AS APPROVED - ST. MICHAEL'S 2014 VESTRY MINUTES

Celebrating the 25 November 2013 'Official' appointment of the Rev. Wilmer Toyoken to St. Michael's, 'Without Term.'

It had been since 24 December 1998 that St Michael's had been so blessed.

Feb. 2nd, 2014 Minutes - St. Michael's Annual Vestry Meeting

CHAIR: Moses Kajoba

PRESENT: 51 people registered on the sign up sheet.

The Rev. Wilmer Toyoken gave the opening prayer at 11:50.

1. REVIEW of 2013 Vestry Minutes:

1.1 10 February 2013 Annual Vestry - Moved by Brigitte Laweng, seconded by Peter Miller, carried.

1.2 6 October 2013 Special Vestry - Moved by Marg Cutforth, seconded by Grace Wandag, carried.

2. FINANCE COMMITTEE *(pp. 7-10)*

2.1 Finance Committee Report & 2013 Financial Statements - Greg Tatchell

Given the extensive time spent at the Congregational Educational Session on 19 January, it was possible to do this in 10 minutes. The primary emphasis was on the 7 years of being '*in the black*,' illustrating this for the congregation with the aid of pages 28 & 29.

The four pages (Finance Committee Report and 3 Financial Statements, pages 7-10) were adopted as a block, moved by Greg, seconded by Wilmer, carried unanimously.

2.2 Constitutional Revision - Moses Kajoba

It was moved by the Finance Committee, seconded by Sandra Baldo, that at the request of our bankers (RBC), a new paragraph [44.3.(f)] be added to the constitution as follows: *"Authorization to set up a Credit Card with a limit not to exceed $5,000, payable in full monthly, and an overdraft line of credit not to exceed $20,000."* Carried unanimously.

2.3 2014 Budget *(page 29)* **- Bart Alatan**

The budget was explained in the context of the 2013-2018 line 75%-75%-80%-85%-92%-100%. The target is to have Wilmer at 100% by 2018, and was the agreement with the Diocese that led them to assign Wilmer to St. Michael's, without term.

It was explained to Vestry that the 2014 budget was slightly in deficit, but that the Trustees and Church Committee would monitor this very closely, with every effort going into making it positive by year end.

With that understanding, moved by Bart, seconded by Grace, passed unanimously.

3. REPORTS

11 reports were presented; 7 written and 4 verbal.

In order of presentation: Rev. Wilmer Toyoken (Minister`s Report, verbal), Moses Kajoba (Warden`s Report, written), Greg Tatchell (2018 Strat Plan, written), Terry Cutforth (Buildings & Rentals, verbal), Sandra Baldo (Stewardship, written), Brigette Castro (Meal Ministry, written), Bart Alatan (Sanctuary Planning Committee, written), Moses (Sunday School, verbal), Grace Wandag (ACW, written), Brigitte Laweng (Choir, verbal), Moses (Day Care, written). The written reports are included in their entirety (pages 11-27).

3.1 Minister's Report *(verbal)*

Wilmer focused on four areas: one, Pastoral Statistics (emphasizing our parish roll membership count of 227, and leading the congregation through the six year attendance history on page 27); two, Pastoral Ministries; three, International Events (highlighting the multi-cultural aspect of EAM, both down south, and here up north); and, fourth, Deanery/Diocesan participation (including participation in the Truth & Reconciliation parade, referred to by the ACW in their report). The full report can be found on page 6.

3.2 Warden's Report *(page 11)* **-** Moses indicated that the greatest achievement of the Wardens in 2013 was securing the appointment of the Rev. Wilmer Toyoken as incumbent, without term, effective 1 January 2014.

i. Moses moved ratification of the 7 ½ year history behind this achievement as follows:

> *The Trustees hereby move that the updated 7 YEAR CANONICAL COMMITTEE 29 STEP TABLE* (page 24) *be ratified by this Vestry as the official history of St. Michael's 7 year journey to 1 January 2014. It includes 25 November 2013, the day that the Rev. Wilmer Toyoken was officially announced as the Incumbent of St. Michael's, Without Term, the first since 1998.*

Seconded by Letty Castro, carried unanimously.

ii. On behalf of the Wardens/Trustees, Greg presented the following motion:

> *The Trustees hereby move that discussion with BIBAK for renewal of the St. Mikes/BIBAK Strategic Partnership begin with Vestry ratification of the letter on page 12, addressed to the BIBAK Executive, including the original 2007 Agreement, and a Draft proposal with which to begin the discussion, with a target date for signing being August 2014, the 7th anniversary of the original agreement.*

Seconded by Agnes Alatan, carried unanimously.

Immediately after, signed copies of the letter were presented to two BIBAK representatives present at the Vestry; Ceasar Castro, who had been asked to attend for this reason, and Fanny Balaki, BIBAK Secretary (representing the BIBAK President, Ramon Bosaing).

3.3 **2018 Strat Plan Report** *(pp. 25-30)* **-** Greg reviewed the progress made in the second full year of the 3-year 2018 Strategic Planning Project.

In particular, he focused on the PMR graph at the end of these minutes *(page 30)*. He emphasized how scoring has improved substantially on financials since 2010. It was also emphasized how our primary Mission of the last six years has been achieved (hiring a priest without term), and that our new 2018 Mission will be finalized by the 2018 Strat Plan Team for presentation to next year's Vestry. It was pointed out that the Diocesan MAP initiative being presented to St. Mike's for consideration on 20 February might impact timeframes somewhat.

3.4 **Building & Rental Report** *(verbal)* **-** From the written record *(page 11, para B.2)*, Terry Cutforth emphasized plans with regards to the women's washroom, and that quote's would be forthcoming in March.

As Terry did in 2013, he concluded the Building Report by repeating from Vestry 2013 the important words;

"The Buildings are all in good shape."

The Chairman emphasized that the reason "*The Buildings are all in good shape"* is because of the countless hours that Terry puts in.

With regards to rents, a motion was made by Brigette Castro on behalf of the Rental Committee as follows:

> *It is hereby moved that the Rental Contract Form* (pp. 13 & 14) *and associated rates be ratified by Vestry, that it be posted on the web site, and that the Rental Committee of Brigette Castro (Chair), Terry Cutforth, Lily Bad-ay and Greg Tatchell continue to have full responsibility for its administration, reporting to Church Committee for guidance when necessary.*

Seconded by Marg Cutforth, carried unanimously.

3.5 **Stewardship** *(page 15)* **-** Sandra continued the Stewardship emphasis on PAD, and shared with the Vestry the fact that the 2014 objective of 30 people on PAD had already been exceeded (it was now 32). She indicated that people should already have their tax receipts, and thanked everyone for their part in helping us to continue reaching our objectives.

3.6 **Meal Ministry** *(page 15)* **-** Brigette Castro overviewed the four highlights on page 15, emphasizing the centrality of Meal Ministry at St. Michael's. She highlighted the Thanksgiving Day dinner for our neighborhood community, serving nearly 600 people. She noted the help from Balmoral Junior Secondary, and the DeMolay youth group under James (Jr) Gonzalo's leadership, and concluded by welcoming and thanking Darce Carruthers for recently joining the meal ministry team.

3.7 **SPC - Sanctuary Planning Committee** *(page 16)* **-** Bart focused the 2014 SPC report on completion of the *'2012 RESTORATION OF THE SANCTUARY'* work undertaken in September and October of 2012, emphasizing a list of 16 work items.

On behalf of the SPC, he also moved the following motion:

> *"That St. Michael's celebrates its 125th Anniversary during the period between its inception date (March 10th) and St. Michael's Day Sunday (Sept 28th), and that, at a minimum, during those six months, the following six projects be undertaken;*
>
> *1. Finishing off the 2012 Sanctuary Restoration Project (see SPC list on page 16).*

2. *Establish signage out front (including on the south Baptistry Chapel wall)*
3. *Renewal of the 2007 BIBAK Strategic Partnership (see Motion 3.2.ii above).*
4. *Establish a 'TWIN CHURCH' policy at St. Michael's.*
5. *Submit an ODNW nomination to the Diocese (see Motion 4.2 below)*
6. *A Blessing of our Racial Justice & Chapel plaques during the Bishop's visit for Wilmer's induction.*

Seconded by Ceasar Castro, carried unanimously.

3.8 Sunday School *(verbal)* **-** In the absence of a Sunday School leader, Moses spoke to this gap in our leadership team. He noted that in lieu of Sunday School, there was increased usage of the new Susannah Wilson Chapel (an ACW project for use as a baby/parent nursery during services, done during the *'2012 RESTORATION OF THE SANCTUARY'* work). Sunday School remains an ongoing challenge for St Michaels.

3.9 ACW – Anglican Church Women *(page 17)* **-** Grace Wandag's report documented the continuing high level of activities and achievements in the second full year of the ACW resurrection at St. Michael's. The ACW report emphasized the contributions made to St. Michael's successful financial year, with fund raising of over $1,800, in addition to the $1,500 from the previous year. Their participation in the Truth & Reconciliation parade referred to in the Minister's report also showed their role modelling within the Diocese (the ACW participation was pictured in TOPIC).

3.10 Choir *(verbal)* **-** Brigitte Laweng, as the Choir Liaison on the SPC, described the stability that has been achieved in the choir under the leadership of the choir director, Hiroki Uchino. The choir continues to grow under his leadership, especially with the practices before and after the service, and Brigitte is optimistic that it will continue to grow. The feedback they get is that the congregation likes the music (yes!).

3.11 Day Care *(page 18)* **-** Building upon his comments in reviewing the Day Care Income Statement, Moses reviewed the Day Care Report ratified and submitted by the Day Care Board. He emphasized the results of the Day Care parent survey included in table form on the page 18 report. Moses indicated that this is the 2nd year that a written report for the Day Care has been submitted to Vestry, and how the need for this was identified by the City as a formal accompaniment with Grant applications. Moses concluded by pointing out the three points of emphasis in the report:

- ***Parent Family Involvement*** *- annual parent surveys.*
- ***Web Site*** *- increasing the marketing potential of the Day Care.*
- ***Finances*** *- increase financial viability by targeting a 90% occupancy in 2014.*

Adoption of these 11 reports was moved by Grace Wandag, seconded by Sandra Baldo, passed unanimously.

4.1 CONSTITUTION *(pp. 19-20)*

For the fourth year in a row, the Constitution of St. Michael's was revised. The first change occurred under item 2.2 in the minutes above. The second change was to update page 11 of 28 of the Constitution, ST. MICHAEL'S CHARTER FOR RACIAL JUSTICE, as follows:

To align St. Michael's official CHARTER FOR RACIAL JUSTICE with the November 2013 plaque installed in the Sanctuary, the Trustees move that the changes adopted in the plaque version of the CHARTER be institutionalized into the official version included as page 11 of 28 of the Constitution.

The November 2013 changes were as follows:

1. *Where appropriate, references to St. Michael's Anglican Church were changed to read St. Michael's* ***Multicultural*** *Anglican Church.*
2. *References to the Anglican Church of Canada web site location of the National Charter were removed.*
3. *A final line was added to the Charter, as follows****:"& Incorporated into the Constitution on Feb. 6, 2011."***

Seconded by Agnes Alatan, carried unanimously.

The Constitutional note describing the 2014 changes will read as follows:

8. February 2, 2014 (ICR 5.3) Addition of para 44.3 (f), and update of the CHARTER FOR RACIAL JUSTICE *(page 11 of 28).*

4.2 ODNW Nomination *(p.21-24)* - Terry Cutforth

Terry Cutforth opened by reminding Vestry that Eleanor Jones had been awarded the ORDER OF THE DIOCESE OF NEW WESTMINSTER (ODNW) in 2009, and that he had been so honored in 2010. Terry had been very proactive over the last two years in championing the Nomination which he presented to Vestry.

He made his motion by reading the last paragraph of his Nomination package:

> *On behalf of the extended lay leadership team and the congregation of St. Michael's, and in concert with the three of us who worked with Moses & Greg over the full 7+ years of our pilgrimage (Terry, James & Brigette C), I hereby recommend that Vestry ratifies this nomination, not as two individuals, but as the inseparable team that modelled unity, inclusiveness and leadership.*

The motion for the Nomination package of 4 pages was seconded by Flavia Kajoba, carried unanimously.

5. ELECTION of OFFICERS *(p.5)* – James Baldo

The Nominating Committee continued the new approach begun in 2012, adhering to the five Constitutional paragraphs pertaining to multiculturalism (see top of page 5, under MULTICULTURALISM), and the three traditions (see middle of page 5, under LEADERS WHO LEAD BY EXAMPLE). In developing the ballot and the candidates, James Baldo, as Chair of the Committee, ensured these eight criteria were abided by.

Ballots were handed out, and the results were unanimous, as shown on page 5.

6. OTHER BUSINESS -

6.1 **SUCCESSION PLANNING** - Greg Tatchell shared with Vestry his recent health issues, and the fact that he needed to step back from some of his Administrative Duties. He emphasized that he wasn't going anywhere, and would continue in support of Wilmer (SPC), Moses (Day Care), Brigette (Meal Ministry) and Brigitte (Treasurer), as well as his canonical responsibilities as an Associate People's Warden. But, beyond these responsibilities, he advised that he had given a list of nine administrative duties to the Wardens for re-assignment.

He especially cited the inspiration that Flavia Kajoba had provided when she volunteered to create a web site for St. Michael's. Greg used Flavia as an example of the talent that exists in our congregation to professionally assume parts of the workload, and that the Strat Plan would emphasize this aspect of leadership development (as if to validate this approach, within an hour after Vestry, Brigette Castro found an Excel expert to take over the Envelope Data Base: as Bart said during his budget presentation, the Lord provides).

6.2 **RENTALS** - Further to ratification of the Rental Forms earlier in the Vestry *(see item 3.4 above)*, Caroline Gapongli asked for clarification on the policy regarding rents charged to renters who are also members of St. Michaels so as to ensure consistency and uniformity. Part of the clarification was to show how rents had increased from $32k in 2006 to $54k in 2013 *(see pages 28 & 29)*, and that rents were such an essential part of achieving a balanced budget. It was agreed that the Rental Committee would take Caroline's request under consideration, and bring it forward to the next Church Committee meeting.

After a very positive meeting, Vestry concluded forty minutes earlier than in 2013 (at 2:00), with the St. Michael's circle of grace led, for the first time in 15 years, by a St. Michael's priest with a tenure of "*Without Term*".

NOTE: Prior to final circulation and posting, the minutes, or their portion of the minutes, were reviewed/approved the week of Feb. 3 by the following members of Church Council who were present and made reports at Vestry; the Rev. Wilmer Toyoken, Moses Kajoba (Chairman), Greg Tatchell, Terry Cutforth, Sandra Baldo, Brigette Castro, Bart Alatan, Grace Wandag, Brigitte Laweng and James Baldo (in order of presentation).

BALLOT and ELECTION/NOMINATING COMMITTEE GUIDELINES

St. Michael's Multicultural Anglican Church

2014 Church Committee Elections at Feb. 2, 2014 Vestry

I. MULTICULTURALISM: (Written Constitutional Directives: ARTICLE 11)

39. A Nominating Committee of up to three (3) shall be appointed by the Church Committee no later than the December meeting; *(for 2014, James Baldo (chair), Brigette Castro, & Greg Tatchell).*

40. In fulfilling their duties, the Nominating Committee will pay particular attention to the multi-cultural objectives established in paragraphs 12, 23 and 33.4, and as codified in the Charter for Racial Justice in Appendix I.

12. Every endeavor will be made to ensure that the 5 parish officers of St. Michael's are representative of the multi-cultural diversity of the congregation.

23. Every endeavor will be made to ensure that members of Church Committee are representative of the multi-cultural diversity of St. Michael's

33.4 To further achieve the objectives of paragraph 12 of this constitution (multi-cultural diversity), one of the Associate Wardens will be known as the People's Associate Warden, electable in year C. Together, the People's Associate Warden and the People's Warden must represent the multi-cultural diversity of the congregation; one of these must be Filipino-Canadian, while the other must be from one of the other multi-cultural groups in the congregation

II. LEADERS WHO LEAD BY EXAMPLE: (Unwritten Guidelines)

The Nominating Committee also suggests additional guidelines based on unwritten cultural standards and traditions at St. Michael's, with a particular focus on recommending *'Leaders Who Lead By Example.'*

The three primary unwritten cultural guidelines recommended by the Nominating Committee are as follows:

1. Leaders at St. Michael's are regular, identifiable givers.
2. Leaders at St. Michael's worship regularly.
3. Leaders at St. Michael's give generously of their time and talents.

2014 Church Committee – as elected at the 2 Feb 2014 Annual Vestry

I. Members-at-Large (Para.'s 25 & 26)
Terry Cutforth (Building & Rental Chair)
Sam Copley (Information Officer)
Sandra Baldo (Stewardship Chair)

II. Synod Delegates & Alternates (Para. 24)
Judith Carling
Marg Cutforth
Grace Wandag
Brigette Castro

III. Lay Directors/Trustees (Article 5)
Bart Alatan (Assoc. Rectors Warden, EAM)
Brigitte Laweng (Treasurer)
James Baldo (People's Warden, Nominating Cmtee Chair)
Greg Tatchell (Assoc. Peoples Warden, Finance Comm. Chair)
Moses Kajoba (Rector's Warden, Church Cmtee Chair)

IV. Ordained Director/Trustee
Rev. Wilmer Toyoken (SPC Chair)

3.1 RECTOR'S REPORT

Year 2013 continued to be a challenging and fruitful year for St Michael Parish. Following are some of the highlights of year 2013.

1. PAROCHIAL STATISTICS

- ✓ Average weekly attendance – 87 *(see page 27).*
- ✓ Baptism - 4
- ✓ Deaths/Burials – 3
- ✓ Total Parish Members on the Roll – 227
- ✓ We continue to grow in membership through baptisms and the coming of working immigrants here to Canada. A significant number of people new to our church are interested in becoming members.

2. SOCIAL/PASTORAL MINISTRIES INVOLVEMENT

- ✓ The presence of the St Mike's minister is felt not only in pastoral services but also in social gatherings. Aside from house blessings, hospital/home care visitations, prayer vigils, and counselling, we also participated in community neighborhood services here in Mt. Pleasant, and led prayers in social gathering whenever invited.

3. INTERNATIONAL EVENTS

- ✓ Participated in the joint Clergy Conference in Seattle last April, between the Diocese of Olympia, Washington and the Diocese of New Westminster, BC. The event was part of the clergy education program.
- ✓ Attended the Episcopal Asiamerica Ministry (EAM) 40th Anniversary Conference held in San Francisco last June. 8 participants represented our Diocese or the Anglican Church in Canada at this event. Most of the 250+ attendees represented various Asian-Pacific races, like Korean, Chinese, Japanese, Filipino, Vietnamese and many more. This gathering represents the multiculturalism ministry of the church; they gathered together to enhance their ministry not only to Asian people in America (born or immigrant) but also to the whole of Asia and the world as well. As participants coming from Canada, we gathered some clergy and lay together to try and envision having an EAM Canada. We have already met twice to discuss the possibilities of these dreams, and we are blessed that Greg and Bart are part of the group.

4. DEANERY /DIOCESAN PARTICIPATION

- ✓ At the Deanery level, we continued participating through meetings, clergy inductions and ordinations, church anniversaries and prayer vigils as well. For example parishioners from St Michael attended the Holy Cross church anniversary, the induction of Rev. Expedito at St Mary, and the prayer vigil at the Cathedral for victims of the typhoon.
- ✓ At the Diocesan level, we attended the Synod last May, and sent first time lay delegates to the Synod orientation. We attended a Stewardship seminar organize by the diocese, and the week long Diocesan School of Leadership last July.
- ✓ Participated in the Truth and Reconciliation Parade last September, 16 members from St Mike taking part in the said event.

Padi Wilmer

2.1 2013 Financial Year Reports

The Finance Committee hereby presents to Vestry the 2013 Financial Statements for St. Michael's Parish, and St. Michael's Day Care. The following points summarize 2013.

A. **HARMONIZED BOOKS:** We have continued to produce harmonized financial statements. The downside of this integration of the Day Care and Church Financial Statements (FS's) has added a level of complexity that can only really be dealt with rigorously over the 90 minutes allowed for it at a Finance Committee meeting, or at the pre-Vestry Financial Workshop.

B. **FINANCE COMMITTEE:** The Finance Committee has completed its third full year since being re-established in 2011. The Finance Committee is comprised of the Trustees of St. Michael's (the four Wardens, the Treasurer, and the Priest-in-Charge). It presents the FS's here today, after their ratification at the January pre-Vestry Church Committee meeting. The in-depth Finance Committee meetings have continued to increase the efficiency of Church Committee meetings, and helped the Trustees become increasingly engaged and knowledgeable in their oversight and direction of the Financial affairs of the Parish.

C. **FINANCIAL HIGHLIGHTS OF 2013: - three significant highlights**

1. **IN THE BLACK**: The most significant highlight of the 2013 Financial Statements is that St. Michael's Parish is in the black again, for the 7th year in a row, while at the same time being able to again increase the contingency reserve (to $20,000). It is not anticipated that we will be able to do this again in 2014 … therefore it will be important to manage this fund wisely.
2. **CLERGY SALARY**: The second significant highlight of 2013 was that for the second year in a row givings fully covered the salary of a half-time priest (the first 5 years were at Supply Clergy rates). This will be a challenge in 2014 with the end of the Diocesan subsidy of $15,000.
3. **GIVINGS > RENTS**: The third equally significant highlight of 2013 was that for the second consecutive year givings exceed rental income. In the Diocesan 'Sail' model, this is one of the key Diocesan measures of financial health in a parish (along with givings > than 50% of income).

These three important measures of parish financial health have been incorporated into the 2014 budget.

D. **A NEW TREASURER:** On 21 Feb 2010, Greg Tatchell stepped down as People's Warden, and assumed responsibilities as Treasurer given the sudden resignation of the existing Treasurer, and because of the very low Financial scores received in the Parish Review done by the Diocese a month earlier (Jan 2010). Four years later, Brigitte Laweng assumed the role of Treasurer as Greg returned to his duties as a Warden (both elected at a Special Vestry on 6 Oct 2013; see minutes on page 6).

FINANCIAL HEALTH: The Financial health of the parish is strong. For the seventh year in a row, St. Michael's has ended the year in the black, since its last loss of $20,000+ in 2006. The 2014 Budget suggests that without strict financial stewardship, that seven year success story will be at risk. Monitoring this risk will be a particular challenge for the Finance Committee, and indeed for the whole church, in 2014.

The risk of a deficit in 2014 also puts at risk attaining the 2018 Objective of a $200,000 Strategic Reserve. If the annual Whitaker Fund received by the Church can continue to be set aside as Capital, the $200,000 objective would remain realistic.

BALANCE SHEET PROVISIONS: The Finance Committee has been building up a Contingency Fund for unexpected eventualities, and will strive to maintain it at the new level established by this Vestry ($20,000). An example in 2012 of what the contingency fund can be used for was the outside screens on the west end of the Hall being blown out during a winter storm. Terry quickly effected repairs, and the unbudgeted expenses came from the contingency fund. As stated earlier, it becomes important that we continue to use this fund judiciously.

STRATEGIC PLANNING: The mandate of the Finance Committee was expanded in 2012 to include Strategic Planning for 2018, to be in alignment with the Diocesan 2018 Strategic Planning initiative. The 2014 Vestry Report on the second very successful year of this three year initiative is included separately on p-25ff.

Respectfully Submitted
The Chairman of the Finance Committee, on behalf of the Finance Committee
Greg Tatchell

		Jan - Dec 13
INCOME		
	4000 · Givings	
1	**4010 · Envelope - PAD**	27,131.66
2	**4020 · Envelopes - Collection**	25,585.05
3	**4030 · Open**	6,013.15
4	**4040 · Special donations**	3,732.45
	Total 4000 · Givings	62,462.31
EXPENSES		
	5000 · Salaries	
	Total 5001 · Supply Clergy	
	5011 · Priest - Wilmer	
	5012 · Priest - Diocesan Grant	-15,756.00
	5031 · Caretaker	
	5032 · Organist	
	5033 · Office Administrator	
5	**Total 5000 · Salaries**	52,444.00
6	**5100 · Assessments**	13,116.00
7	**5400 · Insurance**	10,882.00
8	**5570 · Contingency**	9,171.75
9	**Total 5300 · Utilities**	6,600.52
10	**5350 · Property taxes**	5,014.68
11	**5200 · Repairs and Maintenance - Bldg**	4,405.74
12	**5520 · Church supplies**	3,040.24
13	**5580 · Meal ministry**	2,300.00
14	**5500 · Office expenses**	2,167.58
15	**5510 · Janitorial supplies**	1,320.58
16	**5550 · Telephone**	1,212.75
17	**5530 · Unrecoverable Sales Tax**	684.30
18	**5575 · Strategic Plan**	590.41
19	**5560 · Bank charges & interest**	285.46
20	**5586 · In-kind**	3,095.19
	Total Expense	116,331.20
	Net Ordinary Income	-53,868.89
21	**5600 · Recovery bldg exp (1/2 assmt)**	54,725.50
Net Income		**856.61**

Ratified at the 15 January 2014 pre-Vestry Finance Committee Meeting: Brigitte Laweng moving, Bart Alatan seconding, passed unanimously. Accepted at the 16 January 2014 pre-Vestry Church Committee Meeting: Brigette Castro moving, Sandra Baldo seconding, passed unanimously.

	31 Dec 13	31 Dec 12
ASSETS		
Current Assets		
Chequing/Savings		
1000 · Royal Bank (Church)	38,127.56	29,031.43
1000 · Royal Bank (Day Care)	19,127.61	15,564.89
1020 · Capital Project Account - Royal	14,593.80	5,087.41
Total Chequing/Savings	71,848.97	49,683.73
Other Current Assets		
1200 · Accounts Receivable	900.00	
1210 · HST recoverable (2012)	947.08	947.08
1300 · Prepaid insurance	0.00	10,882.00
1302 · Prepayment - Rectory repairs	0.00	900.00
Total 1350 · GICs	176,890.03	176,890.03
Roof Repair	36,164.64	37,555.59
1375 · Sales Tax Recovery (2013)	2,634.97	1,886.44
1499 · Undeposited Funds	1,460.00	
Total Other Current Assets	218,996.72	229,061.14
TOTAL ASSETS	**290,845.69**	**278,744.87**
LIABILITIES & EQUITY		
Current Liabilities		
2000 · Accounts Payable	450.00	900.00
2140 · Primates Relief Fund	25.10	
Total 2150 · Due to Diocese	-24.59	14,783.17
2200 · GST Payable	19.04	
2210 · Unearned revenue	25,141.13	25,141.13
2215 · 125th Anniversary - Sanctuary	1,985.76	5,000.00
2225 · Accrued contingency expense	20,000.00	15,000.00
Total Other Current Liabilities	47,596.44	59,924.30
Equity		
3900 · Retained Earnings	216,420.57	209,668.08
3902 · Reserve - ACW Fund	2,125.10	
Net Income	24,703.58	8,252.49
Total Equity	243,249.25	217,920.57
TOTAL LIABILITIES & EQUITY	**290,845.69**	**278,744.87**

	Jan - Dec 13
Income	
4000 · Parent Fees - Direct	103,627.20
4100 · Prov. Child Care Subsidy	96,961.27
4200 · CCOF Supplemental Funding	35,006.58
4300 · Vanc. City Grant	17,310.00
Total Income	252,905.05
Expense	
5000 · Wages and Salaries	183,232.08
5010 · Benefits	15,747.69
5020 · Training	1,115.00
5100 · Rent	16,250.00
5120 · Fuel	3,120.00
5130 · Utilities	4,335.17
5140 · Janitorial	422.14
5150 · Maintenance	5,505.70
5160 · Insurance	1,133.00
5200 · Food Costs	7,001.42
5210 · Supplies/Toys/Equip/& Misc	10,181.17
5310 · Professional Fees	1,200.00
5320 · Telephone	1,435.26
5330 · Office Expenses	0.00
5340 · Bank Service Charges	315.71
Total Expense	250,994.34
Net Income	**1,910.71**

3.2 Wardens Vestry Report

A. Summary of 2013

In 2013, the most significant achievement on the part of the Wardens was securing the appointment of the Rev. Wilmer Toyoken as incumbent, without term, effective 1 January 2014. This ended up requiring six months of extended documentation, perseverance & meetings. We are especially grateful to the Rev. Douglas Fenton. The picture on the inside cover reflects our, and we believe the congregations joy at the result; it had been 15 years since the Rev. Walter Bayley left (1998).

In addition to securing the appointment of Wilmer, the make-up of the 4 Wardens changed in 2013. Martine Lubin took a sabbatical for personal reasons, and Greg Tatchell returned to the role he had held for five years previously. The team thanks Martine for her many contributions, and look forward to the day we know she will return to Church Committee.

At the 2013 Vestry meeting, the Wardens proposed the following five-point strategic focus for 2013:

1. **2018 STRATEGIC PLANNING** – a 2nd active, productive year of Strategic Planning.
2. **ADULT & YOUTH WORSHIP/EDUCATION** - more energy & focus on adult & youth education.
3. **BUILDINGS** - 3 projects; washrooms, completion of Sanctuary renewal, and Diocesan request for inventory of all assets for the archives (for insurance purposes).
4. **FINANCIALS** - 7th straight year of balanced budgets, & working toward Reserve objectives.
5. **PARISH MISSION REVIEW** – an emphasis on Leadership Development.

We achieved our objectives in items 1 & 4, as documented elsewhere at this Vestry. Items 3 & 5 are included in our 2014 proposed objectives. Item 2 has been assumed under Ministry (Rev. Wilmer).

B. Proposed Focus for St. Michael's in 2014

We strongly support the SPC Motion 3.7 (125th Anniversary). In particular, we here move Motion 3.2 in activation of item 3 on that list. See the associated letter to BIBAK on the next page. Further, in addition to the 125th Anniversary plans, and in collaboration with Rev Wilmer, Church Committee, and the SPC, we recommend the following 4-point strategic focus for St. Michael's in 2013, in order of priority:

1. **2018 STRATEGIC PLANNING** - The primary objective for 2014 will be to take the 'meat' developed over the last two years and begin the process of moving towards a strategic document. Diocesan involvement may possibly have the effect of adding a fourth year to the process. This should strengthen the final results, and still ensure we are done three years ahead of 2018.

2. **BUILDINGS** – The following words from 2013 can be applied to 2014, without change: "*As a carry-over from 2012, only one project remains; the 2 washrooms (especially the women's washroom). Given the energy that went into building projects in 2012, it is understood that this project may be divided into two projects (women's first, men's second), targeting completion in 2014, the 125th Anniversary of St. Michael's. Second, the SPC is managing a variety of small outstanding jobs associated with completion of the Sanctuary Restoration project* (see SPC report)*. Third, a Diocesan project suggesting an inventory of all assets for the Anglican Archives needs to be done in 2013."*

3. **FINANCIALS** - Continuation of the financial discipline of the last seven years, to achieve an eighth straight year of being in the black in 2014, while at the same time continuing the 2018 five-year process of building the strategic reserve up to $200,000. Given the loss of the $15,000 Diocesan subsidy, it is understood that both of these objectives will be at risk without careful oversight.

4. **PARISH MISSION REVIEW** - Leadership development - Utilization and up-date of the PMR has been, and will continue to be, a core component of St. Michael's 2018 Strategic Plan initiative.

Respectfully Submitted by the 2013 Year End Wardens:

Moses Kajoba, Rector's Warden
Bart Alatan, Rector's Associate Warden
James Baldo, People's Warden
Greg Tatchell, People's Associate Warden

St. Michael's Multicultural Anglican Church

... in Mount Pleasant

125th Anniversary Year

409 E. Broadway
Vancouver, BC V5T 1W8 604.876-8191

stmikes-church.ca

A Parish of
The Diocese of
New Westminster
ANGLICAN CHURCH OF CANADA

2 February 2014

Mr. Ramon Bosaing
President of the BC Chapter of BIBAK

SUBJECT: RENEWAL OF A STRATEGIC PARTNERSHIP: PROPOSAL FOR AN UPDATED SHARED VISION

Dear Ramon

As discussed with you and Caesar at different times over the Christmas period, we thought the time was right to consider renewing the Strategic Partnership between BIBAK and St. Michael's Multicultural Anglican Church.

We are sure that both BIBAK and St. Michael's are in agreement on the success we have achieved together. For just one tangible measure of that success, we need look no further than the Hall, and its floor, and the seats we sit on there … all contributions by BIBAK. It is probably no coincidence that St. Michael's has more than doubled in size in that time.

For context relative to origins, find attached the letter that went to the President of BIBAK back in 2007, proposing the original initiative. Note that from proposal to signatures took only two months in 2007. For the renewal, given our suggestion of an August 2014 signing ceremony, we shouldn't be nearly as rushed this time!

As we did in the attached letter in 2007, we again offer a starter kit, suggesting something with which to begin our discussions (find the original 2007 document attached on page 3).

1. THE PRIMARY GOAL AT ST. MICHAEL'S, WITHIN OUR MULTI-CULTURAL FOCUS, CONTINUES TO BE AS A CENTER FOR FILIPINO-CANADIAN GROWTH IN CANADA.
2. THE SUCCESS OF ST. MICHAEL'S IN GROWING IN VITALITY & SUSTAINABILITY SINCE 2007 IS IN NO SMALL PART ATTRIBUTABLE TO THIS PARTNERSHIP.
3. BIBAK HEREBY COVENANTS TO RENEW THAT PARTNERSHIP WITH ST. MICHAEL'S IN SUPPORT OF CONTINUED GROWTH IN VITALITY AND SUSTAINABILITY.
4. AS PART OF ITS 2018 STRATEGIC PLAN, ST. MICHAEL'S CONTINUES TO COVENANT TO SUPPORT BIBAK IN THEIR ROLE AS THE INITIAL CONTACT POINT FOR NEW FILIPINO IMMIGRANTS ARRIVING IN CANADA.

On the occasion of our 125th Anniversary Year, we look forward to renewing our partnership and moving forward on these ideas.

Sincerely Yours, as ratified on 2 February 2014 by the Vestry of St. Michael's Multicultural Anglican Church in Mount Pleasant

Signed, on behalf of Vestry
Moses Kajoba

St. Michael's Multicultural Anglican Church

... in Mount Pleasant

125th Anniversary Year

409 E. Broadway
Vancouver, BC V5T 1W8 604.876-8191

stmikes-church.ca

A Parish of
The Diocese of
New Westminster
ANGLICAN CHURCH OF CANADA

Name of Contact Person: _____ Tel: _____

Name of Organization: _____ Fax: _____

Mailing Address: _____

_____

Emergency Contact _____ Tel: _____

Event: _____

_____

Date of Event: _____

Start Time: _____

Finish Time: _____

Set-up Time: _____

Space Required:	Financial Commitments
1. Church ☐	1. Mandatory Clean Up Deposit $50/$100
2. Chapel ☐	2. Rental *(10% payable with this contract)* _____
3. Hall ☐	3. Rental Balance *(due before the event)* _____
4. Guild Room ☐	4. For Permanent Renters: ½ Month Deposit
5. Kitchen? ☐	**INSURANCE**: Liability Insurance? ___ Amount? _____
6. Liquor Lic? ☐	Copy of Policy? ___ Signature: _____

AUTHORIZATIONS:

_____	_____	_____
St. Michael's Co-ordinator	St. Michael's Rental Committee	Co-ordinating Renter
_____	_____	_____
Date	Date	Date

OFFICE USE ONLY

Cost for use of Space _____ Church Events Calendar? _____

Cost Authorized by Rental Committee _____

Cleaning Deposit Received? ___ Have Cleaners Been Notified? ____

Advance Deposit Received *(10%)?* ___ Have Keys Been Issued? _____

Name of Custodian _____ Have Keys Been Returned? _____

Emergency # _____ Invoice sent (date) _____

Payment rec'd (date) _____

Signature of Custodian _____

FEE SCHEDULE & RENTAL GUIDELINES

(as approved by St. Michael's Church Committee & Vestry)

Fees Schedule:

1.	Church	-	$100 per hour
2.	Hall	-	$50 to $100 per hour
3.	Kitchen?	-	affects the hourly rate for the hall
4.	Guild Room	-	$30 per hour
5.	Liquor Licence?	-	affects the hourly rate for the hall

Additional Guidelines:

6. 10% Deposit is required in Advance, at the signing of this contract.
7. The contract balance is due BEFORE the event – no fees, no keys.
8. $50 Clean-up Deposit is required in Advance, at the signing of this contract. This Deposit is only for clean-up – damages arising will be dealt with separately.
9. The return of the Deposit is contingent on the clean up being done properly, as per the clean-up check list.
10. The hourly rate in the fee schedule above is a minimum for non-profit groups.
11. The Hall sliding scale is a function of the use of the kitchen.

3.5 Stewardship Report: Sandra Baldo

Last year at Vestry, I reported that the $56,000 of givings in 2012 had grown from a base of only $18,000+ in 2006 (see the full history of givings since that date on page 28).

- This year, givings increased to $62,000+, achieving our objective, and again exceeding 10% growth.
- We are setting a target of $68,000+ in 2014, an increase of less than the 10% we did in 2012 & 13.

As covered in the Finance Committee Report, your Executive and the Diocese want to ensure that our givings meet the full cost of paying for our priest, and that we continue to grow the givings enough to allow St. Michael's to move to a full-time priest in the 2018 time frame of our Strategic Plan.

- To achieve the $68,000 objective in 2014, we are going to continue our focus on increasing our givings by PAD; with PAD, you never miss an envelope. We now have over 25 PAD givers, and take in over half our givings using this method. Please help us add to these numbers. Our stretch objective is 30 PAD givers by the end of the year.
- If we can get our people to continue to give the same amount they do each week now, but ensure they do it every week, or as often as you can, we should easily achieve our $68,000 objective in 2014.

For 2014 our Stewardship Theme will continue to be from Psalm 116;

"What can I give back to the Lord for all he had done for me."

For the second year in a row, tax receipts were issued in January. Your Stewardship leaders now have the tools in place to monitor givings regularly, and will provide more regular feedback to help people increase their givings merely by increasing the number of envelopes they use in a year. Our motto for the year will continue the same;

'***Use Your Envelopes, Every Week, if Possible; even better, join PAD.'***

We thank all members of the congregation for giving what they can, and pray that they can see it in their hearts to stretch a little bit more to help us achieve our 2014 objectives.

Sincerely Yours, Sandra Baldo, Chair, Stewardship Team.

3.6 MEAL MINISTRY REPORT: Lily Bad-ay/Brigette Castro/Caroline & Marji/Michiko Tatchell

Meal Ministry is the biggest Outreach Ministry at St. Michael's. We have a "Food Bank" and "Hot Meal" Program three times a month; the Food Bank on Thursdays, and the Hot Meal on Fridays, both from 6 – 7 p.m. Between the two, the Meal Ministry program feeds 5,000 a year, with a budget of $5,000 per year.

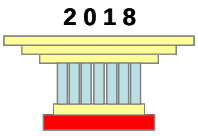
Food Bank: The Food Bank is sponsored by the "Greater Vancouver Food Bank Society." Holy Cross Anglican Church contributes food and volunteer time, while St. Philip's Anglican Church provides volunteers. St. Michael's is the only Recipient Agency in the GVRD which is open in the evening for full-time students and employed individuals.

Hot Meal Program: The Hot Meal co-sponsors are Rainbow Church and St. Philip's. Rainbow Church prepares the Hot Meal two Fridays while St. Michael's does the other. Included in the Hot Meal budget is $500 for 'Special' Hot Meals, usually the annual Thanksgiving Turkey dinner, as described for 2013 in the following paragraph. $200 of that comes from St Phillip's, in addition to their $200 per month for the Hot Meal.

Thanksgiving Day: For October 2013 Thanksgiving, Rainbow Church and St. Michael's organized a "Turkey Dinner" for our neighborhood community, serving nearly 600 people. The volunteers from both churches cooked over 30 turkeys for the night. St. Philip's increased their already considerable support, providing $200 towards the cost of the 'Thanksgiving' Hot Meal program.

Volunteers: During the school year, the students from Balmoral Junior Secondary in North Vancouver continued to help the Hot Meal Program. Also stepping up to help has been the DeMolay Youth group from the Freemasons organization. James (Jr) Gonzalo, a son of one of St. Michaels parishioners, is one of the current leaders, with Laurence Balonggay and Greg Tatchell working together as liaison and support. The Meal Ministry team continues to look for volunteers, and thank Darce Carruthers for recently joining in.

Respectfully submitted, Brigette Castro, on behalf of the Meal Ministry Team



3.7. SANCTUARY PLANNING COMMITTEE (SPC): Bart Alatan

As we celebrate the appointment of the Rev. Wilmer Toyoken as long term incumbent without term (which commenced on 1 Jan 2014), we also mark this important event in the life of St. Michael's with Wilmer's assumption of Chair of the SPC Committee (after Vestry). In addition to overseeing the Spiritual aspects of our church, the Sanctuary Planning Committee is responsible for overseeing the state of our Sanctuary.

2012 SANCTUARY RESTORATION PROJECT - SEPT & OCT 2012

Our Vestry report last year focussed on this latter aspect, the 2012 Sanctuary Restoration Project. Congregational involvement was highlighted in a Diocesan TOPIC article on 31 Oct 2012:

> *The most vivid testimonial arising from the Restoration was the enthusiasm of volunteers; there were a thousand hours of congregational volunteer time that went into the Restoration. When the congregation returned on October 21, 2012, they returned to a brighter, cleaner, less cluttered Sanctuary. Many members of the congregation could point to 'their spot' where their time was made manifest, or where they laid out meals for the volunteers.*

The best summary of the work done in 2012 can be found in the table below:

2012 Sanctuary Restoration Project		
1	Electrical	$ 5,885
2	Carpets	$ 1,866
3	Scaffolding	$ 1,696
4	Paint Wholesaler (55% price)	$ 1,237
5	Glass	$ 941
6	Home Depot, Rona, Food Supplies	$ 671
7	Locksmith	$ 565
8	Lead Glass Windows (x6)	$ 437
9	Historical Placques	$ 302
10	Family Room Heaters	$ 203
Cost of the Sanctuary Restoration Project to Nov. 3, plus provision for replacing cracked lead windows.		$ 13,802

125TH ANNIVERSARY PROPOSAL – FINISHING THE 2012 RESTORATION

The Sanctuary Planning team proposes finishing in our 125th year what was 90% completed in 2012. In December 2012 we established a list of 'unfinished' business in the Sanctuary. We have updated and tentatively prioritized that list below. We present it to Vestry as our recommendation of the proposed Sanctuary work leading up to St. Michael's day, the work to occur in the Spring and Summer of 2014. As in 2012, full consultation will occur between the SPC, Church Committee, Buildings, and the Finance Committee:

1. Signs: Design and Installation of 2 new Signs outside
2. Web Site: Re-establishment & On-going Updates
3. Baptistry Floor Replacement
4. Pew Cushions (Terry's suggestion aka Holy Cross)
5. Outside Altar Window Light Intensification
6. Pulpit Door & Side Entrance Doors
7. Sound for the Family Room
8. Plaques - Organ, Lectern & Baptismal Font Plaques
9. Wood backing for the Stations plaques
10. Smaller Sanctuary Furniture repainted/made presentable
11. Lead Glass window pane replacement (6)
12. Swap of Baptismal area Lead Window with Clear Glass Window
13. Cadman Set of Historical Priest Pictures (1999-2012 missing)
14. ODNW Plaques Moved & Upgraded
15. High Altar Wood Carving
16. Regimental Flag Holders (Hangings & Banners)

The financial requirements should be considerably less than 2012. The Finance Committee has identified funds on the books left over from the 2012 project, and propose adding our upcoming GST rebate, to provide approximately $5,000. These costs will not affect our 2014 Budget, will not come from givings or rents, and we believe should allow most of the work to proceed.

Submitted by the Sanctuary Planning Committee

Bart (Chair) & Agnes Alatan, the Rev. Wilmer Toyoken, Brigitte Laweng, Greg Tatchell.

3.9 ACW Report

St. Michael's Anglican Church
Mount Pleasant, Vancouver, BC
Anglican Church Women (ACW) President Report con Message to Parish General Assembly,

February 2, 2014.

Indeed time flies by so fast and we are now in a new year 2014. To every member of the parish family, friends and supporters, as president, and on behalf of the Anglican Churchwomen, St. Michael's Parish Chapter, here's a greeting to everyone, and a peaceful, healthy and prosperous New Year.

Our Local ACW chapter can only do so much during the year under review. As president I really wish I had the luxury of time, which continued to hamper the undertaking of the monthly meetings. The ACW chapter managed to meet four times during the year, however, and collectively tried to do what we could in terms of varied activities. Here's a reporting of our humble accomplishments:

1. Did garage sale 2 times as part of our fund raising aside from the ongoing bottle collection.
2. Did pancake breakfast and was a success
3. Spearheaded the Queen E picnic with Holy Cross and St. Margaret.
4. Participated full force with the support of the congregation in the Truth and Reconciliation Commission (TRC) parade in downtown Vancouver in solidarity with the Diocese.
5. Re-staged the Christmas Pageant with the leadership of Ms. Shirley Baguiwen.
6. The ACW maintained the cleaning and fixing of the church every Saturday in preparation for the Sunday services.

ACW FUND: I was encouraged by the Trustees to show the effect of our fund-raising. You can see below what we were able to gather, and some of the uses to which we put some of those funds. It was emphasized to me the big difference the ACW makes to our church. While far from our only contribution, I was told that because of our efforts (i.e. gathering $2,320 in 2014), St. Michael's was able to achieve its Stewardship objective of $62,000 in 2014. An accounting from the church books shows what that looked like:

01-01-2013		ACW 2012 Funds Brought Forward	1,500.00
10-05-2013	Ilosam Frames	Plaques for Restored ACW Chapel	-331.32
26/05/2013	Bart Alatan	ACW Church Hangings	-577.78
26/08/2013	ACW	Fund Raising	825.00
13/10/2013	Brigitte Law eng	ACW	-100.00
13/10/2013	Brigitte Law eng	ACW	-100.00
01-12-2013		Fund Raising	1,015.00
09-12-2013	Epifania Balak	T-shirtPrinting	-410.80
09-12-2013	Brigitte Law eng	T-Shirt - ACW	-175.00
15/12/2013		Fund Raising	480.00
			2,125.10

I am personally grateful to the guidance of our Priest-in-charge, our Parish Elders, and to the members of the ACW. I have never been so proud being a member of this parish family.

Happy new year to all.
GRACE A. WANDAG
ACW Chapter President

3.11 DAY CARE 40TH ANNIVERSARY REPORT

In 2014, on the occasion of the 125th Anniversary of St. Michael's Church in Mount Pleasant, the Day Care will co-celebrate with its 40th Anniversary. Two of our Board Members have been involved in the Day Care since its first decade; the Manager, Dana Walter, and Terry Cutforth, ODNW, who co-ordinated the original construction in '74.

For this years annual report, the Board would like to emphasize three things: one, parent/family involvement; two, the new web site; and, three, our financial situation.

Parent/Family Involvement - For the second year in a row, the Day Care conducted a parent survey. The Board has established this as an annual undertaking. The results, based on feedback from 18 parents, follow. They are sorted highest to lowest (score out of 5). The three primary 2013 conclusions can be found at the bottom of the table. The Board especially notes that overall satisfaction increased in 2013 (question 11).

		2012 Average	2013 Average	+/-
2	**Do you feel confident that your child is safe and secure in this program?**	4.8	**4.9**	0.04
1	**Is the child care setting well maintained?**	5.0	**4.8**	-0.21
4	Are the activities and learning opportunities age appropriate for your child?	4.5	**4.6**	0.14
5	Are the activities and learning opportunities interesting for your child?	4.2	**4.6**	0.39
11	Overall, how satisfied are you with the childcare services your child receives in the program?	4.5	**4.6**	0.03
9	Are you comfortable with the style and forms of limit setting/discipline used by the staff?	4.6	**4.5**	-0.14
6	Do you feel that the teachers respond to your child's individual needs?	4.5	**4.4**	-0.12
7	Do you feel the meals (breakfast, snacks, and hot lunch) are nutritous?	4.6	**4.4**	-0.15
8	Is it easy to talk to the teachers about your child?	4.5	**4.4**	-0.07
3	Do you feel welcome as a parent?	4.5	**4.4**	-0.10
10	**Do you feel well informed about what is happening in the program?**	4.0	**3.9**	-0.07

THREE PRIMARY 2013 CONCLUSIONS:

1	Feelings that the child was safe (Q.2) received the hightest score this survey
2	Overall satisfaction (Q.11) increased over 2012 (4.6 vs 4.5)
3	**For the second year running, satisfaction with feeling well informed was the lowest score (by a wide margin)**

Web Site - The Church turned up their new web site in January. The Day Care has a page on it, and will develop material for it (see *stmikes-church.ca/nav/daycare.html*). In particular, it is anticipated that this enables the Board to positively action Conclusion 3 in the Survey above.

Finances - As with the last two years, the biggest source of challenge for the upcoming year will be financial. Percent Occupancy was considerably better in 2013 than in 2012 (89.1 vs 81.8). With the marketing capabilities of the new web site, the Board & Manager have agreed on a target of 90% in 2014. The metric of percent occupancy is one the Board will focus on at all its meetings in 2014. Financial Statements can be found on pages 9 & 10.

Finally, with a new contract agreed upon in late 2013, management focus can be on the results of the survey above. The Board thanks Dana for her continued leadership, and the full board for their active engagement and action. Getting the above survey out to the parents, and then developing an action plan, is a prime example of their proactiveness and team work.

Our 40th year Anniversary looks to be promising.

Submitted to Vestry, as ratified by the Day Care Board of six Directors.

4.1 2014 Update to ST. MICHAEL'S *CHARTER FOR RACIAL JUSTICE*

2014 INCORPORATION, CONSTITUTION and RULES OF ORDER (ICR) OF ST. MICHAEL's PARISH, VANCOUVER

ATTACHMENT I - CHARTER FOR RACIAL JUSTICE

TO ALIGN ST. MICHAEL'S OFFICIAL *CHARTER FOR RACIAL JUSTICE* WITH THE NOVEMBER 2013 PLAQUE IN THE SANCTUARY, THE TRUSTEES MOVE THAT THE CHANGES ADOPTED IN THE PLAQUE VERSION OF THE *CHARTER* BE INSTITUTIONALIZED INTO THE OFFICIAL VERSION INCLUDED AS PAGE 11 OF 28 OF THE CONSTITUTION.

THE NOVEMBER 2013 CHANGES WERE AS FOLLOWS:

4. WHERE APPROPRIATE, REFERENCES TO ST. MICHAEL'S ANGLICAN CHURCH WERE CHANGED TO READ ST. MICHAEL'S **MULTICULTURAL** ANGLICAN CHURCH.
5. REFERENCES TO THE ANGLICAN CHURCH OF CANADA WEB SITE LOCATION OF THE NATIONAL CHARTER WERE REMOVED.
6. A FINAL LINE WAS ADDED TO THE CHARTER, AS FOLLOWS:

& INCORPORATED INTO THE CONSTITUTION ON FEB. 6, 2011.

THE CHARTER ON THE PAGE FOLLOWING INCORPORATES THESE CHANGES, AND IS IDENTICAL TO THE ENGRAVED PLAQUE IN THE SANCTUARY.

The original motion passed unanimously by Vestry on 17 Feb 2008 was as follows:

"Given the response to the homilies of the last three weeks, and
given the clear voice from the survey of 32 members of the congregation
(see survey on following page),
it is hereby moved by the Bishop's Warden, Moses Kajoba,
and seconded by Brigette Castro, that the
ST. MICHAEL'S CHARTER FOR RACIAL JUSTICE
as reviewed and recommended by
the Canonical Committee, the VMP Team
the Ministry Team and the Wardens, and
as ratified by Church Council on January 27th, 2008,
be adopted by Vestry as the official policy of St. Michael's Anglican Church, as attached,
and as per the version on the hall wall, with the following revision to the 1st line:

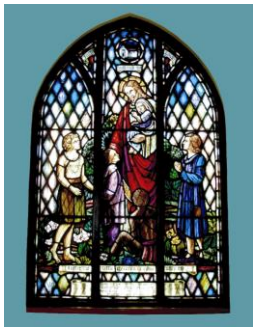
"THIS CHARTER BUILDS UPON OUR BAPTISMAL COVENANT (BAS, p.159) & **3 DOCUMENTS RATIFIED IN 2007",**

which formerly read

THIS CHARTER BUILDS UPON 3 RACIAL JUSTICE ITEMS FROM 3 SEMINAL DOCUMENTS RATIFIED IN 2007:"

A Parish of
The Diocese of
New Westminster
ANGLICAN CHURCH OF CANADA

ST. MICHAEL'S CHARTER for RACIAL JUSTICE



THIS CHARTER BUILDS UPON OUR BAPTISMAL COVENANT (BAS, p.159) & 3 DOCUMENTS RATIFIED IN 2007:

I. **'ST. MICHAEL'S MINISTRY PLAN'** (RATIFIED MARCH 15, 2007, SMART goal #1).

II. **'JOINT DECLARATION BETWEEN ST. MICHAEL'S ANGLICAN CHURCH & BIBAK'** (RATIFIED AUG. 12, 2007, item 4).

III. **'ST. MICHAEL'S CANONICAL COMMITTEE PARISH PROFILE'** (RATIFIED SEPT. 16, 2007, bullet 1).

'ST. MICHAEL'S CHARTER for RACIAL JUSTICE' integrates & expands upon 'I', 'II' & 'III' as follows:

A. WE WILL HAVE **ZERO TOLERANCE FOR RACISM**. TO FOCUS THIS OBJECTIVE, THE ANGLICAN CHURCH OF CANADA'S *'CHARTER FOR RACIAL JUSTICE'* (referred to below as the *'NATIONAL CHARTER'),* AND *'ST. MICHAEL'S CHARTER FOR RACIAL JUSTICE'* (referred to below as *'ST. MICHAEL'S CHARTER'*), ARE BOTH HEREBY OFFICIALLY ADOPTED AS POLICY BY ST. MICHAEL'S MULTICULTURAL ANGLICAN CHURCH. THEY WILL BE DISPLAYED PROMINENTLY, DISTRIBUTED & SOCIALIZED EXTENSIVELY, AND BE INCLUDED IN THE CHURCH WEB SITE.

B. IN *'ST. MICHAEL'S CHARTER'*, ST. MICHAEL'S MULTICULTURAL ANGLICAN CHURCH COMMITS, WITH SPECIAL EMPHASIS, TO COMMITMENTS '1' AND '3' FROM THE *'NATIONAL CHARTER'*:

1. *"to eliminate racism and all forms of discrimination by identifying and removing the barriers of race, color and culture, and **transforming** the structures of power and privilege that favor white people and prevent others from full participation in the life and work of the Anglican Church of Canada."*
3. *"to educate ourselves and receive training in anti-racism practices and find ways of **modeling** these to the wider church and society."*

C. THE *'ST. MICHAEL'S CHARTER'* EMPHASIZES THE FOLLOWING 6 OBSERVATIONS FROM THE *'NATIONAL CHARTER'* (WITHOUT IN ANY WAY DE-EMPHASIZING ITS OVERALL ASPECT) AS HAVING PARTICULARLY SPECIAL RELEVANCE TO ST. MICHAEL'S MULTICULTURAL ANGLICAN CHURCH:

1. *"We are learning that our strengths as a church lies in our racial and cultural diversity and in our commitment to eliminate systemic and individual racism, whether **INTENDED OR NOT**."*
2. *"We dream of our church becoming a place where people will come with assurance that they will be treated with dignity and respect, and where they will find a community that is determined to be free of racism."*
3. *"Jesus in his life and teaching actively sought to be in loving, right relationship with others, embracing those who were pushed out by society, while challenging the structures of his day that separated one group from another."*
4. *"Our struggle for racial justice requires new attitudes, new understandings and new relationships, and these must be reflected in the policies, structures and practices of the church, as well as in the laws and institutions of society."*
5. *"Racism has been and continues to be ... present in the Anglican Church of Canada ... As people of faith, we long to see God's Spirit moving in our church ... finding expression in a growing unwillingness to tolerate racist structures and behaviors."*
6. *"As an institution, we are committed to advocate for and comply with human rights and other legislation aimed at eliminating racism among people and in organizations ..."*

UNANIMOUSLY RATIFIED AT ST. MICHAEL'S ANNUAL VESTRY ON FEB. 17, 2008,
& INCORPORATED INTO THE CONSTITUTION ON FEB. 6, 2011.

The Order of the Diocese of New Westminster

2014 Nomination Form

NOMINEES

Names: Moses Kajoba and Greg Tatchell

Parish: St. Michael's Multicultural Anglican Church in Mount Pleasant

The Team celebrating Wilmer's appointment, the end of a 7 ½ year Pilgrimage (28 Nov 13)

(see the picture included on the submission to the Diocese, on the inside cover)

"How very good and pleasant it is when kindred live together in unity" (Psalm 133:1-3):

Contact Information:	***MOSES***	***GREG***
Address:	10500 Seamount Road Richmond, BC V7A 4P6	#203 – 2222 Prince Edward Vancouver, BC V5T 4M6
Home phone	(604) 244-1741	(604) 709-9692

INTRODUCTION: 2006 marked the nadir of fortunes at St. Michael's Anglican Church in Mount Pleasant. Attendance and Givings were at an all-time low. The Building was in need of work. Financial Reserves were being depleted. And the ½ time Priest had just left the congregation, with no replacement named.

- On 25 November 2013, it was announced to the Diocese (in 'The 401' and then TOPIC) that "*St. Michael's is a vital community and it continues to grow in sustainability*," and that "*the Rev. Wilmer Toyoken has been appointed Priest-in-Charge and without term."*
- What could have effected such a resurrection, given that the first five years of those seven years (2007-2013) St. Michael's operated without a Priest-in-Charge, having the services of only a Supply Clergy? How were the lay leaders and this congregation able to manage a tripling of Attendance and Givings, while rebuilding the Finances and bringing the Building up to a high level of order?

The answer to these questions lies in an extremely dedicated team of Spirit filled lay leaders. And this recommendation for the Order of the Diocese of New Westminster is for the two leaders who sustained, motivated and supported that team through St. Michael's seven years in the wilderness; Moses Kajoba and Greg Tatchell. They did this with a consistent style of unity, inclusiveness and thoroughness. To reflect not only the leadership team's acknowledgement of that leadership, but the congregations as well, this recommendation was unanimously endorsed at St. Michael's 2014 Vestry**.**

1. **INCLUSIVITY:** Amongst the early initiatives of Moses & Greg in the Resurrection of St. Michael's was inclusiveness. In 2006, 2 members of Church Committee were Filipino-Canadian. This vital part of the St. Michael's Community was fully empowered two years later, with a People's Warden (James Baldo) and half of Church Committee. This was ultimately institutionalized in the Constitution**.**

2. **RACIAL JUSTICE:** A second early visible sign was the development of a Charter for Racial Justice, for a community that as visible minorities experienced racism on a regular basis. A 4x8 version of the Charter was hung in the hall in 2007, incorporated into the Constitution in 2011, and enshrined in a plaque in the Sanctuary in 2013. It is a key part of the identity/mission of St. Michael's, and Moses & Greg were the catalysts, ensuring full participation/education of the congregation during its evolution**.**

3. **SEEKING A PERMANENT PRIEST:** Since 2006, even before St. Michael's lost their half time Priest-in-Charge, Moses & Greg were proactive in leading the seven year process seeking a permanent replacement. The attached table documents the seven year chronology of a multitude of meetings, letters and documents developed in working toward the result that finally came to fruition 7 ½ years later on 25 November 2013**.**

4. **FINANCIAL RECOVERY:** 2006 marked the 6th straight year that St. Michael's net income had been negative. The seven years since 2006 have all had positive net incomes, and the balance sheet restored to health. Of all the actions that Moses & Greg have persevered at over the last 7 years, this one has required the most sustained effort and discipline, and their full professional capabilities**.**

5. **CONSTITUTION:** St. Michael's has had a constitution since 1952. It had not been updated since 1989. Moses & Greg led a major initiative in 2010 to bring it up-to-date, and to expand it. Multi-culturalism was incorporated into the Constitution in a major way, including institutionalizing the Charter of Racial Justice. They ensured the congregation was an essential part of the process.

6. **SANCTUARY RENEWAL:** Representing the conclusion of five years of upgrades to St. Michael's buildings, a major renovation of the Sanctuary was achieved in the Fall of 2012. Ensuring the financial wherewithal was available and that the renovations were consistent with traditions and quality, the leadership of Moses & Greg was in abundant evidence during the process. Without them, it could not have begun, and would never have been finished**.**

7. **VISION/STRATEGY:** Moses chaired the Canonical Committee during its seven years of activities, while Moses & Greg coordinated production of annual Parish Profiles for the Diocese for six of those years. Beginning in 2011 they led a 2018 Strategic Planning process at St. Michael's, which is in the final year of a three year process. With the 2018 Strategic Plan and a permanent Priest-in-Charge, St. Michael's focus on vitality and sustainability is crystal clear, as reflected in the 25 November 2013 quote from the Diocese (see first page).

8. **DAY CARE BOARD:** In addition to all the responsibilities/initiatives above, Moses & Greg have served together on the Day Care Board, introducing a modern accounting system (to the Church as well), and an international payroll system, both of which have allowed for synthesized, professional management of the Church and the Day Care finances and payroll**.**

While the eight 'achievements' above are all directly attributable to the co-leadership of Moses & Greg, it is above all else their selfless leadership of the full team and congregation that is the driving force behind their joint nomination**.**

Moses & Greg have worked as a team for over seven years now. Our extended leadership team saw this constantly, and has been inspired by it over that time period; our congregation sees it clearly as well. The picture on the first page, celebrating the end of the 7 ½ year journey, is a most visible manifestation of the unity, inclusiveness and thoroughness they have modelled for us. We therefore nominate Moses & Greg as a team; neither of them would agree to the nomination except as a team.

On behalf of the extended lay leadership team and the congregation of St. Michael's, and as directed by the 2014 Vestry, the three of us who worked with Moses & Greg over the full 7+ years of our pilgrimage, hereby nominate them, not individually, but as the inseparable team that modelled unity, inclusiveness and leadership.

Are the Joint-Nominee's aware of this Nomination: Yes

Parish Support: Nominated by:

Name: Terry Cutforth, ODNW Signature:_____

In Support: James Baldo Signature:_____

In Support: Brigette Castro Signature:_____

This Nomination has been reviewed by the Rector and ratified by Vestry. On Vestry's behalf, we are pleased to approve and support this Nomination for consideration by the Selection Committee

Rector's Name: The Reverand Wilmer Toyoken

Rector's Signature:

_____

Warden's Name: Bart Alatan

Warden's Signature:

_____

CANONICAL COMMITTEE 7 YEAR SUMMARY TABLE: 2006 - 2013

				Ratifications/Comments	Corresp./Document'n	Meetings	Attachments
1.	1	Jun. 26	2006	Rev. Borthistle initiates the process	Church Council minutes		p. 25
	2	Nov. 22				#1 - Wardens Meet w/Commissary	p. 24
2.	1	Mar. 15	2007	Ministry Plan, by Church Council	Letter #1 to + Michael		p. 23
	2	Mar. 29				#2 - Wardens Review with + Michael	-
3.	1	Sept. 16	2007	Parish Profile (v1), by Church Council	Letter #2 to + Michael		p. 22
	2	Nov. 29				#3 - Wardens Review with + Michael	-
4.	1	Feb. 8, 2009		Parish Profile (v2), by Vestry	Letter #3 to + Michael		p. 21
	2	Mar. 12, 2009				#4 - Wardens Review with + Michael	p. 18-20
5.	1	Apr. 2	2009			#5 - Wardens Review with Ellen	p. 16-17
	2	Apr. 8		Parish Profile (v3), by Church Council			-
	3	May 15			PP(v3) emailed to + M		p. 15
	4	Spr/Smmr		Multiple Attempts to make contact	Diocese - RD		-
6.	1	Feb. 21, 2010		Parish Profile (v4), by Vestry	PP(v4) mailed to Ellen		p. 14
7.	1	Feb. 20, 2011		Parish Profile (v5), by Vestry	PP(v5) mailed to Ellen		p. 13
8.	1	May 14	2011	Submission #1 for Priest-in-Charge	Letter #4 to + Michael		p. 11-12
	2	Aug. 8		Submission #2 for Priest-in-Charge	Letter #5 to + Michael		p. 9-10
	3	Aug. 25		Meeting #6 regarding Priest-in-Charge		#6 - Exec. Mtg. with Douglas & Ellen	-
	4	Aug. 26		St. Mikes Official Meeting Summary, with Financials	Email to +M, Ellen, Douglas		p. 8
9	1	Nov. 7, 2011		**CANONICAL COMMITTEE** sign-off & closure, with reference to 2 documents 1: 2012 Vestry Report (p 3-7) - 2: ***25 page Primary Documents Package*** associated with this table (p 1-25)			p. 3-7
10	1	Nov. 15, 2011		Rev. Wilmer Toyoken begins at 50%	Nov. 7 email from Ron Harrison, & Nov. 10 Confirmation letter from +M		p. 1-2
	2	Dec 2011		MK, BA & GT meet at Diocesse with RD	#7 - St. Mike's asked to reconsider 50% Rectory Rent proposal		-
	3	Jan 1, 2012		Rev. Wilmer Toyoken up to 75%	Diocese provides a subsidy for 25% of wages		-
11	1	Jul 16	2013	Formal Request for Permanent Status	Letter #6 to + Michael		p. ii
	2	Oct 3		Face-to-Face Request for Permanent Status		#8 - MK & JB meet with PE & Ellen	
	3	Oct 5		2nd Formal Request for Permanent Status	Letter #7 to Bishop's Office		p. i
	4			**CANONICAL COMMITTEE - Officially Disbands given Diocesan commitment to Permanent Status for Wilmer at St. Michael's**			
12	1	Oct 31	2013	Last of 9 meetings with the Diocese	#9 - MK & JB meet with Ellen & RD to clarify St Mikes Finances		
	2	Nov 25		Official Diocesan announcement of the appointment of the Rev. Wilmer Toyoken as the 3/4 time, 'Without Term' Priest at St. Mikes			
	3	Jan 1, 2014		**The Rev. Wilmer Toyoken becomes the first Dedicated, Long-Term, Permanent Priest-in-Charge at St. Michael's since 1998.**			

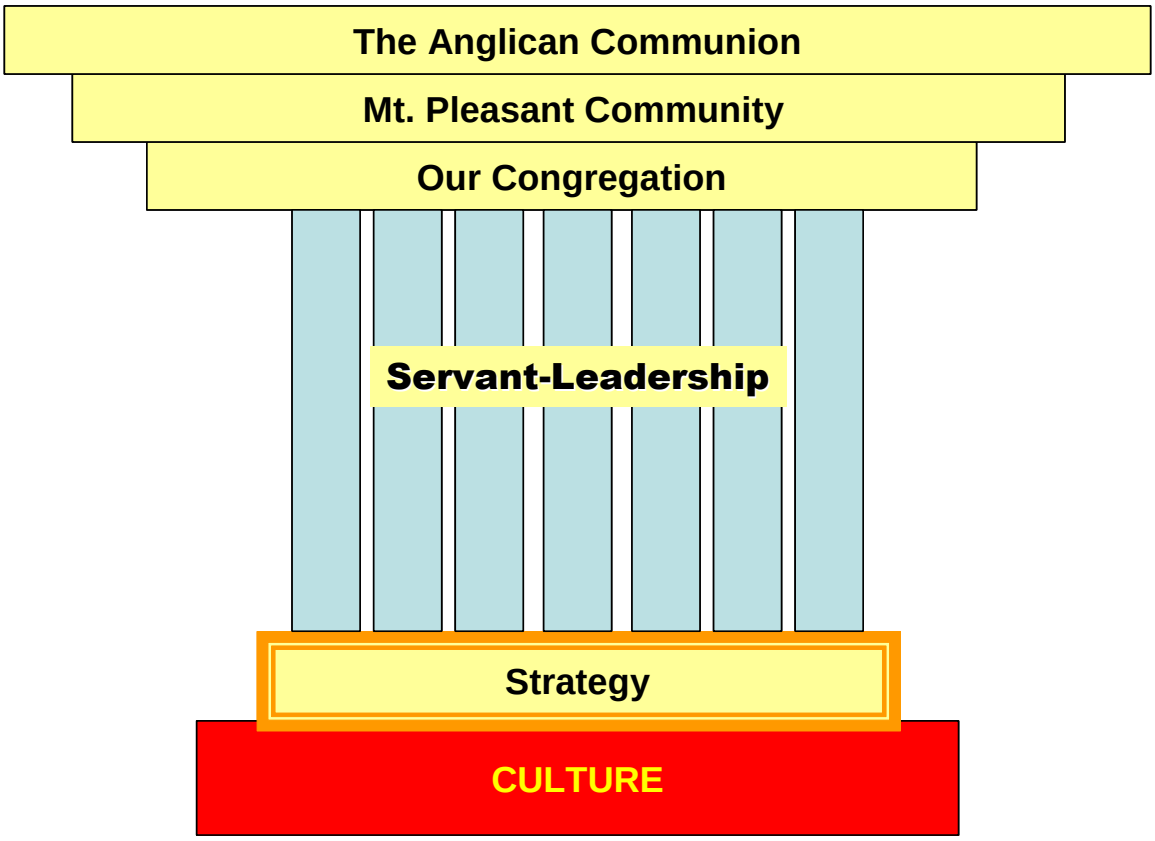
3.3. Strategic Planning Committee Report

St. Michael's 2018
Strategic Planning Initiative
Ratified Project Plan

STRATEGY & LEADERSHIP

in a

Community & Cultural Context



Ratified by St. Michael's Church Committee
April 17, 2012

St. Michael's 2018 Strategic Planning Initiative

2018

PMR Scoring - Historical, Current & Objectives (2010, 2013 and 2018)

Finalized and Unanimously Ratified 7-7-13 by the Strat Plan Committee

	SnapShot1	SnapShot2	Mid-Point Check	Objective	
	2010	2013	2016 (Future)	2018	
WORKSHOP LEADER: Greg					
MISSION (=6*9=54) 1. Vision	7.5	7.5		9.0	*May 2013*
2. Missional Focus	9.0	9.0		9.0	
3. Equipping 4 Ministry	4.5	4.5		6.0	
4. Discipleship	4.5	4.5		6.0	
5. Persons Served in Mission	9.0	9.0		9.0	
6. Avg. Weekly Attendance	9.0	9.0		9.0	
Summation (6 Q's)	43.5 81%	43.5 81%		48.0 89%	
WORKSHOP LEADER: Moses					
FINANCE (=4*9=36) 7. Stewardship Education	6.0	6.0		7.5	*June 2013*
8. Sources of Income	0.0	3.0		6.0	
9. Operating Expenses	3.0	4.5		4.5	
10. Reliance on Other Funds	4.5	9.0		9.0	
Summation (4 Q's)	13.5 38%	22.5 63%		27.0 75%	
WORKSHOP LEADER: Bart					
PHYSICAL (=4*9=36) 11. Stewardship of Facilities	6.0	7.5		7.5	*July 2013*
12. Condition of Facilities	6.0	7.5		7.5	
13. Adequate Space & Facilities	7.5	7.5		7.5	
14. Visibility, Access & Parking	6.0	6.0		7.5	
Summation (4 Q's)	25.5 71%	28.5 79%		30.0 83%	
WORKSHOP LEADER: Wilmer					
LEADERSHIP (=36) 15. Lay Leadership	9.0	9.0		9.0	*July 2013*
16. Clergy Leadership	3.0	6.0		9.0	
17. Leadership Development	6.0	7.5		9.0	
18. Shared Leadership	6.0	7.5		9.0	
Summation (4 Q's)	24.0 67%	30.0 83%		36.0 100%	
SUMMATION (18 Q's)	106.5 66%	124.5 77%	0.0 0%	141.0 87%	

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See the graphic associated with these tables on the back page (p. 30, in color)

St. Michael's Weekly Attendance: 2006 to 2013

		2006				2007				2008				2009				2010				2011				2012				2013			
		W	M	Q	Y	W	M	Q	Y	W	M	Q	Y	W	M	Q	Y	W	M	Q	Y	W	M	Q	Y	W	M	Q	Y	W	M	Q	Y
1Q	1.1																	84				81				73							
	1.2	36	112			35	170			71	283			52	279			76	392			86	417			53	319			60	264		
	2	42				43				76				69				76				78				74				55			
	3	28				45				73				77				82				79				58				87			
	4	6				47				63				81				74				93				61				62			
	5	39	150	443		36	157	559		81	303	980		73	312	978		100	341	1036		84	336	1080		75	340	1094		64	455	1160	
	6	37				37				73				74				92				109				67				80			
	7	37				33				78				76				80				98				121				71			
	8	37				51				71				89				69				45				77				240			
	9	29	181			49	232			87	394			76	387			89	303			121	327			92	435			74	441		
	10	32				40				82				69				62				78				101				66			
	11	42				41				90				75				66				63				127				76			
	12	44				46				40				85				86				65				115				99			
	13	34				56				95				82				-												126			
2Q	14	33	265	577	1976	35	336	873	3512	55	321	906	4019	97	643	1298	4804	199	434	1128	4316	59	457	1077	4091	127	504	1092	4601	64	249	845	4527
	15	52				5				62				173				84				57				125				64			
	16	36				105				67				64				67				132				84				59			
		64				50								64				84				135				69				62			
	17	40				77				71				177												99							
	18	40				64				66				68								74											
	19	35	162			69	254			67	275			73	322			67	384			64	297			90	313			79	278		
	20	44				53				74				89				78				81				94				63			
	21	40				79				82				81				75				65				74				63			
	22	43				53				52				79				164				87				55				73			
	23	34	150			72	283			90	310			79	333			76	310			74	323			65	275			64	318		
	24	40				58				74				87				69				64				65				116			
	25	44				82				69				80				81				87				63				92			
	26	32				71				77				87				84				98				82				46			
3Q	27	33	128	388		82	300	971		68	311	1005		82	355	1268		76	312	1081		60	295	893		72	359	1088		78	309	1117	
	28	31				58				75				81				77				86				94				81			
	29	33				44				92				82				80				76				57				89			
	30	31				116				76				110				79				73				136				61			
	31	29	114			70	312			73	299			88	460			143	383			80	246			68	262			64	257		
	32	17				84				75				155				36				63				75				62			
	33	44				95				71				72				67				53				57				59			
	34	24				63				80				145				137				50				62				72			
	35	27	146			82	359			70	395			71	453			71	386			62	352			76	467			105	551		
	36	31				64				78				82				69				63				65				53			
	37	31				75				80				81				71				79				98				63			
	38	28				71				76				81				102				87				75				65			
	39	29				67				91				138				73				61				153				265			
4Q	40	42	171	568		75	308	1109		70	326	1128		69	405	1260		85	346	1071		156	378	1041		75	281	1327		107	352	1405	
	41	50				76				96				101				99				80				60				91			
	42	39				80				85				76				73				72				75				79			
	43	40				77				75				159				89				70				71				75			
	44	46	164			66	318			74	333			93	337			71	279			88	284			55	367			69	378		
	45	48				88				85				80				64				69				74				169			
	46	33				80				79				82				75				74				69				77			
	47	37				84				95				82				69				53				169				63			
	48	41	233			74	483			81	469			77	518			77	446			57	379			68	679			63	675		
										123								73				55				54				59			
	49	42				42				76				86				87				58				50				79			
	50	42				64				86				122				113				142				199				213			
	51	32				130				103				187				58				67				308				261			
	52	76				173								46				38															
		1976	1976	1976	1976	3512	3512	3512	3512	4019	4019	4019	4019	4804	4804	4804	4804	4316	4316	4316	4316	4091	4091	4091	4091	4601	4601	4601	4601	4527	4527	4527	4527
		38				68				77				92				83				79				88				87			

		6 YEARS ACTUALS					
		2006	2007	2008	2009	2010	2011
I.	**Givings & Rectory Rent**						
1.1	Open donations	1,260	3,134	3,591	1,272	2,428	4,466
1.2	Parish donations	17,009	25,196	35,747	41,287	46,635	45,782
1.3	**Total Parish Givings**	**18,269**	**28,330**	**39,339**	**42,559**	**49,062**	**50,248**
2	Special donations	14,064	12,040	139	12,001	-	-
3	Mission & Interest	100	125	200	-	-	-
4.1	Rectory rent	10,691	14,592	14,976	16,680	16,968	15,820
4.3	Rectory expense	(1,849)	(986)	-	(3,121)	(1,858)	(1,165)
I.	**Total Givings & Rectory Rent**	**41,275**	**54,101**	**54,654**	**68,119**	**64,173**	**64,903**
II.	**Expenses**						
1.1	Clergy - Incumbent - St. Mikes	-	-	-	-	-	5,121
1.2	Clergy - Supply - Rev. Exp.	2,400	7,925	12,575	16,400	14,400	10,840
1.25	Clergy - Supply - Other	-	750	1,200	1,460	1,729	3,530
1.3	Clergy - Cluster	34,040	8,352	-	-	-	-
1.4	**Total Clergy Salaries**	**36,440**	**17,027**	**13,775**	**17,860**	**16,129**	**19,491**
2.1	Caretaker	4,900	1,038	2,175	2,400	4,240	4,918
2.2	Organist & relief	8,425	4,650	5,791	6,785	7,460	6,092
2.3	Office coordinator	5,040	3,600	3,923	3,600	3,381	3,634
2.4	**Total Other Salaries**	**18,365**	**9,288**	**11,889**	**12,785**	**15,081**	**14,644**
3.11	Gas	8,579	2,142	2,843	4,230	2,414	3,192
3.12	Oil		10,989	1,393	-	-	-
3.2	Hydro	5,707	2,932	1,305	1,257	2,092	1,179
3.3	City Utilities	1,456	1,945	1,431	1,199	1,555	1,000
3.4	**Total Utilities**	**15,742**	**18,008**	**6,971**	**6,686**	**6,061**	**5,371**
4	Property tax	3,033	3,154	3,740	1,920	5,199	4,912
5	Insurance	9,848	11,040	12,254	8,543	7,493	8,252
6	Diocesan Assessments	9,768	11,304	11,328	10,788	10,092	11,052
7.1	Rep & Maint - Monthly	3,015	3,422	18,089	37,573	20,279	18,345
7.3	Organ & Sound Systems	276	-	28	2,065	210	940
8.1	Office and misc	322	2,007	2,134	1,762	3,458	2,197
8.2	Office supplies - Stewardship						200
8.3	Office supplies - Sanctuary						200
9	Telephone	792	725	923	975	960	810
10	Janitor supplies	304	903	630	1,258	686	1,040
11.1	Church supplies - General	493	864	967	1,667	2,444	2,636
11.2	Church Ed - Youth	-	759	1,139	1,100	1,386	493
11.3	Church Ed - Adult	-	-	-	-	6,606	500
12	Unrecoverable GST	535	557	557	574	2,204	2,375
13	Bank Charges & Interest	315	316	350	184	191	369
14	Meal Ministry	-	200	-	3,400	2,471	3,000
16	Contingency	(2,000)	2,000	(1,103)	1,197	713	8,000
II.	**Total Expenses**	**97,398**	**81,575**	**83,672**	**110,338**	**101,664**	**104,826**
III.	**Church & Hall Rental Income**	35,244	36,376	38,973	45,226	42,466	47,989
IV.	**Surplus / (Deficit) = (I + III) - II**	**(20,880)**	**8,903**	**9,954**	**3,007**	**4,975**	**8,066**

			2012	2013 ACTUALS	2014 Budget	2015	2016	2017	2018
		Ratified at 15 Jan 2014 Finance Committee Meeting. Moved by MK, seconded by BA, passed unanimously.		FINAL					
I.		**Givings & Miscelaneous Income**							
	1.1	Open donations	4,267	6,013	4,267	4,267	4,267	4,267	4,267
	1.2	Parish donations	54,074	56,449	64,500	70,950	78,045	85,850	94,434
	I.	**Total Givings & Misc Income**	**58,341**	**62,462**	**68,767**	**75,217**	**82,312**	**90,116**	**98,701**
II.		**Expenses**							
				75%	75%	80%	85%	92%	100%
GIVINGS	1.1	Clergy - Incumbent - St. Mikes							
		Clergy - Incumbent - Diocese	(15,251)	(15,756)	-	-	-	-	-
	1.25	Clergy - Supply - Other	650	975	1,000	1,000	1,000	1,000	1,000
	1.4	**Total Clergy Salaries**							
	6	Diocesan Assessments	**12,348**	**13,116**	**13,476**	**13,667**	**14,112**	**15,132**	**16,422**
	1 & 2	**TOTAL ALL SALARIES**	**47,698**	**52,444**	**69,025**	**74,782**	**80,724**	**88,355**	**97,002**
	3.4	**Total Utilities**	**4,908**	**6,601**	**7,169**	**7,790**	**8,469**	**9,210**	**10,020**
	4	Property tax	5,500	5,015	6,064	6,367	6,685	7,020	7,371
	5	Insurance	7,923	10,882	11,753	12,341	12,958	13,606	14,286
	7.1	Rep & Maint - Monthly	7,310	4,406	3,000	3,000	3,000	3,000	3,000
	7.2	Rep & Maint - Contractors			500	500	500	500	500
	7.3	Organ & Sound Systems	380		380	380	380	380	380
	8.1	Office and misc	3,090	2,168	2,168	2,168	1,500	1,500	1,500
	8.2	Office supplies - Stewardship			300	300	300	300	300
	8.3	Office supplies - Sanctuary			300	300	300	300	300
	9	Telephone	664	1,213	1,213	1,273	1,337	1,404	1,474
	10	Janitor supplies	1,373	1,321	1,321	1,321	1,321	1,321	1,321
	11.1	Church supplies - General	4,223	3,040	3,000	3,000	3,000	3,000	3,000
	11.2	Church Ed - Youth	429		600	600	600	600	600
	11.3	Church Ed - Adult			600	600	600	600	600
	12	Unrecoverable GST	2,406	684	684	753	828	911	1,002
	13	Bank Charges & Interest	303	285	303	303	303	303	303
	14	Meal Ministry	3,840	2,300	2,300	2,300	2,300	2,300	2,300
	15	2018-Strat Plng/Leadership Dev.	1,545	590	1,300	1,500	1,500	1,500	1,500
	16	Contingency	7,864	9,172	3,000	5,000	5,000	5,000	5,000
	17	In Kind		3,095					
RENTS	**II.**	**Total Expenses**	**111,803**	**116,331**	**128,455**	**138,245**	**145,718**	**156,241**	**168,180**
III.		**Church & Hall Rental Income**	54,695	54,726	57,430	60,301	63,316	63,316	63,316
IV.		**Surplus / (Deficit) = (I + III) - II**	**1,233**	**857**	**(2,259)**	**(2,727)**	**(90)**	**(2,809)**	**(6,163)**

St. Michael's Multicultural Anglican Church
... in Mount Pleasant

125th Anniversary Year

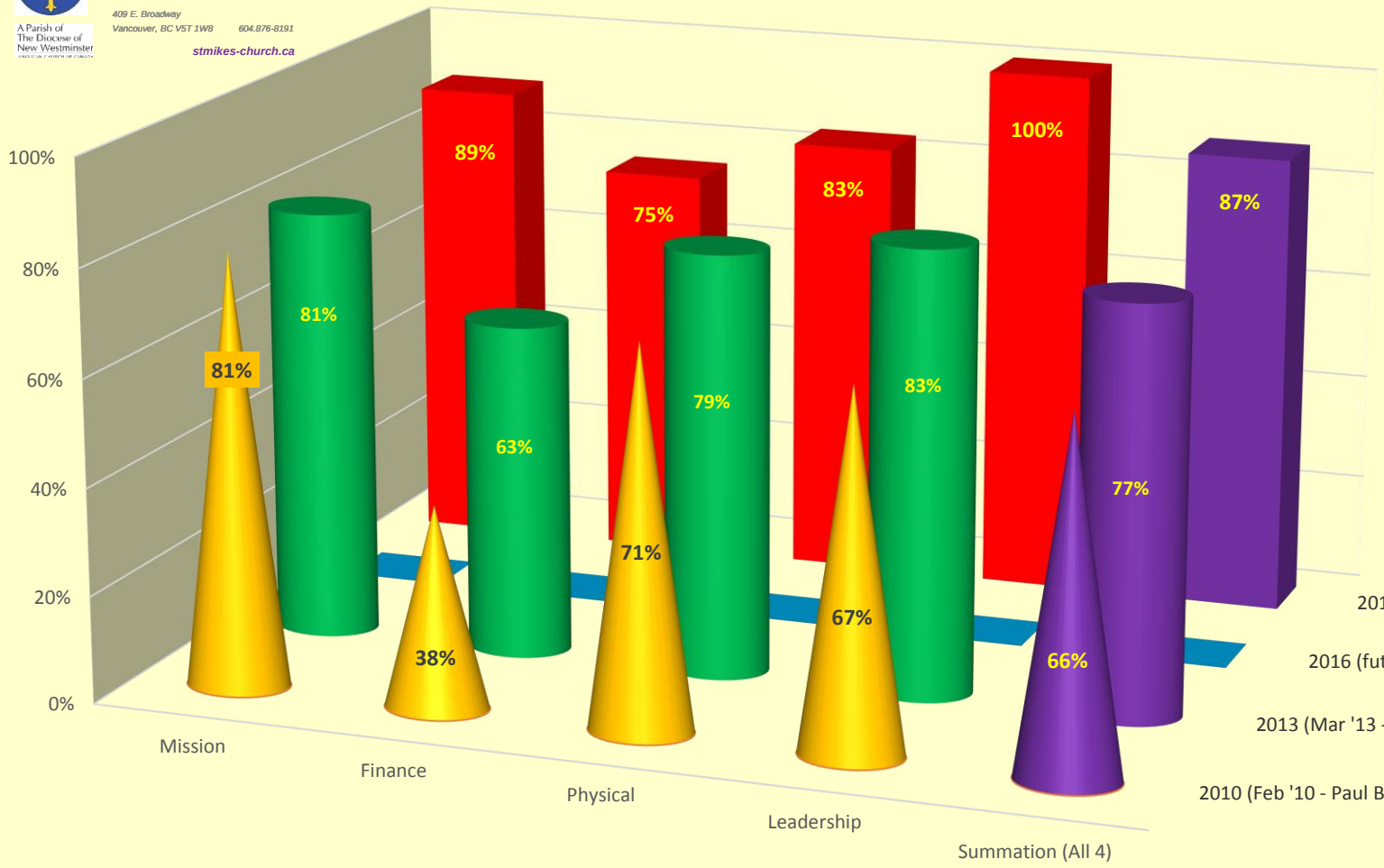
A Parish of The Diocese of New Westminster

409 E. Broadway
Vancouver, BC V5T 1W8 604.876-8191
stmikes-church.ca

St. Michaels - 2010 to 2018 - From Engagement to Stability

Finalized & Unanimously Ratified 7-7-13 by the Strat Plan Committee

2018



NOTE: Methodology based on Diocesan 18-question PMR 'Sail' Excel Program which served as the basis for the Diocesan 2010 Review of all Parishes in the Diocese by the Rev. Paul Borthistle.

Software made available to the St. Michael's 2018 Strat Planning Team on the occasion of their 2013 Strat Planning Weekend Workshop, with thanks to Tasha Carrothers.

	Mission	Finance	Physical	Leadership	Summation (All 4)
2010 (Feb '10 - Paul B.)	81%	38%	71%	67%	66%
2013 (Mar '13 - Kelowna)	81%	63%	79%	83%	77%
2016 (future)	0%	0%	0%	0%	0%
2018 (May-Jun-July '13)	89%	75%	83%	100%	87%

See Source Data on page 26 of 30