



St Matthias
ANGLICAN CHURCH

Vestry 2020



St Matthias Anglican Church

*Practicing the presence of God
through faith and action in our communities*

Table of Contents

<u>AGENDA.....</u>	<u>3</u>
<u>RECTOR'S REPORT</u>	<u>4</u>
<u>WARDENS' REPORT</u>	<u>9</u>
<u>MUSIC MINISTRY</u>	<u>11</u>
<u>HEALING & PRAYER MINISTRY</u>	<u>11</u>
<u>GLENGARRY HOSPITAL MINISTRY</u>	<u>12</u>
<u>SANCTUARY GUILD REPORT</u>	<u>12</u>
<u>GREETERS AND SIDES-PEOPLE</u>	<u>13</u>
<u>BUILDING & GROUNDS.....</u>	<u>13</u>
<u>REFUGEE SETTLEMENT PROGRAM</u>	<u>15</u>
<u>CAMOSUN COLLEGE UPGRADE WINNERS</u>	<u>16</u>
<u>ATTIC TREASURES</u>	<u>17</u>
<u>THE CHAPEL GALLERY.....</u>	<u>17</u>
<u>STRATEGIC OUTREACH FUND.....</u>	<u>18</u>
<u>ST. MATTHIAS' ENGAGEMENT IN RWANDA.....</u>	<u>19</u>
<u>ST. MATTHIAS ANGLICAN CHURCH MOUSE AWARD.....</u>	<u>22</u>
<u>ROGERS COURT SOCIETY.....</u>	<u>23</u>
<u>A MESSAGE FROM THE GIVINGS SECRETARY</u>	<u>24</u>
<u>FINANCIAL REPORT TO VESTRY 2020</u>	<u>25</u>
<u>THE VILLAGE TEAM</u>	
<u>MINISTRY.....</u>	<u>29</u>

Agenda

Annual Meeting of the Parishioners 2020

Commonly known as "Vestry"

The Parish of St. Matthias, Victoria

Diocese of British Columbia, Anglican Church of Canada

February 21, 2021

1. Opening Prayer
2. Opening Procedures
 - a. Signing of Parish Membership List
 - b. Appointment of Vestry Secretary
 - c. Approval of Agenda
 - d. Approval of 2019 minutes
3. Reception of non-financial 2020 reports
 - a. Discussion, if any
4. Elections and Appointments & Recognition of outgoing Wardens
 - a. Appointments
 - i. Rector's Warden
 - b. Elections
 - i. People's Warden
 - ii. Synod Delegate
 - iii. Alternate Synod Delegate
 - iv. Nominee for Regional Youth Synod Delegate
 - v. Parish Council Members
 - c. Appointment of Treasurer by Rector and Wardens
 - d. Signing of Oaths by the Wardens:

"I, _____, churchwarden of the parish of _____, declare that I consent to be bound by the constitution, canons and regulations which are now in force, and which may from time to time be made or amended by the Anglican Synod of the Diocese of British Columbia, and that I will faithfully perform the duties of my office."

Regulation 6.8.01.a.
5. Financial Report
 - a. Financial Statements for 2020
6. Draft Budget for 2021
7. Reception of The Village Team Ministry Report
 - a. Discussion, if any
8. Other Business
9. Motion to Adjourn & Closing Prayer

Rector's Report

As I sit down to write this report and think of the challenge and joy this past year has brought to us, I am reminded of the Mary Oliver poem called *Wild Geese*, which we shared at coffee hour one week:

*You do not have to be good.
You do not have to walk on your knees
For a hundred miles through the desert, repenting.
You only have to let the soft animal of your body
love what it loves.
Tell me about despair, yours, and I will tell you mine.
Meanwhile the world goes on.
Meanwhile the sun and the clear pebbles of the rain
are moving across the landscapes,
over the prairies and the deep trees,
the mountains and the rivers.
Meanwhile the wild geese, high in the clean blue air,
are heading home again.
Whoever you are, no matter how lonely,
the world offers itself to your imagination,
calls to you like the wild geese, harsh and exciting —
over and over announcing your place
in the family of things.*

There has been deep loneliness and uncertainty this year. We have been disrupted from regular patterns and have missed being together on so many of the important feasts and occasions of our church year. We have lamented the diminished connections to each other that offer us hugs and shared meals and voices lifted up in song. We have been parted from family members and have mourned the passing of loved ones without the shared rituals of grief and remembrance.

Meanwhile, the poet reminds us:

the sun and the clear pebbles of the rain are moving across the landscapes, over the prairies and the deep trees, the mountains and the rivers. Meanwhile, the wild geese, high in the clean blue air, are heading home again. Whoever you are, no matter how lonely, the world offers itself to your imagination...

While we have been scattered, we have also been offered a chance to draw closer to God and to each other. While we have been isolated, we have also been invited to expand our imagination and to find our place in the wider weave of creation - to look up at the stars and see ourselves as just one small part of this amazing tapestry. While we have been living with deep uncertainty, we have also been held by the steady presence of God walking with us. I was aware of some of this steady stream of presence as I looked back on how we began the year.

Early 2020 started with a Chapel Gallery show on pilgrimage, we walked the advent spiral and we will end this vestry period with another show on pilgrimage. We began our year with a call to watershed discipleship where five neighbouring parishes and ministries joined together to reflect on our own watershed and from God's Spirit in these lands and this Lent we will return to a focus on Spirit and place through our book study.

Pilgrimage and place have been touchstones on this rocky ride of a year, and this seems very fitting for what I have witnessed.

We have been pilgrims in a strange and often dry wilderness. The usual markers of our lives and future have become unfamiliar and yet, in some ways, we have been recalled to who we are, where we are, and whose we are.

A few weeks after our buildings were closed, I wrote in our newsletter:

I have been thinking that we have read and talked and heard sermons about the wilderness for so long and finally we get a taste of that experience. Our usual touchstones of buildings and people and worship have been disrupted. We wander through unfamiliar territory. Our longing for the Promised Land grows as we anticipate the time when we will return to the home and family that is the body of Christ remembered, reunited once more around the table of thanksgiving. Yet in this time God is with us and never leaves us to face our perils alone. God is forming us as a people reliant on God's provision and Word –a people made in God's own image and filled with God's presence and hope.

I have seen this presence and hope in you even in exceedingly difficult times, and I have been inspired and so very thankful for the spiritual growth that I have witnessed in you this past year.

I am profoundly grateful for your care and support in my own times of exhaustion and struggle and for the ways you have shown me grace, patience and the love of God in this time.

Each of the reports in this package represents hours of volunteer labour. Please join me in expressing your gratitude to the folk involved in these ministries and for all those behind the scenes.

I am so thankful for each of you and your incredible faithfulness during this time.

Faith in Foundation

Maintaining the foundation of our common life has been a key task during this past year. We have had to navigate in a stressful time how to best steward the resources we have been given as we adapted to changing circumstances.

Though there were difficult decisions, we were able to react quickly to minimize our costs for things that we could not carry on with during our lockdown. Combined with the continued generous support of our congregation, this allowed us to end the year far better than expected!

Another foundational task has been preparing for, evaluating and responding to this pandemic. This has informed adapting to new information, communicating changes and keeping our safety plans up to date to ensure the safety of congregation and renter community.

The foundation of our ministry in this time has been our people.

A huge thank you to Victoria and Andrew for their work and ministry with us before COVID and a big welcome to our new Admin Jessie!

We could not have accomplished all we did this year without our amazing team of Wardens, Treasurer and Clergy.

Hazel not only navigated the difficult conversations with renters, including the implementations of safety plans, but she took on the financial side of our ministry. It is through her endless work and efforts that we have preserved many of the relationships with our renters and have the kind of year-end numbers that are being presented.

Our PC and in particular our three Wardens have carried us through this year with such gracious generosity of spirit and time. They offered themselves in so many ways, from church checks to HR matters, to pastoral presence and putting up with a sometimes cranky Rector.

We are so thankful that Cory stepped in to cover our Admin needs and has created systems that will help us move efficiently and smoothly into the future and Brian's clear questions and support have been foundational support this year. Their steady faithful leadership has been a blessing!

A special word of thanks to Marilyn who will be stepping down after 8 years on Parish Council. Her leadership has been a huge gift! Her vision, organizational skill and willingness to step in where it was needed as well as her work and vision around both Attic Treasures and the gardens will be treasured. We are so grateful. Thank you to Peter and Kristina who are also leaving PC at this time. We are grateful for your support and enthusiasm through this difficult year!

Thank you to our clergy who have offered their prayerful and pastoral support over this past year. Thank you to Karen+ Rob+ and Matt+ who led us beautifully through preaching, hosting Zoom or offering their volunteer hours to prepare the church for COVID and assist in visioning the way forward.

Faith in Formation

Along with the strong foundational work, this has been the area I have seen such amazing signs of growth this year.

While not all of us were comfortable with or able to access Zoom, a small group of us gathered each Sunday to carry the whole congregation in prayer and worship.

I have loved the depth of sharing and have been inspired by your willingness to risk the vulnerability of talking about how the scripture is speaking to us. I have learned from all of you and have been moved by the increasing depth of spiritual engagement you have shown!

As I mentioned in my introduction, part of our formation this year has involved refocusing on our own watersheds and this beautiful west coast and all of its diverse inhabitants. This has not only meant deepening appreciation for the First Nation communities who have stewarded and continue to steward these lands but responsiveness and alertness to the struggles all around us. This was highlighted in Arifin's calls to respond to the tent city needs and our invitation to respond with gratitude to the frontline workers around us.

Formation in this time of pandemic has required creativity and a willingness to adapt on the fly! I am grateful for your patience as we moved our Holy week services online, creating liturgies that could be used at home and finding ways to check-in with one another.

Our coffee time on Wednesdays has been a wonderful opportunity for us to learn more about each other and the incredible wisdom, creativity, curiosity and history each person brings!

This year we marked the ordination to the priesthood of Matt Humphrey and the Consecration of our new Bishop Anna Greenwood-Lee. We also had weddings, births and anniversaries in the congregation and we grieved the passing of The Reverend Brian Wood. While these could not happen in the ways we might have wished, in prayer and celebration, we have held and marked the light of Christ's presence in and through these incredible people and moments.

Faith in Action

While faith in action has shifted in this time, it has meant we have located our action in small and big ways in our own homes or neighbourhoods. I have heard congregants speak to Christmas lights on their balconies or little gifts to their mail carriers or shopkeepers.

Our phone tree was a wonderful example of folk reaching out to check in on one other during the acute phase of our lockdown. We have also had the chance to see the chapel gallery reopen and for our refugee and Rwanda ministries to continue in slow but steady ways.

The Advent (and soon Lent!) spiral had an unexpected response in the neighbourhood as people beyond our church community wrote to speak about how they used it as a daily prayer walk or that it allowed them to enter into a season that usually would have been marked by in-person worship.

While it could fit in any three of these vision priorities, the work on behalf of each one of you to engage the proposals that were offered to the community from the Emmaus Community and clergy team was truly inspiring.

When I began at St. Matthias, the uncertainty of the past and the worry for the future was a factor in how we approached our life and visioning. I have been encouraged by the trust and confidence you have placed in each other, in this church and in the future.

Thank you for your honest wrestling, thank you for your questions, concerns and even your fear and frustration. Thank you for taking the risk to delve into what it might mean (in the middle of a pandemic!) to step into an unknown future.

We will speak more to the vision of the team at the end of this report, I just want to say now how deeply grateful I am for your faith, trust and encouragement and for the way your engagement with it has helped refine and clarify the way forward. I am personally very excited not only by what might be ahead for our congregation but by what it says about this community of faith and the beautiful work God has been doing in each and every one of you that we can look ahead to these possibilities with hope!

We are not home yet, we continue to walk together through uncharted territory but I know this pilgrimage to deepen our knowledge of God and each other is shaping us for the important work we will do in the years ahead.

I am so very honoured to have served with you this past year and look forward with hope and anticipation to our next year together!

Yours in the risen Christ

A handwritten signature in black ink, featuring a stylized 'M' and 'S' with a large, sweeping flourish extending to the right.

The Reverend Meagan Crosby-Shearer

Wardens' Report

"Practicing the presence of God through faith."

According to the Churchwarden's Manual the churchwardens "by and large, look after the temporal affairs of the congregation: money, property and governance. They always act jointly, never one without the other...(and) always work very closely with the incumbent..."

A good place to begin this report is by acknowledging Marilyn Denton, the Peoples' Warden, and Reverend Meagan Crosby-Shearer, our incumbent, and Cory Herrera, the Assistant Rector's Warden. As Rector's Warden, I could not ask for a better team with whom to work, in achieving our warden's collective responsibilities as set out above. I am indebted to Sheila Prins, Rector's Warden in 2019, for her continued service and assistance when I took on the role in 2020. Likewise, the incredible leadership of so many others has not only seen us through this very odd past year, but in many ways has seen us strengthen spiritually, financially, in terms of caring for our property, in terms of vision and in terms of our church community development.

Although our church has been shut down for in-person services for the past ten months, we have thrived, and in some respects arguably have become stronger, and certainly more knowledgeable of one another. Although not meeting the needs of all of us, service by Zoom has allowed us to continue to gather and worship, and has provided the unexpected benefit of often times deep and meaningful discussions of the scripture readings. Likewise, our regular mid-week communion service, led by Meagan, although Covid closed, has been replaced with Wednesday morning Zoom gatherings which have seemed to create a personal closeness and comfort. Despite the community damaging Covid closures, with ingenuity and a willingness to make lemonade from lemons, we actually seem to have become stronger as a community. A key responsibility of the Wardens is to ensure that "divine service is regularly and decently performed". We are pleased to be able to report that despite the vagaries of the virus this has been done.

Our time as Wardens has given us increased appreciation for the hard work of many St. Matthias volunteers in the operation of this parish and for the faithful and loving leadership of the Reverend Meagan Crosby-Shearer, our priest. The time and energy she devotes to the parish vastly exceed the hours for which she is paid. Until our physical closing, our wise honorary assistants (Reverend Canon Karen Fast, Reverend Beverley and Reverend Duncan McLean, and Reverend Brian Wood) continued to bless us by preaching and presiding in Meagan's absence. Karen has been able to continue via the magic of zoom, but our community was much diminished and saddened by the loss of Brian Wood.

We (and I in particular) are most grateful to Cory Herrera, who took on the role of Assistant Rector's Warden almost as soon as she had shed the role of warden, and in addition to those duties did extensive work as office assistant par excellence when Andrew left us to pursue further education. Most recently we have been blessed with the youthful enthusiasm of Jessie Paterson who has taken on the responsibilities of office administrator. Long may she thrive.

Financially we have been greatly and well served by the tireless work of Hazel Tremblay, both as our Treasurer and as our Rentals director, organizer, doer and fixer. During ordinary times her work would merit our undying thanks. During these particularly challenging times her work is borderline miraculous. Due largely to Hazel's work in these two portfolios, we have seen a reduction in the projected deficit for

2021. Hazel's reports will provide the details; however, it is of the first order of importance to identify the many, many hours of selfless service she has provided.

From a community outreach perspective 2020 began well for both Attic Treasures and the Chapel Gallery. Marilyn Denton, as key driver and organizer of the former, was just gearing up for a bumper year when the Covid closures struck. Due to the nature of Attic Treasures, it has not been possible to reopen. Likewise, the Chapel Gallery had just commenced operations when it too was shut down. Fortunately, the Covid rules have permitted the reopening of the gallery, albeit much reduced and regulated. However, recently Nicky Rendell and her team have successfully held two shows, which appear to meet a craving for art and normalcy in both the St. Matthias and the larger community, and which have contributed modestly to our bottom line.

Another responsibility of the Wardens is to ensure that our physical plant is maintained. Again, thanks to the tireless efforts of a number of volunteers we are able to report that our physical plant is well maintained and our garden area much improved. Due primarily to the efforts of Marilyn Denton, John Jordan, Roger and Elsbeth Hough and Paul Olsen (now a resident of Rogers Court) our potholes have been patched, our lawns mowed, and our flower beds much improved.

Sadly, another casualty of the Covid closures has been our music ministry. For the moment we are served in our services by the electronic Victrola, or its more modern equivalent, but we were greatly saddened by the necessity of losing the services of Victoria Beauchene and our own choir. God willing, in the fullness of time, we will once again fill our church with live music.

Previous joint activities with the AbbeyChurch were Covid curtailed, however other areas benefitted from our collective efforts, including clergy support from Rob Crosby Shearer and Matt Humphrey during Meagan's absence this past summer, with Covid planning, church upkeep and responding to a surprise late night intruder.

Looking to the future we have entered a new and hopeful phase for renewal in our community and in our relationship with the AbbeyChurch. At a special vestry meeting this past fall, we decided to experiment with a three-year pilot project in Team Ministry (Meagan, Rob and Matt) which promises to draw on the varied strengths of three part time clergy in preaching and teaching, music, innovation and even administration. Additionally, we agreed to support in principle, and begin discussion toward, a long-term lease with the Emmaus Community permitting the establishment of a faith-based housing cooperative on the St. Matthias property.

Finally, on behalf of us all, I would like to again acknowledge and thank Marilyn Denton, as she leaves her duties as People's Warden, for her many years and many, many hours of dedicated, principled and excellent service to us all.

Respectfully submitted by

Brian Rendell Rector's Warden Marilyn Denton, People's Warden

Music Ministry

The year started with a small but dedicated choir. There were two choral scholars: Louis Beauchesne (bass) and Julias Hocking (tenor). In March, the church was closed due to COVID. The contract with Music Director, Victoria Beauchesne, was suspended and she was given her notice which allowed her to continue being paid until the end of May. During that time, she made recordings to be used at services, as well as played in the safety of her home for Zoom services.

Over the summer at her own volition, she organized singing in the park with members of the choir and other musical friends. She also played for a couple of Evensong services held in Sheila Richards backyard led by Arifin Graham. These musical events adhered to provincial distancing and masking protocols.

Music has always been an important part of our worship and due to COVID congregational singing at in-person services is not permitted. We had a lovely combined with the AbbeyChurch blessing of the animals service in the backyard. However, in the safety of our own homes during Zoom services we could sing along with videos of hymns selected by Rev. Meagan. At the in-person services held in October and November some of us hummed along. A highlight of the Nine Lessons and Carols service (held via Zoom) was a delightful unaccompanied solo sung by Zion Crosby-Shearer.

Respectfully submitted,

Marilyn Denton

Healing & Prayer Ministry

We await the opportunity and privilege of returning to "the gathering around the word and the bread and wine each Sunday" (BAS) and to our third Sunday worship offering laying-on-of-hands with prayer.

The parish emergency telephone chain has remained active during our time "absent one from the other" (Gen. 31: 49). This is a confidential ministry available through 250-598-8252. Perhaps you are being led to become a part of this ministry.

Respectfully submitted,

Dorothy M. Robertson.

Glengarry Hospital Ministry

The year 2020 began as in previous years with monthly Sunday and Wednesday afternoon worship services in the Chandler Unit of Glengarry Hospital. This effort was to continue a long-standing St. Matthias ministry in the immediate neighbourhood of the parish. However, because of the Covid-19 pandemic, only in the months of January and February were services carried out. Beginning the second week of March, all access to Glengarry on the part of any volunteers was denied. Our services had been scheduled for the third Sunday, 2:30 – 3:00, and the fourth Wednesday, 3:30 -4:00, of each month.

Hopefully in late 2021 or early 2022 services can resume and as many as 15 – 20 will again gather on Sundays for singing, prayers and a short reflection. Pianist Greg Davidson, very popular with the residents and receiving a \$30 honorarium for each service from the parish, would like to be a part of this service again. Also contributing to the success of the service were parishioners, especially John and Sheila Prins, who helped by gathering residents and visiting with them, as well as enhancing the singing.

Regarding the Wednesday service, this was a said Eucharist for any residents wishing to receive communion. Participation varied from 3 to 8. The service was adapted for those attending and gave opportunity for a more personal ministry.

Respectfully submitted,

The Reverend Canon Karen Fast, Honorary Clergy

Sanctuary Guild Report

Another amazing year! Typically, the Sanctuary Guild ensures the church is ready to celebrate our life together. We prepare the altar, arrange for seasonal flowers and decorations, ensure that the linens are cared for, generally prepare the Lord's Table, and carefully clean and store vessels after use.

We have not been able to worship in person for much of the year. However, in our online services, you have probably noticed that the church still marks the church year and liturgical seasons. We warmly thank our clergy for jumping in to take on this role, in a wonderful and creative way.

Over the past few years, we've been a true group of ongoing learners. As we look toward a time of in-person worship, no doubt we'll find more opportunities to adapt our work. As our garden matures, we are confident that using our own greenery and blooms will continue.

Sanctuary Guild includes Cory Herrera, Penny Martin, Jean McCaw, Sheila Prins and Debbie Winchester. Sanctuary Guild is part of an ancient tradition. The task of preparing and caring for the Lord's Table offers each participant a special way to consider the wondrous gifts we receive. Whenever we're in-person, we welcome your participation,

Respectfully submitted,
Cory Herrera

Greeters and Sides-people

As we all know, 2020 was an unprecedented year. The greeters group enjoyed their duties at 'live' services until March, when Provincial Government guidelines ceased 'in person' services, due to the Covid 19 pandemic. Church services were then conducted via 'zoom'. During October and into early November, due to somewhat relaxed guidelines, St Matthias resumed 'in person' services with new procedures for greeters. These procedures were outlined for us via email by Meagan. After early November, guidelines became stricter again and services reverted back to 'zoom' until the end of the year.

One positive note in 2020 was the welcome return of Steve Martin to our team. We are looking forward to the return of 'live' services in 2021, where we can enjoy our duties as greeters again, and maybe attract some new recruits. ;-)) Blessings to all and kind regards,

Respectfully submitted,

Richard Heden and Arifin Graham

Building & Grounds

Buildings

In February at Vestry Brian Wood proposed a motion, seconded by Arifin Graham, which was passed; that a committee be struck to look into wheelchair access to the high altar and accessible washroom. Held B&G meeting March 8 after church. Brian Rendell, Brian Wood and David Wheatley agreed to be the committee. Penny Martin was consulted regarding work already done and discussions in the past. With the COVID closures, discussions ceased and then unfortunately, Brian Wood passed away in the summer.

Robert Nagasaki repaired the screen on the kitchen corner window, the cupboard door below the counter, installed gutters over the front door of the hall, replaced burnt out fluorescent tubes in the old choir room, painted the lower floor bathroom and purchased a garbage can with a lid. He engaged and supervised plumbers working on the heating system & fireplace (Thunderbird Plumbing) and the electrician Edcom who replaced hall front lights with motion sensor LED and located the photo sensor for parking lot. Tomahawk Tree Services were engaged to use their lift, so the parking light bulb could be replaced. He engaged Terry Todd, Rogers Court resident, to clear pathways at the church when it snowed. He and Mark Dohm Schmidt lifted the toilet in the hall men's bathroom, checked floor and tightened the bolts. He engaged Mark to oil and turn on the heating pumps in late September.

The biggest expenditure for the year the installation in the kitchen of the backflow preventer for the dishwasher mandated by the city (Impact Plumbing \$4668.30).

Marilyn Denton and Hazel Tremblay took 10 boxes of books from the old library room to St. Mary the Virgin, Book Mouse shop in the church. Victoria Beauchesne and Marilyn cleared out the old choir room. Both rooms were cleared to rent to artist Heather Midori. Letters now identify the rooms in the hall basement, starting with A rented to the Arts Co-op, B Choir room, C & D already had signs, E old library, F old choir room and G Nursery.

Due to the COVID pandemic, on March 17 the church and hall were closed. Hazel and Brian Rendell measured and calculated the number persons allowed under the new provincial rules for every room in the hall. Meagan, Rob Crosby Shearer and Matt Humphrey moved the sound board from the balcony to a more convenient location at the base of the stairs. They also removed all the books, cards and Attic Treasures items to the back pews of the balcony. In July, when in-person services could be held, Rob and Matt measured, installed signage and sanitized the church adhering to safety protocols.

In June, Pacific Coast Fire Equipment serviced the fire extinguishers in the Church, the hall and Rogers Court. The fire panel passed inspection, but needs to be reset manually.

John Jordan tightened the toilet in the men's bathroom when it worked itself loose again. He also repaired the pot hole in the exit from the parking lot and filled some of the cracks between the breezeway and parking lot.

In the fall, Meagan took on setting the thermostats. She also cleared out the refrigerator in the kitchen and the freezer in the cupboard off room A in November. Both appliances are turned off with doors propped open. Due to COVID, it is not permitted to use the kitchen. Renters were notified.

In November, Bob Hall agreed to be the liaison with the Diocese Asset Manager, Bob Brandle regarding automatic water shut valves program. It requires electric hook-up. Bob contacted the plumber to get an estimate. The Diocese has program to reimburse parishes for the cost, which wraps up January 31, 2021.

Christmas lights were put up in December lead by Brian Rendell with assistance from Meagan, Marilyn, Matt, Roger and Elspeth Hough.

Grounds

In February, Paul Olson (a horticulturalist specializing in breeding roses and lilies) contacted the church and volunteered to transform the south facing gardens. Old bushes were removed. Paul spread top soil and peat moss, then planted bushes and flowers he had purchased. He left Victoria for the summer, returning in September and now lives at Rogers Court. He continues to look after the south facing gardens and checks the doors of the hall after some of the rental groups in the evenings.

In the spring, when deer fencing was needed to protect rose bushes planted by Paul, John Jordan (assisted by Marilyn and Roger Hough) installed posts and netting. Roger contributed tomato plants he raised from seeds, resulting in a variety of tomatoes available for picking in September. He also watered the gardens over the summer, because the watering system is not working.

John Jordan continues to cut the lawns. John, Paul and Marilyn pruned bushes in the spring and fall and loaded John's truck with the garden refuse. Day-to-day garden refuse goes in the Rogers Court location, which was emptied twice this year. Paul helped Mark in the spring which meant the cost was lower, compared to the fall when Mark did it by himself.

My sincere thanks to everyone who helps with buildings and grounds: Robert Nagasaki, John Jordan, Paul Olsen, Roger Hough, Meagan and Rob Crosby-Shearer, Brian Rendell, Matt Humphrey, Bob Hall, Gerry Howell Jones and Hazel Tremblay.

Respectfully submitted

Marilyn Denton

Refugee Settlement Program

The St. Matthias Refugee program is involved in its third refugee support initiative in recent years, building on a history some years ago of refugee support, and the herculean effort of Reverend Bruce Bryant Scott in 2016 running the Diocesan Refugee program off the corner of his desk while our Rector.

Our Refugee program operates under the auspices of the Diocesan Refugee Program and is composed of nine volunteers (constituent group), three of whom are fellow congregants, as well as the applicant's sister as a co-sponsor. Our group, named St. Matthias and Friends, is chaired by Brian Rendell.

The process of settlement includes meeting the newcomer at the airport, housing, furnishing, clothing, feeding, helping with learning English, helping with finding employment, introducing to necessary Immigrant support services (ICA Victoria and VIRKS) helping with settlement into a new culture, finding medical and dental help, hours of driving, all the related paper work, and as far as possible friendship and emotional support.

In brief our two most recent support initiatives, a Syrian family of four and a single Iraqi gentleman, are well settled in Victoria, gainfully employed, and certainly in the case of the family thriving in business, schooling (children's' and mother's) and generally adapting well into Canada. The family has recently moved from an adequate but tight apartment to a house far more compatible for growing (almost) teens. Members of our group continue to have contact with both the family and the individual gentleman.

Our present initiative is to land and support a young Syrian man, 21 years old. He is the youngest brother of the woman we supported four years ago and is still a refugee, without any status, in Turkey. The latest report is that he is doing as well as possible under the circumstances, but the challenges and privations created by the Covid virus have made his life even more difficult. The hardships he has faced to date are almost incomprehensible and we very much look forward to assisting him.

As of the end of 2020 we had submitted all necessary application forms to the Diocesan Refugee Program to have the application considered by Immigration and Refugee Canada (IRCC) with the 2020 applications. Unfortunately, due to the pandemic refugee related work on the ground in all countries is significantly slowed and we do not realistically expect him to arrive before late this year, at the earliest.

To complete the process to the point of arrival the Canadian Immigrant and Refugee Ministry (IRCC) requires that constituent groups have \$30, 924 held in trust. This amount is the bare minimum to support the newcomer, at a basic level, for one year. However, experience has shown that additional costs a constituent groups can reasonably anticipate, including repaying the cost of transportation to Canada (government loan to the newcomer, not a gift), and medical and dental costs can quickly amount to an additional \$5,000 to \$10,000. Additionally, there is a \$1,000 contribution and a \$250 cost to the Diocese Refugee program. Both are modest contributions to a Diocesan program which has made a huge difference in hundreds of lives.

In total we would like to have raised at least \$36,000 or \$37,000 by the time of arrival. With a recent exceedingly generous donation from a member of our church we presently have \$29,436.41 held in trust. Offers of assistance, particularly with fund raising (my least favourite chore) would be welcome.

My sincere thanks to the present and past members of the St. Matthias and Friends group, generous members of our congregation, and St. Matthias all who have made possible this life altering and life affirming work.

Respectfully submitted,

Brian Rendell (Chair Constituent Group)

Camosun College Upgrade Winners

Project upgrade was established in 1987, led by Bob Battles. From 1987 to 1998, the parish transferred funds to Camosun College Foundation which were matched by the province. Bob retired at the end of 1998 and a Steering Committee was led by Mike Damant. In 2006 responsibility was transferred to Parish Council. Endowment of the project was established in 2000 with an initial contribution of \$10,000. The fund grows each year based on the interest on the St. Matthias endowment and annual contributions from St. Michael and All Angels. As of December 31, 2018, the principal in the fund was \$66,668.45 which allowed disbursement of \$1000 to each three students.

Criteria for selection is students judged to have the greatest financial need and who have worked to overcome obstacles to their education. Candidates must demonstrate effort in attendance, quality of work and display a personal commitment to their schooling. Camosun selects the award winners.

The 2020 recipients of the St. Matthias and St. Michael and All Angels' Project Upgrade Funded Awards went to three students. Below is information about them (or by them) provided by the college.

Tyson Tearne, a member of the Tsimshian nation, is a talented young artist who will begin the Camosun Visual Arts program in the fall. Tyson is a shining example of why self-placed programs are important. Beyond that, years of frustration in English classes left him with no idea of how to express himself in writing. At the beginning at VNFC his writing efforts seldom went beyond three lines. Now he can fill three pages with insightful and often humorous writing. Tyson attributes his improvement to more one-to-one instruction, being with other students in a relaxed classroom atmosphere, and learning to trust his own ideas. The results are impressive. He was friendly and helpful to other students, especially fellow artists. I understand that Tyson may even be inspiring a new generation of artists at home during the Covid crisis.

Jeffrey Draper began his adult education journey in the Fall of 2018. Jeff forged friendships among classmates, sharing his sense of humour and interest participating in class activities and discussions. As we discovered that Jeff had learned to play the ukulele and the guitar in past years, and had even joined a band, we looked forward to our end-of-term celebrations when Jeff would share with us his musical talent. In completing his English, Math and Biology requirements, Jeff has ultimately met his goal of the BC Adult Graduation Diploma. Congratulations, Jeff, for your achievements, and being the successful and deserving recipient of the St. Matthias and St. Michael and All Angels Project Upgrade Fund Award!

Kristopher Waters: You have changed my life, thank you. I could not have completed my studies without your financial support. My name is Kristopher Ryan Waters, and I am the recipient of the St. Matthias and St. Michael and all Angels Project Upgrade Fund Award. Your generosity and kindness have served as encouragement for my efforts as a student at Camosun College, where I am studying mechanical engineering. Through your support, you have lightened my financial burden, allowing me to focus on my studies and get the most out of my student experience at Camosun. Your generosity has also inspired me to give back to my community in a similar fashion in the future. Thank you again for your support and for providing me with the opportunity to achieve beyond my expectations.

Respectfully submitted,

Marilyn Denton

Attic Treasures

Two sales were held in January and February. Then due to COVID the church was closed. A few of the larger items were sold via Used Victoria. The remaining donations are stored in the balcony of the church, along with the books and cards.

Respectfully submitted,

Marilyn Denton

The Chapel Gallery

The 2020 Gallery year started on January 26th with the show 'Pilgrimage' by artists Jan Henry & Tanta Pennington. This was our last and only in-person opening with artist talk for 2020 and was attended by 74 guests.

Sadly, the February show of Neil McClelland's contemplative paintings only opened for one day before Covid19 restrictions closed all the churches in the Diocese. Neil, however made a video of his work, along with a short talk that was placed on the Chapel Gallery website for all those disappointed visitors.

Kirsten Brand's 'Renewal' show in April was exclusively online and enjoyed by a number of visitors, not only from our local Victoria community but also from further afield.

The Chapel Gallery was completely closed throughout the summer and fall.

We have since re-opened to very limited in-person visitors as of November 2020 and are following very strict and careful Covid19 safety protocols. The November show, featuring works by Donna Ion & Mary Wolfe, was well attended and very much enjoyed, despite the limitation of only four visitors at any one time in the Gallery.

Thank you to our enthusiastic gallery hosts, Elspeth Hough, Sheila & John Prinz, Nan Phillips, Judith Finlayson, Kristina Thompson, Marie Abbott, Joan Wilson & Hazel Trembley who helped at our January opening as well as "sat" the gallery with the artists.

I would like to give a special thanks to Arifin Graham and Cory Herrera, and to my co-curators, Mary Ellen Threadkell, Mary Wolfe and Jill Ehlert. It is their tireless support and hard work that helps make the Chapel Gallery the success it is and a source of much pleasure for the artists and our community. We currently have over 350 friends of the Gallery who request updates and regularly attend shows. We hope to continue to hold modified art shows throughout this coming year. I hope you will come by and visit us!

Respectfully submitted,

Nicky Rendell, Chapel Gallery co-ordinator and Curator.

Strategic Outreach Fund

Social Outreach Fund (SOF)

In 2020, funds were provided to John Jordan's Rwanda Initiative. Members of the SOF committee are Rev. Meagan, Cory Herrera, Marilyn Denton, Hazel Tremblay and Brian Rendell.

Background

The outreach fund was developed has its roots in several years of collective reflection about how St. Matthias can put its values into action. The fund is enabled by the providential discovery (and subsequent sale) of two antique Chinese chairs in 2012. Since then, the congregation has worked collectively to refine and confirm its intention and commitment. Starting in 2015, the congregation set aside \$50,000 to comprise the Outreach Fund. Over the years, the Fund has contributed to refugee family sponsorship, establishing the Chapel Gallery, ongoing work in Rwanda, initiating the "Chat and Chew" ministry, and contributing to the Primate's World Relief Development Fund (PWRDF).

Description of the fund

While there are many charities that we support personally and sometimes collectively as a church, this fund is to enable our congregants' direct work as we are sent as **God's** people in the world. We see the fund as being used to positively affect our vision priorities such as social isolation, poverty and illness.

It is hoped that the successful operation of the fund will encourage congregants to support this important work, however, the expectation is that we will use this generous gift as it has been given (as per the criteria) without the requirement to replenish it.

Criteria

The outreach fund can be applied to by members of St. Matthias to further the work of God in the world as *we Practise the Presence of God through Faith and Action in our Community.*

1. Community members should be able to demonstrate their commitment and relationship to the project for a minimum of 1 year. Members will be invited to share with the congregation how they saw the work of the Gospel being lived out through this project.
2. Proposals will be submitted to Parish Council 2 weeks before the next meeting. Parish Council will review and respond to each proposal.
3. Each proposal will be limited to a grant of not more than \$5000.00 per year. Proposals that exceed this amount may be considered at the discretion of Parish Council.

St. Matthias' Engagement in Rwanda

Our support of two parishes in Rwanda focuses on their efforts to lift the capacity of poor, young mothers to raise healthy, educated children. While Covid restrictions shut schools and training programs for months, Our Rwandan Coordinator maintained regular contact with project participants and reopened activities as soon as was possible. We provided basic food packages to mothers four times during the shutdown.

It's hard for us to imagine the thrill of about 90 nursery school kids from our 2 sister parishes finally returning to their classrooms in December but I'm told it was an electric for days.

Shutdown for eight months in their adobe cottages with virtually no toys and little food was surely an ordeal and they are exuberant to be free and interacting again. Mothers too must be greatly relieved for the respite as well as the mug of porridge their kids will have every day.

Dozens of the poorest children of our parishes are now included in primary school lunch programs and receiving uniforms so they can attend school with full tummy and a smart look because of St Matthias donors.



Several of our programs happen outdoors so they were allowed again starting in June.





- Our mother/child nutrition program serves underweight kids.
- We continue building 5 raised bed gardens in the front yards of poor families.
- Our stove factory in the Batwa Pigmy village replaces five 3-stone hearths with safe and smoke-free stoves.
- We are paying half the rent for the parish church, \$35/mon, as well as \$50/mon for nursery school rooms and a tailoring shop.

We put new roofs and rooms onto four dilapidated houses and rented a field for 12 moms to grow their own food, primarily beans.



Most of the 10 single moms we trained from Oct 2019 – Mar 2020 in tailoring as well as the 10 we are now training are emerging from shutdown confident in their new machines and professional skills. Some work together in a shop while others take their machine home and work from there.



All of our projects are coordinated by a Divinity student, David - on the right - in whose pastoral skills I have great confidence.



2021 is the third and final year of St M's committed funding of \$5000/year from the chair funds. We will revisit our engagement with our sister parishes later in the year. A full financial accounting of \$7000 from parish and parishioners is available in office for review.

Respectfully submitted,

John Jordan

St. Matthias Anglican Church Mouse Award



Each recipient decides to whom it will be passed next.

Gerry Howell Jones, recipient for 2019 selected John Jordan for 2020.

John joined St. Matthias about 2013. He is a reader and does Prayers of the People. For Buildings & Grounds, he mows the lawn, prunes the bushes, takes away the refuse in his truck, fixes things when they break.

John also established the Rwanda Initiatives program in 2009.

presented with gratitude for quiet, steadfast, dedicated service.

The Church Mouse Award was established in 2014 by Penny Martin (it is her china mouse) to recognize volunteerism above and beyond the call of duty, for those who work behind the scenes. It is not a competition, but a way of saying “thank you”.

For the past few years, St. Matthias Social Outreach Fund has supported the [Rwanda Initiatives](#) program with its local office and in-country team. Poor Rwandian women go to the office when faced with intractable obstacles to feed, educate or obtain health care for their children. Rwanda Initiatives support widows and single moms raising children by repairing their dilapidated adobe houses and providing vocational training so they can sustainably support themselves and their children. There are 56 women presently in six-month programs for tailoring, shoe making and hair dressing. Their children are in nutrition programs and they often support one child of the family in secondary boarding school to bring lasting economic lift to the family.

John's Rwandan team has repaired or built over 500 widow houses, and supported widows raising children by replacing leaking grass roofs with metal; installing efficient, smoke free stoves to reduce respiratory sickness, installing water catchment systems off clean roofs; intensive gardening on small plots plus breeding animals; providing health insurance from nearby clinics to increase disease prevention. Technologies introduced have spread throughout the District and increased the capacity of families and students to seize opportunities as they arise.

Direct support for [Rwanda Initiatives](#) may be done through the [Innovative Communities Organization](#) which issues a charitable tax receipt.

Previous Church Mouse recipients are:

2014 John Prins
2015 Penny Young
2016 Marilyn Denton
2017 Hazel Tremblay

2018 Sheila Richards
2018 Bob Hall
2019 Gerry Howell Jones

Rogers Court Society

It has been a strange but good year of ministry at Rogers Court. We are at full occupancy and have generally happy residents, all looking forward to spring.

As a reminder, we have 24 bachelor and one-bedroom units. The average rent is \$657 per month (highest is \$827 and the lowest is \$368 per month). We have renovated 17 units with new flooring and new kitchens, cleaning and painting. This gives us the opportunity to keep our rents below the senior's market rates (around \$ 700 per month for a bachelor).

This calendar year we have lost several tenants. Gloria Harris, Bert Tipton and Fritz Schreiner have passed away during the year. One other tenant has also moved to another facility providing more care. As a result, we have renovated two more suites this fall.

As with all activities, this year has been impacted by COVID 19. We have frozen our rents and, based on provincial legislation, will not issue an increase until at least August 1, 2021. Tenants have adjusted well to the new rules to maintain social distancing.

Financially, Rogers Court is very stable and has been break-even or a small surplus for several years. (The year end for Rogers Court was August 31, 2020 shows a surplus of a little \$26,933.07). Based on these results, Rogers Court has donated \$10,000 to St. Matthias Anglican Church towards the 2021 operations.

We also have a few very dedicated volunteers led by Ian White who keeps the gardens and the grounds in impeccable shape. Residents and neighbors have mentioned how nice this has been. The quadrangle and exterior was looking very good and caught the eye of location scouts and we ended up being the second choice for a Netflix series being filmed here in Victoria.

As many of you know, Rogers Court was a successful sponsoring society for an application to B.C. Housing to develop and assist in managing a new building proposed at St. Peter and St. Paul in Esquimalt. We are continuing to work with M'Akola Development Services as the project managers and BC Housing to get this project moving forward. We are dealing with some changes in personnel at BC Housing and are waiting for Preliminary Project Approval ("PPA"). Being involved with this project one must have 'extreme patience'. Rogers Court is not at financial risk for the investment to date as the Diocese is committed to support the preliminary soft development costs.

I would like to thank the members of the Board – Fred Hayes (Chair of the Board), Brian Rendell , Bob Hall, Marilyn Denton (Secretary), Judith Kennedy for their service over the year. Finally, I would like to thank Robert Nagasaki for his dedication to Rogers Court through these years and continued concern and involvement.

If anyone wants to know more or would like to become involved please talk to any of the Directors or myself.

Respectfully submitted,
Stephen R. Martin, Executive Director

A Message from the Givings Secretary

Thank you for your ongoing financial support of our church's ministries. During this time of suspended in-person services there are two convenient ways of giving. (You can read an overview by clicking the "Donate" tab on the church website.)

The ECP (electronic collection plate), administered by the diocese, carries no fees. Both the enrolment and change forms (in "downloads") should be sent to me so that I can promptly forward them to the Diocesan office. That office sends me quarterly reports from which I generate tax receipts.

The Tithe-ly program, widely used by churches, is a second means of giving. This program is credit card-based and does carry a service charge of about 3.3. percent. I track all donations marked "General Fund" and include them in your tax receipt.

St. Matthias has about 30 regular contributors. 18 of these are enrolled in ECP, 2 use Tithe-ly, and about 10 give by cheque.

For any help, contact me at givings@stmatthiasvictoria.ca or 250.595-6292.

Respectfully submitted,

John Prins

Financial Report to Vestry 2020

St. Matthias Church Balance Sheet As at 12/31/2020

ASSET

Banks

Petty Cash	50.00
TD Chequing - 7616	-190,695.82
TD Savings - 6859	136,287.02
TD Refugee - 0333	28,887.79

Total Banks -25,471.01

Accounts Receivable

GST Receivable -2,515.60

Total Accounts Receivable -2,515.60

Assets

Building - Church	1.00
Building - Hall	1.00
Building - Rectory	1.00
Furniture & Equipment - Church	1.00
Furniture & Equipment - Hall	1.00
Furniture & Equipment - Rectory	1.00
Land - Church & Hall	1.00
Land - Rectory	1.00
Leasehold - Rectory	260,382.32
Accum Deprec - Leasehold Rect...	-55,831.08

Total Assets 204,559.24

TOTAL ASSET 176,572.63

LIABILITY

Deferred Revenue Funds

Bequest	36,064.81
Building Fund	16,134.96
Chinese Chair Fund	20,885.89
Music Scholar Fund	580.00
Outreach Fund	35,800.00
Pastorial Contingency Fund	3,021.91
Mission Fund	4,499.89
Refugee Family Fund	28,887.79

Total Deferred Revenue Funds 145,875.25

TOTAL LIABILITY 145,875.25

EQUITY

Equity

Retained Earnings - Previous Year	37,333.47
Current Earnings	-6,636.09

Total Equity 30,697.38

TOTAL EQUITY 30,697.38

LIABILITIES AND EQUITY 176,572.63

Statement of Special Funds for the Year Ending Dec 31, 2020

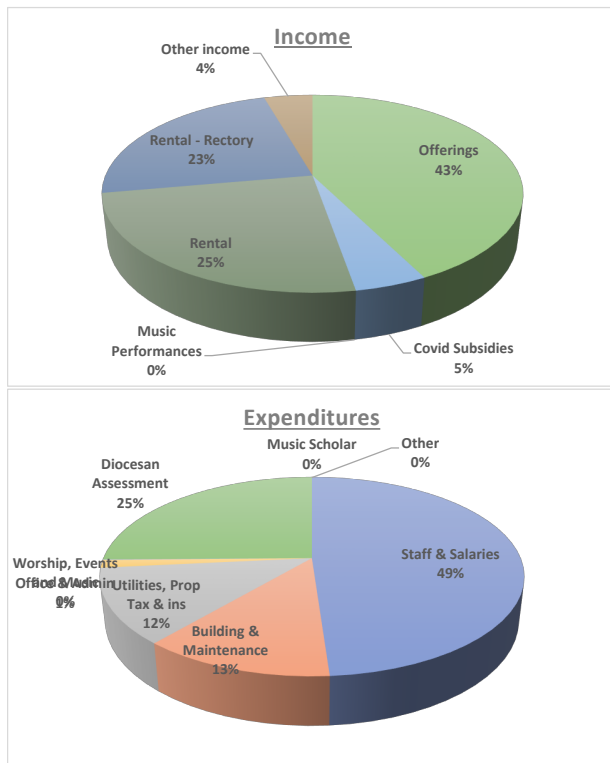
At Matthias Anglican Church
Statement of Special Funds
For the Year Ending Dec 31, 2020

	Building Fund	Bequest Fund	Chinese Chair Fund	Outreach Fund	Pastoral Contingency	Mission Fund	PWRDF	Music Scholar	Refugee Family Fund	Thrifty Smile Card	Total 2020	Total 2019
Opening Balance	16,135	36,065	20,886	42,300	3,072	4,500	25	1,050	18,224	-	142,257	147,422
Contributions								105	10,500	1,188		
Transfers In/Interest									163			11,322
Total Inflow	0	0	0	0	0	0	0	105	10663		10,768	
Outreach				6,500			25					14,650
Transfers out-Operating					50			575		1,188		1,837
Total Outflow	0	0	0	6,500	50	0	25	575	0	0	7,150	
Closing Balance	16,135	36,065	20,886	35,800	3,022	4,500	-	580	28,887		145,875	142,257

Income Summary

St Matthias Anglican Church

Income Summary - As at December 31, 2020



	Actual	Budget	Variance
Inflows/Income			
Offerings	61,930	64,000	(2,070)
Covid Subsidies	6,852	-	6,852
Music Performances	-	-	-
Rental	36,264	54,000	(17,736)
Rental - Rectory	34,029	36,818	(2,789)
Other income	6,471	13,200	(6,729)
	145,546	168,018	(22,472)
Expenditures			
Staff & Salaries	74,395	100,771	(26,376)
Building & Maintenance	18,807	28,350	(9,543)
Utilities, Prop Tax & ins	18,571	20,735	(2,164)
Office & Admin	1,942	15,860	(13,918)
Worship, Events and Music	134	2,120	(1,986)
Diocesan Assessment	38,334	38,334	-
Other	-	-	-
Music Scholar	-	-	-
	152,182	206,170	(53,988)
Net Income (deficit)	(6,636)	(38,152)	31,516

**Detailed Income Statement
Budget 2021**

**Estimated Budget 2020 Budget
Actual 2020 2021**

REVENUE

Offerings

Regular Envelope	15,500.00	18,000.00	18,000.00
Open No receipts required	1,500.00	6,000.00	2,000.00
Open - receipts required	3,625.00	2,000.00	4,000.00
Pre-Authorized Direct Deposits	40,450.00	38,000.00	40,500.00
Special Offerings (funerals, spc events)			500.00
Covid Subsidy - CEWS	6,850.00		11,000.00
Rogers Court Donation			10,000.00
Deferred Revenue Transfer - Chinese Chair			9,000.00
Total Offerings	67,925.00	64,000.00	95,000.00

Other Income

Bank Interest			
Music Performance			
Miscellaneous Revenue	6,400.00	13,200.00	5,000.00
Rental Income - Hall	41,500.00	54,000.00	25,000.00
Rental Income - Rectory	36,818.00	36,818.00	36,818.00
Total Other Income	84,718.00	104,018.00	66,818.00

TOTAL REVENUE

152,643.00 168,018.00 161,818.00

EXPENSES

Staff Salaries & Contracts

Administrator	5,300.00	16,653.00	5,000.00
Honorarium (guest speakers/rectors)	625.00	1,970.00	800.00
Music Director/Organist	6,750.00	15,831.00	2,500.00
Rector's Stipend	42,850.00	44,717.00	45,225.00
Youth Worker/Sunday School			
Rector's Benefits	18,550.00	21,600.00	16,928.00
Joint Ministry Salary Costs			25,000.00
Total Payroll	74,075.00	100,771.00	95,453.00

Buildings & Grounds

Cleaning Supplies & services (Cleaning)	800.00	1,500.00	1,200.00
Cleaning Contractor	8,000.00	13,050.00	13,000.00
Repairs & Maintenance Buildings	7,000.00	9,300.00	4,000.00
Grounds Upgrades (Maintenance Grounds)	1,137.00	1,150.00	500.00
R&M - Organ & Piano		350.00	200.00
R&M - Rectory		900.00	
Safety (Repairs - Other)			
Services - Other	1,200.00	900.00	1,200.00
Services - Regular (Elevator etc.)	1,010.00	1,200.00	1,000.00
Total Repair & Maintenance	19,147.00	28,350.00	21,100.00

Gas	4,600.00	5,000.00	5,000.00
Hydro	1,725.00	2,200.00	2,200.00
Telephone & Internet	2,000.00	3,000.00	2,000.00
Water	3,100.00	3,200.00	3,200.00
Total Utilities	11,425.00	13,400.00	12,400.00
Insurance	7,040.00	7,050.00	8600.00
Property Taxes	275.00	285.00	275.00
Total Utilities and Taxes	18,740.00	20,735.00	21,275.00
<u>Administration</u>			
Accounting	1,680.00	1,600.00	1,680.00
Bank Charges & Interest	1,850.00	7,200.00	2,000.00
Computer Services	640.00	480.00	200.00
Office Supplies	500.00	1,200.00	500.00
Postage & Courier	400.00	180.00	500.00
Printing & Copying	3,300.00	4,200.00	3,000.00
Travel/Conferences	65.00	1,000.00	500.00
Total Administration	8,435.00	15,860.00	8,380.00
<u>Miscellaneous expenses</u>			
Events Expenses (ads & promo)		500.00	
Music Scholar	470.00		
Music & Copyright License		400.00	
Sunday School/Youth Expenses			
Total Miscellaneous	470.00	900.00	-
<u>Worship Expenses</u>			
Flowers - Donations			
Flowers - Expenses		75.00	
Worship Materials - Donations			
Worship Materials - Expenses	300.00	85.00	200.00
Total Sanctuary Guild & Flowers	300.00	160.00	200.00
<u>Outreach</u>			
Discretionary account		0.00	
 dnu			
Outreach (Street, PWRDF etc)			
Total Ministries/Outreach	870.00	2,120.00	450.00
Diocesan Assessment	38,334.00	38,334.00	30,417.00
TOTAL EXPENSES	159,601.00	206,170.00	177,075.00
NET SURPLUS (DEFICIT)	(6,958.00)	(38,152.00)	(15,257.00)



The Village Team Ministry

St. Matthias Anglican Church
The Emmaus Community
The AbbeyChurch
and Wild Church Victoria

We, the Rev'ds Meagan, Matt and Rob are excited and honoured to begin this experiment as a Team Ministry which will serve four communities; St. Matthias Anglican Church, The Emmaus Community, The AbbeyChurch and Wild Church.

We have decided to name this ministry *The Village Team*; to indicate the reality that we will have the responsibility to faithfully and energetically serve the four communities at the crossroads at Richmond and Richardson as well as to reflect that fact that this ministry takes place in a wider village of lay and ordained leaders in these communities.

We are committing to this as (a minimum!) 3-year experiment in renewal and are excited to see what God has in store for this 'constellation' of communities who will work more collaboratively and cooperatively through this team.

We're aware that what we say in this initial 'introduction' to the team is tentative, and we are committed to a process that is creative, iterative, and in-process - as the structure and roles undoubtedly will evolve over time. As we look toward a March 1st start date, we will be taking time together on retreat the second week of February to flesh out more of this plan, as described below.

We are thankful to St. Matthias and The Emmaus Community leadership for having the faith to move ahead with us in this exciting time!

As your Village Team, we will strive to:

- 1) Foster a constellation of thriving Christian Communities who share space and resources.
- 2) Foster vocational sustainability for Clergy, Lay and (Neo) Monastic Leadership and move toward a healing model where people are thriving in their God-given callings and vocations.
- 3) Experiment in ways of being and leading Church that offers potential models for the Diocese and wider Church in this time and place.

Specifically, for St. Matthias, we have identified personal and collective spiritual renewal, restorative leadership structures and deeply resonant Anglican worship as goals to begin working towards!

The Transition

As we have started to transition toward March 1, the Diocese has resourced us with Don McLeod of Blue Skye thinking who will continue as a resource person. Don worked with St. Matthias through the discernment around the two proposals. Don is a consultant, Lutheran pastor, and worked with our new Bishop, +Anna in Calgary.

We expect to have a celebration of new ministry service in the Fall, or whenever we can confidently gather, to sacramentally and publicly mark the start of this team. We expect and hope this will involve representatives from the parish, the Bishop's office (hopefully the new Bishop herself!), the Emmaus Community and the United Church (as Emmaus / AbbeyChurch / Wild Church are shared Anglican Church / United Church ministries).

Team Roles, Accountability and Hours

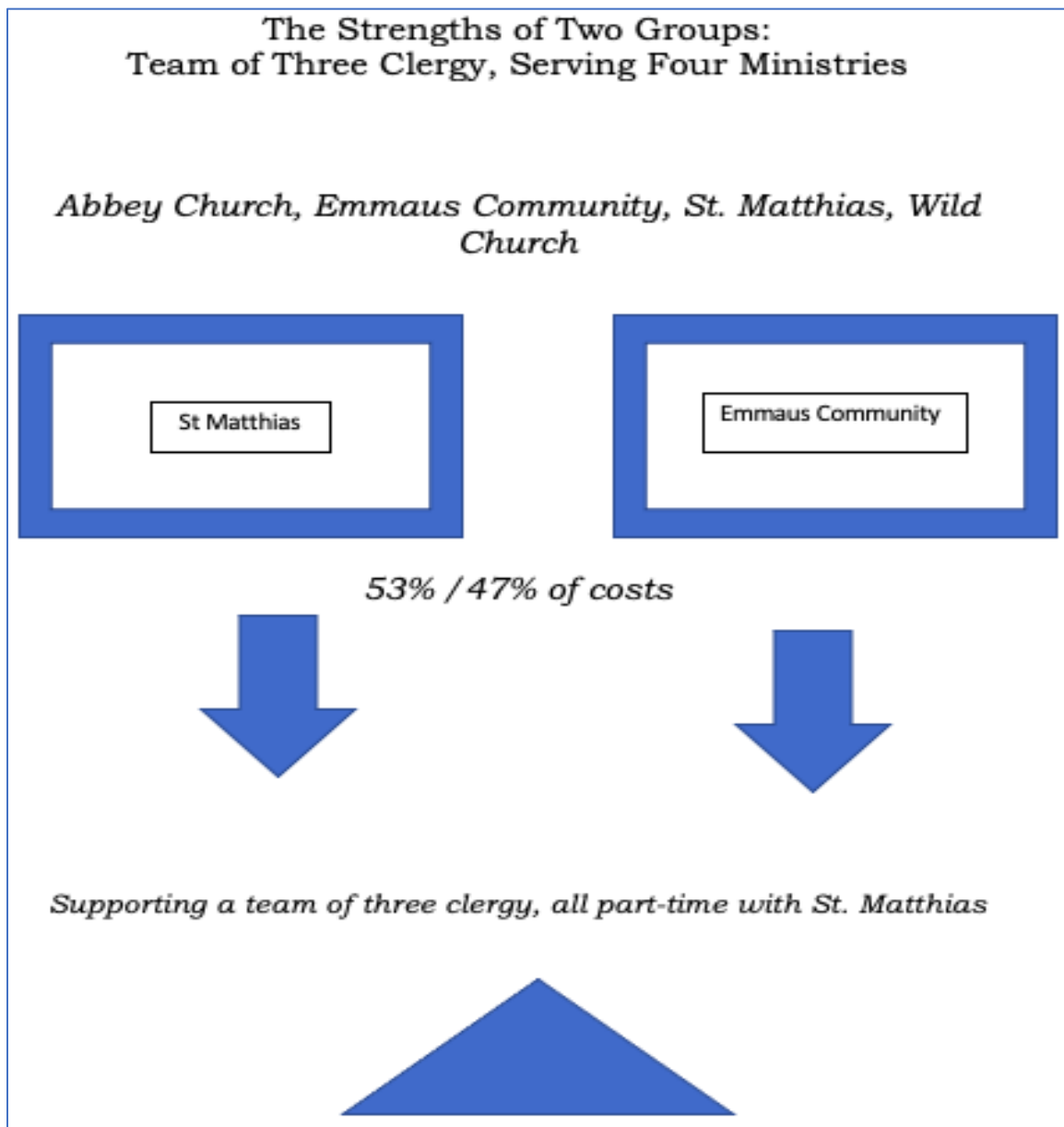
Like any Anglican cleric, the whole team is ultimately accountable to the Bishop. We foresee that one clergyperson in this team will regularly chair and report to Parish Council on behalf of the team. All three will meet monthly with wardens and are on call to meet with parish leadership as needed and will appoint a liaison from both communities for feedback and evaluation.

The team will meet with spiritual directors, mentors, synod office staff and our archdeacon for pastoral or organizational support as well as for any conflict resolution, to ensure the healthy functioning of the team. We recognize that things will be messy for a while as we all adapt to the new leadership team. However, as our roles and relationships develop, we trust that this will become clearer.

In the meantime, here is a tentative 'roadmap' of who takes the lead on which ministry:

- Pastoral care, Sunday worship preparation, music ministry and Parish Council leadership will be shared between the team.
- Finances and Rentals - Rob will be the team lead.
- Buildings/Grounds & Outreach - Matt will be the team lead
- Liturgy / Formation and HR - Meagan will be the team lead.

We will continue to lift up, resource, and celebrate the gifts of our lay and ordained congregants in the ministries that they are taking the lead on. We will, of course, respect that parishioners may have specific members of the team who they choose to connect with pastorally. Given that all 3 members will share liturgical duties, hopes and concerns about our worship life can be directed at any or all of the team.



(image credit: Cory Herrera)

The Village Economy: Cost of the Ministry for St. Matthias

St. Matthias and The Emmaus Community (which includes AbbeyChurch and WildChurch) are collectively funding this team; for this year - with St. Matthias funding 53% (*approximately \$87,000*) of the team, and Emmaus (including AbbeyChurch and WildChurch) funding 47% (*approximately \$75,000*) of the team.

The total cost of ministry staffing for St. Matthias (clergy, admin, music) for 2019 was \$93,539.

The budget for ministry staffing for 2021 (including the team and music ministry & admin) is \$94,653, which puts it at less than was budgeted for 2020 and on-par with 2019 figures. This is expected to be slightly higher in 2022 - since the team is starting on March 1 rather than January 1, 2021. The team

comprises 3 part-time clergy employed for 75 hours in total, shared between St. Matthias and Emmaus Community / AbbeyChurch / Wild Church. The funded hours for each staff person are as follows:

- 30 hours for Matt (16 hours for St. Matthias)
- 30 hours for Meagan (16 hours for St. Matthias)
- 15 hours for Rob (8 hours for St. Matthias)

We are aware that specific hours may 'flow' between clergy, depending on areas of responsibility and the gifts of each person. Rob will continue to work half-time for the United Church, which is why his hours are substantially less.

This means that St. Matthias will have 40 hours of clergy staffing time per week - For St. Matthias, this is an increase from the under-30 hours that Meagan was previously working, for approximately the same staffing budget as last year.

In this sense, we see the team ministry concept as maximizing staffing hours on behalf of the parish while taking action for spiritual and fiscal sustainability - which are important though challenging goals in the midst of Covid.

It also means that the Village Team will be picking up some of the slack from the administration, vacation honoraria and figuring out innovative ways to resource liturgical and choral music at St. Matthias - as a portion of the budget lines for admin and music have been re-allocated to team ministry.

We expect that bulletin production, newsletters, website admin, and other administrative work will primarily be done by the team, while the administrator (Jessie) will primarily help with rentals and incoming messages and communication on behalf of the parish.

Contacting the Team

Our contact information will change a bit as Meagan transitions out of her role as solo priest.

To contact the *whole team*, please use team@stmatthiasvictoria.ca - which will go to all 3 of us. The old *incumbent* address will forward to this account as well.

To reach any single member of the team at any time, please use our bc.anglican.ca addresses, as follows:

- For Meagan: mcrosbyshearer@bc.anglican.ca
- For Matt: mhumphrey@bc.anglican.ca
- For Rob: rcrosbyshearer@bc.anglican.ca

After March 1, the 250-208-7296 parish cell phone, which was held by Meagan, will become a pastoral emergency call - and either Meagan, Rob or Matt will have that cell depending on who is 'on-call'.

Each clergyperson will also have a confidential voicemail box at the church which they will check regularly for non-emergency messages.

It is our hope and prayer that as we move into this new ministry partnership together, we will find ourselves renewed by the God who is always with us. We thank you for taking this risk with us - for trusting the Spirit who is already going before us, like a gentle wind and beckoning us on - even when we can't quite see our destination.

Yours in Christ,

The Village Team Ministry

Three handwritten signatures in black ink. The first signature on the left is a stylized, circular scribble. The middle signature is written in a cursive, flowing script. The third signature on the right is a bold, stylized letter 'P' with a long horizontal stroke extending to the left.

The Rev'd Rob

The Rev'd Matt

The Rev'd Meagan

