

St. Philip Anglican Church

in the Diocese of British Columbia

ANNUAL REPORTS

for 2020

We know that all things work together for good
for those who love God... (Romans 8:28)

VESTRY MEETING

Tuesday, January 26, 2020

7:00 PM by Zoom

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**ST. PHILIP ANNUAL VESTRY MEETING
TUESDAY - JANUARY 26 - 2021 7:00 PM**

AGENDA

1. WORSHIP
Prayers for the Parish and In Memoriam
2. OPENING BUSINESS:
Appoint Gillian Fosdick as Secretary of the meeting
3. ADOPTION OF MINUTES for Annual Meeting of January 28, 2020
4. APPOINTMENT of 3 SCRUTINEERS
5. ELECTIONS (see over)
Election of 1 Warden
Election of Parish Council Members
Election of Synod Delegates
6. TREASURER'S REPORT & Financial Review 2020
7. APPOINTMENT OF *ACCOUNTING REVIEW COMMITTEE* for fiscal year 2021
8. ADOPTION OF BUDGET for 2021
9. OTHER REPORTS as circulated
10. If new Council Members have been elected by Ballot – Motion now for Ballots to be destroyed
11. FURTHER QUESTIONS or Comments?
New Business
12. ANNOUNCEMENTS:
Induction of new Council at the end of the 10:00 AM zoom service on Sunday, January 31, 2021.

Parish Council Meetings are usually held on the 3rd Tuesday of each month at 7:00 p.m. on zoom. The first meeting of the new Council in 2021 will be February 16, 2021.
14. ADJOURNMENT AND BLESSING – Christopher Page

St. Philip Annual Vestry Meeting TUESDAY, JANUARY 28, 2020 7:00 PM

The Annual Vestry Meeting was chaired by The Rev. Christopher Page, Rector of St. Philip Church. There were 39 people present, who signed the roll, declaring that: *"I am sixteen years old or older, baptized and have attended St. Philip Anglican Church, for the 3 months prior to this Annual Meeting and am on the Parish Roll."*

1. WORSHIP

Christopher Page began the meeting with a word of welcome.

Sharon Richmond read a passage of scripture, Psalm 18 and then offered prayers for the parish and read the 'In Memoriam' - giving thanks for the lives of those parishioners and loved ones who died in 2019:

✠ St. Philip Parish – In Memoriam 2019 ✠

Marilyn Berry
Doreen Gage

Bas den Hoed
Marguerite Jickling

Vivienne Gent

Christopher offered a brief reflection on the reading.

2. OPENING BUSINESS:

Christopher made his annual invitation to the congregation, his 26th as rector here at St. Philip, providing an opportunity to say anything to him, welcoming any expression of comment or concern about our parish life.

Stacy McGhee asked how Christopher & Heather are feeling about 'the tunnel in front of us' that is the work of the Search Committee, as they look to hire an Associate Priest. Heather answered first, saying that it is an interesting spiritual exercise – letting go of plans and accepting 'what is', adding that she is in a good place with the process now. Christopher echoed that comment, but also added the committee and parish council understand that this will be something of a 'transition time' - and that he may not be around quite as much as in earlier years and may take an occasional Sunday off.

-Evelyn Savage asked if the Bishop has set a deadline in filling this position? – how long can we wait? Christopher said that there is no pressure from the diocese about filling his position. Bishop Logan McMenamie is retiring May 1st, and that the new Bishop, once elected, will have quite a number of parishes looking to fill clergy positions.

- Gillian Fosdick was appointed Secretary.

3. ADOPTION OF MINUTES for Annual Meeting of January 29, 2019

MOVED: John Laidlaw

SECONDED: Chris Harvey **DISCUSSION.** **VOTE: CARRIED**

4. APPOINTMENT of 3 SCRUTINEERS

In the event that a vote is taken, scrutineers were appointed to count the ballots.
Christopher Page appointed Mel Zimmerman; Clayton Savage; Grace Bodie.

5. ST. PHILIP PARISH COUNCIL 2020 Elections

Christopher Page acknowledged that he is inordinately grateful to Parish Council. We have a very stable team of people who work really well together and have a good level of trust. There are very few changes on Council this year - which is a good thing in a time of transition as we look to hire an Associate Priest - who will eventually take over as Rector of St. Philip.

Election of 1 WARDEN

The one momentous change this year is Sharon Richmond's "retirement"

Two Wardens share the role, serving a two year 'staggered term.'

Sharon Richmond is retiring tonight after serving 4 terms – 8 years - as Warden. This will be a huge change for Christopher and for the parish. Sharon has been consistently – and enormously – generous with her time, her prayers, her skills. She has brought so much wisdom and gentleness, so much caring and patience, insight to her role as Warden. We have been so blessed to have her in this role. A warm ovation was offered.

Karen Van Rheenen is continuing. She has completed the 1st year of her second term.

Larry Anthony Nominated to serve as Warden.

Christopher opened the floor calling for any other Nominations.

No other Nominations were put forward.

Larry Anthony appointed Warden by Acclamation.

Election of 1 SYNOD DELEGATE

Synod Representatives serve a 3 year term & represent us at Diocesan meetings.

Jennifer Sharlow 2 years remaining

Karen Van Rheenen 1 year remaining

Dave Conway 1 year remaining

Sharon Richmond – Nominated for a 3 year Term as Synod Delegate.

Christopher opened the floor calling for any other Nominations.

No other Nominations were put forward.

Sharon Richmond appointed Synod Delegate by Acclamation.

Treasurer 1 position - 5 Year Term – Appointed

Christopher thanked Ged McLean for his work this year, saying that he has been a tireless and a meticulous worker and that we are so grateful to him – and for him. Ged has 3 years remaining.

PARISH COUNCIL MEMBER-AT LARGE

6 positions – 2 Year Terms – Elected

Greg Anctil	1 year remaining
Raymond Fieltsch	1 year remaining
Gillian Fosdick	1 year remaining
Esther Graham	1 year remaining
Judith Slimmon	1 year remaining

Ken Davidson completed 1 – 2 year term.

Nominated for a 2nd - 2 Year Term

Christopher opened floor to new nominations.

No others were proposed or came forward.

Ken Davidson appointed to Parish Council for a 2 yr term, by acclamation.

No Council Members were elected by ballot
and therefore no ballots needed to be counted or destroyed.

6. TREASURER'S REPORT & Financial Review 2019

MOTION: Ged McLean to Receive the Financial Reports for 2019 and accept the Budget for 2020 as tabled

SECONDED: John Laidlaw

Comments from Treasurer, Ged McLean:

So grateful to Kathy Fyfe, Bookkeeper and Betty Davidson, Envelope Secretary, Alice Jourmel for support in the church office – they are the ones who see that the offerings are collected, counted, deposited and receipted.

Our Budget for 2020 is \$311,415. The 2020 Budget attempts to strike a balance between our needs for ministry and the income we can generate in a sustainable manner. To this end, our budget of 2020 is slightly lower than 2019. But, the budget is a reflection of the values we place on ministries carried out in the parish and in this light, we are blessed with healthy finances.

The Diocese is asking all parishes now to provide a Narrative Budget which tells the story behind the annual details by the divisions of **'Faith in Formation'** – which includes our Youth & Family Ministry, our Worship Resources and Lay Ministry and Leadership Formation. This chunk of the pie graph accounts for 47 % of our budget.

Faith in Action includes our Outreach ministries – those commitments that engage God’s World, support emerging ministries, and work for reconciliation. These include our Missions involvement with Hope Home, with StreetHope; the Contemplative Society; and the Emmaus Community – as well as the work of the Refugee Committee.

Faith in Foundation includes all of the basics that sustain the on-going work of the parish: Administration, management, communications; asset management and care of the building. This accounts for about 38% of our spending.

- Bequests – Although we have experienced a decrease in income from givings, we have had 2 substantial bequests that have helped us meet our financial obligations.

- This year has marked a change in our giving pattern. Is that a cause for concern? The general consensus is – that while it is good to be aware, we have no fears: - we’re actually fine.

- Committed to communicating our financial status to the parish at regular intervals three times through the year in the spring summer and fall. This way, the parish will know that statement will be printed in the leaflet – not to raise alarm, but simply to offer a financial update.

Income Statement:

- decline of \$9,000 in offering from the previous year

Regarding Budget income expectation for 2020

- attendance is down and so, it is unreasonable to predict an increase in giving, but we are still in a sufficiently good financial position

Budget Assumptions and Summary

The 2020 budget has been created on the basis of trying to meet our ministry objectives while keeping expenses to a level that we believe can be sustained through regular congregational giving throughout the year.

Adoption of Budget for 2020

Motion made above. Vote. Carried.

7. Appointment of Accounting Review Committee:

Alfred Birch, Dayle Barnes, Marcus Schlag. Evelyn Savage who served on the committee last year will provide any introduction or support to the new committee.

8. TRANSFORMING FUTURES – Appointment of Committee

The Diocesan Transforming Futures plan was adopted at the September 2018 Synod. The heart of this initiative calls us to consider ‘What are we called to be in our community for the middle years of the 21st century. We see this Diocesan mandate as an excellent opportunity to identify our hopes and dreams in light of the realities we face in the decades to come. What will church look like? How can we serve and love our neighbor? How can we grow deeper in our love of God, of one another and of the world entrusted to our care? We are blessed at St. Philip to have a number of people who are willing to work together to part the veil and try to discern where God is calling us as a faith community and what we may need in order to equip this community to move forward in continued, fruitful ministry. With the appointment of this committee, we are in compliance with the Diocesan mandate that there be conversation facilitated in the parish about our future.

MOTION: Sharon Richmond:

That we appoint a ‘Transforming Futures’ Vision Group. At this moment there are 13 people who have committed themselves to this process.:

- | | | | |
|--------------------|--------------|----------------|----------------|
| Sharon Richmond | Ken Davidson | Yvette Bird | David Bird |
| Judith Slimmon | Renee Reese | Claudia DeVaux | Alice Jourmel |
| Stacy McGhee | Jenn Sharlow | Jenni Jennings | Lisa Alexander |
| Shannon Carmichael | | | |

SECONDED: Kathy Fyfe Vote: Carried

9. MOTION to accept OTHER REPORTS as circulated: Zita Conway

SECONDED: Shannon Carmichael

Comments: Really excellent report. Thank you to all

VOTE: to accept other Reports – **CARRIED**

10. Further Questions or Comments

1. Changes in the committee and in the Job Posting for an Associate Priest: Mel Zimmerman has joined the committee. He has an extensive background in Human Resources. The new posting has been carefully crafted to include new mention of housing assistance and moving expenses.

Job Posting will also go to Lutheran churches across the country. The posting closes February 21, 2020.

As Warden, Larry Anthony will also now join the Search Committee

2. Grace Bodie is our new Youth Worker – she spoke briefly about her first few weeks on the job as Youth Worker – her excitement at working at St. Philip and her plans for the year - which include talks with other leaders about our young people joining with other parishes to attend CLAY - The Canadian Lutheran Anglican Youth Gathering. CLAY 2020 is August 20-23, 2020 at The Southern Alberta Institute of Technology in Calgary, Alberta.

11. ANNOUNCEMENTS:

Introduction of new Council will be at the end of the 9:00 AM service and at the beginning of the 11:15 Service on Sunday, Feb 2, 2020.

Council generally meets on the third Tuesday of each month. February meeting is an exception and we will meet on February 11, 2020 at 7:00 pm at 3478 Salisbury Way.

12. MOTION TO ADJOURN 8:35 PM

VOTE: Ged McLean CARRIED Unanimously

All stood and said The Grace.

St. Philip Parish—In Memoriam 2020

David Geddes

Herbert Thornton

Nicky Lotto

Stewart Carmichael

Chris Barman

Paddy Langran

Lavinia Greenwood

STATISTICS

Comparing average Sunday attendance over three years:

2018 (Jan 7-Dec 30) 2019 (Jan 6-Dec 29) 2020 (Jan 5-Dec 25)

	8:00	9:00	11:15	Zoom	IB 8:30	IB 10:00	Youth	Joint	Sunday Total	Week Total
2018	16.4	115.2	24.0					129	162.3	177.4
2019	16.1	106.5	19.4					115	150.2	169.4
JAN-MAR 2020	14.6	99.2	14.5						128.3	134.3
MAY-DEC 2020				75.5 34 Sun Stats	16.5 6 Sun Stats	23 11 Sun Stats	8.7 9 Sun Stats		88.2	98.6

Other statistics for 2020 - 2019 - 2018

Services	2018	2019	2020
BAPTISMS	6	2	1
CONFIRMATIONS	0	5	0
MARRIAGES	0	2	0
FUNERALS	2	2	6
JAZZ VESPERS <i>avg.</i>	57	62	34
Thursday Eucharist 10:00 AM <i>avg.</i>	7	6	5
Thursday Book Study - Zoom <i>avg.</i>			15
Good Friday 10:00 AM	105	90	
Easter Sunday total (three services)	262	290	
Christmas Pageant	145	153	167
Christmas Eve: Family Eucharist	215	188	136

Rector's Annual Report for 2020

Christopher Page – Rector's Report #29 to the Parish of St. Philip, Oak Bay

(first report 1987 after 8 months as Associate Rector until end 1992

first Rector's Report 1993 after 2 months as Rector)

It is hard to know where to begin thinking about the year past. 2020 has been a year like no other in my lifetime. The upheaval and pressures of COVID have been immense. Almost every aspect of our lives has been affected. Nothing is as it was.

At the end of 2019, I wrote in my Rector's Annual Report:

**It is impossible to know what the future may hold.
But we move forward into the unknown with confidence, hope and trust.**

Who could have imagined just how "unknown" the "unknown" of 2020 was going to be?

2020 began with such hope and promise.

On 19 January we sent Caleb Hosie off with our prayers, love and blessing as he moved on from his time in ministry among our youth. Caleb was a gift to us and we miss his enthusiastic willing presence and sincere commitment to serving God.

Grace Bodie stepped into Caleb's position and joined the St. Philip staff as youth worker. She has proved to be a bright beam of light and a tremendous gift to our youth. We are so blessed to have Grace with us in ministry.

Also at the beginning of January, I had the privilege of presiding at the baptism of Lochlan Cownden-McLean. I love being able to perform baptisms at any time. But there is something particularly touching for me about getting to baptise a child whose mother played with our daughters thirty years ago. I cherish that long and beautiful connection with so many people in this community.

On 21 January Heather and I led a retreat for the wonderful staff of the Sail and Life Training Society as they began team building and preparation for their anticipated upcoming season of ministry.

At the end of February, we fed people at St. Philip with piles of pancakes for Shrove Tuesday and launched into Lent with an exciting series on “The Shadow” with Judith Slimmon. And then... everything came crashing to a halt.

Sunday 15 March was our last Sunday worshiping in the building for twenty-five Sundays. All through Lent, Holy Week and the summer, a team of amazingly creative and dedicated team worked tirelessly to keep our worship life afloat at St. Philip. They have done an amazing job. We all owe a great deal of thanks to our techies, musicians, readers, pray-ers and video makers who have showed up over and over to lift our spirits and help us feel that we continue to be connected in the sacred bond of Christ that is at the heart of our community.

At the end of June Alice Jourmel moved on from working in our office to take a full-time position with VIHA. We are so grateful that Alice has continued to be part of our community and are thrilled every Sunday when we get to hear her lovely voice sharing in the “Gloria” on zoom.

We managed the administrative life of our parish through July and August with the generous support of people stepping in to keep all our ducks in a row. Then on 26 August we were blessed when Karen Fenimore accepted a part-time position looking after the office. Karen has been a great gift and seems willing to continue in the position until travel restrictions loosen and the siren call of grandchildren beckons again from south of the border.

Finally, on 6 September we were allowed back into our building for worship under strict COVID protocol guidelines. Thanks to the hard work of many people over the summer our plan for safe in-building worship was submitted to the Diocese and approved allowing us to hold a 10:00 service back in the building.

On 4 October we added a second In-Building service at 8:30 a.m. and continued combined 10:00 In-Building/zoom worship. We even managed to squeeze in a sold-out and very well-received Jazz Vespers on 8 November. Then on 22 November again all buildings were closed to any gatherings.

For some of us, there is a great sense of loss in not being able to meet for our regular accustomed gatherings in church. We are incarnational people. This means that the presence of God is mediated to us in part through the physical presence of other people, the beauty of shared music and voices lifted in praise to God. Our hearts are helped to open by the beauty of architecture, stained glass and sacred art. We have given up a lot over these twenty-eight and counting, Sundays when we have had no access to our building.

But, we are committed to doing everything we can to support the good health and safety of our wider community. We know that many people have been experiencing pain through 2020 and

we should not expect that we should be exempt from the sense of loss and grief that characterize so many peoples' lives at this time.

As we look ahead to 2021, it is impossible to have any real clarity about what the coming year will hold. There is no question that 2020 has been a difficult year for many people. Thanks to the faithfulness and generosity of so many members of St. Philip church, we are able to look forward to 2021 with some confidence.

In his Letter to the Romans, Paul wrote,

**We know that all things work together for good
for those who love God... (Romans 8:28)**

It may be challenging to see the "good" in the past year. But, as we continue to encourage one another along the way, there are shining points of light everywhere we look.

The experts are saying now that we are unlikely to experience anything close to "normal" until the end of 2021. So, we are going to need to continue adapting and being creative, flexible, open and gentle in our life together. At the moment, Zoom is our primary vehicle for worship. It may not be perfect and is certainly not to some peoples' liking; but it is what we have at this time and it has been a gift for many.

I read recently that a scientist had said that, "decisions around what to reopen first will depend on what governments decide to prioritize, based on what's valued most in society, noting the need to consider the economic impact of businesses being closed."

It seems unlikely to me that churches will be at the top of the list of "what's valued most in society." While sad, this is an important reality check for the church. We are not in any way deemed to be an "essential service" by the majority of society. We are, at best, a peripheral activity engaged in by a shrinking somewhat eccentric group of people for whom Sunday morning worship continues to hold some appeal and have some meaning.

As we continue to work together to keep this little ship of St. Philip afloat in the sea of uncertainty, I feel so grateful to you all for your faithfulness in showing up in whatever way you are able to support the life and ministry we share.

God bless us all in this coming year,

Christopher

Warden's Report

This is the year that we all learned firsthand that we do not need a building to do Church and to be a community. Of course, we miss the building and look forward to the day that we can be face-to-face and shake hands for the peace again. Maybe the loss we have experienced this year will deepen our appreciation for all the rituals and contacts that we have at St. Philip when we do get to enjoy them again.

What a learning experience it was to see all the volunteers and congregants step up and join in to keep St. Philip Oak Bay alive and thriving. You will read about the work of the many who made Zoom worship, and the later hybrid Zoom/in-building worship, vital glues to hold our community together in pandemic-time worship. From our perspective as Wardens, suffice it to say we were amazed to discover so many new talents among Church members, and the resilience of the Church body is something we celebrate with you. In the parables, Jesus taught us not to hide our gifts and talents, but to use them. Indeed, this became commonplace, even when it meant volunteers had to step outside their personal comfort zones.

How great to see so many faces on Zoom every Sunday. There were one hundred and sixty-seven people on Zoom for our pageant, which was a masterpiece of creativity and magical to behold! We need to clap for many in our congregation who were challenged to figure out the workings of Zoom and did it!

As wardens, we were up close and personal to seeing the efforts of so many people to make this year a good year. With every challenge that emerged, people came forward to address it. As wardens, we got to work closely with Christopher and experience his commitment, creativity, and faithfulness to us as a community. His spiritual leadership and kind ways are such a gift to all of us.

Looking forward to the year ahead, whatever it may bring!

Karen Van Rheenen and Larry Anthony

Parish Council

Parish Council is the group responsible for setting the tone and direction of our church community life. The “business” of council encompasses every detail of St. Philip life, including receiving and acting on concerns or directives from the Diocese, the congregation and members of the public.

Our monthly agenda always includes updates on finances, on children and youth ministry, on missions and outreach and the building upkeep and maintenance as well as any staffing concerns.

Members are elected at the Annual General Meeting in January. In the 2020 season, we had thirteen members, including the Rector, Wardens, Treasurer, Synod representatives and Members at large. They are a wonderful group of very bright, thoughtful, talented and faithful people. They work and serve together for the good of the whole parish.

There is a report from the Wardens, Larry Anthony and Karen Van Rheenen in this compendium of reports, which covers in detail, specifics of the past year and the many duties that they have undertaken.

Council meets ten months a year, -taking July and August off. Generally, we meet on the second Tuesday of each month. Since March 2020, when Covid protocols were put in place, we have met via Zoom.

Synod Delegates represent our involvement in, and our commitment to the larger Anglican Church. This past year, Christopher Page, with Karen Van Rheenen, Dave Conway, Jennifer Sharlow and Sharon Richmond represented us at the Zoom meetings of the Electoral Synod which confirmed of our Bishop-elect, Anna Greenwood-Lee.

As secretary of parish council, I take the Minutes of the meetings each month. The Draft Minutes are then circulated to council members. At the meeting the following month, any edits or corrections are noted, and a Motion is made to accept the Minutes as sent or edited. Once the Minutes are accepted, they are sent to Celia McLean, our webmaster, who posts them on the St. Philip website.

If at any time you would like to make representation to Council, please feel encouraged to speak to either of the Wardens or to Christopher Page, or send a written submission to the church office.

It has been a great privilege to serve on this team.

Thank you
Gillian Fosdick

Office Administration

In March of 2020 as the church office hours were adjusted to accommodate Alice's new part time position with VIHA, volunteers from the parish filled in where needed. As this administrative position became vacant in June with Alice's move to full time work at VIHA, Felicity Bradley, Gillian Fosdick and Sharon Richmond supported the office.

The office required painting and this provided the opportunity to take a fresh look at storage issues. Under Gillian's knowledgeable guidance, the office was emptied and only current items returned.

We were all delighted when Karen Fenimore took on the position at the end of August.

Community at work! Thanks to everyone.

Sharon Richmond

Last year I came on staff at yet another time of transition...the beginning of in-building worship services with Covid requirements. Supporting Christopher and our St. Philip community administratively has been life-giving during these quieter days. I always enjoy it when one of you stop by!

Karen Fenimore

Children's Ministry

This year has challenged me to consider new ways to care for and encourage others. I appreciate the support, practical help and words of encouragement given by so many.

Sunday School in January and February consisted of two classes, a younger, preschool and primary school aged group and an older middle school aged group. Our theme for the term was The Life and Times of Jesus.

The younger group explore the stories of the Bible through play. We prepared a tea party thinking about how John the Baptist prepared the way for Jesus, making life size "fort" boats, calming storms, thinking about others first when we pass around snacks, pray for others by name, remembering God knows us all by name.

The Older Group is encouraged to think about how the stories of Bible have meaning in their own lives. Some of our activities were: Bible "Find the passage" game with prizes!, considering the super powers of the disciples: cleansing lepers and depending on the kindness of strangers, wondering why Jesus performed miracles, showing our love for the congregation by making Valentines for everyone, learning how to finger knit as a reminder of God knitting us together when he created us, and climbing trees like Zacchaeus.

Thank you to Sunday School teachers for this term: Annette Fieltsch, Brenda Hosie, Stephanie Stone. Gerianne Robson-Knowles faithfully served as the Sunday School team's teaching support.

I went on holidays in the beginning of March but got an email to ask me to come back early to help to think about supporting families and children and our congregation when we couldn't be physically together.

Individual comfort levels and challenges meant that there was no one response that would work for everyone. I wrote daily devotionals for families from March to May and posted them to our online community platform, Discord. Emails, texts, phone calls, praying for families and the occasional chance meeting while walking at the beach encouraged me, and hopefully others, throughout the spring.

Our first tentative forays with Zoom church connected us in a new way. Who knew pants would be optional at church? Zoom connected some of us but for families with young children Zoom was not ideal. By July, weekly recorded Children's Stories were shown at church and then posted to You Tube; 23 videos for the year. My family became my crew, and under their guidance my filming and editing skills increased. My dog and I became an online stars hoping for double digit hits! Thank you to Jennifer Sharlow-Tucker, Karen Fallon, Ruth McGhee and Bruno for their Children's Stories.

Thank you to all the families who overcame technical hurdles and made cameo appearances in the Children's videos, sharing their wisdom with the congregation, lighting candles and participating in readings.

We have very successfully explored a few new ways to connect families. Esther Graham organized a Halloween drive through and hosted a Church pumpkin patch, along with the Curry, Fieltsch, Sharlow-Tucker, Carmichael, and Alexander families who hosted trick or treaters in their front yards. Karen Fallon organized a Boxing Day online quiz game. Keep an eye out for future game nights. The McGhees and Alexanders have a bit of a rivalry brewing!

Usually, in September, I host a kick off party to a new school year of Sunday School. This year goodie bags with crafts, activities and treats were delivered to homes.

Advent Bags were delivered in late November, filled with crafts, games, puzzles, a devotional, candles and candle holders, nativity figures and, of course, a nativity shark. Thank you to Esther Graham, Larry Anthony and Kari Large who helped deliver the bags and over 50 advent calendars to youth.

Children are very much a part of the fabric of our community at St Philip. We look forward to a time when they will be playing around our feet as we meet for coffee.

It is my continued privilege to find new ways to serve our community.

Shannon Carmichael

Youth Ministry

Hi St. Philip, it has been a great and fulfilling year working with the youth. I am happy to share what we have gotten up to.

Workers and Volunteers

Starting January 1st, 2020, I took over the position of youth worker from Caleb Hosie. Gavin McGhee continued working with the youth up until September 2020, when he took a few months off. He has resumed work starting in January 2021. Gavin is paid the same stipend that was instated in January 2019. Jessica Ryan, Annalise Molony and Maya Bridger-Denz have volunteered with the youth throughout the year, sometimes helping to lead Sunday morning youth group, Saturday evening events and special events such as the graduation celebration night. Gavin and I were the main planners for the youth events throughout the year and would meet every Tuesday evening to do this before COVID-19 restrictions were put in place. It has worked well to have a few people on the leadership team to share the work and engage with the youth. Their enthusiasm and unique gifts have been very appreciated.

Meeting Schedule

Throughout 2020 the youth have met consistently Sunday mornings for church youth group and two Saturdays of each month for a fun youth event. We have also met irregularly for events like the girl's conference at Glad Tidings Church, Shrove Tuesday, Mukram Maaz' birthday celebration, the High School graduation celebration and craft days. Additional to this, youth leaders will at times meet one on one or in smaller groups with the youth.

This structure continued after COVID-19 regulations were put in place in March 2020, except we continued on zoom instead of in person. From September till partway through November we were able to meet again in person for both Sunday and Saturday events, following the health guidelines of the province, diocese and parish. Since late November have resumed meeting solely over zoom. This schedule of meeting every Sunday and two Saturdays of each month seems to fit well as it allows us to meet often and because it was carried on from the previous year, the families are accustomed to it.

Sunday Mornings

On Sunday mornings the youth will regularly start our meeting by checking in with one another about our weeks and then play a game. After this, we will enter into a period of discussion and end with prayer. Sometimes we will also do an art activity. Before COVID-19 regulations, the youth would join the main service upstairs for worship and children's time at the beginning of the service, head downstairs for youth group and then join the main service again for communion. When COVID-19 regulations were first put in place the youth would join in the zoom church call with the rest of the congregation for about 15 mins before heading to the youth zoom call. This was great as it allowed for the congregation and the youth to still stay connected and was lovely to see some of the youth at times participate in the worship portion of the church zoom call.

When in-person gathering resumed in September, the youth were not able to join the rest of the congregation. We made a video of some of the youth activities for the congregation to see. Many thanks to Christopher, who made a way to safely bless the youth with communion to the youth during this time.

Carried on from 2019, we started the year by discussing the book of Matthew until March. We then focused on The Parables for April, the Character of God from May-July and since have covered miscellaneous topics and throughout the year have taken time to speak about Lent, Easter and Christmas. One Sunday in June Torr Large led a discussion on the story of Jonah and the wisdom we can gather from that story to help us in the trying time that is the pandemic. He did an excellent job. It is our goal that these discussions can spark conversation, help the youth to understand their faith for themselves and be a safe place for questions. We encourage the youth to engage in these talks and take up suggestions the youth might have for topic ideas. While zoom can be a difficult place for discussion to be held, we are very impressed by the participation and insight of the youth.

The usual routine of opening with questions about our week has been great as we can learn more about one another and grow in connection. This has been a large blessing especially since we have not been able to meet in a typical way for much of the year. We thank the youth for their eagerness to connect and are proud to see a group of such kind, gifted and thoughtful people. Their individuality and presence are so appreciated.

Saturday Events

Saturday events have been lots of fun. At the beginning of the year, we gathered suggestions from the youth on what they would like to do for these events. Throughout this year we have done activities including skating, games nights, jeopardy, virtual reality arcade, baking, crafts, movie nights, fort building, beach days and pumpkin carving. We are very thankful for the parents who have hosted or helped in any way with these events as well as the continued support of the parish and church leadership for being so accommodating. The youth group would certainly not be as fun or even possible without this help.

Additional and Special Events

We were fortunate to hold a few special events despite COVID-19 restrictions in the summer due to the good weather and our beautiful city. This included some beach days, a birthday party for Mukram Maaz, a goodbye party for Gavin (who set off to Bible school in Austria for a few months), an outdoor craft day and a High School Grad celebration. The Hosie family kindly opened their home for the High School Graduates to celebrate their success with a BBQ, outdoor games and a time to reflect and look forward to the next chapter of their lives. We were also able to deliver gifts and a touching letter from Christopher to the grad's homes in a decorated car.

Another notable event was the quarantine challenges that we started once the COVID-19 restrictions were first put in place in March. Shannon Carmichael suggested this and it consisted of weekly challenges such as scavenger hunts, crafts, at home bingo, cooking dinner for their

families, a film contest etc. that the youth could participate in from the safety of their homes. We shared our successes over zoom and email. Challenges ran from March-June and we awarded the youth with prizes of candy and Starbucks gift cards when we were able to meet in person in September. This was a great and effective idea to keep us connected, thank you very much, Shannon!

Connecting with Other Parishes

We have had the opportunity to connect with other parishes this year through the Tolmie Region High School youth group (known as TRY) and the Sunday afternoon discussion group (started by Leslie Flynn out of St. George's).

TRY met every other Sunday evening in person or on zoom depending on regulations at the given time. Activities for this group include trivia nights, friendly debates, baking and much more. This was a good opportunity for High Schoolers to get connected with their peers.

Discussion group consisted of a small number of youths across a few parishes hoping to dive deeper into their faith and discuss their journeys with and perspectives on God to a greater depth. Throughout the year we spoke about topics that have some controversy around them, such as how the church should function in a modern context. We have also looked at various church creeds, shared our testimonies, our least favourite and favourite scripture passages and our interpretive lens, through which we understand God and The Bible. We aim for these discussions to be youth-led and employ different mediums to spark discussions such as videos or art projects. We have also gotten the youth to plan and direct discussions from time to time and encourage them to decide on topics.

Ski Trip

Although COVID-19 restrictions inhibited youth retreats, we were fortunate to get up to Mount Washington from January 10th-11th. We went up on a Friday afternoon and stayed a night at St. John's Anglican Church in Courtenay, who graciously opening up their church to us! Before arriving at St. John's on Friday night, we went for a swim. On Saturday we had an awesome day of skiing and snowboarding and topped off the trip with dinner together at an Italian restaurant on the way back. This was a great opportunity to connect and was great fun. Many thanks to Graham Currie for being the parent chaperone on this trip and to Simon Tuffin for driving.

Mission Work

The youth are continuing to support a child in Uganda named Bruno through the organization Food for the Hungry. Bruno is about 9 years old and enjoys math class and jump rope. We correspond with him through the online platform provided by Food for the Hungry where we can send him letters.

During the Christmas season, the youth worked to gather socks, gloves, hand warmers and rain ponchos for the organization Street Hope. To go along with this the youth created Christmas cards to hand out to unhoused people along with the donations. Great job to the youth who made creative and thoughtful cards. The church played a huge part in gathering and collecting these donations and we are very grateful. Over 600 items were collected. This could not have

been done without the help of the church, Karen Fenimore, Sharon Richmond, Gaye Stone and especially Molly Chan, who employed the help of her school and gathered over 500 items.

Also leading up to the Christmas season, Betty Marshall very graciously knitted some beautiful hats and scarves on behalf of the youth. These items will go to Street Hope and Our Place. Thank you very much for this blessing Betty!

End Notes

Working as the youth leader this year has been fun, a good challenge and a huge blessing. Despite COVID-19 God has made many ways to connect with our exceptional group of young people. The other leaders and I are lucky to work with them. I am grateful for the loving community of St. Philip who has welcomed me so warmly this year and continuously supports the youth so generously. Thank you all. I am looking forward to this next year of 2021! God Bless.

Grace Bodie

Verger

The Verger duties for 2020 were maintained throughout the year, with some changes. With Covid 19 the church operation was affected and the Verger role adapted to changes in schedules and operation of the church. New cleaning protocols were established along with additional disinfecting routines developed for key church areas.

Although the church did not operate normally throughout the year, regular maintenance tasks were attended to. The usual plumbing issues (leaky toilets, faucets, broken handles), various light bulb replacements, door lock issues and minor repairs completed. Even without being fully used, the church still required items to fix. Some annual duties were completed including window washing and clearing out of the window wells, with the annual waxing deferred.

Other major activities were undertaken during the year while it was closed: July: repainting of the Church Stairwell, inside front wall and Office was completed.

- August: remediation of the area where the sound system and wiring was removed.
- August: Weeds in the car park were removed / burned off.
- December: CRD Backflow prevention work + Auto Shut off system installation was completed.

Due to Covid 19, there were fewer functions for the church. The 1 major event was the Provincial election on Oct 24th, where the basement was set up for use and restored afterwards.

Communicating with the church leadership and office was maintained, as well as co-ordination with the preschool to minimise disruption within the basement space.

Neal Tucker

Worship and Music

Worship and Music in the Year of COVID

The story of this past year has been the story of the courage, flexibility, goodwill and hard work of so many members of our church family as they adapted to new reliance on technology to function as a congregation.

It is no one's first choice to be dependent on technology to compensate for losing the ability to do "normal". It always comes with frustrations and challenges. As a long time wearer of hearing aids, I would prefer to have ears that work well rather than having to contend with cranky devices. But though relying on technology may be inconvenient and never the same as normal hearing, I am grateful to be able to take part in conversation and hear the birds sing. And so we have adapted and learned to embrace (or at least live with) much of church being on screens and speakers along with so many aspects of our lives.

Evolving Worship Services

After in-building worship services suddenly stopped shortly before Easter, it took a few weeks of Christopher releasing almost daily videos before we resumed services by gathering virtually using Zoom. In the months from April until mid-July, Christopher acted as both Zoom host and worship leader. After a "bare bones" beginning, we gradually reintroduced various elements of the service and became accustomed to a mixture of pre-recorded video for music, children's time and the sermon with readers and prayer leaders appearing "live" from their own homes. During Christopher and Heather's summer holidays, Larry Anthony took over as Zoom host and was able to refine and improve our online worship model by making screen sharing of liturgy and responses smoother by putting all the text into one slide show. A roster of volunteers took on preaching and we gained confidence in virtual worship as a more collective endeavour.

When case numbers had dropped enough, we were permitted to work toward holding in-building worship services again with strict limits on the number attending and protocols for distancing and cleaning. Numerous volunteers and staff worked long hours to meet put all the safety measures in place and prepare for reopening. Larry developed an official plan to satisfy public health guidelines. Ken Davidson built a beautiful communion screen, mapped out the physical distancing scheme with measuring sticks for use by the ushers and marked out safe traffic flow patterns with Karen Van Rheenen. Neal Tucker, Jenni Jennings and the altar guild worked to implement the new cleaning protocols and make the building look welcoming and beautiful again. Karen Fenimore created a contact tracing log and took reservations as services started.

The number now permitted to attend in person was much smaller than our virtual congregation, and we wanted to maintain the sense of community those online services had made possible. We didn't want to take a step backwards to simply streaming "real" proceedings in-building for a passive audience at home. Therefore we looked for a way to allow us to hold our own, made-in-St. Philip hybrid worship services that included both those in the sanctuary and online as equals. While the church building was shut for services in spring, Ged McLean had cleared out redundant components of the old sound system and installed our new digital mixer, and in summer he and Allan Carmichael experimented to develop the connectivity needed to allow the people at home and in the pews to be active participants in the new services seeing and hearing each other on screens.

After Christopher returned for September, all this preparatory work allowed us to begin our hybrid Zoom / in-building worship services with two or three dozen people in the sanctuary and many more joining to participate on Zoom. (The main distinction was that worshippers in building were not permitted to sing, but could take the bread in communion.) Larry continued (as he has to date) to act as Zoom host and Allan carried on through the fall as the in-building video and sound technician keeping the two worlds connected. Two or three musicians were permitted to sing live at front, behind another of Ken's clear barriers to minimize transmission of droplets to the front pew.

In October, an additional "unplugged" service was introduced at 8:30 on Sunday mornings, similar in format to the pre-pandemic 8 a.m. service. This proved popular with close to the same levels of attendance as its predecessor.

In late November, growing case numbers in B.C. again led to the suspension of in-building worship and the church returned to Zoom-only services for Advent, Christmas and since. We were grateful that Karen Fallen, Jenni Jennings and Barbara DiLucca had already long planned for a virtual Christmas pageant online so that was a joyous highlight of the season that was unaffected by the new restrictions.

Little Boxes Full of Music

Zoom software was designed to transmit one voice speaking at a time, never group speech and not music. Whenever there was more than one competing sound source (three people praying together or even more than one guitar string at a time), Zoom always broke up into a horrible jumble of noise. The way that we found to get around this and provide praise music was by screen sharing videos. The congregation could sing along in their own homes as long as all were careful to ensure that everyone but the screen sharing computer was muted. We began to make St Philip “praise group” videos with the Acapella app, software that allowed members of different households to collaborate at a safe distance, singing and playing in their own “boxes” on the screen. We also had some songs contributed by families who recorded videos within their own household. In summer, we expanded our ambitions by starting to create virtual choir videos for traditional hymns with organ accompaniment. By editing together more than one video, we could combine several Acapella grids to include as many as fifteen singers as well as showing the lyrics.

I am deeply grateful to all those who courageously ventured into this new musical technology with me. We could not have provided homegrown music as we did without Shannon Carmichael, Mike Pipes, Stace McGhee, Wade Fallan, Sharon Richmond, Alice Jourmel and of course Zita being willing to sing and record their “boxes” week after week, often on very short notice. Diane Pancel sang several songs from home and Alice’s mother Marilyn Rummel added harp from Duncan. The church also owes a big thanks to the Andrachuks and the Norman Taals for recording music videos at home as families.

After Neela St. Hilaire and Julian Greenwood volunteered to play traditional hymns and carols on organ and piano, the list of stalwart technological adventurers grew to a virtual choir with Sue McLeod, Nancy Geddes, Pat Kilner, Mary-Louise Aro, Ruth McGhee, David Bird, Farah Armstrong and David Rolfe also learning to tackle the technology to record from their homes as well. Chris and Alix Harvey and Bruce Fyfe also added their voices, too, although the limitations of the Acapella software meant they were not able to record using their own devices from home. Tim Kilgore did manage to sing for one of the choir videos over Zoom from Nigeria.

We have had learning curves at many levels, from our most techie leaders inventing new systems to the least technologically confident joining the congregation on a Sunday morning. Each of these has been a crucial contribution to our gathering as part of the whole people of God. Thank you to all of you who have taken these risks and made it all work to bring us together.

Dave Conway

Prayers of the People

Every Sunday morning service, in the course of our liturgy – generally just after the sermon, someone leads the congregation in the ‘Prayers of the People.’ When we have ‘in-building worship’, and a printed leaflet, a summary of the prayers is also printed there.

At first glance, one might wonder why such a small snippet of our life together could warrant its own space in the Annual Report, and yet knowing about the ‘the prayers of the people’ opens up a window to something essential about the nature of our parish life: The work of producing the ‘prayers of the people’ is collaborative. It is participatory. It is deeply prayerful. It is held in love and with the decided intention of ‘spaciousness.’

I usually write the prayers on a Wednesday evening. The timing is necessary so that they can be circulated, by Thursday morning, to the church office, and to other principal people involved. I get out my lists – the roster that Karen Fenimore has sent out from the office, of ‘who is on,’ leading the prayers this week; the Diocesan Prayers for the church, sent out quarterly from the Diocese; and the Prayer Chain list from Bonnie Pipes of those friends in need, who covet our prayers.

Then, I look at the date on the church calendar and the assigned readings, in case there is some aspect of the day that should be incorporated or celebrated. I look at the news to see if there is any event or any suffering, or a specific area of the world that we as a congregation would necessarily hold in concern, tenderness and prayer. I conclude by incorporating any names from our prayer chain list, for those in need.

I email the document to the name on the roster who will lead these prayers on Sunday morning. We are blessed as a parish with the people who participate in this ministry. With some concern about the danger of leaving anyone out, my thanks go to Joan Sedgewick, Tim Davidge, Jennifer Sharlow; Yvette Bird; Ruth McGhee; Gerianne Knowles-Robson. Christopher Page is the “default pray-er” and often leads this part of our service too.

And to each one of these people – with the prayers I send out, goes the intention of ‘spaciousness.’ For, without exception, every time I send them – I write – ‘here they are – make them your own. Add or subtract anything you like.’

If you have a prayer concern, please send it to Bonnie Pipes. If you would like to be part of this ministry, leading the prayers on a Sunday morning, please contact Christopher Page or Karen Fenimore. If you have any other comments, concerns or requests regarding the content or format of our weekly ‘prayers of the people’, don’t hesitate to contact me at gillianfosdick@shaw.ca .

It has been a privilege to serve our community in this ministry this past year.

Gillian Fosdick

Altar Guild

As for so many in 2020, the activities of St. Philip Altar guild were considerably reduced. Our first meeting was held prior to the shutdown of the church building to discuss Easter services and the replacement of the Offertory plate. Easter services did not happen in the church but Kathy Fyfe was able to obtain a replacement Offertory plate.

A Zoom meeting was held in June, followed by a social gathering in August on the Church lawn and a Special meeting, also on the lawn, in July to discuss reopening protocols and Altar guild involvement. Altar guild members assisted in clearing the books from the pews and produced ropes to block off the pews that would not be used. A protocol to be followed by members for cleaning and sanitation in the Sacristy and Sanctuary area was developed.

With Church reopening in September some of the usual activities of Altar Guild resumed on a scaled down basis. When the Thursday service was reintroduced Gillian Fosdick agreed to look after the setting out and clearing each week and Associate member Norma Laidlaw took care of this for the 8 am service when it resumed.

Our final meeting of the year was again a Zoom meeting. Reduced decorating for Advent/Christmas was discussed. However, with in-building services once again cancelled soon after the meeting, this was reduced even further to only what was required for Zoom service background.

Membership is now 11 as longtime member Liz Holloway stepped down after many years of faithful service on the guild. Jenni Jennings who joined us at the end of 2019 kindly agreed to assume the scheduling duties that Liz had carried out for a number of years. New members as always, would be welcome, even under the somewhat confusing and difficult times we are experiencing.

Felicity Bradley

St. Philip's Anglican Church Altar Guild Financial Report - 2020

Total Deposits to Church acct For Altar Guild use – 2020	150.00
Altar Guild Bank – 2020	<u>1,784.60</u>
Total Deposits available for Altar Guild use – 2020	1,934.60
Total Withdrawals from Church acct – 2020	708.09
Total Withdrawals from Altar Guild Bank acct – 2020	<u>0.00</u>
Total Withdrawals for Altar Guild Expenses – 2020	708.09
Net Change (Deposits less expenses)	<u>1, 226.51</u>

Lesson Readers

The Lesson Readers during our services allow us to experience hearing God’s Word together as a community. As we transitioned to participating in services from our homes by zoom, they rose to the challenge. What a community of flexible, “go with the flow” people! Thank you to all the readers in 2020: Alice Jourmel, Barbara Di Lucca, Bonnie Bailey, Clayton Savage, David Bird, Dorothy O’Donnell, Kathy Fyfe, Bruce Fyfe, Larry Anthony, Joan Sedgwick, Liz Vickers, Mike Pipes, Judith Slimmon, Barb Britton, Pat Kilner, Sue MacLeod, Nancy Geddes, Sherry Armstrong, Kathy Chan, Sharon Richmond, Bruce Richmond, Victor Lotto, Gillian Fosdick and Barbara Fosdick.

The readings and readers schedules are prepared each yearly quarter, and individual readers are generally slated about once a month. I am happy to make large print versions of the readings for anyone who would like one. If you are interested in becoming a reader, please speak with Karen F or Christopher.

Karen Fenimore

Prayer Ministry

Our St Philip Prayer Chain consists of 18 individuals who pray for the needs of the congregation in the privacy of their own homes. The prayers are private and confidential.

In this Covid 19 year the Prayer Chain has expanded its role of private prayer for needs of, and needs known to the congregation. It offers a valuable connection to community when we share our requests. As we share our needs for those things and people on our hearts, the feelings of isolation and loneliness can lessen. This is particularly relevant with the isolation of the pandemic. We are not alone.

What a wonderful privilege the prayer chain has been given - to bring the requests of our congregation before the Great Physician for our Lord's compassionate attention.

Thanks be to God, for this wonderful gift,

Respectfully submitted by Bonnie Bailey for the St Philip Prayer Chain

Pastoral Care Team

The 2019 pastoral care report began like this:

"The priority of the pastoral care group at St Philip is to hold a connection with those who are unable to attend services at St Philip." In 2020, we have all joined that category and the entire parish has stepped up to hold a connection with one another. The pastoral care team has broadened to include the entire parish.

In March 2020, volunteers phoned every parishioner to see how they were managing, if they needed help, gave links to devotional readings, advised of an online social platform in the offering. As well, a personal note and parish letter was mailed to our seniors who might not have access to computer or phone.

In April it was decided to follow up with parishioners not comfortable using our Zoom Church and volunteers again made many calls. Cards were mailed to our seniors, and copies of the Rector's Covid diaries were included.

The Bible study on Journey with John was mailed to those without computer access from May to August.

In June, volunteers again phoned the entire parish to check in and provide information about the possibility of "in building" worship starting in September.

In July, a meet and greet was held on the lawn, giving an opportunity for seniors and those living alone to bring their tea and have a visit.

In November, there was another call around to our parishioners by the faithful volunteers. Copies of the Advent Book and a Christmas card from Christopher were sent to about 40 families, this was well received.

We remain open to God's leading in 2021.

Sharon Richmond

Envelope Secretary

In this strange and difficult year the community of St. Philips has continued to show its generosity and resourcefulness. Despite the church being physically closed for many weeks people continue to donate by mailing or dropping off donations at the church.

This year 42 families donated through scheduled direct deposit and 94 additional families used assigned envelopes or simply dropped off cheques.

In addition this year many people have started using e-transfers to donate.

If you would like information about getting envelopes, setting up direct depositing or e transferring please get in touch with me (bettyandkendavidson@shaw.ca).

Blessings to you all.

Betty Davidson

St. Philip Anglican Church Treasurer's Report and 2021 Budget Submitted by Ged McLean January 12, 2021

1. INTRODUCTION

This document presents a financial report and 2021 budget for St. Philip Church in both narrative and traditional accounting formats. The narrative format groups expenses according to different areas of ministry, allowing a presentation more focused on where and what emphasis is placed on the use of monetary resources than on the minutiae of individual expenditures. The document has four sections in addition to this introduction:

2. Treasurers Report
3. Narrative Budget for 2021
4. Balance Sheet for 2020
5. Accounting style budget for 2021

2. Treasurers Report

2020 has been a remarkable year in which the church has responded to drastic changes in how we relate to each other and adapted its programs and activities to comply with Covid restrictions. I am thankful for the people of St. Philip who have continued to provide financial support to the church, allowing our ministries to continue in this 'adapted church' framework. The financial security we are blessed with relieves a major source of stress on our staff in an otherwise very stressful time. Once again, thank you all for your continued financial support.

Givings in 2020 were the lowest they have been in the past five years, 9% below the average annual givings over that time. This is actually quite remarkable given the circumstances. Our reduced givings were offset by approximately \$11,000 in federal government support for salaries in the early stages of the pandemic. Other income, such as from facility rentals etc. is understandably down from previous years.

As our in-person activities have been curtailed, numerous programs and activities have moved on-line which has actually reduced costs. In addition, we have had some staff reductions in 2020. Overall, our 2020 expenditures are significantly below our budget and we end the year with an approximately \$29,000 surplus of income over expense - despite the reduced givings in the year. This is a wonderful position to be in.

Considering the 2021 budget:

1. We feel it prudent to plan on income that would be slightly reduced from 2020 levels to anticipate further impacts from the Covid pandemic.
2. Expenses continue to be trimmed wherever it makes sense, but resources to support on-line church activities are being budgeted for.
3. Our general principle of attempting to balance ongoing operational costs with income received is upheld with our 2021 budget which we are projecting to be roughly balanced by year end.

I would like to commend the efforts of Betty Davidson and Kathy Fyfe who have worked hard to make sure that both the income and expense side of the church are managed in a professional and open manner and who have both shown great patience and flexibility as we have adapted our accounting practices to cope with the pandemic. Thank you both.

3. NARRATIVE BUDGET

Supporting the diverse ministries of St. Philip requires many resources, including financial. At St. Philip, like any other family, we attempt to balance the funds our members give to us with what we lay out for our ministries. In this narrative budget we present each ministry and the associated cost of carrying them out. Built into each ministry is the salary paid to the staff member(s) associated with that ministry. As a fair approximation, Christopher's ministry has been apportioned into Worship (50%) Pastoral Care (30%) and Administration and Communication (20%). In the following descriptions, the budgeted amounts for 2021 are indicated, with the budgeted and actual amounts received or spent for 2020 shown for comparison.

3.1 INCOME

The bulk of the funds used at St. Philip arise out of the gratitude and generosity of the parishioners who, through their offerings, and in some cases bequests, share the vision of St. Philip as a church where the light of Christ can be made known. Other sources of revenue add to our income, including space rental and investment interest. In 2020 our income from offerings was below our budget expectation, but due to reduced expenditures we have maintained an overall positive cash flow.

	2021 Budget	2020 Actual	2020 Budget
Income from Offerings	\$ 265,000	\$ 275,770	\$ 288,000
Other income	\$ 19,494	\$ 20,213	\$ 21,135
Total	\$ 284,494	\$ 295,983	\$ 309,135

We do not budget for bequests, but we are thankful for the gifts we receive from the estate of congregation members who have passed away. We do not plan to use income from bequests to cover operational expenses. Our Parish Council has accepted a motion to allocate 10% of new bequests to outreach activities, with remaining funds held in abeyance for special projects. We will implement this motion in 2021

	2020	2019
New Bequests	\$ 78,750	\$ 19,483
Legacy	\$ 259,999	\$ 240,516
Total	\$ 338,749	\$ 259,999

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

3.2 EXPENSES

As a general note, budget expenses for 2021 have been planned on the assumption that Covid restrictions will remain in place for the bulk of the year. Rest assured, though, that should the situation change we will respond with vigour to 'reboot' physical church activities as fast as possible. We are fortunate to be in a position where we have significant reserve financial resources to do this and we will not hesitate to use our financial resources to support the church even if it incurs expenses not anticipated in this budget.

FAITH IN ACTION - SHARING OUR LIGHT THROUGH IN THE GREATER COMMUNITY

Community Outreach & Support for the Wider Church

In 2020, we supported many outreach agencies, including:

- Precious Jewels
- The Contemplative Society
- Canadian Foundation for the Children of Haiti
- Island Pastoral Services
- Emmaus Community
- Jolly Nyeko
- Hulitan Family Services
- Shelbourne Community Kitchen

During 2020 we increased the amount of support provided to local ministries to help with the Covid situation, and in 2021 are proposing to further increase our support of missions by 10% to assist in these difficult times.

In addition to the monies distributed directly by St. Philip, our Diocese collects from us an annual assessment, 50% of which supports outreach and mission activities sponsored by the Anglican Church of Canada. In 2020, this amounted to \$XX. The ministries included:

- Refugee sponsorship
- Shared and remote ministry
- Sorrento Centre
- Vancouver School of Theology
- Sisters of St John the Divine
- Council of the North
- Anglican Journal
- Other international partnerships

2021 Budget	2020 Actual	2020 Budget
\$45,506	\$45,832	\$46,692

This 2021 budget allocates 16% of our total budget to outreach. In addition, as mentioned in the previous section, we plan to allocate 10% of bequests received to outreach activities, which is not included in the budget for the year and will be in addition to our planned outreach funding.

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

FAITH IN FORMATION - SHARING OUR LIGHT WITHIN THE ST. PHILIP COMMUNITY

In these ministries, we worship together and learn about the light of Christ within us.

Worship

As followers of Christ, we believe we are called to gather to celebrate our identities as children of God, learn, pray, sing and participate in the Eucharist. In 2020 we learned to worship in new ways, without gathering together in church. Some expenses associated with supporting our internet connections and providing a means of developing and delivering content to 'zoom church' are now included in our worship budget. Thank you to our staff and volunteers who have helped make the computers run, persevered to create music in our worship and continued to engage families and children within our worship. Together, these ensure our hearts and voices are centred on, and lifted up to, God through Jesus Christ. In 2020 we upgraded our internet and in-church computer systems to better support 'zoom church' and in 2021 we are allocating some budget to IT support from Neal Tucker which will ensure we are able to continue 'zoom church' and implement other on-line activities as needed. We are thankful for these ministers of worship.

2021 Budget	2020 Actual	2020 Budget
\$61,253	\$57,519	\$71,839

Children's Ministry

We continue to look for ways to support children and families in St. Philip and are appreciative of the creative ways Shannon Carmichael and her team of volunteers continue to lead children in worship and other learning activities.

2021 Budget	2020 Actual	2020 Budget
\$20,700	\$21,156	\$22,040

Youth Ministry

This has been a successful year for Grace Bodie, who joined us shortly before the pandemic hit and has done a great job engaging our youth in spite of the difficulties encountered in trying to actually get together. We plan to support the youth Ministry to the full extent possible in 2021.

2021 Budget	2020 Actual	2020 Budget
\$18,750	\$16,074	\$18,565

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

Pastoral Care

As followers of Jesus we are acutely aware that ministry does not take place only on Sunday mornings. Rather, it is a daily discipline that reaches out to those in need and their families. Christopher leads this vital ministry, and he has worked tirelessly to adapt to the restrictions imposed by Covid.

2021 Budget	2020 Actual	2020 Budget
\$31,778	\$30,455	\$35,576

Senior and Family Ministry

We are indebted to the many volunteers who lead events that draw people together and hope that we will soon be able to meet together again.

2021 Budget	2020 Actual	2020 Budget
\$500	\$541	\$1,630

Special Ministries

Most of our special ministries, such as Seder supper or Jazz Vespers, were cancelled in 2020. While at the time of preparing this budget it is unclear what the future holds, we do optimistically plan to support some large church gatherings in the event Covid restrictions are lifted some time in 2021.

2021 Budget	2020 Actual	2020 Budget
\$2,000	\$1,514	\$3,200

FAITH IN FOUNDATION - HOW WE SUPPORT SHARING OUR LIGHT

Administration and Communication

This is the ongoing work of our parish; the ways in which we support the many ministries of our community through the day-to-day operations of our parish and the ongoing communications between ourselves and the rest of our community. A portion of Christopher's time involves the administrative tasks of the parish, supported by our Wardens and a team of volunteers. Karen Fenimore is ably supporting office activities. Our website, internet, phone, paper to produce the Sunday bulletin, photocopier and other office supplies are funded in this section.

2021 Budget	2020 Actual	2020 Budget
\$62,713	\$59,820	\$82,963

Building and Maintenance

Even though we are unable to meet in our church, we continue to operate the building and maintain a state of readiness for resuming expanded in-building activities, so we continue to need electricity for lights, natural gas for heating and a physical plant that is welcoming, comfortable and well-maintained by our Verger. Graham Lamb has quietly and faithfully maintained our grounds throughout the year on a volunteer basis - thank you Graham!

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

We are continuing to rent our building to Gonzalez preschool.

In 2020 we had some expense to make our fire sprinkler system compliant with modern code requirements. We are budgeting for increased building expenses in 2021 (anticipating some renovations as we might return to full in-building activities) but are not exploring any major changes / upgrades to the physical building until the Covid restrictions begin to be permanently lifted.

2021 Budget	2020 Actual	2020 Budget
\$40,116	\$33,761	\$29,564

3.3 BUDGET SUMMARY

In 2020 we had some expense to make our fire sprinkler system compliant with modern code requirements. We are budgeting for increased building expenses in 2021 (anticipating some renovations as we might return to full in-building activities) but are not exploring any major changes / upgrades to the physical building until the Covid restrictions begin to be permanently lifted.

		2021 Budget	2020 Actual	2020 budget
Faith in Action				
	Outreach	\$45,506.00	\$45,832.18	\$46,691.50
Faith in Formation				
	Worship	\$61,253.23	\$57,519.02	\$71,839.42
	Children's Ministry include sunday school	\$20,700.37	\$21,156.21	\$22,040.00
	Youth Ministry	\$18,750.00	\$16,073.62	\$18,565.00
	Special Ministries	\$2,000.00	\$1,513.69	\$3,200.00
	Family & Seniors Ministry	\$500.00	\$541.50	\$1,630.00
	Pastoral Care	\$31,777.94	\$30,455.23	\$35,575.93
Faith in Foundation				
	Administration and Communications	\$62,712.94	\$59,819.55	\$82,962.88
	Building and Maintenance	\$40,116.20	\$33,760.93	\$29,563.54
	Total	\$283,316.68	\$266,671.93	\$312,068.27
Income				
		\$284,494.00	\$295,982.78	\$309,135.00
Balance (income - expense)				
		\$1,177.32	\$29,310.85	-\$2,933.27

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

4 Balance Sheet

* rounded to the nearest dollar for presentation convenience only

Assets

	2020	2019
Credit Union - 25-69457	145,084	304,925
Syrian Refugee Fund - 102	5	3,985
Credit Union - Share Account	5	5
Credit Union - CD- Crossland	225,000	0
GIC - #110015192919	0	80,000
Credit Union-GIC-matures 1	60,000	0
GIC #110018125072 (1090	80,000	0
Petty Cash - C. Page	200	200
GST Receivable	2,392	1,566
Total Current Assets	512,686	390,681
Other Assets		
Consolidated Trust Fund - S	309,147	309,147
Total Other Assets	309,147	309,147
Property & Equipment		
Total Land & Buildings	183,119	183,119
Total Furniture & Equipment	163,071	161,671
Total Property & Equipment	346,191	344,790
Total Accruals		8,700
TOTAL ASSET	1,168,024	1,053,319

Liabilities

	2020	2019
Designated Donations		
Designated - Syrian Ref Fun	5	3,985
Accounts Payable	6,592	914
Total Current Liabilities	6,597	4,899
GST Paid	-30	
PST Paid		
Total Tax Liabilities	-30	
TOTAL LIABILITY	6567	4,899
EQUITY		
Bequest Fund	53,749	34,999
Interest - Crossland - Gener	13,895	13,895
Total Funds	67,644	48,894
Current Earnings	93,416	6149
Invested in Capital Assets	338,205	338,205
Unrestricted Surplus	367,977	360,958
Restricted Surplus (Synod)	294,215	294,215
Total Equity	1,093,814	999,526
TOTAL EQUITY	1,161,457	1,048,42
LIABILITIES AND EQUITY	1,168,024	1,053,31

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

5 Detailed Budget

5.1 INCOME

	2021	2020 Actual vs Budget		Prior year actuals				
	Budget	Actual	Budget	variance	2019	2018	2017	2016
Offerings	75,000	74,453	91,000	-16,547	90,882	86,381	85,661	83,594
Envelope Offering	180,000	190,678	180,000	10,678	174,866	200,213	216,566	177,246
Open Offering	2,000	1,936	7,000	-5,064	6,174	6,174	7,549	6,379
Open Offering - Chimp	8,000	8,703	10,000	-1,297	9,856	9,856	10,989	6,179
Total Income	265,000	275,770	288,000	-12,230	281,778	302,624	320,766	273,398
Investment Income	10,000	13,573	8,680	4,893	13,250	8,680	11,916	12,629
Investment Income - Crossland	2,800		2,800	-2,800	5,407	2,891	0	0
Account Interest	15	14	15	-1	30	14	18	19
Total Investment Income	12,815	13,587	11,495	2,092	18,687	11,586	11,933	12,648
Donations - Hall Use	1,000	861	3,000	-2,139	2,416	3,090	1,691	485
Calendar Total		70	0	70	-40	-5	-35	130
Altar Guild			0	0	75	0	0	250
Preschool	5,679	5,679	7,240	-1,561	7,398	7,240	7,096	6,956
Miscellaneous			0	0	255	5	454	1,618
Total Other Revenue	6,679	6,610	10,240	-3,630	10,104	10,330	9,206	9,439
Coffee Ministry		16	-600	616	-817	-736	-772	-811
TOTAL REVENUE	284,494	295,983	309,135	-13,152	326,312	326,312	335,153	308,696

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

5.2 EXPENSE

Payroll

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
5110	Rector - Wages	64,260.00	56,178.19	63,820.00	-7,641.81
5112	Rector - Housing Allowance	17,339.52	17,339.52	17,825.03	-485.51
5114	Parish Worker	12,960.00	9,529.10	27,858.60	-18,329.50
5116	Junior Youth Coord	19,500.37	18,932.40	19,800.00	-867.60
5117	Youth Worker	13,200.00	12,000.00	12,960.00	-960.00
5118	Organist			5,891.21	-5,891.21
5119	Verger	13,000.00	10,100.23	9,943.54	156.69
5120	Bookkeeper	2,061.65	2,005.45	2,005.50	-0.05
5121	Staff Substitutions	2,000.00	5,354.30	5,500.00	-145.70
	Total Payroll	144,321.55	131,439.19	165,603.88	-34,164.69

Payroll Expense

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
5221	Employer Portion - CPP	3,166.45	3,868.24	4,953.00	-1,084.76
5222	Employer Portion - EI	1,245.36	1,721.84	2,396.88	-675.04
5223	Extended health/ Dental	3,493.44	4,155.84	4,892.95	-737.11
5224	BC Medical Plan			925.20	-925.20
5225	Continuing Education	900.00	875.00	616.80	258.20
5228	Employer Pension	12,048.72	13,540.01	14,732.61	-1,192.60
5300	Tax Ben Grp Ins	83.76	157.44	282.58	-125.14
5331	Vacation Pay Expense	3,000.00	-239.29	2,949.03	-3,188.32
5340+	Employer Expenses	701.52	1,012.89	2,110.58	-1,097.69
5334	Worksafe BC	187.68	230.61	331.77	-101.16
	Total Payroll Expenses	24,826.93	25,322.58	34,191.39	-8,868.81

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

Funded Missions

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
	Funded Missions Offset	20,000.00		20,000.00	
5810	Rector's Discretionary Fund	2,000.00	1,192.53	300.00	892.53
5830	Precious Jewels		4,000.00		4,000.00
5850	Threshold Ministries		2,500.00		2,500.00
	Miscellaneous Outreach		933.17		933.17
5880	Contemplative Society		1,600.00		1,600.00
5890	Cdn Fdn for Children of Haiti		4,000.00		4,000.00
5900	Island Pastoral Services		1,900.00		1,900.00
5910	Emmaus Community		1,300.00		1,300.00
5920	Jolly Nyeko		1,000.00		1,000.00
5935	Hulitan Family/Community		1,200.00		1,200.00
5937	Shelbourne Community Kitchen		1,000.00		1,000.00
	Total Funded Missions	22,000.00	20,625.70	20,300.00	325.70

Operations

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
5460	Bank Charges	40.00	20.73	40.00	-19.27
5510	Synod Assessment	47,012.00	50,412.96	52,783.00	-2,370.04
5605	Natural Gas	2,200.00	2,363.70	2,000.00	363.70
5620	Electricity	3,000.00	2,743.27	2,700.00	43.27
5630	Water	1,200.00	1074.65	2,000.00	-925.35
5640	Telephone	550.00	455.51	550.00	-94.49
5650	Cell Phone	1,000.00	914.38	950.00	-35.62
	Total Operations	55,002.00	57,985.20	61,023.00	-3,037.80

St. Philip Anglican Church 2020 Treasurer's Report and 2021 Budget

Miscellaneous Expense

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
	Misc Expenses				
5001	Church Supplies	600.00	557.81	600.00	-42.19
5002	Music	5,000.00	4,378.51	3,000.00	1,378.51
5003	Postage	800.00	587.31	400.00	187.31
5005	Stationery Supplies	600.00	442.15	600.00	-157.85
5006	Photo. Maint & Supplies	2,000.00	2,202.38	3,000.00	-797.62
5008	Computer Supplies/Software/ Web Site	5,000.00	4,235.59	2,000.00	2,235.59
5009	Computer Maintenance	300.00	86.23	300.00	-213.77
5010	Miscellaneous	500.00	502.92	500.00	2.92
5011	Church Maintenance	10,000.00	7,319.28	4,000.00	3,319.28
5012	Legal & Accounting	0.00		500.00	-500.00
5013	Insurance	4,666.20	3,751.00	3,600.00	151.00
	Total Misc. Expenses	29,466.20	24,063.18	18,500.00	5,563.18

Programs

		Proposed 2021 Budget	2020 actual	2020 BUDGET	variance
5730	Servers & Lay Readers		321.59	350.00	-28.41
	Seniors Ministry			1,000.00	-1,000.00
	Community Outreach - Total	500.00	527.65	1,000.00	-472.35
	Conference & Workshop - Total		225.00	500.00	-275.00
	Parish Events Total	1,500.00	986.04	2,200.00	-1,213.96
	Sunday School	200.00	1,134.75	800.00	334.75
	Youth Group Total	5,000.00	3,484.65	5,000.00	-1,515.35
5795	Altar Guild	500.00	558.09	1,200.00	-641.91
	Total Program Expenses	7,700.00	7,237.77	12,050.00	-4,812.23

Website

2020 saw activity on the website decrease significantly. This should be no surprise. While the year started off normally, once Covid reduced in-person activity at St. Philip it also reduced both updates and traffic on the website. The most significant website change occurred just before Easter when the church was told to shut down and all events had to be stripped off the website calendar. It felt much like the service of 'stripping the altar' prior to Good Friday. Since then, sermons and key information have continued to be posted and announcements continue to be made to keep the website up to date but there has been little other activity. Zoom has actually improved the recording of sermons so our library of sermons for 2020 is complete, an improvement over 2019 when we had only 42 out of 52 sermons recorded. In 2020, we had 3,492 unique visitors, down about 25% from 2019. Typically, there are 10-15 visits per day. Most visitors who get past the home page check out the 'about' section, events and media, in that order.

Ceal McLean

Stairwell Gallery

In 2020 the Stairwell Gallery was active during January and February with an exhibit of Judith Slimmon's art; clear, vibrant and energetic, brightening those early months of the year. In March, Gillian Fosdick shared her vast collection of Annunciation and Madonna and Child prints, dating from 6C to today, a stunning display. The April to August schedule included Jill Rhodes, Gavin McGhee and another summertime exhibit by the children/youth, none of which happened.

As has been stated before, the purpose of this gallery is relational, to learn more about one another and to celebrate God's gift of creativity with an undergirding hope to "encourage one another to love and good works".

"Relational" has taken on a new depth of meaning during 2020, as we have become acutely aware of how important relationships are, how important Christian community is.

We are grateful to our leadership for the creative, personal, amazingly inventive ways they have of keeping us all together. We are blessed indeed!

Sharon Richmond

Pageant

Or rather Zoompageant 2020 in keeping with our continuing use of zoom as we carry on as a community. It was an amazing process. Totally different and still wonderful. The team was led by Karen Fallan, who obviously has more than 24 hours in her day, and assisted by Jenni Jennings and Barbara Dilucca.

We were delighted when we were able to add Ian Carmichael to handle the tech magic that was needed to pull this together. There were none of the usual meetings, and oddly, because of the busy level of the team, no phone calls. It was all accomplished by emails. And magnificently, when we asked them, so many wonderful members of the parish family, came forward to offer their gifts of our traditional Christmas music, readings, art, pictures again all offered digitally and following the necessary guidelines to keep us all safe.

And puppets, with new clothes and a new puppet stage made another appearance, with some charming puppeteers. And on the launch date and later, many people zoomed in to be the audience for the pageant. So many thank you's to so many people. Just wondering what pageant 2021 might look like.

Jenni Jennings

Missions Committee

We are a Church that seeks to further missions as stated in John 13:15. "I have set you an example that you also should do as I have done to you". Jesus embodied his love in action by washing his disciples' feet. As followers of Jesus, our mission is to live in the world in such a way that, by our presence and our action, we wash people's "feet ".

Our approved budget for 2020 was \$21,000 and our goal remained the geographical target guideline of 50% missions in greater Victoria and 50% missions outside our community. Our local charities also benefit from many congregates doing volunteer work and offering support.

The missions St. Philip supported through the \$21,000 were internationally: Precious Jewels (\$4,000.); Canadian Foundation for the Children of Haiti (\$4,000.); Jolly Nyeko (\$1,000.); Locally: Contemplative Society (\$1600.); Threshold Ministries i.e., Street hope (\$2,500.); T-Birds (\$1200.); Emmaus Community (\$1300.); South Island Centre for Counselling and Training (\$1,900.); Shelbourne Community Kitchen (\$1,000.); University Chaplaincy Pilgrimage (\$1,000.)

With Covid 19, the pilgrimage did not take place but the money is kept for this purpose at the Diocese. Our youth group discussed and made the decision to support the sponsorship of a child in the Philippines. Part of our Diocesan contributions are used for missions with the Diocese such as University Chaplaincy, a Ministry at the jail etc.

With Covid 19 forcing us to be out of the Church, we have taken the opportunity to take down our mission boards and are working towards refreshing them. I will notify the contacts for the mission in the Church when we are ready to put up recent information.

There were several non-monetary initiatives to support needs in our community. For example, socks and gloves etc. were collected for Our Place; volunteers from the Church helped at Christmas with Mustard Seed Christmas distributions. We witness the open hearts and generosity of congregants through these offerings.

Thanks to Kathy Chan, Jackie Prowse, Liz Holloway and Evelyn Dowman for being part of the missions committee.

Karen Van Rheenen

ST. PHILIP ANGLICAN CHURCH Parish Council 2021

WARDEN: 2-year term –

Larry Anthony: served 1 year, 1 year remaining

Nominated (2-year term):

- Karen Van Rheenen: nominated for 2-year term

SYNOD DELEGATE: 3-year term

Sharon Richmond: served 1 year, 2 years remaining

Jennifer Sharlow: served 2 years, 1 year remaining

Nominated (3-year term):

- Dave Conway
- Karen Van Rheenen

TREASURER: 5-year term

Ged McLean: served 3 years, 2 years remaining

PARISH COUNCIL MEMBER AT LARGE

Nominated (2-year term):

- Greg Anctil
- Gillian Fosdick
- Esther Graham
- Evelyn Savage

Ken Davidson: served 1 year, 1 year remainin