

Anglican Parish of Central Saanich

Parish Profile

December 2017

Faith - Family - Friendship



To love God and make the love of God known



*A faith community
offering Jesus as the
way, the truth, and
the life, in the power
of the Holy Spirit*



Anglican Parish of Central Saanich
St. Mary's Church St. Stephen's Church



Renewed Hearts, Renewed Spirits and Renewed People

On October 13, 2017, Bishop Logan McMenamie facilitated the Transition Evening for the Parish of Central Saanich. The Evening provided an opportunity for all parishioners to engage in open discussion about the issues, concerns and challenges being faced by the Parish while preparing to seek the appointment of a new incumbent. To do this successfully, it was important that everyone in attendance understood the value of listening to their fellow-parishioners, especially if they had differences of opinion.

The Bishop's Consultation Team seized the opportunity to listen for comments and content that should be included in the Parish Profile. There were few surprises raised during the evening of discussion. The Index (below) of the Parish Profile is consistent with the major focus points of the Diocesan Vision. Thus, our Profile is deemed to fully represent the interests of the Parish relative to the Diocesan Vision.

However, it was interesting to observe how parishioners rate the top three priorities of the Parish:

1. Concern for isolated people of all ages and family structures
2. The need for educational forums, such as end of life, environmental, wills, first aid, CPR
3. Community needs including poverty reduction, food bank support, care for shut-ins

It was noted that both churches have their own Mission Statements. However, recent findings indicate that people don't join you because of "what" you do or "how" you do it – they will join because of "why" you do it. Having a need for people to join us, we then selected the "Why" statement that best fit our needs. Out of about a dozen alternatives, the "Why" statement chosen was "**Faith – Family – Friendship**". The Bishop encouraged us to review the statement with everyone in the Parish to ensure it represented the "Why" of the Parish. The more we live with it, the more it will become ours and shape us as we grow. We are part of the diocesan vision on a Sacred Journey towards being Renewed Hearts with Renewed Spirits and Renewed People as we focus on Faith in Foundation, Faith in Action and Faith in Formation.

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St. Mary's Church

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www.ParishCS.ca

St. Stephen's Church

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250-652-4311 st.stephens.church@outlook.com
www.ParishCS.ca

Parish History

St. Stephen's Church was built in 1862 on land donated by an early pioneer, and is the oldest Anglican church in continuous use, in the same building and location, in British Columbia. To accommodate the growth of the congregation a second church was built at Saanichton in 1893, named St. Mary's. The two churches were part of the same parish until the early 1980's.



St. Stephen's in the 1890's

Towards the end of this time, there was a perception of differences between the two churches and in 1983 St. Mary's made a request to become an independent parish. This was granted by the Diocese. The original St. Mary's Church was sold and a new building constructed. During the 1980's and 90's both parishes thrived and operated independently of each other, but in the early 2000's the churches encountered significant declines in attendance and withstood considerable challenges with respect to their operations.

In early 2005 discussions began on having the two parishes work more closely together to reduce costs and share expenses. Long and often difficult negotiations took place regarding various amalgamation or affiliation models of joint management. In late 2006 a formal arrangement was put in place which consisted of a shared Rector, secretary and music director. These arrangements lasted for about one year and came to an end by mutual agreement, due to dissatisfaction with elements that were not working well.

In January 2010 the Diocesan Transformation Team Report recommended the disestablishment of the nearby Parish of Brentwood Chapel. Many from this parish joined the congregation at St. Stephen's.

Shortly after, the congregations of St. Mary's and St. Stephen's made a new proposal to the Diocesan Council that would have the ministries of the two congregations merge. The plan was to create an enthusiastic, cooperative, mutually supportive single parish, with each congregation maintaining and fostering its distinct identity. The proposal was accepted by Diocesan Council; thus was born The Anglican Parish of Central Saanich (APCS).

Coinciding with the establishment of the new two point Parish in 2012, a new incumbent was appointed and together with many parishioners, worked diligently to make the concept a success. With many shared activities and regular joint services, the Parish is now on a much firmer footing, both spiritually and financially.

Who We Are *continued*

Local Information

The Anglican Parish of Central Saanich encompasses the semi rural communities of Saanichton, Brentwood Bay, and Keating in the municipality of Central Saanich located on the beautiful Saanich Peninsula, 21 kilometres north of British Columbia's capital, Victoria on Southern Vancouver Island. The District is bounded on the north by the District of North Saanich, on the south by the District of Saanich, on the east by Haro Strait and on the west by the Saanich Inlet. The parish consists of two churches: St. Stephen's located off Mount Newton Cross Road and St Mary's, located on Cultra Avenue at East Saanich Road.

Central Saanich has a rich agricultural heritage with almost 2/3 of the municipality located in the Agricultural Land Reserve. Although residents take pride in living in a primarily rural community, Central Saanich has one of the largest light industrial zones in the Capital Regional District with easy access to the Victoria International Airport and BC Ferries' Swartz Bay ferry terminal. Neighborhood commercial centres are located in Brentwood Bay and Saanichton. Residents enjoy the benefits of being located close to the city, the low crime rate and the high quality of life of a rural community.

In addition to the Municipal office, both fire and police stations are located in Saanichton. The Saanich Peninsula Hospital, a general, acute care hospital, provides outpatient, extended care and hospice services and is a short distance away on Mount Newton Cross Road. The Hospital has its own chaplain.

There are five schools in Central Saanich - two elementary, one middle school and one secondary school as well as the Saanichton Learning Centre. French Immersion programs operate in the middle and secondary schools as well as one of the elementary schools. There is also a school for First Nations children, Lauwelnew Tribal School, located on West Saanich road, offering instruction from Kindergarten through Grade 8.

We work cooperatively with many of the other Peninsula churches on various projects. We have a Covenant with the Roman Catholic Parish of the Saanich Peninsula.

Central Saanich's population in 2016 was 16,814 and the population density per square kilometer is 407. The total number of private dwellings is 6,893.

According to Statistics Canada (2016), the total population for Southern Vancouver Island is 383,360, with ages ranging from a total of 16,125 from zero to 4 years, to a total of 152,750 from ages 30 to 59. In the 60 to 79 age range there are 89,595 people and 23,005 over the age of 80. The median age is 46. There are 19,435 widowed and the total number of families is 106,335.

In addition to people of European and Indigenous descent, the multicultural mix includes Chinese, South Asian, Blacks, Filipino as well as Latin Americans, South-East Asian, West Asian, Arabs, Koreans and Japanese.



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Who We Are *continued*

Local Information

Major attractions in the District of Central Saanich include the world famous Butchart Gardens, Butterfly Gardens, Heritage Acres, the Saanich Pioneer Museum, the Saanich Fairgrounds, Island View Beach Regional Park, the Lochside Regional Trail, Centennial Park, John Dean Park and the Gowland-Tod Provincial Park.

Local celebrations include the Brentwood Bay Festival in early June, Music-in-the-Park, held each Wednesday evening in July and August in Pioneer Park in Brentwood Bay from 6:30 to 9:00 pm, Central Saanich Days held at Centennial Park on B.C. Day, the first weekend in August, the Saanich Fair held on Labour Day, and “Christmas in the Village” with the Christmas Tree Trail held in Saanichton Village in early December.

Physical Assets & Demographics

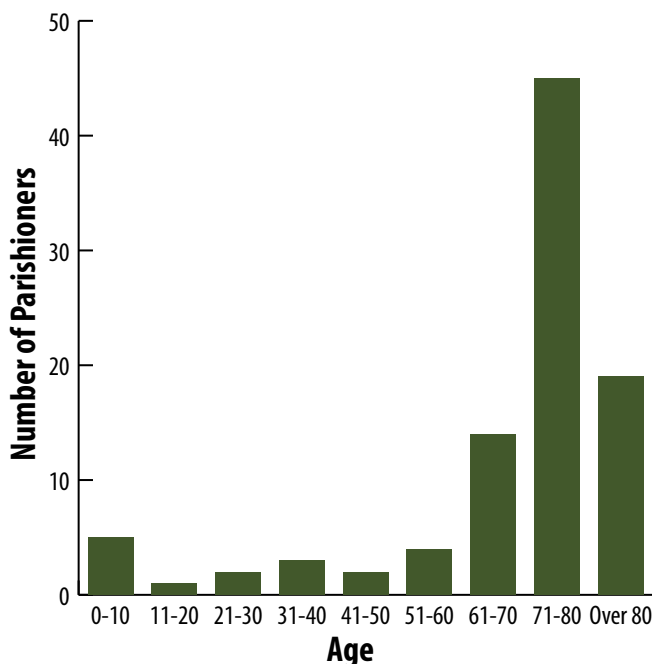
St. Mary's

St. Mary's is located in the semi-rural setting of the municipality of Central Saanich community of Saanichton. It is situated on one hectare (2.5 acres) of property. The original church (on the same street) was consecrated in 1894. The modern church building was built in 1987 and seats approximately 200 people. A choir loft is situated at the rear of the church and the Rector's office and sacristy are located off the side of the sanctuary.

Adjoining the sanctuary are washrooms and a fairly large church hall with a well- equipped kitchen. The church office is located off the narthex and there are three small meeting rooms: Board/Choir room, Nursery, Multipurpose room. There is also a small library.

The building is well-maintained and recent upgrades have included new church lighting, a sound system, washroom upgrades with installation of low-flush toilets, new perimeter chainlink fencing, carpet replacement (excluding the sanctuary), new kitchen appliances and extensive painting.

As of December 31, 2016, there were 121 on St. Mary's parish list. The breakdown (by age) of those attending a typical Sunday service is shown on the graph on the left.



St. Stephen's

St. Stephen's is a rural church located in the Mt. Newton Valley, between Saanichton and Brentwood, situated on five acres of property, originally donated for the purpose by a local pioneer. In 1962, to mark the Centennial of the church, numerous renovations and additions were made to the church, including extension of the sanctuary by 12 feet. In 1984 the church was designated as a Heritage Building by the Municipality of Central Saanich.

The Westinghouse Memorial Hall was built in 1951, to provide space for various

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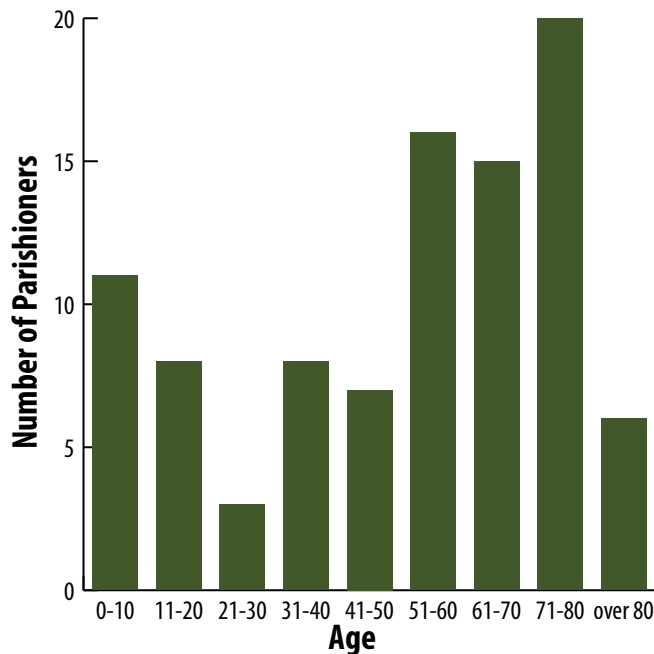
Who We Are *continued*

Physical Assets & Demographics

functions which, until this time, were held in a hall at Brentwood. By the 1980's it was necessary to expand, not only for functions, but for classrooms and worship space for a growing congregation. The new structure, an expanded and remodeled hall, was dedicated in 1984.

The Memorial Hall has a large L-shaped upper hall which is used by a pre-school during the week, and is regularly used for family services once a month. A ceiling-to-floor divider curtain has been installed, so the large space may be divided for smaller gatherings. In addition there is well-equipped kitchen, (upgraded in 2016) a vestry, a nursery room, and washrooms on this floor. The lower floor of the Hall has a private Rector's office, a general office with small library, two Board rooms, office space rented out to a non-profit community group, reception area, kitchenette, and washrooms. There is also a considerable amount of storage space in the hall. Both St. Stephen's Church and the Memorial Hall are continually upgraded and maintained, thanks to the support of parishioners.

As of December 31, 2016, there were 170 on St. Stephen's parish list. The breakdown (by age) of those attending a typical Sunday service is shown on the graph on the left.



St. Stephen's Cemetery



The cemetery has been in use since the completion of the church itself; plots are still being reserved for future use. There have been areas of expansion over the years. Our researcher and archivist, which is a part-time paid position, has now completed the cemetery records research for the 1862-1982 database. Downstream field work for the researcher will include amending the digital Cemetery Plot Plan using field measurements and ground control.

We have a Cemetery maintenance contract with a local company, who has over the years beautifully maintained the grounds, making it a place where all can enjoy the peace and quiet of the cemetery. There is a plan in place for a wall of remembrance.

We have been without a custodian since the beginning of October, and are hesitant to arrange replacement until we have a new rector in place. We have an arrangement to do any necessary burials. Our office administrator is handling the paper work necessary in the meantime, and there is an office which is used by the research person.

Our most recently retired Cemetery Custodian and another past member of the congregation spent many hours researching families and the history behind the pioneers buried in our cemetery. They are co-authors of the "Stories from St. Stephen's", ten stories about those pioneers.

Parish Management

Administrative/Operational

Paid Positions (Hours listed are per week):

- Organist and choir director: 10 hours (St. Mary's)
- Roster of Sunday musicians/Praise Band: per Sunday or volunteer (St. Stephen's)
- Administrative Assistant/Bookkeeper: 16-20 hours (St. Mary's)
- Administrative Assistant: 15 hours (St. Stephen's)
- Bookkeeper: usually 4 hours (St. Stephen's)
- Cemetery Groundskeeper and Cemetery Archivist

Financial Picture

With the approval of the Diocesan Council, the Anglican Parish of Central Saanich has a single Parish Council. Each Church has an Operations Committee to oversee local concerns. Both churches currently have their own bookkeepers and financial management systems. At the Annual General Meeting held in February, 2017, approval was given to procure the services of a Parish Treasurer who would have oversight of the finances at both churches and the Cemetery.

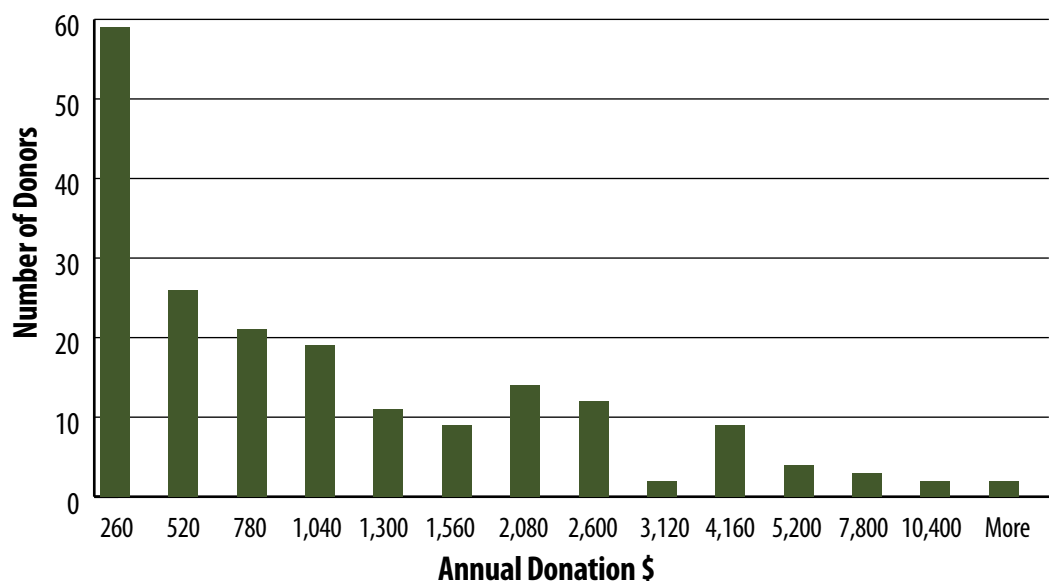
A review of the financial reports, contained in the 2016 Annual Report, for each component of the parish indicates the following performance:

	St. Mary's	St. Stephen's	Cemetery	Parish of Central Saanich
Total Income	\$307,764	\$205,315	\$32,291	\$545,370
Expenditure	\$273,743	\$202,069	\$37,086	\$512,898
Net Income (Loss)	**\$34,021	\$3,246	(\$4,795)	\$32,472
Assets	*\$211,026	*\$238,709	*\$253,221	*\$676,148

*see Annual Report for details

** \$43,459 is related to Refugee program funds; the Operating net income was \$5,953.

Parish Stewardship by Donor 2016



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Faith in Foundation *continued*

Parish Management

Operating Costs

St. Mary's and St. Stephen's share the costs for clergy, with each church covering its own expenditures in other areas except for arrangements that are mutually agreed by the parish council.

Our Cemetery is amongst the most financially sound within the Diocese.

Faith in Action

Parish Teams & Ministries

Shared Ministries

Bible Studies & Parish Weekend

Every Wednesday morning there is a communion service and a bible study led by retired clergy from the parish. Members from both churches participate. There are joint bible studies throughout the year. We also try to have an annual Parish Weekend, with a keynote speaker from outside the parish.

Ministries Based at St. Mary's

Prayer Ministries

- **Joint Prayer Chains**, including Prayer shawl ministry, Prayer Vigils
- **Evening Prayer** in the style of Taize: held once a month from September to June, it is an evening of music and meditation (consisting of repetitive chant, a Psalm, two scripture readings and prayers, all led by individuals from those attending).
- **Prayers of the people**: This ministry allows members from the congregation to prepare prayers for our regular Sunday services.

Children's Ministry

- **Sunday School**: a limited group of children

Guilds

- **Flower Guild**: flowers are arranged near the Altar each week, as are memorial flowers. After the services the flowers are often taken to shut-ins. The flower guild also helps decorate the church for special occasions like Easter, Thanksgiving and Christmas.
- **Altar Guild**: a team maintains the cleaning of the vessels and the changing of the frontal cloth in readiness for every service.
- **Card Ministry**: cards are sent out to parishioners and friends who need to know we are thinking of them and they are in our prayers and they are not forgotten.



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Parish Teams & Ministries

Ministries Based at St. Stephen's

- **Fellowship Group:** Seven members meet Tuesday evenings to study scripture, share their faith and seek a closer relationship with Jesus.

Prayer Ministries

- **Joint Prayer Chains**, including Prayer shawl ministry, Prayer Vigils
- **Tuesday morning prayer group:** a small group of devoted people gather in the hall every Tuesday morning to pray for any concerns of the parish, community and world.
- **Praying for our Children:** many members have committed themselves to pray for individual children and whole families in our congregation.
- **Prayers of the People:** This ministry allows others from the congregation to prepare prayers for our regular services.
- **Prayer Teams during the services:** at each service, two people will form a prayer station either during communion or after church for any who need immediate prayer or support.
- **Home Communion:** there are two members of St. Stephen's who are available to go to a parishioner's home or to a hospital to give communion to any who are not able to attend church services.

Children's Ministries

- **Sunday School:** there are approximately 12 children who attend Sunday school. A teacher from the congregation prepares the lessons with help from two young adults. The Sunday School is very active in other events, like fund raising at the Blessing of the Animals, running a game board night, having a fundraising table at the garage sale and participating in summer events or camps.
- **Service of the Word:** on the 4th Sunday of every month the Sunday School children read the scriptures and prepare the prayers' of the people. This service is held in the hall with the Praise Band.
- **Alpha Youth Course:** this is a series of interactive sessions that explores faith and its meaning. Each session includes dinner, a short talk, shared thoughts and games. There are many from the parish involved as well as young adult mentors.

Garden Ministry

- **Burl's Garden and Don's Garlic:** Prize winning dahlias have been growing here for many years and are used in floral arrangements in the church, for funerals and for sharing. Don's garlic is sold for outreach purposes and for our annual community Great Garlic Extravaganza Dinner. Vegetables are now grown for our Friday Soups-On lunch.
- **Flower ministry:** A small group of volunteers makes sure there are flowers up near the Altar each Sunday. Many parishioners also sign up to bring flowers to honour loved ones. The volunteers also organize the decorating of the church for Easter, Thanksgiving and Christmas.

Guilds

- **Altar Guild:** an efficient team maintains the cleaning of the vessels, changing of the hangings and frontal cloths in readiness for every service.



Parish Teams & Ministries

- **Card Ministry:** cards are sent out to parishioners and friends who need to know we are thinking of them and they are in our prayers and not forgotten.

Outreach

Although there are similar Outreach Designations at each church, they are done in slightly different ways.

At St Mary's, special monthly outreach envelopes are provided to parishioners. At St Stephen's, donations come from the regular weekly envelope giving.

The following outreach projects are supported by both churches, unless otherwise noted.

Outreach Projects

- **St Mary's First Nations scholarship:** Serves the first nations population within the immediate area by offering a scholarship to an aboriginal student who is accepted into post secondary education.
- **Christmas Hampers:** Hampers are put together for families from local First Nations Bands, with recipient names received from the respective band offices. Middle school families are also supported, with the assistance of the school counsellor.
- **Blue Bus Youth for Christ:** Participation in the Youth For Christ Blue Bus ministry for children and teens from First Nations communities. Both churches share in supplying snacks for the Tuesday night gathering. We also distribute offerings that are earmarked for this ministry.
- **Operation Christmas Child:** Shoe boxes are filled with toys and collected each November.
- **Food Bank:** weekly offerings and food items support a local food bank
- **Other outreach supported by St. Mary's:** South Island Center for Counselling and Training; Rectors discretionary fund; Anglican Appeal; PWRF.
- **Both churches support our local hospital,** one focusing on the Foundation and the other on the Chaplaincy.
- **Refugee Program:** Both churches joined with other Peninsula churches in the vicinity for RAPID, which enabled us to bring a Syrian family of four to our community. This family arrived in 2016 and we have, this summer completed our financial commitment to them.
- **St. Stephen's Refugee Program:** As our commitment to the Syrian family was coming to a close we became aware of another family from Eritrea who had been separated. We have since been able to bring them to Canada, where they have been reunited. We have a financial commitment to this family also.
- **General outreach:** This collection of funds, allows us the opportunity to support people, groups, organizations in need throughout the year. At St Stephen's we are committed to some financial support throughout the year to two separate individuals, we also continue to support these and other families specifically at Christmas.



Faith in Action *continued*

Parish Teams & Ministries



- **Mengo Hospital, Gendemi, Ethiopia (library):** Overseas ministry includes offerings to special ministries in Uganda, including Mengo hospital. This ministry involved a past church member who went yearly to volunteer in Mengo hospital and has worked with families with HIV AIDS, specifically with children and helping with home visits and immunization and educational support of those students desiring further education. Gendemi supports young women in need of homes, health care and educational support. Numerous reports are received throughout the year giving updates and the success of sponsored students. Both of the above ministries are supported by funds from Garlic sales, which is grown in the church garden plots, and the Garlic Gala. Throughout the year members are encouraged to donate to these ministries. Lastly, for overseas mission, we also collect money for the building up of a lending library in Ethiopia.
- **Peninsula Wine Fest:** Our third annual Wine Fest was held as a Parish event in July. Proceeds were divided between a local high school for their lunch program, a local Seniors Day Care Centre and also the local hospital Palliative Care Unit. This was an opportunity for all members of the parish to work together on a community event, with the proceeds of which remain within the community.
- **Blessing of the Animals:** Another example of a parish event benefitting the community at large is the annual Blessing of the Animals. Donations are collected and given to a local organization called PATS, which is a pet therapy organization.
- **Soups On:** a Friday lunch, provided to any member of the community, at no charge. This regularly scheduled event occurs at St. Stephen's.
- **Community Events:** Participation in civic parades (with the Praise Band) and annual sales held in the two churches, such as Thrift Sales, the Spring Faire and Holly Fair are further examples of community outreach.



Faith in Formation

Ministry to equip our members to strengthen their faith, commitment and ability for ministry

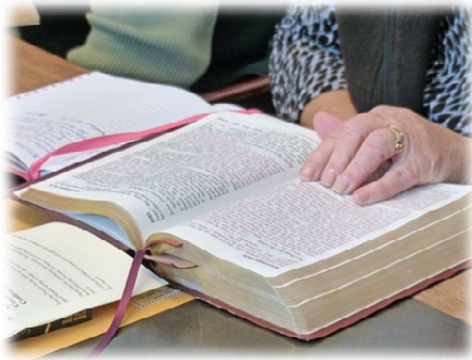
Most ministry that is available to members of our parish is also made available to the community so there is a large overlap with outreach. For example there have been several recent Alpha courses and there is currently a youth Alpha course being run for both young people within the congregation and for the wider community.

Within the parish we are blessed to have retired clergy who have provided or assisted in providing a wide variety of theological courses. These have included studies on the "Psalms", "Spiritual Gifts", "Revelation", NT Wright's book "Simply Good News" and "Genesis 1-3 - The Story of Beginnings". A course on NT Wright's book "Surprised by Hope" has also been presented.

Along with these courses the parish has been strengthened by informative, instructional and inspiring preaching from the pulpit.

Where Do We Want To Go

Ministry plan for the future



In “planning for the future” we began at the grassroots level and conducted a survey of parishioners in 2015. The survey responses provided a few common themes.

The three descriptors of our Parish Identity, and therefore the strength of our Mission show that we are:

1. **Committed Learners:** We nurture our faith and display the joy Christ gives us (could be labeled Discipleship).
2. **Friendly Inviters:** We invite our “neighbor” to experience our parish family (could be labeled Evangelism).
3. **Sacrificial Givers:** We reach out to others (what we refer to as Outreach).

The key to supporting ministries and programs for our parishioners, and to attract new parishioners, is growth. We are an aging parish and need to grow with younger families, or extended families (like grandchildren). To position ourselves for growth, we developed a

5-year plan, that was agreed to by the parish in September, 2015. Interestingly, it does mirror portions of the Diocesan Vision! Our **strategy for growth** is:

1. **Advance** our spiritual growth through worship, teaching and Bible study.
2. **Strengthen** our relationship with the community (local, national, and international).
3. **Increase** the number of engaged parishioners.

There are a number of activities (ministries) that were being conducted throughout the parish, and they needed to be focused to better support our overall strategy for growth. Some of these programs include the following:

- | | | |
|--|---|--|
| • Ministries: Bible Study, Taize Evening Prayer, Home Group, Stations of the Cross, Hymn Sing | • Community Social Events: Pancake Suppers, Skating Party, Sock Hop, Holly Fair, Blessing of the Animals | • Fund-raising Activities: Thrift Sales, Car Boot Sale, Peninsula Wine Fest, Holly Fair |
| • Parish Social Activities: pre-AGM Luncheon, Garlic Gala, Craft Groups. | • Concerts: the Sunday Serenade series, special Christmas concerts | • Educational Opportunities: Advanced Care Planning, Health and Wellness (CPR Course) |

Existing Programs (ministries) were associated for each of the three identified strategies for growth. The intention was to complete these programs within a year. However, we found that because they were part of our “DNA” we tend to continue to support them. The significant supporting programs for each of the strategies for growth are:

Note: When we have “Succeeded” in mastering a task, we don’t stop doing it, but we do challenge ourselves to take on another task in support of the Strategy. However, periodically, we will have to drop some tasks in order to be able to take on new ones, always being cognizant that whatever new tasks we take on, they should be done in a fashion that enables us to achieve “balance” amongst the three strategies for growth.

The challenge is to strike a balanced approach to the three strategies; then we will be the most successful!

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Where Do We Want To Go *continued*

Ministry plan for the future



Discussion of our Strategies

Advance spiritual growth through worship, teaching and Bible study.

1. **“Triangle Teaching”**: Triangle Teaching is based upon Gospel-shaped worship, and the teachings in Micah 6:8. The three points of the triangle are simply, Up, Out, and In, referencing the focus of learning (or teaching). We began with the “Up”, or “Walk humbly with your God”. We have further work to do with this model. The “Out” will focus on “Acting Justly”, and the “In” will focus on “Love and Mercy”. In consideration of our other liturgy, it may well take a year or two to fully grasp the benefit of Triangle Teaching. In terms of the Diocesan Vision, Triangle Teaching might fall within the grouping “Faith in Action”.
2. **Parish Weekend**: Our Parish Weekends are opportunities to learn from one another while strengthening our personal and congregational spiritual journeys. We are blessed to have these weekends (Friday evening, Saturday half-day, and Sunday worship service) led by clergy who are well-studied in the chosen subject matter. Typically, there have been 40 – 50 parishioners from both churches who attend each segment of the Parish Weekend, and a strong attendance for each of the two Sunday worship services.
When measured by the attendance and by the comments and participation throughout the weekend, the Parish Weekends are deemed to be a success, and should continue to be hosted each year.
3. **Parish Workshops**: Throughout the year, the parish hosts a number of Parish Workshops that are patterned off of the Parish Weekend. They might replace the regular Bible study, but usually each session is longer, and the number of sessions per workshop might vary from 5–6 to 10–12. Because they become a substitute for the weekly Bible study, these sessions are hosted during the day at St. Mary’s or in the evening at St. Stephen’s. They can be based upon scripture, or other subject matter important to a group of parishioners, for example Indigenous Perspectives. When measured by the attendance (40–45) and by the comments and participation throughout the workshop, the Parish Workshops are deemed to be a success, and should continue to be hosted to satisfy an appetite for increased learning to help those continue to grow and advance along their spiritual journey.

Strengthen our relationship with the community:

Engage friends in the community, by inviting them to the following special events:

In terms of the Diocesan Vision, Engaging friends in the Community might fall within the grouping “Faith in Formation”. While there are many Events within our parish life that exemplify this Task, for this period, we have chosen to assess our contribution in terms of the following three Events:

- **Peninsula Wine Fest**: The Wine Fest is a special new Event that is now in its fourth year of operation. As a measure of success, we deemed it to be more successful with the increased number of attendees being from the community (that is, who were not parishioners of the Parish of Central Saanich). This ratio has been in the 60 – 75%

**Peninsula
Wine
Fest**

• A wine tasting event set
on the beautiful grounds
of St. Stephen's Church

• Enjoy appetizers, live
music, a silent auction
and a vintage car display

Tickets
Advance: \$45/\$40 Seniors
At the door: \$50

July 15, 2017
1:00 pm to 4:00 pm
St. Stephen's Church
7911 St. Stephen Road,
Saanich

Information & Tickets:
www.ParishCS.ca
250-652-1611



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Where Do We Want To Go *continued*

Ministry plan for the future



of patrons being from the community – a very good success factor. Also, we have a number of patrons who join us for this Event year after year.

- **Valentine's Dance:** The Valentine's Day Dance is also well attended by the community – in the range of about 60% of the attendees being from the community who join us for this free Event. This Event too has been hosted for four years, with the music being provided by members of the praise band from St. Stephen's church.
- **Free CPR course in February:** Over the two years of offering this free course, run by certified instructors from the Central Saanich Fire Department, we have welcomed about 40 attendees who were a mix of parishioners, their family members, and members of the community. Training includes CPR instruction for adults and infants, and training on the AED (defibrillators) equipment that was donated to St. Mary's, and to St. Stephen's.

These three events should be continued so long as they continue to be successful. However, if sufficient volunteers are available, a review of possible additional events could be considered.

Build upon community outreach programs, specifically the five identified below:

These programs support the members of our community in a variety of ways, each in its own unique way.

- **Christmas Tree Trail:** This program is largely driven by the business community of Central Saanich and Saanichton. In that sense we have little to contribute to the overall organization of the event, but we are certainly noticed for the parts that we play. It begins with a pancake breakfast put on by the Sidney Lions. The church and the hall is decorated, and St. Mary's is a key stop for the free rides on the horse-drawn carriage throughout Saanichton. A bonus attraction at St. Mary's is the chance for families to have their picture taken with Santa!



- **Soup's On:** This ministry has become very popular, serving free soup and dessert to as many as 60 people from the parish and the community at noon on Fridays. It is truly a labour of love by the ladies in the kitchen at St. Stephen's, with ladies from St. Mary's also helping out as well. It was initiated by St. Stephen's, but has morphed into a parish event.

- **Christmas Hampers:** This Ministry continues to grow year over year. Throughout the year, food items are purchased or donated, but the really busy time obviously is closer to Christmas. The hampers are for local indigenous families in need, and other less fortunate families in our community. Both churches are very active in this ministry, and now work together to leverage their efforts and funds.

- **Summer Camp:** For a number of years, a summer camp was hosted on the grounds of St. Stephen's. However, it consumed a lot of resources – both money and volunteers from both churches – that it was decided to accept the recommendation of the camp leader to make a change. The recommendation was to cancel the significant investment in the summer camp, and rather divert those resources and energies to other program(s) for children and youth that would run throughout the year (rather than just for a couple of weeks). Hence, the summer camp was not hosted for the past two years.



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Ministry plan for the future

- **Achieve greater support by our community of churches for the YFC Blue Bus outreach:** During the first year in which we assisted in the operation of the Blue Bus ministry, it was recognized that we, as a parish, could not support it by ourselves. It needed a group of parishes to support this ministry in order to share the demand for volunteers. Fortunately, other parishes have stepped forward to provide the necessary support, to the degree that our parish could step away. Thus we have provided the necessary assistance for this on-going community ministry, for the time when it was desperately needed for it to succeed.

With the exception of the Summer Camp, these successful Events should continue to be used to reach out to the community. All are an excellent way to inform the community about the other programs and Events that we host. The Summer Camp is a good example of cancelling a program or Event when it is judged that the demand for scarce resources can be better invested elsewhere.

Increase the number of engaged parishioners:

For this growth strategy to be of optimum effectiveness, we need to emphasize that the parishioners, current and new, need to be engaged in the life of the church, and work in harmony with those striving to achieve a balance in the success of this strategy with the successes of the other two growth strategies. We think we are doing well with the first two growth strategies, but could be more successful with this third strategy.

Increase the number of new parishioners:

There are many ways to attract and welcome newcomers to our parish.



- **Inviting Boomers and their “families” to attend worship:** This initiative was intended to capitalize upon our more senior parishioners by encouraging them to invite their friends and families to join us for our worship services. It also included grandparents bringing their grandchildren to experience our worship services, Sunday School, and other programs. There is some of this happening, but we need to encourage it to happen more frequently.
- **Inviting friends and “neighbours” to workshops focussed on current needs:** Many new parishioners comment about how friendly we are. So if they accept our invitation to a workshop that we think will be of interest to them, they will enjoy the workshop, and find out how friendly we are. If we put them at ease, they are more likely to consider making the decision to return. The workshops can be anything that might be of interest to them – CPR, Stages of Life, Wills, Travelogues, for example.

Increase the engagement of current parishioners and quickly engage newcomers by inviting them to:

- **Share their gifts and talents with the parish family.** When we find out what interests someone of our current parish family, or a newcomer to our family, we could invite them to share their skill or talent with the Parish. Often, they just need to be encouraged. The spectrum of talents is as broad as you can open your mind – carpentry, reading, teaching, gardening – whatever. They will likely feel pleased to be able to help someone else out. If they are contributing, they will be engaged.
- **Actively participate in a newcomer program.** We do have some informal newcomer

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Where Do We Want To Go *continued*

Ministry plan for the future



programs. But what was intended with this initiative was to develop a little more structure into our newcomer programs. An example is to invite someone out for coffee if they have attended one of our services for three or more times. Then we can get to know them better – their talents and skills – and suggest to them how they might want to share their talents or skills. Also, it is an opportunity to let them know about the various program that we have to offer, should they like to participate.

- **To engage current parishioners**, the approach is pretty intuitive, but strangely enough we have done little of it! The basic success approach is simply “to ask”, or “to invite” someone to help out, and ultimately to become engaged. We found with recent events, in particular the Wine Fest, that if parishioners were told what was needed, they would quickly volunteer to help out. Some liked to receive on-going direction, but still others preferred to feel empowered to run with it.
- **Another effective way to increase engagement is to invite someone** – current or newcomer – to an event that they might really enjoy. Examples of the event could be the Blessing of the Animals (if they have a pet), CPR training, sessions on retirement or wellness. If they attend one event the ice will have been broken – for both existing parishioner and newcomer. Then they may be comfortable attending a Sunday Serenade concert, and then the Lessons and Carols, and soon, perhaps a Sunday service.
- **After a recent parish day it became clear that there are a variety of opinions present on same-gender marriage** and we are looking to a spiritual leader with a warm, open and generous heart to journey amongst us, respectful of the diverse views we hold on this and other matters of faith.

What Can We Provide

What as parishioners can we offer our next Pastor

- An engaged congregation serving both the internal and external community.
- Two distinct congregations working in harmony within the one parish; one in a village setting and the other in a more rural location. (Examples are the Wine Fest, Blessing of the Animals, thrift sales, concerts, etc.).
- Committed lay leadership.
- A variety of talented music leaders with music varying from traditional to contemporary.
- A very good web site that is kept up to date.
- Support from the Bishop's Consultation Team and others in helping to make the transition to our community.
- Pastoral support from the Bishop and others in the parish family.
- Retired clergy within the parish who can assist the pastor in a number of ways.
- And above all, the opportunity to serve Christ as the leader of a parish that is making a difference in the community.