

Parishioners Participation in the Parish Profile

The Selection committee is almost finished their part in preparing the Parish Profile. When completed it will give Bishop Linda and those candidates who are interested in applying to come to St. Peter's, a clear, comprehensive picture of who we are; what facilities we offer; what we do well and what could be improved and finally an outline of the qualities and skills we are looking for in a prospective Incumbent.

Our target date for sending this document to the Bishop is the end of February.

On receiving our profile, Bishop Linda will then advertise she is ready to receive applications. From the information we have provided in our Parish Profile, the Bishop can determine those candidates who best suit our requirements.

When we receive this list we can begin our interviews. At that point, we are sworn to secrecy and can never, ever reveal who applied for the position; we will announce the person chosen.

The next three pages contain two parts; one portrays a portrait of St. Peter's; the other states our expectations of a priest for St. Peter's.

We invite you to participate in the selection of an Incumbent by giving your opinion on the information we have put together. It is designed to generate your discussion on the points listed. We ask you to read both parts carefully, keeping in mind as you read the two questions below:

Question 1: Have we misstated anything; could it be better expressed?

Question 2: Is anything missing which the candidates need to know?

We need to have this information back from you by Sunday, February 28th at the latest.

There are three ways you can return your opinions:

1. Hand in to the church office
2. E-mail to the church office, address is; info@stpeterscobourg.org
3. Place on collection plate

Extra copies are available at the church office.

This is your opportunity to contribute to the selection of our new Incumbent

Your thoughts expressed could influence life at St. Peter's, Cobourg, not just in the next few years but for future generations.

WHAT WILL BE THE LEGACY WE LEAVE?

The Character of St Peter's

While St Peter's has many of the same attributes of other program-sized Anglican parishes, the following may be unique or unexpected:

1. Our ministries are lay-driven. This includes scope definition, planning, and program execution. Occasionally, our ministry teams seek directional guidance from the Rector.
2. We are very open to new ideas; to try new things in creative ways.
3. Our honorary (retired) priests allow us to offer many more worship services through the week than some other parishes, and to include a variety of liturgical forms (PCP; BAS; contemporary). Their breadth of experience and faith journeys are shared with the parish through their sermons, which enriches St Peter's beyond what would be possible without this resource.
4. The calibre of our special events is very high. As a result, we have expectations that they will draw in many from the Cobourg area and nearby Anglican parishes. This does not usually occur, and our event teams become disheartened.
5. Our volunteer base is higher than most parishes (40-50% of member families). However, our volunteer base is aging, and is not being replaced in the numbers needed to sustain our current momentum. Burnout is a problem that we are not proactively managing.
6. There are expectations and peer pressure for our events to be successful, which weighs on our volunteers; several of our experimental events and program directions are intimidating to our volunteers.
7. Our music ministry is an important part of the fabric of the parish, not just an accompaniment to our services; it is an integral part of what we do.
8. Our staff members are very highly qualified; those who are parishioners contribute far more time to the parish than they are paid for.
9. Our 10 weekly half-day office volunteers allow the parish office to operate 9-5, Monday to Friday. This would not be possible otherwise. These volunteers have a depth of experience which is far beyond their duties.
10. Our parishioners have a depth of life experience, and spiritual and world knowledge which one would not expect to find in a small town like Cobourg. This is in part, due to the fact that the town is a favoured destination for retirees from the GTA.
11. We prefer to plan projects well in advance, but can move on the moment when necessary.
12. Our parish planning is tactical in nature, focused on the current year's directions. This reflects the completion of the implementation cycle of our 2004 five-year parish development plan. There is an awareness that we need to create another strategic plan, hopefully with our new Incumbent leading the way
13. We have tried various approaches to an ongoing Youth program, but are still struggling with this, although recent Parent-led initiatives have been successful.
14. Our ministry teams operate somewhat isolated from each other – there is room for improvement in integrating ourselves.

15. Cliques exist at St Peter's; but they are not negative or disruptive.
16. We value Christian education highly, both for ourselves and as outreach opportunities.
17. We provide opportunities for young parents to gather (with child sitting services), but could do more.
18. When the new facilities were created, we had hoped that St Peter's would become a center for the Area and nearby Anglican parishes. In spite of our best efforts, this has not occurred to the level we had hoped.
19. Our outreach programs receive higher than average parish donations as a percentage of total giving. Mzuzu is a focal point for St Peter's and many non-parishioners in Cobourg.
20. Our ministry goals often exceed the volunteer capacity available to meet them.
21. Our Health & Healing ministry, including our Parish Nursing program enables a large number of volunteers to take on the role of pastoral care, freeing-up our Rector's time.
22. We are used to a Rector who welcomes newcomers and who guides them to ministries of their interest.
23. We are used to a Rector who delegates authority to the lay-led ministry teams and trusts them to do the right things.
24. While we are open to new forms of worship, we approach their implementation cautiously.
25. Our historical way of doing things does not encumber our new directions or ideas.
26. Our loyalty to each other sometimes blinds us to the right course of action.
27. Our follow-up with absentee parishioners needs improvement.
28. We need an intentional volunteer management process, with a team to run it.
29. We do not have a sustained stewardship program.
30. We do not have an active program for our 20-40 age groups.

Please read this carefully and respond by answering these two questions:

Question 1: Can we be saying any of the above in a better way?

Question 2: Is anything missing which the candidate needs to know?

Expectations of an Incumbent's Role at St. Peter's, Cobourg

Our Parish Vision

A Church for all seasons...and three main reasons

Lifelong Learning

Lifelong Growing

Lifelong Serving

In the Body of Christ

Our Parish Mission Statement

We are part of the family of God

Created and loved by the Father

Redeemed and called by the Son

Guided and empowered by the Holy Spirit

As followers of Jesus Christ our purpose is;

To Glorify God through prayer and praise

Proclaim the Gospel by word and humble service

To love and support one another in our daily Christian walks

1. The Church of St. Peter has been a community of Christian worship for 190 years; our annual Parish report tells who we are and what we do and some of our plans for the coming year.
2. Our Parish Vision and our Mission Statement as stated above will guide us forward to 2019 when we celebrate our 200th anniversary.
3. We need a priest experienced in serving in a program sized church who will join us in fulfilling our stated mission.
4. He or she should also:
5. Have a clearly articulated personal statement of faith and role in parish leadership
6. Have strong teaching abilities that challenge us with relevant topics to grow our faith
7. Challenge us, surprise us, and perhaps even make us a bit uncomfortable in our journey
8. Have a clearly defined role in parish leadership
9. Have strong leadership qualities but be a team player
10. Be a creative visionary with enthusiasm to provide guidance to us with the next strategic plan for growth
11. Be comfortable encouraging and working with a broad spectrum of lay-led ministries as outlined in our vestry report
12. Act as an ambassador in Cobourg and the surrounding region by welcoming, promoting St. Peter's and recruiting –both within and outside the Christian community
13. Act as an ambassador to attract and promote St. Peter's as a regional centre of excellence in Christian education
14. Enthusiastically support a variety of worship liturgies –from BCP to contemporary

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