

The Most Rev. Greg Kerr-Wilson seeks a full-time incumbent priest to serve at **St. Leonard-on-the Hill, Red Deer, Alberta**. **Red Deer** is the third largest city in Alberta with a population of 100,000, and is roughly equidistant between Calgary and Edmonton.

St. Leonard's was established as a Parish in 1959. Currently there are 154 households in the parish with an average Sunday worship attendance of 100 communicants. There are currently three worship services at St. Leonard's: an 8:00 said service from the BCP, a 9:00 am contemporary Eucharist, and a 10:30 am sung Eucharist using the BAS. Three worship services were established some years ago both to respond to diverse worship desires and to support the parish's commitment to being an inclusive community. There is ongoing conversation about whether this pattern still meets the best interests of this community.

There are approximately 20 households with children and young adults registered in Sunday School and Youth programs. St. Leonard's, like lots of Anglican churches across the country, faces challenges in incorporating new members. While the residential community surrounding St. Leonard's has been going through demographic renewal, the parish has had a difficult time connecting with those who aren't yet members.

St. Leonard's is a very stable community financially which creates the secure atmosphere necessary to explore current practices while dreaming about future possibilities. The parish is looking for a priest who enjoys working in a pastoral sized congregation and who is committed to inclusivity. St. Leonard's emerging pastoral identity is as a church for all ages.

An informative Profile is available upon request from Carol Tubman, Archbishop's Secretary, at [ctubman@calgary.anglican.ca](mailto:ctubman@calgary.anglican.ca)

See Parish Profile below.

**Applications will be received until June 6, 2017 and should be sent to:**

The Ven. J. Barry Foster  
Executive Archdeacon  
[bfoster@calgary.anglican.ca](mailto:bfoster@calgary.anglican.ca)

Applications will include a current resume and a one page response to the Profile.

Dear Friend in Christ,

Greetings from the parishioners of St. Leonard's On The Hill Anglican Church in Red Deer, Alberta. We anxiously await the new shepherd that God will send to us as our new incumbent.

We look forward to strengthening and growing our commitment in worshipping and serving God while nurturing fellowship with one another. To accomplish this, we see ourselves working hand in hand with our new incumbent while encouraging our church family members to share their time, talents and treasures while leading us into the future as "*A Church For All Ages.*"

In December 2016, we completed and compiled a Stewardship Initiative in our parish. This was a result of one-on-one visits with our parishioners, and we listened as our congregants shared their thoughts, aspirations and concerns about the onward journey of our parish. A copy of this report is available for your perusal.

From this exercise, we identified three main themes:

- 1) Maintaining our core value of inclusiveness while providing three forms of Sunday services to satisfy a variety of parishioner expectations.
- 2) Our inability to effectively introduce young people to Christ as evidenced by the lack of growth in our church community.
- 3) Revisiting the scope of Pastoral services to those in our family who cannot attend services.

In all challenges, there are opportunities! We look forward to working with our new incumbent in these and all areas that will enhance our mission at St. Leonard's.

We are excited as we look to our future, continuing to serve Christ and our community with our next shepherd. While it is difficult to share the fullness and richness of our parish in a few pages, we pray that your review of our Parish Profile will enable you to seriously consider St. Leonard's as being the parish you are called to serve.

Blessings,

The Selection Committee at St. Leonard's On The Hill



## **Parish Profile**

**St. Leonard's On The Hill Anglican Church**  
4241—44 Street, Red Deer, Alberta T4N 1H3  
Phone: 403-346-6769      Fax: 403-986-2799  
email: [stleonards@shaw.ca](mailto:stleonards@shaw.ca)      [www.stleonardsonthehill.org](http://www.stleonardsonthehill.org)

## **OUR MISSION:**

"The Anglican Church of St. Leonard's On The Hill is a Christian community called to worship God, nurture fellowship, and serve in the name of Jesus."

## **OUR VISION:**

"To be a church for all ages."

## **OUR CORE VALUES:**

We welcome people to an inclusive environment, without conditions, where all are invited and encouraged to share and contribute their time, talents, and treasures while caring for one another. We are a community committed to serving God and others.

## **PARISH HISTORY**



Established in 1951 the parish church of St. Leonard's began as a mission church of St. Luke's Anglican Church in Red Deer. In 1959 the Bishop of the Diocese of Calgary dedicated the new church building and St. Leonard's became the second Anglican parish in our city.

We are also a two point parish in that we provide spiritual and pastoral leadership to the rural parish of St. Paul's Hilldown, consecrated in 1892 and located about twenty miles east of Red Deer.



## PARISH PROPERTY



Lounge

Both the Sanctuary and the similarly sized north hall below are accessible from the main church entrance by both stairs and a lift as well as by a stairway from the large parking lot.

St. Leonard's church is a two level split entrance building with a Sanctuary capacity of 140 persons. Adjacent to the Sanctuary on the main floor are three offices, a lounge, and washrooms.



North Hall



In addition to the north hall, the lower level houses a well-equipped nursery, a smaller second hall, a kitchen area, and washrooms. There is an emergency exit from the south hall and a handicap ramp from the upper office area.

Kitchen

## OUR COMMUNITY



With a resident population around 100 000, Red Deer is the third largest city in the province of Alberta. It is favourably located on the principal north/south provincial transportation corridor, equidistant from the larger cities of Calgary and Edmonton. While having most of the amenities of the larger cities, the maximum driving time between city extremities approximates fifteen minutes at all times of day. Detailed information regarding the city itself, the favourable location of St. Leonard's within the city, real estate, schools, hospitals, etc. can be found by accessing the following website linkages:

- The City of Red Deer:  
<http://www.reddeer.ca/>
- An interactive map of Red Deer:  
<http://www.reddeer.ca/online-tools/interactive-city-map-web-map/>
- St. Leonard's Website:  
<https://www.stleonardsonthehill.org/>
- St. Leonard's Facebook Page:  
<https://www.facebook.com/stleonardsonthehillanglicanchurch>
- The Anglican Diocese of Calgary:  
<http://www.calgary.anglican.ca/parish-index.html>
- The Central Alberta Realty Association:  
<http://www.carassociation.ca/communities/red-deer>
- Red Deer Chamber of Commerce:  
<https://www.reddeerchamber.com/>
- Red Deer Public School District:  
<http://www.rdpsd.ab.ca/>
- Red Deer Catholic School District:  
<http://rdcrs.ca/>
- Red Deer College:  
<http://rdc.ab.ca/>



## **PARISH MEMBERSHIP**

- Currently, our parish has a membership of 154 households with the average attendance at Sunday services approximating one hundred communicants.
- St. Paul's Hilldown currently serves approximately six families.
- The average age of our congregation is between 55 and 65 years.

- There are approximately twenty households with children and young adults registered in our Sunday School and Youth programs.
- While the majority of our families could be considered “cradle Anglican”, an increasing number come to us from a variety of other denominations.
- Some of our parishioners, in addition to caring for their own physical and spiritual needs, are caregivers for aging parents, significant others, dependent siblings, and/or grandchildren.
- A number of our parishioners reside in either retirement lodges or assisted living facilities and are frequently unable to attend church services.



### **ST. LEONARD’S FINANCIAL INFORMATION**

	<b>2016 Actual</b>	<b>2017 Budget</b>
<b>Total Operating Income</b>	<b>\$ 228 888</b>	<b>\$ 222 800</b>
<b>Expenses</b>		
<b>1. Pastoral Expenses</b>	\$ 90 586	\$ 79 725
<b>2. Administrative Expenses</b>	\$ 31 760	\$ 36 200
<b>3. Mission Expenses</b>	\$ 46 913	\$ 39 200
<b>4. Ministry Program Expenses</b>	\$ 35 814	\$ 34 275
<b>5. Building Operating Expenses</b>	\$ 17 017	\$ 33 400
<b>Total Operating Expense</b>	<b>\$ 222 090</b>	<b>\$ 222 800</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ 6 798</b>	<b>\$ -</b>

**Comments:** St. Leonard's operating income has exceeded our expenses in recent years. In 2016, our Mission expenses included donating a total of \$11,000 to the following local charities to help those in need within our community during these challenging economic times:

- Golden Circle Senior’s Resource Center - \$3 000
- Red Deer Lending Cupboard - \$3 000
- Red Deer Mustard Seed Society - \$3 000
- Red Deer College Food Bank - \$2 000

<b>2016 YEAR END BALANCE SHEET</b>	
<b>ASSETS</b>	
Cash & Equivalent	\$ 67 246
Investments	\$ 268 818
<b>Total Assets</b>	<b>\$ 336 264</b>

<b>LIABILITIES</b>	
Rectory Reserve Fund	\$ 71 938
Maintenance Reserve Fund	\$ 51 584
Special Projects Fund	\$ 18 772
Misc. Directed Reserves	\$ 14 378
Accumulated Surplus	\$ 179 592
<b>Total Liabilities</b>	<b>\$ 336 264</b>

**Comments:**

- Our parish is currently in a favorable financial position. Included in our financial reserves is approximately \$70,000 in our Rectory Reserve Fund which could be made available for shared home ownership with our new Rector in accordance with the applicable Diocesan policy.
- Annual financial reports are reviewed and approved by a volunteer certified accountant.

<b>GIVING PROFILE</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
Number of Identifiable Givers	<b>110</b>	<b>104</b>	<b>107</b>	<b>119</b>	<b>116</b>
Regular Giving Breakdown					
% of Total Giving					
\$10.00 - \$400.00	<b>3.2%</b>	<b>3.6%</b>	<b>2.6%</b>	<b>2.4%</b>	<b>2.2%</b>
\$400.00 - \$1 000.00	<b>8.3%</b>	<b>8.8%</b>	<b>8.4%</b>	<b>8.6%</b>	<b>8.2%</b>
\$1 000.00 - \$2 000.00	<b>16.4%</b>	<b>13.8%</b>	<b>16.9%</b>	<b>17.5%</b>	<b>16.9%</b>
\$2 000.00 - \$4 000.00	<b>20.3%</b>	<b>24.2%</b>	<b>24.0%</b>	<b>25.0%</b>	<b>26.3%</b>
\$4 000.00 - \$6 000.00	<b>12.3%</b>	<b>11.5%</b>	<b>12.7%</b>	<b>8.9%</b>	<b>14.8%</b>
\$6 000.00 & Over	<b>24.3%</b>	<b>23.9%</b>	<b>23.2%</b>	<b>25.0%</b>	<b>23.0%</b>

**Comments:** The numbers of identifiable givers has remained quite stable during recent years. In 2016, 36.6% of our income was donated by fourteen identifiable givers, all of whom were well into their senior years.



## **CURRENT WORSHIP PATTERNS**

### Sunday Service Worship Schedule:

- 8:00 a.m. Spoken Holy Communion Service (B.C.P.)
- 9:00 a.m. Contemporary Service – Primarily B.A.S. Eucharist liturgy with some innovative contemporary practices and music.
- 10:30 a.m. Holy Eucharist (B.A.S.) and Sunday School/Nursery
- St. Paul's Hillside offers a Communion Service (B.C.P.) on a monthly basis.
- The 9:00 a.m. and 10:30 a.m. services are combined during the summer months. There is some desire towards the scheduling of more frequent joint services between the 9:00 a.m. and 10:30 a.m. services.
- A concern is the ongoing viability of St. Paul's Hillside as the congregation is diminishing due to an aging rural community.

### Lay participation in Sunday Services

- Greeters
- Sidespersons
- Lay readers
- Altar guild
- Servers
- Crucifer
- Intercessors



## **PARISH MINISTRIES**

### **Sunday School**

Sunday School takes place during our 10:30 a.m. service. There are approximately 30 children registered, with a small core group attending regularly and a larger number attending sporadically. Sunday School uses a pre-planned program, augmented by prescribed Sunday service readings.

Leaders include the Sunday School Coordinator and five other volunteers that assist on a rotation basis. They also participate in planning and conducting the annual Vacation Bible School with other Red Deer churches.

Nursery is available for children that are too young to attend Sunday School. These children are supervised by volunteers.

### **Youth Group**

Leaders include the Youth Group Coordinator and other volunteers, including Junior Leaders. Youth Group is aimed for youth grades 6-12 and normally meets on a weekly basis, as well as on other evenings for fundraising or special events. The numbers involved have increased significantly this year.



### **Young Adult Group**

The Young Adult Group consists of people 18-30 years of age and is organized by the adults themselves. A core group of 8 individuals meets monthly with others attending when they can. Typical gatherings allow opportunities for fellowship and personal growth within a church environment. Members provide support for church events and to the outside community.

### **Anglican Church Women (ACW)**

With a core group of 10 to 12 attending their monthly meetings, the ACW is a much valued entity in our congregation. The women of the ACW organize a variety of fundraising events which result in much needed support to our church and the community. Members are encouraged to assist in catering the provision of food etc. for funerals, anniversaries, and special events. A linkage and involvement with other ACW groups within the Diocese of Calgary is also maintained.

### **Church Choir**

St. Leonard's has a small choir that leads the parish in songs of praise at the 10:30 a.m. service and on special occasions in the church calendar. We have a paid pianist/choir director, providing leadership for the music at both the 9:00 a.m. and 10:30 a.m. services. The 8:00 a.m. service does not have music.

### **Altar Guild**

A team of dedicated women maintain the altar linens, Sacristy preparation, ordering of supplies, etc. Parishioners sign up to provide flowers for weekly arrangements by guild members. Meetings, attended by the Rector, are held periodically to discuss ongoing requirements.

### **Men's Breakfast Group**

Established in 1999, this group was formed to enable men within our parish to get to know each other better on a more personal basis. This is especially important with individuals attending church services at different times. The group meets on a monthly basis, except during summer months, with an average attendance of 15.

Other priorities have been subsequently added. e.g.:

- Offering input to and, where practical, implementing various church facility improvement projects.
- Supporting Youth Group initiatives by joint involvement in various projects. This provides social interactions between the two groups.

## **PARISH OUTREACH**

St. Leonard's strives to contribute to the community. We continuously:

- Assist in our community by providing services and resources where they are needed (food banks, White Christmas, Adopt a Family, Sharing Shelves)
- Share in diocesan mission
- Support deanery initiatives
- Support the mission field, PWRDF, foreign missions, Samaritan's Purse, etc.

St. Leonard's facilities are made available for use by outside organizations. Current users include:

- Scouts Canada (Cubs)
- Girl Guides (Sparks, Brownies, Pathfinders)
- T.O.P.S.
- Cronquist Patchworkers
- S.T.A.R.S. helicopter emergency response services
- Sunnybrook Farm Museum
- Others for one-time events

## **NEWSLETTER: THE LINK**

The "Link" is our monthly parish newsletter (July and August excluded). It serves as our means of reaching out to all parishioners, keeping them up to date on St. Leonard's activities. Also included are inspirational thoughts and words, updates on our parish finances and liberal dashes of humour. Past incumbents have found the Link to be most helpful for relaying messages out to the congregation, including a good number who do not attend church services regularly for a variety of reasons.

## **PARISH ORGANIZATION**

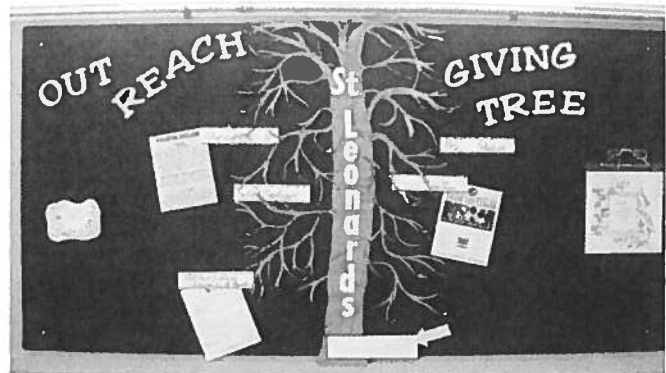
The Corporation includes the Incumbent, the Incumbent's Warden (appointed) and the People's Warden (elected). They meet monthly to discuss financial matters and set the Agenda for upcoming Parish Council meetings. The Treasurer attends Corporation meetings to provide updates on our financial status and the budget implications of initiatives being considered.

Reporting to the incumbent, an Office Administrator is employed in a part-time capacity of approximately 25 hours per week. This person not only performs all typical office related duties, but, under the guidance of the Parish Treasurer, ensures that all accounting entries are posted, external reports filed, invoices approved and paid.

The role of the Parish Council is to support the worship, hospitality and community ministries of St. Leonard's as well as being the business arm of the church. During their monthly meetings items regarding the ministries of the Church are brought forward, discussed, decided upon or tabled. Reports are presented for discussion and follow-up.

**The process used by St. Leonard's Corporation and Parish Council to carry out their mandate:**

The Corporation and Parish Council acknowledge the ongoing ministries that several of our congregants perform and support on an ongoing basis. As a means of maintaining ongoing contact with, and support of, these various ministries, an *Outreach Tree* approach has been recently adopted by the Parish Council. In this model, the Parish Corporation serves as the trunk of the tree and the Parish Council members as the branches. Each branch of the tree, made up of two Parish Council members, links with the identified contact person(s) for each of the ministries under a group heading. Parish Council members are tasked with maintaining contact with their specified groups, reporting monthly to the Parish Council.



We see this as becoming a significant resource to our incumbent, allowing our new shepherd to have his/her finger on the pulse of our ministries. With the implementation of the Outreach Tree, reports will also be provided by liaisons to the congregational ministries.

**Mission/Vision/Values Priorities:**

With our church vision being “to be a church for all ages” and a core value being that “we welcome people to an inclusive environment”, St. Leonard's is currently challenged to find a church service structure to satisfactorily achieve both of these objectives. Our current three forms of Sunday services were implemented to support being “a church for all ages”, however, our recent Stewardship visits

revealed that a good number of parishioners feel that the three service structure has negatively impacted our ability to “welcome people to an inclusive environment”.

The three items from our recent Stewardship visits that are our current areas of ministry and mission requiring attention are:

- To provide a Sunday service structure that best satisfies a variety of parishioner expectations while achieving our core value of inclusiveness.
- To become strategic in growing our Church community by introducing our neighbors to Christ.
- Revisiting the scope of Pastoral services provided to those in our church family who cannot attend services.

We are open to our new incumbents’ fresh perspectives with regards to these issues.

### **EXPECTATIONS OF NEW RECTOR**

This individual will:

- Have formal training and qualifications as per diocesan requirements and sufficient relevant work experience to perform competently in a church community of this size.
- Provide fresh ideas regarding parish leadership and direction.
- Support church ministerial teams (including the choir director and office administrator) by having meaningful contact on a regular basis.
- Work cooperatively with the Parish Council and Church Wardens.
- Understand the importance of the team ministry and cooperatively work with other staff, volunteers, and the community.
- Be dedicated to the people of the church; he/she can be trusted and maintain the confidence of everyone.
  - Provide spiritual leadership and education, enabling all to grow in their spiritual journey with God.
  - Respect and accept the differences of all people and their individual faith interpretations.
  - Be comfortable around people, approachable, and able to connect with people of any age.
  - Be willing and capable to help nurture and support those seeking advice and guidance.
- Work ecumenically with other area churches including PLURA (Presbyterian, Lutheran, United, Roman Catholic, and Anglican) and ELCIC (Evangelical Lutheran Church in Canada).
- Partner with the congregation to improve the participation and involvement of youth and young families to our congregation.

## **RECTOR'S REMUNERATION, SUPPORT, ALLOWANCES**

St. Leonard's follows the Policies, Procedures and Guidelines established by the Anglican Diocese of Calgary which are detailed on the Diocesan website: [calgary.anglican.ca](http://calgary.anglican.ca) (under the "Documents" heading). These documents provide information of a wide variety of subjects including:

- Compensation guidelines
- Benefit plans, premium coverages, book allowance, educational fund, pension fund contributions
- Holidays, study leaves, clergy retreats, clergy conferences

Questions regarding these should be directed to the Diocesan office at 403-243-2182. Specific applications can be discussed with St. Leonard's Selection Committee representatives during the selection process.

