

**A Proposal to Amalgamate the Parishes of  
St. Peter, Carlton Street and St. Simon the Apostle,  
and to Strengthen the Ministry  
of the Resulting New Parish**

**PREPARED BY:**

**The St. Peter, Carlton Street and St. Simon the Apostle Amalgamation Negotiation Team  
(i.e. the Clergy, Churchwardens, and one additional member of each parish)**

**August, 2016**

## INTRODUCTION

The purpose of this document is to set out proposed terms for the voluntary amalgamation of two (2) parishes: St. Peter, Carlton Street (St. Peter's) and St. Simon the Apostle (St. Simon's) under the provision of Canon 13, Article 3(1).

## GUIDING PRINCIPLES

With God's help, three (3) guiding principles informed the development of this proposal:

1. To ensure the needs of current parishioners from both parishes are met with care and compassion, recognizing that change can be both necessary and difficult in creating a new, integrated, healthy, and inclusive worship community.
2. To ensure our shared Christian faith is expressed in expanded ministry in the larger community.
3. To ensure that together, the new parish is more than the sum of its parts.

## BACKGROUND

In August, 2014, St. Peter's came out of administration after not quite two (2) years. Since January, 2013 with the arrival of a new Incumbent and the addition of an Honorary Assistant, the parish had shown encouraging trends (e.g. steady core attendance, increased average giving, increase in congregational participation, growth in neighbourhood profile through active discussions with community agencies etc.) and was energized for ministry growth. In December, 2014, St. Peter's submitted a Ministry Allocation Fund (MAF) grant application to the Projects Evaluation and Monitoring Group (PEMG) and while feedback was generally positive; PEMG recommended St. Peter's not pursue diocesan approval until applications for an entire project (including capital) could be presented. Based on various 2012-14 estimates for specific projects (e.g. termites, asbestos, flat roof, commercial kitchen, electrical, plumbing and foundation work), a rough projection appeared to be in the range of \$1.8 to 2 million as the amount needed to renovate buildings and support proposed ministries. Diocesan staff advised \$1 million would be the maximum that might be available through the diocese; however there was no guarantee of any funding. In January, 2015, Diocesan Council approved the sale of an excess property on Bleecker Street, pending City severance approval, which would allow St. Peter's to retire a \$210,000 debt to the Diocese and to renovate the rectory to provide additional rental income. By March, 2015, the parish concluded little external funding was available in the short term; however it was still encouraged by positive parish trends and ability to pay all current debts, including a nominal amount toward its debt to the Diocese. In spring 2015, the residential lease at Bleecker Street was not renewed, in anticipation of a property sale. In summer 2015, it became necessary for St. Peter's to borrow an additional ~ \$100,000 against the sale of Bleecker, to replace the flat roof over the parish building, when repair ceased to be effective in preventing leaks. At this time, St. Peter's was also advised the City severance process was delayed, pending resolution of additional variance issues. The sale of Bleecker closed in late January, 2016, at which time St. Peter's entire financial debt to the Diocese was retired.

On Sunday September 20, 2015, St. Peter's held the first of several parish meetings, with the purpose of presenting the current financial situation and the results of the preliminary investigation of available options. The Treasurer reported a growing deficit, with no short term expectation of turnaround. Three (3) available options for the future were also presented by Clergy and Churchwardens, informally named "Rebuild" (including the need to raise an additional \$1 million+ for capital projects), "Partner" and "Closure". Q&A followed the presentations. At the conclusion of the meeting, participants were asked to prayerfully consider the presented options, plus other ideas they might have. A week later, at a second parish meeting, the options for St. Peter's were discussed, facilitated by a diocesan volunteer. Each participant was asked to write about three (3) items: "I can support...", "Questions" and "I can't support...". The meeting concluded with each of the 30 responses being read aloud, followed by discussion of emerging themes and priorities. On October 6, 2015, St. Peter's Incumbent and Churchwardens met with Bishop Yu, to update Bishop Yu, clarify options, confirm processes and seek advice. At that meeting, the Incumbent & Churchwardens advised Bishop Yu that further parish meetings would resume in January, 2016, to allow time for possible further options to emerge and also to allow the parish to focus more fully on Advent and Christmas.

Between January 10 and May 8, 2016, St. Peter's held three (3) further parish meetings and a Parish Discernment Subcommittee (PDS) met three (3) times working with the Churchwardens to review options and recommend a course of action. All meetings were facilitated by diocesan volunteers. At a Special Vestry Meeting on February 14, 2016, the Churchwardens were authorized to explore other parish "Partnership" opportunities. From an original list of eight (8) potential parishes, the St. Peter's Churchwardens met with the Churchwardens of four (4) local parishes (i.e. Church of the Redeemer, Holy Trinity, St. Paul, Bloor Street and St. Simon the Apostle). All four (4) parishes indicated they would welcome members from St. Peter's, whether in partnership or as individuals. Information from each parish was captured on a checklist for PDS review and recommendation. The PDS developed six (6) criteria (worship, congregation [size and diversity], finances, ministries, physical space and "What we would bring") to evaluate options. Based on these criteria, the PDS recommended St. Simon the Apostle. In particular, the PDS identified similarities in worship through love of music, congregation size and diversity, finances and ministries, plus excellent synergies in basic governance philosophies (first noted in the original March 16, 2016 Churchwardens' meeting and confirmed since in the collaborative, amalgamation meetings). Following the April 24, 2016 PDS meeting, the proposed recommendation was communicated to St. Simon the Apostle Clergy and Churchwardens. The recommendation was presented and discussed at St. Peter's May 8, 2016 parish meeting. On May 24, 2016 St. Peter's Clergy and Churchwardens met with Bishop Yu and Archbishop Johnson to seek advice and clarification, especially regarding disposition of St. Peter's remaining cash resources (forecasted at \$225,000 minimum) at the time of an amalgamation. Bishop Yu and Archbishop Johnson expressed support for the transfer of all cash assets to a new, amalgamated parish, in the context of a strong ministry plan. At a Special Vestry Meeting on May 29, 2016, with 34 eligible voters present, the motion "Be it resolved that: the congregation of St. Peter's, Carlton Street supports the Wardens and Discernment Committee recommendation to seek an amalgamation with St. Simon the Apostle Church, Bloor St. under the provision of Canon 13, Article 3(1)." was carried by a 91% majority of the 32 votes cast.

Respecting the need for St. Peter's to first discern its preferred future path, it was mid-May, 2016 before full parish discussions began within St. Simon the Apostle regarding possible amalgamation with St. Peter's. These parish meetings were facilitated by the same diocesan volunteers who worked with St. Peter's. At a Special Vestry Meeting on June 5, 2016, with 44 eligible voters present, the same motion to that of St. Peter's was unanimously carried.

It was a coincidence that a new priest was about to be announced for St. Simon's; however Churchwardens and Clergy agreed it might dovetail well with amalgamation, because of the opportunity for empathy to be created when people experience change together.

Throughout the preceding process, Bishop Yu was regularly updated and his counsel sought, by both of the parishes and the diocesan facilitators.

A joint Amalgamation Negotiation Team comprised of the Clergy, Churchwardens, and one additional member of each parish, plus diocesan volunteer facilitators, has met almost weekly since June 17, 2016 to develop an effective amalgamation proposal, with emphasis on integration of parish groups and worship traditions, development of new or expanded ministry plans, sharing of financial information and preliminary financial forecasting.

Effective August 1, 2016, Bishop Yu appointed a new Priest-in-Charge to St. Simon's, which offers opportunities for the introduction of new ways to be Church, beyond either parish's past practices. As part of our introductions to each other, St. Peter's congregation attended the first service of the new Priest-in-Charge at St. Simon's on August 7, 2016 and on August 28, 2016, St. Simon's congregation joined the service at St. Peter's.

The lay members of the Amalgamation Negotiation Team acknowledge and give prayerful thanks to The Rev. Jeanette Lewis, Incumbent, St. Peter's, The Rev. Andrea Budgey, Interim Priest-in-Charge, St. Simon the Apostle and The Rev. Geoffrey Sangwine, Priest-in-Charge, St. Simon the Apostle effective August 1, 2016, for their work in facilitating this proposed amalgamation.

## MINISTRY PLAN

### Worship

As the mainstay of our Christian life, the reverent, engaging and dynamic worship of Almighty God is essential to the new amalgamated parish.

- Existing:
  - St. Simon's
    - ❖ Sunday: 8.30 am Holy Eucharist said (BCP) in the chapel  
10.30 am Choral Eucharist with Choral Matins on the 2<sup>nd</sup> Sunday
      - 1<sup>st</sup> Sunday (BAS p. 230)
      - 2<sup>nd</sup> Sunday (Choral Matins BCP)
      - 3<sup>rd</sup> Sunday (BAS p. 230)

- 4th Sunday (BAS p. 185)
      - 5th Sunday (As Announced)
    - ❖ Wednesday: 11.00 am said Eucharist in the chapel (BAS p. 185) with Anointing for Healing weekly. This is followed by a light lunch.
    - ❖ Other: Taize Prayer Service on the last Tuesday of the month  
Carol Services at Advent and Christmas as well as Choral Evensong as announced on certain feast days such as the Patronal Festival
  - St Peter's
    - ❖ Sunday: 10.30 am Sung Eucharist (BAS p. 185), with Anointing for Healing on the 4th Sunday of the month
    - ❖ Wednesday: 12.15 pm said Eucharist (BAS p. 185)
- **New Parish Plan:**
    - With the amalgamation the intention is to integrate readers, intercessors, altar guild members, greeters, sides-people, servers and choristers into the life of the whole parish. There is an opportunity to expand the ministry of anointing for healing to be included on Sundays in the new parish and to raise up new lay anointers to serve in this ministry.
    - As the chief liturgical officer of the parish the Priest-in-Charge will be responsible for the oversight and leadership of worship and will be attentive to the spiritual needs of the community, welcoming suggestions, and input for the worship, specifically the addition of new opportunities for reaching out to the community liturgically. It is proposed that the worship pattern of the new parish will continue the current St Simon's schedule and will be evaluated and reviewed in due course.

### Pastoral Care

- The ongoing pastoral care of the people of St Simon's and St Peter's during the transition and the pastoral care of the amalgamated parish is vital to our ministry moving forward.
  - To help with integration we will develop a "Parish Partner Plan" so that each member of the amalgamated parish has a mentor during the transition, and beyond.
- Pastoral care also includes visits to long term care residences, home bound parishioners and the ongoing spiritual/pastoral needs of all parishioners.
  - **Services in long term care facilities are currently:**
    - ❖ Fudger House – Service every Friday (looked after by the Chaplain), with Holy Communion on the 2<sup>nd</sup> Friday of the month - currently celebrated by St Peter's clergy
    - ❖ Reikai Centre (Wellesley and Sherbourne) – Service on the 3<sup>rd</sup> Tuesday of the month, typically celebrated by the St Simon's clergy but over the last few years celebrated by the Reverend Andrea Budgey. This is once again looked after by St Simon's.
  - **Individual pastoral visits to homes and long-term care facilities are:**
    - ❖ St George Street Residence, Bradport Retirement Home (St Peter's parishioner)
    - ❖ 55 Bleecker Street Assisted Living (St Peter's parishioner)
    - ❖ Other residences throughout Toronto (St Simon's parishioners)

- ❖ There are also a selection of home visits offered regularly at St Peter's and St Simons.
- The clergy of St Simon's and St Peter's have met to discuss the pastoral needs and agreed to work in partnership over the next two months (i.e. September and October), continuing these services and visits with the goal of transitioning them to the new amalgamated parish. A new amalgamated list of services in long term care facilities and to homebound parishioners will be created for the new parish.
- Card Ministry & Birthdays
  - St Peter's has a custom of sending cards to parishioners who are ill. This is a ministry we see as valuable to the new amalgamated parish. St Peter's also has a custom of praying for people on the Sunday closest to their birthday, a custom we intend to incorporate into the life of the new parish.
- Other
  - Contact will be made to have the new parish involved with the Ministerial and St James's Town Ecumenical Coalition, as well as participation in the St James' Deanery. The new parish will continue its support of and involvement in the annual service for HIV/AIDS which will take place in the new amalgamated parish (St Simon's location) on December 1<sup>st</sup>.

#### Strengthening Ministry in the Combined Parish and Looking Ahead with New Ideas

Both St Simon's and St Peter's are enthusiastic about the possibilities for ministry in our diverse part of Toronto. The location of St Simon's (the location of the amalgamated parish) is situated uniquely to serve a diverse community and to reach out in new and creative ways to St James' Town, Cabbagetown, Rosedale, the community of Bloor Street and the Garden District. With our commitment to excellence in worship and renewing our focus on Christian education especially for families with children, and the impressive commitment to social justice, there is potential for mission and spiritual growth all around the parish to proclaim the gospel and take part in transforming lives.

Please see "Resources and Financial Plan" for detail regarding SEED money for the following projects..

Ideas for ministry moving forward have been discussed both in the amalgamation committee and in both parishes. These include:

- **Community Garden & Playground** - Making a more community friendly and open space on the south side of the current St Simon's property has the potential to make us more welcoming and open to the large community south of the Church (largely apartments with limited green space). This will enable us to be more involved in community events such as the Cabbagetown/St James Town Festivals. Improvements will include new high quality modern signage both on the south and north sides of the church building.
- **Ministry to Families with Young Children** – There is a need for us to begin a ministry to families with children with a dynamic Church School/Christian Education Programme. To enable this we intend to hire a Christian Education professional and invest necessary financial resources for growth (See "Resources and Financial Plan" for SEED money).

- **Unity in Diversity** – The parish will be a place of spirituality for people of all ages and walks of life. We recognize the need to reach out to youth and young adults. There are opportunities to develop a 20's and 30's group and to partner with other parishes. Also, both parishes are currently affirming of the LGBTQ community. The new parish will continue to be a place of welcome and spiritual growth for all.
- **Expanded Ministry to Seniors** – With many seniors in the community and a number of retirement residences, there is the opportunity to do more to reach out with pastoral visits and building partnerships. For example we could offer musical gifts at Christmas and Easter, and develop a lay pastoral visitor's team.
- **Opportunities/Parish Life Committee** – This new group is currently functioning at St Simon's and will be an important group moving forward to help initiate and facilitate new ideas for ministry. Members of St Peter's have already joined and the invitation is open to all.
- **Other Ministry Opportunities** – Examples include Pub Nights, Regular Bible Study with Wine and Cheese, Faith in Film Series, Parish Retreats. It is also suggested the new parish host a Visioning Conference (Appreciative Inquiry) for the new amalgamated parish as early as possible in 2017.

#### Memorials and Artefacts Plan

- Existing:
  - Each parish has several memorials and artefacts
  - St. Peter's has an onsite Archive collection, a time capsule buried on the property in 2004 and a grand piano
- New Parish Plan:
  - New parish will incorporate specific memorials and artefacts identified by St. Peter's parishioners, as approved by the Diocese and as space and moving costs allow
  - Some liturgical items (e.g. cross, paten, Bible stand etc.) are expected to be donated to St. Peter, Maple Lake, to replace their recently stolen items
  - Additional items under consideration include the grand piano from St. Peter's and the possibility of reburial of the 2004 time capsule at the St. Simon's location
  - Archival storage is not currently available at St. Simon's location; alternative arrangements, possibly with the Diocese or Cabbagetown Regent Park Museum, will be made

#### Staffing

- Existing:
  - Each parish has one Clergy person
  - St. Simon's has four (4) staff: part time Music Director, part time Parish Administrator, part time Verger and full time Sexton

- St. Peter's has two part time staff: Music Director and Cleaner
- **New Parish Plan:**
  - One full time Priest-in-Charge
  - from October 30 to December 31, 2016, One full time additional Clergy person
  - One part time Music Director
  - One part time Parish Administrator
  - One part time Verger
  - One full time Sexton
  - Long term, additional lay or ordained staff is anticipated, to support ministry plans

#### RESOURCE AND FINANCIAL PLAN

- ~ \$100,000 debt owed by St. Simon's to the Diocese will be repaid from St. Simon's financial resources, prior to amalgamation
- ~ \$35,000 in termination/severance will be paid by St. Peter's in 2016, with respect to Incumbent, Music Director and Cleaner positions not included in amalgamation plans
- ~ \$ 225,000 gift from St. Peter's, anticipated to transfer to the new parish, will be used as SEED money for new and expanded Ministry Plans of the new parish
- ~ \$3,000 of the transfer from St. Peter's is expected to be used as a special transportation fund for some older St. Peter's parishioners for a limited period of time, to facilitate transition to the new parish
- Early examination of finances (assuming 80% of combined current donations) anticipates the new parish will break even in the first year, given current spending levels.

#### GOVERNANCE PLAN

The initial Corporation of the new parish will consist of the Priest-in-Charge and four (4) Churchwardens; two (2) each from St. Peter's and St. Simon's. This governance structure is intended to facilitate the transition to full integration, and will continue until at least the Annual Vestry Meeting in 2018.

#### IMPLEMENTATION PLAN

The effective date of this amalgamation is set for Sunday October 30, 2016, subject to necessary Parish and Diocesan approvals.




Respectfully submitted by:




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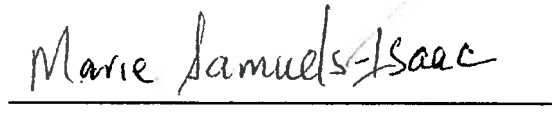
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Jeanette Lewis  
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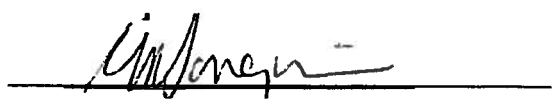
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