

2020 Annual Report



James Bay United Church
511 Michigan Street,
Victoria, B.C. V8V 1S1



JAMES BAY
United Church

Opening Doors to God's Love

Priorities for JBUC (established Oct. 20, 2019)

Inspired by (bold and vulnerable) love to risk new ways as spiritual activists:

We commit to attend to all church activities* through a **“Green New Deal”** lens.

*including all ministries and programs, building maintenance and development, procurement, travel and administration

It is our sacred duty to live in harmonious relationship with all creation – the most precious and profound of all God's gifts.

Called by earth and sky, the promise of hope held high.

This is our sacred living trust, treasure of life sanctified, called by earth and sky.

We commit to create a culture that **invites people of the congregation to boldly name their sense of call**, testing if there are others who feel the Spirit's stirring to join them, in the hope that shared ministry will grow within and beyond the congregation.

We commit to pursue ways of **deepening relationships**
within the congregation
with the neighbourhood
with First Peoples

We commit, to the best of our ability, to create a **safety plan** to preserve an open welcoming environment for peaceful worship, to take action if action is needed to preserve life.

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JAMES BAY UNITED CHURCH

Minutes of Annual General Meeting for 2019 Year End
Sunday, March 1, 2020

The meeting was incorporated into the Sunday service.

Present: 80 members, adherents and guests, including Board members.

Regrets: Cheryl Macpherson, Board member, Worship Team Lead.

Chair: Cheryl Caldwell (also Treasurer)

Minister: Rev. Karen Dickey

Recorder: Kathie Putt

GATHERING IN THE SPIRIT

Karen offered a welcome, announcements and acknowledgement of the indigenous territories we are on.

Cheryl Caldwell introduced the Board members: Doug Lunam (Pastoral Care Team Lead), Suzanne Lawrence (Member at Large), Terisa Klassen (Safety Plan Lead), Kathie Putt (Secretary), Karen Dickey (ex-officio and Life Long Learning Team Lead), as well as Cheryl Macpherson (Worship Team Lead) unable to be present.

Others available to the Board upon request are Gordon Miller (Congregational Designated Minister for our Ministry of Communication and Neighbourhood Engagement), Joan Scandrett (Chaplain and Operations Manager of the Thrift Shop), and Bev Tracey (Property Team Lead).

MOTIONS voted on by members only:

1. M/S Sue Ross/ Suzanne Lawrence that adherents be granted voting privileges for accepting the agenda, adopting the Minutes, and accepting the annual reports. Carried.
2. M/S Irene Fraser/ Sue Ross that Kathie Putt be elected Recorder for this AGM. Carried.

MOTION voted on by members and adherents:

3. M/S Suzanne Lawrence/ Kim Tadei that the agenda be accepted. Carried.

Karen led us through our covenant together to: listen and speak with respect, to express our views, to be aware of each other and ourselves, to be mindful of time, making room for each person to contribute, to consider prayerfully, to care about the life of the congregation, the community and the world, to ask for help as needed , to meet our commitments.

SHARING THE GOOD NEWS

After the scripture reading, Terry Dance-Bennick and Johan Heskes each offered a reflection on what their connection with James Bay United has meant in their lives.

MOTIONS voted on by members and adherents:

4. M/S Colleen Nicho I/ Karen Pollett that the minutes of the March 3rd and June 30th congregational meetings be adopted. Carried.

Before the next motion, the congregation was invited to ask questions or comment on the Reports provided in the Annual Report. Barb Whitney commented on how well written and conceived the reports were, making her proud of the Church.

5. M/S Marg Lunam / Kim Tadei that the 2019 Annual Reports be adopted. Carried.

RESPONDING WITH OUR WHOLE HEARTS

Cheryl Caldwell talked of the recent congregational gathering over lunch and some of the visions that were brought forth there. These will be considered more fully in the coming weeks.

Suzanne Lawrence assumed the Chair for the presentation of the 2020 Budget by Cheryl Caldwell. To open discussion the following motion was made:

MOTION to be voted on by members and adherents

6. M/S Gary Brandstadt / Marg Lunam that we adopt the 2020 Budget as proposed.

Cheryl provided information about the 2019 and 2020 Budgets.

- We ended 2019 with a surplus of about \$32,000; both Revenues and Expenditures were lower than anticipated because neither the ramp replacement nor the neighbourhood pledge drive took place.
- For 2020 we are forecasting a surplus of about \$17,000, which could possibly allow for further team expenditures.
- Our income is mainly from rentals, the Thrift shop, the Community and Neighbourhood Ministry, and interest on investments. Our expenditures are mainly on salaries and benefits, Community and Neighbourhood Ministry, operations, and teams.
- Thrift Shop income was more than expected last year
- Our offerings were 10 percent higher than forecast last year, so has been projected to increase by 10 percent in 2020 or \$72,000.
- We are budgeting \$20,000 for replacement of the ramp and are looking for a grant to cover this. We plan to put in an “accessible” door downstairs at a cost of \$6000.

- Community and Neighbourhood Engagement is now a Ministry and we will gradually move to showing those financial figures differently, in the same way as other teams. Small grants we may receive for CNE are for programs rather than salary.
- The music budget has been increased to accommodate our decision to hold both morning and evening services again this July as we did last year.
- A Neighbourhood Pledge Drive is included in the 2020 budget and how to do it is being explored.
- We are trying to ensure we are hitting the agreed upon congregational priorities.

Cheryl expressed her thanks to Vanya for keeping the financial records and for working so closely with her in the budget preparations, and her appreciation for the support of the Board and the congregation.

Discussion was invited. There were no comments. One question was asked and clarification offered. The motion was carried.

Cheryl Caldwell resumed the Chair.

OFFERING OUR GIFTS

While we acknowledge the many gifts of one another, four individuals were given special recognition and gifts.

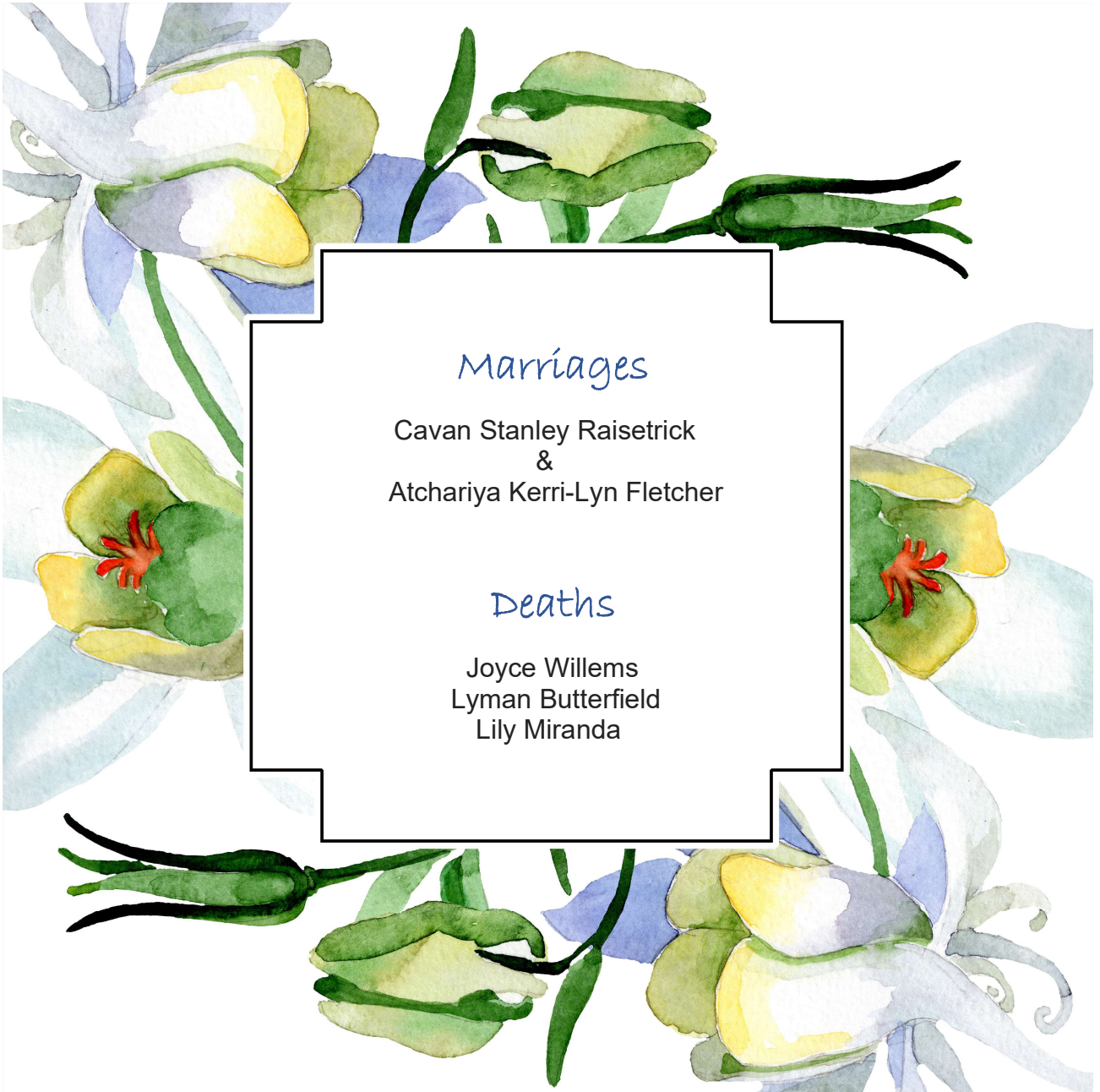
These included Sylvia Scott, Bev Tracey, Terisa Klassen and Kathie Putt.

As this was the first day of Lent, communion was celebrated.

GOING OUT TO SERVE

The meeting closed at 12:10.

Submitted by Kathie Putt
for 2019 AGM Minutes



Marriages

Cavan Stanley Raisetrick
&
Atchariya Kerri-Lyn Fletcher

Deaths

Joyce Willems
Lyman Butterfield
Lily Miranda

MINISTER'S REPORT, 2020

"How can we sing the Lord's song in a strange land?"

- Psalm 137:4

Interesting, isn't it, how ancient questions arise again with new found relevance. In the case of the Hebrew people, "how can we sing the Lord's song in a strange land?" is a question uttered from a place of defeat, already implying "we can't." Exile was their context, a result of an invading army that tore into their homeland, taking them captive, hauling many off to a foreign land.

For most of 2020, exile has been our context too, the consequence of a world invading virus, in this case sending us home --to stay ... where home is **not** to be a place of generous hospitality but separation, from family, friends and strangers, from our colleagues and classmates and communities. We've been living in a strange land.

For the Hebrew people, the temple in Jerusalem was central to their identity as people of God. *"How can we sing the Lord's song in a strange land?"* was first and foremost an expression of profound grief and disorientation ...where is God? who are we without the temple? how can we connect with the Holy, be sustained as a people amidst hostility? In time, grief gave way to innovation, and new ways of being people of God were born.

Sounds a bit familiar, doesn't it. What do you mean we have to close the church? Who are we if we can't be together, eat together, sing and pray together, care for each other, laugh and weep together, learn and reach out together? Without the church as our "go to" place, *how can we sing the Lord's song in a strange land?*

For the Hebrew people, into their grief and their longing to go back, there arrived a letter from the prophet Jeremiah. It was clear this rupture in their life wasn't going to be over anytime soon. "Seek the welfare of the city," he urged them. Settle in, be where you are. Make the best of it, and not just for yourselves but with and for the inhabitants around you. It was more than a survival strategy. It was a call to keep the faith, to practice that central mandate to care for the neighbour even and especially in this time and place.

They had Jeremiah. We had Dr Bonnie Henry! –be kind, be calm, be safe.

We went about finding new ways to practice our faith ... to sing the Lord's song ... to live our faith out loud in light of our new circumstances. We began to draw more deeply on our culture's ways, technologies and platforms. We began to worship, together while apart, on-line.

Rituals and practices we had only ever experienced together in person, in our church building, we were sharing in from our homes.

We discovered sanctuaries can be created wherever we are. We came together on-line to visit with each other, to learn and grow together, to make decisions, to plan next steps. On-line meant placing ourselves “out there” in ways we weren’t before, in ways that were more accessible to people from a distance and others close to home who had never darkened our doors. On-line meant closing something of the separation between and beyond us. On-line meant growing in our awareness of neighbours, widening our connections in the community, enlarging our appreciation of one another’s needs, desires and resources. The building might have been closed, but much of who and how we are church opened up and out.

The internet was not our only avenue for practicing our faith in this time of exile. We connected over the phone, on the street, in the parks and with cards in the mail, perhaps more than ever. We also responded by re-purposing our home at 511 Michigan. For several months the food pantry that is part of our Tuesday Morning Drop-in Ministry was relocated to the front patio, widening the circle of those involved, with the invitation to “take what you need and contribute what you can.” Our downstairs hall was given over to the Thrift Shop enabling that ministry to re-open safely within a larger space. Our sanctuary was opened up by removing a section of pews to create a safe gathering place for recovery groups, small group meetings and other programs. It also served as a feasible space to convene a work-party to assemble Christmas stockings that were delivered to unhoused people in the neighbouring parks – an initiative that caught the attention of others in the neighbourhood who were grateful for the opportunity to share their support.

The day is coming when this time of exile will come to an end. There is no telling the joy of the reunions that await us! In the meantime we have learned from what we have missed about what we truly value. We have developed new capacities, new skills, new practices that we will take forward with us. We have discovered and have been discovered by neighbours we hadn’t met before.

We have come to appreciate inequities and injustices and vulnerabilities we may have been blind to before as so much has been laid bare in this time.

The day is surely coming when this time of exile will end. And in many ways, there is no “going back” to what was, for we aren’t the same. We are being transformed personally through this experience --we’ve come to know more about ourselves, what we need and don’t need, and what matters. We are being transformed collectively through this experience, as the forming of new relationships brings new perspectives, new questions and new energy. We are being transformed in and through the new ways we are learning and have undertaken to practice our faith, to be the church. Where this transformation will take us, we cannot know, but we can trust that it is by God’s grace we are led and accompanied.

As we move on to whatever the future holds, perhaps this prayer of Thomas Merton's can become our own ...

MY LORD GOD, I have no idea where I am going.
I do not see the road ahead of me.
I cannot know for certain where it will end.
Nor do I really know myself,
and the fact that I think that I am following your will
does not mean that I am actually doing so.
But I believe that the desire to please you
does in fact please you.
And I hope I have that desire in all that I am doing.
I hope that I will never do anything apart from that desire.
And I know that if I do this you will lead me
by the right road though I may know nothing about it.
Therefore will I trust you always
though I may seem to be lost and in the shadow of death.
I will not fear, for you are ever with me,
and you will never leave me to face my perils alone.



Grace and Peace to you, Karen

Report from the Board

During the year the Board has been composed of Cheryl Caldwell, Karen Dickey, Terisa Klassen, Cheryl Macpherson, Doug Lunam, Steve Nichol, Suzanne Lawrence, and Charlotte Caron (secretary) coming on the Board in April. Thanks to Kathie Putt for her work as Secretary prior to that.

The Board met 19 times in 2020. January and February were ordinary months with the budgets and preparation for the Annual Meeting. In March everything changed with the closure of the church building and Thrift Shop due to COVID 19.

Actions taken to keep the congregation healthy and thriving during the first months of the pandemic:

1. Continued email newsletters 2-3 times per week.
2. Worship on line using a platform that Daniel Brandes was able to secure.
3. Telephone tree so that everyone in the congregation got a phone call on a regular basis.
4. Jazz night through recordings.
5. Patio pantry at the front of the church.
6. Seeking financial stability exploring sources of funding available to us through governments, United Church and our investments in the Victoria Foundation since revenue from the Thrift Shop and rentals stopped.
7. Cheryl Macpherson provided on-line meditations
8. Suzanne Lawrence provided on-line messages and counselling.
9. Board meetings, coffee gatherings and other meetings/events took place using Zoom technology.

In light of Gordon Miller's medical leave, Christine Chepyha was contracted to look after some of his communication duties and Daniel Brandes picking up technical work as well as the music for Sunday morning worship. Regrettably the closure of the Thrift Shop meant that we were no longer able to continue the employment of Thrift Shop Manager and Chaplain, Joan Scandrett.

Reopening plans were considered and re-considered as things changed and the pandemic went on, and as we received advice from Public Health Officials and The United Church of Canada.

We received the federal government wage subsidy to help cover salaries. By the end of May, the Financial Reports show offerings up from last year at this time. Gratitude was real but subdued by knowing that insurance rates would increase in January 2021, and that while things were hopeful, a crunch would come. Rentals were not possible. Thankfully, Federal Government loans were received to cover costs for 2020. These are no interest loans with a significant portion forgivable if the terms are met. They will be repaid by December 2022.

In July, as the first wave of the pandemic receded, the Board determined protocols for limited use of the church building by staff, the Board, Tuesday Night Jazz Trios, Wednesday Morning Prayer, Garden Team, and Thrift Shop volunteers. The Board agreed to the Thrift Shop request to use the church Lower Hall since the space in the Shop itself was too confined for much use. Their care and planning was impeccable and everyone rejoiced for the time the Shop was open again. Pews were removed from the main part of the sanctuary to make the space more flexible for worship and small group activities.

In October with strict safety plans in place, worship began again in the sanctuary for limited numbers of people with live-streaming for the rest of the congregation. Planning for the coming year was going forward and the Thrift Shop was doing its ministry of caring as well as bringing in revenue again. Of course we now know that the openings were short lived as the second wave of the pandemic came crashing in.

In December the Board agreed to have a container unit in the parking lot for the things that had been removed from the Community Tent in Beacon Hill Park by City workers until a new Community Tent could be established to serve the needs of the unhoused in the Park. The questions of how to learn from and be in solidarity with the unhoused continues to demand our attention.

We are grateful that the church is doing so well, that people are hanging in with a real feeling of being connected to others. We are grateful for Daniel, Gordon and Karen's work to get things on-line and offer thanks for behind-the-scene workers. The learning curve for everyone has been high and wearing. Our staff are generous in the midst of this.

We are grateful that Cheryl Caldwell has managed the challenging job holding two roles as treasurer and chair with all of the extra work this year, but concerned that we need to find a new treasurer. Vanya Smith continues to keep on top of finances and other administrative work for the church.

Safety and Emergency Plan 2020

As this report is being written, the Covid-19 pandemic continues to be a major health emergency. In light of the arrival of **SARS-CoV-2**, and lockdowns in Canada became official on March 17th, the safety of everyone connected to James Bay United Church (JBUC) and our community became our paramount focus. The scope grew more enormous than a few people working on the Safety and Emergency Plan could possibly manage. JBUC came to depend upon the directives of the Government of Canada, the BC Ministry of Health and the Provincial Health Officer, the United Church of Canada (UCC) and the Pacific Mountain Region (PMR) Office. It is with great gratitude that we have had the leadership of **Rev. Karen Dickey, Board Chair and Treasurer Cheryl Caldwell, The Thrift Shop Steering Team, our devoted staff, and** the myriad contributions that **YOU** the many have made,

to bring us thus far. A year ago the word ‘pivot’ became the catch-phrase and together pivot we did, to keep our faith community not only going, but vibrant. As you will see, the following is a mere fraction of all the safe steps taken in 2020 by and for the people connected to James Bay United Church.

As mentioned in the 2019 Safety and Emergency Plan Annual Report, 2020 opened with the JBUC Board’s support to implement actions addressing what were determined the top five most immediate threats to safety at that time, a pandemic not among them. These were drawn from input during the September 2019 Congregational Meeting:

- Managing difficult interpersonal situations
- Individual medical emergencies
- Fire evacuation procedures/drills
- Food safety, and
- Earthquake emergency preparedness



The following are chronological, not priority order, **outcomes for managing the above threats:**

In January 2020 we determined that JBUC is exempt from the requirement of **FoodSafe Certification** when operating in the kitchen. According to **BC Public Health Act, Food Premises Regulation** per Part 1-2. Application. “This regulation applies to every food premises other than: (c) premises in which food is prepared or served by voluntary caterers for functions or gatherings limited to members of their own organization and invited guests” (JBUC community). However it has always been our steadfast intention to use the same principles and practices in the FoodSafe program, and safety signs are now posted.

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/11_210_99

On January 29th Fire Prevention Officer and Inspector John Hardman, from the **Victoria Fire Department (VFD)**, conducted a combined inspection and information session with several JBUC Board Members, property specialist Beverley Tracey, and Team Leads present. With list in hand, Bev and I began to update requirements for compliance before we could initiate fire drills. Some signage is yet to be posted due to setbacks related to Covid-19.

As at February 5th The Thrift Shop (TTS) **First Aid Kits** had been updated, and the Office and Church kits were underway, and completed by early March. Since it was out of the scope/budget to provide First Aid Training to interested JBUC congregants **for medical emergencies** the Board agreed that the first course of action is to **call 9-1-1**.

On February 19th JBUC hosted some concerned members of the Church, TTS, and the James Bay community to discuss specific **difficult interpersonal situations** and potentially dangerous scenarios experienced on site and around the community. **Victoria Police Department Community Resource Officer**, Constable Jessica Moretto, led the informal 'conversation', her word. Twenty-nine attended. Lots of diverse scenarios and uncertainties were expressed and Constable Moretto outlined some recommendations, depending on the situation. One consistent course of action she suggested was that when in doubt, call 9-1-1. She said that the Dispatch Operator will always assess the situation and if necessary, reroute non-emergency calls, Constable Moretto emphasizing that it is okay to call 9-1-1 when unsure.

Also in the interest of **managing difficult interpersonal situations**, JBUC was fortunate to have Denise Nadeau and her colleague, Maryann Abbs offer expertise at no charge for **Bystander Intervention Training** for situations of **any form of interpersonal violence and racial harassment**. Interactive training was scheduled to take place in the lower hall of the church on Saturday March 14th, 2020 with up to 40 in attendance. Due to the imminent arrival of Covid-19 and its inherent risks to gatherings of this size, and following a discussion on March 12th between leading parties, the event was indefinitely postponed until online training could be made available.

Discussions were underway for **Earthquake Preparedness** training with **VFD Emergency Management Communications Liaison**, Sarah Hunn - who was holding two potential dates for us in April or May, 2020. This initiative did not take place, also due to the arrival of the pandemic. Follow-up is still pending.

Additional Safety and Emergency Plan measures, through to December:

May 27th – review JBUC SAFETY PLAN Summary Table for possible immediate action needed.

May 30th – join Steve Nichol and Doug Lunum to take measurements in sanctuary for safe physical distance seating.

June 1st – work with Steve to report sanctuary safe-distance seating after measurements taken.

June 4th – begin work with Team Lead Colleen Nichol re strategies to train Greeter/Ushers team and create a safe flow of traffic in and out of in-person worship services.

July 5th – Franklyn Roy requests floor plans of TTS main floor and the Church lower hall, the latter for which I provide immediately.

July 8th – forward Franklyn two Jpg photos from Vanya Smith of TSS floor plan.

June 10th – meet Colleen and Steve in sanctuary, exchange notes and revisions with Colleen for her Team’s in-person worship protocols Safety Plan.

June 11th – provide the Board with an updated Safety Plan Table of a detailed summary ~~with~~ showing what pre-pandemic objectives have been met, and a Table indicating those that remain.

Per Karen, arrange a meeting with our cleaner Dritan Pashaj to walk through sanitizing protocols. Also contact Kelby MacNayr to confirm his Tuesday Night Jazz rehearsal schedule, and that it is in sync with Dritan’s cleaning schedule. Kelby confirmed July 9th.

July 11th – meet with Dritan at the Church to go over sanitizing protocols per Karen.

July 13th – meet with Franklyn and the TTS Steering Team to assess lower hall layout to open for sales July 24th, once Pacific Mountain Region approves the plan.

August 4th – per July 23 JBUC Board Meeting, contact Franklyn re any unexpected TTS expenses. Vanya confirms expenses have been submitted.

August 6th – per Karen asked if I would be an additional set of eyes on Sandra Fletcher’s Safety Plan as Director of the James Bay Children’s Chorus before submitting it to PMR for approval so that rehearsals can begin September 17th. Completed August 10th.

August 14th – to comply with VFD inspection regulations, followed up with Vanya for her design experience in creating a VFD-approved floorplan for each level in the JBUC buildings. She said she has drafting skills and that it wouldn’t be too difficult, or that there’s a free 7-day trial of design software called SmartDraw as an option. Follow-up pending.

September 1st – Cheryl Caldwell requests input from Charlotte Caron and myself regarding TTS’s request to strategically place tables outside and sell ‘outside stuff’. We agree to the safe measures and potential increase in revenue. The Board approves.

September 12th – per Karen and Colleen’s requests that Gwenna Moss and I have a look at Colleen’s Ushers/Greeters’ Team Safety Plan before sending it off to PMR for approval.

September 27th – aiming for a first in-sanctuary worship on October 18th Colleen asks that I assist in preparations to lead her team through the Greeters/Ushers’ Training.

October 9th – together with Colleen, and Steve, Karen, and Bev in their respective fields of expertise, and all attending, we raised/resolved several possible glitches/scenarios in conducting the Greeter/Usher Team in the sanctuary in a 90-minute training session.

October 15th – 2nd training session for remaining Greet/usher Team members using Colleen’s revised Ushers and Greeters’ Guidelines handout.

November 9th – Gordon Miller requests that I oversee the greeting and ushering for the first in-person Tuesday Night Jazz at the Church with the Louise Rose Trio to comply with all current Safety protocols. We use Colleen’s Ushers and Greeters’ Guidelines handout.

Effective November 19th and due to a second wave of Covid-19, all in-person worship services are suspended. Four consecutive, safe, and successful in-person services were held in the JBUC sanctuary before this announcement: October 18th, 25th, November 1st and 8th.

November 22nd – Steve requests that I follow-up on the potential risk of fire hazard of the 1000 paper cranes in the sanctuary. VFD John Hardman returns my call and says he noticed the cranes when he conducted the inspection but that they do not pose a significant risk.

Respectfully Submitted
Terisa Klassen,
Board Member & Safety Chair

Hospitality Report 2020

Sunday morning coffee hour was provided by the coffee team from January 1, 2020 until Covid-19 meant the end of all in person events in mid March.

Shrove Tuesday pancake supper on February 25, 2020 was a big event with a huge turnout from the church and the wider community. It turned out to be the last large social gathering in the church for the year.

Beverley Tracey for the Hospitality Team



Ministry and Personnel Report 2020

The COVID 19 pandemic has heavily affected all areas of life within our James Bay United Church congregation and staff. This has led to some highlights and low moments.

Due to the financial strain of the pandemic, **Joan Scandrett**, the Manager and Chaplain of the Thrift Shop unfortunately had to be laid off on May 15, 2020 due to the closing of the Thrift Shop. She was quickly able to receive the CERB (Canada Employment Response Benefit). Joan later resigned her position on Oct 1, 2020.

In addition, we cancelled our contract with Select Janitorial Services due to the lack of cleaning requirement within our church building. Our cleaner, **Dritan Pashaj**, has other contracts with Select but has been doing volunteer services since the termination of his contract. Our plans are to hire Dritan through his own company in 2021.

Gordon Miller, our Director Communications and Neighbourhood Engagement Ministry, fell ill on 13 April and returned to work in October. Gordon was the recipient of the UCC Restorative Care Plan benefits during his convalescence. During his absence **Christine Chepyha** was temporarily hired at 10 hours/week to assist with IT duties.

During the pandemic in-person services were not permitted within the sanctuary (other than for a brief period) and video services took over. Prior to Gordon's return from sick leave **Daniel Brandes** took over providing interim on-line technical services while continuing to provide his contracted music ministry.

Upon his return to health **Gordon Miller** established a sophisticated on-line video setup within the sanctuary to broadcast our Sunday worship services. He was assisted by temporary IT assistants. One was contracted and then left while another part time assistant has a contract pending.



Our Office Administrator, **Vanya Smith**, has worked steadily and mostly alone this past year to ensure that the business of the church continued smoothly.

Our minister, **Rev. Karen Dickey**, adapted quickly to the changing COVID protocols in 2020 and provided both recorded and live-streamed worship services.

All JBUC paid staff are currently on continuous (renewable) contracts and have been **exemplary** in their efforts to keep the church functioning during this very challenging year. Formal evaluations will be completed in the near future.

The M & P Committee acknowledges all the work that has been done by our contracted staff and on behalf of the entire congregation would like to extend our sincere thanks to them.

Steve Nichol, Chair, Ministry and Personnel Committee
Submitted February 10, 2021

Worship Planning Team Report

2020 was a challenging year! During the year, the team of Colleen Nichol, Gary Brandstadt, Gwenna Moss, Cheryl Macpherson, Daniel Brandes and Karen Dickey have been joined in our planning by other congregational members for a season or more. Deep thanks to Suzanne Lawrence and Sarah Hovey.

To create worship services which met the needs of the congregation and stayed within the limitations of the COVID-19 public health guidelines, the team has had to be flexible and adaptable as circumstances changed often. We had a steep learning curve initially after we were advised that in-person gatherings were not to be happening. We needed to meet more often, and each member of the team gave generously of their time in countless ways both in Zoom meetings together and individual work at home.



A whole new set of skills was required to implement our virtual way of doing worship during 2020. With great thanks to Laura Brandes for offering us the use of the Adobe Connect platform through her office, Polis Project at UVic, we were able within a week to make the switch from in-person to on-line gathering for worship. Karen, Colleen, Gwenna and Cheryl attended a 6-week online course called Reboot Your Worship by Marcia McFee, PH.D of the Worship Design Studio. The knowledge and techniques learned there have been extremely helpful as we moved forward. New online resources were sourced and through trial and error we made our way into the format for live streaming which works for many of us. We are all incredibly grateful for Gordon Miller's help with the many technical details of online worship and for recruiting the help we needed for Sunday recording.

Some highlights this year were services through Holy Week, the 2 beautiful outdoor services in the park in August, the joy of having some (physically distanced) members together in the sanctuary for a few services and the Christmas Eve Pilgrimage.

Cheryl Macpherson (Chair)



Property Team Report

Janice Edwards and Lorraine Mainwaring have joined the garden team, and we met weekly from late spring into the fall to keep the gardens in shape. I'm very grateful to have this a team effort.

In late summer sewer flies emerged from our sump pump pit. I opened the pit, cleaned it out, treated it with lime and monitored the situation to ensure the problem disappeared. It did!



In October the pews in the main area of the sanctuary were taken apart, reassembled, advertised and sold for \$1850. We have 30 chairs being stored/on loan from Fairfield United which we are using to replace the pews.

In November the sprinkler system was winterized and some caps and a valve installed which will help to conserve water use next summer.

By December, all the church hall and office after some research I replace them with \$2000. We launched fund-raising weeks all the money and I were committed to doing the installation in January, saving us a significant labour charge. Big thanks to Martin.



fluorescent lights in the area were wearing out and discovered that we could LED fixtures for less than a special "let there be light" campaign and within two was raised! Martin Stewart

Throughout this covid year Dritan, our church janitor, has faithfully done security checks on the church building and gardens. I am grateful for his steady, generous way.

Submitted by Beverley Tracey
for the Property Team



Pastoral Care Team Report



The Pastoral Care Committee includes Doug Lunam, Karen Dickey, Sylvia Scott, Pauline MacKenzie, and Kim Tadei.

Its mandate is to visit people in their homes, hospitals, hospice, to make birthday phone calls, send cards and provide congregational support where needed.

In response to the anticipated challenges brought about by Covid-19 (isolation, loneliness, depression) a phone-tree was established in March, consisting of 20 people checking in regularly at first, covering every person on our congregational list. This also allowed us to be alert to specific needs beyond caring human contact (eg. for groceries, medications, drives to appointments) and to mobilize that assistance. In a number of cases, brand new connections were being made, generating a true desire for the day when those encounters will happen face to face. Many thanks to our phoners and delivery people.

Two opportunities each week (Friday and Sunday) were created for people to visit together on Zoom, another way for us to check in and care for one another.

As well, with the addition of Pauline and Kim on the team, there were cards of appreciation and care arriving by mail, and phone calls, occasional distanced visits, in aid of keeping track and offering additional support where that has been called for.

We heard the needs through Karen Dickey, Committee and Board Members, and fellow congregants.

Covid - 19 has proved to be a challenge. Let us know how we can help.

Respectfully submitted, Doug Lunam, Board member

Tuesday Morning Outreach Report

COVID 19 meant we would be unable to host our weekly Tuesday drop-in for breakfast, conversation and access to the Food Pantry. A portable pantry shelf unit was constructed and placed out on the front patio for several months. Food donations were provided as well by the Red Barn Market and people from the neighbourhood.

The Team looks forward to the day when it is possible to host people in person again.

submitted by Karen Dickey,
on behalf of the Tuesday Morning Outreach Team



Trustees Report to the Board

Trustees: Karen Dickey, Dorothe Lindquist, Doug Lunam, Steve Nichol, and Alan Thurston

Two shifts in focus influenced the Trustees' active year during 2020. There was an addition to personnel, and there was a change in the Trustees' involvement with the church property.

Personnel

- Alan was added as a signing authority with Coast Capital Credit Union. (Doug is already a signing authority.)
- We discovered our account was originally set up incorrectly as an incorporated entity which we are not. Coast Capital has now set us up as an unincorporated body.
- Steve joined the Trustees.

Property

The Trustees have become more involved with church property issues. This takes some of the burden away from Bev Tracey who is responsible for Property Maintenance.

- We have been in touch with the Red Barn about delivery trucks. As good neighbours we have accommodated their use of the Church loading zone. We expect that this will find favour for food donations at such time as they might be needed.
- Showers and storage container for the unhoused in Irving and Beacon Hill (Meegan) Parks

The Trustees were asked to consider proposals for the Church to increase our support for the unhoused living in two nearby parks.

The first proposal was to install a shower facility on Church property. This was deemed not feasible because of insurance implications and the need to hire security.

The second proposal was for the placement of a shipping container to store the possessions of the unhoused that had been confiscated by the city. This would remain in place until such time as a location in Beacon Hill park was identified and was acceptable to the city. In discussions with the Thrift Shop Steering Committee, it was decided that this was a reasonable request and would not impact the Thrift Shop operations.

- **Flood water from neighbouring property**

During the rainy season quite a lot of water drains from the roof of the Discovery Coffee building onto the garden area adjacent to the patio. A drone survey was done of the adjacent building that is causing the water damage to church property. (A similar survey could be done to the roof of the Church and Thrift shop.) There is no resolution for this issue yet.

- **Aryze construction project on the neighbouring property**

In October, Aryze Developments, who are building townhouses on the adjacent property, initiated discussions with the Church.

They wanted to use our parking lot for access by their construction equipment, and to discuss moving the fence between the properties so that they could build a retaining wall.

Through a misunderstanding *within* Aryze, the fence was moved, and trenching begun before we had a chance to meet with them. When we did meet, their project manager Andrew Chapman was very apologetic for the misunderstanding and made it clear that Aryze was very aware of the inconvenience their project was causing for the church. By way of a quid pro quo, they have offered to replace the ramp leading into the church. The existing ramp is old and in need of remediation. This work is expected to happen later this spring.

We had been in touch with Campbell Construction with respect to the church ramp but with no response.

- **Thrift Shop property**

The installation of the shipping container raised the issue of being good neighbours with the property adjoining on the east side of the Thrift Shop building and the parking lot.

The small area between the Thrift Shop and the shed in the parking lot was very overgrown with two-story blackberry vines, bushes, and other invasive plants and was the site of two rotting shed-like structures and garbage. With the “good neighbour” philosophy in mind, this area was cleaned up completely. As the garbage dumpster was full, the debris was piled beside the dumpster awaiting such time as it was emptied and the rubble could be placed into the dumpster. Aryze was aware of our efforts and disposed of the rubble for us at no cost.

The plan for the area behind the Thrift Shop was to lay down heavy landscaping cloth to smother weeds and cover the area with gravel. In an “over-the-fence” conversation with Aryze, we discussed the possibility of piggybacking on one of their gravel deliveries to save the delivery charge. In the end Aryze provided four yards of gravel gratis.

Holes in the Thrift Shop house walls uncovered by the removal of the rotting structures were repaired with wood, foam, and wire at no cost. The unpainted portion of the walls will be painted when the weather is favourable.

- **Repair to east wall**

A long hole was noticed high up on the east wall of the church. This was either the result of rotting shingles, or more likely the result of animal activity. Chris Vanderheyden of Pacifix Home Repairs Ltd. has offered to repair the hole at no charge. The church will be responsible for providing access to the area and materials. The materials have been acquired at no cost.

Submitted by Alan Thurston on behalf of the Trustees - February 12, 2021

The United Church Broadview Magazine Report

During the year of 2020 copies of our Church's official magazine were subscribed to by 22 members and/or adherents of our congregation. During this year's renewal campaign, which ran during the month of November, 19 subscriptions were renewed, 3 were cancelled and no new subscriptions were added resulting in the number of subscriptions decreasing to 19 for the coming year of 2021. The cost of each subscription remained at \$25.00.



If you would like to be aware of what is going on in the United Church reading this magazine is one way of doing that. I will put some back dated copies into our Library which is situated in the lower hall.

Anyone who is not currently receiving the Broadview, and would like to, is asked to contact Linda Clegg.

Respectfully submitted,
Linda Clegg,
Broadview Magazine Representative.

Greeters Team Report 2020

The year began with a good complement of Greeters on the team: Paul Barker, Heather Caldwell, Sandra Fletcher, Norma Hill, Suzanne Lawrence, Doug and Marg Lunam, Gordon & Sharon Miller, Steve and Colleen Nichol, Karen Pollett, Kathie Putt and Sue Ross.

With the onset of the COVID-19 pandemic and the accompanying restrictions, in-person worship services were suspended as of March 15, 2020. So the team's greeting duties were put on hold.

On Sunday, August 30 — to the great delight of so many — two outdoor "Worship in the Park" services were held in Irving Park for which a small team of Greeters was pulled together to welcome and seat people on pre-arranged physically distanced lawn chairs. All the COVID protocols were in place (COVID questions asked; names & phone numbers recorded for contact tracing; everyone wearing masks throughout; hand sanitizer upon entry). It was a joyous event!



By early October Provincial health restrictions were lifted to allow for small-group in-person worship. In preparation, on October 9, 2020 a Greeters Training Session was set up to prepare for re-entry to Sanctuary worship. This was led by myself in conjunction with Terisa Klassen as our Safety Protocols advisor. In attendance were Karen Dickey, Gary Brandstadt, Steve Nichol, Sue Ross, and Bev Tracey with a follow-up session on October 10th attended by Paul Barker, Elvira Sentes and Suzanne Lawrence. The following COVID protocols were established:

- Ahead of time, thanks to Terisa Klassen, the sanctuary had been assessed for the maximum number of people it could hold in keeping with physical-distancing requirements. It was determined that we could seat 20 singles on the main floor space; for couples sitting together the maximum accommodation could increase accordingly.
- A survey went out to determine who would be interested to attend; the group was then split into 2 groups, each of which would attend on alternate Sundays.

- The Ramp Door and the East Door would be used for entry and exit. In addition to offering a warm welcome, the masked Greeter at each door was tasked to tick off people's names on the Registration List for contact purposes, ensure everyone was wearing a mask, go over the COVID questions, spray people's hands with sanitizer, and pass them along to the Usher who would guide them in a physically-distanced manner to their seat.



- One Greeter would be designated each Sunday to call 811 if a health issue were to arise.
- Bulletins and hymn books would be placed on the seats by Friday.

Our in-person worship services were able to be held October 18th & 25th, and November 1st before having to be suspended once again due to the re-imposition of Provincial health restrictions.

Our Greeters Team will be ready and eager to step-back into our roles as soon as the situation allows for it!

Respectfully submitted by
Colleen Nichol
Greeters Coordinator

Volunteer Office Staff

Tuesday Outreach: Eunice Davison, Sylvia Scott, Cheryl Hanna, Heather Caldwell, Dan Talbot

Many thanks to our loyal, reliable Outreach volunteers for offering up their time, a listening ear, and conversation to our Tuesday morning visitors. Outreach had to close down along with the church after COVID restrictions in March.

Office and Sanctuary: Wednesdays & Fridays: Joan Ryan

Once again this year Joan Ryan was helping out in the church on Wednesday and Fridays with folding bulletins, watering plants and a few other tasks until we were closed due to COVID. It has been a difficult year but due to the help of everyone from our congregational and Thrift Shop volunteers to our garden helpers we all came together to support the church in ways we never thought possible. Due to many restrictions put in place over the year it is with great thanks that all the volunteers did everything with safety first. Thank you.



Offering Counters – Sundays after service

Thank you to the dedicated staff of offering counters. In 2020 the list included:

Patricia Callan, Alan Thurston, Norma Hill, Susan Ross, Joanne Keelan, Jim Phillips, Janet Russell, Kim Tadei, Pauline MacKenzie, and Christine Wilson.

Respectfully submitted by Vanya Smith,
Church Office Administrator

Communication & Neighbourhood Engagement

Submitted by Gordon Miller, Congregational Designated Minister

Gratitude has to be my starting place for this brief report as I reflect on 2020 at James Bay United. I am grateful for colleagues and the Board who have supported and encouraged new forms of ministry during the pandemic. Grateful for congregation members who stepped up to offer their personal time and expertise to develop content for our new on-line platforms. Grateful for the teams of volunteers that responded saying 'how can I help'. And I am grateful for the people who filled in, doing my work when my own health situation made that impossible.

While we started the year with a full slate of thriving in-person activities and programs the Ministry of Communications and Neighbourhood Engagement was called on to shift its focus to help James Bay United adjust to delivering all of its programs on-line. The learning curve was steep for all of us and no one group or individual carried the load -- crisis can certainly foster a community driven can-do attitude.



Significant outcomes of 2020:

- February New-Comers Luncheon celebrated our new friendships
- the growth of our online content and viewership for our [YouTube Channel](#)
- the growth in our ability to deliver high quality streamed [Sunday Services](#) and other events including [Tuesday Night Jazz at the Church](#)
- the expansion of [Social Justice](#) related work in response to unhoused in our neighbouring parks

Rev. Dickey and I regularly engage in conversation under the general heading of 'growing the church'.

Out of this, I shared some ideas/concepts with the Board, hoping it would stimulate more conversation and lead to an operational plan for the coming years.

The church is all around us. It is operating 7 days a week 24 hours a day. It is already at work in and through dozens ... maybe hundreds of people in our neighbourhood. People are waiting for and desiring leadership from institutions like the church. People might not realise that they become part of 'the church' as soon as their personal mission aligns with the mission of others and the needs of the community they care about. Compassion, humanity, connection, shared purpose, growth, love, never get old really, do they?

I think we need to stop trying to be Christianity - and instead - do Christianity. 'Other people' will want to do it and follow where we lead. 'Other people' are doing it and will lead us.

The challenge to growth will NOT be how we inspire growth -- it will be our inability to manage and cope with growth when it comes -- as it is now coming. Our future requires us to build a model that includes capacity for a much larger mission.

Interim Reports to Board provide more detailed accounts of the activities of C&NE.

Follow these links if you are interested in more detail.

[Update April 1 - September 15, 2020](#)

[Update November 2020](#)



Music Director's Report

As I compose my music director's report for 2020, I am keenly aware that we are past the one-year mark of the first reported case of Covid-19 on Vancouver Island. I am also keenly aware that we are only three weeks away from the one-year anniversary of when our lives dramatically pivoted to "our new normal". What seemed like all-of-a-sudden, we all had to stop, right where we were (are) ready or not.

Music at JBUC in 2020 was, like everything else, defined by the global pandemic. When we pivoted to delivering services online via Adobe Connect in March 2020, we were a mere two weeks into Lent (a season we are set to begin this year in only 6 days time). No sooner had I finished planning music for Holy Week 2020 (music purchased, guest musicians booked) was it shelved, as Karen, Gordon, and I rapidly adjusted to a whole new unknown future for what doing church would look like.

When I think back over 2020 at JBUC, I think of it in three phases:

1. Phase 1, Spring

On Friday March 13 (are any of you superstitious?) everything in BC shifted. And while things seemed to be at simmering point for days (weeks?), when BC ordered the closure of all non-essential businesses and services, it nevertheless felt sudden—the music stopping on a game of musical chairs we didn't even realize we were playing. I am grateful to Rachel Kaddish for this beautiful metaphor describing the onset of the pandemic.

Karen, Gordon, and I had to find a creative solution for delivering church online in an engaging and meaningful way. With the insight, expertise, and guidance of Laura Brandes (my partner and the communications director at the POLIS Water Sustainability Project), we settled on Adobe Connect. And while Adobe Connect was by no means a perfect solution, I think of those initial services with great fondness. There was a cozy intimacy to those services. Karen's dining room lovingly transformed into pulpit and altar. Laura and I recording music in our living room (usually just after getting our son into bed) side-by-side on the couch or piano bench. Greeting everyone, and visiting on the group chat in the "welcome room".

I was, and am, very proud of all of us for how we embraced—with hope and optimism—this new way of doing church together, all without knowing how long it would last. I am also proud with how Karen, Gordon, and myself took on new challenges like learning new technologies and skills in order to make it possible: recording and editing audio and video, purchasing and learning new recording equipment becoming fluent with the Adobe Connect platform, etc.

I am very proud of the quality and depth of the church experience we were able to offer, all while learning and making adjustments on the fly. I recall a Sunday morning early in the pandemic, when Laura commented on how ambitious our services were, that she had never seen so many different elements (live stream, pre-recorded video, texts, images, live-chat) used in Adobe Connect all at once. You have to understand, Laura has hosted hundreds of largescale events on Adobe Connect – so this is no small praise!

2. Phase 2, Summer tilts toward fall

As we moved into late summer, I remember such a sense of optimism in BC, and locally in Victoria. We had gone weeks without any active cases of covid-19, all while having the economy back open. It felt like September might bring its back-to-school-newness to everything.

And, in September, we made the shift to in-person gatherings. Those services were so emotionally charged. On the one hand was the thrill of being in that sanctuary with other bodies again, and being able to work with Karen in person! Real people! Not pixels on a screen or names in chat-box! On the other hand, was just how different it was: everyone masked, distanced, unsure how to move or sing or be in this new normal. I recall one Sunday when Karen Pollett approached me after the service and told me how emotionally difficult it was being back in the sanctuary in this new way—how she felt, for the first time, just how much things had changed. And there was still so much we didn't know: is it safe to sing? hum? If so, how loud? And it felt like no sooner had we shifted to in-person services, that an inevitable second wave of the pandemic began to surge, and we were forced to pivot (again) to online-only services.

3. Phase 3, Winter

By Advent, we had (after 7 months of pivots and adjustments and experimentation) arrived at something that felt truly matured and sustainable. Through Gordon's passion and doggedness, we now have a sophisticated multi-camera live-stream set-up, that allows us to offer a live worship service with a high level of production value. Having, at long last, landed into what feels like a robust and sustainable worship model (for the duration of the pandemic and possibly beyond) it is allowing for more creative space for our worship services. The live-stream model has allowed Karen and I to re-imagine things like the flow of the worship service and new ways of integrating music beyond hymns and refrains, such as using instrumental and background music to create tone and atmosphere. Our live-stream set-up has also created the ability to bring in guest musicians! Through Advent 2020, we were blessed by the musical talents of local cellist Eli Bender (a new musical connection at JBUC). The experience of working with Eli, after a year of leading music alone, was a profound gift that has sparked true excitement and optimism for the future (pandemic or no).

Looking ahead:

As we embark on 2021 I am excited for what this year may offer. I am delighted to report that Eli is booked to join us as a guest artist for Lent and Holy Week. I am in the process of reaching out to other instrumentalists and vocalists, with the hopes of bringing on yet more musical gifts to enrich our worship experience. If 2020 taught me anything, it is just how resilient, creative, and caring JBUC is. If we were able to navigate 2020 with such deftness, care, and creativity, then there is so much more we can yet do.



Submitted by Daniel Brandes,
James Bay United Church Music Director

James Bay United Church Thrift Shop Report

When we opened for our first day of sales on February 7, we had a barnstormer of a day and never once anticipated what 2020 would bring. Volunteers and customers alike celebrated seeing one another again and donations poured in generously; bargains swept out the door.

Six weeks later, COVID became our new reality and we were forced to close our doors in order to keep everyone safe. This proved to be an ongoing challenge and we were to find ourselves coming and going over the months to follow in response to current health orders.

The Steering Team continued to meet during April and May, searching for ways to keep the important volunteer connections intact; we continued the weekly notes to volunteers, we added weekly "Tune-Up Tips" for fun and we orchestrated safe neighbourhood walks for small groups. Given that the shop would not open in the foreseeable future, Joan was temporarily laid off in mid-May and subsequently submitted her resignation and that was accepted by the Board of the Church in October.

The Steering team was anxious to be prepared when given the green light to re-open and, to this end, we began combing websites for protocols and putting together a pretty complex set of operational plans.

During this challenging time, we were very grateful for the support and expertise of Christine Chepyha, Vanya Smith and Terisa Klassen as well as the Church Board.

The "come back" was gradual, starting with a first day of donations and online sales July 24 and growing with care to include the opening of two rooms in the house, the lower church hall and even outside sales by August. At the same time, we accepted donations from the community and we managed small work pods; operating always with strict COVID protocols. Many of our volunteers felt safe enough to return, some did not and some of our "snowbirds" were unable to return to Victoria.



It was a very challenging time but we were gratified by the appreciation and deep relationships that were evident in the community. We were especially gratified to maintain our solid relationship with the James Bay Community School, our relationship with the

Centre's Office Administrator who continued to offer regular bags of donations from their lost and found, and with a budding relationship with the James Bay Community Project's Youth and Family Outreach Worker (one we hope to rekindle when we can).



As sweet and successful as the comeback was, it proved to be shorter than we would have wished. As COVID numbers grew and provincial health orders became more stringent, we knew that the caring and responsible choice was to close the shop and keep our volunteers safe.

November 13 was our last day of sales for the year; we will re-open when it is safe to do so.

There were some surprising gifts of COVID for us. The contact tracing that was required meant that we now know the names of some of our regular customers and donors, the necessity of “contactless pay” introduced a welcome option for customers who don’t carry cash, and the necessity of strictly scheduled work parties offered an opportunity for deeper relationships among some volunteers.

We also had an opportunity to get to know some of our neighbours in a new way, leading to an opportunity to work closely with the Trustees and Property team at the church to make some dramatic improvements around our property. We are also grateful for the opportunity to share information and to build a working relationship



with the Oak Bay United and the Broad View United thrift shop teams as we supported one another in our back to work challenges. These are relationships that we value and intend to nurture as we go forward.

The challenges of COVID and the inevitable evolution of life circumstance resulted in some changes in the make-up of our Steering Team. With all the extra work, we were really grateful to

welcome Marina Schmitt to the team. She brings a wonderful sensitivity and a considerable array of skills as well as a history of being a much-loved volunteer.

At the same time, both Aleksa and Marg have recognized their need to step back from the leadership roles that they have had at the shop over the years. They will both continue to volunteer and to support the work of the shop. Franklyn and Judy continue and we are lucky to have their skills, their enthusiasm and love for the shop that is evident in everything they do.

As always, when I reflect on the “Year at the Shop”, I am in awe of the wonderful reputation for care that the shop has earned and the important work done for the community by this very special group of volunteers.



In appreciation for the opportunity to be involved,
Marg Lunam, for the 2020 Thrift Shop Team.
Franklyn Roy, Aleksa Harkness, Judy Langford, Marina Schmitt



James Bay Refugee Initiative Report

Ahmad and Leyla in the JBUC sanctuary - a message to the community

The refugee initiative gathered with Ahmad and Leyla for a celebration, not only of his safe arrival, but of the end of his 14-day quarantine. We met in the JBUC sanctuary, the place where, on September 6, 2015, Karen preached a sermon reflecting on Mark 7: 24-37 in which a Syrian woman begs Jesus to help her starving child. Karen closed that reflection with these words:

"What are you hearing this morning? As you allow your heart to open...to the cry of the Syrian people in the news, what are you hearing? What is stirring in you? .?"



In the silence that followed came a hopeful response from Joan Ryan, "Could we sponsor a Syrian refugee?" And so we did. We sponsored a Kurdish refugee and a Palestinian refugee.



It's been a long road, with lots of unexpected detours, but both Leyla and her husband Ahmad are now in Victoria. While in quarantine, Ahmad said this in response to a question about his well-being while all alone in a new country "It doesn't matter that I am currently alone in quarantine. The real and beautiful feeling is that I am close to you and

live in a beautiful house in Canada. It is the same house that Laila has been waiting for me for years. The waiting time has ended and the time for a beautiful life has begun with my friend and dear Laila, as well as with you. Thank you"

Ahmad is now wanting to walk around Victoria and learn about this beautiful city. What Ahmad notices right away is the "really huge trees it is a beautiful area. I love such nature."

Without the support of James Bay United Church, Ahmad would not be here. Ahmad and Leyla are both aware of how faithfully they were held in prayer as they waited, of the generosity of the financial support, of the deep caring from so many people in our community,

The words feel entirely inadequate, but thank you.

Update March 26, 2020

If you heard an exuberant “Woo hoo” the morning of March 16th, it was likely the ecstatic response from the James Bay Refugee Initiative to a long-anticipated letter from Immigration, Refugees and Citizenship Canada (IRCC). Ahmad, beloved husband of Leyla (the first refugee JBUC helped sponsor in 2017), had moved successfully through all the hoops and would ordinarily be expected to arrive in Victoria in 4-10 weeks.

The discouraging and not unexpected news is that for all refugees outside Canada, flight assignments will be delayed until further notice in response to the COVID-19 Pandemic. That was very difficult to hear so soon after the exciting letter from the IRCC.

We in the James Bay Refugee Initiative are using this extra time to continue deepening our friendship with Ahmad whom we already know to be a generous and compassionate man with a deep yearning for justice for displaced and marginalized people wherever they are in the world.

For instance, when we told Ahmad about the Palestinian dates we had purchased through Kathy Putt, his response was “This is generosity. With this step, you know the world about courage and morals. And because you feel for others, this is proof that we will come today to eat dates together in peace.”

For Judy and for me, Joyce Willems is inextricably woven into the fabric of Ahmad’s sponsorship. Perhaps 6 weeks ago she phoned us to ask “If I give more money to refugee sponsorship, will Ahmad get here sooner?” The answer was “sadly, no.” We received the news about Ahmad’s arrival only 10 days after Joyce’s passing and feel sad we were not able to share the good news in person with Joyce. Nevertheless, we are certain Joyce, through the mystery of God’s love, knows and is celebrating!

The last word came from Ahmad this week, a message of thanks to you:

“Hello everyone: I am very sorry that I did not communicate with those who supported me and were credited with and assisted in coming to Canada. In the Church and with those responsible for my arrival in Canada, you have moral, material and prayer support in order to be beside my wife, Leyla. This is a great human, moral and religious work. Currently, I can only express my great thanks for what you have provided and in the future I will stand with you for those who need such help. And I hope that you will be fine in these difficult times when the world passes by. We must all of all religions and places in the world be one hand in order to overcome this global epidemic because what is happening is the message of eligibility to remind us to stand together against the destruction of the earth and to preserve the life of people to live safely. Thank you, and God willing, I will see you in the best conditions and to be among you in Canada the country of love and peace.”

UPDATE, October 22nd, 2020

Ahmad is coming! After a very long wait, lots of anxiety, Ahmad will arrive in Victoria next week! Leyla asked that the community of James Bay United Church be the first to be told the good news. This is what she said:

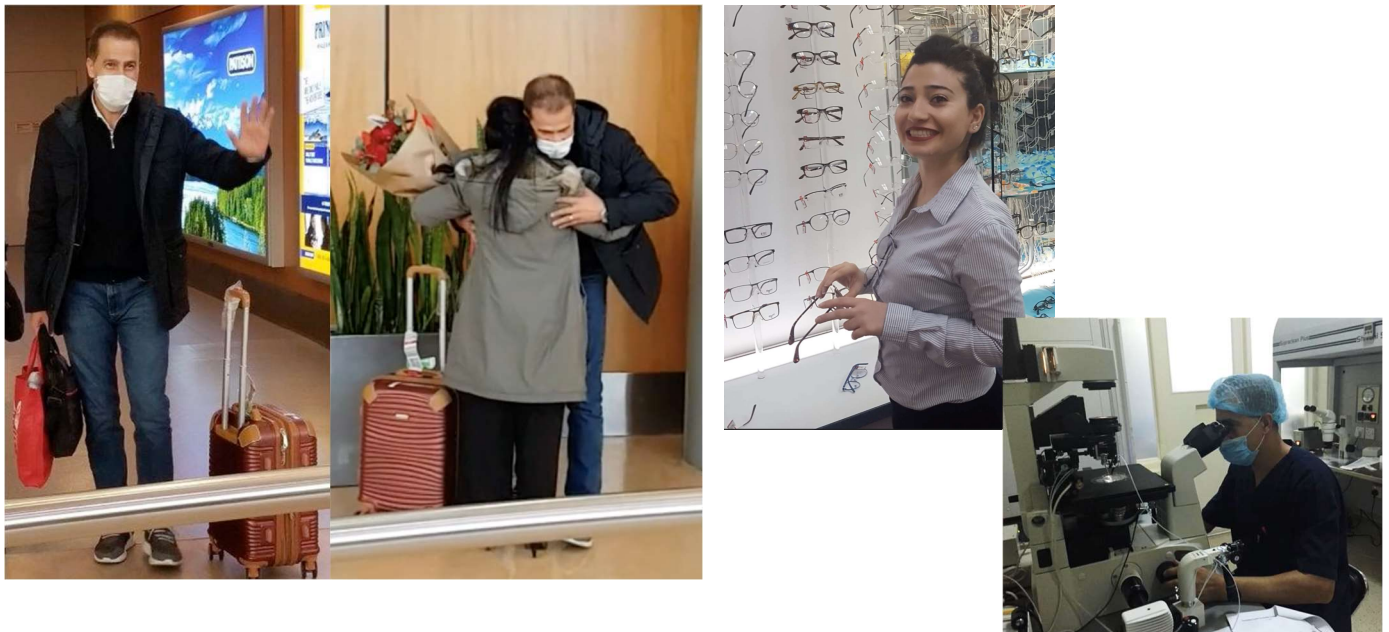
“Without all the help we get from the people in the church and you (the James Bay Refugee Initiative) we will not be here both of us, Ahmed would not be able to come and I would gone back. So big thanks to each of them for their prayers and help. They’ve been waiting like me.”



The refugee initiative would like to echo Leyla’s thanks. James Bay United Church has been instrumental in getting to this point in Ahmad’s sponsorship. Your faithful prayers and generous financial support made next week’s reunion at the airport possible.

When we’re in the post-Covid time, Leyla and Ahmad would like to meet you and give you their thanks in person. Perhaps even cook some food for you. Ahmad is a fabulous cook! As it is, Ahmad is arriving to a 14 day quarantine while Leyla looks for a place to live for those two weeks.

Submitted by, Aleksa Harkness
for the James Bay United Church Refugee Initiative



United Church Campus Ministry at the University of Victoria
Annual Report to Greater Victoria United Church Congregations -- February 2021
Henri Lock, UVic Campus Minister

Greetings from my COVID bubble to yours!

Many of you will know that effective January 31, 2021, I have retired as a United Church Minister after 36 years of ministry, 28 years of those in campus ministry at UVic. My warm appreciation goes out to everyone in our United Church congregations, for your support, prayer, and participation in the campus ministry at UVic over the years.

Thousands of students were welcomed into our caring, inclusive UVic multifaith community and were introduced to spiritual practices and contemplative ways of being. They participated in meditation retreats



at Camp Pringle, Taize prayer services, Meditation Club soup suppers, Momentum spiritual festivals, yoga and embodied mindfulness practices, centering prayer and Christian meditation, weekly ecumenical communion, sacred ecology circles, Healing Pathway, voluntary simplicity, sustainability learning circles, pilgrimages, numerous multifaith events, and social activism.

All this would not have been possible without the faithfulness of our United Church in creating the sacred space and providing the spiritual support to our community's young adults. Like Jesus, as he began his ministry in Galilee, the church's work is to proclaim the good news of the Realm and Presence of God. As many students have testified, the Church's presence on campus has provided a safe and welcoming community in which, often for the first time, students awaken to the living reality of God, in their own contemplative hearts, and in the ever-present origin in all Creation.

This has been an extraordinary year. Like everyone else, the volunteer multifaith chaplains and paid ministry staff at the UVic Multifaith Centre have had to adjust and pivot their activities to accommodate the social and health restrictions imposed by the pandemic. At the beginning of 2020, before COVID struck and closed our in-person activities, the Multifaith Centre offered over 15 weekly student gatherings and spiritual practice groups with an attendance of over 350 students a week. United Church campus ministry students held a meditation retreat at Camp Pringle on the theme of Presence, Body Awareness & Compassion. We also organized the Momentum Festival -- the tenth such festival held at the UVic Centre -- with music, embodied contemplative practices, conscious dance, artistic installations, ceremony, and of course, lots of locally foraged and prepared food. Then a week later, many students of our UVic Multifaith community joined with the indigenous youth at the legislature in solidarity with Wet'suwet'en hereditary chiefs and elders. Their experience brought deep and meaningful reflection to our contemplative practice groups at UVic, creating a vital synergy between contemplative practice and action, and opening awareness to the presence of Spirit in the prayerful work of healing and reconciliation.



In the second week of March COVID struck -- and activities closed down at the UVic Multifaith Centre, starting with the scheduled Lenten Silent Mini-Retreat. We were quickly able to move many of our programs and groups on-line and continued through the summer, fall and winter to gather students in contemplative practice and community connection. Spiritual guidance with individual students was shifted

to Zoom, and when one-on-one meetings indoor were discouraged, we walked and talked outdoors, masked, exercising safe social distancing protocols.

The core mandate of UVic Multifaith is to be a community on campus that fosters the spiritual well-being and faith identity of students. This summer, UVic affirmed the crucial importance of student's spiritual well-being and faith identity by bringing Multifaith into full partnership with Health and Counseling in the newly opened Student Wellness Centre. When I first came to UVic many years ago, religious life and spirituality had an awkward relationship with the secular and scientific materialism of the modern university. Over the years, a significant shift in attitude has taken place. Now Multifaith, and the spiritual and faith services we offer, are welcomed by UVic as a valued and vital contribution to the well-being of students. We can celebrate that at UVic, spiritual and faith interests that were once on the fringe of campus life, are now considered integral to the formal education and personal development of students!



Because of insufficient funding, my full-time campus ministry appointment at UVic was reduced by the Pacific Mountain Region to 10 hours a week in July of 2020. In the Fall, the Region initiated a review of campus ministry at UVic and UBC. Out of that process, a commitment was made to fund a half-time ministry at UVic and UBC, and to further appoint a half-time campus ministry animator to explore campus ministry development in other post-secondary institutions in the Region. I have been asked to continue to serve as Coordinating Chaplain with UVic Multifaith until a new United Church campus minister is appointed half-time to UVic.

It has been my privilege and pleasure to be the United Church campus minister with UVic Multifaith. To have welcomed students, staff, and faculty into spiritual community. To see students awoken to contemplative awareness, and to witness them open to living, moving, and being in Divine Presence. I have met countless amazing young people over the years, in whom the Spirit is vibrant and strong, and whose creativity and courage are manifesting Christ in our time and place. Their spiritual awakening will open the flow of divine wisdom to heal and transform the earth and all our relations. Thank you to my faith community, the United Church, for faithfully reaching out to our young people at UVic, and to pass on to them the gifts of faith that we in turn first received from our elders.



Blessings,

Henri

Henri Lock

Coordinating Chaplain, Student Wellness | MultifaithCampus Minister,
United Church Campus Ministry, retired
hlock@uvic.ca, 778-679-4838 (text only)



UVIC

Look what is happening at [UVic Multifaith](#) this week

I acknowledge with respect the territory of the Lekwungen speaking peoples on whose traditional territory I work and play. This includes the WSANEC, Songhees and Esquimalt Nations whose relationship with the land continues to this day.



2020 Financials Index

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Finance Report

2020 Revenue and Expenditures:

On March 1, 2020, we presented to the Congregation a budget projecting a surplus of \$17,337.

By the middle of March, everything changed with the lockdown brought about by COVID 19. This presented many challenges on the financial front as we moved throughout the year.

Our major revenue sources were: donations from the Congregation, Thrift Shop sales, investment interest, Jazz night contributions and Federal government assistance programs. We also had a few dedicated pledge drives, including the sale of pews and monies to replace our light fixtures.

We ended the year with a surplus of \$46,043

Revenue:

Our offerings came in at \$79,823 or 111 percent of what we had forecast. No one could have imagined that our offerings would be greater in a year when our services moved almost exclusively to an on-line presence for most of the year. We are grateful for the generosity of our Congregation.

The Thrift Shop had to close immediately once the lock-down took effect in March. In July, the Thrift Shop re-opened in a limited capacity, and in strict adherence to the COVID 19 Safety protocols. The Shop was open Friday mornings until early November, when again, there was a provincial lockdown. Revenue from the Thrift Shop for the year was \$29,593, or 35 percent of what was set out in our original 2020 budget. This is a significant contribution given the circumstances. The volunteers and leadership team at the Thrift Shop are to be commended.

Rental income was \$6149 for the year, or 23 percent of the original forecast. Rentals had to stop with the original lock-down and had yet to resume by year end.

Revenue for the Community and Neighbourhood Engagement Ministry totalled \$19,750; sources included Tuesday Night Jazz, community engagement events, and the Christmas sock drive.

The federal government created two programs that directly boosted our revenue picture.

The Canada Employee Wage Subsidy (CEWS) program, covered up to 75 percent of salaries (excluding benefits) for our employees (not contractors), from mid-March to the end of the year. The Canada Employment Business Assistance (CEBA) program provided an interest-free loan of \$60,000. If the loan is repaid in full by the end of December 2022, \$20,000 of the loan amount is forgiven.

The loan could only be used for eligible non-deferrable expenditures incurred in 2020 (for example, insurance, utilities, salaries, and fees for contract employees).

Overall, our revenue was 89 percent of what we had forecast.

Expenses and Initiatives:

Our expenditures were 78 percent of what we had forecast.

Closure of our buildings for our normal activities changed where we incurred expenses. There were savings for items such as advertising, janitorial supplies, and property and building maintenance. Most of these expenditures (except for advertising) met the eligibility criteria for payments under the federal loan. This allowed us to protect our cash reserves.

Delivering our worship services and other programs in different ways resulted in different expenditures that we could not have foreseen at the start of the year. For example, while we did not incur the anticipated expenses for summer music services, there were costs associated with acquiring the equipment for online and live streaming.

Refugee Fund

We continued to track the Refugee Fund separately from our General Operating Fund. At year end, there was a balance of \$30,241 in the fund.

A special thanks

On behalf of the Congregation, I want to extend a special thanks to Vanya Smith, our Office Administrator, for her work on our finances. The federal assistance programs involved a steep learning curve. Government policies changed and then changed again. It was a lot of work. Vanya handled all of this with great patience and aplomb. Vanya was also instrumental in sorting our signing authorities and our move to on-line banking.

I want to acknowledge the support we received from the United Church of Canada and the Pacific Regional Conference. The UCC delivered a series of webinars for Treasurers on how to manage finances in a pandemic. Both the central office in Toronto and the Regional Pacific Conference were responsive and helpful in providing guidance throughout the year.

I am grateful to my Board colleagues for their support and direction throughout the year.

Respectfully submitted by,
Cheryl Caldwell
Chair of Finance for 2020

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

I have been engaged to, and conducted a, review of the accompanying financial statements of James Bay United Church (The Church) that comprise:

- the balance sheet as at December 31, 2020
- statements of income, retained earnings for the year then ended, and,
- a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Church is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for private enterprises, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

The responsibility of the reviewer is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on the review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of James Bay United Church as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for such enterprises.

David Baanstra
Affirmative Accounting Solutions
250-590-4880

AFFIRMATIVE TAX SOLUTIONS



2020 REVENUE & EXPENSES FOR THE JBUC GENERAL OPERATING FUND

1 JBUC General Fund- Actuals vs. Budget Jan - Dec 31, 2020 <i>Records as of Feb 17, 2021</i>					
2					
3					
	2020 BUDGET	YTD TOTALS	% Budget USED	NOTES	
4 2020 REVENUE OPERATING					
5	OFFERINGS (General Account)	72,000	79,823	111%	1
6	NEIGHBOURHOOD PLEDGE DRIVE	10,000	0	0%	
7	RENTAL INCOME	27,000	6,149	23%	
8	WEDDING/FUNERAL SERVICE FEES	1,650	0	0%	
9	SPECIAL DONATIONS & GIFTS	1,000	25,706	2571%	2
10	LIFELONG LEARNING	1,000	0	0%	
11	BEQUESTS	5,000	0	0%	
12	OUTREACH incl. smile card revenue	4,000	770	19%	
13	BROADVIEW SUBSCRIPTIONS (formerly The Observer)	500	425	85%	
14	MISSION & SERVICE	3,500	4,900	140%	
15	THRIFT SHOP INCOME	85,000	29,593	35%	
16	VICTORIA FOUNDATION Interest	8,400	8,509	n/a	
17	HOSPITALITY	800	0	0%	
18	ACCESSIBLE DOOR (GRANT)	6,000	0	0%	
19	ACCESSIBLE RAMP (GRANT)	20,000	0	0%	
20 COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT					
21	Pro Vision Grant 2018 & 2019 <i>(remainder of grant to come)</i>	3,750	0	0%	
22	Grants	20,000	0	0%	
23	Grace Fund	10,000	0	0%	
24	SOCIAL JUSTICE MINISTRY	0	786	n/a	3
25	Neighbourhood Engagement Events includes Tues night Jazz	33,000	18,156	55%	4
26 OTHER REVENUE					
27	BANK INTEREST	26	15	59%	
28	WAGE SUBSIDY (Payroll 10% subsidy Mar. 18 - Jun 19, 2020)	0	2,679	n/a	5
29	CEWS WAGE SUBSIDY - CRA Government	0	38,122	n/a	6
30	SHORT TERM MEDICAL DISABILITY (reimbursed 85%)	0	12,407	n/a	7
31	UCC GRANT (Story Telling Circle)	0	4,000	n/a	
32	CEBA GOVERNMENT LOAN	0	40,000	n/a	8
33	SELLING OF CHURCH PEWS	0	1,850	n/a	
34	CHURCH LIGHTS FUNDRAISER	0	1,950	n/a	
35	WORSHIP DONATION (for online streaming)	0	1,000	n/a	
36	GST REBATE <i>(Yearly) estimated receivable</i>	1,200	390	32%	9
37	TOTAL REVENUE	312,626	276,839	89%	

NOTES - GENERAL FUND REVENUE

1. Offerings include Canada Helps online donations
2. Angel Gifts & Whitney Donation
3. Includes Canada Helps online donations and other donations
4. Includes Canada Helps online, and other donations (cash surplus in Jan brought forward from 2019 of: \$1,549)
5. Payroll 10% wage subsidy Mar 18 - June 19, 2020 only
6. CEWS Government wage subsidy to be extended to Sept. 2021 - amounts tbd
7. Church pays first 2 wks. of long term medical coverage leave.
8. CEBA Government Loan - to be paid back by Dec. 2022
9. Revenue from GST not included in budget totals as an estimate & not received in same year

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JBUC General Fund- Actuals vs. Budget Jan - Dec 31, 2020 *Records as of Feb 17, 2021*

48	2020 EXPENDITURES	2020 BUDGET	YTD TOTALS	% Budget USED	NOTES
49					
50	PERSONNEL				
51	STAFF PAYROLL AND BENEFITS <i>(incl. weddings/funerals pay)</i>	157,000	151,307	96%	8
52	CONTRACTORS				
53	PULPIT SUPPLY	1,380	0	0%	
54	JANITORS	9,916	7,043	71%	
55	COMMUNICATIONS/NEIGHBOURHOOD <i>(staff coverage)</i>	0	7,350	n/a	
56	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT				
57	Office Supplies/Social Media Advertising/Print Advertising	3,000	335	11%	
58	Special Events	25,000	12,265	49%	
59	July Evening Music Services	1,000	0	0%	
60	SOCIAL JUSTICE MINISTRY - Christmas Socks Initiative	0	786	n/a	
61	MINISTRY TEAMS				
62	CHURCH BOARD	1,200	657	55%	
63	PASTORAL CARE	200	0	0%	
64	WORSHIP <i>(includes flowers)</i>	1,320	2,220	168%	
65	MUSIC <i>(Holiday coverage, piano tuning, guest performers)</i>	1,800	629	35%	
66	MUSIC July Summer Services	1,000	0	0%	
67	LIFELONG LEARNING	1,000	0	0%	
68	OUTREACH Tues. morning drop-in, <i>(outdoor shelf during Covid)</i>	4,000	1,013	25%	
69	HOSPITALITY	1,200	27	2%	
70	COMMUNICATIONS & ADVERTISING CHURCH	2,000	889	44%	9
71	PROPERTY & BUILDINGS MAINTENANCE	6,535	2,865	44%	
72	ACCESSIBLE DOORS (GRANT)	6,000	0	0%	
73	ACCESSIBLE RAMP (GRANT)	20,000	0	0%	
74	THRIFT SHOP	9,700	2,201	23%	
75	FUNDRAISING Lights fundraiser	0	0	n/a	10
76	OPERATIONS				
77	UTILITIES	12,000	14,126	118%	11
78	OFFICE SUPPLIES / EQUIPMENT <i>(includes professional fees)</i>	5,000	4,770	95%	
79	- PETTY CASH - Office	1,000	380	38%	
80	JANITORIAL SUPPLIES	1,300	617	47%	
81	PACIFIC REGION ASSESSMENTS <i>(formerly Presbytery)</i>	7,677	7,677	100%	
82	PROPERTY INSURANCE AND TAXES	7,111	6,225	88%	
83	WCB - WORK SAFE	250	194	78%	
84	M&S MISSION & SERVICE	3,500	4,858	139%	
85	SAFETY PLANNING	1,000	0	0%	
86	BROADVIEW SUBSCRIPTIONS	500	0	0%	
87	PAR DONATIONS TO BE MOVED TO REFUGEE ACCT.	n/a	620	n/a	12
88	GIFTS	500	1,395	279%	
89	PLEDGE DRIVE	2,000	0	0%	
90	BANK CHARGES & VISA <i>(par)</i>	200	347	174%	
91	TOTAL EXPENDITURES	295,289	230,796	78%	
92	BUDGET SURPLUS/DEFECIT	17,337	46,043		
93	Operating Fund BANK BALANCE on Dec. 31st = \$150,785				
	NOTES - GENERAL FUND EXPENSES				
	8. Refer to revenue lines #28 - 30 for wage subsidies				
	9. June - Website yearly charge				
	10. Lights fundraiser not billed and paid for until 2021 (1,950)				
	11. November - High Annual City storm water bill				
	12. Par refugee donation to be moved to Refugee Acct. Dec. Angel Gift purchase \$80				

**James Bay United Church
GENERAL OPERATING FUND BALANCES 2020**

Bank Balance as of January 1, 2020:	\$114,734
<u>Less outstanding payables 2019:</u>	<u>\$ 4,884</u>
Adjusted bank balance:	\$109,850
 Bank Balance as of December 31, 2020	 \$150,785
<u>Less outstanding payables 2020</u>	<u>\$ 1,937</u>
Adjusted bank balance	\$148,848

ACTUAL GENERAL FUND BALANCE:	\$148,848
Current Liabilities CEBA Bank Loan <i>(to be paid back by Dec. 2022)</i>	40,000

Recorded financial sums are rounded to nearest dollar amount.

TAX RECEIPTED DONATIONS FOR 2020 (church)

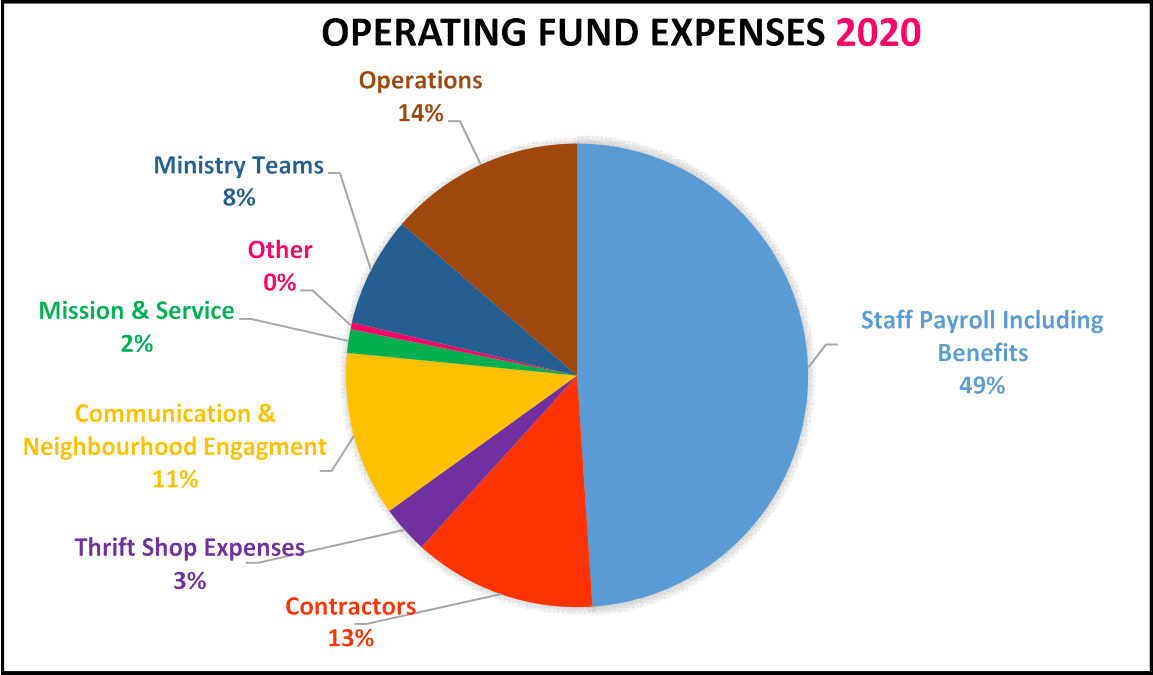
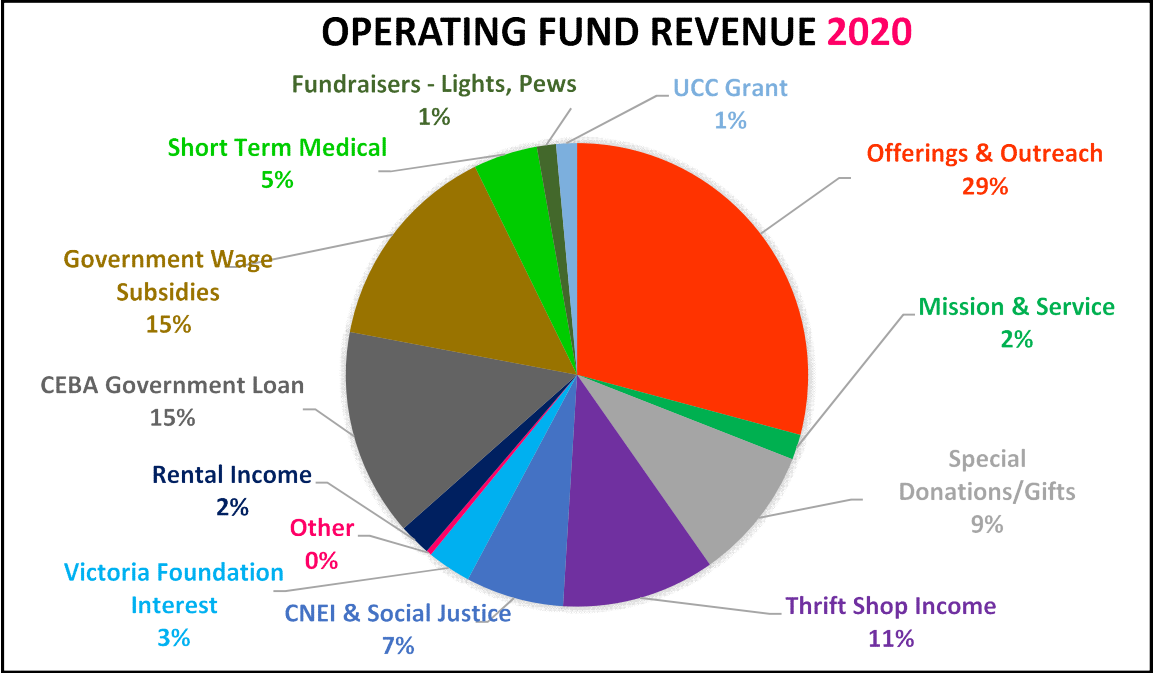
Online donations Chimp and Canada Helps send individual tax receipts

Total amount of receipted offerings donations from church

Operating Fund	\$ 71,148
Mission & Service	\$ 4,905
Special Donations & Gifts	\$ 1,407
Social Justice & Outreach	\$ 745
Neighbourhood & Community, Arts Ministry	\$ 675
Refugee Sponsorship	\$ 4,007
Gifts in Kind receipts	\$ 902

Total tax receipts issued: 262

Average weekly attendance January and February for the year 2020 = 62





1 JBUC 2021 Operating Budget				
2		2020	2021	
3		BUDGET	BUDGET	
4	2021 REVENUE OPERATING		2021	
5	OFFERINGS (General Account)	72,000	79,000	
6	RENTAL INCOME	27,000	2,000	
7	WEDDING/FUNERAL SERVICE FEES	1,650	500	
8	SPECIAL DONATIONS/GIFTS	1,000	1,000	
9	LIFELONG LEARNING	1,000	0	
10	BEQUESTS	5,000	5,000	
11	SOCIAL JUSTICE MINISTRY incl. OUTREACH	4,000	4,000	
12	BROADVIEW SUBSCRIPTIONS (formerly The Observer)	500	475	
13	MISSION & SERVICE	3,500	4,800	
14	THRIFT SHOP INCOME	85,000	45,000	
15	VICTORIA FOUNDATION Interest	8,400	8,200	
16	HOSPITALITY	800	500	
17	GRACE FUND	10,000	10,000	1
18	ACCESSIBLE DOOR (GRANT)	6,000	0	2
19	ACCESSIBLE RAMP	20,000	0	3
20	FUNDRAISING			
21	- SPECIAL APPEALS	0	1,000	
22	- NEIGHBOURHOOD PLEDGE DRIVE	10,000	0	
23	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT			
24	Pro Vision Grant 2018 & 2019	3,750	3,750	4
25	Grants	20,000	5,000	5
26	Neighbourhood Engagement Events	33,000	1,000	
27	Arts Ministry			
28	- Tuesday Night Jazz at the Church		5,500	
29	- Visual Arts		500	
30	- Other/New		500	
31	Piano Pledge Drive		28,000	
32	OTHER REVENUE			
33	CEWS WAGE SUBSIDY (Jan - June 2021)		14,000	6
34	CEBA GOVERNMENT BANK LOAN		20,000	7
35	BANK INTEREST	26	26	
36	GST REBATE (Yearly) <i>estimated receivable</i>	1,200	1,200	
37	TOTAL REVENUE	312,626	240,951	

2021 BUDGET REVENUE NOTES:

1. Neighbourhood Engagement Ministry Funds (*not used in 2020*)
2. Grant to be applied for
3. ARYZE gift
4. Rest of Grant to apply for - Not received in 2020
5. City of Victoria and United Church EDGE Grants
6. Estimate due to fluctuating subsidy pd. until Sept.
7. Remainder of Covid government bank loan (does not need to be paid back)

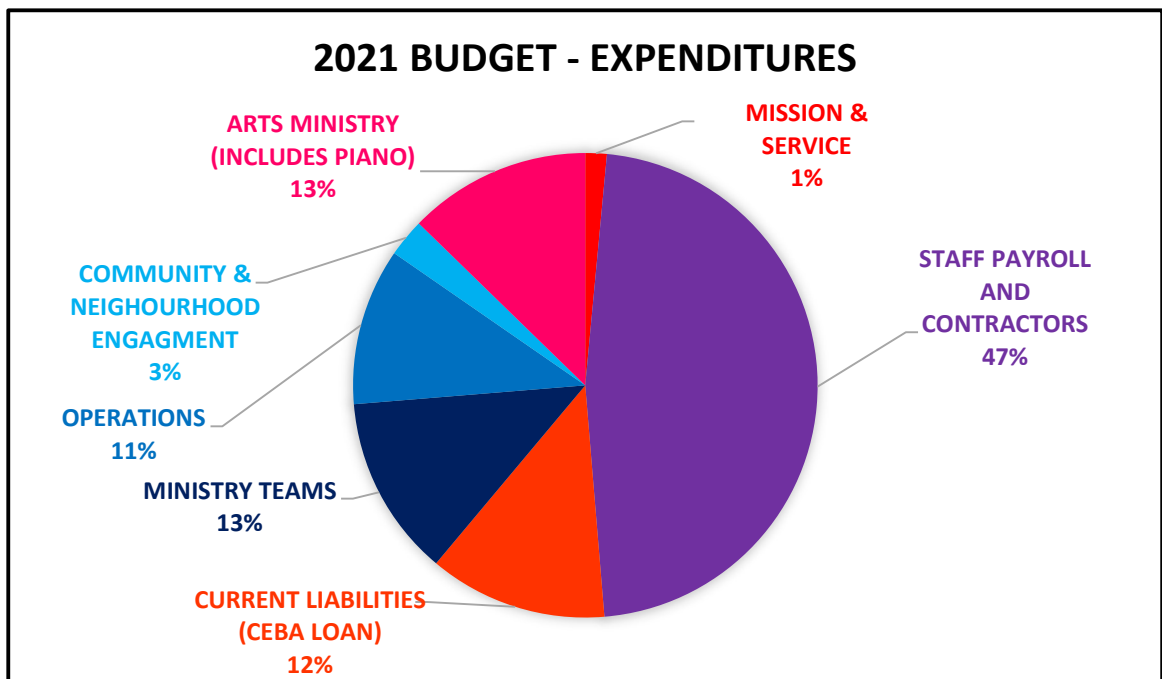
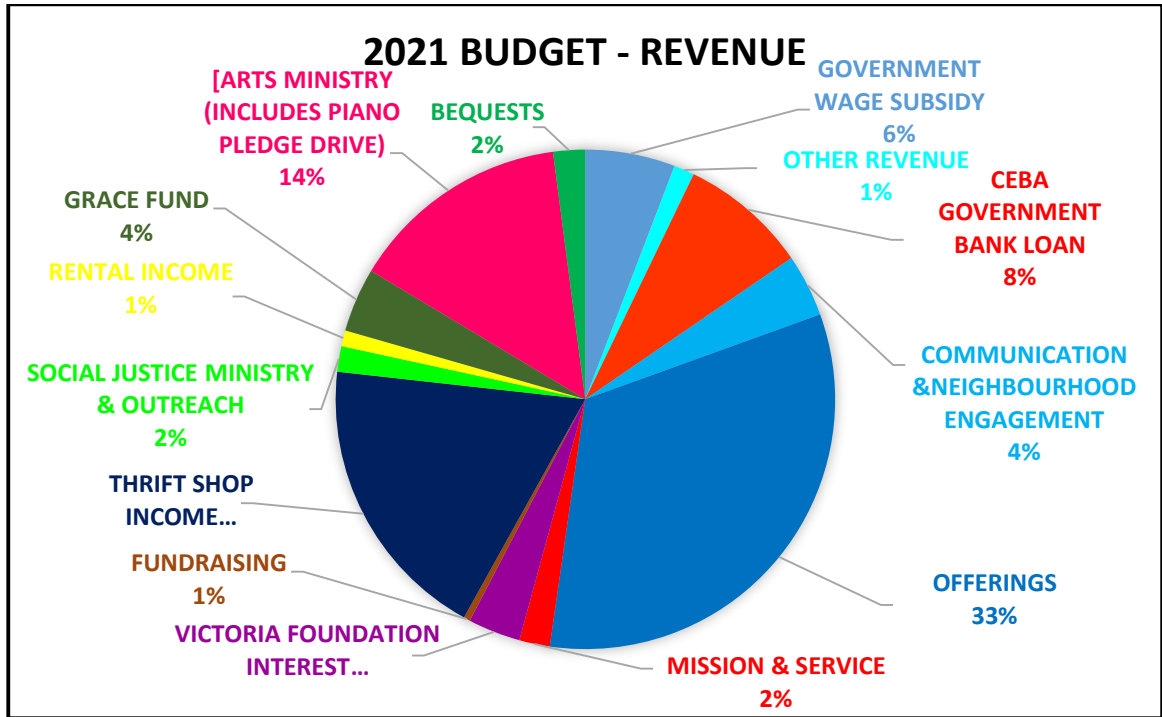
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JBUC 2021 Operating Budget ... *continued*

	2020 BUDGET	2021 BUDGET	2021 NOTES
39	2021 EXPENDITURES		
40	PERSONNEL		
41	157,000	146,000	8
42	CONTRACTORS		
43	9,916	6,000	
44	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT		
45	3,000	2,000	
46	25,000	5,000	
47		1,500	
48	Arts Ministry		
49		7,000	
50		1,000	
51		1,000	
52		4,000	
53		28,000	
54	1,000	0	
55	MINISTRY TEAMS		
56	1,200	1,200	
57	200	200	
58	1,320		
59	1,380	0	9
60		2,500	
61		5,600	10
62		300	
63	1,800		
64		450	
65		600	
66		1,000	
67	1,000	0	
68	1,000	550	
69	4,000	5,000	
70	1,200	800	
71	2,000	2,000	
72	6,535	14,712	11
73	6,000	6,000	12
74	20,000	0	13
75	9,700	2,100	
76	OPERATIONS		
77	12,000	13,000	
78	5,000	4,000	
79	1,000	400	
80	1,300	900	
81	7,677	0	
82	7,111	9,245	
83	250	200	
84	3,500	4,800	
85	1,000	1,000	
86	500	475	
87	500	1,000	
88	2,000	0	
89	200	200	
90	295,289	279,732	
91	17,337	-38,781	

2021 BUDGET EXPENSE NOTES:

8. Without Thrift Shop Chaplain staff
9. Lay leadership or live stream elsewhere
10. Additional staff for livestream
11. Includes: yearly maintenance to buildings and gardens, new fire alarm panel, new lights for church building. 44
12. Grant to be applied for
13. ARYZE Gift



1	MEMORIAL & INVESTMENT ACCTS. to December 31, 2020			
2				
3	MEMORIAL GARDEN	2020	2019	2018
4	<i>Beginning Balance Jan.1</i>	3,034.81	3,234.47	3,234.15
5	BEQUESTS/DONATIONS/RESERVE	0.00	0.00	0.00
6	BANK INTEREST	0.06	0.34	0.32
7	TOTAL REVENUE	0.06	0.34	0.32
8	PLAQUES, REIMBURSEMENTS	0.00	200.00	0.00
9	BANK FEES	0.00	0.00	0.00
10	TOTAL EXPENDITURES	0.00	200.00	0.00
11	FUND SURPLUS/DEFICIT	3,034.87	3,034.81	3,234.47
12				
13	MEMORIAL HISTORICAL	2020	2019	2018
14	<i>Beginning Balance Jan.1</i>	6353.16	6352.51	6361.96
15	BEQUESTS Memorial	0.00	0.00	0.00
16	OTHER DONATIONS	0.00	0.00	0.00
17	BANK INTEREST	0.13	0.65	0.55
18	TOTAL REVENUE	0.13	0.65	0.55
19	MEMORIAL FUNDS ALLOCATED	0.00	0.00	0.00
20	EXPENSES	0.00	0.00	0.00
21	BANK FEES	0.00	0.00	10.00
22	TOTAL EXPENDITURES	0.00	0.00	10.00
23	FUND SURPLUS/DEFICIT	6,353.29	6,353.16	6,352.51
24				
25	GRACE PRIORITY FUND	2020	2019	2018
26	<i>Beginning Balance Jan.1</i>	12,468.16	27,312.63	39,102.19
27	BEQUESTS Grace Fund	0.00	0.00	0.00
28	Reimbursements from Operating Fund	0.00	0.00	3,100.00
29	INTEREST	20.29	95.53	110.44
30	TOTAL REVENUE	20.29	95.53	3,210.44
31	GRACE FUND ALLOCATIONS	0.00	14,940.00	15,000.00
32	Cks written until new cks printed gen. acct.	0.00	0.00	0.00
33	BANK FEES	0.00	0.00	0.00
34	TOTAL EXPENDITURES	0.00	14,940.00	15,000.00
35	FUND SURPLUS/DEFICIT	12,488.45	12,468.16	27,312.63
36				
37	VICTORIA FOUNDATION	2020	2019	2018
38	BEGINNING BALANCE, market value	223,605.12	203,793.34	220,113.49
39	CONTRIBUTIONS TO FUND	0.00	0.00	0.00
40	INVESTMENT RETURNS	15,670.40	29,346.88	-6,076.65
41	TOTAL REVENUE	239,275.52	233,140.22	214,036.84
42	GRANTS PAID (deposited to general acct.)	8,509.00	8,429.00	8,603.00
43	FUND ALLOCATIONS	0.00	0.00	0.00
44	FUND MANAGEMENT FEES	1,092.15	1,106.10	1,640.50
45	TOTAL EXPENDITURES	9,601.15	9,535.10	10,243.50
46	ENDING BALANCE, market value	229,674.37	223,605.12	203,793.34

Refugee Sponsorship Account 2020

1	REFUGEE SPONSORSHIP ACCOUNT 2020	YR. END TOTALS	NOTES
2	CARRY FORWARD FROM PREVIOUS YEAR	30,898	1
3	REFUGEE MONTHLY REVENUE	4,007	2
4	REFUGEE ACCOUNT INTEREST	8	
5	REFUGEE EXPENSES	4,671	3
6	REFUGEE ACCOUNT BALANCE TOTAL:	30,241	
7	REFUGEE Fund BANK BALANCE on Dec. 31st = \$30,241		
	NOTES		
	1. Jan. Carry forward balance from 2019 of \$30,898 (<i>not new income</i>)		
	2. Monthly Par & Canada Helps donations		
	3. Refugee monthly support payments & purchased goods expenses		

JAMES BAY UNITED CHURCH FUND

FUND ACTIVITY

01 January 2020 – 31 December 2020

BEGINNING BALANCE, market value	\$223,605.12
Add: Contributions to Fund	0.00
Total Investment Returns	15,670.40
Less: Grants Paid	8,509.00
Fund Management Fees	1,092.15
ENDING BALANCE, market value	\$229,674.37

GRANTING ALLOCATION

AVAILABLE-TO-GRANT BALANCE AT	\$9,019.00
JANUARY 31, 2021 *	

[info]

INVESTMENT RETURNS

- Investment Returns on endowed funds for the January 1, 2020 to December 31, 2020 period are 7.54% compared to our benchmark of 8.82%.
- The 10-year annualized investment returns on endowed funds to December 31, 2020 are 8.38% compared to our benchmark of 7.33%.
- The 2021 disbursement rate has been increased to 4.25%. The calculation is based on the Foundation's Distribution Policy which can be found on our website www.victoriafoundation.ca

* Any grants or rollbacks to capital processed in January 2021 have been deducted from this balance