

ST. ANDREW'S  
TO  
DECLARE  
A  
VACANCY

Presbytery Meeting  
November 18 & 19, 2016

## REQUEST TO DECLARE A MINISTRY POSITION (LC V)

**PURPOSE:** To provide Presbytery and London Conference with the necessary documents to consider the declaration of a ministry position (changing an existing position, or declaring a vacancy/appointment opening) . To be evaluated for future use in London Conference between July 2013 to August 2015.

**WHO USES IT:** Local Ministry Unit – to be completed by Governing Body.

**WHEN TO USE THIS FORM:** When you have completed the Position Description and are ready to request that Presbytery declare a vacancy. Can be used for Interim Ministry and short-term Supply Ministry also.

*for internal communication between United Church of Canada Courts*

**ROUTING:** Please keep a copy for your records prior to sending on.

- Governing Body completes Parts A and B; and forwards to Presbytery.
- Part B is completed following a meeting of the Local Ministry Unit.
- Presbytery reviews documents, approves and completes Part D.
- Presbytery forwards the form to London Conference Office (vacancies@londonconference.ca).
- London Conference posts vacancy onto London Conference website (www.londonconference.ca).

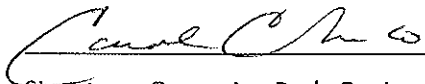
### PART A: CHECKLIST

- We have reviewed and attached our Annual Ministry and Mission Priorities
- We have developed and attached our Ministry Personnel Position Description
- We have completed and attached our Financial and Demographic Profile
- The required policies and practices are in place within our local ministry unit:
  - Workplace Violence and Harassment Policy (Bill 168);
  - Name and contact information for the Chair of the Ministry and Personnel Committee  
Nadine Warkentin-Brain      NWarkentin@olg.ca      705 945 7036
- ADP Payroll number 31BT
- IF APPLICABLE: An up-to-date Manse Information Summary Sheet (PR 435 MI) is attached.

### PART B: RECOMMENDATION of GOVERNING BODY

The Governing Body of St. Andrew's United Church Local Ministry affirmed the attached Ministry and Mission Priorities, Financial and Demographic Profile and the Ministry Personnel Position Description at a meeting on 30OCT16 and recommends a vacancy for Minister effective 13NOV16 :

30OCT16  
Month/Day/Year

  
Signature: Governing Body Designate

Carol Colombo  
Printed Name:

**PART C: ACTIONS ARISING FROM A MEETING OF MEMBERS OF LOCAL MINISTRY UNIT:**

The St. Andrew's United Church of Sault Ste. Marie Local Ministry affirms the attached Ministry and Mission Priorities, Financial and Demographic Profile and the Ministry Personnel Position Description, at a meeting on 13NOV16 and requests that Algoma Presbytery declare a vacancy for Minister to be effective 13NOV16 (date).

Nov 13, 2016

Month/Day/Year

Carol Colombo

Signature: Chair of Meeting

Carol Colombo

Printed Name (same)

11/13/16

Month/Day/Year

G. A. Saunders

Signature: Recording Secretary

G. A. SAUNDERS

Printed Name (same)

**We name the following as our Interview Team to represent us:**

**Interview Team** (recommend no fewer than 5 and no more than 7): This committee is inactive until first meeting called by Liaison from London Conference Settlement and Pastoral Relations Committee.

Name (print)-	Email Address	Phone
Communication Contact / Co-lead		
Cheryl Turgeon	clt_dds@hotmail.com	705-256-7076
Neil McLean	neilmclean@gmail.com	705-946-4080
Karen Denley	karen.denley@shaw.ca	705-759-1067
Betty-Rae MacDonald	bettyraemacdonald@shaw.ca	705-759-6593
Sue Morgan	slmorgan@sympatico.ca	705-945-1453
Alan Sloan	a.m.sloan@sympatico.ca	705-254-2956

**PART D: Presbytery Confirmation and Action:**

Algoma Presbytery has reviewed the Local Ministry Unit Ministry and Mission Priorities, Financial and Demographic Profile and Ministry Personnel Position and:

Declares a vacancy for Full-time effective Nov. 19/16 (date).  
Minister

Nov. 19, 2016

Month/Day/Year

Ailsa Hanson

Signature: Presbytery Secretary

Ailsa Hanson

Printed Name:

MINISTRY PERSONNEL POSITION DESCRIPTION  
THE UNITED CHURCH OF CANADA  
L'ÉGLISE UNIE DU CANADA  
LONDON CONFERENCE

**Ministry Position Description (LC PD )**

**Position Title:**

Minister

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**Position Profile:**     Full-time     Part-time    If Part-time, hours/week \_\_\_\_\_

Solo                     Team ministry    If Team, # of other Ministry Personnel: \_\_\_\_

**Position Summary:**

St. Andrew's is seeking a strong Worship leader who honours tradition while looking to the future, has gifts for preaching, and who has a leadership style that involves collaboration with lay people. The Minister leads spiritual development and pastoral care, with an ability to effectively minister to people of all ages and perspectives. The Minister will help the people of St. Andrew's to discern and create the kind of congregation God calls us to be in the future. The Minister will be a good communicator, collaborator and an engaged listener.

**Autonomy in Decision-Making:**

- This position is accountable to the Official Board through the Ministry and Personnel Committee. The M&P Committee acts as a liaison between the Minister and the Board.
- The Minister prepares sermons and prayers, and conducts Worship services, with support from a Worship Committee that acts in an advisory capacity and provides feedback. The Worship Committee arranges pulpit supply during vacation and study leave, and assists the Minister in recruiting lay involvement in Worship services.
- The Minister builds rapport and works cooperatively with staff members, currently including a full-time Church Administrator and a part-time Music Director.
- The Minister and Music Director collaborate to mutually select music that complements the worship service and is sensitive to congregational traditions and preferences.
- The Minister works cooperatively with the Church Administrator as needed in preparing the weekly bulletin and any worship materials that may be required.
- The Minister works cooperatively with volunteer Church School leaders in identifying needs/wants, and supports the creation and implementation of appropriate programming.
- The Minister plans and undertakes pastoral care, and may call on Elders or others for assistance as needed.

- The Minister brings recommendations to Session regarding baptisms and weddings.
- The Minister is responsible for conducting funerals and weddings.
- The Minister builds rapport and works cooperatively with volunteer leaders in the church, including Committee leads, identifying issues to the appropriate person and providing support in the resolution of issues as required.
- The Minister is not responsible for the management and maintenance of the building. The day-to-day management of the building is undertaken by the Church Administrator, which is a full-time position. Identified maintenance and capital projects are undertaken by the Property Committee.
- The Minister works within the budget approved by the Official Board (and managed by the Treasurer and Church Administrator), and may make budgeted expenditures in the areas of worship, pastoral care and Christian education. The Minister may make recommendations for expenditures outside of budget, and for items to be included in the budget.

**Principal Areas of Responsibility and Associated Duties: (with approximate time allocations)**

**Worship – 30%:**

- Plan and lead worship services that honour traditions, while challenging and inspiring people of all ages to grow in our faith through preaching, prayer, drama and other means.
- Write and deliver thoughtful sermons, meditations and messages that reveal the teachings of Jesus and relate the Good News of our faith to our individual lives and to the broader world.
- Collaborate with the Music Director in planning and selecting music to complement the worship service, supporting the continuation of a beloved music ministry that is an integral part of St. Andrew's worship.
- Offer an engaging Children's Time to promote the weekly message of the gospel and teachings of Jesus.
- Within the traditions of our faith and in a consultative manner, identify and offer opportunities to evolve our worship.
- Administer the sacraments of communion and baptism.

### **Discipleship – 20%:**

- Help develop and support Christian education and faith formation programs for children and youth, and ensure that children, youth and their families are welcome participants in all facets of church life.
- Develop and nurture existing and new Christian education, faith formation and other small group ministry for adults.
- Communicate the theology, history and traditions of the United Church of Canada.
- Initiate and conduct classes for youth, young adults and others who are seeking communicant membership in the congregation.
- Identify opportunities for discipleship based on an understanding of the teachings of Jesus.

### **Leadership – 15%:**

- Provide spiritual leadership through worship services and by developing and nurturing opportunities for people to deepen their faith.
- Bring a facilitative and collaborative approach to working with church leaders and staff to discern the future ministry and mission for St. Andrew's. Play a leadership role in bringing about that shared future, guiding and supporting the congregation through the changes that are required to fulfill that new future.
- Inspire and energize us, helping people in the church to discern their own call and/or to share their individual talents and gifts within the church.
- Model and encourage open, healthy communication and consensus-building.

### **Pastoral/Spiritual Care – 15%:**

- Provide pastoral care for those unable to attend regular services, visiting them in hospitals, retirement homes, care facilities and parishoners' homes, including offering home communion upon request.
- Provide spiritual care on personal matters, including crisis care and grief counseling as required, maintaining a high degree of privacy and confidentiality, referring individuals to other professionals when necessary to support their needs.
- Conduct funerals.

**Personal Spirituality and Self Care – 5%:**

- Take time for personal spiritual nurture, development and study.
- Work with a support group of the Minister's choice.
- Arrange, in consultation with the Ministry and Personnel (M&P) Committee and Worship Committee, for personal continuing education, retreats, conferences, sabbaticals, etc.

**Stewardship – 5%:**

- Recognize and encourage the gifts within the congregation.
- Encourage the commitment of our time, talents and resources toward the support of the congregation, the building, and the Mission and Service Fund.
- Support and participate in existing fundraising programs as needed and as available.

**Justice and Outreach – 5%:**

- Encourage us in turning our understanding of the teachings of Jesus and the gospel into action;
- Identify opportunities for outreach that involve helping and sharing with people in our community (without taking an activist, social or political role).
- Support and participate in existing community outreach programs as needed and as available.

**Ministry Partnerships – 5%:**

- Cultivate a mutually supportive connection with other churches in the Presbytery, including the sharing of worship services with other congregations during July and August.
- Attend Presbytery meetings with other congregational representatives as needed.
- Identify opportunities to liaise or partner with other churches and faiths in the fulfillment of our mission and the faith formation of our people.

**Required Knowledge, Skills and Abilities:**

- Ordained, or eligible for ordination, or diaconal minister, or designated lay minister in the United Church of Canada, or ministers in process of admission (from other denominations)
- Excellent skills in preaching and worship leadership
- Enthusiasm and sensitivity for providing spiritual leadership and pastoral care
- Willingness to come and 'be among us'
- Proven facilitative and collaborative leadership abilities
- Strong communication abilities, including engaged listening and consensus-building skills
- Experience working with all ages and abilities
- Computer literate and comfortable with technology
- Driver's license and reliable vehicle for travel

**Other 'Preferred' Assets:**

- A well developed sense of humour



# MINISTRY & MISSION PROFILE



## THE UNITED CHURCH OF CANADA L'ÉGLISE UNIE DU CANADA LONDON CONFERENCE

### Local Ministry Unit – Telling Our Story: Ministry and Mission Profile (LC MM)

**PURPOSE:** To enable a Local Ministry Unit to honestly and boldly “tell its story”.

**Who Uses it:** Governing Body develops the profile in consultation with congregation.

**When to use:** When you are amending a current call or appointment; seeking new Ministry Personnel whether for a call or appointment or can be used for a regular review of priorities for purposes of assessment and goal-setting.

**How to use:** Follow the instructions in the Handbook: Declaring/Changing Ministry Positions. Make sure that an electronic copy is available to send to the Conference office for posting once the Presbytery approves the Vacancy.

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**Name of Local Ministry Unit:** St. Andrew's United Church

**Address of Local Ministry Unit:** 712 Wellington Street East, Sault Ste. Marie, ON

**Brief Description of Local Ministry :** St. Andrew's is a 150-year old, downtown church in Sault Ste. Marie, with an average weekly attendance of about 105 people. In Spring 2016, 76 people completed the United Church's extensive confidential IMNA Survey (Identity, Mission and Needs Assessment). The results show that we at St. Andrews are very similar to most United Church congregations and that we have a strong connection to both our own congregation and the United Church of Canada. Following the retirement of a long-serving, two person ministry team, we are seeking a Minister who is a strong worship leader with good pastoral care skills and an ability to work with the congregation and lay leaders in a cooperative manner.

Priority (#1 to #7)	Category Title	This is who we are as a Local Ministry Unit:
1.	Worship	The weekly worship service is the focal point of our Christian community. We appreciate a somewhat more traditional service and see preaching, children's time, and a choir anthem as our three highest

		<p>needs in weekly worship. We welcome hearing the Good News of our faith, in relation to our individual lives and the broader world community, inviting the congregation to an appropriate non-political response . It is important that Jesus and His teachings be referred to in worship and we are open to new interpretations of His teachings. We enjoy congregational singing and a time for reflective prayer and meditation . Children's time is an enjoyable part of our worship and we appreciate our children and youth leading and participating in worship on occasions throughout the year. Music is an integral and meaningful part of our worship, lead by our Music Director and choir, who present a weekly anthem and lead the congregation in the singing of hymns, most often from Voices United. We enjoy laughter, well known prayers and see presenting our offering as an act of worship . While the traditions of our faith are important, we are open to evolving our worship service providing the change is well planned and delivered, consultative and gradual.</p>
2.	<b>Discipleship</b>	<p>We see ourselves as part of God's family and we strive to be disciples of Jesus. We have a strong sense of connectedness and belonging to something that matters. We have identified five key areas of our ideal faith community which are: inviting and welcoming of all, accompanying people through difficult times, helping people to live according to Jesus' teachings, feeling God's presence and growing spiritually, and respecting all people regardless of sexual orientation. We demonstrate our discipleship in our worship and music, and also through our participation in community service organizations. Attending worship and supporting financially the work of the church are faith fundamentals. Our discipleship is based on an understanding of Jesus' teachings, rather than a particular social or political bent. We agree that there are many paths to God, and we have chosen the path of Christian discipleship. We teach our faith to our children through a small but active and dynamic Sunday School program. We acknowledge a significant need to both increase the numbers of, and opportunities for, children and youth. We also acknowledge the need to increase a sense of real hospitality and to bring new people to our congregation. We see providing a variety of opportunities for the nurture and deepening of faith as important to our discipleship, and look forward to re-introducing activities such as Bible study, lectionary lunches and book club. Examples of our discipleship in action include our ongoing sponsorship of a refugee family of six from Myanmar/Burma, who arrived in 2015. We hold regular Neighbourhood Dinners, providing a monthly evening meal to our downtown core neighbours. We participate significantly in the community wide Christmas Cheer program, and contribute to local food banks.</p>
3.	<b>Leadership</b>	<p>In the past we have benefitted from the leadership provided by a long-</p>

		<p>serving ministry team, both of whom have now retired, one in 2010, and one in 2014. Since that time we have engaged a variety of worship leaders from the United Church and beyond including guest speakers, members of our congregation, pulpit supply and a student intern, who later accepted a call to our ministry. While that ministry lasted only a few months, through this experience of transition, we learned a lot about ourselves as a congregation, and about opportunities and options for future growth. As a result, we are now ready to move ahead and become the congregation God is calling us to be. Over its long history St Andrew's has generated and nurtured a significant number of Licensed Lay Worship Leaders, Designated Lay Ministers and Ordained Ministers. We endeavour to support our many lay leaders whose dedication and talents are both valued and appreciated. We have a full-time Church Administrator who takes the lead in all administrative and day-to-day operational aspects of our church. We have a part-time Music Director/Organist who leads a beloved music ministry, including our vibrant and accomplished choir. We are looking for a Minister who honours tradition, has a leadership style that involves lay people, and is a strong worship leader with gifts for preaching. A leader who has an ability to work with all ages, especially children and youth is also very important.</p>
4.	<b>Pastoral Care</b>	<p>We see compassionate pastoral care as an important aspect of our ministry and we strive to be a church that accompanies people through difficult times. We continue to provide pastoral care through the use of volunteers and staff. In the past, we offered home Communion to the shut-in members of our congregation, and conducted worship services in retirement homes. We look forward to offering these opportunities in the future. We stay connected to our church community during the week with a newsletter email, sent through the church office, that keeps the congregation informed about church business, as well as activities and events within our church and beyond.</p>
5.	<b>Stewardship</b>	<p>We encourage commitment of our time, talents and resources towards the support of the congregation, the building and the Mission and Service Fund. Our historic building is in good repair due to regular ongoing maintenance, and we have a long-standing practice of building our reserve funds for capital improvements, and potential outreach ministries, if and when these are identified. Our financial standing is reviewed regularly throughout the year, and we maintain an adequate financial position. We have 45% of our church families participating in the PAR givings program, which aids in stewardship of our financial resources. We place a high priority on support of our church's local works.</p>
6.	<b>Justice and Outreach</b>	<p>We pursue our mission based on our understanding of the teachings of Jesus and the Gospel. We continue to show strong support for the</p>

		<p>United Church M&amp;S Fund, and that support is given by a large majority of our congregation. The St. Andrew's Friends of Refugees group provide ongoing care and support for our refugee family, which includes 4 young children, and see that commitment to the family continuing into the future. That program, and several other outreach activities have previously been noted under the Priority #2: Discipleship section. We will also continue to provide our building for use by various community groups.</p>
7.	<p><b>Ministry Partnerships</b></p>	<p>We have a strong connection with the United Church of Canada and appreciate regular partnering with other churches in our community, including United churches and other denominations, for special events and vacation coverage.</p>



Most of us...: (choose one)

- Grew up in this area
- Moved to this area for work
- Moved here to be close to family or other resources
- Moved here for other reasons

Many of us work in the following industries or sectors: (check all that apply)

- Health or social services
- Education
- Manufacturing
- Transportation
- Agriculture and food production
- Tourism/Hospitality
- Retail
- Environment
- Mining/Forestry
- Information Technology
- Government
- Professional Services
- Other (specify):

Our congregation is like: (choose one that best applies)

- A family where we all know each other, many members are related to each other.
- A medium sized church with some people very involved and others participate mostly by attending worship.
- A church with an ethnic identity or diverse inter-cultural mix.
- A big church with a staff team and lots of different programmes and small groups.
- Other description:

We think of our local ministry unit as in the following way: (choose one that best applies):

- We have a new vision and are really excited; still working out how to live into that vision.
- We are clear about our vision and purpose and have/are developing the skills and gifts to bring it about; we are excited and optimistic about our vision.
- Our congregation is changing and it is clear that we can no longer continue as we have been; we don't know how to go forward and have some anxiety. We believe that we have a future but can't quite see it.
- We see that the ministry within this community is probably winding down after many positive and productive years of faithful ministry, mission and service; we want to celebrate what we have been as we intentionally and graciously end this ministry.

**PART B: ABOUT OUR TANGIBLE ASSETS**

**Governance structure:**

How many people are on your Governing Body? 22

How many are typically present at a meeting of your Governing Body? 15

**Our Church Building(s):** (include information for each building if more than one)

We don't have a church building. (if you check this one, please comment briefly on where you worship and what other spaces you use for your ministry.)

**Is your church fully wheelchair accessible?**     Yes    Tell us how: ramps, elevator, accessible washroom, identified accessible parking (4), space between pews

No

Is it partly accessible?

Yes    Tell us how:

No

**What other measures of accessibility do you provide? (e. g. Assistive Hearing Devices, Large Print)**

We provide both large print bulletins and hearing-assistance devices.

**Do you have plans for improving accessibility?**  Yes    Tell us how:

No

Sanctuary holds 495 people

Seating/set up in sanctuary (pews, chairs, choir loft etc)

Rows of pews throughout

Is the sanctuary used other than for Sunday Worship? If so, how?

Congregational meetings, weddings, musical concerts

**Are there meeting rooms?**                     Yes                     No

**What are they used for?**

Congregational Board/UCW meetings, meetings held by outside groups, weekly AA meeting, Presbytery meetings

Is there a nursery?  Yes  No

Are the nursery toys/furniture compliant with current safety standards?  Yes  No

Are there Sunday School rooms?  Yes  No

How many? Are they also multipurpose use?

4 (2 are designated for Sunday School use, other 2 multi-purpose)

Are there activity rooms? (i.e. quilting, gym, library)  Yes  No

Brief descriptions:

Library, gym/auditorium with stage and small hall below Sanctuary.

Where is the office located for the minister? Is it shared?

Describe it: Large private room, well-lit, on same level as church sanctuary, handy to Church Administrator's office, usual office furnishings and large built-in bookshelf.

What computers/telephones are provided at the church? 2 computers/ telephones

Is internet provided at the church?  Yes  No *if yes*  High Speed  Dial-up

What Social Media accounts and Web pages does the church hold? Who maintains, updates them? Web site and Facebook page not maintained at this time.

Email-based newsletter/weekly announcements maintained by Church Administrator

Is there a photocopier in the church?  Yes  No

Is the building used by outside groups as well as ministry activities?  Yes  No

Brief descriptions (tenants, occasional rentals, frequency of use)

Rotary Club rents office space - 4 afternoons a week, AA weekly meetings, Presbytery monthly executive meetings, 4 yoga classes per week, choir practise, election polling stations (municipal/provincial and federal) Depot for Christmas Cheer, Private Functions

Administrative Support:

What administrative support is provided? Full time Church Administrator

How many hours per week? 35 Is this  paid or  volunteer?



**Ministry and Personnel Committee:**

How many members? 3

How often does the committee meet? Regularly and as required

Has one or more of the committee members attended a M&P Committee Training event in the last three years?

Yes    No

**PART C: ABOUT OUR FINANCES**

Attach the previous two years financial information, including:

- Balance Sheets (assets and liabilities)
- Revenues and Expenditures
- Charity Tax Returns (T3010)

Also include the current year's budget.

**The word or phrase that best describes our current financial situation is:**

- Abundant                       Adequate                       Not meeting expenses but optimistic
- Not meeting expenses and relying on bequests and reserves to fund operating budget.
- Other (describe)

**Our Revenue Sources** are (please indicate approximate percentage of your current operating budget that comes from each source:

Congregational givings 92%                      Congregational Fundraising Activities 6%

Rental of building/services 2%                      Bequests/Reserves/Investments \_\_\_\_\_

Other (please briefly describe):

**Our Financial Reserves:**

We have sufficient reserves in the bank that we could cover three months of expenses if we had an emergency.

Yes  No

**Our Financial Accountability:**

Our financial statements are reviewed by an external person each year:

- Yes: a formal third-party review.
- No.

Our Statistics from the last five years of submissions to the United Church of Canada show:

	Line # in the Yearbook	Current year *2015	One year ago *2014	Two years ago *2013	Three years ago *2012	Four years ago *2011
Average weekly attendance Sunday	20	110	118	136	143	150
Identifiable givers (local)	18	185	220	220	217	202
\$ expended for pastoral charge operations	40	200,113	201,050	196,482	178,529	236,550
# households under pastoral care	5	270	220	220	255	255

**PART D: ABOUT OUR COMMUNITY**

**This is what we love about our community. This is what makes it unique.**

Please see appendix. (attached)

**The three economic, demographic or political challenges facing our area are:**

Employment fluctuations from a resource-based industries and the steel industry.  
An aging community,  
Distance from large metropolitan areas

**Here are two or three websites that offer detailed information about our community:**

[www.city.sault-ste-marie.on.com](http://www.city.sault-ste-marie.on.com)  
[www.saulttourism.com](http://www.saulttourism.com)  
[www.discoverthesault.ca](http://www.discoverthesault.ca)

**Other faith communities represented in our community/region are:**

Anglican, Baptist, Roman Catholic, Presbyterian, Lutheran, Salvation Army, Pentecostal, Various Bible-based independent churches, Judaism, Islam, Mormon/Jesus Christ of Latter-Day Saints, Jehovah's Witnesses, Seventh-Day Adventists, Indigenous culture/faith.

**We have close ties with the following faith communities,**

Presbyterian and other United Churches in our area.

## Appendix

Sault Ste. Marie is the third largest city in Northern Ontario with a stable population of 75,000. We have a long and rich history with people gathering here, along the shores of the St. Mary's River, for over 2,000 years. Our city, affectionately known locally as The "Soo", is located at the hub of the Great Lakes, where Lakes Superior, Huron, and Michigan meet. While we appreciate our friendly small-town feel, we serve a regional catchment area of 125,000 people and, as such, have a variety of services and facilities more typically found in much larger communities.

Sault Ste. Marie's logo "Naturally Gifted" says it all: we are blessed to live in an area of outstanding natural beauty. Canada's famous Group of Seven artists returned here regularly to capture the unique beauty of our local landscape. We enjoy that splendour on our doorstep.

The big "Inland Sea" of Lake Superior to our west, moderates both our winter and summer climate. As such, we enjoy a warmer winter than most of Northern Ontario, as well as less extreme heat in the summer. Our average winter temperature in January is -10 Celsius, and our average summer temperature in July is +18 Celsius.

During the warmer months, we enjoy some of the best boating in North America, whether it be cruising the North Channel of Lake Huron or kayaking along the sandy coves and pebble beaches of Lake Superior. In addition to the Great Lakes, our multitude of inland lakes also provide plenty of clean and peaceful waters for swimming, fishing, paddle boarding, etc.

We are located on the Canadian Shield, and, with its numerous granite outcrops and hilly terrain we enjoy excellent hiking, mountain biking, skiing and snow shoeing opportunities. Our local segment of the coast-to-coast Trans Canada Trail is known as the Voyageur Trail, and it offers over 700 km of marked trails.

In colder weather, the moisture from nearby Lake Superior provides us with reliable snowfall and creates our winter wonderland. A fifteen-minute drive from downtown and you can be skiing on 35 km of groomed cross-country trails in the Algoma Highlands, and a further 30 minutes brings you to 120 km of groomed trails. A short drive north of town we have an excellent downhill ski resort, and plenty of groomed snowmobile trails provide yet another way to enjoy the winter season. Snowshoeing is also becoming a more popular winter activity in the Sault. You can choose any direction for your winter fun.

Living in the Sault, we enjoy quality-of-life benefits that provide for an excellent work/life balance. Housing is more affordable than in most other cities in Ontario, and "commute time" to work is negligible. The 24-km paved, non-motorized Hub Trail encircles the Sault, and is enjoyed by leisure and commuting cyclists, as well as those on foot. Our city recently installed designated bike lanes on one of the main east/west arteries through town, encouraging safe cycling as a means of transportation as well as a healthy activity.

Sault Ste. Marie has an exceptionally active arts and culture community, again showing a

greater depth and variety than you might expect in a city of our size. The Sault Symphony Orchestra, Algoma Fall Festival and various live theatre companies bring year-round entertainment. There are many community choirs, concert bands, youth theatre groups and a local concert series brings in performers from around the world. We never lack for "something to do".

Sault Ste. Marie offers a wide array of opportunities to participate in organized sport and sports entertainment. Organized youth and adult sports league are too numerous to mention, but include the usual facilities of hockey rinks, soccer fields, ball diamonds, tennis courts to name a few. A few unique opportunities include an outdoor speed skating oval, an indoor soccer dome, a biathlon range, boating marinas within city limits, and a large community pool with children's play area. The city recently installed a large adventure and sensory playground for children with autism. We are home to the Sault Ste. Marie Greyhounds, a Major Junior A hockey team that plays home games in our comfortable, modern 4,200 seat sports and entertainment complex, the Essar Centre.

Our school system provides education from Junior Kindergarten to Grade 12 in English language, French language, and French Immersion, offered by both the Public and Separate school board systems. Further, a well-established and internationally recognized high school International Baccalaureate Programme is offered through the Public school board.

Post-secondary educational opportunities are excellent. Algoma University offers 30 different degree programs to 1,200 students in fields of Science, Arts, Fine Arts, and more. Sault College also offers a wide selection of programs, and has an enrolment of over 2,500 students. Across the border in Sault Ste. Marie Michigan, Lake Superior State University has over 3,000 students and also offers many degree programs, some of which are offered in conjunction with the college and university programs offered in Sault, Canada.

Our largest employer is Essar Steel, the third largest integrated steel mill in North America. Beyond government employment opportunities in such fields as education, hospital and health care, and the Ontario Lottery and Gaming Corporation, other key industries are alternative energy, information technology, and forestry. The Sault houses two institutions of excellence in Forestry Research, the Great Lakes Forest Research Centre (Government of Canada) and the Ontario Forest Research Institute (Government of Ontario).

With an investment to regional infrastructure, Sault Ste. Marie has become a leader in Alternative Energy with facilities for harnessing wind, solar, hydroelectric and cogeneration power sources.

Our local Sault Ste. Marie International Airport offers excellent service to Toronto with 8 direct flights daily, provided by both Air Canada and Porter Airlines, and thus more competitive ticket pricing. We also enjoy direct flights to both the Caribbean during the winter months, and to other cities in Northern Ontario.

Sault Ste. Marie, Canada is across the river from Sault Ste. Marie, USA. An International Bridge over the St. Mary's River allows direct access onto an Interstate highway (I-75) that takes you all the way to Florida. Thirty minutes south of the International Bridge, is an international airport with worldwide connections and free long-term parking. Toronto and Chicago are both within an easy day's drive.

We encourage you to come to Sault Ste. Marie, enjoy life at a relaxed pace, live in an affordable and friendly community, and experience our ready access to the beautiful gifts of our northern landscape.