

# Parish Profile 2010

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Anglican Network

Church of the Good Shepherd



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Rector: Rt. Rev. Stephen Leung

# Jesus Christ is Lord

## Parish Vision

Connecting, Growing, Serving Together in Christ

### Our Core Beliefs & Values

To establish, maintain and support a house of worship with services conducted in accordance with the tenets and doctrines of the Christian faith worshipping in the Orthodox Anglican tradition.

The exercise of faith and activities of the church will be based on the continuity and development of the Orthodox Anglican faith, as chartered by the supreme authority of Scripture revealed on the salvation of Jesus Christ alone and his moral and ethical teachings to the holy Church; the truthful teachings of the four Ecumenical Councils (the Council of Nicaea 325 AD, the first Council of Constantinople 381 AD, the Council of Ephesus 431 AD, and the Council of Chalcedon 451 AD) and the confession of faith in the three historic creeds (Apostles' Creed, Nicene Creed and Athanasius Creed) as pointer to the rule of faith of the one holy catholic and apostolic Church, particularly in areas of the Trinitarian nature of God and the divine and human nature of Jesus Christ, the sacramental and liturgical worship in 1662 Book of Common Prayer, including the Thirty-Nine Articles of Religion, as expressing the reformed faith of Anglicanism, and the upholding of God's calling of bishops, priests, and deacons in ecclesiastical succession and order, the classical Anglican Ordinal, in order to equip all the people of God for the ministry and mission to the world. Based on the reformed tradition, the church is a biblical, evangelical and liturgical church.



Anglican Church  
in North America



Anglican Network  
in Canada

# About the Community in which We Serve God

## Introduction

This section provides factual information about the community in which the Lord has called the Anglican Network Church of the Good Shepherd to serve Him. It gives a demographic context within which the ministry and spiritual aspirations of our church can be understood.

## The City of Vancouver

Vancouver is a coastal city located in the Lower Mainland of British Columbia, Canada. It is named after Captain George Vancouver, who explored the area in the 1790's. It is the largest metropolitan area in Western Canada and ranks third largest city in the country. According to the 2006 census Vancouver has a population of over 578,000 and its Metropolitan Area exceeds 2.1 million people. According to business magazine assessments, Vancouver has ranked highly in worldwide "liveable city" rankings for more than a decade. The 2010 Winter Olympics and 2010 Winter Paralympics were held in Vancouver and nearby Whistler, a resort community 125 km north of the city.

## Demographics

Vancouver has been called a "city of neighbourhoods", each with a distinct character and ethnic mix. People of British origin were historically the largest ethnic group in the city. Currently, those of Chinese descent are by far the largest visible minority group in the city and Vancouver has one of the most diverse Chinese speaking communities, with several Chinese dialects represented including Cantonese and Mandarin. There are also many distinct ethnic commercial areas such as the Punjabi Market, Little Italy, Greek town and Japan town. There is also a sizable aboriginal community in Vancouver.

# Chinese in Greater Vancouver

In the 1980's, an influx of immigrants from Hong Kong in anticipation of its transfer from the United Kingdom to China, combined with an increase in immigrants from Mainland China, Taiwan, Singapore and Malaysia, created in Vancouver one of the highest concentrations of ethnic Chinese in North America. According to Statistics Canada, the Lower Mainland has a Chinese population of more than 350,000 which represents about 17% of the total population of 2.1 million people in the Metropolitan Area. Although a visible minority, they play a significant social, political and economic role of the community. Vancouver's Chinatown with its carved and gilded shops which sell a variety of oriental merchandise, is the second largest in North America. The Anglican Network Church of the Good Shepherd, St. Matthias and St. Luke's Church, Richmond Emmanuel Church and the newly formed Anglican Network Church of the Good Shepherd, Richmond are Chinese-speaking Anglican churches which serve the Chinese community.

## Climate

Vancouver's climate is unusually temperate by Canadian standards. It is the warmest major city in Canada during the winter. Summer months are usually sunny and the temperatures moderate, with the daily maximum averaging 22 degrees Celsius in July and August. Spring and autumn are generally rainy and cool. Rainfall is frequent in winter. Snow occurs in the surrounding mountains but rarely at sea level. Vancouver typically has one or two light snowfalls per winter.

## Amenities

### **AIRPORT:**

Located in Richmond, Vancouver International Airport (YVR) is the principal international airport in western Canada and is the second busiest in the nation. As the premier gateway to Asia, it hosts many airlines' regional offices and there are flights daily to Asia, Europe, and the United States. Vancouver is the closest air-link to Asia from Canada.

### **EDUCATION:**

The Vancouver School Board Schools enrol more than 110,000 students in its elementary, secondary, and post secondary institutions, making it the second largest school district in the province. Elementary schools include kindergarten through Grade 7, and Vancouver secondary schools enrol students in Grade 8 through Grade 12.

Greater Vancouver is home to two major public universities, the University of British Columbia (UBC) and Simon Fraser University (SFU), where more than 80,000 undergraduates, graduates, and professional students were enrolled in 2008.

### **MEDICAL FACILITIES:**

Vancouver General Hospital is the province's largest hospital and offers a wide range of specialized and tertiary services. The hospital also serves as a teaching facility for the University of British Columbia and is home to one of Canada's largest research institutes.

BC Women's Hospital, the only facility of its kind in the province, is focused entirely on women's health and is one of Canada's maternity centres.

BC Children's Hospital provides expert care for the province's most seriously ill or injured children, adolescents and newborns.

Vancouver Cancer Centre is one of the five regional facilities that provide assessment and diagnostic services, chemotherapy, radiation therapy, and supportive care for cancer illnesses.

**SHOPPING:**

Many of the major malls and neighbourhoods are accessible by sky train. For instance, Metrotown is one of North America's largest shopping malls, while malls in Richmond will provide a distinctive Asian feel.

**SPORTS & RECREATION:**

The mild climate of the city and close proximity to ocean, mountains, rivers and lakes make the area a popular destination for outdoor recreation. Vancouver has many parks, of which, Stanley Park is the largest. The city has several large beaches, many adjacent to one another, including Second and Third Beaches in Stanley Park, English Bay, Sunset, Kitsilano Beach, Jericho and Spanish Banks.

Within a 20 to 30-minute drive from downtown Vancouver are the North Shore Mountains, with three ski areas: Cypress Mountain, Grouse Mountain, and Mount Seymour. The Whistler-Blackcomb Resort, 125 km north of Vancouver, is among the most popular skiing resorts in North America and was the site of the downhill events of the 2010 Winter Olympics.

**TRAVEL:**

TransLink is responsible for roads and public transportation within Metro Vancouver. It provides a bus service, including the B-line rapid bus service, a foot passenger and bicycle ferry service (SeaBus), and automated rapid transit service (Sky Train), and West Coast Express commuter rail. Vancouver's Sky Train system is currently running on three lines: the Millennium Line, the Expo Line and the Canada Line.

**HOUSING:**

Vancouver has a broad mix of condominium, town houses and single family housing. House prices in Vancouver vary according to areas and conditions and are generally higher than those in other Metropolitan areas. Average home prices are as follows:

Single family house	\$800,000
Townhouse	\$493,000
Apartment	\$396,000

# The Parish

## The Past— Where We Came From

- 1860 Missionaries began teaching English to Chinese men living in Vancouver.
- 1889 The first Rector of Christ Church in Vancouver opened a mission to work amongst the Chinese.
- 1903 A Chinese mission named the Good Shepherd Mission opened at 666 Homer Street, Vancouver.
- 1940—  
1960 Attendance at services began to dwindle from 40 to 10 because many of the families moved away from the parish area and began worshipping at locations nearer to their new places of residence.
- 1967 With the relaxation of the Canadian Immigration Law, new immigrants began to come from Hong Kong. Among these immigrants were faithful Anglicans who joined the Good Shepherd Church. Membership steadily increased and larger facilities had to be sought.
- 1984 Due to the prayers and faithful effort of all parishioners, a larger church building with a hall was purchased at 808 E. 19th Avenue, Vancouver. Good Shepherd Mission then became an incorporated parish.
- 1985 The Church of the Good Shepherd was dedicated.
- 1991 Rev. Stephen Leung came to be Rector of Good Shepherd Church.
- 1993 The Vestry approved the planting of a church at 390 E. 61st Avenue, Vancouver. The Church Committee approved that the mission church at 390 E. 61st Avenue, Vancouver would be independent by October 1993.
- 1994 An English service was started at Good Shepherd Church catering to the English-speaking section of the congregation.
- 1996 In partnership with the Diocese of New Westminster, Good Shepherd played a significant role in planting a Chinese church in Richmond (Church of Emmanuel).

- 1996 The Church Committee identified the need to construct or purchase a church with a seating capacity of 400 and other facilities.
- 1999 The passing of Motion 9 at the Synod, which requests the bishop to authorize the blessing of same-sex union, created a significant adverse impact on the parish even though the bishop had not given the consent to implement such blessing at that time.
- 2002 Synod Delegates attended the Synod in June. Eight parishes walked out of the Synod on the morning of June 15 in light of the bishop allowing same sex blessings. The Anglican Communion in New Westminster (ACiNW) was established on the afternoon of the same day to work together against the passing of the motion and to propose Alternative Episcopal Oversight.
- 2004 Moved to the present premises at 189 West 11th Avenue, Vancouver on rental agreement with Metropolitan Tabernacle Church. First services were held at the new premises.
- 2008 February 24: Vestry Meeting resolved that The Church of the Good Shepherd accepted the Primate's oversight of Archbishop Gregory Venables of the Province of the Southern Cone on an emergency and pastoral basis through Bishop Donald Harvey, moderator of Anglican Network in Canada (ANiC).
- April 25-26: Anglican Network in Canada (ANiC) National Conference; During the Service of Celebration, Commissioning and Eucharist, Rev. Stephen Leung and all other ANiC clergy received clergy licences from Archbishop Gregory Venables.
- June 1: Rev. Stephen and Mrs. Nona Leung wrote a booklet<sup>1</sup> "Never Been On This Road Before" with an accompanying DVD to recount the story of Good Shepherd's journey over the past six years and to explain our present identity. The publications were widely circulated among Anglican churches, other denominations, including the Roman Catholic Church, and some theological colleges, and were used to reach out across Canada, to the United States, Hong Kong and South East Asia.
- 2009 Purchase of the church property at 189 West 11th Avenue, Vancouver by the Anglican Network Church of the Good Shepherd was completed on January 28, 2009.
- Three ANiC bishops (Bishop Don Harvey, Bishop Malcolm Harding and Bishop Ron Ferris) were present to celebrate our 120th Anniversary<sup>2</sup>, the purchase of the new church building and to dedicate the said Church for the worship of Almighty God, according to the rites and uses of the Anglican Network in Canada.
- Our Rector Rev. Stephen Leung was ordained and consecrated as Bishop of Asian Mission and Multicultural Ministry on November 13.

<sup>1</sup> Booklet "Never Been On This Road Before"  
[http://www.ancgoodshepherd.org/Portals/0/Media/PDF/ANiC\\_GSC/GSC\\_WebBooklet\\_V2\\_EN.pdf](http://www.ancgoodshepherd.org/Portals/0/Media/PDF/ANiC_GSC/GSC_WebBooklet_V2_EN.pdf)

<sup>2</sup> Booklet "Cherish 120"  
[http://www.ancgoodshepherd.org/Portals/0/Media/PDF/ANiC\\_GSC/GSC\\_Chерish120.pdf](http://www.ancgoodshepherd.org/Portals/0/Media/PDF/ANiC_GSC/GSC_Chерish120.pdf)

# The Parish

## The Present— Where We Are Now

### 1. Our Mission

The Good Shepherd congregation is a very dynamic and lively fellowship. The mark of our fellowship is Faith, Love and Hope. Community service, witnessing, and sharing the gospel are important elements of our outreach ministries. As for in-reach, we emphasize mutual support, caring and spiritual growth. A blend of Chinese and Western cultural heritage makes our church life unique, and lively liturgical worship brings us life renewal. The church is a large family with Jesus Christ the Lord as the head.

- a. To build up a local church rooted in Canadian soil, witnessing Christ in the here and now, doing our share as members of the Body of Christ in the Kingdom of God.
- b. To train disciples for evangelism. Our mission is to share and to bear witness to the gospel of the Lord to the city of Greater Vancouver, especially the Chinese community.
- c. To cultivate a spiritual church whose members will put great emphasis on studying the Bible, in prayer and in caring fellowship.
- d. To promote bilingual two-generation family ministry.

### 2. Boundary

The church is situated in a residential area near City Hall of Vancouver with people of mixed nationalities and religion. Our church has no rigid parish boundary and some church members live in Burnaby, Richmond, Coquitlam, Surrey and other parts of the Lower Mainland.

### 3. Enrolment and Attendance Figures for 2009

SERVICE / MINISTRY	AVERAGE ENROLMENT OR ATTENDANCE
Individuals on parish roll (including children)	665
Family units on parish roll	313
Sunday English Service at 09:00 am	41
Sunday Chinese Service at 11:00 am	175
Sunday School	31
Baptism	13
Confirmation	11
Wedding	2
Funeral/Memorial	6

### 4. Liturgy

- a. Book in use
  - i. Bilingual Book of Common Prayer—“East Asia Literature Council Prayer Book” Anglican Literature Society of Hong Kong.
  - ii. Hymns of Universal Praise in Chinese and English.
  - iii. Book of Alternative Services of the Canadian Anglican Church.
  
- b. Services
  - i. 9:00 am English service with Holy Communion service on alternate Sundays.
  - ii. 11:00 am Cantonese services with Holy Communion services on the first and third Sundays of each month.
  
- c. Lay people serve as lay readers and assist with the chalice at the Holy Communion service.

### 5. Facilities

- a. The main worship area in the newly purchased church building can seat 400 people.
  
- b. The basement church hall can accommodate 300 people. The Sunday School and many fellowship groups also meet in this hall.
  
- c. The adjacent parking lot can park 40 vehicles.

## 6. House Groups and Fellowships

In 2009, along with the establishment of the Anglican Network in Canada and the successful purchase of the church property, it was also deemed to be a good time to restructure our house group and fellowship ministries in order to be more effective for missions in the years ahead.

The purpose of house group and fellowship ministry is to carry out Christ's Great Commission of disciple-making (Matthew 28:18-20) through house groups and fellowships in developing family ministry of the parish. The ministry of a house group or fellowship is 4-fold: Worship, Word, Fellowship and Outreach. Presently, there are eight fellowships and fourteen house groups established in our church.

## 7. Mission Ministries

- Sunday School is children ministry for nursery to Grade 12 children to know God on every Sunday
- AWANA @ GSC is children ministry for kindergarten to Grade 6 children on every Friday night
- Parents' Club
- Single Mother Mutual Care & Support Group
- Grass-root Restaurant Workers' Ministry
- From Thy Bounty fundraising concert

## 8. Activities

- Parish Summer Conference
- Retreats
- Gospel Camp
- Revival and Evangelistic Meetings
- Short Term mission
- Social and cultural festivities connected to Christmas, Easter, Chinese New Year

# The Parish

## Church Staff

Rector: Rt. Rev. Stephen Leung

Christian Education Evangelist: Mrs. Nona Leung

English Evangelist: Ms. Isabella Shen

Family/Fellowship Ministry Evangelist (half-time): Mrs. Amy Chan-Li

Grass-root Evangelist: Mr. Paul Leung

Single Parent Ministry Worker (half-time): Ms. Cecilia Tam

Church Secretary: Miss Clemmie Chung

Honorary Director of Communication & Ministry Support: Mr. Winsor Yung

Honorary Administrative Coordinator: Mr. William Tse

## Functions of Church Committee and Executive

In addition to the Rector, the Associate Priest and the Pastoral team, there are 10 members on the Board of Directors elected by the Vestry, which form the Church Committee. Members of the Board of Directors have 1 year term of service and may seek re-election if they wish. The Church Committee shall meet regularly. Its duties shall be to assist the Ministers and the Wardens elected among the Board of Directors in the general business of the parish in fulfilling its purposes among its own members, in the community at large, and as a part of the church as a whole, and to recommend such steps as will further these ends.

The Wardens meet regularly with the Rector to discuss confidential issues, staff issues and make time sensitive decisions.

## Challenges we are facing

Our church members consist of local born Chinese Canadians as well as immigrants from Hong Kong and other South East Asian countries. Some have lived in Vancouver for a long time while others have newly arrived. As a result of differences in backgrounds, cultural diversity and generation gaps, it is sometimes difficult to work in full agreement to achieve common objectives in our ministries. Under these circumstances, we have lost many newcomers and local born Chinese Canadians as we were unable to effectively meet their needs and provide a strong English ministry.

There is also an aging problem of our church population. In recent years, we have difficulty in maintaining a stable youth population in our congregation due to mobilization of young adults outside Vancouver and our outreach ministry to the youths (both English and Chinese speaking) have been stagnant for a number of years.

The issue of human sexuality has caused a heavy burden in the hearts and minds among the evangelicals in North America. The great majority of our members are evangelicals who uphold the authority of Holy Scripture and thus have difficulty to accept the sanctification of sexual relationship outside that between a man and a woman.

# Strengths, Weaknesses and Future Goals of Our Parish

## OUR STRENGTHS

- Strong unity in essential matters of faith.
- Faithful members pledge full allegiance to church, give love & encouragement to pastoral team and leaders.
- Continual joy of giving time, talents and financial support to serve God through stewardship training.
- Strong lay leadership and participation including youth in teaching, caring, nurturing and evangelistic ministries.
- The Rector, the pastoral team and many lay leaders are people of vision with faith, hope and prayer, who have the courage to start new ministries with the objective of touching and transforming hearts of many.
- Support humanitarian and mission works throughout the world through our mission fund and annual fund raising concert.
- Our church has a worldwide vision and has sent short term missions to Sabah and China. Support theological training and education.
- We have a long history in Vancouver with significant connection with the Chinese churches in Lower Mainland, Hong Kong, and Macau.

## OUR WEAKNESSES AND NEEDS

- In the recent years, we have experienced slower numerical growth due to multiple factors: (1) more people are returning to Hong Kong; (2) senior parishioners are either attending a neighbourhood church or have become home-bound; (3) there is a loss of Sunday School graduates; and (4) seekers are not yet committing to the faith.
- The development of spiritual discipline and Christian maturity will be a priority. Need to encourage more people to lead Bible studies, prayer meetings, house groups and other ministries.
- The congregation does not have a strong out-reaching mindset and need to be encouraged in welcoming newcomers and helping them to settle down in the church.
- Need to take on the challenge brought about by bilingual and bicultural ministries, including dealing with the generation gap between the younger and older members, the continual delicate balancing of resources and needs between the Chinese and English congregations, and the difficulty of development of an English-speaking home-grown Canadian ministry within a Chinese congregation context.
- With the aging of our congregation population, there is an increasing need for pastoral care.

## OUR FUTURE GOALS

- Develop a multi-generational bilingual church in harmony and love.
- Strengthen the English ministry, and encourage the youths to be firmly committed to Christ.
- Be a strong missionary church in the Greater Vancouver community and beyond.

# Searching for an Associate Priest

## 1. Qualifications and Experiences

- a. He/she must be an Anglican ordained clergy with over five years of pastoral experience.
- b. An understanding of and firm stance in the Anglican Church in North America's faith and worship.
- c. He/she must be fluent in English. Knowledge of Chinese including Cantonese and Mandarin would be an advantage.
- d. Must be supportive of bilingual (Cantonese and English) and intergenerational setting.
- e. Preference would be given to:
  - i. Those with gifts and pastoral experience in local Canadian youths and young adult ministries.
  - ii. Those who have acquaintance with North American culture.
  - iii. Those with ability to understand the problems that a Chinese family usually faces in the Western culture would be an advantage.

## 2. Duties and Responsibilities (Please also see detailed Job Description as at Appendix I)

- a. Giving major attention to the ministry of evangelism, with numerical growth in parish.
- b. Responsible for English ministry under the supervision of the Rector and working with the English Evangelist.
- c. Outreach, evangelism, nurture and disciple English-speaking youth and oversee the development of the English youth ministry.
- d. Be involved in teaching ministry, including Christian initiation class, Bible studies and Christian education.
- e. Assist the Rector in Sunday service sacraments, holy matrimony and funerals.
- f. To care for the aged and the needy, visit them at home and in hospitals and provide pastoral counselling and crisis intervention as well as regular visitation.
- g. To assist in supervising the church bulletin compilation, development of liturgies and compilation of the church's annual report.
- h. Other duties as may be assigned by the Rector.

## 3. Remuneration

Salary Package in the range of C\$55,000 to C\$65,000 per annum (Includes: Benefits/Allowance/Vacation/Study Leave)

# Anglican Network Church of the Good Shepherd — Vancouver

Written responses to the following questions:

Describe your conversion experience.

Describe your role as the minister, your relationship with the group you have been ministering to, and your relationship with the dioceses in the past 5 years.

How are you being called to this Ministry? How has God been preparing you?

What particular gifts will you bring to the role of Associate Priest at the Anglican Network Church of the Good Shepherd?

# JOB Appendix I for Associate Priest

## DESCRIPTION

### 1. Concepts of Ministry and Theological Tradition

- a. The Church of the Good Shepherd has been built upon the foundation of evangelical faith, which is a faith founded on the Scripture as an authoritative guide. This faith also expresses itself in an outward Christ-centred mission of evangelism and social witnesses. Such theological tradition is to be respected by both the Rector and the Associate Priest in their ministries in this parish. Yet at the same time, the Anglican Network Church of the Good Shepherd always seeks to express this ancient apostolic faith in the contemporary forms and to relate it to current needs. Therefore, any creative ministry serving this end is always encouraged.
- b. The Rector, Associate Priest and the lay leaders are partners in their ministries. They are expected to co-work as a team supporting and complementing each other even though each of them may have different focus of ministries.
- c. The Rector and the Associate Priest are expected to lead the parish with both their skills and their spirituality. Hence, they are expected to keep growing personally, spiritually and intellectually.

### 2. Areas of Responsibilities Between the Rector and the Associate Priest

#### **Pastoral Ministry:**

- a. Preaching, teaching and caring ministries are the most important duties of the Rector and the Associate Priest. The Associate Priest is expected to contribute as a team member with the Rector, wardens and a group of lay leaders to strengthen the current ministries and develop new ministries.
- b. The Rector and the Associate Priest are expected to provide leadership in developing the spirituality of the parishioners and to oversee all parish programs and functions of fellowship groups so that they would work towards building up this parish. They should also discern and develop our parishioners' gifts and talents for the service of the Lord.

### 3. Working Relationship Between the Clergy and the Church Bodies

- a. The Associate Priest is directly responsible to the Rector to assist him/her in carrying out the English ministries of the church. In the absence of the Rector, the Associate Priest is the clergy-in-charge of the parish.
- b. The Rector and the Associate Priest, Assistant Priest and deacon are all accountable to the Bishop. They should work with the Church Committee members in team ministry to build up the parish. They will work closely especially with the wardens and meet monthly to deal with day-to-day affairs of the parish. This team would make recommendations on the business to the Church Committee for considerations..

### 4. Details of Job Descriptions for the Associate Priest

- a. Giving major attention to the ministry of evangelism, with numerical growth in parish.
- b. Responsible for English ministry under the supervision of the Rector and working with the English Evangelist.
- c. Outreach, evangelism, nurture and disciple English-speaking youth and oversee the development of the English youth ministry.
- d. Be involved in teaching ministry, including Christian initiation class, Bible studies and Christian education.
- e. Assist the Rector in Sunday service sacraments, holy matrimony and funerals.
- f. To care for the aged and the needy, visit them at home and in hospitals and provide pastoral counselling and crisis intervention as well as regular visitation.
- g. To assist in supervising the church bulletin compilation, development of liturgies and compilation of the church's annual report.
- h. Other duties as may be assigned by the Rector.

### 5. Estimated Time Allocation

- a. Overall
  - i. Outreach and Pastoral Ministry 25%
  - ii. Adult and youth groups activities 20%
  - iii. Preparation of sermon/Sunday Service 20%
  - iv. Teaching Ministry 15%
  - v. Diocesan Meetings 10%
  - vi. Church Meetings 10%
- b. The Rector, being responsible for the whole parish, would oversee all parish ministries, especially those involving the whole parish, while the Associate Priest would be expected to assist whenever the Rector deems necessary.

# Estimated Time Allocation Cont'd

- c. The Rector and the Associate Priest are tentatively proposed to focus their ministries as follows:
  - i. The Rector would focus on the Chinese speaking groups. The Rector would take up more responsibility in development of families and parish leaders' ministries as well as the Chinese Sunday service.
  - ii. The Associate Priest would take up the responsibilities to strengthen the children, teens, youth and young adult ministries, seniors and the English Sunday Service.
- d. The Associate Priest should also assist the Rector in administration, visitation, weddings and funerals as well as ministering to the sick, the grieving and those in crisis

## 6. Liturgical Worship

The Rector would be responsible for the liturgy under the guidelines of the Diocese. The Rector would also consult with the priests, pastoral team and music department from time to time to make the worship services as lively and as nourishing as possible. The Associate Priest is strongly encouraged to make suggestions and be actively involved to achieve this end.

## 7. Administration

The Rector is to oversee the administration of the parish with the assistance of the wardens, administrative staff and the church secretary. The wardens are also responsible for overseeing and taking care of the building of the church, the records and funds of the parish. The Associate Priest is also expected to share the workload.

## 8. Rector's Expectations

- a. The Anglican Network Church of the Good Shepherd is committed to build a pastoral team for a bilingual and bicultural ministry. The Associate Priest is expected to work closely with the Rector, lay leaders, church staff, and possibly theological students as a team. The team is expected to work in unity, supporting one another in love and care. Therefore, the Associate Priest needs to integrate into the people of the Church, but is also welcome to share new insights in pastoral ministry from his/her valuable experiences.
- b. As we are a Chinese Canadian Anglican Church in a Canadian Anglican Diocese, we see our special role as a bridge between the Chinese community and the pluralistic Canadian society. The Associate Priest, with the pastoral team, is expected to reach out and develop connection with both these communities such that the people of the Church will be encouraged to give witness to the Lord in the Canadian society.
- c. The ministry in the Anglican Network Church of the Good Shepherd is definitely bilingual and bicultural. It means that the ministry has to be relevant to both the East and West in terms of culture and language. Thus, the Associate Priest is expected to have a wider theological and social awareness towards the pastoral needs of the Chinese family in a western society, and the different needs of different age groups.
- d. The Anglican Network Church of the Good Shepherd is now putting increasing emphasis on mission and discipleship. Our understanding is that Christ, the Head of the Church, has empowered it for mission and pastoral ministry. Our conviction is that we are called to a people-focus ministry, rather than a program-oriented ministry. Therefore, the Associate Priest is expected to demonstrate in his/her life and ministry a readiness to continual spiritual growth, a commitment and initiative to do discipleship and evangelism.

## 9. Bishop's Expectations for the Associate Priest

- a. As priest in the Diocese of the Anglican Network Church in Canada (ANIC) and the Province of Anglican Church in North America (ANCA), an Associate Priest is expected to give leadership in the development of the relationship between the parish and the ANIC & the ACNA; between the parish and the multicultural missionary diocese-in-formation in ANIC, in which the Good Shepherd is situated.
- b. The Associate Priest is expected to take part actively in the Diocesan Synod, the Diocesan Clergy Retreat, and the Asian Mission in Canada of ANIC, the deanery of multicultural missionary diocese-in-formation and through these involvements show the interdependent life of the body of Christ.
- c. The Associate Priest is expected to be actively involved in parish and clergy planned continuing education program, in consultation with the Rector to take the advantage of study leave.
- d. The Associate Priest is expected to maintain a spiritual life by taking personal retreat and parish staff retreat.
- e. The Associate Priest is expected to encourage the people to be actively involved in leadership responsibilities, in matters of finance and stewardship, Christian education and spiritual life, particularly in diocesan nurturing.
- f. The Associate Priest is expected at all times to be loyal to and supportive of the Rector.
- g. There should be a supporting working relationship between the Associate Priest and the Rector, by means of prayer, and frank conversation. And the Associate Priest and Rector should have a clear distribution of responsibilities and areas of ministry.
- h. Bishop gives pastoral care to all clergy. All clergy must be able to work collegially and supportive to one another, regardless of gender, race, or social class so as to live out the unity in Christ.