



# CONGREGATIONAL PROFILE

## INTRODUCTION

**T**hank you for your interest in Glenview Presbyterian Church. We are pleased to share our Congregational Profile with you. It was created by the Search Committee, which comprises individuals representing a broad cross-section of Glenview experiences, interests, and ages. This profile is intended to clearly capture the sense of community within the Glenview congregation with a backdrop of our place within the larger Toronto area.

The Rev. Matthew Sams has been serving as our Interim Moderator following the retirement of The Rev. Dr. Laurence De Wolfe at the end of May 2022.

The Glenview congregation has a history of worship in North Toronto that dates to the 1860s. Glenview Church was founded in 1925 and moved to 1 Glenview Avenue in 1929. The leaders and members look forward to celebrating our 100th anniversary in January 2025.

The people of Glenview make up a community of committed Christians striving to follow the examples of Jesus by worshipping, serving, caring and responding to the love of God.

We acknowledge with respect the land on which Glenview Church stands and our congregation resides. It has been a site of human activity for 15,000 years. It is the territory of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit River. Today, the meeting place of Toronto is still the home to many Indigenous peoples from across Turtle Island, and we are grateful to have the opportunity to work in the community on this territory.



## WHO ARE WE?

We are a diverse group of people who have come together seeking fellowship with fellow believers. We feel called to serve and are keen to cultivate our faith. We try to support one another in good times and bad, celebrating and grieving together. Approximately 100 of our members live in the immediate surrounding neighbourhood, but many come from as far away as Whitby, Ajax, Richmond Hill, and Etobicoke. Some of these “commuters” are people that began their faith journey at Glenview and wanted to keep coming after they moved further afield.

Glenview is blessed to have excellent staff and dedicated volunteers who serve in many ways – as property maintenance experts, financial advisors, bakers of treats for the homebound, card senders, sound system “tweakers,” web content updaters, Sunday School teachers, scripture readers for worship services, sanctuary decorators and

dishwashers. We all have unique ways of showing care and compassion. During the Pandemic, we completed our kitchen renovation project, conducted an online confirmation class, hosted online Bible studies, attended virtual coffee hours and even mastered e-commerce after moving our annual Christmas sale online two years in a row! This fun annual event is open to the public. It is an important fundraiser for Glenview as shoppers select from homemade crafts, jams, pickles, floral arrangements, woodworking, baked goods and other one-of-a-kind gifts handmade by the many creative members of our congregation.



Glenview has many long-time outreach and mission projects that support places of healing and hope in our community, and we did not stop during COVID. We distributed grocery assistance gift cards and bagged lunches from the Church two days a month from September to June. We continued to donate clothing items, sandwiches, and cookies for the drop-in programme at Evangel Hall. Glenview hosts two of Toronto's earliest chapters of AA and Al-Anon. There is interest by both volunteers and the guests to resume the Out of the Cold weekly dinner programme that Glenview and two nearby churches have co-hosted for many years. It served between 60 to 100 people each week from November to March.

In the past few years, we have sponsored a refugee family from Syria and welcomed people from Iran with faith formation classes and an English conversation programme. For the second year in a row, Team Glenview is participating in the Toronto Waterfront Marathon Charity Challenge to continue our support of the organizations in our Special Fund.



We love to eat together. Our anniversary meals are fun for all ages (dancing has even been known to break out). Glenview members enjoy music and are proud of our choir and music programme; we even have a resident bagpiper. We strive to welcome new people and hope to do more to let our light shine – to celebrate our good works and share evangelism – once we have a Senior Minister in place. We are excited to invest in the future and will continue to share “the good news.” We look forward to celebrating our Centennial in 2025 and are excited to see what the next 100 years bring!

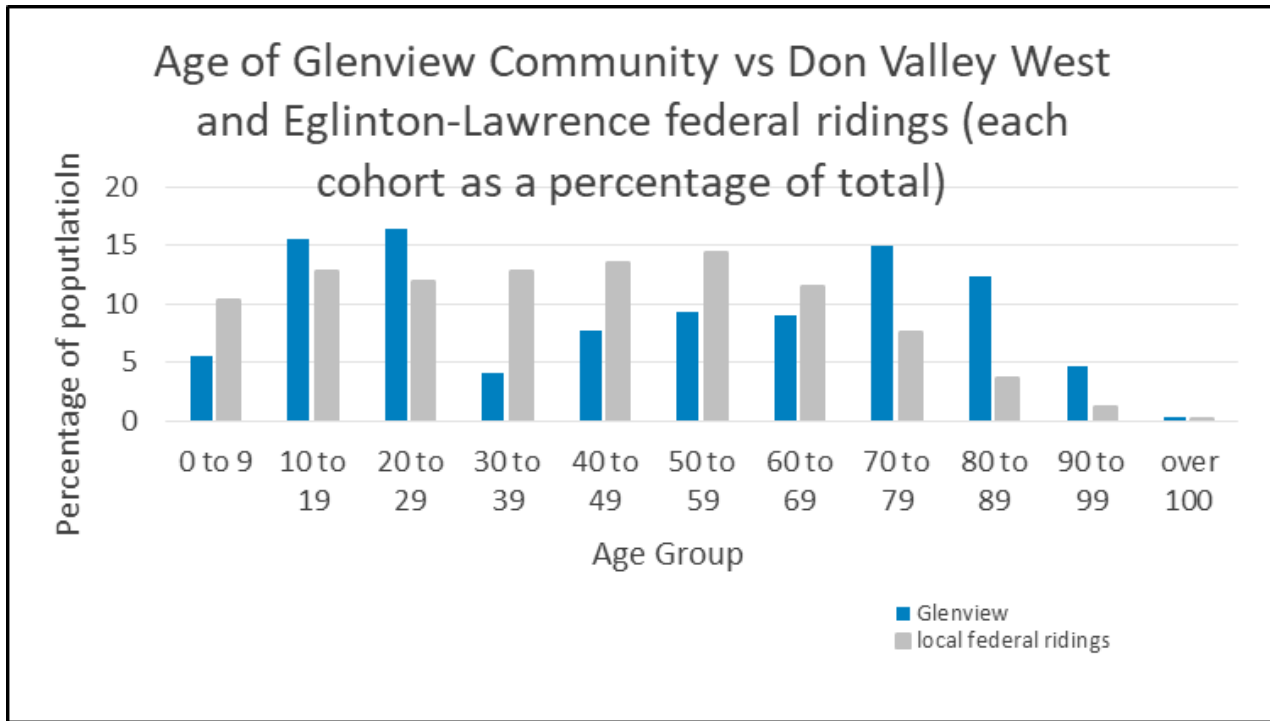
## **OUR NEIGHBOURHOOD**

The 2021 Census reported that the City of Toronto has a population of 2.8 million, making it the largest city in Canada. Glenview is in a midtown residential area north of the downtown shopping and financial areas. Situated near Yonge Street and Lawrence Avenue, the neighbourhood offers excellent schools, easy access to public transit including the TTC’s Line 1 Yonge subway and proximity to major highway arteries.

Sixty percent of households in the area are made up of one or two individuals. Overall average household size is 2.5 people. Housing stock in the area varies by neighbourhood in terms of type and value, but most of the area residents live in detached single-family

homes. Essentially all new construction in the area is of condominiums, so the percent mix of condo households is expected to grow significantly from the current base.

## AGE DEMOGRAPHIC PROFILE AND COMPARISON



## THE PRESBYTERY OF EAST TORONTO

Glenview is located in the Presbytery of East Toronto which has oversight of 21 congregations and several affiliated missions.

As well as ministers serving congregations, members include the ordained staff of the General Assembly offices and Knox College. Glenview has a representative and an equalizing elder.

East Toronto Presbytery is a very active, supportive group. All members serve on one of the very active committees. Presbytery meets regularly once per month (except for the month that includes Easter, July and August). The Boards of Directors of Arise Ministries and Evangel Hall Mission that operate within the Presbytery have members of the Presbytery.

## CONGREGATIONAL LIFE AT GLENVIEW

### CHURCH LEADERSHIP:

Glenview has 57 ordained elders. Session has term eldership and currently comprises 14 members--six women and eight men--ranging in age from their 40s to 70s.

### OUR CONGREGATION

The Glenview congregation is made up of 308 professing members and 178 adherents.

### FELLOWSHIP GROUPS

**Ceilidh Club** - "Ceilidh" means a gathering of friends, and the Ceilidh Club fosters a sense of unity and friendship within the congregation. Participants meet throughout the year to enjoy one another's company. Past activities have included movie nights, helping at Glenview's annual plant sale, hosting coffee hour after service, attending Shaw Festival performances and organizing annual barbecues and Christmas dinners. New members are always welcome.



**Glenview Choir** – With our voices raised, the Choir strives to celebrate the Christian faith and to augment the worship services. Routinely 20 to 25 singers, including our section leads, gather on Thursday evenings ("Choir Night in Canada") for practice. Anthems, solos

and hymns are selected to interpret or enhance the messages of the Sunday service. For special services like Easter or Christmas, the invitation is extended to additional singers to practise and participate.

**Retired Men's Club** – This group of approximately 25 retired men has met once or twice a month during the fall and winter for 40 years for lunch and fellowship. The men enjoy interesting presentations on a broad range of topics including travel, special ministries of the Presbyterian Church, relief projects, history, politics, tips for aging well, and experts in various careers.

**Women's Interest Network (WIN)** – This fellowship group welcomes women of all ages and meets throughout the year to explore their creative sides while supporting Glenview's ministries. It is a fun opportunity to learn new skills regardless of talent level and make friends. They meet at the Church to create one-of-a-kind items for the annual Glenview Christmas Fair.

**Buck-A-Book** – Consistent with our commitment to stewardship of resources, we help used books and CDs/DVDs find a new home. A committed group of volunteers manages book donations and organizing the collection. Books are sold using an honour-based donation box. Titles that sit too long on the shelves are often donated to English as a Second Language groups, the Salvation Army Book Store, or City of Toronto long-term care homes. This service is popular with our members and visitors and raises funds for Glenview.





# GOVERNANCE AND LEADERSHIP AT GLENVIEW

## COMMITTEES OF SESSION

**The Ministry & Personnel (M&P) Team** is a committee of Session comprised of a few past and present Session members, the Clerk of Session and the Senior Minister. The M&P team addresses any human resources issues referred to it by Session or brought to its attention by staff. The M&P team makes recommendations to Session but does not have decision-making authority.

**The Nominating Committee** of Session members and others is formed each fall to shepherd the process that starts with informing the congregation about eldership, the number of elders needed and the responsibilities of the Session. Members of the congregation are invited to nominate candidates and the team contacts the nominees to see if they are willing to stand for election. Session approves the slate of candidates and ballots are distributed to members if the number of candidates exceeds the number of spaces on Session. Those elected are invited to attend an orientation meeting before attending meetings.

The committee also reviews the list of Trustees and their terms, approaching those whose terms are ending to determine if they are willing to serve another term. If there are vacancies, the team nominates members, approved by Session, to be elected at the Annual General Meeting.

**The Budget Committee** of Glenview Church is constituted annually to streamline planning and to ensure alignment on key initiatives. The committee is made up of members of Session and the Finance and Property Team (see below). Stakeholders are canvassed to build a bottom-up budget that addresses staff changes and remuneration, initiatives for Christian education, worship, fellowship, property protection and enhancement, support of programmes and ministries of the PCC, as well as Special Fund and Benevolent Fund initiatives. By aligning funding sources with key Session priorities, Glenview can present a budget to the congregation at the AGM that is arrived at through open communication and discussion.

## MINISTRY TEAMS

At Glenview, we very much believe in a team approach to ministry, governance, and programming. To that end, action teams of volunteers drawn from Session and the congregation support our ministry and the work of Glenview. Most of the teams have remained very active through the Pandemic. The Worship, Welcoming and Outreach teams have seen a decline in activity and team membership and represent areas to rebuild.

**The Christian Education Ministry Team** works with the Outreach and Christian Education Leader, as well as the Senior Minister to help decide on a comprehensive plan for Christian Education for the whole congregation, reviewing and adjusting curriculum as needed, organizing the Church School Calendar, assisting with the recruiting of teachers, and communicating with families. The team helps with teaching, the organization of the Sutherland Children's Library, communicates with other East Toronto Presbytery Youth Leaders, and assists with implementing Glenview's *Leading with Care* policy. Another important focus is adult Bible studies and book discussions which have been held online but will return to live meetings when appropriate.

**The Church Decoration and Gardens Team** works to beautify the grounds around Glenview and to decorate the Church for Easter, Thanksgiving and Christmas.

**The Communication and Digital Ministry Team** works with the church office to provide ongoing and strategic communications. The church office distributes two email newsletters each week and coordinates the slides and announcements used during services. The team also oversees [Glenview's website](#) and live streaming on YouTube, designs church publications and ensures photos and videos are taken at congregational events. In the past, the team has been involved with graphic design, branding and coordinating external advertising and social media.

**The Congregational Support Ministry (CSM) Team** is mandated to strengthen Christian fellowship within the Church through activities that encourage relationship-building among existing members and adherents. The CSM Team works from the principle that gathering for food fosters fellowship and usually serves together catering, supporting congregational events, and sometimes assisting with Church School events.

**The Finance and Property (F&P) Team** is tasked with the stewardship of the financial and physical assets of the Church. Financial management activities include banking and bank relationships, treasury functions, budgeting, support for the annual audit and financial reporting. Property management includes property maintenance, expense item purchase and managing capital investment in renovations and construction.

**The Glenview Investment Committee** is a sub-committee of the F&P team. The committee oversees Glenview's investment portfolio which is approximately \$5 million and is managed on a discretionary basis by Martin Lucas and Seagram Ltd., a Toronto-based financial management firm.

**The Fundraising Team** supports our Ministry through such continuing programmes as the sale of Fundscrip cards, seasonal Purdy's Chocolate Sales and a Christmas Fair offering crafts, tasty edibles, decorations, and other treasures. Traditionally the latter has been a live community event but had to be online in 2020 and 2021 due to the Pandemic. To raise monies for our Special Fund, Glenview entered a team of 13 people for the 2021 Charity Challenge at the Toronto Waterfront Marathon. In 2022, our team of 14 raised over ten-thousand dollars. We look forward to organizing some fun events in anticipation of Glenview's upcoming Centennial Celebrations.



**The Outreach and Mission Team** works to keep the congregation informed about supported ministries and manages current activities. It explores and evaluates new opportunities for outreach in addition to recommending the allocations of the Special Fund and Special Envelopes as well as activities in support of PWS&D. Outreach initiatives at Glenview include Out of the Cold dinners from November to March (suspended due to COVID), and the monthly grocery assistance gift card/boxed lunch days that the Benevolent Fund supports. The team has been working to integrate a small group of Iranian newcomers to Canada who first attended Glenview in 2019 through online Bible studies and a small conversation group. Seven of the Iranian participants have received the Sacrament of Baptism. Glenview currently supports the following Toronto area missions: Evangel Hall Mission, Portland Place, ARISE, The Daily Bread Food Bank, Native

Child and Family Services, and the Kids Help Phone. Nationally, Glenview supports the Presbyterian Church in Canada (PCC) Honouring the Children Reconciliation and Residential School Fund. Glenview is committed to and makes an annual allocation to Presbyterians Sharing.

**The Pastoral Care Ministry Team** has a mandate to provide care for both lay people and staff in the Glenview family. Activities include virtual and in-person visits, telephone calls, and sending cards and gifts on special occasions or just to let people know they are loved. This team coordinated the funded GO Bus that transported some members to and from the church on Sundays and special congregational events prior to COVID. From 2012 to 2021, the congregation had part-time pastoral care workers working in conjunction with the Senior Minister. This model may be considered by the new Senior Minister and Session as deemed necessary for the ongoing ministry of the congregation. During the vacancy, the Session is hiring a pastoral care associate on a short-term contract that will extend three months beyond the new Senior Minister's induction.

**The Worship Team** assists with planning worship at Glenview. Before COVID, two worship services were conducted every Sunday morning from September through June—a short, intimate chapel service at 9 a.m. and a full service at 10:30 a.m. The Sacrament of Communion is celebrated at least six times per year and is an important element of our worship life at Glenview. Key events in the life of Glenview include special services held on Good Friday, Easter Sunday, the Sunday before Remembrance Day, and our All Saints Sunday Memorial Service. On Christmas Eve, we traditionally hold two services—an earlier family-friendly service and a later evening service.

Music has been an integral part of worship at Glenview since the Church's founding almost one hundred years ago. That spirit continues today with an excellent choir and soloists led by our Director of Music. The music on important days of worship in the church calendar is augmented as the choir welcomes musicians and adds brass, woodwinds, strings, and percussion to our worship service. Glenview is proud of our very well-maintained pipe organ which was manufactured by Cassavant Frères of St-Hyacinthe, Quebec. The new Senior Minister will be expected to revitalize the Worship Team to plan worship and to work collaboratively with the Director of Music.

## OUR STAFF PROFILE AT GLENVIEW

<b>Name &amp; Position</b>	<b>Work Time Commitment</b>	<b>Supervisor</b>
Church Administrator	35 hours per week	Senior Minister
Director of Music	25 hours per week	Senior Minister (for day-to-day duties and implementation of music ministry)  Session and Worship Team (for design of the music ministry)
Outreach and Christian Education Leader (position has been posted)	25 hours per week	Senior Minister
Senior Bookkeeper & Payroll Administrator	60 hours per month (average)	Treasurer (volunteer)
Custodian	21 hours per week (currently)  35 hours per week (when full rental schedule resumes)	Church Administrator
Choir Section Leaders (4)	~4 hours per week (September to June)  1 Sunday/month (July/ August)	Director of Music
Contract Landscaping & Snow Removal	Varies	Church Administrator
Contract Custodian Support (as required)	Varies	Church Administrator

## OUR FACILITIES AT GLENVIEW

Glenview's premises are well-equipped to serve the congregation and the broader community. This [video tour](#) was created in early 2022 to showcase the available space to potential renters.

The Church features a beautiful sanctuary lined with stained glass windows. The main floor also has a recently renovated general office area, a parlour, a nursery, a large Church Hall with a stage and a fully equipped, modern kitchen.

The second floor comprises private offices for the Senior Minister and other ministry staff, a classroom with the Sutherland Children's Library, and a meeting room.

Our lower level has been completely updated and includes a kitchenette, two choir gowning rooms, three classrooms, flex space and HVAC areas.



All rooms have Wi-Fi access and individual lighting controls. Glenview's location and the very well-maintained, fully accessible facilities allow us to attract and maintain long-term rental relationships with appropriate organizations and businesses.

## RECENT CAPITAL PROJECTS

1. **Transforming Lives**, launched in 2009, was the culmination of a strategic planning process to sharpen the focus of the Church over five years. Elements included rejuvenating the Lower Level, broadening the capabilities of the Glenview website, creating the Sutherland Children's Library, enhancing traditional worship with the installation of screens in the Sanctuary and advancing our children and youth ministry with the hiring of a Christian Education leader. We exceeded our \$1 million five-year fundraising target.

2. Accessibility for the future was addressed by the **Elevating Glenview** initiative, which was completed in 2017. It included the installation of an elevator, structural change to enhance access to all areas of the Church, the renovation of classrooms and meeting rooms and enhanced Wi-Fi coverage. Over \$1 million was raised from donations and bequests.

3. The total renovation of the Glenview kitchen was completed in 2021. Included in the design were new appliances, improved traffic flow and ergonomic solutions to reflect the evolving needs of the Congregation. The cost of the renovation was approximately \$300,000.



4. The sanctuary at Glenview has a Casavant Frères organ which has been carefully maintained through appropriate capital investment for restoration as required.

5. New live streaming capability and an enhanced audiovisual system were installed in 2022, adding remote connection for the homebound and new ministry opportunities for the Glenview community.

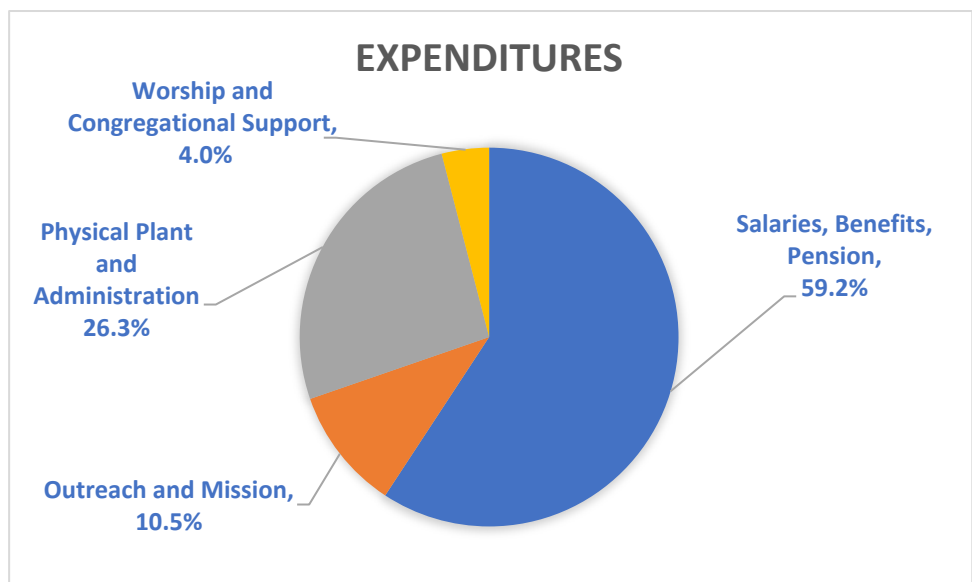
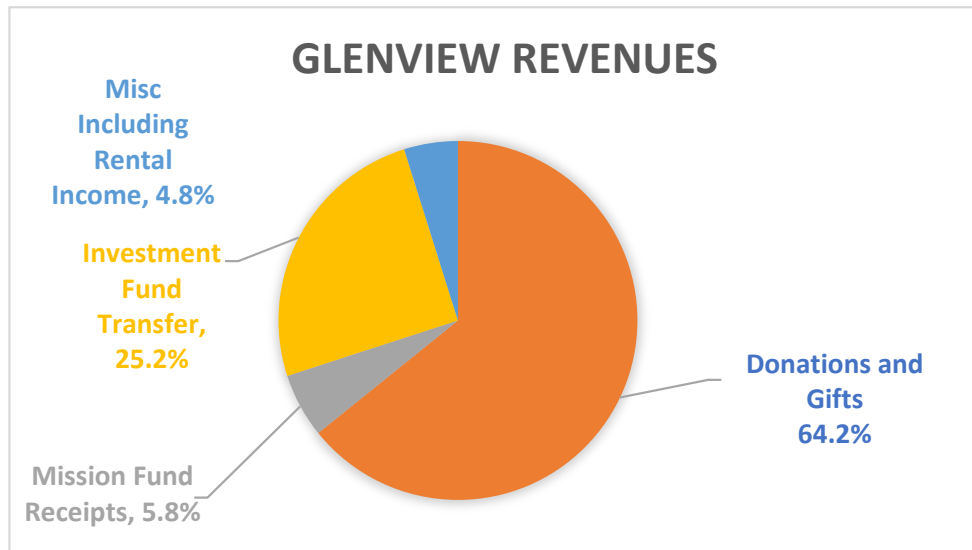
All capital improvements listed were fully funded through gifts from members of the Glenview congregation and Capital Fund transfers.

## OUR FINANCIAL PROFILE AT GLENVIEW

Glenview enjoys strong financial support from the congregation and is also able to transfer funds on an annual basis from a professionally managed investment portfolio. The Glenview Investment Committee provides the investment manager with a mandate that includes allocation by investment type and identifies sectors to be excluded from the portfolio.

The graphics on this page detail major income sources and operating expenditure areas as detailed in the 2022 budget.

Glenview depends largely on the contributions of the congregation (64.2%) and the transfer of a portion of the income from designated trust funds (25.2%) to cover the costs of our ministries. Glenview reported a deficit for 2021, highlighting the need to quickly recover from COVID disruptions, to grow the Congregation and ease pressure on transfers from our investment funds.





## GLENVIEW CONGREGATIONAL SURVEY RESULTS

The Search Committee at Glenview sent out a comprehensive survey which included all aspects of the PCC Congregational Self Analysis form to Glenview's members and adherents in July 2022. Approximately one-third of the congregation responded online or completed paper surveys.

The survey began by asking respondents to identify why Glenview was important to them, to use words to describe Glenview and how Glenview nurtures their faith. Sections on the impact of COVID, the sense of community and fellowship at Glenview and the scope and priorities of mission at Glenview followed. The survey concluded by focusing on the most important qualities sought in Glenview's new Senior Minister.

The Search Committee was very pleased with both the response rate and the focus on the future that the results provided.

Glenview is looking for a caring Senior Minister gifted in leading worship and preaching and is connection-oriented. We recognize that one person cannot do everything, so we want someone who has the ability to work with the congregation in developing leaders and nurturing our faith and spiritual practices. We are searching for a candidate able to inspire a holistic view of our mission, while encouraging Ministry Teams and smaller interest groups. Glenview members do not only focus on what happens in the sanctuary but are looking for meaningful service and fellowship opportunities. COVID led to growing feelings of disconnection from the church. The survey confirmed that many miss the sense of community and involvement that existed before the Pandemic.

The respondents want strong focused leadership in the areas of Christian Education and Pastoral Care. Experience has shown that a Senior Minister would have the scope to direct those activities but not the bandwidth to provide the day-to-day attention the two areas require.

Session has been asked to work to develop an implementation plan to make Outreach, Christian Education and Pastoral Care resources available to the new Senior Minister. There is clear recognition that Glenview wants to continue to prioritize Pastoral Care with a warm, thoughtful leader who can provide crisis visiting.

The successful candidate at Glenview will be passionate about creating inter-generational volunteer opportunities within the broader Glenview neighbourhood, and demonstrate

genuine care for people of all ages. Survey respondents cited Glenview's hosting of "Out of the Cold" as a core programme that boosted engagement within the congregation and the broader community. There is a clear desire for new church leaders to focus on growth and attracting new people, drawing from those who may currently be unaffiliated with any area churches. The consensus of survey respondents would be that worship services, the music programme and Christian education offerings are meeting the needs of older congregants but not addressing the needs of younger adults and children. Glenview is proud of our traditional services and esteemed music programme, but the survey shows we are open to exploring new ways to worship.

Glenview is a congregation full of ideas, passion, and strong ties to tradition. There is a belief the church can be a welcoming place and a source of Christian connection. There is strong support for the return of Glenview's fellowship and outreach events, such as the Welcome Back Picnic in September and the Anniversary Dinner in late January. We want and need to feel connected to one another again.

There is pride in our beautiful building, and we are keen to share it with others. The survey showed overwhelming support for working on projects with other churches in the Presbytery and community. We are enthusiastic about continuing many of our rental arrangements with community groups and are exploring new opportunities. There is strong support for continued live-streaming of services, weddings and funerals and for the combined use of email newsletters and in-person announcements. We understand the need to share the good news, and let people know about the positive work we are doing; therefore, computer and social media skills are an asset. Most respondents want a leader who can help Glenview discern becoming an affirming congregation.

## LOOKING TO OUR FUTURE

At a workshop held on September 14, 2022, Session identified these key focus areas for the ministry of Glenview:

1. Focus on internal community re-building
  - a. Creating group opportunities to reconnect
  - b. Reaching out to individuals
  - c. Spotlighting ministry and mission activities
2. Focus on neighbourhood building
  - a. Enabling connections through local mission activities
  - b. Enabling volunteerism within broader community
  - c. Considering the gospel for people who have everything
3. Focus on inviting discipleship
  - a. Connecting the Divine to daily living
  - b. Developing spiritual practices
  - c. Becoming more inviting in our worship and study

The congregational survey revealed several themes and areas that will both challenge and equip Session and the new Senior Minister going forward. Glenview is excited to begin our next chapter and is looking forward to the future. We know God has a plan for us.

## APPENDIX A: LOCAL PLACES OF WORSHIP

<b><u>Name</u></b>	<b><u>Distance</u></b>
Blessed Sacrament Roman Catholic	450m
Blythwood Road Baptist Church	600m
Eglinton St. Georges United Church	650m
St. Leonard’s Anglican Church	850m
St. Clement’s Anglican Church	950m
Impact Church Toronto	1 km
Fairlawn United Church	1.4 km
St. Ansgar Lutheran Church	1.6 km
Salvation Army North Toronto Community Church	2.1 km
Celebration Presbyterian Church	2.5 km
Armour Heights Presbyterian Church	3 km
Jehovah’s Witness Kingdom Hall	3 km
Leaside Presbyterian Church	3.4 km
Calvin Presbyterian Church	3.4 km
Masjid Alqalam	3.8 km
Temple Sinai Synagogue	3.8 km
Al-Firdous Islamic Centre	4.1 km
Temple Beth Tzedec Synagogue	4.1 km
Zen Buddhist Temple-Toronto	4.1 km
Salvation Army Yorkminster Citadel	4.4 km
Rosedale Presbyterian Church	5.9 km
Evangel Temple	6.4 km
Trinity Presbyterian Church	6.7 km

## APPENDIX B: LOCAL SCHOOLS

### TORONTO DISTRICT SCHOOL BOARD

<b><u>Name</u></b>	<b><u>Distance</u></b>
John Ross Robertson Public School	700 m
Glenview Senior Public School	800 m
John Fisher Public School	1.1 km
Blythwood Junior Public School	1.5 km
Allenby Junior Public School	2.0 km
John Wanless Public School	2.0 km
Lawrence Park Collegiate Institute	1.0 km
North Toronto Collegiate Institute	1.7 km
Northern Secondary School	1.9 km

### TORONTO DISTRICT CATHOLIC SCHOOL BOARD

<b><u>Name</u></b>	<b><u>Distance</u></b>
Blessed Sacrament Catholic School	1.2 km
Marshall McLuhan Catholic Secondary School	2.0 km
Loretto Abbey Catholic Secondary School	3.3 km

## PRIVATE SCHOOLS (PARTIAL LIST)

<b><u>Name</u></b>	<b><u>Distance</u></b>
Blyth Academy	450 m
St. Clement's School	900 m
Havergal College	1.6 km
Toronto French School	3.1 km
Greenwood College School	3.2 km
Crescent School	3.3 km
Crestwood School	3.3 km
Upper Canada College	3.6 km
Bishop Strachan School	4.7 km
Branksome Hall	5.8 km