St. Michael's Multicultural Anglican Church

... in Mount Pleasant



130th Anniversary Year

Vancouver, BC V5T 1W8 604.876-8

stmikes-church.ca



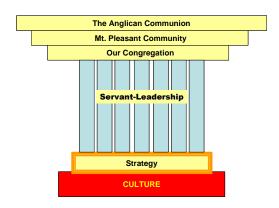
SMM Annual Vestry Meeting (AVM)

10 Feb 2019

2019 ANNUAL REPORT



30 Sept 2018 - Honolulu - the Youth after their 'Showstopper' Performance at EAM in Hawaii





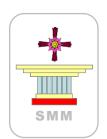
The Kids perform for + Melissa during her 2018 Advent IV visit (see p 4 & 5 of Feb 2019 TOPIC)



29 Sept 2018 - Lots of Smiles at EAM Hawaii - the Polynesian Cultural Center



30 Sept 2018 - "Shaka Shaka" - Closing EAM Cultural Night Banquet - Honolulu



SMM - St. Michael's Multicultural Anglican Church 2019 Annual Vestry Meeting (AVM)

Feb 10, 2019 Agenda: CHAIRMAN: Moses Kajoba

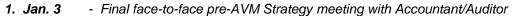
Opening Prayer

Adoption of Agenda

1.	Review o	of AVM Minutes	All	:00			
•	1.1	Jan. 28, 2018 (pages 1-5)	· · · ·	.00			
2.	Finance of	Finance & Strat Plan 21 Committee [Motion 2 for all 5 items]					
	2.1 Y2H – the Stewardship Report – 17 Years (p 6)						
	2.2 Y2H – Finance/Strat Plan 21 Committee Report (p 7)						
	2.3.	Y2H – Church Income Statement & Bal	lance Sheet (pages 8-9)				
	2.4	Y2C – 2019 Strat Plan 21 Budget (p 10)					
	2.5.	Y2H - 2021 Strat Plan - 14 IX 18 Inter	im Report #2 (last 7 pages)				
3.	Annual F	Reports		0:45			
	3.1	Minister's/SPC Report (page 11)	Padi [Motion 3.1]				
	3.2	Warden's Report (pages 12 & 13)	Moses [Motion 3.2.1]				
	3.3	Meal Ministry (page 14)	Brigette				
	3.4	Y2H – Youth Ministry (page 15)	Rose				
	3.5	Y2H – EAM/ACAM Report (page 15)	Pilong				
	3.6	Buildings, Grounds & Rental	Terry				
	3.7	ACW (page 16)	Judith				
	3.8	MBSM (page 16)	Richard				
	3.9	Choir	Hiroki				
	3.10	Day Care	Moses [Motion 3.10]				
4	ODNW I	Nomination – not till 2020	Moses	1:45			
5.	Election	of Officers (pages 17-18)	James	1:50			
6.	Any Other Business						
Adjo	ournment &	the Grace		2:30			

2019 AVM Agenda - i - 10 Feb 2019

7 PRIMARY DATES/MEETINGS IN THE 2019 AVM SEASON



2. Jan. 16 - Final pre-AVM Finance/Executive Committee Ratifications

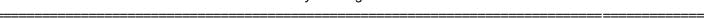
3. Jan. 22 - Final pre-AVM Church Council Meeting

4. Jan. 27 - ACW - Pre-AVM Financial Education/Consultation Session

5. Feb. 3 - MBSM - Pre-AVM Financial Education/Consultation Session

6. Feb. 8 - Final Annual Report Draft for AVM Printed & Posted

7. Feb. 10 - 2019 AVM - Annual Vestry Meeting



MOTION 2 - 5 FINANCE/STRAT PLAN 21 COMMITTEE REPORTS

The Finance/2021 Strat Plan Committee moves that the five (5) Finance/2021 Strat Plan items, as listed following, be ratified, as a block, by the 2019 AVM.

- 2.1 Y2H the Stewardship Report 17 Years (p 6)
- 2.2 Y2H Finance/Strat Plan 21 Committee Report (p 7)
- 2.3. Y2H Church Income Statement & Balance Sheet (pages 8-9)
- 2.4 Y2C 2019 Strat Plan 21 Budget (p 10)
- 2.5. Y2H 2021 Strat Plan 14 IX 18 Interim Report #2 (last 7 pages)

MOTION 3.1 - LAY ADMINISTRATORS FOR 2018

Per the list presented to the AVM, it is hereby moved by Padi to ratify these members of the congregation as Lay Administrators for SMM for 2019

MOTION 3.2.1 - JOB DESCRIPTION FOR 2019

The SMM Wardens move that the AVM ratifies Padi's 2019 job description (page 13).

MOTION 3.2.2 - CONSTITUTIONAL UPDATE

The SMM Wardens move that Vestry ratify the 44.2.ii & iii revisions to the SMM Constitution (p8), increasing the number of Trustee's from 6 to 8, for increased coverage &/or Succession Planning.

name with Revenue Canada). The Directors/Trustees (as annually submitted to Revenue Canada on form T1235) are publicly listed on the Revenue Canada web-site at www.cra-are.ge.ea/chrts-gyng/lstngs/menu-eng.html and serve or the Finance Committee as follows:

i. the Church Treasurer, who shall ideally be its Chairperson:

ii. the Wardens and the Minister in charge:

iii. up to 2 additional Trustee's, for coverage &/or Succession Planning.

MOTION 3.10 - ADOPTION OF AVM REPORTS

It is hereby moved that the ten spoken and written 2019 AVM reports (agenda items 3.1 through 3.10) be accepted as read/presented.

MOTION 4 - 2020 ORDER OF THE DIOCESE OF NEW WESTMINSTER (FOR 2020 AVM)

the SMM tradition of the most recent winner of the ODNW recommending the next one, Brigette Castro, with the concurrence of Church Committee, hereby nominates Marguerite Cutforth as SMM's 2018 Nominee for the ORDER OF THE DIOCESE OF NEW WESTMINSTER, using the criteria from the ODNW plaque in the Cadman Narthex:

- The Purpose of the Order is the [see Narthex Plaque]

SPECIAL RECOGNITION of those who have given

OUTSTANDING VOLUNTARY SERVICE

to St. Mike's Multicultural for at least

10 Years (since at least 2010)

2019 AVM Dates & Motions - ii - 10 Feb 2019

Jan. 28th, 2018 Minutes SMM - St. Michael's Annual Vestry Meeting (AVM)

CHAIR: Moses Kajoba

PRESENT: 53 people registered on the sign up sheet.

The Rev. Wilmer Toyoken gave the opening prayer at 11:55.



- 1.1 28 January 2018 Agenda MSC (Moved, Seconded & Carried); Brigette Castro [BC] & Padi.
- 1.2 19 February 2017 Annual Vestry Minutes MSC by Judith Carling & Marg Cutforth.

2. FINANCE COMMITTEE (pp. 6-9)

2.1 Finance Committee Report, 2017 Financial Statements & 2018-2021 Budget

The focus of the Finance Committee was on the 11 years St. Mike's has been in the black (2007-17). Two graphs can be seen with this 11-year perspective, as part of the Stewardship Report (page 6 of 20). It includes, for emphasis, two previous years in the red (2005-06), along with this years budget (2018), while allowing for 2019-2021 (17 years in total). This 17-year form of presentation will be used for the life of the 2021 Strat Plan.

The highlight of the 2018 Financial Presentation was Y2H. SMM has ensured that \$8,200 is available to support 21 of our youth at the October 2018 EAM Consultation in Hawaii, accompanying our Bishop and the Rev Eric.

- Given the time spent at the Congregational Education Session with the Women's & Men's groups on the 21st of January, it was possible to cover the Stewardship Report (page 6), Finance Committee Report (p 7), 2 Financial Statements (pp 8 & 9) and the 2018-2021 budget (p 20) in just a little over 30 minutes. Adopted as a block, moved by the Finance Committee, seconded by Shirley Sabong, carried unanimously.
- Included in this blanket ratification was the *p-19* 2021 Strat Plan *INTERIM PROGESS GRAPH* (@68%), to be rigorously workshopped/ratified at the 2018 June 30 July 1 Manning Park retreat.
- For the fourth year in a row, Vestry was reminded of the three budgeting/financial planning guidelines (formally ratified at the 2017 Vestry):
 - 1. No Deficits we have had no deficit since our \$20,000+ deficit in 2006.
 - Givings Greater than Rents we first achieved this in 2010.
 - 3. Givings Cover the Assessments + Priest's Salary we first achieved this in 2014.
- From the Budget (p 20), Vestry was reminded that Padi went to 95% this year, and that it was hoped the church will have the wherewithal to take him to 100% in 2019. The Budget provides for this. Rose & Padi were also thanked for their patience in allowing for the wage increases to be spread out to enable St. Mike's to avoid deficits for the 11th year in a row.

3. REPORTS - Verbal & Written

10 reports were presented, some with associated Motions, some written, some verbal, as follows (in order of presentation): The Rev. Wilmer Toyoken (Minister's Report), Moses Kajoba (Warden's Report), Brigette Castro (Meal Ministry), Rose Toyoken (Y2H – Youth Ministry), Padi (Y2H – EAM/ACAM), Terry Cutforth (Buildings & Rentals, verbal), Judith Carling (ACW), Richard Paday-os (MBSM), Padi for Brigitte Laweng [BL] (Choir, verbal), Moses (Day Care, verbal) [Stewardship by Sandra Baldo was presented as part of the Finance Committee package].

3.1 MINISTER'S REPORT - Wilmer

In Padi's opening remarks, he made reference to those who work quietly in the background, singling out Flavia Kajoba, who keeps the SMM web-site up to date, including timely material for this Vestry. In addition to highlights from the one-page Minister's report (see page 10), including an emphasis on an ASA of 101.5 & 101 EP services, he made the following motion:

MOTION 3.1 - LAY ADMINISTRATORS FOR 2018 [MSC (Padi, Shirley Sabong)]

"Per a letter from which Padi read out the administrators for 2018, it was moved that Vestry ratify those members of the congregation as Lay Administrators for SMM for 2018."

3.2 WARDEN'S REPORT - Moses - Two motions were presented on behalf of the Trustees:

MOTION 3.2.1 - PAYROLL SUPERVISOR [MSC (Trustees, Sandra Baldo)]

The SMM Wardens move that Vestry ratify the non-stipendiary job description for the newly established position of Payroll Supervisor (page 18). Ratification of Padi's job description (page 17) was delegated to Church Committee [given the early nature of our 2018 Vestry, there was not enough time to fully get to it prior to Vestry].

MOTION 3.2.2 - CONSTITUTIONAL UPDATE [MSC (Trustees, Rose Toyoken)]

The SMM Wardens move that Vestry ratify the 44.2.ii & iii revisions to the SMM Constitution (page 8 of the Constitution), increasing the number of Trustee's from 6 to 8, for increased coverage &/or Succession Planning, as follows:



44.2 Finance Committee membership shall consist of the Directors/Trustees of the Parish of St. Michael (the registered name with Revenue Canada). The Directors/Trustees (as annually submitted to Revenue Canada on form T1235) are publicly listed on the Revenue Canada web-site at www.cra-arc.gc.ca/chrts-gvng/lstngs/menu-eng.html and serve on the Finance Committee as follows:



- i. the Church Treasurer, who shall ideally be its Chairperson; ii
- ii. the Wardens and the Minister in charge;
- iii. up to 2 additional Trustee's, for coverage &/or Succession Planning.
- **3.3 MEAL MINISTRY Brigette [BC]** highlighted the 2016 Meal Ministry report, as sent in letter form to St. Philip's (*see page 12*), to thank them for their \$2,600 contribution to the Hot Meal program. Brigette also highlighted how the budget for the monthly Hot Meal has grown over the last two years.
- **3.4 YOUTH Rose** presented the report at the top of page 13.
- **3.5 EAM/ACAM Padi** presented the report at the bottom of page 13.
- **3.6 BUILDING & RENTAL REPORT Terry Cutforth** touched on highlights from 2017, which included the last project entailing significant expenses modernizing/upgrading some of the electrical panels. On at least two occasions, the Trustee's acknowledged the extensive number of hours that Terry puts in every year, without which the \$4,100 r&m budget would be much higher.
- **3.7 ACW Judith** presented the report at the top of page 14.
- **3.8 MBSM Richard** presented the report at the bottom of page 14.
- **3.9 CHOIR Padi** presented a short report on the wellness of the choir (with 10 present during the service this AM).
- **3.10 DAY CARE - Moses** presented a very brief update on the Day Care, primarily highlighting the new Payroll Supervisor position ratified under 3.2.1 above, emphasizing its primary focus on the Day Care's annual salary of over \$200,000, and the fact that both Marguerite Cutforth & Michiko Tatchell team up on this.

MOTION 3.10 - ADOPTION OF VESTRY REPORTS [MSC (Sandra, Shirley)]

It is hereby moved that the ten verbal and written 2018 Vestry reports (agenda items 3.1 through 3.10) be accepted as read/presented.

4. 2018 ODNW Nomination

Prior to Motion 4 following, the Chair explained a change in the ODNW process at SMM, beginning with the next ODNW cycle in 2020. In the past, the Trustee's have worked with the past winner of the ODNW in selecting and recommending the next ODNW nominee to Church Committee and Vestry.

Starting in 2020, a process will be developed giving members of the congregation an opportunity to submit nominees to the
Trustees, who in turn will examine the nominees before making a recommendation to the Church Committee and Vestry.

For 2018, the SMM nomination for the ODNW will be as follows:

MOTION 4 - 2018 ORDER OF THE DIOCESE OF NEW WESTMINSTER [MSC (Brigette C, TC)]

In the SMM tradition of the most recent winner of the ODNW recommending the next one, Brigette Castro, with the concurrence of Church Committee, hereby nominates Marguerite Cutforth as SMM's 2018 Nominee for the Order of the Diocese of New Westminster, using the criteria from the ODNW plaque in the Cadman Narthex:

- The Purpose of the Order is the

SPECIAL RECOGNITION

of those who have given

OUTSTANDING VOLUNTARY SERVICE

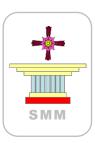
to St. Mike's Multicultural for at least

10 Years (since at least 2008)

5. **ELECTION of OFFICERS & 'TEAM OF TEAMS' - JAMES**

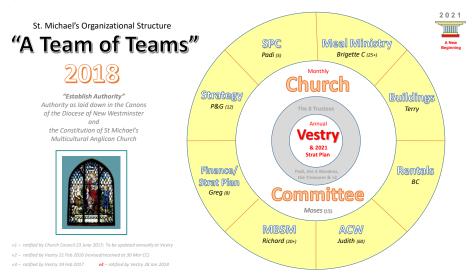
- 5.1 ELECTION OF OFFICERS: The Nominating Committee continued the approach begun in 2012, adhering to the five Constitutional paragraphs pertaining to multiculturalism, and the three traditions. In developing the ballot and the candidates, James Baldo, as Chair of the Committee, ensured these eight criteria were abided by.
 - Per the Constitutional Update ratified under 3.2.2 above, two additional Trustee positions were included on the ballot for the first time at St. Mike's. St. Mike's is blessed to have two well qualified candidates like Brigitte & Teofilo to accept these important positions. It was explained to the congregation how this 'growth' in Trustee positions came about; on examining seven equivalent Diocesan churches on the CRA web-site, it was found that most of them had at least 8 Trustees.
 - With no nominations from the floor, the ballot was voted on as a slate (see page 15) [MSC'd by Marg & Padi].

- 5.2 **TEAM OF TEAMS:** The 2017 TEAM OF TEAMS organization/authority chart/donut was updated (see page 16).
 - Judith asked about the absence of the Youth team from the TEAM OF TEAMS chart. With apologies from both the Trustee's and the Church Committee (which missed this), and from the Secretary (who ran out of time to change it), a commitment was made that the Church Committee would update the Chart to include not only the Youth, but also EAM.



6. OTHER BUSINESS -

- 6.1 MISSION CONFERENCE given the absence of a Synod in 2018, the Diocese is hosting a second Mission Conference, along the lines of the Mission Conference attended by Bishop Alawas at the Musqueam Reserve in 2016.
- 6.2 **AUTHORITY** the Chairman took Vestry back to the TEAM OF TEAMS diagram below. He emphasized that it shows where ultimate authority resides at St. Michael's. He wanted Vestry to understand from the diagram that ultimate authority resides with Vestry, as shown at the center of the diagram. Between Vestry's, it is delegated to the Trustee's (the grey circle), and, through them, to Church Council.



6.3 St. MICHAEL'S ICON/SEAL/CARTOUCHE - MSC'd [by Church Council & Teofilo], as follows:

MOTION 6 - SMM ICON/SEAL/CARTOUCHE

It is hereby moved by Church Committee that the icon/seal/cartouche at the top of this page, in the colors depicted, be ratified as the official icon/seal/cartouche of SMM, for use in correspondence, minutes, bulletins, etc. It is understood that the bottom half of the icon/seal/cartouche is our altar representation from Strat Plan 21 [see bottom half of the next page], while the cross on the altar is the EAM/ACAM Nestorian Cross. Permission for official use of the Nestorian Cross was granted to ACAM & SMM by the Rev. Dr. Fred Vergara, as showcased at FILCON 2017.

The day after Vestry, the cartouche was sent to the Rev. Dr. Fred Vergara, whose reply was "awesome."

A very peaceful, relaxed, productive, well-attended Vestry concluded with the grace at 1:50, well ahead of schedule.

NOTE: Prior to final circulation and posting, the minutes, or their portion of the minutes, were reviewed/approved by the Trustees. As is the tradition at St. Mike's, at the first Church Committee meeting after Vestry, these minutes will be read seriatim and accepted, to ensure they are reviewed in detail while the meeting is still fresh in everyone's minds.

NOTE: The next two pages are the cover & inside cover of the 2018 Vestry package. The images & graphics were carefully chosen for Vestry, and are repeated on the next two pages so as to preserve the record. All page numbers following the two pages of images & graphics are identical to the page numbers used in the 2018 Vestry package used at the 28 Jan 2018 Vestry.



The Anglican Community Our Congregation Servant-Leadership Strategy CULTURE







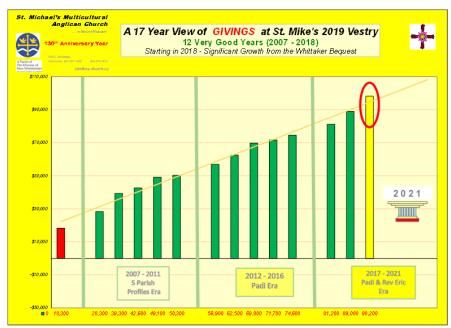


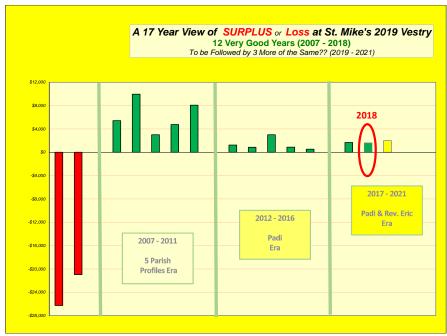


FILCON 2017 at SMM: 4-6 August 2017

ANNUAL REPORT 2.1 - STEWARDSHIP - Y2H IN 2018, Y2C IN 2019

- SMM
- St. Michael's is transitioning from 10 years (2007 2016) where our income was solely from the plate. In those ten years, growth was still quite remarkable, as can be seen in the *GIVINGS* graph below (top graph).
- Starting in 2017, and continuing in 2018 and beyond, our givings have been augmented by two additional significant items; interest income, and the Whittaker bequest. These two items added \$5,000 to our <u>budget</u> in '17, \$11,500 in '18, and will top out at \$20,000+ in '19.
- The focus of the Stewardship Committee will continue to be encouragement of PAD givings, and to strongly support the 4-fold Stewardship Homily program in place since 2011.
- Finally, the thematic focus of our stewardship campaign in '19 will be to vigorously promote Y2C our youth travelling to Northern California for a Youth Leadership Conference (in July 2019), a direct result of their Sept 2018 Y2H pilgrimage to Hawaii (see front cover).





ANNUAL REPORT 2.2 - FINANCE/STRAT PLAN 21 COMMITTEE - 2007 to 2018

The Finance Committee (FC) hereby presents SMM's 2018 Financial Statements and Reports (see p-6 to p-10), with particular emphasis on the 12 years in the black, after 2 years of deep losses.

- The Stewardship Report's p-6 graphs shows this most clearly.
- Our 2018 financials were significantly helped out by + Melissa (\$5,000 for the youth), and having a movie on site for 3 days (\$8,400 towards the youth in Hawaii).

The 12 years on page 6 (2007-2018) can be thought of in three different 5 year periods, as follows:

- **1.** The Sunday Supply Era ('07 '11) without a priest, but with an active, growing congregation.
- 2. Padi Alone ('12 '16) finally, our own priest!
- 3. Padi + Rev Eric ('17 21) beginning March '17 when Eric was announced as our permanent Deacon.

Context regarding the relative historical accomplishments of the three era's follows:

- Era 1: In the 1st 5-year period, '07-'11, St. Michael's replaced the furnaces, painted the outside of the Church, Church Hall and the Rectory, replaced the roof on the same, and added *Stations of the Cross* to the Sanctuary. A lot of the effort of the Church leaders went into managing considerable growth, as well as producing 5 Parish Profile's in trying to convince the Diocese to let us hire a regular priest.
- Era 2: In the 2nd 5-year period, '12-'16, significant energy went into renewing the Sanctuary. Seven items stand out; new electricals and lights; repainting the interior; adding new carpets & a new baptistery floor; resurrecting the side chapel and naming it after Susannah Wilson; dedicating the Narthex to the Cadman family; and, completely re-leathering the organ for the first time since it came into the building in 1940. At our 125th Anniversary in 2014 we celebrated many of these achievements with our Bishop in attendance.
- 2018 2017 was a tough act to follow, but we believe we came close to achieving its golden status:
 - 1 18 youth, and 12+ adults, plus Deacon Eric & AB Melissa to an EAM Consultation in Hawaii.
 - 2 receiving \$5,000 from AB Melissa, in support of the Youth in Hawaii
 - adding to our \$200,000 Whittaker Strategic Reserve.
 - 4 completing our 2nd 'STRAT PLAN 21' Review, with 7 SMART Goals completed (see 7 page report).

The icing on the cake was a Xmas Concert by the youth, plus, the previous day, youth & children's presentations to AB Melissa during her Advent IV visit, plus youth fund raising (caroling!) for a Northern California Youth Leadership Conference (Y2C) North of San Francisco in July.

The 3rd 5-year period, '17-'21, will be the 3rd for five of the Finance Committee members (and the 2nd for Padi). With all capital projects completed (excepting the long-term Wheelchair access project), we can focus on 3 things over the next four years: one, bringing Padi to 100%, two, continued focus on the 21 SMART goals set out in our 7-year 2021 STRAT PLAN, and, three, per progress in 2018 (above), continue in 2019 and beyond to expand congregational & youth participation in international EAM events.

3 COMMANDMENTS: In presenting the 2019 Budget to the AVM for ratification, the FC reminds Vestry of the 3 Diocesan Commandments/Guidelines (below), the bedrock of our budget process since 2007.

- 2019 will be the 6th year in which we will have achieved all three, which in our 12-year view reminds us that it took us until 2014 (8 years) to get our finances into sound enough shape that we finally achieved all 3.
 - 1. No Deficits we have had no deficit since our \$20,000+ deficit in 2006.
 - 2. Givings Greater than Rents we first achieved this in 2010.
 - 3. Givings Cover the Assessment + Priest's Salary achieved in 2014.

2ND STRAT PLAN REVIEW:

STRAT PLAN 21 Reviews are mandated for every 2 years, and 2018 was the second of three such reviews over the 7-year life of the plan (2015-2021). 2016 was the first.



- The 2021 STRAT PLAN was originally ratified by the Strat Plan Team on 14-IX-14.
- Exactly two years later, on 14-IX-16, the same team ratified the first of 3 reviews.
- The STRAT PLAN team ratified the 2nd review on 14-IX-18.
- Steps in the 2018 2nd bi-annual review process included a 75% complete "21 SMART GOALS TRACKING GRAPH" (2nd last page), and a working retreat at Manning Park.

2019: REFINEMENT/CONSOLIDATION

- After two quite frenetic years (FilCon 2017 and Y2H in 2018), including the start/maturation of three dynamic new
 ministries (Youth, Seafarers, & Evening Prayer), it is anticipated that 2019 will be a year of refinement.
- Refinement/consolidation will include Y2C (the Youth to California), a 6th retreat (Manning Park), continued emphasis on Worship and our 4 Ministries (Meal Ministry, EAM/ACAM, Youth & Seafarers), Stewardship, and Pilong's Diocesan School Project for Sunday recognition/welcoming's (as evidenced on Sunday 3 Feb).



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SMM

	Jan - Dec 18	
Income		
4000 · Givings	74,744.20	
4100 · Interest & misc revenue	3,702.70	
4110 · Whitaker Funds	2,682.96	
Total Income	81,129.86	
Expense		
5000 · Salaries (4)	78,492.04	
5100 · Assessments	17,268.00	
5120 · Insurance	15,264.89	80% of all expenses
5300 · Utilities	2,975.39	
5350 · Property taxes	3,928.40	
K U WAIT Total	117,928.72	
5400 · Repairs and Maintenance - Bldg	4,092.13	
5420 · Instrument R&M	1,179.10	
5430 · Janitorial supplies	1,728.14	
5500 · Office expenses	2,641.01	
5501 · Printing	1,944.11	
5520 · Church supplies	5,379.41	
5525 · Sunday School	-687.27	
5530 · Unrecoverable Sales Tax	574.30	
5550 · Telephone	1,841.11	
5560 ⋅ Bank charges & interest	411.57	
5571 · Contingency - Padi	-150.00	
5575 · Strat Plan &/or Lead. Dev	6,934.22	
5580 · Meal ministry	4,058.80	(\$6,600+ w/St Philip's)
5582 · EAM/ACAM	966.20	
5586 · In-kind expense	0.00	
Total Expense	148,841.55	
Net Ordinary Income	-67,711.69	
Other Income		
5590 · Rectory Rent-net (Full Assmt)	-10,000.00	
5600 · Recovery bldg exp (1/2 assmt)	69,306.17	
5700 · Capital Proj Donatn (0 assmt)	10,000.00	
Net Other Income	69,306.17	
Net Income	1,594.48	

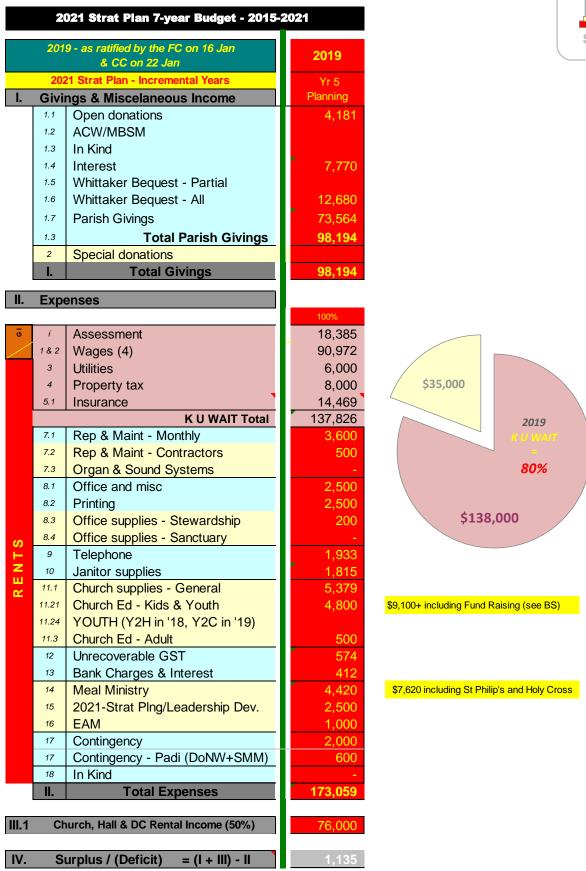
Ratified by the Finance Committee (16 Jan 2019); Received by the Church Committee (22 Jan 2019)



		_	3 141 141
		31 Dec 18	
ASSETS			
	1000 - Royal Bank	5,161.12	
	1300 · Prepaid insurance	14,469.00	
	1350 · GICs		
	1351 - Whittaker Strategic Reserve	200,000.00	5 x \$40,000
	1353 · Tactical Reserve	50,000.00	5 x \$10,000
	1354 · Church GIC	20,000.00	
	1356 · GIC held for Daycare	26,828.85	
	Total 1350 · GICs	296,828.85	
	1375 · Sales Tax Recovery -to be filed	574.31	
TOTAL ASS	ETS	317,033.28	
LIABILITIES	& EQUITY		
	2000 · Accounts Payable	150.00	
	2153 · Due to Diocese	13,027.48	
	2210 · Unearned revenue	10,773.13	
	2220 · Contingent liability SM Daycare	25,000.00	
	2225 · Accrued contingency expense	28,000.00	
	2230 · Reserve - Vestry Drainage Proj.	10,000.00	Drainage Project for Rectory
	2509 · Reserve for BAS/Hymnals	1,500.00	New BAS' & Hymnals
	2520 · ACW reserve	10,000.00	An ACW Objective Achieved
	2540 ⋅ MBSM	2,400.00	
	2541 · BIBAK - Wheelchair Project	2,000.00	
	2542 · Organ Project	1,648.19	
	2544 · EAM (Y2C)	4,360.00	Youth Group Fund Raising in '18
Total Li	abilities	108,858.80	
Equity			
390	0 - Retained Earnings	206,580.00	
Net	Income	1,594.48	
Total Ed	quity	208,174.48	
TOTAL LIAB	ILITIES & EQUITY	317,033.28	

Ratified by the Finance Committee (16 Jan 2019); Received by the Church Committee (22 Jan 2019)





Ratified by **FC** (16 Jan 2019) & **CC** (22 Jan 2019)

ANNUAL REPORT 3.1 - MINISTER'S REPORT

2018 was a fruitful and interesting year for St. Michael's, following is the highlights of events last year.

1. PAROCHIAL STATISTICS

4 Sunday Services - Average Sunday Attendance continue to increase. Below are 5 years comparisons.

	2014	2015	2016	2017	2018
Average Sunday Attendance				_	
8am + 10am	83.56	85.71	93.73	101.5	103.4
Number. of Sunday Services	52	52	52	52	52

■ Weekday Services - Weekday Services are mostly evening prayers and the weekday services during the seasons of Lent and Christmas. To date, there are 4 lay leaders in the evening services and the short homilies are continuously delivered alternately by Padi and Greg. Below are 4 years comparisons.

	2015	2016	2017	2018
Average Weekly Attendance	7.5	10	19	16.6
Number of Weekly services	50	84	105	106
Lay Leaders	1	1	3	4

Parish Membership - the growth of parish membership is always challenging. There are two components of the increase and decrease of church membership. 1st - membership grows through baptism, reception, influx of Filipino immigrants and evangelism. 2nd - membership shrinks through death, faith relinquishment and transfers to other Anglican churches or dioceses.

4	2104	2015	2016	2017	2018
Total # of Parish Members	268	286	295	241	247
Number of Family Household	119	126	129	116	118
Baptism	4	2	8	6	3

2. PARISH CLERGY

- Deacon Eric renewed his ministry at SMM for a two years term; June 3, 2018- June 3, 2020. His term is renewable.
- For 2018 Padi Wilmer was appointed as regional dean for Kingsway Deanery. He was also a member of the design team that works in planning the 2018 Mission Conference held last May and he continues as a co-chair of the ACAM/EAM.

3. PASTORAL MINISTRY

- 4 SMM continues to minister to the needs of both members and non members of the church. The Food Bank & Hot Meal program continues as our priority in reaching others.
- Pastoral care is continually provided thru visitations at home, hospitals, senior's home and attending funeral services.
- ♣ Caring for Seafarers. Deacon Eric together with Padi Peter accompanied SMM parishioners in ship visitations.

4. PARISH CONNECTIONS AND PARTICIPATION

- ♣ In 2018 St. Michael's was involved and participated in the following events:
 - ✓ Anti-Racism Training held @ St. Thomas Anglican Church, 5 parishioners attended.
 - ✓ Stewardship Day workshop held @ the Synod office, 10 parishioners attended.
 - ✓ Confirmation and Reaffirmation of 3 SMM adult members @ CCC. 16 parishioners attended.
 - ✓ Mission Conference held in Burnaby. 33 parishioners (adult and youth)
 - ✓ Annual ACAM churches summer picnic held in Queen's Park, New Westminster. More than 50 attended.
 - ✓ Annual ACAM youth gathering @ STML. 18 young people participated. (See SS Report)
 - ✓ Special Synod held @ St. John Shaugnesy. 2 clergy and 3 lay attended.
 - ✓ 2018 EAM Consultation in Hawaii (Y2H). 34 SMM parishioners attended. (See SS/FC Report)
 - √ Formation Retreat hosted by the diocese held in Gibson. 6 parishioners attended (See ACW report)
 - ✓ ODNW Marge Cutforth is 2018 SMM recipient. 12 SMM parishioners attended
 - The Seafarer's summer cycling fundraiser, Christmas gift packaging and Caroling. Bunch of SMM members (young and Adult) participated in the events. (See MBSM, SS and ACW Report)
 - ✓ Diocese School of leadership. One attended hopefully will graduate this year.
 - ✓ ACAM Taize Service held @ St. Michael's Surrey. 8 Parishioners attended. (See MBSM Report)

Thank you all for your time, talent and treasures. May God continue shower his blessing to us all in our faith journey. Submitted by Padi

ANNUAL REPORT 3.2 - WARDEN'S/TRUSTEE'S

AVM 3.2.1 - JOB DESCRIPTIONS - MOTION 3.2.1

- Per the Constitution, the Wardens annually review the previous year's job description with the SMM priest, while at the same time developing an updated job description for the upcoming year.
 - Version 5 of the SMM Priest's job description (p 13) is presented to today's AVM for ratification.

AVM 3.2.2 - CONSTITUTIONAL UPDATE - MOTION 3.2.2

- By way of an update, the addition of 2 Trustee's at the 2018 Vestry has proved a great move for SMM.
- The Trustee's recommendation of two additional Trustee positions has exceeded expectations.
- The reasoning was sound: behind the increase was that this is a common practice in other Anglican Churches, and that Succession Planning can well be served by these new positions. SMM Trustees have a wealth of experience, but planning/training needs to begin now if this richness of talent is to be maintained in the years ahead.
- Institutionalization of these principles was achieved with a revision to para 44.2 of the SMM Constitution, and through the annual Vestry election process, as can be seen in the 2019 Ballot on page 17.

AVM 3.2.3 - WARDEN/TRUSTEE 2019 RESPONSIBILITIES/ACTION ITEMS

- As an example of the annual responsibilities referred to in section 3.2.2 above, find following some of the specific responsibilities/actions of the Trustees for 2018:
 - I. DIOCESAN REPORTS Co-ordinating Prime Wilmer
 - 1. Diocese counts Wilmer
 - 2. Diocese others James
 - 3. Diocese Financials Greg
 - II. REGULATORY REPORTS Co-ordinating Prime Greg
 - 4. WorkSafeBC Financials Greg
 - 5. CRA Financials Greg
 - 6. CRA Others Moses
 - 7. CRA Rebate Greg
 - III. VESTRY BALLOT Co-ordinating Prime <u>James</u>
 - 8. Ballot James (p 15)
 - IV. CHURCH JOB DESCRIPTIONS Co-ordinating Prime: Moses
 - 9. Job Description Admin Wilmer
 - 10. Job Description Janitorial Brigette
 - 11. Job Description Choir Wilmer
 - 12. Job Description Padi Greg
 - 13. Job Description Sunday School Hire(s) Rose
 - 14. Job Description Payroll Supervisor FC

Status: Yellow = Done

PADI'S 2019 JOB DESCRIPTION - SPECIFIC RESPONSIBILITIES & TASKS

SKS

PRIEST (OBJECTIVE 50% IN 2019, 50% IN 2018 & 2017)

- Lead worship, preach the Gospel, and administer the Sacraments so the congregation is given opportunity for spiritual renewal and to experience a fulfilling response to Christ. Continue to enhance the two additional EP services added to the Worship life of St. Michael's (begun in April 2016).
- 2. To provide this leadership in a full multi-cultural context. Work more closely with the People's and Associate People's Wardens in their program to give Multiculturalism more focus/visibility in 2019.
- 3. Participate in community, deanery, and wider church activities so that the mission of the congregation beyond itself is furthered. Continue to provide leadership to the ACAM/EAM Diocesan Unit, and help promote/support the 2019 Y2C Initiative.
- 4. Participate actively and visibly in SMM's primary Outreach initiative, the Meal Ministry program. Per the cancellation notice from the GVFBS, ensure that no further deliveries to SMM are missed. Support and communicate with those Anglican Churches (St. Philip's, Holy Cross, etc.) that share in this Ministry.
- 5. Encourage and participate actively and visibly in all other St. Michael's outreach initiatives, especially the newly established partnership with the Mission for Seafarers.

PASTOR (30% IN 2019, 30% IN 2018, 40% IN 2017)

- 6. Provide for pastoral care of the parishioners so that individual and family joys, anxieties, and distress are addressed with Christian concern.
- 7. Provide leadership to staff, lay leaders, and the congregation, to help St. Michael's achieve the 21 Smart Goals over the seven years of the 2021 Strat Plan, as ratified by Special Vestry, so that its viability and sustainability is assured and its mission strengthened (see ATTACHMENT II).
- 8. Participate as part of the Executive/Finance Committee to ensure fiscally and ecologically prudent management/leadership in all the above activities. Assist the Warden's with the new 2016 (and beyond) program of meeting with the Men's & Women's groups twice per year.
- 9. Provide leadership to the parish's professional ministry team, support staff, and lay leaders in developing and implementing programs, so that the congregation fulfills its mission and reaches its goals. Continue to encourage participation in Diocesan Leadership Development and Anti-Racism programs, and help properly socialize the **Team of Teams** organization/authorization chart.
- 10. Maintain a pattern of life that sets a wholesome Christian example.
- 11. Oversee the state of the property, and interact with renters as appropriate. In particular, managing the late night door/light checks should be more of a priority.
- 12. Continuing as an active member on the Board of the Day Care, and, beginning in 2019, spend 5% of his time (2 hours per week) in supporting the Day Care Manager.

TEACHER (OBJECTIVE 20% IN 2019, 20% IN 2018, 10% IN 2017)

- 13. Challenge the congregation to recognize the needs of others so that parishioners respond with their time, abilities, and money within and beyond the parish.
- 14. Provide for a Christian education program through which persons of all ages will learn the content of the Christian faith and its application to daily living. Institute at least one program in-2019.
- 15. Support the leadership of the Sunday School Program, to ensure an active Sunday School is in place, including having a formal curriculum in place.

As part of the Annual Report to Vestry, provide approximate % breakdowns of time spent on the 3 major tasks above.

As indicated under the dates at the beginning of this Job Description, and as stipulated in Article 12, paragraph 44.3 of the Constitution of St Michael's, yearly reviews/updates should occur as follows:

- (g) An Executive/Finance Sub-committee will have responsibility for the following:
 - a performance review, based on the job description & objectives of the Priest-in-Charge for the current year, and,
 - ii. an update to the job description & objectives of the Priest-in-Charge for the upcoming year,

Red text - additions/highlights per the 2019 Job Description

Ratified by **FC** (16 Jan 2019) & **CC** (22 Jan 2019)

2019 AVM Wardens Report - 13 of 30 - 10 Feb 2019

St. Michael's Multicultural Anglican Church

... in Mount Pleasant



130th Anniversary Year

409 E. Broadway

Vancouver, BC V5T 1W8

604.876-819

stmikes-church.ca



January 16, 2019

The Outreach Committee St. Philip's Anglican Church 3737 27 Ave W Vancouver, BC V6S 1R2

SUBJECT: A Testimonial to St. Philip's partnership in the Mount Pleasant Meal Ministry Program

Dear Catherine, Moira & Paul

Greetings of the New Year to the three of you, and, through you, to the St. Philip's OUTREACH COMMITTEE that so generously participates in and supports the Tri-Parish Meal Ministry Program in the Mt. Pleasant area.

Our annual AVM to AVM update for you and your Committee continues to highlight success.

After program changes initiated by the GVFBS in January of 2016, the program stabilized in 2017, evolved in 2018, and is stabilizing again in 2019.

- 1. Financials for 2019, we have increased the budget up to \$7,620 (up from \$6,600 in 2018), over 1/3rd of which (\$2,600) comes from you in the OUTREACH COMMITTEE. In 2019, your continued generosity will allow us to move, for the first time ever, to \$500 a month for the food for the Hot Meal (plus \$500 for Thanksgiving Turkeys 30+!). The feedback from our Clients is continually positive; increased funding for 2019 should ensure this remains the case.
- 2. Thanksgiving this is the biggest Hot Meal event of 33 in the year. With the extra help provided by your Outreach Committee, specifically for this event, we are able to purchase 30+ turkeys, and then enjoy the fellowship of preparing them on the Friday. 2018 was another great success; over 600 fed!
- 3. St Philip's Night Catherine & Paul & Moira continue to Team up in leading the 2nd Thursday Food Bank each month. It makes such a difference having a Team that is so reliable and so much fun! We really would like the OUTREACH Committee to appreciate our thankfulness, and that of our clients, for their service.

In addition to our thanks for your continued time & treasure & talent support, we continue to be available to your committee if you would like to know more, as we have been happy to do in the past.

To all of you,

On behalf of the Meal Ministry Team at St. Michael's

The Rev. Wilmer Toyoken Brigette Castro, ODNW, Meal Ministry Chair

ANNUAL REPORT 3.4 - SUNDAY SCHOOL:

SMM 2018 Sunday school was a challenging and fruitful one.

Here are the highlights of our ministry to children and youth.

TEACHERS: There are 8 active teachers right now, including Pilong who help to teach about

the cultural identity of the young generation and scheduled once a month.

CHILDREN AND YOUTH: The number of Sunday school attendance increase. Children are now divided into two classes. The youth is separated and gaining more confident in doing their task

ACTIVITES: Aside from the youth participation inside the church, they also joining outside events. The following were events they participated.

- > Maundy Thursday sleep over at Christ Church Cathedral, Vancouver Downtown.
- > Joined BIBAK Cultural Events
- > Joined ACAM Youth Annual Summer Camp at STML. 18 youth @ 5 teachers attended including Padi.
- > The Highlights for 2018 were the participation of 18 youth in the EAM Consultation in Hawaii. Their energy and enthusiasm impressed the leadership of EAM and this resulted of their invitation to join the Youth Leadership Skills Camp to be held in Northern California this July 2019. Because of this, our youth joined together to raised funds for the said event. In their Christmas caroling, they raised \$2,380. Thank you all for your generosity and to the church for the promise to double the amount.

CHALLENGES: We've seen in their activities that our youth are talented. They can act, dance, sing and play music instrument and we want them to continue learning. So the challenge is we teachers can't nurture our young people alone; we need you parents, leaders and parishioners in nurturing them. We should work as a team to support and encourage them in their faith journey. Together we can do it. To God be the glory. God bless all.

In behalf of the Sunday School Teachers Submitted by Rose Toyoken

ANNUAL REPORT 3.5 - Y2H - EAM/ACAM - Pilong's Reflection

When it was being planned for people to attend the EAM consultation in Hawaii, I never had a thought or desire to go. At first, I did not see any point or purpose for my attendance, second, I don't like hot weather and Hawaii being in the tropics is for sure like Manila in the Philippines. Whenever I go to Manila, I feel I am being baked in an oven. Having seen the islands of Hawaii on TV and in glossy magazines is good enough for me. I am not that keen on going to an island to be roasted.

But Monica wanted to go and started convincing me to go with her. As I said I did not want to, but it was when the bustle and hustle, the enthusiasm of everyone, especially the youths who are giving their all as they were getting ready for Hawaii; that perhaps I was caught up with the excitement and that I somehow felt there is a reason for going after all. So, I went, might as well go see that place which I often hear many people say they like very much to visit.

Attending EAM literally expanded my horizon, got to know more what EAM is all about, which is connecting the different Asian ministries in North America and together, sharing experiences and ideas to find ways how to go about to solve problems which some of us if not all of us are currently facing. And yes, they are important things yet what impacted me the most was our youths who, thanks through the guidance of Rose and Carolyn, and for whatever they were feeding them; it's a joy watching our youths enjoying themselves, seeing them seemingly carefree, just soaking in everything, eager to take on what goes their way. On their presentation during the cultural night, even with very little preparation, they gave all what they got and they delivered. And I was impressed and even inspired. They did an awesome job, and some said they were the highlight of the event.

I agree when they say, "It takes a village to raise a child." And it's all of you parents, uncles, aunties, manongs, manangs, grandpas, grandmas, friends, teachers and everyone here also deserve the credit for what our youths showed in Hawaii which demonstrated the great job you all had done to them, to our youths. Kudos to you all, kudos to the village of St. Michael!

Now, I request that you turn to the person sitting beside you, to your left or to your right and take turn saying, "Thank you very much, for a job well done." And the other replies, "You are very much welcome." Then everybody raise your hand like this and say, "MAHALO, ALOHA!"



ANNUAL REPORT 3.7 - ACW

The ACW, as a strong working arm of SMM, spearheaded/participated in a variety of activities and ministries in the church for 2018 such as:

- 1. Altar guild, lay reading, Christian education like Sunday school and coffee hour arrangements
- 2. Annual St. Mike's summer picnic, ACAM picnic
- 3. SMM family work day
- 4. Hotmeal & Food Bank
- 5. Volunteered for the Mission to Seafarers annual fundraising and Christmas gift packing
- 6. Joined retreats such as the Spiritual Formation Retreat and Manning Park Retreat

Financially, the ACW is solidly robust. We were able to complete our target of \$10,000.00 for GIC. This has been possible through fundraising such as pancake breakfast, garage sale and selling ACW t-shirts. Our fund gives us the flexibility to sponsor activities, buying coffee, milk etc. for Sunday coffee hours, Easter chocolates and Christmas gifts for Sunday school kids. We were also able to donate \$500.00 for the Y2H fund, \$350.00 for the Rosita typhoon victims in the Philippines and presented a "tapis" and "bakget" to Archbishop Melissa Skelton as a Christmas gift.

To God be the Glory!

On behalf of the ACW Judith Carling, ACW Chair Prepared by:

Florence Odlas, Asst. Secretary

ANNUAL REPORT 3.8 - MBSM

The following are the highlights of activities done in 2018.

CONTINUING ACTIVITIES

- > The MBSM continues their monthly Sunday involvement in the sanctuary.
- > Birthday prayer service also continues as part of men's fellowship to support and encourage one another. Also, a celebrant who is a member of the men's birthday paluwagan receives a cash gift in his birthday.
- > The MBSM Mortuary Aid Program (MAP) continues to help through prayers and finance to a brother who lost member of his family. Cris Balanon was the recipient of MAP last year.

ACCOMPLISHMENT

- 1. Donated an Electric Guitar to the youth. Thanks to Fidel Tade for his generous gift.
- 2. Hosted 2 great fundraiser events in 2018: Summer Barbecue Lunch & Smoke Meat Sale.
- 3. Set up and putting down of tables and chairs in the 2018 Diocesan Mission Conference.
- 4. Hosted 2 Men's gatherings of SMS & SMM. The Rev. Peter Smyth was the speaker and spoke about the Mission to Seafarers. Mr. Peter Goodwin was the 2nd speaker and spoke about the work of PWRDF.
- 5. Had 2 men's attending the ACAM Taize service held in St. Michael, Surrey.
- 6 In partnership with the ACW and Youth and through the leadership of Deacon Eric, some men attended several activities of the Mission to Seafarer our partner in outreach ministry.
 - * Helped in the food preparation of their annual summer cycling fund raiser.
 - * Joined the Seafarer's Christmas gift packing & participated Christmas Caroling
 - * Ship Visitation -only pilong and padi experienced it. Hopefully in the future more men will be joining.
 - * Donated 2 boxes of DVD's at the Mission to Seafarers. (Terry)
- 7. Donated \$500 to the youth in their participation to EAM in Hawaii.

On Behalf of the MBSM

Submitted by Richard Paday-os (MBSM, Chair)





III. 2019 BALLOT (Based on I & II above)

I.	Members-at-Large (Para.'s 25 & 26)	WRITTEN VOTE (x)
	Sandra Baldo (Stewardship Chair)	
	Grace Wandag (ACW Vice-Chair)	
	Darse Carruthers (MBSM Vice-Chair)	
	Brigitte Laweng (Trustee)	-
	Teofilo Bosaing (Trustee)	

II.	Sync	od Delegates & Alternates (Para. 24)	WRITTEN VOTE (x)
	ing	Judith Carling (ACW Chair)	
	2019 voting	Marg Cutforth (Day Care Board)	
	20	Youth 1	
	2019 Voting	Richard Padayos (MBSM Chair)	
		Florence Odlas (FilCON 2017 Youth Co-ordinator)	
		Youth 2	

III.	Lay [Directors/Trustees (Article 5)	WRITTEN VOTE (x)
	>	Greg Tatchell (Treasurer; 2021 Strat Plan)	
	2019	Brigette Castro (to 2022 as Assoc. Peoples Warden, Meal Ministry)	
	No Voting	Terry Cutforth (to 2020 as Assoc. Rectors Warden, Buildings)	
		James Baldo (to 2021 as People's Warden, Nominating Crutee Chair)	
	Z	Moses Kajoba (Rector's Warden, Church Cmtee & Vestry Chair)	

IV. Orda	ined Director/Trustee	
	The Rev. Wilmer Toyoken	Incumbent



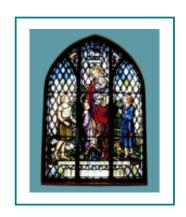
Cyril's Donut - St. Michael's Organizational Structure

"A Team of Teams"

2019

"Establish Authority"

Authority as laid down in the Canons of the Diocese of New Westminster and the Constitution of St Michael's Multicultural Anglican Church



v1 – ratified by Church Council 23 June 2015: To be updated annually at Vestry

v2 – ratified by Vestry 21 Feb 2016 (revised/received at 30 Mar CC)

v3 – ratified by Vestry 19 Feb 2017 v4 & 5 – ratified by Vestry 28 Jan 2018, & then by the 2021 Strat Plan review (10 July)

Kids & Youth [Rose (8)] Monthly lhurch SPC Altar Guild The 8 Trustees Sanctuary ACAM-EAM Annual [Padi] & 2021 Stewardship **Strat Plan** Finance & Padi, the 4 Wardens, Strat Plan the Treasurer & +2 **Teams** Committee [Sandra (5), GT (8) - (12) Moses (15 + Vestry) **MBSM** ACW

Meal Ministry [Brigette C (25+)]

[Richard & James & Pilong]

[Judith & Brigitte] Mission

to

Seafarers

[Padi & Eric]

Rentals [BC] 8

Buildings

[Terry]

A NEW BEGINNING

SMM's 2021 STRAT PLAN: 2014 - 2021

Vision 2021

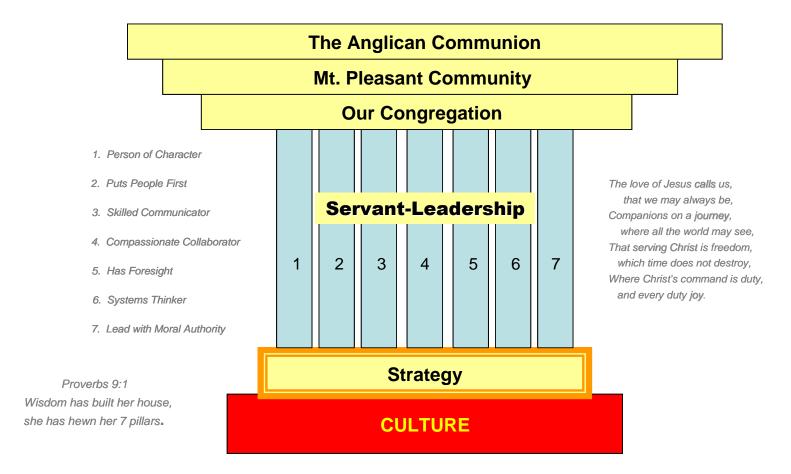
IMPLEMENTATION REVIEW # 2 OF 3 - SUMMER 2018 RATIFIED ON 4TH ANNIVERSARY - 14 IX '18

"An Anglican Communion, Multicultural community of faith, called into the fellowship of Jesus Christ."

STRATEGY & LEADERSHIP

in a

COMMUNITY & CULTURAL Context



"WE CELEBRATE OUR UNITY AND ARE STRENGTHENED BY OUR DIVERSITY"

Original Unanimous Seriatim Ratification by St. Michael's 11 Member Strategic Planning Team

Whistler - 14 IX 14

NOTE CORRELATION TO FRONT COVER ALTAR ICON

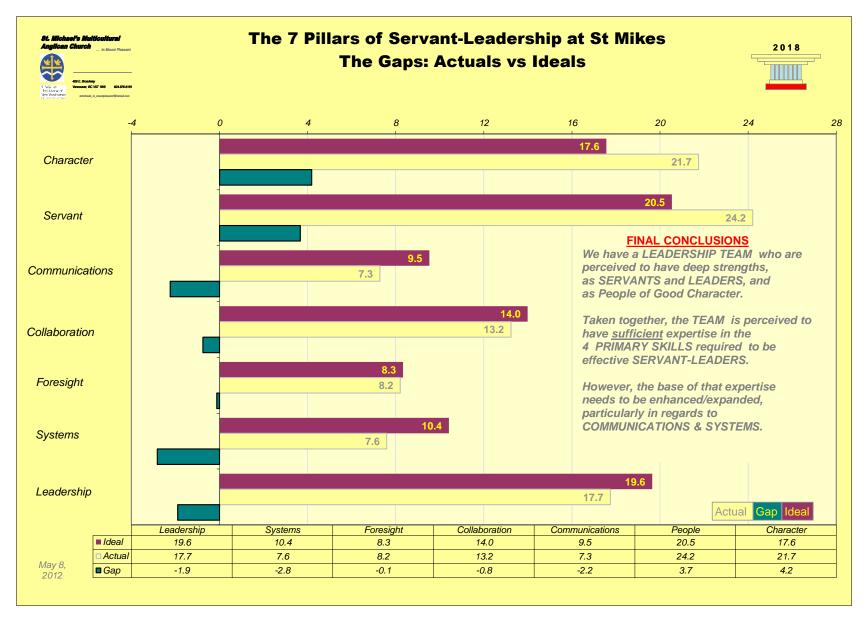


Figure 1: Seven Servant-Leader Marks - Re-ratified 14 Aug 2018

EXECUTIVE SUMMARY

Review #2 of 3 - 2021 Strat Plan Update for the 2019 AVM

On the fourth anniversary of ratification of SMM's original 2021 Strat Plan (14 IX '14 at Whistler), the current 2021 Strat Plan Team hereby ratifies their 2nd 'official' review for presentation to the 2019 AVM, as specified in their mandate (see 4.3 & 4.4, on page 4 of 7).

Four primary insights/achievements arose from the teams Summer 2018 review.

4 Gospels -

- Not Matthew, Mark, Luke, & John rather, 4 major ministry endeavors; Meal Ministry, Asian Pacific Ministry, Youth Ministry, & Mission to Seafarers. Four years ago, Meal Ministry was our only major Ministry active at the time.
 - In the 4 years since, 3 new major Ministries have begun; Asian Ministry (2015), Youth Ministry (2017), and Mission to Seafarers (2018). The Covenant for the latter was signed just 5 days prior to this report.
 - We believe this explosion of ministries is the direct result of the Strat Plan.

- **3 Graphics** Three graphics summarize the work of the last 4 years, and the work of the team over the summer, at a macro level:
 - 1. 91% DIOCESAN (page 5 of 7) summarizes progress at St. Mikes from 2010 to today. Two highlights are obvious; Leadership strength is at 100%, while Financial viability has more than doubled.
 - 2. 75% 21 SMART GOALS (page 6 of 7) developed directly from '1' (can you see the linkages?). 7 Smart Goals have been completed. 57% would have been an acceptable score at this stage of the Strat Plan; 75%? Wow!
 - 3. PILONG'S TRINITY (page 7 of 7) this is a brand new graphic, and provides a Strategic Framework for SMM. There is nothing that goes on at St Mike's that can't be discerned from this essential holistic graphic.

2 Changes -

Two substantive changes occurred this summer season. One, two new members were added to the team; Pilong & Monica Bosaing (the Pilong of point 3 immediately preceding!). Two, Smart Goals were tweaked to make room for the addition of one for the Mission to Seafarers Ministry.

- 1 Symbol If we could find one symbolic item that would summarize all of the achievements of the last four years, it would have to be SMART GOAL 9; 'Padi to 100%'. That St Mike's could achieve this, shortly after Padi became Regional Dean, summarizes perfectly the success the SMM team has had in growing and evolving over 4 years, under the sail of the Strat Plan.
- 2028?? One final point before our recommendation. We spent a bit of time crystal balling what might come after the Strat Plan hits the year 2021. It was agreed to explore this more rigorously during Review #3 of 3 in 2020. A first blush thought was that our 2020 recommendation on proceeding with what might be called the 2028 Strat Plan would be articulated at that time, with the summer of 2022 a possible timeframe to begin.

RECOMMENDATION: Our 2018 recommendation is to continue with the **2021 Strat Plan** for the next two years, as modified, as we have done for the last two years. After four years, our SMART GOAL progress (75%) and our Diocesan metrics (91%) have both far exceeded expectations.

Respectfully Submitted to Church Council and the 2019 AVM by the 12 members of the current 2021 Strat Plan Team.

- As unanimously ratified on 14 IX '18 by MB, SB, BC, MC, BL, GW, JB, PB, TC, MK, GT, WT

St. Michael's Multicultural **Anglican Church**



Vancouver, BC V5T 1W8 604,876-8191

stmikes-church.ca

... in Mount Pleasant



PRAYER FOR VISION 2021

Loving God of past, present and future, we celebrate your church through the life and witness of the people of St. Michael's Multicultural Anglican Church.

May we seek to heed your call to our multicultural community, to be outward looking, even as far as the extended Anglican Communion, to role model for our Diocese a ministry of diversity and tolerance, called into the fellowship of Jesus Christ, to serve God's mission in the world.

As we plan for new beginnings in your church help us to be open and honest with one another as well as with ourselves.

May we together make bold decisions to further enrich and develop St. Michael's unique way of being church. We make this prayer in the name of your son, Jesus Christ, through the Holy Spirit.

Amen

2007-2021: 12 Seminal Documents

"Continued Implementation of Strategic Priorities"

1. Ministry Plan March 29, 2007

2. Parish Profile (version 1) September 16, 2007

3. Parish Profile (version 2) February 8, 2009

4. Parish Profile (version 3) April 8, 2009

5. Parish Profile (version 4) February 21, 2010

6. Parish Profile (version 5) February 20, 2011

7. 2021 Strat Plan: Vision 2021 14 September 14 (& 22 Feb 2015 at Vestry)

8. Implementation Mandate 22 February 2015

9. 2-Year Strat Plan Review #1 14 September '16 (& Feb 2017 at Vestry)

10. 2-Year Strat Plan Review #2 14 September '18 (& Feb 2019 at Vestry)

11. 2-Year Strat Plan Review #3 14 September '20 (& Feb 2021 at Vestry)

12. ???2028 Strat Plan??? February 2021



1. From the 2021 Strat Plan Executive Summary

The 2021 Strat Plan report carried with it a recommendation to continue with a modified oversight mandate, and that for the next seven years (2014-2021), an updated membership & mandate proposal be prepared for the next (2016) vestry, as follows:

"CONTINUED IMPLEMENTATION: A second insight we take from the Diocesan Strategic Plan 2021 is their principle of "continued implementation of strategic priorities."

• The strategic planning team has recommended that it continue with a modified oversight mandate, tasked with oversight of the implementation, and that formal reviews in preparation for Vestry occur in 2016, 2018, and 2020. These reviews would have two primary objectives: one, update the PMR scores for that year (in the 'Big Picture' graph on the inside cover); two, provide status on the 21 SMART Goals."

2. MANDATE

The mandate for the 2021 Strategic Plan Implementation team Review in 2018 is as highlighted in the blue box above, with 2 additions.

- 1. a new synthesizing graphic, the SMM STRATEGIC FRAMEWORK.
- 2. review the seven 'Servant-Leader' characteristics originally established in 2014, which were not reviewed in 2016.

The 4 graphics which were workshopped/updated at July 10th & Aug 14th meetings, can be seen on four pages of this report (p 1 & pp. 5-7).

3. Membership

To bring the team back up to 12, two additions were made at the first 2021 Strat Plan Review #2 meeting in 2018 (July 1st in Manning Park); Pilong Bosaing and Monica Bosaing. The other ten members continue to be; the Rev. Wilmer Toyoken, Moses Kajoba, James Baldo, Sandra Baldo, Brigitte Laweng, Brigette Castro, Grace Wandag, Terry & Marg Cutforth, and Greg Tatchell.

4. Schedule

- 1. 2016 Meeting(s) to prepare a report for 2017 Vestry
- 2. 2017 Vestry presentation of 2015-2016 progress, with recommendations.
- 2018 Meetings to prepare a report for 2019 Vestry (July 1 & 10, Aug 14 & Sep 14, then Sept. 18 presentation to CC, & Sept 23 Stewardship Homily to Congregation)
- 4. 2019 Vestry presentation of findings, including possible recommendations re: the potential need for an updated Strat Plan in the 2020 work.
- 5. 2020 Meeting(s) to prepare for 2021 Vestry
- 6. 2021 Vestry presentation of 2019-2020 progress (& updated Strat Plan?)



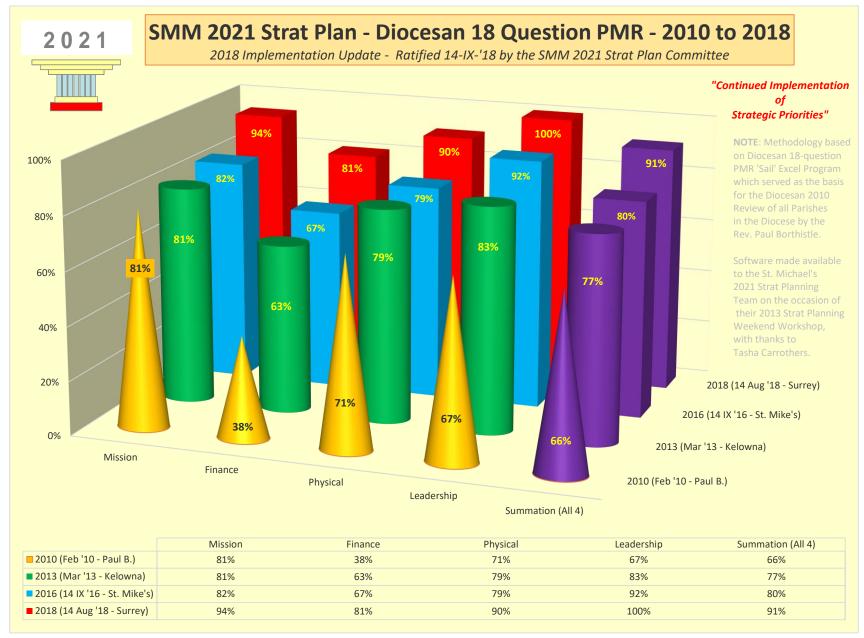


Figure 2: 18 'Sail' Questions/4 Overarching Goals – 2-Year Review #2 (14 Aug '18)



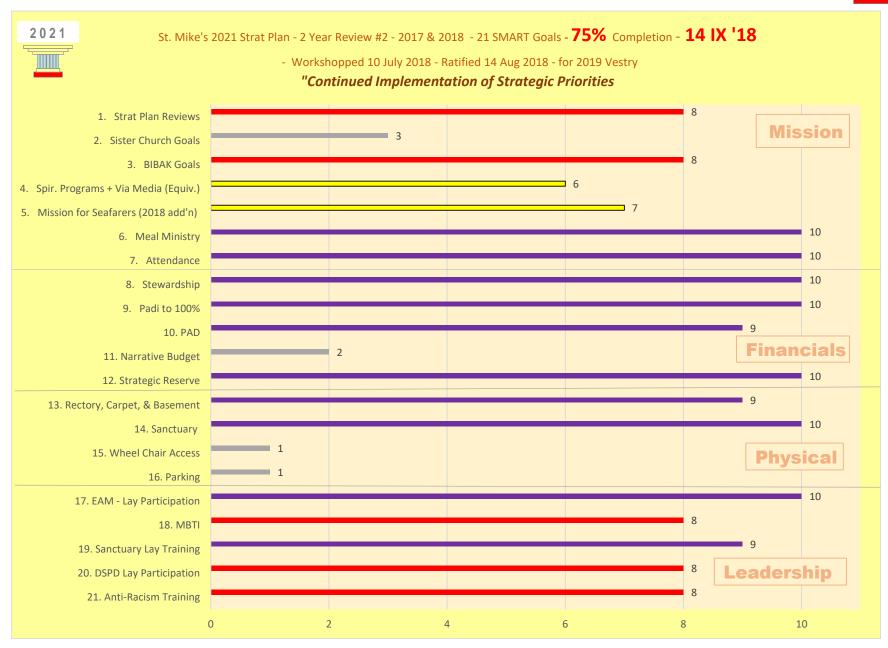


Figure 3: 21 SMART Goals - 2-Year Review #2 (10 Jul '18)

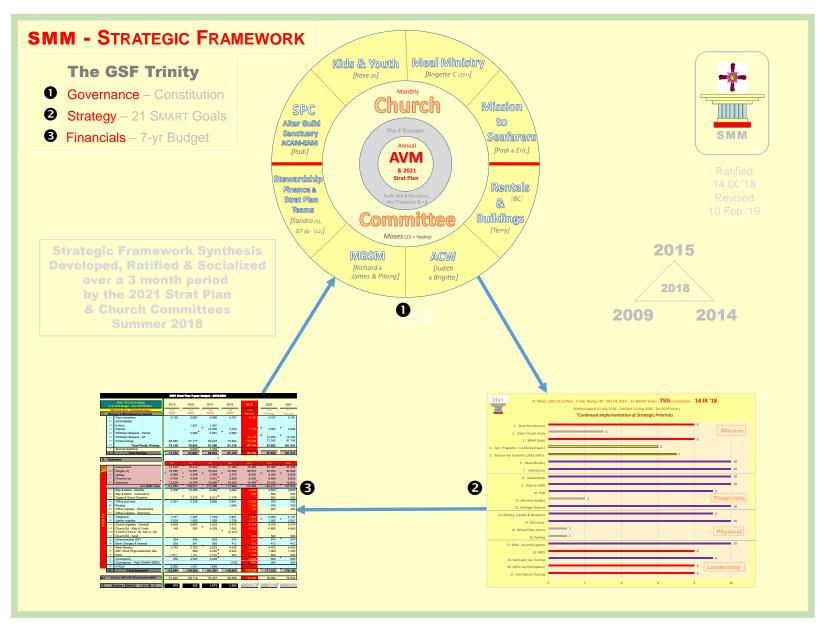


Figure 4: Pilong's Trinity Synthesis – SMM Strategic Framework - 2-Year Review #2

END OF 2018 VESTRY PACKAGE

 $^{\rm i}$ CCR Release 3.0, June 2008, REGULATION 11, para. 2.4 (1.a), p.117

 $^{^{\}rm ii}\,$ CCR Release 3.0, June 2008, REGULATION 11, para. 2.4 (1.a), p.117