

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

... in Mount Pleasant



**130<sup>th</sup> Anniversary Year**

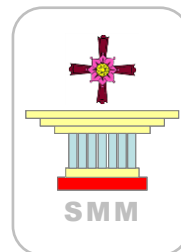
A Parish of  
The Diocese of  
New Westminster  
ANGELICAN CHURCH OF CANADA

409 E. Broadway

Vancouver, BC V5T 1W8

604.876-8191

[stmikes-church.ca](http://stmikes-church.ca)



**SMM Annual Vestry Meeting (AVM)**

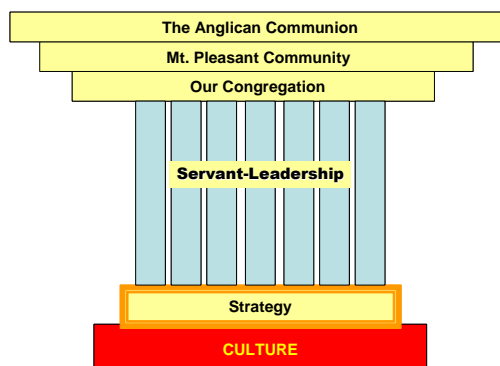
23 Feb 2020

# 2020 ANNUAL REPORT



26 July 2019 – Manning Park – SMM Retreat #6  
Y2C Youth in San Francisco Same Date!

photo Sandra Baldo





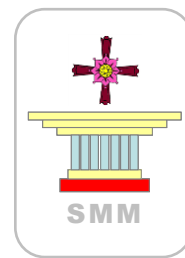


*For the 2<sup>nd</sup> year in a row Episcopal/Anglican Youth together (this time North of San Francisco - 26 Jul 2019)  
Y2H in 2018 - Y2C in 2019 - Y2CA in 2020*



*Aug 2019 – Shades of Hawaii – SMM sharing the Igorot Culture at the Surrey Museum*

**SMM - St. Michael's Multicultural Anglican Church**  
**2020 Annual Vestry Meeting (AVM)**



**Feb 23, 2020 Agenda: CHAIRMAN: Moses Kajoba**

Opening Prayer

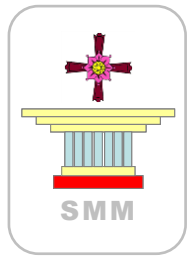
Adoption of Agenda

- |    |  |                                 |      |
|----|--|---------------------------------|------|
| 1. | Review of AVM Minutes  | All                             | :00  |
|    | 1.1 Feb. 10, 2019 ( <i>pages 1-7</i> )   |                                 |      |
| 2. | Finance & Strat Plan 21 Committee [ <i>Motions 2.1, 2.2 &amp; 2.3</i> ]                          |                                 | :15  |
|    | 2.1 Y2C – the Stewardship Report – 17 Years ( <i>p 8</i> )                                       |                                 |      |
|    | 2.2 Y2C – Finance/Strat Plan 21 Committee Vestry Report ( <i>p 9</i> )                           |                                 |      |
|    | 2.3. Y2C – Church Balance Sheet & Income Statement ( <i>p 10-11</i> )                            |                                 |      |
|    | 2.4 Y2CA – 2020 <i>STRAT PLAN 21</i> Budget ( <i>Motion 2.1 - p 11 &amp; p 23 – red column</i> ) |                                 |      |
|    | 2.5. Package of 5 Graphics ( <i>Motion 2.3 – pp 20-24</i> )                                      |                                 |      |
| 3. | Annual Reports   |                                 | 0:45 |
|    | 3.1 Ordained/SPC Report ( <i>p 12 &amp; 13</i> )   | Padi/Eric [ <i>Motion 3.1</i> ] |      |
|    | 3.2 Warden's Report ( <i>p 14</i> )  | Moses                           |      |
|    | 3.3 Meal Ministry ( <i>p 15</i> )  | Michiko, on behalf of Brigitte  |      |
|    | 3.4 Y2C – Kids & Youth Ministry ( <i>p 16</i> )  | Rose                            |      |
|    | 3.5 Y2C – EAM/ACAM Report ( <i>p 16</i> )  | Pilong/Padi                     |      |
|    | 3.6 Buildings, Grounds & Rental  | Terry                           |      |
|    | 3.7 ACW ( <i>p 17</i> )  | Judith                          |      |
|    | 3.8 MBSM ( <i>p 17</i> )   | Darse [ <i>Motion 3.8</i> ]     |      |
|    | 3.9 Choir  | Brigitte                        |      |
|    | 3.10 Day Care  | Moses [ <i>Motion 3.10</i> ]    |      |
| 4  | ODNW Nomination [ <i>Motions 4.1 &amp; 4.2</i> ]   | Moses/James                     | 1:45 |
| 5. | Election of Officers ( <i>p 19</i> )   | James                           | 1:50 |
| 6. | Any Other Business   |                                 | 2:15 |
|    | Adjournment & the Grace  |                                 | 2:30 |



## 6 PRIMARY DATES/MEETINGS IN THE 2020 AVM SEASON

1. **Dec. 8** - pre-AVM Finance Committee Meeting
2. **Jan. 5** - Meet prior to Moses' trip
3. **Jan. 8** - YE Review/Audit with Accountant
4. **Jan. 19** - Final pre-AVM Church Council Meeting
5. **Feb. 11** - Final Annual Report Draft for AVM Printed, Posted, & emailed.
6. **Feb. 23** - 2020 AVM - Annual Vestry Meeting



### **MOTION 2.1 - 4 FINANCE/STRAT PLAN 21 COMMITTEE ITEMS**

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 2020 AVM.

- 2.1.1 Y2C – the Stewardship Report – 17 Years (p 8)
- 2.1.2 Y2C – Finance/STRAT PLAN 21 Committee Report (p 9)
- 2.1.3 Y2C – Church Balance Sheet & Income Statement (pages 10-11)
- 2.1.4 Y2CA – 2020 STRAT PLAN 21 Budget (p 11)

### **MOTION 2.2 - SMART GOAL #15 - WHEELCHAIR ACCESS**

The Finance Committee moves that SMART GOAL #15 be started in 2020, using as a base the \$2,000 provided by BIBAK, and that what 'starting' will look like be fleshed out at the Kelowna Strat Plan Retreat in Apr 2020.

### **MOTION 2.3 - STRAT PLAN ORG, STRAT PLAN FINANCE, & FC GRAPHICS** (pp 20-24)

The Finance Committee moves acceptance of five updated/new graphics for official use in 2020:

- 2.3.1 SMM's Team of Teams Donut – 2020 Election Results (p 20)
- 2.3.2 The Organizational 3 – Strategic Framework #1 of 2 (p 21)
- 2.3.3 The Financial 4 – Strategic Framework #2 of 2 (p 22)
- 2.3.4 2021 Strat Plan – 7-year Overview of Financials (p 23)
- 2.3.5 New - Budget Narrative – Mission, Rents & Givings (p 24)

### **MOTION 3.1 - LAY ADMINISTRATORS FOR 2020**

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 2020.

### **MOTION 3.8 - SPONSORSHIP OF PARISH PARTNER PRIEST**

MBSM hereby moves that SMM begin a program of sponsoring a priest from one of our Parish Partners from the EDNCP in the Philippines, and that MBSM co-ordinate and fund the first occurrence of this, by inviting one clergy to visit SMM and join the 1-week Diocesan School of Parish Development course June 14-20.

### **MOTION 3.10 - ADOPTION OF AVM REPORTS**

It is hereby moved that the ten spoken and written 2020 AVM reports (*agenda items 3.1 through 3.10*) be accepted as read/presented.

### **MOTION 4.1 - ODNW – ODNW COMMITTEE**

Per the ODNW nomination policy established at the Feb 2019 Vestry, and as refined at Vestry Review Meeting #2 on 5 Jan, James Baldo moves that: *"the SMM ODNW Nomination & Selection process, reporting to Church Committee, is hereby permanently delegated to an ODNW Selection Team. The ODNW Team is to be comprised of all ODNW recipients worshipping at St Michaels, with the priest as its Chair. The Philosophy will be that those who have the ODNW should recommend those who will get the ODNW."*

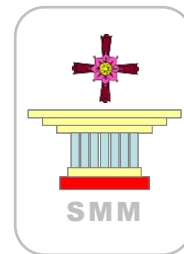
### **MOTION 4.2 - ODNW - 2020 ORDER OF THE DIOCESE OF NEW WESTMINSTER**

For the 10<sup>th</sup> Anniversary of the Order, the ODNW Committee (see Motion 4.1 above), with the support of Church Council, hereby moves that Danilla Severin be SMM's 2020 ODNW Nominee.

- Criteria for SMM's 2020 ODNW Nominee are the 7-points established by the Diocese, as synthesized into the ODNW plaque in the Cadman Narthex (and as highlighted on the new SMM Web-site):

- 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)



## Feb. 10<sup>th</sup>, 2019 Minutes SMM - St. Michael's Annual Vestry Meeting (AVM)

CHAIR: Moses Kajoba

PRESENT: 60 people registered on the sign up sheet.

The Rev. Wilmer Toyoken gave the opening prayer at 12:00.

### 1. REVIEW of Agenda & Minutes:

- 1.1 10 Feb 2019 Agenda – MSC (Moved, Seconded & Carried); Marg Cutforth & Shirley Sabong.
- 1.2 28 Jan 2018 Annual Vestry Minutes - MSC by Sandra Baldo & Grace Wandag.

### 2. FINANCE & STRAT PLAN COMMITTEE – Five Items (pp. 6-10 & last seven)

#### 2.1 Stewardship & Finance Committee Reports, 2018 Financial Statements + 2019 Budget, & Strat Plan Review #2

SMM's STRATEGIC FRAMEWORK (last page): the 5 agenda items of the Finance/Strat Plan Committee were introduced and concluded by a presentation on SMM's STRATEGIC FRAMEWORK (the GSF Trinity). This was done to ensure that everyone had a clear understanding of SMM's governance starting with the congregation (AVM) at the core, and how all activities/committees/ministries of SMM are interrelated with our goals and the budget. Pilong provided the introduction and the conclusion, while James revisited the TEAM OF TEAMS component in his role as nominating chair (agenda item 5)

The focus of the Finance Committee was on the 12 years St. Mike's has been in the black (2007-18). Two graphs can be seen with this 12-year perspective, as part of the Stewardship Report (page 6). It includes, for emphasis, two previous years in the red (2005-06), along with this year's budget (2019), 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.

- Given the time spent at the pre-Vestry Congregational Education Sessions, it was possible to cover the Stewardship Report (page 6), Finance Committee Report (p 7), 2 Financial Statements (pp 8 & 9) and the 2019 Budget (p 10) in under 30 minutes. Adopted as a block, MSC'd by Judith Carling and Grace Wandag.
- Included in this blanket ratification was the 7-page 2021 Strat Plan – 14 IX 18 Interim Report #2 (last 7 pages), with its primary conclusion, as presented/distributed to the congregation last September:
- For the fifth year in a row, we show the 3 budgeting/financial planning guidelines (ratified at the 2017 Vestry):

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** – we first achieved this in 2014.

- **STRAT PLAN INTERIM PROGRESS GRAPH (@75%)** - Vestry was reminded that Padi went to 100% this year (achieving Smart Goal #9). Deacon Eric asked what was meant by 100%, prompting a look back at Padi's 2012 beginnings at SMM, when the parish paid 50% (and the Diocese another 25%). Since 2014, his salary has gone up approximately 7% a year, bringing us in 2019 to 100%.

### 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), Brigitte Castro (Meal Ministry), Juliana Antonio for Rose Toyoken (Youth Ministry), Pilong Bosaing (Y2H – EAM/ACAM), Terry Cutforth (Buildings & Rentals, verbal), Judith Carling (ACW), Pilong for Richard Paday-os (MBSM), Hiroki Uchino (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

**50% INCREASE IN WORSHIP SERVICES:** Padi's report gave particular emphasis to the growth of worship at SMM since 2015. In 2015, there were 102 worship services at SMM (52 Sundays, plus 50 other); in 2018, this had grown over 50%, to 158 (52 Sundays, plus 104 other) [Editor's note: not included in these numbers are 8:00 am services, which have been in gradual decline, to just 15 in 2018].

**25% INCREASE IN SUNDAY ATTENDANCE:** Padi also highlighted Sunday attendance (ASA) since adoption of the SMM 2021 Strat Plan in 2014. That growth has been from 83.6 in 2014 to 103.4 in 2018, a growth of nearly 25% in that time.

Padi's great overall report can be seen on page 11. His motion for 2019 Lay Administrators follows:

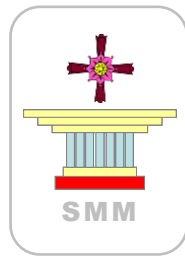
#### **MOTION 3.1 - LAY ADMINISTRATORS FOR 2019** [MSC Padi, Shirley Sabong]

*"Per the list read out to the AVM, it was moved by Padi that Vestry ratify those members of the congregation as Lay Administrators for SMM for 2019."*

- #### 3.2 WARDEN'S REPORT - Moses
- The Warden's report (page 12) emphasized the addition of two Trustees at the 2017 Vestry, and how the experience has exceeded all expectations. Moses also reviewed a few amendments to Padi's job description, and then proposed the following motion:

#### **MOTION 3.2.1 - PADI'S 2019 JOB DESCRIPTION** [MSC'd by Moses & Darse Carruthers]

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

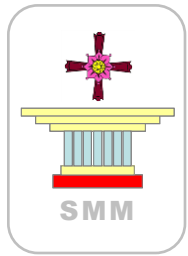


- 3.3 MEAL MINISTRY - Brigitte** highlighted the 2019 Meal Ministry report, as sent in letter form to St. Philip's (see page 14) to thank them for their \$2,600 contribution to the Hot Meal program. Brigitte also highlighted the contribution begun by Holy Cross in 2018, and how it has allowed for an allotment of \$500 per month for the Meal Ministry Hot Meal. Volunteers for our largest ministry outreach program at St Michael's is growing, with a local bible study group offering up 5 volunteers a month, beginning in March.
- 3.4 YOUTH - Juliana** presented for Rose, who is still in the Philippine's. The picture on the front cover of the Annual Report highlights the great year the youth had at SMM, but does not capture the level of effort that the 8 Sunday School/Youth leaders put into the program. The full range of their activities can be seen in the report on page 15. For Meal Ministry, Shawn offered to coordinate the youth volunteers for the monthly Hot Meal. Thanks Shawn!
- 3.5 EAM/ACAM - Pilog** gave a very well-received perspective on the Y2H experience with the youth in Hawaii:
- IT TAKES A VILLAGE**
- On their (the youth's) presentation during the Cultural Night (in Hawaii), 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 (see the Annual Report cover photo).*
- 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 youth 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!*
- Deacon Eric Stroo endorsed the theme of Pilog's comments, reflecting on the pride that Archbishop Melissa felt at the wonderful way that St. Michael's displayed the vitality of its multicultural values. The participation and performances of the youth were outstanding, and the support of the adults was conspicuous, both in the numbers that made the trip and the encouragement and sacrifices of those who stayed at home.
- 3.6 BUILDING & RENTAL REPORT - Terry Cutforth** helped the Vestry understand what a typical month of maintenance looks like for him at St Michael's. One of the Trustee's asked the Vestry if they noticed anything as they walked up the red stairs into church this morning. After a hesitation, people said "the Salt" (snow was forecast for today). They were then asked if they knew who put it down (they guessed it right). They were then asked if they had ever thanked him for what he does (eyes looking down). Terry interjected that maybe he should get some overtime! (he has been doing this work for 15 years, always as his way of giving to the church).
- 3.7 ACW - Judith** presented the report at the top of page 16. The ACW is like Terry in a way; so much happens, almost in the background, that it goes unmentioned. Vestry is a chance to hold these things up. Judith highlighted achieving their objective of \$10,000 in the bank, as well as helping the youth to Hawaii (\$500), and help for the Rosita typhoon victims in the Philippines. She read a letter of gratitude from the Philippines for the \$350 ACW donation.
- 3.8 MBSM - Pilog** presented the MBSM report for Richard (on page 16). The MBSM had an active year, with particular emphasis on the youth (donating a guitar, along with \$500 toward Hawaii) and Mission to Seafarers, where they were active in SMM's newest ministry with the Seafarers, including Ship Visitations, special events and donations. A 2019 project of the MBSM will be the drainage project at the Vestry.
- 3.9 CHOIR - Hiroki**, with our Youth Music Leader at his side, provided choir highlights for 2018, including welcoming new choir member Mr. Jun and inviting more members, especially men (tenor), along with more new songs for communion, with hymns not limited to the CP blue book, as well as collaboration with the youth for a concert, and to make music ministry of St. Michael's more active! After Hiroki's presentation, the Chairman emphasized Hiroki's leadership with regards to ensuring our \$250,000 Organ is maintained properly, as well as his additional contribution in tuning the Piano in the Sanctuary.
- 3.10 DAY CARE - Moses** presented a very brief update on the Day Care, primarily highlighting its Society Status since 2015. Moses mentioned the 5 Board Members from SMM (Marg & Terry Cutforth, Padi, Moses & Greg), and that we are looking to add two more in 2019. Finally, he highlighted that 2019 is a BCGEU contract renewal year. A fellow Board members ensured Vestry was aware of Moses' vital role in contract negotiations, a role that the other 4 Board members acknowledge could only be done by the Chair.

With the 10 reports done, the Chair sought the following motion:

**MOTION 3.10 - ADOPTION OF VESTRY REPORTS** [MSC Shirley Sabong, Monica Bosaing]

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



#### 4. 2020 ODNW NOMINATION

The Chair emphasized the 2018 Vestry change to SMM's ODNW process, 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

#### 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 in 2017, the two additional Trustee positions continue to be included on the ballot, being mindful that this 'growth' in Trustee positions came about upon examining seven equivalent Diocesan churches on the CRA web-site, where 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 17) [MSC'd by James & Betha].
- Further to Diocesan Canons, it was moved that youth delegates to Synod be included on the ballot as seen on page 17 [MSC'd by James & Judith].
  - Further moved that authority to finalize the names of the two youth be delegated to Church Council, in consultation with the Sunday School/Youth coordinators [MSC'd by James & Shirley].

5.2 TEAM OF TEAMS: The 2019 TEAM OF TEAMS organization/authority chart/donut as updated (see page 18).

- Last year, Judith had asked about the absence of the Youth from the TEAM OF TEAMS chart. The chart was subsequently updated, with the youth prominently situated at the top left, along with Meal Ministry (on the top right), and today's election results [MSC'd by James & Sandra].

#### 6. REV ERIC'S TRIP TO THE PHILIPPINE'S

Deacon Eric sketched out the upcoming trip that he and the Archbishop will be making to our diocesan partner, the Episcopal Diocese of Northern Philippines, February 17-27. They will be accompanied by six others from our own diocese: Padi Arvin Amayag, members of the synod staff, newly ordained leaders, and a youth representative.

The itinerary includes a brief stay in Baguio City (with a courtesy visit to Bishop Nestor Poltic), attendance at the diocesan convention in Bontoc, a day trip to Sagada, tree planting and a home stay in Tulgo (Titus deanery), and the opportunity to be visiting preachers at a handful of churches. Eric and Archbishop Melissa are assigned to our sister parish, St. Michael and All Angels. The Archbishop will preach there in Tadian, and Eric will go to the preaching station in Tue.

The deacon is excited to be making the trip and carrying greetings to Bishop Brent Alawas and to the many friends and family members of the SMM parish

A very peaceful, relaxed, productive, and well-attended (60, a new record!) Annual Vestry concluded with a congregational reading of SMM's 2014 **PRAYER FOR VISION 2021**, at 2:10, well ahead of schedule.

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**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 2019 Annual Report/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 2019 Vestry package used at the 10 Feb 2019 Vestry.





*30 Sept 2018 – Honolulu - the Youth after their ‘Showstopper’ Performance at EAM in Hawaii*





*30 Sept 2018 – “Shaka Shaka” – Closing EAM Cultural Night Banquet – Honolulu*



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

*... and the congregation loved it!*

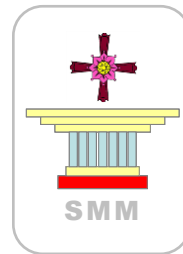






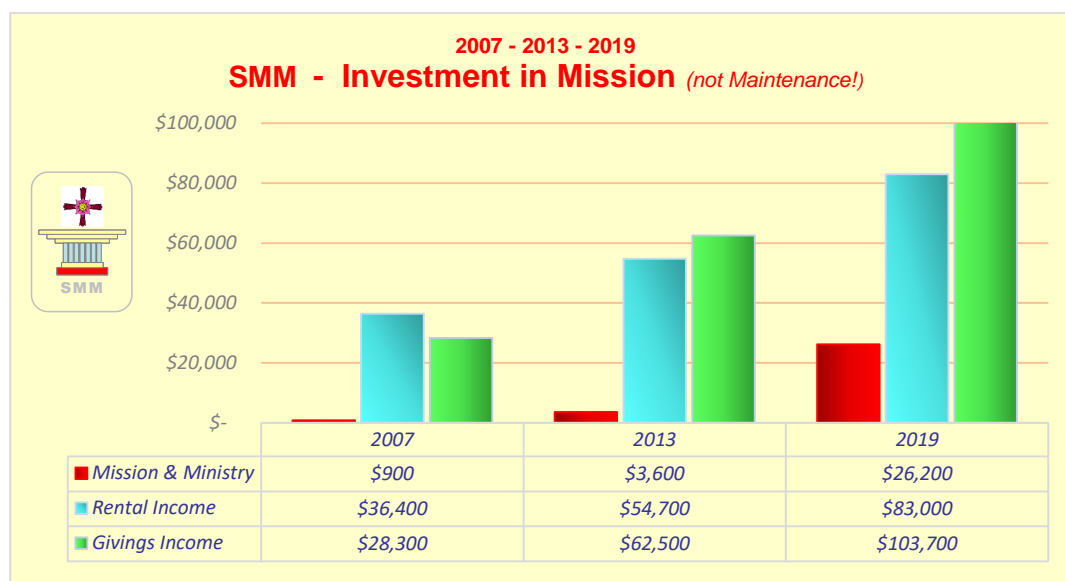
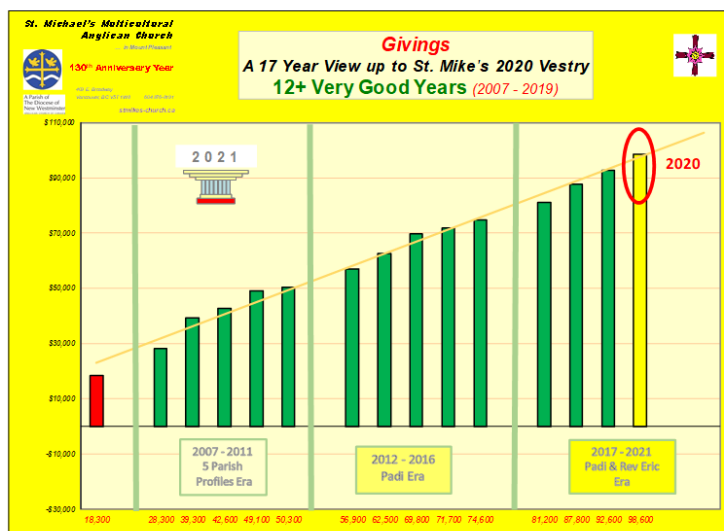
*29 Sept 2018 - Lots of Smiles at EAM Hawaii – the Polynesian Cultural Center*

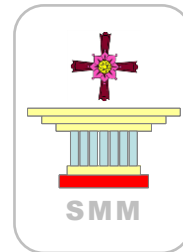




## ANNUAL REPORT 2.1 - STEWARDSHIP - Y2H-Y2C-Y2CA (2018-2019-2020)

- St. Michael's has successfully transitioned 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, as required, the Whittaker bequest.
- 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. In 2019, this strategy bore much fruit, with a dramatic increase in PAD givings, growing from \$35,000+ to \$45,000+.
- Finally, the thematic focus of our stewardship campaign in '20 will be to vigorously promote **Y2CA (Youth to Camp Artaban)** – our sponsorship of an EAM Episcopalian/Anglican Youth Leadership Conference (in Aug 2020). This is a completion of the 2018-2019-2020 trinity of **Y2H-Y2C-Y2CA** and a natural follow-on to their July 2019 **Y2C** EAM pilgrimage to San Francisco, and their Sept 2018 **Y2H** EAM Hawaii trip with the Bishop.





## ANNUAL REPORT 2.2 - FINANCE/STRAT PLAN 21 COMMITTEE - 2007 TO 2019

The Finance Committee (FC) hereby presents SMM's 2019 Financial Statements and Reports (p-6 to p-9), with particular emphasis on the 13 years in the black (2007-2019), after 2 years of deep losses (2005-2006).

- The Stewardship Report's two p-8 graphs gives a sense for this (Givings, & Mission Funding).
- Our 2019 financials were significantly helped out by continued growth in PAD, and by significant growth in rental income (Pear Tree & Haim Korean Church).

The 15 years on page 8 (2007-2021) can be thought of as three different 5 year periods, as follows:

1. **The Sunday Supply Era** ('07 - '11) — without a regular priest, but with an active, growing congregation.
2. **Padi Alone** ('12 - '16) - finally, our own regular 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 1<sup>st</sup> 5-year period, '07-'11, see the 2019 Annual Report for a full description.

**Era 2:** In the 2<sup>nd</sup> 5-year period, '12-'16, see the 2019 Annual Report for a full description.

**2019** 2017 & 2018 were tough acts to follow, but we believe we continued their golden status in 2019:

1. **Y2C:** 15 youth & 2 adults attended their 2<sup>nd</sup> International EAM Youth Leadership Conference (this time in San Francisco), while a new renter let us commit \$12,000+ to support them.
2. **Worship+4:** formalized our **WORSHIP+4** Ministries (4 = Meal, EAM, Youth, & Mission to Seafarers), with increased financial commitments in the first three, continuing in 2020.
3. **Holy Land:** had three SMM'ers go on a tour of the Holy Land (Padi, Dolores & Pauline).
4. **Web-site:** a new web-site went into service 27 Jan 2020, replacing our 10-year old site.
5. **Keys:** the entire building was re-keyed; this security provision last occurred in 2012.
6. **Rental Committee (RC):** recommended to this Vestry that the RC (and the keys) fall under the umbrella of the Finance & Stat Plan Committee. Along with the Stewardship Committee, this represents 90%+ of SMM Income.

Two (out of many) other special events were: the youth taking our *Igorot* culture to the Surrey Museum (see inside cover, top picture), and the Manning Park July Retreat (see cover picture), one aspect of which was Rev. Eric gifting attendees & the Youth with the book *PATRON SAINTS OF NOTHING* (Ribay).

**Era 3:** The 3<sup>rd</sup> 5-year period, '17-'21, will be the 3<sup>rd</sup> for five of the Finance Committee members (and the 2<sup>nd</sup> for Padi). With most capital projects completed (excepting the long-term Wheelchair access project & a Rectory basement washroom), we can focus on 2 things over the next two years: one, bringing Padi to 100%, and, two, continued focus on the 21 SMART goals set out in our 7-year 2021 STRAT PLAN.

**3 COMMANDMENTS:** In presenting the 2020 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.

- 2020 will be the **SEVENTH** straight year when we have achieved all three, which in our 17-year view (previous page graphs) 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** - first achieved this in 2010.
  3. **Givings Cover the Assessment + Priest's Salary** - achieved in 2014.

### 3<sup>rd</sup> STRAT PLAN REVIEW:

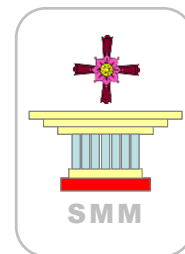


STRAT PLAN 21 Reviews are mandated biennially (once every 2 years). 2018 was the 2<sup>nd</sup> of 3 such reviews over the 7-year life of the plan (2015-2021). 2016 was the 1<sup>st</sup>.

- 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 2<sup>nd</sup> biennial review on 14-IX-18.
- The 3<sup>rd</sup> biennial review will be at a Kelowna retreat in April 2020. Considerations will include succession planning & a follow-on to STRAT PLAN 2021 (STRAT PLAN 2028).

### 2020: REFINEMENT/CONSOLIDATION

- After 3 quite frenetic years (FilCon 2017 & then Y2H & Y2C in '18 & '19), including the start/maturation of three dynamic new ministries (Youth, Seafarers, & Evening Prayer), it is anticipated that 2020 will be a less frenetic year, but still full of exciting initiatives (esp. Y2CA and STRAT PLAN 2028 considerations).
- Refinement/consolidation will include Y2CA (the Youth to Camp Artaban), a 7<sup>th</sup> retreat (STRAT PLAN 2021 & 28?), continued emphasis on our **WORSHIP+4** Ministries (Meal Ministry, EAM/ACAM, Youth & Seafarers), plus implementation of Pilog's Diocesan School Project for Sunday recognition/welcoming's (see letter on page 18).


**31 Dec 19**
**ASSETS**

1000 - Royal Bank	13,305.14
1250 - Due from Diocese	16,400.87
1351 - Whittaker Strategic Reserve	220,000.00
1353 - Tactical Reserve	50,000.00
1354 - Operational GIC	20,000.00
1375 - Sales Tax Recovery - to be filed	1,332.39

**TOTAL ASSETS**
**321,038.40**
**LIABILITIES & EQUITY**

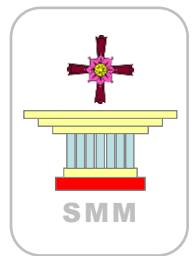
2210 - Unearned revenue	7,181.13
2220 - Contingent liability SM Daycare	25,000.00
2225 - Accrued contingency expense	28,000.00
2231 - Rectory Basement Project	10,000.00
2509 - Reserve for BAS/Hymnals	1,500.00
2520 - ACW reserve	10,000.00
2540 - MBSM	2,400.00
2541 - BIBAK - Wheelchair Project	3,648.19
2544 - EAM (Y2A)	3,980.00

**Total Other Current Liabilities**
**91,709.32**
**Equity**

3900 - Retained Earnings	208,174.48
Net Income	21,154.60

**Total Equity**
**229,329.08**
**TOTAL LIABILITIES & EQUITY**
**321,038.40**




**Year 6 (2020) of 2021 Strat Plan 7-year Budget - 2015-2021 (POR Favor)**

<b>2020 Budget</b>			2019	2020	2021
<b>2021 Strat Plan - Incremental Years</b>			Yr 5 Y2C	Yr 6 Budget (Y2CA)	Yr 7 ?Y2M?
<b>I. Givings &amp; Miscellaneous Income</b>					
1.1	Open donations		3,613	3,000	3,000
1.4	Interest		10,364	4,000	4,000
1.4	Interest - to Capital		(10,000)	-	-
1.5	Whittaker Bequest		12,683	14,458	14,458
1.6	Whittaker Bequest - to Capital		(10,000)	(10,000)	(10,000)
1.7	Parish Givings		86,704	90,000	92,000
<b>I.</b>	<b>Total Givings</b>		<b>93,363</b>	<b>101,458</b>	<b>103,458</b>
<b>II. Expenses</b>					
<b>RENTS</b>	<i>i</i>	Assessment	18,385	19,281	21,281
	1 & 2	Wages (4)	86,690	91,520	95,000
	3	Utilities	2,868	2,868	2,868
	4	Property tax	9,118	10,000	10,500
	5.1	Insurance	14,469	15,158	15,916
	<b>K U WAIT Total</b>		<b>131,529</b>	<b>138,827</b>	<b>145,565</b>
	7.1	Rep & Maint - Monthly	14,425	3,600	3,600
	7.2	Rep & Maint - Contractors		500	500
	7.3	Organ & Sound Systems		1,000	1,000
	8.1	Office and misc	2,347	2,000	2,000
	8.2	Printing	1,783	2,000	2,000
	8.3	Office supplies - Stewardship		200	200
	8.4	Office supplies - Sanctuary		200	200
	9	Telephone	1,739	1,826	1,917
	10	Janitor supplies/Garbage	2,623	4,372	4,591
	11.1	Church supplies - General	4,185	4,185	4,185
	11.21	Church Ed - Kids & Youth	3,700	4,800	4,800
	11.3	Church Ed - Adult		500	500
	12	Unrecoverable GST	758	758	758
	13	Bank Charges & Interest	621	450	450
	14	Meal Ministry	3,500	5,240	5,240
	15	Strategic Planning/Leadership Dev.	2,873	3,360	2,500
	16	EAM/ACAM	4,047	12,000	2,500
	17.1	Contingency		1,000	1,000
	17.2	Contingency - Padi (DoNW+SMM)	1,660	1,500	1,500
<b>II.</b>	<b>Total Expenses</b>		<b>175,790</b>	<b>188,318</b>	<b>185,005</b>
<b>III.1</b>	<b>Church, Hall &amp; DC Rental Income (50%)</b>		<b>83,581</b>	<b>87,020</b>	<b>87,020</b>
<b>IV.</b>	<b>Surplus / (Deficit) = (I + III) - II</b>		<b>1,155</b>	<b>160</b>	<b>5,473</b>

2020  
K U WAIT  
=  
72%

Includes Garbage Bin for 1st time

\$400/month for Kids & Youth

*Mission 2020*

\$28,600  
\$8,440 w/St Philip's & Holy Cross  
Retreats, Strat Plan, Dioc'n School  
'18 & '19 - \$12k+ for Y2H & Y2C

See THE 'Big 8' RENTERS table

## ANNUAL REPORT 3.1 - MINISTER'S REPORT

Here presenting to you highlights of another fruitful ministry of St. Michaels for the year 2019.

### 1. PAROCHIAL STATISTICS

- Sunday Services** - For 3 consecutive years average Sunday attendance has been consistently above 100. We first achieved this Strat Plan goal #7 in 2017, per the table following:

2017 (8am+10am)	2018 (8am+10am)	2019 (8am+10am)
101.5	103.4	101.5

- Weekday Services** - Weekday services are mostly Evening Prayer plus some services in Lent and Christmas. Short Homilies alternatively delivered by Padi and Greg has been pleasing. One EP attendee said 'the homilies are a gem to me'. FYI - Evening Prayer was first revived in 2015, adding the Short Homilies in 2017.

EVENING PRAYER	2015	2016	2017	2018	2019
# of services	50	84	105	106	102
Average Weekly Attendance	7.5	10	19	19.2	14.3

- Parish Membership** - Our parish membership continues to grow. Most of the increases of our membership are based on the following: 1<sup>st</sup> - the coming of our parishioner's family members, 2<sup>nd</sup> - Baptisms, 3<sup>rd</sup> - Filipino Migrants workers and 4<sup>th</sup> - Evangelism.

	2015	2016	2017	2018	2019
Baptism	2	8	6	3	5
Funeral	1	3	1	1	1
Number of Family Household	126	129	116	118	126
Total # of Parish Members	286	295	241	247	277

### 2. PARISH CLERGY

- Deacon Eric has been supportive of SMM, aside from being active in the Sanctuary. He has been especially supportive of both our Youth ministry and the Mission to Seafarers (MtS). Last Fall he led a consultation for the Youth & Adults in regards to the 40 books PATRON SAINTS OF NOTHING which he & AB Melissa had gifted to St. Michaels. He also continues helping and guiding our volunteers to the MtS events.
- Padi Wilmer's external responsibilities includes continuing as the regional Dean for Kingsway Deanery, Co-chairing the Diocesan ACAM group, and as a member of the 2020 Diocesan Mission Conference design team.

### 3. PASTORAL MINISTRY

- We continue to address the needy in our community. Our feeding ministry continues as our priority to reach others (see meal ministry report p. 14). The care for seafarer's ministry is led by Deacon Eric with our 3 newly licensed ship visitors: Piong, Grace and Pauline. Our care for the sick and needy also continues, with thanks for the assistance of all volunteers in visiting Senior's homes, Hospitals, and attending funeral services.

### 4. PARISH PARTICIPATIONS and CONNECTIONS

There were many events that St. Michael's participated in and connected with this year 2019.

- ✓ Attended and shared our stewardship strategy in the Diocesan Stewardship workshop held in the synod office. Piong, Janette, Betha and Padi shared our 10-point stewardship story (which went into TOPIC!).
- ✓ Participated at the Diocesan Synod, and for the 1st time we have a youth delegate in the Synod.
- ✓ Supported and joined the Mission to Seafarers events. Aside from the ship visitations, we participated in the Seafarers Open House, Cycling Fund event, Christmas gifts packing and Christmas carol service.
- ✓ Supported and participated the Annual ACAM program such as: the ACAM Churches Picnic, the Youth Summer Camp and the Advent Taize Service.
- ✓ Joined Community workshops hosted by the Food Bank Depot: Knife skill & Food Preservation training.
- ✓ Attended four different Anglican Communion EAM events: an EAM youth leadership training event in California (Y2C see page 7); EAM ANDREWS Mentorship Training in Los Angeles (lay) & in Malibu California (ordained); and, fourthly, 3 of us joined a Holy Land tour in Israel, hosted by EAM. Padi, Pauline and Dolores joined the cohort of 5 SMM members that had already visited the Holy Land (Greg, Michiko, Blanca, Soledad and Marina). See the next page for some Holy Land pictures from our trip.

Thank you all for your support; may this new year be a fruitful and successful one as we join together to do the ministry entrusted to us.

Submitted by Padi



*SMM on the Sea of Galilee – Dolores, Pauline & Padi – Nov 2019*



*SMM at the Wailing Wall in Jerusalem – Pauline, Padi & Dolores – Nov 2019*



*An Editor's Pick: Looks like Camel Riding is Fun!*



## **ANNUAL REPORT 3.2 - WARDEN'S/TRUSTEE'S**

### **AVM 3.2.1 - SMM CONSTITUTION & JOB DESCRIPTION OF THE MINISTER**

- Both of the SMM Constitution & Padi's Job Description had associated motions at the 2019 AVM. Given that there are no changes arising for either of these items, they both stand as they did per the minutes of the 2019 AVM (p 1-5).

### **AVM 3.2.2 - WARDEN/TRUSTEE 2020 RESPONSIBILITIES/ACTION ITEMS**

- The following 16 items of responsibility mirror, to a certain extent, the breadth of responsibility shouldered by the eight Trustee's. Not reflected in this list is what we consider the most important overarching responsibility of all; Strategic Planning.
  - 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/David
  - III. VESTRY BALLOT** - Co-ordinating Prime - **James**
    8. Ballot - James (p 16)
  - IV. CHURCH JOB DESCRIPTIONS** - Co-ordinating Prime: - **Moses**
    9. Job Description - Admin - Wilmer
    10. Job Description - Janitorial - Brigitte
    11. Job Description - Choir - Wilmer
    12. Job Description - Padi - JMG
    13. Job Description - Sunday School Hire(s) - Rose
    14. Job Description - Payroll Supervisor - FC
  - V. SMM WEB-SITE** - Co-ordinating Prime: - **MPG Team**
    15. 2.0 Web Site Re-development - MPG Team
    16. Ongoing Maintenance Updates - MPG Team

### **AVM 3.2.3 - A NEW WEB-SITE** (activated 27 Jan 2020)

- Item V above targeted an upgraded, essentially new, SMM web-site. The MPG Team worked with SMM's web-master (Flavia Kajoba) to update a web-site that had been pretty much static for 10 years. At that time, SMM had only the one ministry (Meal Ministry). In 2020, that had grown into four very active ministries, in addition to changes to our Worship Ministry. These, and a whole host of other changes have been introduced into the new SMM web-site, including a very large number of pictures. Please explore the new web-site, see if you can find your pictures, and, please, give us your feedback, as we have now set up the system so that monthly updates/maintenance will be done by Flavia as required.



*Deacon Eric's Mission to Seafarers Editor's Choice for SMM's Strategic Partners and Newest & 4th Ministry*

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

... in Mount Pleasant

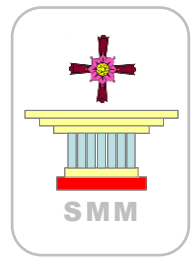


**130<sup>th</sup> Anniversary Year**

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

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

[stmikes-church.ca](http://stmikes-church.ca)



February 23, 2020

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.

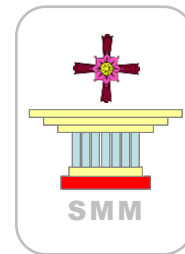
After program changes initiated by the GVFBS in January of 2016, the program stabilized in 2017, evolved in 2018, and found a new equilibrium in 2019.

1. Financials - for 2020, we have increased the budget up to \$8,440 (up from \$7,620 in 2019 & \$6,600 in 2018), over 30% of which (\$2,600) comes from you in the OUTREACH COMMITTEE. In 2019, your generosity allowed us to move, for the first time ever, to \$500 a month for the food for the Hot Meal (plus \$1,000 for Thanksgiving Turkeys). The Budget provides for this to continue in 2020.
2. Thanksgiving - this was the biggest Hot Meal event of the 28 held in 2019. With the extra help provided by your OUTREACH COMMITTEE, specifically for this event, we were able in 2019 to increase funding for this meal from \$500 to \$1,000, and have budgeted the same amount for 2020.
3. St Philip's Night - Catherine & Paul & Moira continue to Team-up in leading the 2<sup>nd</sup> 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 your 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  
Michiko Tatchell (ODNW), on behalf of Brigitte Castro (ODNW), Meal Ministry Chair



### ANNUAL REPORT 3.4 - KIDS & YOUTH

1. **STATISTICS:** A. Kids ASA = 12    B. Youth ASA = 10    C. Teachers: 7 (R,J,N,A,L,M,P)
2. **ACTIVITIES** (aside from church activities they've done the following):
  - 12 youth Attended the Maundy Thursday sleep over at the Cathedral
  - 1 youth joined the SMM delegates at Synod
  - 5 youth plus 3 adults visited Camp Artaban in preparation to host the joint EAM/ACAM youth summer camp for year 2020.
  - 14 youth plus 2 adult chaperones attended the Youth Leadership Camp in North California.
  - 5 youth joined the church retreat in Manning Park.
  - 13 youth joined the ACAM day camp in St. Mathias & St. Luke. 7 SMM adults volunteered for food preparation.
  - 9 youth accompanied by 7 SMM adults performed a cultural dance at the Surrey Museum (see inside cover picture).
  - 4 youth and 3 adults joined the Peer Ministry Training at the Trinity Lutheran Church.
  - 12 youth joined the SMM contingent in the packaging of Xmas gifts at the Mission to Seafarers, Vancouver.
  - And their last activity for the month of December was their musical play of the Nativity story.
3. **FUNDRAISERS:**
  - Received \$300 from the Surrey Museum when they performed a cultural dance.
  - Received \$200 from the Ilocano group at their Christmas party.
  - Received \$345 from their Christmas carolling here at the church
  - Received \$100 during their Christmas nativity show.
  - Received a \$250 Christmas gift from Fidel Tade and Family.
  - \$350 of the amount received was submitted to the church (to the Balance Sheet) and the rest was used to buy an acoustic amplifier speaker for youth Instrument.
4. **CHALLENGES:**

Dealing with Kids and Youth is a really challenging ministry, but very much rewarding. We thank God for his wonderful and encouraging words. And, thanks to you all for your unending support to this ministry; it empowers us as much as seeing the smiles of the little children and the eagerness of the youth to come every Sunday. Let us then continue to support our kids and youth to keep going what they have started. Thank you also to our new comers from the Philippines, the Sicnawa and Laweng kids and youth. To God be the glory!!!

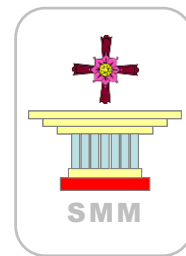
On behalf of the Sunday School Teachers  
Submitted by Rose Toyoken

### ANNUAL REPORT 3.5 - Y2C - EAM/ACAM

SMM Smart Goal # 17 (expanding EAM program to clergy and lay) and supporting the ACAM group continues to be part of our annual programs.

- I. There were 2 remarkable international EAM activities that SMM participated in for the year 2019.
  - 14 SMM young People plus two chaperones attended the EAM Y2C Leadership Camp in St. Columba Retreat House, Inverness California. The Y2C leadership event is an outcome of the gathering of young people during the 2018 EAM National Consultation in Ala Moana, Hawaii (see inside cover, top picture).
  - 2 SMM Lay Leaders (Greg & Michiko) and 2 ACAM Clergy (Louie & Wilmer) attended the ANDREWS mentoring program for Clergy and Lay held in Los Angeles California. ANDREWS is an acronym for *Asiamerica Network of Disciples, Revivalist, Evangelist, Witnesses and Saints*. ANDREWS is a project of Fr. Fred Vergara, wherein he envisioned a 'strategic purpose to recruit, train and develop a cadre of exemplary leaders who will help renew the Church and transform the world'.
- II. Our participation in ACAM (EAM North) – The ACAM group continues to co-chaired by Fr. Justin Cheng - All Saints, Burnaby and Fr. Wilmer - St. Michaels, Vancouver. Aside from the ACAM meetings that Padi attended, SMM consistently supported and joined the three annual events of ACAM:  
1st - ACAM churches Summer Picnic, 2nd - Youth Summer Camp and 3rd - the Winter Taize service.
- III. 2020 planning for ACAM's 3 annual events are as follows:
  - The ACAM Church's 2020 Summer Picnic will be held at Confederation Park, Vancouver.
  - The one Day summer Youth camp is cancelled in lieu of the international Y2CA summer event in BC. It was decided by the group that ACAM youth will joined the Y2CA event at Camp Artaban on Gambier Island.
  - The Winter Taize Service every December continues to go around the ACAM Churches. Last Year was hosted by All Saints, Burnaby, year 2020 will be hosted by St. Mary's, Sapperton.





### **ANNUAL REPORT 3.7 - ACW**

Year 2019 was another fruitful year for the ACW group. The continuing high level of activities and achievements highlights the ACW dedication as a strong working arm of SMM. The ACW spearheaded/participated in variety of activities and ministries of the church as follows:

- Altar guild, acolyting, lay reading, Christian education such as Sunday school and Bible study, coffee hour arrangement
- Annual SMM family summer picnic and ACAM picnic
- Gardening/ church cleaning
- Hotmeal & Food Bank
- Volunteered for ACAM Summer Camp
- Volunteered for the annual Mission to Seafarers fundraising and Christmas gift packaging
- Joined the retreat in Manning Park & the Sexual Misconduct workshop here at the church led by Padi.
- Sick visitations with Padi

The ACW is financially robust. We were able to contribute fund to the Y2C youth trip to California, and helped churches in the Philippines. Our fund also gives us the flexibility to sponsor activities and buy needs for church coffee hour. This has been possible through the pancake and garage sale fundraisers.

The ACW was particularly pleased to be asked by the Diocesan leadership of the ACW to host the Diocesan Annual Meeting of the ACW, which will take place at St Michael's April 25, 2020.

To God be the Glory!

On behalf of the ACW  
Judith Carling, ACW Chair

Prepared by:  
Florence Odias, Asst. Secretary

### **ANNUAL REPORT 3.8 - MBSM**

Greetings to you all!!! Since the beginning of the Brotherhood of St. Michael's in 2014, the group is slowly getting stronger and actively supporting the events of the ACW, Youth and the Church. The following are the highlights of activities for the year 2019:

- Assisted Padi in his pastoral activities especially during birthday celebrations, vigil services, House and Car Blessings and the visitation for the sick.
- Attended and shared SMM Stewardship strategy at the Diocesan Stewardship Workshop.
- Joined the ACW and Youth in supporting the events of the Mission to Seafarers such as the International Seafarers Day, Cycling Fundraisers, Christmas gift packaging and caroling service.
- Supported the ACW Pancake Fundraiser and Garage sale activities.
- Supported and encouraged the young people to join events such as the international Y2C in California, the one Day visit to Camp Artaban, the Retreat in Manning Park, the Cultural presentation in Surrey Museum and other church activities.
- Supported ACAM Activities; the Summer Picnic, Youth Camp & the Advent Taize event.
- Donated a VCD player for the church. Thank you Fidel.

One of the MBSM plans for 2020 is to strengthen our Philippine Parish Partnership by inviting one clergy to visit St. Michaels & join the June 14-20 Diocesan School of Parish Development course. The MBSM proposal is to co-ordinate & cover the 2020 costs for this initiative (see Motion 3.8).

The Men's Brotherhood continues to strengthen their fellowship; recently the Men's Friday Fellowship (MFF) was launched with the intention of motivating each other through the sharing of ideas and plans for the betterment of the organization and the church. The MFF will be meeting one Friday of each month.

On Behalf of the MBSM  
Submitted by Richard Paday-os (MBSM, Chair)

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

... In Mount Pleasant

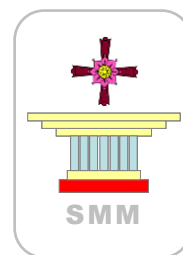


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Feb 11, 2020

The Most Reverend Joel Pachao  
Prime Bishop, Episcopal Church of the Philippines  
Cathedral Heights, New Manila,  
Quezon City, Philippines

Dear Bishop Joel,

Greetings to you from St. Michaels Multicultural (SMM) Anglican Church, Vancouver.

We, the Welcoming Committee of SMM, are inviting all Filipinos coming to this part of Canada whether as immigrants, contract workers or visitors to our church, we are always open to those who come to worship, to have fellowship, and to visit with us. This came about from the seed you planted when we had the privilege to hear and be inspired by your message during the 2018 EAM Gathering in Hawaii as you passed on to Padi Wilmer the need of establishing linkages between our churches, such as SMM and the different churches and missions in the Philippines. And so together with Padi Wilmer and the SMM Welcoming Committee and with the blessing of our Church Council, we are extending this invitation and seeking your help to spread the message among your flock and the Philippine Episcopal clergy.

Currently, we are partnered with St. Philip Episcopal Church in Lubas, La Trinidad (EDNCP), St. Peter Episcopal Church, Del Pilar, Santiago (EDS) and with St. Michaels and All Angels in Tadian (EDNP). And thanks to your help, we are not limited to just a few parishes but certainly open to a much wider network.

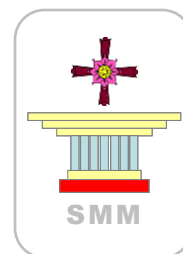
Our website is [www.stmikes-church.ca](http://www.stmikes-church.ca) where people can learn more about us and find information where SMM can be reached.

We thank you again for your inspiration and for your help.

On behalf of the Welcoming Committee, St. Michael's Multicultural Anglican Church,  
Serving in Christ,

The Rev. Wilmer Toyoken  
Teofilo Bosaing, SMM Trustee

.cc: The Most Reverend Melissa Skelton



I. Members-at-Large (Para.'s 25 & 26)		WRITTEN VOTE (x)
	Sandra Baldo (Stewardship Chair)	
	Grace Wandag (ACW Vice-Chair)	
	Marg Cutforth (Day Care Board)	
	Brigitte Laweng (Trustee)	
	Teofilo Bosaing (Trustee)	

II. Synod Delegates & Alternates (Para. 24)		WRITTEN VOTE (x)
2020 voting	Judith Carling (ACW Chair)	
	Darse Carruthers (MBSM Vice-Chair)	
	Shaun Bacagan (Youth)	
2020 Voting	Fidel Tade (MBSM Chair)	
	Florence Odlas (FilCON 2017 Youth Co-ordinator)	
	Jessica Diasan (Youth)	

III. Lay Directors/Trustees (Article 5)		WRITTEN VOTE (x)
2020 Vote	Greg Tatchell (Treasurer; 2021 Strat Plan)	
	Terry Cutforth (to 2023 as Assoc. Rectors Warden, Buildings)	
No Voting	James Baldo (to 2021 as People's Warden, Nominating Cmtee Chair)	
	Brigitte Castro (to 2022 as Assoc. Peoples Warden, Meal Ministry)	
	Moses Kajoba (Rector's Warden, Church Cmtee & Vestry Chair)	

IV. Ordained Director/Trustee		
	The Rev. Wilmer Toyoken	Incumbent (since 2011)
	Deacon, the Rev. Eric Stroo	Incumbent (since 2017)

James - STMikes\_2020\_Ballot - Post CC#1 - v4.xls





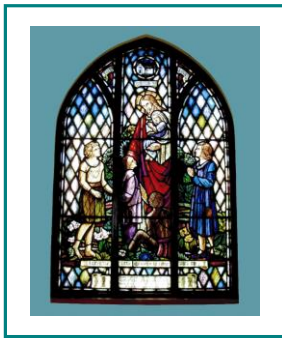
## Cyril's Donut - St. Michael's Organizational Structure

# "A Team of Teams"

## 2020

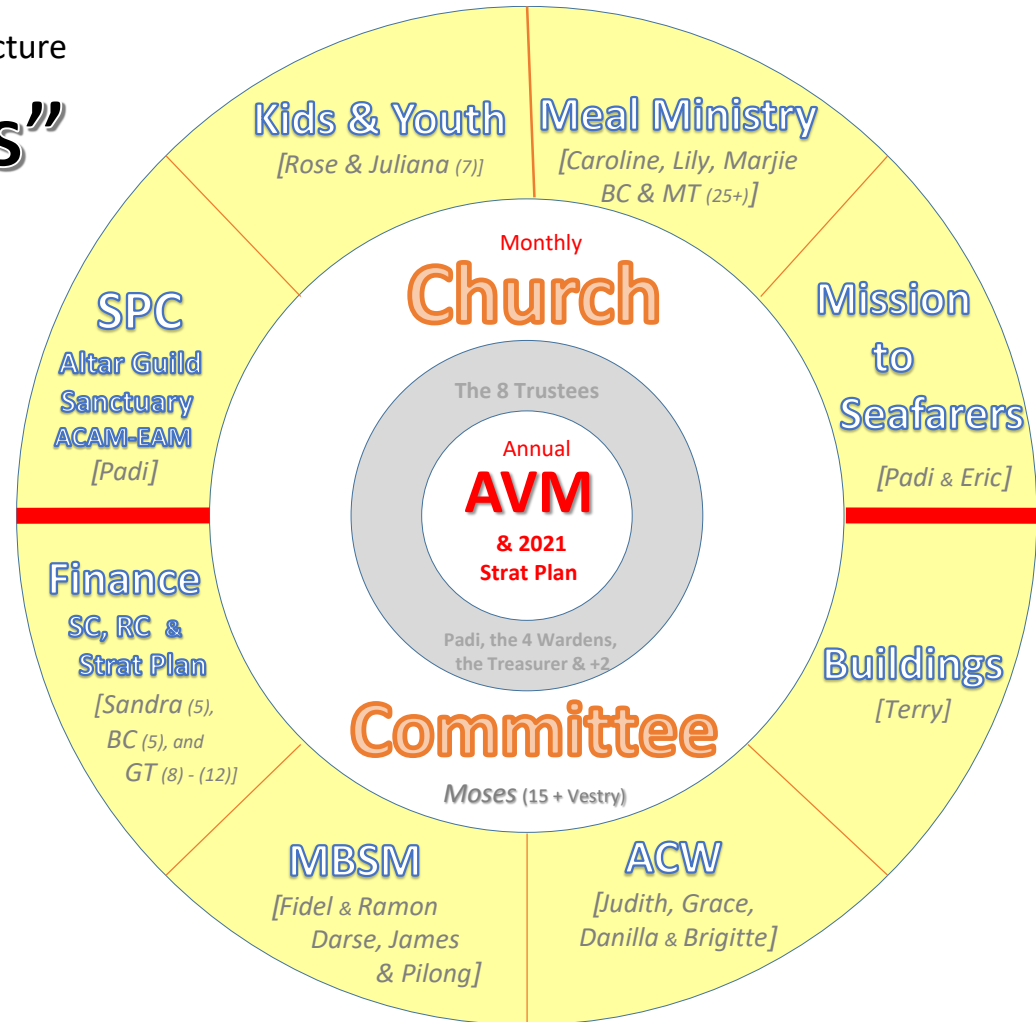
### "Establish Authority"

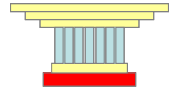
Authority as laid down in the Canons  
of the Diocese of New Westminster  
and  
the Constitution of St Michael's  
Multicultural Anglican Church



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

v7 – ratified by Vestry 23 Feb 2020



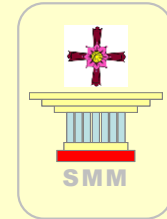
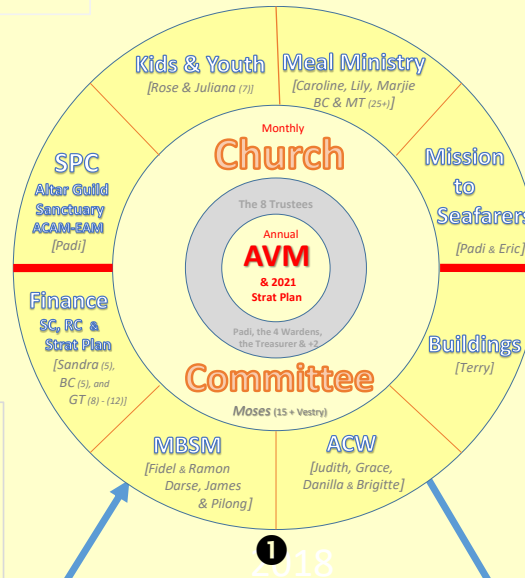


# SMM - STRATEGIC FRAMEWORK

## The GSF Trinity

- 1 Governance** – Constitution
- 2 Strategy** – 21 SMART Goals
- 3 Financials** – 7-yr Budget

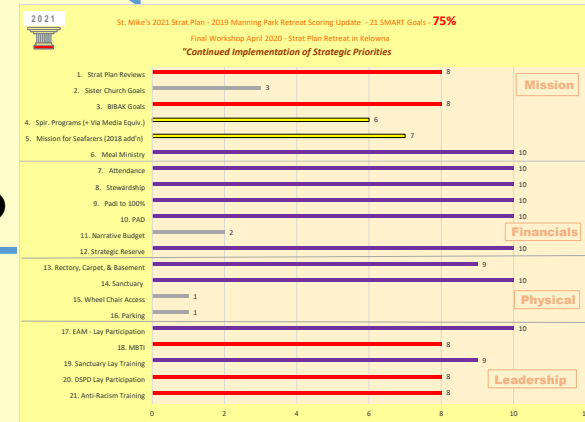
Strategic Framework Synthesis  
Developed, Ratified & Socialized  
over a 3 month period  
by the 2021 Strat Plan  
& Church Committees  
Summer 2018



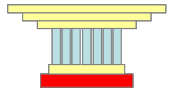
v1 Ratified  
14 IX '18  
v3 Revised/Ratified  
23 Feb '20



Year 4 (2021) of 2021 Strat Plan 7-year Budget - 2016-2021 (POM Review)									
	2016	2017	2018	2019	2020	2021			
<b>2020 Budget</b>									
<b>I. Revenues &amp; Miscellaneous Income</b>									
1. Open Donations	5,150	5,367	5,599	4,181	3,815	3,303			
2. Interest - to Capital	-	-	12,355	3,703	10,364	4,000			
3. Whittaker Request	2,396	2,561	2,683	12,683	14,488	14,488			
4. Whittaker Request - to Capital	66,583	67,177	69,004	70,564	70,564	70,564			
5. Parish Grants	-	-	-	-	-	-			
<b>Total Revenues</b>	<b>74,129</b>	<b>75,105</b>	<b>80,242</b>	<b>87,528</b>	<b>99,327</b>	<b>92,855</b>			
<b>II. Expenses</b>									
1. Assessment	14,520	15,312	16,200	17,388	18,385	19,281			
2. Wages (4)	72,450	72,807	73,022	73,482	73,800	74,120			
3. Utilities	6,960	7,245	7,499	7,975	8,268	8,568			
4. Property tax	5,799	5,820	5,851	5,928	5,918	5,900			
5. Insurance	13,200	13,734	14,026	14,289	14,488	14,691			
<b>Total Expenses</b>	<b>112,929</b>	<b>115,918</b>	<b>116,598</b>	<b>119,082</b>	<b>120,851</b>	<b>122,559</b>			
<b>III. Net Income</b>									
1. Rep & Maint - Ministry	3,700	3,700	3,700	3,700	3,700	3,700			
2. Rep & Maint - Contractors	500	500	500	500	500	500			
3. Office and misc.	2,351	2,358	2,365	2,364	2,347	2,300			
4. Printing	-	-	-	-	-	-			
5. Office supplies - Stewardship	-	-	-	-	-	-			
6. Office supplies - Sanctuary	-	-	-	-	-	-			
7. Telephone	1,371	1,407	1,753	1,841	1,739	1,634			
8. Janitor supplies/Carriage	2,550	2,552	2,558	2,563	2,572	2,581			
9. Church supplies - General	3,600	3,602	3,602	3,579	3,585	3,585			
10. Church Ed - Kids & Youth	149	955	4,838	1,580	3,700	4,838			
11. Church Ed - Adult	-	-	-	-	-	-			
12. Unrecoverable GST	334	846	833	574	758	758			
13. Bank Charges & Interest	305	861	565	412	421	421			
14. Meal Ministry	2,795	2,793	3,603	4,050	3,000	5,240			
15. Strategic Planning/Leadership Dev.	-	658	2,240	6,034	2,873	13,980			
16. EAM/CM	1,751	1,331	2,550	165	1,017	2,500			
17. Contingency	769	4,325	3,000	-	-	-			
18. Contingency - Paid (DAMM-SMM)	-	-	-	1,000	1,000	1,000			
<b>Total Expenses</b>	<b>132,844</b>	<b>130,555</b>	<b>141,387</b>	<b>148,842</b>	<b>147,790</b>	<b>164,918</b>			
<b>Net Income</b>	<b>41,285</b>	<b>44,550</b>	<b>33,644</b>	<b>38,686</b>	<b>52,537</b>	<b>27,937</b>			
<b>Surplus / (Deficit)</b>	<b>672</b>	<b>228</b>	<b>1,978</b>	<b>1,504</b>	<b>1,158</b>	<b>1,158</b>			



Strategic Framework – Organizational - #1 of 2

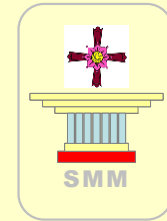


## The GDM Financial Four

- ④ The Church – the 'Books' (QuickBooks)
- ⑤ The Church – Investments (RBC)
- ⑥ The Day Care – the 'Books' (QuickBooks)
- ⑦ The Payroll System (ADP)

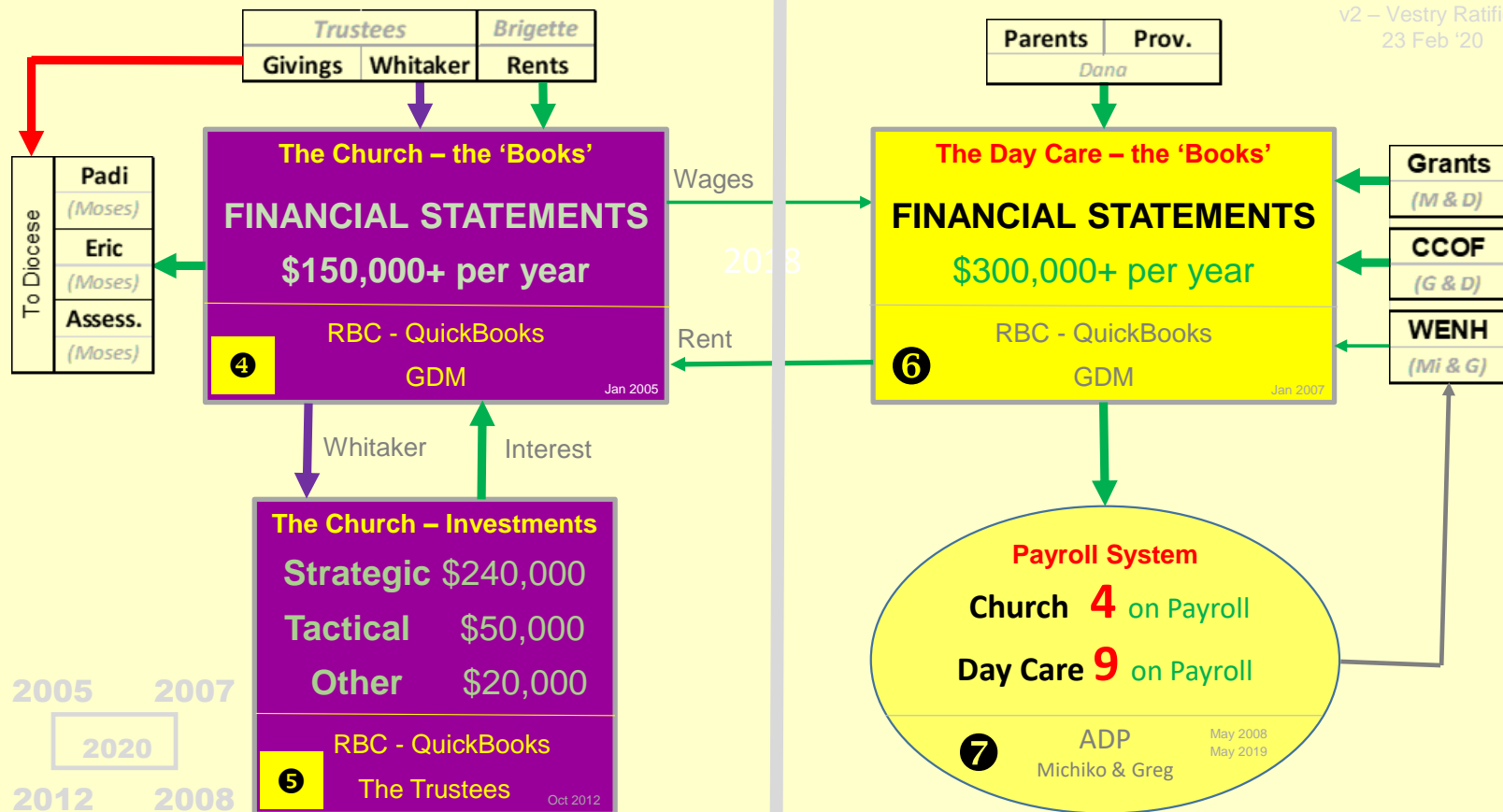
### TRUST but VERIFY

- The Finances at SMM are best understood as the interactions between the 4 major pieces shown below.
- Highlights are the 15 paid employees, a gross cash flow of \$500,000/year, and 2,000+ transactions per year.
- The detailed workings/creation of the four pieces are/have been overseen primarily by GDM [Moses & Greg, 15 yrs in development (since 2005) in consultation with our long-time Accountant David Wallace, former SMM Treasurer].



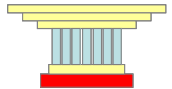
v1 - Ratified  
27 Jul '19

v2 - Vestry Ratified  
23 Feb '20



Strategic Framework – Financial – #2 of 2





Year 6 (2020) of 2021 Strat Plan 7-year Budget - 2015-2021 (POR Favor)							
2020 Budget		2015	2016	2017	2018	2019	2020
2021 Strat Plan - Incremental Years							
I. Givings & Miscellaneous Income		Yr 1	Yr 2	Yr 3 FilCon 2017	Yr 4 Y2H	Yr 5 Y2C	Yr 6 Budget (Y2CA)
1.1	Open donations	5,150	5,967	5,899	4,181	3,613	3,000
1.4	Interest		-	12,355	3,703	10,364	4,000
1.4	Interest - to Capital					(10,000)	-
1.5	Whittaker Bequest		2,396	2,561	2,683	12,683	14,458
1.6	Whittaker Bequest - to Capital					(10,000)	(10,000)
1.7	Parish Givings	66,583	67,177	59,004	70,564	86,704	90,000
I.	Total Givings	71,733	81,962	88,634	81,130	93,363	101,458
II. Expenses							
RENTS	i	Assessment	14,520	15,312	16,200	17,268	18,385
	1 & 2	Wages (4)	72,455	72,807	79,022	78,492	86,690
	3	Utilities	6,969	2,248	3,499	2,975	2,868
	4	Property tax	5,799	4,500	3,061	3,928	9,118
	5.1	Insurance	13,209	13,704	13,606	15,265	14,469
	K U WAIT Total		112,952	108,571	115,388	117,929	131,529
	7.1	Rep & Maint - Monthly	3,706	14,496	6,889	4,092	14,425
	7.2	Rep & Maint - Contractors					3,600
	7.3	Organ & Sound Systems		5,279	8,312	1,179	500
	8.1	Office and misc	2,351	2,338	3,865	2,641	2,347
	8.2	Printing				1,944	1,783
	8.3	Office supplies - Stewardship				-	200
	8.4	Office supplies - Sanctuary				-	200
	9	Telephone	1,371	1,497	1,753	1,841	1,739
	10	Janitor supplies/Garbage	2,500	1,852	1,938	1,728	2,623
	11.1	Church supplies - General	3,609	3,662	3,922	5,379	4,185
	11.21	Church Ed - Kids & Youth	149	955	4,838	1,590	3,700
	11.3	Church Ed - Adult					4,800
	12	Unrecoverable GST	334	846	833	574	758
	13	Bank Charges & Interest	305	561	565	412	621
	14	Meal Ministry	2,793	2,763	3,603	4,059	3,500
	15	Strategic Planning/Leadership Dev.	-	658	2,260	6,934	2,873
	16	EAM/ACAM	(*761)	1,331	2,562	966	4,047
	17.1	Contingency	769	4,325	3,000		1,000
	17.2	Contingency - Padi (DoNW+SMM)	-	-	-	(150)	1,660
II.	Total Expenses		132,844	150,555	161,387	148,842	175,790
III.1	Church, Hall & DC Rental Income (50%)		61,943	69,119	74,427	69,306	83,581
IV.	Surplus / (Deficit) = (I + III) - II		879	525	1,675	1,594	1,155
							160
							5,473

