



A Richly Imagined Future

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February 25, 2018 Incumbent's Report to Vestry .. an excerpt

"I truly believe God has led us to this moment, and it is a good pace for us to be. But like the disciples who went up the high mountain and experience the Transfiguration, staying where we are today is not an option. The mission of Jesus takes us down the mountain, and out into the real world.

We have important work to do related to the anticipated growth in Carleton Place and parts of Beckwith Township. We have assets and strengths that we should bring to bear before the opportunities that are before us pass us by. But we need a plan.

A sound plan for financial development and property management will provide for ministry for years to come. A discerned response to God's call to mission – to teach, baptize, and nurture new believers; to respond to human need by loving service – will provide focus in a day and age when everything seems like a priority. A commitment to congregational development will ensure we are responsive to everyone God sends our way.

This is the year, I believe, for us to engage in a planning process that meets these objectives. A successful process will involve everyone throughout the organization. It will be based in our values and reflect what we believe to be essential to our identity as followers of Jesus. It will involve study and research. It will take into account the strengths and weaknesses of our congregations and have insight into the ministry environment in which we are placed. It will be championed by lay and clergy leaders. Ownership by the Church and Parish Council will ensure we follow through with its recommended actions and strategies.

I am asking the Councils of the Parish to devote time on their agendas to the establishment, implementation, and monitoring of a ministry plan for the next 3-5 years. This will involve the work of a dedicated team and the participation of a great many more...."

February 28, 2018 Church Council

Planning Group Formation Approval

Agreement was sought in Council to form a Planning Group. It was approved.

March 28, 2018 Church Council

Planning Group - Terms of Reference Approval

These Terms have been drafted as a Planning Group of St James' Church. After consultation with the Mississippi Lake Parish Council, these terms may need to be adjusted to reflect a parish-wide purpose.

Purpose

St James' Anglican Church in Carleton Place seeks to identify what a Richly Imagined Future of our mission and ministry looks like.

St James is now in a position of opportunity given the partnership that exists between the churches of the Parish of Mississippi Lake, the relationships that are building among us, and the team of Clergy and Lay Readers. Carleton Place is growing and changing. Now is the time to prepare our church for what lies ahead.

With that in mind, this group will develop a planned course of action that works towards:

- Faith development among our members;
- Giving back and giving of ourselves to the world God loves;
- Building a sustainable and transformative community.

In the course of its work, the Planning Group will enable a process of consultation and discernment that leads to shared understanding of what we are called to do as a church and a sense of ownership of this work by all members.

Accountability

The Planning Group will report regularly to St James Church Council and Mississippi Lake Parish Council with a final report to be affirmed at the Annual Vestry in 2019.

Responsibilities and Scope

The Planning Group will:

- Design a process that meets the above objectives
- Consult with the congregation and stakeholder groups within the church
- Consult with the wider community to identify and validate real needs the church can address

- Engage in study, research and data collection to investigate what is going on in our church and in the wider community, recruiting and relying on others with particular skills and knowledge
- Prepare a proposal for the Church to consider
- Facilitate discernment as the church seeks the guidance of the Holy Spirit
- Produce a final report with recommendations, with interim reports along the way

Schedule

Spring (April, May)

- ⇒ prepare the congregation
- ⇒ conduct an all-member workshop to gather core values and hopes

Summer (June, July, August)

- ⇒ research phase (current state of assets and real property, census data, analysis of financial and demographic trends, comparison with previous studies such as the Boken Report)

Fall (September, October, November)

- ⇒ present results to the Congregation
- ⇒ consultation with wider community
- ⇒ prepare a proposal and facilitate discernment

Winter (December, January)

- ⇒ preliminary results to inform the budgeting process
- ⇒ prepare a final report with recommendations

April 25, 2018 Mississippi Lake Parish Council

Planning Group - Terms of Reference Approval

Mississippi Lake reviewed the Terms of Reference and agreed that St. James, Carleton Place should proceed. The other churches will observe the process.

June 2, 2018 Church Visioning Day



What is it about St James' that makes us 'tick'? What is it like to come together, to have our lives nurtured and transformed, and to be sent out to do God's work in the world?

We need to know what works. What will we preserve and carry forward into the next generation? What are the values and hopes of God's people in this place? Maybe you and your family have been a part of St James for four generations, four decades or four months. In any case, we want to hear from you.

Please join the conversation on the morning of June 2.

The Results

The workshop was attended by 25 people representing the diversity of our church family. We explored our individual and collective experiences in the church and what we value most. Our core values, named by the participants, seemed to flow into one another. See diagram below:



We also worked on shared expressions of Hopes in our community. These Hopes can be gathered into four broad categories: A Growing & Vibrant Church, Continue Nurturing Relationships, Sustainability, and Actively Engaged in Loving Service.

September 29, 2018 Morning Workshop "The Story So Far: Making Connections Report"

The Invitation

(as published in the St. James' Exchange Fall 2018)

The Planning Group invites everyone to find out more about Carleton Place, how we make connections between faith and community, and offer feedback on what we have found so far. We are delivering our report *The Story So Far: Making Connections* on Saturday morning, September 29 at 9am. If you can't make it, please ask the office for your copy of the report or visit www.stjamescarletonplace.ca/planning

The Report

Background

This spring saw the beginning of a new planning exercise at St James' Carleton Place. The process was initiated by St James' Church Council after Vestry. A Planning Group was asked to design and facilitate a process of consultation and discernment, which is now underway.

Telling our Story began with a workshop on Saturday June 2, attended by 25 people representing the diversity of our church family. We explored our individual and collective experiences in the church and what we value the most.



Core Values named by participants (which form the word-picture above) seemed to flow into one another. We also worked on shared expressions of the Hopes in our community. These Hopes can be gathered into four broad categories:

A Growing & Vibrant Church

Continue Nurturing Relationships

Sustainability

Actively Engaged in Loving Service

In all, the results of this workshop (along with a similar exercise at the Church Council meeting in February) are very closely aligned with the most recent mission statement developed at St James:

**“St James is vibrant, loving and welcoming. We value tradition
and seek new ways to do God’s will...”**

Based on what we have heard so far, we recommended adding:

“... serving the world God loves.”

The summer months were spent collecting data and making connections with what people at St James' said about themselves.

Introduction

In 2019, Carleton Place will celebrate 200 years as a community. St James' Church was founded 15 years after the first settlement here, so it won't be that much longer before St James' marks 200 years as well.

Those who came before us were people of great vision. In 1834, they built a church building. By 1881, only 47 years later, their successors could see the church needed replacing if they were going to keep pace with a growing town, a changing world and increased industrialization. And thank God they did! Today, we benefit from their foresight. A church that's not too big, not too small, but just right for us.

It seems like only a few years ago the vision to build a new parish hall was conceived. Thanks to the sacrificial gifts and faithful stewardship of many, there's a seamless link between St James' as a home for worship and fellowship. Our doors are open to the community for weekly meetings. We have hosted important events such as naloxone training to combat the epidemic of opioid overdoses. Those receiving Christmas Baskets last year entered the church, enjoyed its warmth and hospitality, received donations of food and gifts, and left with – we trust – the knowledge that God loves them in real and tangible ways.

What we and our forebears have been building all along amounts to much more than just bricks, stone, mortar and glass. We are building generation upon generation of faithful participation in the church of Jesus Christ. We are building community. We are building beauty in liturgy and music. We are building pastoral support in good times and in trying times. We are building a community that cares.

It's clear that growth, prosperity and well-being in our communities are linked. It should be just as clear that the community around us and its needs are changing. We must be willing to change the way we serve the world God loves, the way we offer the good news to friends and neighbours, and the way we sustain ministry. We need the same vision today that our forebears had and have had at important moments along the way.

So, here's what we know about St James and the world around us today.

Carleton Place is Growing...

The 2007 Ottawa Diocese Planning Study had this to say about population growth in the Town of Carleton Place:

The town of Carleton Place increased in population from 7,432 in 1991 to 9,083 in 2001. The population increased further to 9,453 in 2006. Carleton Place is experiencing steady

growth as a bedroom community for Ottawa. The widening of Highway #7 to four lanes from Carleton Place to Ottawa should make this an even more desirable community. The town is forecasting housing starts of between 75 and 100 each year. This would translate into an increase in population of 180 to 200 per year. There is room within the urban boundary of Carleton Place to accommodate a population of 14,000 people and enough water and wastewater services for 11-12,000 people. The planners are aware that services will need to be increased in the future. The engineering studies have already been done and the town is just looking at development charges that will need to be put in place to help pay for the expansion. The population projected for Carleton Place in 2021 is 12,153.¹

This projection may not be far off. 2016 Census data show a population of 9,809 people in 2011 and 10,644 in 2016, an increase of 8.5%. Growth at the same rate for the next five years would yield a population of 11,549. However, a much higher rate of growth over the next five years is entirely possible. As reported in the Canadian Gazette, approximately 2,025 new housing units are projected in Carleton Place from 2018 to 2024.¹

St James' is Welcoming

"Welcoming" and "Community" are strong core values of St James' Church. We hope to be a growing and vibrant church, nurturing important relationships with others as we go.

Questions to talk about:

How will we serve those who attend St James and are active, participant members?

How will reach out to those who are new in Carleton Place (and those who have been here a while) who would be likely to join us on the journey?

How will serve those who will not become members, but who are fully deserving of all the best life has to offer, and the Creator's grace?

Needs in Carleton Place are changing...

We searched out information about Lanark County and the Town of Carleton Place. We reviewed reports from the Leeds, Grenville and Lanark District Health Unit and Lanark County Social Housing. See what we found in Appendix A. Here's some things we noticed.

¹ "Carleton Place deputy mayor reflects on the year that was", Jan 03, 2018 by Tara Gesner, Carleton Place Almonte Canadian Gazette.

There are lots of families with children and youth living at home in our town, more than other parts of Lanark County. The Youth Dependency Rate in Carleton Place stands out at 40%, compared to Beckwith at 37%, Mississippi Mills at 36.6% and Perth at 29.5%.

However, the Median Household Income in Carleton Place is lower than either Beckwith or Mississippi Mills (\$62,560 vs \$86,202 and \$72,540). The percentage of renters is much higher (28.1% vs 4.8% and 17.6%). The number of single parent families is higher as well (32.9% vs 16.9% and 21.8%).

There's a picture gradually coming into focus: lower income families living alongside higher income families, and a widening gap between them. Single parents with kids and elderly singles, struggling to find affordable, safe and secure rental accommodations in a growing town that is focused on new construction. In Carleton Place, the population spending 30% - 100% of their income on housing - one way of saying they struggled to afford the place they were living in - is 2,235.

We heard about wait times for those seeking access to social housing at a Lanark County community consultation on housing and homelessness:

When it comes to wait times, Carleton Place had the longest waits at seven years on average. But up the road, in Mississippi Mills, the wait is only about a year.

"If we look to build in the future, Carleton Place is a town that shows consistent need," said [Sandy Grey, social housing manager with Lanark County].²

Housing initiatives are timely. The Anglican Diocese of Ottawa launched a Homelessness and Affordable Housing initiative in 2015, seeking to develop 125 new housing units across the Diocese by 2021. Government is very focused on housing, and the federal budget includes money for willing partners.

Businesses we talked to are focused on a vibrant downtown core, how to get traffic off the highway and into the town. Churches we talked to are very supportive of Interval House and the Food Bank, and other projects specific to their denomination or interests (see Appendix B). Politicians seem focused on the need for a new hospital, but housing also comes up.

The largest age group as reported in the 2016 census are those who are 50-59. These are potentially people who have the means, opportunity and desire to become more involved in their community, making Carleton Place a great place to live. This leads us to think that there's a pool of potential partners out there, waiting to be asked if they would like to get involved.

² "Where you live in Lanark County determines wait time for housing. County updating housing, homelessness plan" Apr 27, 2018 by Desmond Devoy, Smiths Falls Record News. We heard the same thing at the consultation in Carleton Place.

St James' is Caring

St James' describes itself with words like "Caring" and "Community", "Meeting Needs" and "Reaching Out". We hope to be actively engaged in loving service to others.

Questions to talk about:

Here are just some of the needs we are aware of in our community:

- *Affordable, safe and secure housing, both subsidized and market rent units*
- *Supports like health services, mental health and addiction services, transportation, helping people access Ontario Disability Support Program benefits*
- *Hospice care*
- *Supports for single parents, day care*
- *Services and programs for youth*
- *Food security*



What other needs do you know of?

How might God be calling St James to address these needs? Which ones do we feel particularly called to address, and why?

Putting it all together...

The people of St James' give generously to the mission of the church locally, for the wider church, and beyond. In 2013, resources for ministry grew with the addition of a new Parish Hall. We took on the burden of debt in order to build for the future. When we think back, the estimated \$1.4 million this project cost seemed insurmountable. We began 2018 with less than \$565,000 outstanding on that loan. What a testament to how God's power "working in us, can do infinitely more than we can ask or imagine."

Still, there are concerns about how we will finish what we started. St James' planned for a 2018 budget deficit of approximately \$27,500. The payments on the new hall amount to \$51,345. All else being equal, the offerings are more than enough to sustain the operations of the church. We just have to figure out how to pay off the mortgage.

Chris Jones has been looking into property assets on behalf of the team. Chris writes:

Through the generations, St James Anglican Church has been the steward of various buildings and real estate, not the least of which is, what we commonly refer to as the "The Clergy" or the "Clergy Reserve", originally granted to the parish under the terms of

the Constitution Act of 1791... Now in 2018, what remains of the Clergy Reserve, is approximately 127 acres of land, bordering on the 7th Concession of Ramsay Township in Mississippi Mills, and the Carleton Place Town Line. A small portion of the land is leased on a yearly basis to a local farmer for cultivation, but the remainder of the property is not arable and is scrub forest. The property is currently designated as OS-5 or Parkland/Open space.

Please see Appendix C for the rest of Chris' investigations. The Clergy Reserve was secured as a resource base for a growing church and community. St James' stewardship of this asset has been faithful and wise. We wonder if the time has come for the current generation to consider: how can this gift from our forebears be a resource going forward? We'll only get one try at this, so we want to be sure to get it right.

St James' is ready to respond

St James' Church sees itself as a vibrant faith community. We hope to sustain ministry for many years to come, and we have so much going for us.

Questions to talk about:

What resources do we have here at St James? How might God be calling us to use these assets, for the community and beyond?

How might St James' maintain our "active, vibrant presence in Carleton Place" into the future?

What do we truly need to be a church, to be Christ's Body in the world?

Next steps

This Fall:

- feedback from individuals and groups of St James'
- consultation with partner churches in the parish and search out community partners
- generate practical suggestions and specific proposals

Late Fall/early Winter:

- add members to the Planning Group to form a Discernment Team (with input from and the approval of St James' Church Council)
- consider options and suggestions, generate others if needed
- set priorities that will allow us to focus our efforts

After Christmas:

- form a strategic plan for St James'
- communicate to the parish as a proposed way forward

February:

- Vestry approval

March and onwards:

- Implementation by Church Council

The planning group needs to know that the connections we have identified are pointing us in the right direction. We want to hear from individuals, groups, and others in our community. We hope this generates practical suggestions and specific proposals that we can all consider.

With St James' Church Council's approval, we plan to expand the current planning group and form a Discernment Team that can focus everything down to what is achievable, desirable and seems good to the Holy Spirit and to us.

This will form the basis of a strategic plan that should be made available before Vestry for all to consider.

If you would like to respond to any of the questions on pages 3, 5 or 6, or suggest something the Discernment Team needs to consider, please let us know at:

Email: briank@stjamescarletonplace.ca Direct line: 613-257-1424 x 222 A written note: St James' Planning Group, 225 Edmund St, Carleton Place ON K7C 3E7

Appendix A: Social & Community Needs Information Summary

Population of Carleton Place in 2016- 10,644
 Born in Canada – 9545
 Born Outside of Canada - 715
 English speaking – 9650
 French Speaking – 460
 Males - 5020
 Females - 5625

Age Distribution

Age in Years	Number	Age in Years	Number
0-9	1300	40-49	1310
10-19	1180	50-59	1555
20-29	1160	60-69	1410
30-39	1390	70-79	740
		80 plus	605

Youth Dependency rate (%)

(Youth who are socially or economically dependent on a working age Canadian)

Carleton Place – 40
 Beckwith – 37
 Mississippi Mills - 36.6
 Perth - 29.5

Median Household income after taxes:

Carleton Place – \$62,560.00
 Beckwith – \$86,202.00
 Mississippi Mills – \$ 72,540.00
 Perth – \$46,966.00

Dwelling Types in %:

Single detached – 56.7
 Semi-detached – 12.6
 Rowhouse – 14.6
 Duplex – 0.4
 Apartment – 15

Percentage of renters:

Carleton Place – 28.1
 Beckwith – 4.8
 Mississippi Mills – 17.6
 Perth – 42.2

Median Monthly Shelter Costs - \$1002.00

Average rent Costs - \$1026.00

Population spending less than 30% of income on shelter costs – 9730

Population spending more than 30 % of income on housing – 2520

Population spending 30-100% of income on housing - 2235

Percentage of Renters Living in Subsidized Housing:

Carleton Place – 15.4%
 Beckwith – 0.0%
 Mississippi Mills – 15.5%
 Perth – 14.2%

Family Structure Single parent family – Lanark County:

Carleton Place – 32.9 %
 Beckwith – 16.9 %
 Mississippi Mills – 21. 8%
 Perth – 43. 5%

Lanark County:

RENT GEARED TO INCOME HOUSING

- 774 rental units are managed by 5 non-profit housing providers and LC Housing Corporation.
- For low to moderate income families, rent is calculated at 30% total family income
- 2017 70 families were housed in rent geared to income housing
- 509 families were left waiting for RGI housing

RENT SUPPORT PROGRAM

- 113 families had their rent topped up each month max \$200.00/month for max 5 years

Housing Options Program Funding was used to help:

- 548 families – rent
- 186 families – hydro
- 126 families – food, gas
- 55 families – utilities
- 126 families – heating
- 176 families – Other (taxes, bedbugs, hoarding)

HOME SWEET HOME PROGRAM

Provided 5 families with down payment assistance to purchase a home in 2017. Max. amount of loan is 5% of purchase price. Must have already been renting in Lanark County.

RENOVATE LANARK

Funds available to conduct essential home repairs/renovations so can stay in home safely. Max amount of loan is \$10,000.00(46 projects completed in 2017)

DOMICILIARY HOSTEL PROGRAM

County has 40 beds for vulnerable applicants with special needs. Providers costs and a Personal Needs Allowance is granted to person in need.

Comments by people who access the Lanark County programs:

- Provide decent emergency housing
- Open opportunities for person centered planning to obtain and maintain housing
- Safe affordable sustainable housing
- More affordable housing units in Lanark County
- Offer more rent programs so people can reside in market rentals throughout the county
- Lock away stigmas associated with homelessness

Information taken from:

Lanark County Website, Town of Carleton Place Web Site, Leeds, Grenville, and Lanark District Health Unit, Lanark County Social Housing Report 2017

Appendix B: Survey of Churches

Projects/Missions in Carleton Place Community as of July 2018.

CHURCH	COMMUNITY SERVICES
ALMONTE COMMUNITY PRESBYTERIAN CHURCH. 111 Church St. Almonte, ON. 613-256-2184 Minister: BARRY Carr	<ol style="list-style-type: none"> 1. Interval House 2. Lanark Food Bank 3. Outreach - Haiti/Centre Vie Orphanage
St. Mary's Church 28 Hawthorn Ave Carleton Place, ON 613-857-1284 Fr. Cormas Ajawara	<ol style="list-style-type: none"> 1. Lanark Food Bank 2. Outreach Needy/Homeless 3. Angel Tree, Carleton Place 4. Knight of Columbus – projects, schools, Pro-life
United Church Zion Memorial 37 Franklin Street, Carleton Place, ON 613-257-2133 Rev. Judith Evenden (Interim)	<ol style="list-style-type: none"> 1. Hungry Lunch 2. Food Bank 3. Youth Ministry, Girl Guides, Brownies 4. T.O.P.S. (exercise group) 5. Quilting Group
Carleton Place Seventh Day Adventist Church 117 Victoria Street, Carleton Place, ON 613-257-5109 Minister: Didier Fourny (holiday) (Info member of congregation)	<ol style="list-style-type: none"> 1. ADRA (Adventis Development Relief (Worldwide humanitarian agency)) 2. Community Suppers 3. Thanksgiving Baskets 4. Vacation bible study 5. Food Bank
Baptist Church 299 Bridge Street, Carleton Place, ON 613-257-1889 Pastor Brian Affleck	<ol style="list-style-type: none"> 1. Interval House 2. Food Bank 3. Youth Program 4. Snowsuit Fund
Calvary Pentecostal Church RR 1 Carleton Place, ON 613-257-3484 Pastor Ivan Davis	(left messages & emailed) <ol style="list-style-type: none"> 1. Vacation Bible Study
Eternal Hope Anglican Church 117 Victoria St. Carleton Place, ON 613-257-5490 Minister Dave Kemp	<ol style="list-style-type: none"> 1. Bible Studies / Alpha Courses 2. Partnership Christ Mission to Jews 3. Support CP Hospital (Pancake Supper) 4. Refugees / Syria 5. Lanark Food Bank 6. Interval House, Alwood House, 7. Christmas Baskets
Light House Free Methodist Church 355 Moffat Street, Carleton Place, ON 613-257-4255 Pastor Douglas Anderson	(left message, email, no reply)
All Nations Church (former St. Andrews Presbyterian Church) Carleton Place, ON	(left messages, email, no reply)

Appendix C: The Clergy Reserve in 2018

Prepared by Chris Jones

Through the generations, St James Anglican Church has been the steward of various buildings and real estate, not the least of which is, what we commonly refer to as the "The Clergy" or the "Clergy Reserve", originally granted to the parish under the terms of the Constitution Act of 1791. In Upper Canada, one-seventh of the land grants were set aside for the "support and maintenance of Protestant Clergy" (Anglican) supposedly to match the land endowments of the Roman Catholic Church in Lower Canada. History recalls a political quarrel that ensued in Upper Canada over the application of the provision and was a hot political issue for many years. The Clergy Reserves were eventually abolished and reverted back to the Crown. St James Parish, however, retained the property by purchasing the land from the government in 1856, for the sum of 100 pounds. Since then, the farm has been deeded to each rector and the wardens. Canon Elliot cultivated a small portion of the land and a cow or two supplied the rectory with milk. Wood cutting bees were organized by the Canon when the winters' fuel (24 cords of wood) was hauled in to the rectory. Wood was also harvested from the reserve to heat the church. The Parish Cemetery is located in the southeast portion of the reserve and a vault was constructed there in 1903. In recent years, St. James has sold some of the Reserve to the Town of Carleton Place, and the cemetery has been extended and the boundaries more clearly defined. After the sale of the original rectory on William Street in 1975, a portion of the Reserve was cleared for a new rectory which was constructed in 1977. Within the next 30 years, the old rectory had been sold, 38 acres of the Reserve had been sold to the town for an industrial park, and the "new" rectory had been sold and the land severed from the Reserve. The 38 acres severed for the Town, is adjacent to the cemetery and is now deemed parkland and referred to as the Sonnenberg Woods. This portion also contains a protected old growth pine forest. Now in 2018, what remains of the Clergy Reserve, is approximately 127 acres of land, bordering on the 7th Concession of Ramsay Township in Mississippi Mills, and the Carleton Place Town Line. A small portion of the land is leased on a yearly basis to a local farmer for cultivation, but the remainder of the property is not arable and is scrub forest. The property is currently designated as OS-5 or Parkland/Open space. During the planning stages of the " Growing in Faith Together " GIFT campaign, and the subsequent planning and construction of the new Parish Hall, much consideration was made about the disposition of the old Parish Hall and the Clergy Reserve and the financial benefits that they could provide. It was decided at the time, to work through the process in stages in order to mitigate complications and hopefully maximize returns. Having now completed the first components of the strategy (The GIFT Campaign, construction of the new hall and the sale of the old hall), we now find ourselves in a position to be able to consider the disposition of the Clergy Reserve Lands.

The Result

Approximately the same number of people attended (or perhaps a few less). We reviewed a detailed report, and in small groups, worked on questions in the following categories:

1. Carleton Place is growing....
2. St. James is Welcoming....
3. Needs in Carleton Place are changing....
4. St. James is Caring.....
5. Putting it all together....
6. St. James is ready to respond...

It is worth noting that Appendix C of this report was entitled **The Clergy Reserve**. The last paragraph reads as follows: *During the planning stages of the "Growing in Faith Together" GIFT campaign, and the subsequent planning and construction of the new Parish Hall, much consideration was made about the disposition of the old Parish Hall and the Clergy Reserve and the financial benefits that they could provide. It was decided at the time, to work through the process in stages in order to mitigate complications and hopefully maximize returns. Having now completed the first components of the strategy (The GIFT Campaign, construction of the new hall, and the sale of the old hall), we now find ourselves in a position to consider the disposition of the Clergy Reserve Lands.*

October 14, 2018 – Whole Parish Questionnaire

The Invitation

Everyone was asked to complete a questionnaire as follows:

Carleton Place is Growing St. James is Welcoming

How can we welcome new members, new neighbours, and newcomers? What are some specific ideas or ways we can welcome and engage the growing community in Carleton Place?

Needs in Carleton Place are Changing ... St. James is Caring

What needs in Carleton Place are we well-suited to address? What are some specific ideas or ways we can care for our community?

Putting it All Together St. James is Ready to Respond

What resources do we have to share with others? What are some specific ideas or ways we can manage and use our assets to embody the Body of Christ in our community?

The Result

Questionnaires were completed and returned.

November 2018

The Planning Team invited others to join with them to form a Discernment Team. The now expanded team was charged with completion of a report for the congregation's consideration.

February 20, 2019

Incumbent's Report to Vestry – an excerpt

(The) Discernment Team's report is now available for consideration by the congregation as a whole. We hope to have that affirmed in March. If this plan is accepted, it will become the framework for action planning and measuring progress in St. James Carleton Place over the next three to five years. I believe it represents the best ideas that have come to light over the last year of investigation, the wise discernment of a representative body of faithful parishioners and has the support of leaders, lay and ordained. This plan has my full support, and I encourage everyone to give it their due consideration.

St James' Planning Group Final Report

February 17, 2019

Proposed Statement, Actions and Recommendations

Submitted by:

The Venerable Brian Kauk

The Reverend Rosemary Parker

Nancy Higham

Chris Jones

Ronette Vines

Discernment Team members (in addition to the Planning Group)

Roy Clements

Carol Dryburgh

Lynn Hyndman

**ST. JAMES' ANGLICAN CHURCH,
CARLETON PLACE 2019**

Congregational Statement

**St. James is vibrant, loving, and welcoming.
We value tradition and seek new ways
to do God's will, serving the world God loves.**

We envision that St James will be known as the church that cares. Our bells ring out with joy and love. We strive to inspire the wider community to join us in the pursuit of peace and justice. St. James will continue to build on this strong foundation and be heard for generations to come.

We will work towards this by:

- A. Increasing the impact St. James' Church has on the lives of people within Carleton Place and environs:
 - i. Proactively create opportunities to connect with residents of Carleton Place on an informal basis
 - ii. Plan events both inside our church facilities and outside in the community
- B. Becoming a leader in community programs that provide supportive, safe, affordable housing for all
 - i. Seek partnerships that serve the wider community, committing our time and resources
 - ii. Tell our story in the community, how and why we serve God's world
- C. Enabling and supporting the work and mission of our church in the future:
 - i. Be inspired and wise in the use of all forms of resources that currently exist within the parish
 - ii. Work toward a balance budget that sustains the ministries we have

Recommendations

A. Increasing the impact St James' Church has on the lives of people within Carleton Place and environs:

- i. Proactively create opportunities to connect with residents of Carleton Place on an informal basis*
- ii. Plan events both inside our church facilities and outside in the community*

1. Train leaders and engage in a program of congregational development.
2. Develop a communication plan that makes the best use of website, print, electronic and social media to share who we are and what we offer.
3. Develop a welcoming and membership development plan that engages first time visitors and builds community among all members.
4. Make the most of community events such as Carleton Place 200 and Bridge Street Summer Fest.

B. Becoming a leader in community programs that provide supportive, safe, affordable housing for all

- i. Seek partnerships that serve the wider community, committing our time and resources*
- ii. Tell our story in the community, how and why we serve God's world*

5. Consult with the Diocesan Homelessness and Affordable Housing Working Group
6. Seek out and join coalitions of other interested parties
7. Engage our spiritual and communal resources through regular prayer and conversation (e.g. a regular petition in the Prayers of the People on Sunday)
8. Set a target that contributes to the Diocesan Goal of 125 units of Affordable Housing by 2021. The unit(s) will be within Carleton Place or the surrounding area.

C. Enabling and supporting the work and mission of our church in the future:

- i. Be inspired and wise in the use of all forms of resources that currently exist within the parish*
- ii. Work toward a balanced budget that sustains the ministries we have*

9. Considering the following four sources of revenue:
 - a. ASSETS: Begin a process that looks at the Clergy Reserve as an asset, and how to maximize revenue from property (e.g. sale, long term lease, other). See Appendix A. THIS RECOMMENDATION IS A STRATEGIC PRIORITY

- b. DONORS: A regular, ongoing Stewardship program that makes the most of best practices.
 - c. FUNDRAISING: Continue to offer fundraising events that encourage the wider community to share in supporting our good work and discover who we are as a church.
 - d. ENDOWMENTS: Develop an endowment program that encourages planned legacy giving.
10. Investigate what we can do to reduce mortgage payments in the short term and eliminate them as soon as possible
11. Plan and execute a financial campaign that will provide resources to pay off the mortgage and support the vision of the church

Path to adoption

February

- release of final report
- all are invited to join the discernment
- opportunity for feedback

March

- Town hall style meeting, open to all
- Consideration at St James' Church Council where the decision to implement will be made

APPENDIX: THE CLERGY RESERVE

Two supporting documents are attached to this report. First, a discussion of the Clergy Reserve the Planning Group considered in the first half of 2018. In the fall, the Planning Group consulted with a focus group to consider available resources. Their report to us is included as well.

THE CLERGY RESERVE IN 2018

Through the generations, St James Anglican Church has been the steward of various buildings and real estate, not the least of which is, what we commonly refer to as the “The Clergy” or the “Clergy Reserve”, originally granted to the parish under the terms of the Constitution Act of 1791. In Upper Canada, one-seventh of the land grants were set aside for the “support and maintenance of Protestant Clergy” (Anglican) supposedly to match the land endowments of the Roman Catholic Church in Lower Canada. History recalls a political quarrel that ensued in Upper Canada over the application of the provision and was a hot political issue for many years. The Clergy Reserves were eventually abolished and reverted back to the Crown. St James Parish, however, retained the property by purchasing the land from the government in 1856, for the sum of 100 pounds. Since then, the farm has been deeded to each rector and the wardens. Canon Elliot cultivated a small portion of the land and a cow or two supplied the rectory with milk. Wood cutting bees were organized by the Canon when the winters’ fuel (24 cords of wood) was hauled into the rectory. Wood was also harvested from the reserve to heat the church.

The Parish Cemetery is located in the southeast portion of the reserve and a vault was constructed there in 1903. In recent years, St. James has sold some of the Reserve to the Town of Carleton Place, and the cemetery has been extended and the boundaries more clearly defined. After the sale of the original rectory on William Street in 1975, a portion of the Reserve was cleared for a new rectory which was constructed in 1977. Within the next 30 years, the old rectory had been sold, 38 acres³ of the Reserve had been sold to the town for an industrial park, and the “new” rectory had been sold and the land severed from the Reserve.

The 38 acres severed for the Town, is adjacent to the cemetery and is now deemed parkland and referred to as the Sonnenberg Woods. This portion also contains a protected old growth pine forest.

Now in 2018, what remains of the Clergy Reserve, is approximately 127 acres of land, bordering on the 7th Concession of Ramsay Township in Mississippi Mills, and the Carleton Place Town Line. A small portion of the land is leased on a yearly basis to a local farmer for cultivation, but

³ It has been brought to our attention that the statement that refers to the sale of 38 acres to the town of Carleton Place is incorrect. That number was taken from a document that stated the “intent” to sell 38 acres, however according to calculations from the survey the actual acreage should be 30.6. Also, the statement that refers to this transaction occurring within the next 30 years (post 1977) , should read “within the next 34 years” as the actual severance was not executed until 2011

the remainder of the property is not arable and is scrub forest. The property is currently designated as OS-5 or Parkland/Open space. During the planning stages of the "Growing in Faith Together" GIFT campaign, and the subsequent planning and construction of the new Parish Hall, much consideration was made about the disposition of the old Parish Hall and the Clergy Reserve and the financial benefits that they could provide. It was decided at the time, to work through the process in stages in order to mitigate complications and hopefully maximize returns. Having now completed the first components of the strategy (The GIFT Campaign, construction of the new hall and the sale of the old hall), we now find ourselves in a position to be able to consider the disposition of the Clergy Reserve Lands. Over the past years, there has been much discussion and consideration of various proposals for the use of the remaining Clergy lands, some with merit and some not so much. Most of the proposals would require considerable resources and/or partnerships of the Parish; resources that we simply do not have.

The most prudent course would be to offer the remaining property for sale and negotiate the use of the proceeds to further our mission into the future. Disposing of the Clergy Reserve lands falls in line with the Diocesan direction to divest the Church of excess real estate and could provide financial sustainability for the mission of the Parish, well into the future.

Going forward, there will be consultation and discussion as to best use, assessment and valuation, and marketing direction in order to attain the optimal value for the property in order to reach our goal.

DECEMBER 2018 RESOURCE GROUP SUMMARY

As tasked by the St. James Planning Group, the Resource Group has reviewed the input from St James' parishioners and Parish Council.

Although St. James has many resources including many skilled and committed volunteers and an accessible and attractive church hall, we have determined that our most viable asset is the Clergy Reserve lands that could potentially provide the means with which to move our mission forward in a new and exciting direction.

The sale of the Clergy Reserve lands could be a lengthy and complicated matter which could however allow St James to significantly reduce or even eliminate the outstanding mortgage on the new hall thus enabling us to redirect on-going revenue to our mission in the Parish, our community and the wider church.

In order to achieve this initiative, we believe there are a number of steps to be followed in order to provide due diligence in the execution of this project.

1. Consult with Diocese regarding the process and considerations for selling the Clergy Reserve lands and accessibility to the proceeds of the sale by St. James in order to reduce or eliminate the outstanding mortgage on the new hall.
2. Consult with real estate and municipal representatives regarding best use, assessment and appropriate valuation in order to optimize return on the sale of the property. This may involve acquiring an up to date survey and investigating potential for zoning changes.
3. Obtain appropriate approval at Vestry to move forward with the sale of Clergy Reserve lands
4. Maximize proceeds from the sale in order to reduce or eliminate the outstanding mortgage in order to direct revenue to support of mission initiatives as determined at Vestry.
5. Consult with the appropriate municipal and focus groups involved with the mission initiatives to determine our position and role in support.

This project is in keeping with decisions made by the Building Committee during the planning stages of the GIFT campaign in 2012 in which it was decided to complete the fund raising campaign, build the new hall, sell Elliot Hall and then determine the disposition of the Clergy Reserve lands. We believe that now is the time to move forward with this project in order to reinforce our position as a mission-based church and contributing member of our community and the wider Church.

March 2019 Survey Questionnaire Results

A survey of the congregation was held over several weeks on the Congregational Statement, and Priorities A through C. Parishioners were asked to rate the acceptance of each. The results were as follows:

Congregational Statement: 94% agreement

Priority A: 94% agreement

Priority B: 96% agreement

Priority C: 96% agreement

May 22, 2019 Church Council & Staff Work Group Results

Objective (Priority) A

INCREASING THE IMPACT of St. James' Church has on the lives of people within Carleton Place and environs:

- i. Proactively create opportunities to connect with residents of Carleton Place on an informal basis
- ii. Plan events both inside our church facilities and outside in the community.

Participants

Ian Guenette, Tim McKibbin, Kate Sweeny, Lynn Hyndman, Rev. Rosemary Parker

2	√	St. Jimmy's Table
		<ul style="list-style-type: none"> • 2019-2020 growth • Connecting with community
1	√	Christmas Baskets
		<ul style="list-style-type: none"> • Fundraising • Hosting in Church
	√	Community Groups that use hall. Eg. A.A.
		<ul style="list-style-type: none"> • Balancing church use & community group use especially in terms of hall rental income versus free.
2	√	Blood Donor Clinics
		<ul style="list-style-type: none"> • Have extra food and music to welcome
	√	Teaching Lessons
		<ul style="list-style-type: none"> • Music
	√	Blessing of Animals
		<ul style="list-style-type: none"> • At Farmer's Market and/or service at the church • Hope for better weather than last year • Have a 'crazy' (unusual) animal at the blessing. Ie. Goat, lamb, etc • Increase advertising, especially if blessing service also held in church
1	√	Pride Festival
1	√	Christmas Caroling

			<ul style="list-style-type: none"> • Town Hall steps • Walmart
1/2		Breakfast Program	
			<ul style="list-style-type: none"> • Scheduled for Autumn start
1		Concert Series	
			<ul style="list-style-type: none"> • Part of fundraising for mission • Spotlight our amazing organ
1/2		Participating in Town events	
			<ul style="list-style-type: none"> • CP 200 • Santa Clause Parade (be in it!) • Bridge Street Summer Fest
	√	Door Open	
			<ul style="list-style-type: none"> • Handing out cards with our information • A busload of people is coming all at one time • Ian playing both at tea and in church • Huge quilt display, antiques, and tea.
		Welcoming Strategies	
			<ul style="list-style-type: none"> • Family service • Non-traditional music • Teaching Anglicanism etc.. • Showing we're welcoming to young people • Coffee House • Local school involvement
Not mentioned at group discussion but part of February 17, 2019 Report			
1	√	Train leaders and engage in a program of congregational development	
			<ul style="list-style-type: none"> • School for Parish Development
1		Develop a Communications Plan to share who we are and what we offer	
			<ul style="list-style-type: none"> • Website • Print • Electronic • Social Media
1		Develop a Welcoming and Membership Development Plan	
			<ul style="list-style-type: none"> • Engage first time visitors • Build community among all members

Objective (Priority) B

BECOMING A LEADER in Community programs that provide supportive, safe, affordable housing for all.

- i. Seek partnerships that serve the wider community, committing our time and resources
- ii. Tell our story in the community, how and why we serve God's world

Participants

Sylvia Giles, Marg McGregor, Ronette Vines, Flora Neave, Nancy Higham, Fr. Brian Kauk

	√	Housing Workshop
	√	Sue Garvey presentation
		<ul style="list-style-type: none"> • Good Shepherd Sunday
	√	Lanark County Housing Coalition
1		Building Partnerships
		Refugee Housing
2		Using Clergy Reserve for Housing
1		Joining Multi-Faith Housing
2		Advocacy Role
		<ul style="list-style-type: none"> • Assisting in Application completions
3?		Tiny Homes
1		Drop in Breakfast for Community
3		Renovating an Apartment
		Smaller creative initiatives for housing
1		Earmark a portion of fundraising for initiative
		<ul style="list-style-type: none"> • Family service
1		Pull together a coalition
Not mentioned at group discussion but part of February 17, 2019 Report		
		Consult with Diocesan Homelessness and Affordable Housing Working Group
		Engage our spiritual and communal resources through:
		<ul style="list-style-type: none"> • Regular Prayer

			<ul style="list-style-type: none"> • Conversation • Prayers of the People
		Set a target that contributes to the Diocesan Goal of 125 units of Affordable Housing by 2021	
			<ul style="list-style-type: none"> • Unit(s) to be within Carleton Place and surrounding area.

Objective (Priority) C

ENABLING AND SUPPORTING the work and mission of our church in the future:

- i. Be inspired and wise in the use of all forms of resources that currently exist within the parish
- ii. Work toward a balance budget that sustains the ministries we have

Participants

Chris Jones, Roy Clements, Rob Pretty, David Nephin, Cathy Pretty

		Wider Discussion about <u>what</u> our resources really are	
			<ul style="list-style-type: none"> • Eg.. people's skills etc
1		Talent Inventory	
		Finance Committee	
(...)		Giving (Stewardship) Team	
1-3		Clergy Reserve	
(...)		Sharing/learning about how church administration and finance work	
			<ul style="list-style-type: none"> • Local Church • Diocese
1-2		Campaign (\$)	
			<ul style="list-style-type: none"> • When? • Who? • Pay off the obstacle so that we can move forward with our mission work in the community
	√	Fundraising Committee (new)	
		Endowment Committee (Bequests)	
			<ul style="list-style-type: none"> • Off-site?