distressing. Other individuals have been attracted by our social outreach

initiatives. The reasons newcomers can be attracted to St. George's are diverse: the preaching, the choir, the music, the Candlelight Service, our stained glass windows, the grandeur of the nave.

These people and more came. But significantly they stayed; everyone of them said it was because of the warm reception they got. There are clergy willing to help them and, indeed, any member of the congregation, should they have problems or questions.

One new Christian is now active in the Altar Guild. At least a dozen Christian newcomers fulfill various roles: as candle bearers, lay ministrants, readers of lessons in both French and English, helping at coffee hour after church, volunteering in our outreach programs.

## **Present Reality and Future Vision**

During the development of this Parish Profile the whole parish has been engaged in a process of gathering information, understanding where we are now and discerning where we wish to go.

The Parish was invited to take part in a Discover and Dream Day.

Using a facilitated Appreciative Inquiry process we met in groups and all together to interview each other about our passions and vision for St. George's. This was summarised and combined to form a Vision statement.

Liturgy, music and spiritual growth is very important to us.

What also became clear was that we are a diverse, caring, welcoming parish. "White Privilege" is hopefully a thing of the past. We strive to welcome all newcomers.

Outreach, hospitality to others and community are also very important.

Perhaps the most important thing we learnt about ourselves was our values when it came to helping others and the need and wish to do more.

Our love of our church, the sense of it being very much 'God's house'.

In the last five years we can be proud of how our outreach program has grown so much, thanks to the many parishioners who are part of this endeavour in its many forms. They quietly work and do not ask for thanks. There are others in other different ministries who also give their time and energy; however, there is always a need for more volunteers in all fields.

For our Sunday School, which has grown during the last few years, we hope to have a paid teacher soon, as we did before the Pandemic.

We have cleared our basement which used to house our boutique. The corporation is actively looking for tenants for this space.

We also hope to find another church who would like to rent our church on Sunday afternoons.

The worst thing was not discussed and cannot be ignored much longer-- the need for serious repairs to the steeple and other structural parts of our beautiful church. The age-old problem is lack of money. There are grants that, if we qualify, would pay 70-75%. However, if approved for a grant, we would have to advance the funds and pay for the work and then ask for reimbursement.

As we move forward with hope that we will find a new incumbent who wants a long-term commitment and will help us move upwards and onward.

## **Our New Priest**

Our new priest will be a strong, adaptive leader with deep administrative skills engaged with the whole parish. This will be shown through strong missional and spiritual vision that is engaged with our very diverse wider community. Our new priest will be a creative and skilled liturgist and preacher.

### **Other important attributes:**

- Knowledge of the French language is an asset.
- A collaborative, consultative leader
- Someone who is committed for the long haul
- Sense of Humour

We are looking for a priest who will be with us for the longer term as we struggle to emerge from COVID and from the contractions of church in the last decade. We find ourselves in a dynamic, fast growing and rapidly changing urban environment that is crying out for connection to the divine and to other human beings. We need a compassionate leader who we can work with to continue the long history of bringing Christ to our amazing, diverse city in a compelling and creative way.

## Appendix A: How to apply

If you sense God is calling you to consider leading our forward-looking community please send your expression of interest directly to the Bishop's Office by email:

The Rt. Rev'd Mary Irwin-Gibson  
1444 Union Avenue  
Montréal (Québec) H3A 2B8  
Telephone: (514) 843 6577  
bishops.office@montreal.anglican.ca

To be considered your expression of interest must include the following:

1. Covering letter describing why you feel called to this ministry.
2. Your curriculum vitae.
3. Letter of permission from your bishop (if applying from outside the Diocese of Montreal) stating that you are a priest in good standing and have your bishop's consent to seek work outside the diocese.

Deadline for applications:

Applications should be received by the Bishop's Office no later than **noon on June 30, 2022**