



St. Augustine's Church

A Church Family in the Heart of the City

Annual Meeting of Parishioners

Annual Report for 2023

FEBRUARY 27, 2024
ST. AUGUSTINE'S CHURCH

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AGENDA

1. Announcement re: the number present having signed the Voting Eligibility Declaration
2. Declaration that the meeting is properly constituted according to the canons and the calling of the meeting to order.
3. Opening prayer
4. Adoption of Agenda
5. Announcement of Parish Council Clerk and Deputy Clerk
6. Moment of Silence for the Faithful Departed
7. Record of Baptisms and Confirmations 2023
8. Approval of Minutes of the Annual Meeting – February 28, 2023
9. Rector's Message
10. Parishioner's Message
11. The Reception of Reports printed herein
12. Reception of 2023 Financial Statement
13. Adoption of 2024 Budget
14. Rector's Announcement of Appointment of Rector's Warden and Assistant Rector's Warden
15. Appointment of Scrutineers:
16. Nomination and election of People's Warden
17. Nomination and election of Assistant People's Warden
18. Nomination and election of Deputy Wardens
19. Nomination and election of Parish Council
20. Nomination and election of Youth Synod Member
21. Nomination and election of remaining Synod Members
22. Motion to destroy ballots
23. Appointment of Parish Accounts Examiner
24. Appointment of the Endowment Fund Committee
25. Appointment of Signing Authorities for banking
26. Further Business
 - 26.1.
 - 26.2.
27. Acknowledgements
28. Adjournment of Meeting
29. Closing Prayer

Parish of St. Augustine's

MINUTES OF ANNUAL MEETING OF PARISHIONERS, FEBRUARY 28 , 2023

1. **Announcement of attendees:** There were a total of 52 parishioners in attendance.
2. Declaration that the meeting was properly constituted and called the meeting to order.: Rev. Steve Bateman
3. **Opening Prayer:** Canon James Robinson
4. **Adoption of the Agenda:** Moved by Karen Hammond and seconded by Gary Moore to adopt the agenda for the Annual Meeting of Parishioners. Carried.
5. **Announcement of Parish Clerks for the Evening:** Clerk: Carol Young. Deputy Clerk: Rachelle Wiebe.
6. **Moment of Silence for the Faithful Departed:** "I to the Church the living call and to the grave do summon all" is the inscription on the tower bell that is tolled at funerals.
 - a. The names of those who had passed since the last meeting were read and remembered in a moment of silence: Stuart Wilcocks, Carol Kapral, Stanley Carroll, Shawn Mezei, Barry Seaman, Gerald Kereliuk, Glenn Morrison, Dorothy Wauters, Jim Able, Ralph Eric Christie, Allan Schallhorn, Christopher Schultchen, Eric Williams, Barbara O'Connell, Kaye Bathgate, Florence Joy Clement, Darwin Linn, Rae Firth, Bernice Chorneyko, and Wayne McCune.
7. Record of Baptisms and Confirmations 2022:
 - a. The names of those who had been baptized in the past year were read: William George Breckenridge, Kazley Azaylia Tail Feathers, David Oluwani Femi Adesina, Andrew Adwumi Adesina, Robert Ferguson Bedford, and Muri Marion Pietras.
 - b. The names of those who had been confirmed in the last year were read: Ayoola Rebecca Aramide, Kimauli Isaiah Anthony Edwards, Maksim Spencer Douglas, Daniel Robert Griffioen, Lauren Elizabeth Madge, Elizabeth Mary Peck, Logan Riley Ress, Diane Patricia Starrenburg, and Judy Elaine Warwick.
8. **Approval of the minutes of the Annual Meeting of March 22, 2022:** Moved by Karen Larsen and seconded by Barbara Edgecombe-Green that the minutes from the Annual Meeting of Parishioners, March 22, 2022, be approved. Carried.
9. **Rector's Message:** In addition to the message Rev. Steve Bateman included in the booklet, he discussed that so much is done by so many in St. Augustine's. Steve is grateful for where we are as a parish the start of 2023 after Covid and said "thank you to everyone from the bottom of my heart". The year 2023 needs to be a year of ongoing ministry strengthening. Several programs started this past year without a full volume of volunteers and not all our volunteers have been fully trained for ministry. There are still some programs that need to be re-started. Recruit, retrain and re-start are the 3 areas of ministry focus for St. Augustine's in 2023. Mission is a mindset that permeates all areas of the church and influences our parish and those outside of our parish. It is important to continue to focus on mission.
10. **Parishioner's Message:** Owen and Pamela Ukrainetz. **What brought you to St. Augustine's?** Liturgy, rest, feeling of safety and welcome. People simply greeting us and telling us that "We don't need anything from you." Gave clarity of being able to be open and receive from God. **What keeps me here?** Family keeps me here. The scripture is read every day and it shapes us. There is no hype or phoniness. "His word is alive and active." The expression and way we live the word is very real. The liturgy and the invitation to pray gives meaning to services. The sermons aren't "5 Step Programs," as our leaders trust that God is alive and active in our lives. Anyone can partake of the meal and drink of the living water. The bells being tolled at the end of the service is a public proclamation that we have met with God. We've been here as has God; and He goes with us when we leave.
11. **Reception of Reports Recorded in the Annual Meeting booklet:** Moved by David Hignell and seconded by René Boéré that we receive the reports contained in the Annual Meeting booklet. Carried
12. **Reception of the 2022 Financial Statements:** Cathy Gillespie went over the printed version of the annual report as of December 31, 2022, which were reported on pages 34 through 38 of the Annual Meeting booklet.

She highlighted the assets, liabilities, and fund balances. The December donations allowed us to come close to our budget. In all, it was a good budget year with an operating deficit of \$12,681 rather than the anticipated \$25,000. **Moved** by Cathy Gillespie and **seconded** by Eliza Wiederspick that the 2022 Financial Statement be accepted as presented. Carried.

13. **Adoption of the 2023 Budget:** The proposed budget was presented by Cathy Gillespie who noted that it was presented on pages 39 and 40 of the Annual Meeting booklet. The proposed budget was prepared by the Finance Committee and approved by the Rector, the Wardens, and Parish Council. The proposed budget was prepared with the financial needs and goals moving forward. It was noted that the Hamper ministry has moved from donations in kind to donations by gift cards. The proposed budget notes the rising costs of overall operation of the Church as a whole. The overall budget of \$545,500 with a predicted deficit of \$20,000 was presented. New ministries can be funded through special campaigns and through the Memorial Funds. The importance of moving out of the deficit situation next year was pointed out. Donalda Erickson urged the importance of online services for those who cannot attend in person and it cannot be underestimated in the way it reaches the community outside of our church. **Moved** by Cathy Gillespie and **seconded** by Eliza Wiederspick that we adopt the 2023 budget as presented. Carried. Rev. Steve thanked Cathy and Eliza, as well as the Finance Committee for their many hours spent taking into consideration the needs of the Parish and for compiling this budget.
14. **Rector's Announcement of Appointments:** Rev. Steve announced that Sylvia Besplug would remain as the Rector's Warden and Harriett Edwards as the Assistant Rector's Warden.
15. **Appointment of Scrutineers:** Rev. Steve announced the appointment of David Hignell, Allan Besplug and Sylvia Besplug as scrutineers.
16. **Nomination and Election of People's Warden:** Moved by Carol Young and seconded by Bob Bogle that Doug McLaughlin be nominated for the position of People's Warden. Carried.
17. **Nomination and Election of Assistant People's Warden:** Moved by Carol Young and seconded by David Hignell that Jose Samayoa be nominated for the position of Assistant People's Warden. Carried.
18. Nomination and Election of Deputy Wardens:
 - a. Moved by Carol Young and seconded by Cathy Gillespie that Leonard Lorenz and Julie Lorenz be nominated for the position of Deputy Warden—**Caring**. Carried.
 - b. Moved by Carol Young and seconded by Greg Young that Karen Hammond be nominated for the position of Deputy Warden—**Fellowship**. Carried
 - c. Moved by Carol Young and seconded by David Hignell that Chris Burton be nominated for the position of Deputy Warden—**Missional Outreach**. Carried.
 - d. Moved by Carol Young and seconded by Michael Larsen that Allan Besplug be nominated for the position of Deputy Warden—**Facilities**. Carried.
 - e. Moved by Karen Larsen and seconded by Karen Hammond that Eliza Wiederspick be nominated for the position of Deputy Warden—**Financial Stewardship**. Carried
 - f. Moved by Carol Young and seconded by Lee Cutforth that Patrick Hammond be nominated for the position of Deputy Warden—**Communications**. Carried.
 - g. Moved by Carol Young and seconded by Barb Hignell that Karen Hudson be nominated for the position of Deputy Warden—**Worship**. Carried.
19. Nomination and Election of Parish Council:
 - a. Moved by Carol Young and seconded by Juanita Loucks that the following be nominated for a two (2) year term to Parish Council: Jay Penner, Don Crabb, Terry Noss, and Susan Christie. Carried.
 - b. Continuing Parish Council Members with one (1) year remaining on their term: Richard Williams, Tim Fyfe, Alison Goodwin, Lee Cutforth, Emily Bright, and Janet Efunbajo.
20. **Nomination and Election of Youth Synod Member:** Moved by Carol Young and seconded by Tim Fyfe that Brandon deGorter be nominated as the Youth Delegate to Diocesan Synod. Carried.
21. Nomination and Election of Remaining Synod Members:

- a. Moved by Carol Young and seconded by Donalda Erickson that the following are nominated as Diocesan Synod Delegates: Catherine Ball, Leonard Lorenz, and Tim Pope. Carried.
 - b. Moved by Carol Young and seconded by Donalda Erickson that the following are nominated as the Alternate Delegates to Diocesan Synod: Brian Black, Brad Gillespie, and Barbara Edgecombe-Green, Emily Bright (youth).
22. **Motion to Destroy Ballots:** Ballots were not needed.
23. **Appointment of Accounts Examiner:** Moved by Eliza Wiederspick and seconded by Cathy Gillespie that Helen Maze be appointed as Parish Accounts Examiner. Carried.
24. **Appointment of the Endowment Fund Committee:** Moved by Michael Larsen and seconded by Jose Samayoa that Charlotte Caton and Bruce Milne (Chair) will remain as Endowment Fund Committee members. Carried.
25. **Appointment of Signing Authority:** Moved by Lee Cutforth and seconded by Gary Moore that Cathy Gillespie, Steve Bateman, Doug McLaughlin, Sylvia Besplug, Gillian Breckenridge, and Karen Larsen have signing authority for the Parish bank accounts. Carried.
26. **Further Business.** It was noted that the University of Lethbridge now administers the Arch-Deacon Cecil Swanson Memorial Scholarship. The names of scholarship recipients will be reported at annual meetings in the future.
27. **Acknowledgements:** Thank-you for your service:
- a. Outgoing Parish Council Member: Jennifer Griffioen.
 - b. Outgoing Caring and Outreach Warden: Sharon Dueck
 - c. Decorating: Wilf and Donna Marshall
 - d. Fellowship: Karen Hammond and team
 - e. Power-Point creator/operator: Greg Young and Michael Larsen
 - f. Sound: David Hignell
 - g. Registrars: Meredith MacDonald and Karen Larsen
 - h. Logistics: Rachelle Wiebe
 - i. Minutes: Carol Young and Rachelle Wiebe
28. **Adjournment of Meeting:** Moved by Karen Larsen that the meeting be adjourned. The meeting was adjourned at 8:45 p.m. with closing prayer by Reverend Gillian Breckenridge.

PASTORAL STAFF REPORTS

Rector's Report for the 2023 Ministry Year

Psalms 92:1-4

It is good to praise the LORD
and make music to your name, O Most High,
proclaiming your love in the morning
and your faithfulness at night,
to the music of the ten-stringed lyre
and the melody of the harp.

For you make me glad by your deeds, LORD;
I sing for joy at what your hands have done.

April 1 will mark the completion of my 30th year in full-time, vocational, parish ministry. It will also mark the end of my seventh year here at St. Augustine's – first as a Pastoral Associate, then as Associate Priest, and then as Incumbent. It will also mark approximately 4 years since the beginning of the Covid Pandemic. It is astounding to me how quickly time passes!

Recently I was speaking with a colleague who also became Incumbent of his parish shortly after the beginning of the pandemic. He described the first 2 years of his ministry as "...lots of work with very little joy." Looking back, Covid brought some really hard times for most of 2020, all of 2021 and most of 2022. In comparison, 2023 felt like a return to joyful ministry.

The year 2023 brought so much to be thankful for. It was a year of rebuilding and strengthening, of welcoming new leaders, new volunteer ministers, and new parishioners. It has been a year of returning stability and even growth.

Here are just a few key observations from 2023:

- After a very long wait, new arrivals Andrew and Elizabeth, Joseph and Manizheh, for whom our START refugee committee had been praying, planning and preparing, arrived from Turkey. After years of waiting, it has been a joy to welcome them into the life of our parish family.
- Beginning in September, we welcomed a South Sudanese Anglican congregation into our building for regular Sunday afternoon services. St. John Jieng are a Dinka speaking faith community who needed a more suitable space for worship. Their priest, The Rev. John Ayuen, works under the episcopal oversight of Archbishop Greg Kerr-Wilson via a letter of permission. It has been wonderful to have this vibrant and growing congregation meeting in St. Augustine's.
- Four members of our staff, Joanne Collier, Wendy Doherty, and Greg Young, and Michael Larsen, resigned their positions with us after years of effective ministry (though Greg's resignation did not take effect until February 15 of this year). Their ministry contributions have been ably taken up by Karen Hudson, Stef Collins, Joelle Duda, and Andrew and Elizabeth Golison, respectively. We are grateful for these outgoing staff members who continue to not only make St. Augustine's their spiritual home, but also contribute to the ongoing ministries of the parish! We are also deeply grateful to God for supplying

people to take their places of service from within our own parish! This is very unusual during a time when many churches are desperately trying to find staff. Having this sort of ‘bench strength’ within our own ranks is a great blessing from God which we don’t take for granted! It is also a tribute to past leaders who have laid a foundation of ministry development.

- Many newcomers have joined our parish during 2023. We are grateful for each and every one of them. Over the past year Carol Young has been instrumental in re-starting our Newcomers’ Ministry, and not a moment too soon!
- Our weekly attendance is up. Since it was difficult to compare attendance during 2020, 2021, and 2022 due to constantly changing restrictions on our worship gatherings, the best year to year comparison is between 2019 and 2023. It goes without saying that we are up very significantly from all three pandemic years, but what is really encouraging is the comparison to 2019. In fact, by the end of 2023 our average yearly attendance rivalled what we were seeing in the three comparable services in 2019, our last pre-pandemic year. Note also that attendance has grown significantly since the beginning of 2023.

Year	Sunday 10 AM	Sunday 8 AM	Thursday
2019 (full year average)	190	18	19
2023 (full year average)	188 (including online)	22	19
2023 (January to March)	167 (including online)	20	18

- Our children’s ministry department, under the leadership of Stef Collins, is experiencing a wonderful surge of growth, as has our nursery. It was reported in a recent staff meeting that there were 11 infants and small children in the nursery during the 10 AM service on a single Sunday! Esther, our nursery coordinator, has been doing a wonderful job keeping up with it all. We feel a special responsibility to care for these precious children entrusted to our care by God and their parents and grandparents.
- Our choir has grown over the past year. We very much appreciate the leadership of Karen Hudson. The day is coming when we may need to ask our wonderful Servers, Acolyte and Liturgical Assistants to be seated elsewhere in order to accommodate another row of choristers.
- Speaking of servers, our Servers’ Guild is growing. Thanks to the work of Annette Bright (and Karen Hudson before her), 9 new servers have been recruited to join Jayla and Nicole, who have been faithfully serving as a small team of 2 for the past several years.
- Our Liturgical Assistant program has been reinstated. Olufemi Ogundimu, Pamela Ukrainetz, Tom Warwick, and Greg Young will take turns setting the high altar and taking up other responsibilities.
- Our finances have stabilized, and our giving has increased (see our treasurer’s report). We are so grateful for those who financially support this parish. You make it possible for us all to carry out the work of ministry.
- We have been able to start a new monthly service at The View.
- A group of gardeners, organized by Tina Huckabay gave some special attention to our courtyard, during this past spring, summer and fall. It is a beautiful and quiet space, perfect for quiet reflection, prayer, and eating lunch on a warm summer day.
- During 2023 we realized the longstanding dream of installing a summer cooling system for the church. Parish Council approved this in early 2023 and slowly but surely it has been completed over the past 8 or so months. This system is designed to pull cool nighttime air into the warm (sometimes extremely

hot) interior of the church. We are grateful to Allan Besplug for leading this project with help from Allan Herbig, Beth Songer, and others. We are very much looking forward to using it this summer.

- Significant work has been undertaken on our organ to provide needed refurbishment to parts of it. Thanks to Mary Lee Voort for being front and center in organizing this.
- There are too many other bright spots to name them all. God has blessed us with many great milestones, along with a sense of life and vitality. We are grateful.

As I ponder the year that has just passed, I am reminded of the passage from Ephesians 4:11-13 which has formed the center of my ministry philosophy over these past 30 years:

These are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. ¹² Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. ¹³ This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ.

The job of church leaders is to spread ministry out to God's people. Gifted people doing God's work. Together. In unity. This is what accounts for the good things we have seen happening in 2023. We have had a good year because people have been willing to contribute their time and their talents in addition to their financial resources. It is my prayer that we will find ourselves experiencing more of the same in 2024.

Respectfully Submitted,

The Rev. Steve Bateman

Rector

Associate Priest - Annual Report 2023

I write with gratitude for the opportunity to serve you and to serve alongside you for another year in this parish of St. Augustine's. 2023 was a year filled with both endings and new beginnings as we continued to walk together in faith as a church family. We said thank yous with grateful hearts in 2023 to Joanne Collier, our Music Director, and Wendy Doherty, our Children and Families Minister, who both decided to step down from their roles this year. Both Joanne and Wendy shaped and sustained flourishing ministries in our parish and we are all better for their ministry among us. Later in the year, we had the great joy of welcoming Karen Hudson as our new Music Director and Stef Collins as our new Coordinator of Children and Family Ministries.

I was honoured to lead the search committee for the Children and Family Ministries role and, with the reorganization of a few responsibilities, we were also thrilled to welcome Esther Oluwagbemi in a new role – as the Coordinator of Nursery and Special Events. I'm sure you will agree that we are blessed beyond measure with those who have agreed to step into these essential roles in our community. What a blessing to have so many children filling up the seats in our Sunday School and in our now fully-staffed Nursery. Thanks be to God! There are many who serve in these areas of ministry – in Sunday School, with our middle and high school youth, in our Nursery. Please know how important your offering of love is to these young people and to our church family. This church would not be the same without these ministries, their leaders, and their volunteers.

In the summer of 2023, Stef, Esther, myself, and Eliza Wiederspick formed a leadership team that co-ordinated a very successful Vacation Bible School. We had over 75 kids in attendance and we are indebted to the many, many people in the parish who played roles – large and small – in bringing this VBS to fruition! Our heartfelt thanks go out to all the station leaders and crew leaders, the registration team, snack team, tech team, decorators, snack bringers, and many others, without whom, putting on this year's VBS (our first in many years without the leadership of Miss Wendy!) simply would not have been possible.

This year also saw the start of a new group for Parents and Tots which meets weekly at the church and at activities around the city. This has been a great joy and a also a friendly way for newcomers to get connected to other parents in our community. I was very happy to hand over leadership of this group, mid-year, to Trish Bowers, who has taken us swimming, to indoor activity centres, on wildlife walks at Helen Schuler Nature Centre, and who has organized birthday parties and Halloween parties and Christmas parties, among many other fun activities. Thanks, Trish!

I was very happy to once again have the opportunity to lead several youth through our Confirmation Class in the first few months of 2023 alongside a very capable leadership team. Many thanks to Greg Young, Stef Collins, and Steve Bateman for their significant roles in leading this year's class. All seven of our youth were confirmed at a wonderful celebration at Pentecost with the Archbishop Gregory Kerr Wilson.

Rev. Steve and I were thrilled to find other willing and capable leaders for other essential areas of ministry in the past year. We are grateful to Carol Young for stepping in to re-launch our Welcome/Newcomers' Ministry team. And we are grateful to Pat Hammond, Terri Noss, and Denise Zonta for their leadership of the Parish Photo Directory – such a gift to both old and new in our parish! I continue to be grateful to be serving in a church with such strong lay leadership in so many areas. So much of the work undertaken by clergy would be simply impossible without the efforts of so many.

In 2023, Rev. Steve and I worked together to lead two weekly Sunday services as well as our Thursday BCP service and mid-week Morning Prayer. Other regular services include those held in care facilities. Under my responsibility are the monthly service of Holy Eucharist at Edith Cavell, with about 30-35 regular attendees.

Steve and I also take turns leading a monthly service that was new this past fall at The View, which averages about 12 attendees. In November, we held a vigil to pray for peace in the Middle East, following the escalation of conflict in Israel and Palestine. In October, I was honoured to preach at the installation of Canon Erin Phillips at the Church of the Ascension in Coaldale; and at Christmas, I was honoured to assist The Rev. Carol Many Chief at the Service of the Longest Night, held at Southminster United Church. The year also saw several baptisms, confirmations, receptions, and funerals – each one worthy of so much more than there is room here to write.

Rev. Steve and I also share responsibility, along with several key lay leaders, for pastoral visits. We visit those in hospital and those grieving; and we visit with newcomers and those going through difficult life transitions. During the Christmas season, I greatly enjoyed visits with several parishioners who are isolated or struggling for various reasons. Walking alongside you in these times of joy and difficulty is the greatest honour of my role among you.

The day to day life of our parish also involves regular meetings with Parish Council, Corporation, Management Committee, and weekly meetings with our staff. I coordinate a wonderful group of intercessors that lead us in the prayers of the people at our Sunday 10am service, and I provide “tech bulletins” with detail and direction for the sound and video teams that support our main services. In 2023, I coordinated the wonderful Lenten daily reflections, written by members of our parish, and I was very happy to hand over coordination of the Advent reflections to Alison Goodwin – many thanks, Alison, for helping us continue with this wonderful (still relatively new) tradition. In 2023, I enjoyed leading two lunchtime bible studies – one during Epiphany and one in the season after Easter; and I attended and supported other opportunities to learn together in our parish, including the Horizons of Hope series in October, the Parish Mission Conference in February, and the Mission Workshop in May.

As always, there were many joyful events during the life of our parish in 2023. Notable in my mind are the Shrove Tuesday Pancake Supper, the Harvest Supper, the Seniors’ Christmas Party, several baby showers (thank you, Karen Hammond!), our biggest ever Newcomer’s Lunch (I think?), our Women’s Table Eucharist, and our Welcome Back Picnic, not to mention the long-awaited arrival of our sponsored refugee family – who have now become our friends. We also had the joy of welcoming St. John Jieng this year, the Dinka-speaking Anglican congregation who use our building on Sunday afternoons. We look forward to opportunities to get to know one another more in the year ahead.

We are blessed as clergy by a very supportive diocese and we are also given opportunities in the diocese to connect with, pray for, and support one another. I continue to be involved in post-ordination training sessions; we meet with clergy in our Deanery regularly; and we gather with clergy across the diocese for “clergy days”. This year, we had a very collegial Diocesan Synod in October. I was also incredibly grateful for the support of our community in making time for us to attend the diocesan silent retreat in November. This was such a gift.

After two years of continuing to learn the ropes in this still relatively new role at St. Augustine’s, I have also begun building more connections outside our community. I started attending weekly prayer meetings with the Lethbridge Evangelical Ministerial Association; I continued participation with the Downtown Ministerial group; and I joined The Ven. Jacqui Durand, Archdeacon of Indigenous Ministries, and The Rev. Carol Many Chief at Southminster United Church, in launching a new ecumenical ministerial group in Lethbridge for women clergy, which has been really wonderful.

It is hard to encapsulate a year in a report like this. As I look back, I am just so grateful to be a part of this beautiful community. I see God in you every day – in the ways that you care for one another, in your concern for those in need around you, in your dedication to ministry in our parish, and in your kindness. It is an honour to be a part of what God is doing in this place.

Respectfully submitted,

Rev. Gillian

Children and Family Ministries Report 2023

Stef Collins - Coordinator of Children and Family Ministries

Winter/Spring Sunday School: During the period from January 2023 to May 2023, the Children's & Families ministry at St. Augustine's Church maintained its commitment to educational excellence under the proficient guidance of Wendy Doherty. The implementation of the Seasons of the Spirit Curriculum for our Sunday school class offered a well-rounded approach, incorporating rotating stations for Bible stories, games/music, and arts/crafts. Emphasising a connection to the liturgical calendar, weekly lessons allowed families to explore the same scripture each Sunday, fostering a sense of unity and shared spiritual growth. Wendy Doherty's exemplary leadership ensured a smooth and enriching experience for all participants, solidifying the Children's & Families ministry as a cornerstone of spiritual development within the St. Augustine's community.

Summer Sunday School: As of June 1st 2023, Stef Collins assumed leadership of the Children's & Families ministry at St. Augustine's Church, succeeding Wendy Doherty. The Summer Sunday School program, creatively themed around the different boats of the Bible, was initially planned and organised by Wendy. Stef executed the program, ensuring its success. The Children's & Families ministry remains steadfast in its mission, with gratitude for the groundwork laid by Wendy Doherty and the ongoing commitment of the team.

Fall/Winter Sunday School: Commencing in September 2023, the Fall/Winter Sunday School at St. Augustine's Church saw a smooth transition despite the Seasons of the Spirit Curriculum discontinuation. In response, the ministry seamlessly switched to Sparkhouse for our Sunday School curriculum, managing to maintain the program's essence as in previous years. This adaptability ensured a familiar and enriching experience for our participants. Behind the scenes, the success of the program was made possible by the dedicated efforts of our 15-strong volunteer team. Their commitment and enthusiasm played a pivotal role in sustaining the quality and continuity of our Sunday School, reflecting the collaborative spirit that defines the Children's & Families ministry at St. Augustine's.

Advent 2023: Throughout Advent 2023, the Children's & Families ministry at St. Augustine's Church embraced a festive and collaborative spirit. To enhance the season's significance for families, we introduced Family Advent Activity Newsletters, complete with prayers and engaging activities for families to enjoy together. We provided craft supplies to facilitate these shared experiences. Leveraging surplus Vacation Bible School resources, our Advent kits were enriched with additional materials, adding extra flair to the festivities. A highlight of the season was the collaborative effort of elementary, middle, and high school kids who, under the guidance of Jonathan Legg and Meagan Thorlakson, joined forces to deliver a heartwarming Christmas pageant.

Teen Programming: Our vibrant Middle and High School programming at St. Augustine's Church is led by a dedicated team of five volunteers who bring a dynamic and engaging experience to our older youth community. Under the guidance of Jonathan Legg, the team has implemented a well-rounded rotation that includes exploring service opportunities within the church, engaging in Bible studies, discussing sermons, and providing valuable assistance with the elementary school kids. This team's innovative contributions also extend to entertaining and educating through a lively puppet show last spring. On Monday evenings, the Middle School class gathers for an enriching youth group session, featuring snacks, movies, games, and discussions facilitated by Sparkhouse's ReForm program. Meanwhile, the High School youth group meets on the last Sunday of every month, fostering a sense of community as they come together to prepare dinner, play games, and engage in meaningful discussions. These programs not only provide an avenue for spiritual growth but also cultivate lasting connections within the St. Augustine's Church community.

VBS: In 2023, our VBS program, "Stellar," co-led by Rev. Gillian Breckenridge, Esther Oluwagbemi, Eliza Wiederspick and Stef Collins, drew an enthusiastic crowd with over 70 kids and a dedicated team of over 40 volunteers. This celestial-themed experience not only captivated young minds but also exemplified the collaborative spirit at St. Augustine's Church, showcasing the impact of teamwork in creating a memorable and meaningful event for our community's youth.

Nursery Report 2023

St. Augustine's Anglican Church Nursery Department.

At the Nursery, we have an average number of 10 children every Sunday morning at the 10:00 am service.

We also have a good number of volunteers at the Nursery, Sunday service we have two adults or more to take care of the kids.

In September 2023 the Church organized a welcome Picnic, it was held at Indian Battlefield Park and people brought different foods and snacks for this occasion, we had over 60 people in attendance.

Vacation Bible School was also held on August 15 – 18 August 2023, and we had lots of children for this program and volunteers, and it came out successful.

In Nursery we have babies and toddlers, they graduate from the nursery when they are ready for Sunday school classes and ready to leave the Nursery.

I want to thank the following volunteers and others whose names are not mentioned here, these people put in their time and energy in the Nursery department to make the kids comfortable and happy when they are in church:

Abi Harder, Tabitha Ball, Debra Glaister, Kemi Odeloye, Jayla Matchett, Shelby Martens, Olawumi Olubiyi, Mrs. Sharon Adesina, Mrs. Janet Efunbajo, Elizabeth Golison, Abigail Okechukwu, Zielle Visscher, Tosin Ogundimu and myself (Esther Oluwagbemi).

God bless you all.

Esther

MUSIC MINISTRY REPORT 2023

Music Director

Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. Col. 3:16, NIV

Serving All for the Glory of God - Music Ministry Report 2023

Our hearts are filled with thanksgiving as we reflect on the past year in the music ministry at St. Augustine's and the incredible bounty of blessings that surround us. We are grateful to you, our church family, for your ongoing support and prayers which continually strengthen me in my efforts to provide meaningful, quality music throughout the year.

One of the most significant changes coming out of Covid, is that without the Saturday evening service, we do not have the contemporary worship band "The Confessions" to help with the leading of the contemporary portion of our service, we have established teams of singers and guitarists who willingly lead us in the gradual hymn and helps lift our hearts in joyful praise to God. If you are interested in participating in worship through this contemporary medium, please feel free to speak to Karen Hudson! We are also grateful for our Handbell Choir, directed by Barb Hignell, which continues to bless us with beautiful music in worship.

I am grateful to all the members of the Senior Choir who faithfully show up on Thursday evenings all year to prepare music for worship. We work hard and enjoy each other's company – we may even laugh a little! If you are interested in checking out what the senior choir is all about, please either just show up on Thursday evenings at 7:00 pm or speak with Karen Hudson.

The choir is given the third Sunday "off" each month which allows them the chance to worship as part of the congregation and allows for music for other musicians in the congregation to share their gifts.

Throughout the year, we continued to welcome guest musicians and feature individuals from our own parish as they shared their musical gifts in our services.

To us, music is one of the most deeply moving forms of worship. To quote Victor Hugo, "Music expresses that which cannot be put into words, and cannot remain silent." The prelude is meant to quietly prepare and focus one's heart for the equally solemn and joyous occasion of worshipping God. The hymns are chosen in careful consultation with Steve and Gillian to reflect and build upon the scriptures and message, as is the anthem so carefully and lovingly prepared by the Senior Choir.

*Respectfully submitted by
Karen Hudson, Music Director*

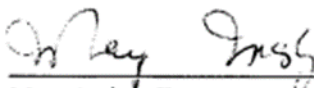
Senior Choir Financial Statement 2023

Financial Statement January 2nd, 2023 to December 31st 2023

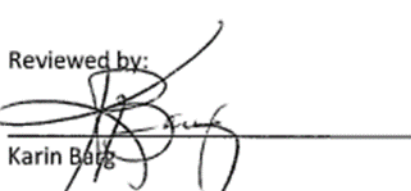
Date	Description	Debit	Credit	Balance
January 2	Balance Forward			279.34
January 13	Choir donation		50.00	329.34
October 13	Choir donation		190.00	519.34
October 30	Choir donation		20.00	539.34
November 10	Choir donation		60.00	599.34
November 21	Choir donation		20.00	619.34
November 25	Choir donation		40.00	659.34
April 16	Flowers	(40.93)		618.41
June 4	Altar Flowers	(100.00)		518.41
June 5	Gift - Home Hardware	(100.00)		418.41
December 11	Gift certificates	(250.00)		168.41
December 31	Interest to date		<u>0.09</u>	<u>168.50</u>
December 31	Totals	(490.93)	380.09	168.50

No Petty Cash on hand

Respectfully submitted by:


Mary Insley, Treasurer

Reviewed by:


Karin Berg

PARISH GOVERNANCE REPORTS 2023

Corporation

2023 continued to be a year of growth, change, and faithful service.

It was a year of building on a strong foundation.

We are so grateful for the strong foundation that Wendy established with the children's and family ministry. We are delighted with the enthusiasm and passion that Stef and Esther have already shown with our youth and young ones.

We are so grateful for the gifts that Joanne shared with the music ministry of St. Augustine's. Karen has blessed the parish with her passion for praising our God for many years and now in a more formal setting. Mary Lee starts the year as the most senior on staff of the parish, and we are so thrilled with her skills as organist, pianist, and Walker Wrangler and Champion Fundraiser for the Coldest Night of the Year.

We are aware, appreciate and acknowledge the dedication and attention to detail that our vergers Greg and Mike have given to St. Augustine's for many years. We are excited to welcome Joelle, Andrew and Elizabeth to the positions.

St. Augustine's is so blessed to have such strong resources, not only within her paid staff, but the amazing corps of volunteers who see the parish as an opportunity to be the body of Christ through their words and actions. St. Augustine's is so blessed to have her members respond to the needs of the parish through strong financial support.

Thank you to Chris and the Missional Outreach teams, who enabled the addition of regular snack donations to Streets Alive, dates at the soup kitchen, and a new representative with ECM, gives us an opportunity to reach out beyond the walls of St. Augustine's to the community.

Cathy, Eliza and the Finance Committee have responsibly managed the faithful gifts to the church. This is only possible because of the generosity of the St. Augustine's family.

Annette has stepped in as Worship Deputy Warden, after Karen became music director. It is so exciting to see youth interested in the Server ministry, and members interested in the Licensed lay reader position,

Elizabeth and the 2 Allans have been busy! The beautiful big front doors needed some center support in order for consistent functioning. The heat from the summer showed how improved ventilation could increase the comfort for all. The long awaited maintenance on the organ was delayed when some support issues were identified and remediated.

Pat and the Communications team have worked so hard to make St. Augustine's and the exciting events within the church accessible through the bulletin, online services, website, newsletter and weekly emails. The new photo directory is a wonderful family photo album, thank you to the organizers and volunteers that made this happen.

Julie and Len and their Caring Ministry members provide opportunities for regular St. Augustine's family get togethers, even for those who can't attend services. So many new members have said that St. Augustine's is so welcoming. This is due in no small part to these amazing brothers and sisters.

Carol has re-vamped the Newcomers procedure, including welcoming cards, prayer cards, and Newcomers Luncheons.

The Parish Council, Corporation, Staff, Clergy and our many valued Lay Leaders adapt and change yet provide consistent support to the parish in ways too numerous to mention. To all of you who offer your care, time, expertise, encouragement, and prayer to this church community in the big things and the small, we give thanks to God.

Respectfully submitted,

Sylvia Besplug, Rector's Warden on the behalf of Corporation

Parish Council Report 2023

The purpose of the Parish Council is to represent all members of the parish in the decision-making and governance process of the parish. In this regard, Parish Council met monthly except for July & August & also February (due to the Annual Meeting) to review the parish finances & approve the parish budget in January. When occasion demands E-votes are requested, with information sent to all members via email.

This past year has been busy with Parish Council reviewing, discussing and voting on as required the following topics, in addition to the financial reports:

- Parish Council provided 2 coffee hour teams in the summer
- Parish Council, under the able attention of Sylvia Besplug, the seniors Christmas party
- Approved the banner photography project
- Approved the Ministry Fair coordinated by the Deputy Wardens
- Reviewed & approved the Facility Usage Agreement with our friends, the congregation of St John Jieng
- Received a report from our Synod delegates
- Approved funding for the ventilation project for the church building
- Approved funding for the purchase of additional hymnals
- Approved donation for missional work of a parish member
- Received monthly reports from both the Rector and Associate minister
- Monitored maintenance & repair of the church buildings and facilities

I would like to thank all members of Parish Council, Terry Noss, Susan Christie, Lee Cutforth, Alison Goodwin, Emily Bright, Don Crabb, Jay Penner, Janet Efunbayo, Richard Williams & Tim Fyfe for their time and dedication to the parish. Janet, Tim & Richard are stepping down from Parish Council after this term but share their talents in other areas of the parish. Thank you to the 3 of you.

Special thanks to Pat Latimer who has retired as Parish Clerk and kept track of our discussions, votes & provided the minutes for our meetings for several years.

Thank you to the members of Corporation and our Rectors for their help & participation in our discussions. To our Treasurer, Cathy Gillespie, for her monthly reports and recommendations, a special thank you.

It is an honor & privilege to serve as chair of this Parish Council. I thank all members of the parish for their prayers & support.

Respectfully Submitted,

Doug McLaughlin

People's Warden

DEPUTY WARDEN'S REPORTS (MANAGEMENT COMMITTEE) 2023

Caring Ministry Report

A quote by Cindy Kasper from Our Daily Bread fittingly introduces this report. "Every avenue of service we encounter may look different, but one thing's the same: there's great joy in serving. The purpose behind the acts of service isn't to bring praise to the ones performing them, but to lovingly serve others while directing all praise to our humble, self-sacrificing God"

Prayer Shawl Ministry

A small group of experienced and inexperienced knitters met at the beginning of June and had follow up sessions until September. These wonderful ladies knitted enough prayer shawls to meet the needs of those in hospital. Thank you to each one of them, and another thank you to Olwen Chudleigh for sharing her expertise in knitting prayer shawls.

Caring Facilities and Shut-in Ministry

At various times this past year with the help of Pam Mundell and Shannon Lomas, we visited 39 parishioners most of whom were in different care facilities throughout the city. This also includes parishioners who require home visits due to mobility and health issues. We felt very blessed after visiting each one of these parishioners. In addition to the visits, each was given a palm cross and a card at Easter, a poinsettia and card at Christmas and the issues of the Hippo Herald. All of them were very grateful. Also, pictures were taken of those requesting to be in the directory. We encourage family updates through calls to the church office to help keep us informed of changes in residence. Our concern is for those that have been overlooked because we were unaware of their situation.

Thank you to Pam and Shannon for their help with visitations.

Prayer Quads

This confidential prayer ministry has 17 dedicated, active members who form smaller groups or quads. When church and/or community members requested prayers for themselves or family members, this team faithfully prayed daily for those individuals' needs and concerns. Thank you to Bev Dorchak and to each member of this invaluable ministry.

Hospital Ministry

Hospital visitation is on hold. After a legal and privacy review, AHS has discontinued the practice of sharing Patient Religion Lists, where patient consent is not recorded. Patients wanting to receive a Religious Community Visitor from St Augustine's must make this known to their healthcare team, who can then record their consent as well as their Anglican affiliation in Connect Care. Hospital visits are only allowed if the patient gives consents and lets the church office know.

Stephen Ministry

The St. Augustine's Stephen Ministry program began in 1999 and since that time has trained many Stephen Ministers to provide one-to-one distinctively Christian care to parishioners experiencing difficult situations or life challenges. Currently, there are thirteen active Stephen Ministers, and at this time four Stephen Ministers are in caring relationships. Whether in a caring relationship or not, all the Stephen Ministers are committed to meeting twice a month to support and to advise those Stephen Ministers in caring relationships so that they can provide the best care possible for those receiving care. Names and identifying information of care receivers are not mentioned, thus, maintaining the confidentiality of those receiving care. There is also an educational component during these meetings to continually help Stephen Ministers enhance their caregiving skills. Thank you to Steve and Gillian for their counsel and opening prayers during the meetings. A special acknowledgement goes to Nadia Lehbauer and Pam Mundell, our Stephen Leaders, for their wonderful and wise leadership over the last sixteen years.

Members of each of these ministries have given their time and talents to compassionately and lovingly care for their fellow parishioners at St. Augustine's and members of the community, and in so doing glorify God –our ultimate purpose in life. It has been a privilege and a blessing to serve as Deputy Wardens of Caring Ministry.

Respectfully submitted,

Leonard and Julie Lorenz

2023 Missional Outreach Annual Report

Missional Outreach Ministry includes both service and justice-oriented activities. It responds directly to our Church Mission Statement 'to minister to all people' and to 'reach out to the world around us, with concern and creativity'.

OUTREACH WITHIN ST. AUGUSTINE'S CHURCH FAMILY

Hampers were prepared and distributed to individuals and families within the church family – Easter (5 hampers), Summer (1 hamper), Thanksgiving (7 hampers) and Christmas (9 hampers). We only provided gift cards as this meets the need better for each individual and family. Easter gift cards of \$400, Thanksgiving gift cards of \$500 and Christmas gift cards of \$500 to each family came from very generous donations from our parishioners.

Gift cards, a food pantry and summer water distribution are available at the church for those needing support between major holidays.

OUTREACH WITHIN OUR COMMUNITY

Baking and coffee were provided to Streets Alive in January, March, June and September. Our donations provided goodies to clients for most of a week.

582 pairs of socks (goal of 500 pairs!) and toothbrushes were collected for Lethbridge Connect and Streets Alive in February.

Coldest Night of the Year Walk team, organized by Mary Lee Voort, raised funds for Streets Alive.

Lethbridge Pregnancy Care Baby Bottle Program raised \$220 – the most we have ever collected.

During Advent, we adopted a Reverse Advent Calendar concept, where parishioners donated non perishable food items for the Interfaith Food Bank for each day in Advent. We collected 450 pounds of food items – well done!

OUTREACH WITHIN OUR GLOBAL COMMUNITY

Funding was raised to support 4 foster children through Compassion Canada, with some left over!

150 Rabbits (\$750) were sent to Africa at Easter to support families to become self sufficient, through the Primates World Relief Development Fund.

Also through PWRDF in November, funding was provided to support the Gaza Hospital which was in desperate need of funds because of the continuous bombing. This is the only Christian hospital in Gaza.

Through PWRDF (Anglican Church of Canada), at Christmas. we raised enough funding for 57 goats (\$2280). A gift of livestock can help a family improve their overall health and nutrition, as well as provide an income. These goats provide support to families in Malawi by providing goats for milk, income, economic sustainability and funding for health care

workers for the villages. In Your Honour cards were printed for those providing goats as a Christmas gift to family and friends.

I participated in the Church Fall Fair in October and recruited enough volunteers to restart our Church support for a Soup Kitchen Team, working there one Saturday a month starting in 2024.

Submitted by: Chris Burton, Deputy Warden, Missional Outreach

Facilities Report 2023

Hello parishioners of St. Augustine's! Another year has passed with help from our small group of workers (and some future volunteers) keeping our grounds and buildings in good shape. Special thanks to Elizabeth Songer and Allan Herbig for your expertise on the larger jobs we had going on, and to Doug Bain for keeping our grass cut and fertilized, and last but not least, Greg Young, for as long as I have been in this position you have always done small jobs in the buildings that were not really in your job description, no complaining, just doing what needed to be done. Thank You!

Last summer our main front doors started giving us problems, basically stopped opening when Rachelle would press the button in her office. A centre mullion, new hardware, and electrical were installed and the doors have worked perfectly since.

Being in the Church last summer at times was uncomfortable because of the heat, next summer has been forecasted to be as hot or even more. I was asked about air conditioning, but with the age of the 6 furnaces, they would have to be replaced along with the breaker boxes, as they are full. The answer was to draw cool air from the openings above the stained-glass windows and a vent installed in the elevator shaft, and install a large exhaust fan in the count room to get rid of the hot air.

Our large and small organ pipes on the left and right of the high alter also needed some repair and cleaning. A company from Calgary repaired the south pipes, and were cleaned by volunteers, the north pipes will be done after Easter. Both the north and south side have 3 wires to help with support, they were also replaced.

Allan Besplug

Deputy Warden of Facilities

Financial Stewardship Report

The Finance Committee takes care of most duties assigned to the Deputy Warden, Financial Stewardship. Under Financial Stewardship Ministry, on our Parish Organization Chart, you find; the Treasurer, Bookkeeper, Envelope Secretary, Endowment Fund committee, the Archdeacon Cecil Swanson Scholarship, the Count Supervisors and sides people.

The Finance Committee has been meeting monthly, we often have 7 regular committee members in attendance. We review the financial reports and other financial matter the are brought to our attention, in respect to the operations and upkeep of the parish. The committee also monitors our annual budget and reviews capital purchases and general maintenance costs for the church, the hall and our rental properties. We act as an advisor to both Corporation and Parish Council, offering recommended courses of action to ensure that our assets are properly cared for and maintained.

The Archdeacon Cecil Swanson Scholarship was instituted in 1973 to commemorate Archdeacon Swanson who was the rector of St. Augustine's from 1922 – 1932. It is intended to assist a first-year student at the University of Lethbridge, majoring in English or History and displaying high academic proficiency. The scholarship is managed on our behalf by the University of Lethbridge Advancement Office. Last year's recipient of the \$500 scholarship was Mark, who is enrolled in the PreBachelor of Arts and Bachelor of Education programs, majoring in History and Social Studies Education

We have a wonderful team of sides people and count supervisors. I love coming into the church on a Sunday morning and seeing smiling faces and sometimes some good-humored teasing and laughter. They are accommodating and helpful not only to those who attend regularly but also to people attending for the first time or as a guest. I would also like to mention that our beloved and very dedicated envelope secretary, Karen Larsen has retired from envelope secretary duties and we are pleased to welcome Diane Starrenburg into that role.

This fall we presented our annual Stewardship campaign. The focus was on the many ways we can give of our Treasures, Talents and Time, it was a delight to be able to include the children in our presentation. I really want to thank the Finance Committee, and the Clergy in assisting with the preparation and the presentation, a special shout out to Jackie Hall-Buckland who co presented again this year. We have received responses back, physically during Sunday mornings, also through email and phone calls to the office. We use the returned response cards to help us estimate expected regular giving's so we can draft an accurate budget. In regards to giving's, we have noticed that pre authorized debits and e-transfers have assisted our parishioners to be able to give when not being able to physically be at the church.

Our annual budget is prepared by the dedicated and talented Cathy Gillespie, our Parish Treasurer, along with guidance from the Finance Committee, Corporation and the Parish Council. We start the first draft of the budget in the fall and the final draft is presented for approval at Parish Council in January. This budget is then taken to the Annual Meeting of the Parishioners for adoption.

It has been a privilege to work with such talented people over that past year. Thank you so much to the amazing parishioners of St. Augustine's, you have very much given of your time, talents and treasures, and I am very proud to be part of this church family.

Submitted by : Eliza Wiederspick

Communications Report 2023

St. Augustine's communication program continues to run smoothly as church staff and the Deputy Warden for Communication have partnered to establish a reliable cycle of communication activities.

Communication highlights of 2023 include:

- The **Hippo Herald** newsletter now has a regular team of contributors. Four issues were published this year.
- IPC Photo Services was engaged to take photos of parishioners. Copies of the resulting **Parish Directory** were distributed in January 2024.
- A committee was formed to explore options for a new **website**. Completion of the initial research phase is targeted for spring 2024 to be followed by recommendations.
- **Bulletin boards** around the church were given a facelift with content being coordinated by a new volunteer.
- Continued use of **Facebook advertising** to promote services and events. These included:
 - Holy Week events
 - Vacation Bible School
 - Christmas Eve services
- Continued use of **print advertising** in the Lethbridge Herald to promote the Christmas Eve services.
- Weekly publishing of the **Parish Pulse** made available by email and on the website.

As always, it is a pleasure to work with church staff and parishioners on all these activities. Special thanks go to Rachelle for her weekly efforts with the Pulse, Terry Noss and Denise Zonta for their leadership on the Parish Directory, Debra Glaister for her creativity with the bulletin boards, Brad Gillespie and Rachel Robinson for their direction of the website project and to our group of talented writers who work on the Hippo Herald.

Respectfully submitted,

PAT HAMMOND, Deputy Warden, Communication

Worship Report

It has been my pleasure and privilege to serve the Parish of St. Augustine in the position of Deputy Warden Worship over the past year. Since my appointment as Music Director, Annette Bright has assumed the position of Deputy Warden Worship. I am grateful to Annette for accepting this call to ministry. This report is intended to outline what is part of the worship portfolio and some highlights throughout the year.

Sanctuary Guild: We are delighted to see more people returning to this important ministry. This group of men and women look after the setting of the altar, preparing the elements and ensuring the liturgical seasons are followed and observed in the adornments within the church. It is with gratitude to Harriet Edwards and Barbara Edgecombe-Green for all their organization of this group of dedicated volunteers. I am sure if you find yourself called to a ministry like this, they would love to have you!

Baptismal Banners: Everyone baptized at St. Augustine's receives a banner with their name and baptismal date signifying them as "Christ's Own forever" These banners continue to be made by Cynthia Wauters and Hope Wauters and we are grateful to them for their ministry.

Flower Calendar: This quiet ministry is organized and coordinated by Sue Milne. Much gratitude and thanks for her time, love, and commitment for this ministry; ensuring the altar is adorned with fresh flowers to honor and remember loved ones, family, or friends at each of the services. If you are interested in this quiet, but rewarding part of worship, please contact Sue Milne.

Lay Assistants/Servers: The biggest job of the Deputy Warden is to get our server ministry back up and running. We generated quite a list of young people at our Ministry Fair in the fall. If you are 12 years and over, and are interested in this ministry, please contact Annette Bright or Michelle Bright. Again, special thanks to Nicole MacDonald and Jayla Matchett who faithfully serve this ministry. We appreciate your dedication.

We are delighted that we have added some new members to our lay assistant teams over the last year. Thanks goes out to all the people who are part of this important ministry in our parish.

Music Ministry: Certainly, one of the most visible and active parts of the worship ministry is the music ministry. This ministry will have their own report in the annual report so I will let that speak for itself.

I am so thankful to and appreciative of the support of both Rev. Steve and Rev. Gillian as well as a supportive congregation who have been working together to ensure worship as a church family in "the Heart of the City."

Respectfully submitted,

Karen Hudson

Deputy Warden Worship

Fellowship Report 2023

Report for AMP from the Deputy Warden of Fellowship – January 2024

The Fellowship Ministry is responsible for the following events/duties:

- Weekly coffee and refreshments every Sunday, including special events
- Stocking and maintaining the Crypt and Parish Hall kitchens
- Funeral Luncheons
- Annual Harvest Dinner
- AGM Potluck
- Assisting with the Sunday School Welcome Back Picnic
- Lenten Luncheon
- Reporting to/attending Church Management meetings
- Participating in the Fall Ministry Fair

The Fellowship Ministry marked another year of wonderful opportunities to meet and greet and eat together, thanks to a strong team of volunteers. Coffee and treats were served every Sunday, with only two exceptions: the Sunday School Welcome Back BBQ (which our team assisted) and Christmas Day. Many coffee hours marked special events such as Confirmation, Baptism, Mothers Day Brunch (Eggs Benny cooked up by the Men's Group); St. Augustine's Day (strawberry shortcake served by the Parish Council); Palm Sunday (hot cross buns!); Stephen Ministry Sunday (cake served by the Stephen Ministers) and a fun new entry of Taco in a Bag served by the Friendship Group for our Sunday School Christmas pageant.

The Fall Ministry Fair resulted in a number of new volunteers this year, which helps immensely in replacing those who can no longer serve and to keep our "ask" of our volunteers to 2 or 3 Sundays a year.

A team of workers set up and served food for 5 or 6 funeral lunches in 2023. These lunches are typically served in the Crypt now, allowing greater access for those with mobility challenges.

The Harvest Dinner this year was sold out as usual, with a theme of Thankfulness. Speaking of gratitude, we were grateful for the generosity of small businesses that provided fantastic door prizes, including: London Road Market; Flowers on 9th; Tops Pizza; the Milkman and the Wine Cavern.

We are looking forward to two potlucks: a joint potluck with the Sudanese congregation (date TBD) and to the AGM Potluck on February 27th, organized and decorated by the ever-faithful Donna and Wilf Marshall.

Although not part of the Fellowship Ministry, the team also stepped in to help out with two Newcomers Lunches in 2023 and hosting two joyful baby showers.

All of this is only possible thanks to the great numbers of cheerful and willing volunteers who step up and step in to serve. Special thanks to Elaine Hoon who shares in the leadership and organizing of all events.

Respectfully,

Karen Hammond

Deputy Warden of Fellowship

ADDITIONAL REPORTS 2023

ECUMENICAL CAMPUS MINISTRY (ECM)

AGM Report - Ecumenical Campus Ministry
Chaplain Erin Phillips
January 2024

2023 was a big year for ECM as we resumed some programmes which had paused at the beginning of Covid and began some new programmes.

In January we held our first Cade Community Lecture series in three years on the theme "Hope for what ails us." At the first lecture our chaplain, Erin Phillips, was awarded the Queen's Platinum Jubilee Medal for her work with students.

In March we were nominated to make a presentation on our work to the group, 100 Women Who Care, and were selected to receive the donation collected at that meeting, \$10,000. This incredible donation allowed us to do a number of things to support students at the college and university during the high stress exam time. We hosted a breakfast for students at the college, we provided snacks as well at the college through the wellness centre, and we began "Smiles and Snacks" at the university. "Smiles and Snacks" brings volunteers on campus to hand out snacks and little mental health kits to students. It was so well received that it is now a weekly programme at the university. We also offered it during Christmas exams at the college and expect to expand it this fall to a weekly programme at the college.

In September, Erin organized a blessing of the campus service and welcomed the new President to the U of L, Digvir Jayas. AVP-Students Kathleen Massey provided 500 popsicles which volunteers joyfully handed out to students to welcome them back to campus!

ECM continues to support food insecurity initiatives at the university. The chaplaincy takes responsibility for the food pantry in Markin Hall where the chaplaincy office is located as well as helping with all 6 pantries. This fall a new food pantry was opened at the college and ECM sponsored it for the first two weeks. ECM also organizes Christmas dinners to be delivered to students staying in the college residence and to university residence and International students. This year we saw a significant increase in requests for dinners and with the support of both the college and university we were able to deliver 174 dinners on December 23rd!

With your support ECM continues to support our college and university communities. We continue to find ways to care for the health and well being of students, to create opportunities for community, for study, and for spiritual growth. We could not do it without the financial support of our congregations or without the volunteers who do so much to make this ministry possible.

Sanctuary Guild

Members of the Sanctuary Guild have had a busy year. We would like to take this opportunity to thank the members of the Guild, past and present, for their faithful and diligent work which includes, but is not limited to preparation and follow-up for regular services and the services for the festivals as well as: weddings, memorials, and other services and celebrations.

The duties of the Guild include, but are not limited to: appropriate altar and chancel preparation, caring for the linens and vessels, ordering and caring for supplies such as candles, wafers, new linens, altar frontals, priests' vestments, and the annual paschal candle etc. (Do you know that new vestments and frontal can take up to five years to arrive after they are ordered and any of the consecrated vestments and linens, that are no longer of use, must be reverently burned, or if still usable, donated to smaller churches?) The cost of replacing one of the large altar fair linens can be as high as \$500.

Guild members are also responsible for laundering the small and medium linens, for arranging and taking care of the flowers, and for changing the banners in accordance with the church calendar.

The Guild is looking for new members. If you are interested in joining us on this very special calling please contact Harriet Edwards or Barb Edgecombe-Green.

Parish Library Report

All of the major updating of the library collection was completed as of January 2023. Allan Herbig was a major contributor in the updating of the library. He spent many hours uploading the computerized book search system and built an additional bookcase and repaired shelving units. A big thank you to Allan.

The library has a collection of over 2000 books from research materials on history, ancient writings, and theology to Christian novels covering a range of topics. There are books to help enrich and deepen your faith, books to help in times of grief and struggles, and books to uplift and praise.

If you happen to have a book stamped St. Augustine's on it, and it's been on your bookshelf for a year or two; that book would now like to come back home to its place in the parish library for another parishioner to read.

Currently, we are in need of a parish librarian. If you are interested and able to help in the library, please contact Steve.

Submitted by:

Julie Lorenz

Endowment Fund 2023

Parish of St. Augustine Endowment Fund
Report
December 31, 2023

The life and ministry of St. Augustine's has been enhanced for the generations that follow us through the establishment of our Endowment Fund. The essence of an endowment fund is that the capital is not to be spent, while income earned on the capital may be spent. Income from our *Enhancing our Future* Endowment Fund is used to ensure long term maintenance of our Church facilities and to provide increased funding to grow programs for family and youth, for Christian education, for worship through music and for outreach into the community. Donors may direct where the income from their donation is to be used.

Our Endowment Fund, which is held locally by the Community Foundation of Lethbridge and Southwestern Alberta and professionally managed by RBC Phillips, Hager & North Investment Counsel has received \$687,678 from its inception in 2001. A Statement for the year ended December 31, 2023 is attached.

Since the inception of the Endowment Fund, donations have been received from:

The Estate of A.W. Shackleford,

The Estate of Mary Skelton

Tom Parker

Filar Gatemen in memory of her parents, Sara and Eusebio Gonzalez

David and Shirley Hughes in memory of their parents

Dr. Bob Hall in memory of Liz Hall

An anonymous parishioner

The Estate of Noreen Wheeler

The Estate of George H. Ridgeway

The Estate of Margaret (Roger) Yeoman

The Estate of Audrey Swedish

A gift in memory of Bill Gray

Art and Mary Jane Crooks

The Estate of Doris Louise Rhodes

The Estate of Jean Carswell

The Estate of Jessie (Alec) Turner

The Estate of Dr. Edmund Cairns

The Estate of Arnold Simon Hougan

The Estate of Nancy King

The Estate of Pat Hill

Glenn Morrison

St. Augustine's Parish Guild

Please consider a gift to St. Augustine's Endowment Fund in your will.

There are several other ways to donate, including the donation of shares in companies, a life insurance policy or real estate, that are tax effective and that you might use to make your gift to our Endowment Fund. Some of our donors have made a cash gift.

For a confidential discussion please contact one of the Clergy or one of the Committee Members through the Church office at (403) 327-3970.

Committee members are Charlotte Caton and Bruce Milne, as Chair. Dean Gallimore acts as a consultant to the committee.

Respectfully submitted by,

Bruce Milne

on behalf of the Endowment Fund Committee

Parish of St. Augustine's

Endowment Fund Statement for Year Ended

December 31, 2023

PARTICULARS	DEBIT	CREDIT	BALANCE
Balance, December 31, 2022			\$926,525.99
Contribution		\$ 1,000.00	927,525.99
Investment Return			
Estimated at <10.4%>		92,100.00	1,019,625.99
Distributions	\$35,000.00		984,625.99
Foundation Administration Support Fee	9,300.00		<u>975,325.99</u>
Estimated Balance, December 31, 2023			<u>\$975,325.99</u>

E & OE

NOTES:

1. The Endowment Fund is held by Community Foundation of Lethbridge and Southern Alberta (the "Foundation"). The Foundation's investments are held by and managed by Phillips, Hager & North Investment Funds Ltd. ("PHN"). PHN's annual statements are not completed in any year prior to late February. Accordingly, the information in this statement is based upon estimates provided by the Foundation and are subject to verification once the PHN annual statements are completed.
2. The Opening Balance, \$926,525.99, differs from the December 31, 2022 Closing Balance, which was \$926,840.83. The difference reflects that the Closing Balance in the December 31, 2022 report was based upon an estimate. The actual Closing Balance on December 31, 2022 was \$926,525.99, based upon information provided by the Foundation.

START Committee Report

START: Report to Parish Council September 26, 2023

The year of support for our family is nearing its end with less than two months left. So far the effort has been very successful. At the moment the main concern is finding work for the members of the family so that they can support themselves once Saint Augustine's sponsorship is over.

1) **Finances** – we are still within budget with a very small projected surplus that can help the family out after our support ends. We had hoped also to be able to pay the airfares for all four members. (These are now charged by the Canadian Government for all refugee arrivals in Canada. The family is expected to pay back the government within in eight years with no interest charged.) Unfortunately with unforeseen dental expenses and our plan of supporting the family in their new apartments for an extra month (March, 2024), we are not able to afford paying off the airfares, but hope to raise funds in the next year to do so.

Expenditures: So far these include the start-up costs in March 2023, rent and support for the last ten and a half months, supplies for the English courses, including two computers, and above all **dental expenditures**, which are substantial (despite support from the Interim Federal Health Plan). Most of the dental procedures have been carried out, including cleanings and fillings except for one cleaning and dentures. Regarding the dentures, preliminary work has been done, but had to be halted temporarily until approval from the Federal government was obtained. This has come through and the dentures should be ready by mid-February. Thus, the family is on a firm foundation as far as their dental health is concerned.

2) Settlement

Accommodations: On January 13 the two families (Joseph and Manizheh and Elizabeth and Andrew) moved into two separate apartments located in the same neighbourhood as the condo they were renting since March of 2023. Thanks to the generosity of many donors both couples had all of the furniture necessary for the move since they are coming from a furnished accommodation and had to supply their own furniture for their new accommodations.

Initial set up – As mentioned in the previous report, all family members are in the Canadian Health System, have Social Insurance Numbers, have bank accounts and credit cards, have a family doctor and dentist, and are members of the Lethbridge Public Library, Galt Museum and SAAG. Elizabeth has space at CASA for doing her artwork.

English Language Classes: All four members of the family have been in English Language classes since their arrival and are working hard at mastering the language—Manizheh and Joseph at Flexibility Learning Centre and Elizabeth and Andrew at The College. (Elizabeth was the last to get into classes at the College and started in September of 2023. She is continuing on to level 5). Andrew is finishing his level 8 at the College this term. Tim Pope is helping Andrew with his English by having him translate into Persian N.T. Wright's *Simply Christian*. Brian is also working with Andrew on his English. Joseph needs help with his English and we are hoping to set up some conversation circles for him..

Employment

Joseph has part-time work at Gentlemen Three as a tailor. He now has his driver's license (he has long experience as a truck driver) and a jeep. Andrew has part-time work in the Library at the College and is now the assistant verger at Saint Augustine's. This is still not enough to support him and Elizabeth so both of them are looking for work and have submitted their resumes everywhere they can. The job situation in Lethbridge is quite difficult. If anyone has any leads, this information would be much appreciated. Andrew and Elizabeth would like to be Anglican Ministers and are looking into the ordination process for once they are settled and self-sufficient.

PARISH FINANCES

2023 Financial Statements and 2024 Budget

**PARISH OF ST. AUGUSTINE
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2023**

	2023	2022
ASSETS		
Cash - operating and other funds	56,168	76,308
Cash - rental houses fund	21,027	22,356
Accounts receivable	37,084	36,848
Savings account and GIC investments	280,467	275,946
Credit Union shares	1,790	1,717
Cash in trust	2,450	2,250
Internal loan for property purchase	69,051	78,799
	<u>468,037</u>	<u>494,224</u>
House - 415 11 Street South	56,763	56,763
Duplex/lot - 417/19/23 11 Street South	478,659	478,659
<i>Property values are reported at original purchase prices</i>	<u>535,422</u>	<u>535,422</u>
Endowment Fund - Community Foundation of Lethbridge and SW Alberta <i>Est. Market Value: \$975,326 (2022 Market Value: \$926,526)</i>	686,269	680,269
	<u>1,689,728</u>	<u>1,709,915</u>
LIABILITIES AND FUND BALANCES		
LIABILITIES		
Accounts payable	6,220	2,382
Security deposits	2,200	2,000
Internal loan for property purchase	69,051	78,799
	<u>77,471</u>	<u>83,181</u>
FUND BALANCES		
Flower Fund	8,250	5,942
Capital Fund	125,540	116,196
Memorial Fund	67,313	62,746
Rectory Fund	48,671	46,269
Rental Houses Fund	487,649	479,229
Endowment Fund	691,269	681,269
Long Term Property Development Fund	33,227	31,894
Refugee Sponsorship Fund	16,709	62,547
	<u>1,478,628</u>	<u>1,486,092</u>
OPERATING FUND		
Balance, beginning of year	140,642	153,323
Net deficit	(7,013)	(12,681)
Balance, end of year	<u>133,629</u>	<u>140,642</u>
	<u>1,689,728</u>	<u>1,709,915</u>

PARISH OF ST. AUGUSTINE
STATEMENT OF OPERATING REVENUES AND EXPENDITURES
FOR THE YEAR ENDED DECEMBER 31, 2023

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
REVENUES			
Regular givings	459,100	451,850	439,123
Easter offerings	4,350	5,000	4,843
Thanksgiving offerings	3,065	2,500	2,015
Christmas offerings	5,020	8,000	7,231
Open givings	7,111	4,500	3,611
Vacation Bible School donations	2,338	1,300	1,231
Coffee fund donations	1,013	900	650
Compassion Canada (foster children)	2,260	2,250	1,330
Soup Kitchen donations	2,500	1,200	720
Hamper donations	8,242	4,500	0
Rentals and Reception fees	4,920	3,500	4,465
Operating Fund interest	2,200	3,000	1,543
Endowment Fund income	35,000	35,000	35,000
CEWS (Canada Emergency Wage Subsidy)	0	0	4,906
Other donations and revenue	2,507	2,000	1,468
TOTAL REVENUES	539,626	525,500	508,136
EXPENDITURES			
To minister to the human needs of our parish:			
Clergy salary & benefits	200,975	203,400	198,126
Rector's discretionary funds	575	1,000	531
Hampers	8,242	4,500	3
Pastoral Care, Stephen Ministry	389	300	74
Hospitality (Coffee supplies, Seniors event, Nursery)	4,054	3,500	2,708
	0	100	0
	214,235	212,800	201,442
To deepen knowledge and faith among us:			
Child & Family Ministry Coordinator	22,706	24,400	23,925
Nursery & Special Events Coordinator	4,424	0	0
Youth Groups Leaders	2,500	5,000	5,000
Sunday School	539	1,000	560
Social events	67	500	0
Vacation Bible School	1,998	1,900	1,834
Youth groups & servers	224	700	216
Spiritual Life (Bible studies, etc.)	0	300	473
Library	0	100	111
Theological college donation	500	500	500
Synod, clergy conferences & development	2,859	2,500	0
	35,817	36,900	32,619

Continued

	ACTUAL 2023	BUDGET 2023	ACTUAL 2022
To minister to human needs outside the Parish:			
Apportionment to Diocese	83,371	83,400	85,552
Ecumenical Campus Ministry donation	4,500	4,500	4,500
Compassion Canada	2,256	2,250	2,256
Soup Kitchen donation	2,500	1,200	1,200
Other Mission & Outreach	1,600	1,600	1,600
	<u>94,227</u>	<u>92,950</u>	<u>95,108</u>
To sing the praises of God:			
Music Director & Organist	32,727	33,000	32,536
Choirs & Worship Bands	2,823	3,100	2,563
Organ & piano maintenance	1,115	2,500	1,799
	<u>36,665</u>	<u>38,600</u>	<u>36,898</u>
To keep God's house decent and in order:			
Caretaking	23,480	23,900	23,334
WCB	1,028	1,000	1,025
Utilities	24,320	24,500	23,235
Cleaning supplies	1,156	1,500	1,007
Insurance	22,294	17,000	15,374
Security	4,358	4,350	4,292
Allocation to Capital Fund	15,000	15,000	15,000
Property taxes	271	300	265
Repairs & maintenance	11,055	12,500	11,827
	<u>102,962</u>	<u>100,050</u>	<u>95,359</u>
To meet our administrative needs:			
Administrative Assistant	37,397	38,500	35,244
Church supplies	4,424	5,000	3,814
Office supplies	3,983	4,000	3,558
Photocopier & printing	8,049	7,100	6,721
Telephone, internet & computer services	6,753	7,300	7,511
Postage	1,490	1,500	1,572
Advertising	435	500	446
Bank charges & audit fee	202	300	525
	<u>62,733</u>	<u>64,200</u>	<u>59,391</u>
TOTAL EXPENDITURES	<u>546,639</u>	<u>545,500</u>	<u>520,817</u>
OPERATING SURPLUS (DEFICIT)	<u>(7,013)</u>	<u>(20,000)</u>	<u>(12,681)</u>

**PARISH OF ST. AUGUSTINE
STATEMENT OF FUND ACTIVITY
FOR THE YEAR ENDED DECEMBER 31, 2023**

	2023	2022		2023	2022
FLOWER FUND			RENTAL HOUSES FUND		
Balance, January 1	5,942	4,408	Balance, January 1	479,229	466,510
Contributions	5,165	4,049	Rental income	21,650	24,420
Payments - Altar flowers	(2,857)	(2,515)	Property taxes	(3,350)	(3,355)
Balance, December 31	8,250	5,942	Insurance	(1,248)	(860)
			Repairs, maintenance, appliances	(4,935)	(4,862)
			Property management	(2,271)	(2,564)
			Utilities	(1,355)	-
			Miscellaneous	(71)	(60)
			Net Rental Houses Surplus	8,420	12,719
			Balance, December 31	487,649	479,229
CAPITAL FUND			ENDOWMENT FUND		
Balance, January 1	116,196	154,341	Balance, January 1	681,269	680,269
Interest revenue	1,077	270	Contributions	10,000	1,000
Payments - Computer	(1,811)	-	Balance, December 31	691,269	681,269
- Office air conditioner	-	(714)			
- Church roofing	-	(21,749)			
- Hall roofing	-	(15,567)			
- Church doors	(4,922)	(15,385)			
Transfer from Operating Fund	15,000	15,000			
Balance, December 31	125,540	116,196			
MEMORIAL FUND			LONG TERM PROPERTY DEVELOPMENT FUND		
Balance, January 1	62,746	61,062	Balance, January 1	31,894	30,866
Contributions	7,338	1,808	Contributions	1,045	965
Interest revenue	598	132	Interest revenue	288	63
Payments - Pew cushions	(215)	-	Balance, December 31	33,227	31,894
- Intinction sets	(910)	-			
- Hymnals	(1,083)	-			
- Church ventilation (design)	(1,161)	-			
- New music area	-	(256)			
Balance, December 31	67,313	62,746			
REFUGEE SPONSORSHIP FUND			RECTORY FUND		
Balance, January 1	62,547	62,526	Balance, January 1	46,269	49,943
Contributions	12,819	3,739	Rental income	4,800	4,800
Payments	(58,657)	(3,718)	Interest revenue	431	109
Balance, December 31	16,709	62,547	Payments - Insurance	(1,388)	(957)
			- Maintenance	(617)	(1,206)
			- Property taxes	(824)	(810)
			- Furnace	-	(5,610)
			Balance, December 31	48,671	46,269

PARISH OF ST. AUGUSTINE - DESCRIPTION OF FUNDS

FLOWER FUND

Accounts for donations toward and purchases of the flowers that are placed in the church each week.

CAPITAL FUND

Funded by an annual transfer from general operating funds. Used for higher value non-routine expenditures that are not covered by another fund, such as equipment and furniture, renovations and major maintenance, as per the Capital Budget.

MEMORIAL FUND

Receives designated (for a specific purpose) and non-designated memorial donations. Funds are expended on items or projects that are non-routine and enhance church furnishings, equipment and programs.

RECTORY FUND

Accounts for income (rent) and expenses directly related to the Rectory.

RENTAL HOUSES FUND

Accounts for income (rent) and expenses directly related to the rental houses owned by the parish.

ENDOWMENT FUND

Accounts for donations received for the St. Augustine's 'Enhancing our Future' Endowment Fund. Income from the fund is used to enhance the life and ministry of the parish.

LONG TERM PROPERTY DEVELOPMENT FUND

Accounts for income and expenses related to the future development of church properties.

REFUGEE SPONSORSHIP FUND

Accounts for income (donations and fund-raising revenue) and expenses directly related to refugee sponsorship initiatives undertaken by the parish.

PROPOSED 2024 BUDGET

	<u>2021 Actual</u>	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2023 Actual</u>	<u>2024 Proposed Budget</u>	<u>2025 Possible Budget</u>	<u>2026 Possible Budget</u>
<u>INCOME</u>							
<u>Revenues Required to Meet Our Needs in the Service to God:</u>							
Regular givings	418,608	439,123	451,850	459,100	477,600	498,600	517,900
Easter offerings	5,515	4,843	5,000	4,350	4,500	4,500	5,000
Thanksgiving offerings	1,685	2,015	2,500	3,065	2,500	2,500	2,500
Christmas offerings	15,125	7,231	8,000	5,020	7,000	7,000	7,000
Open givings	667	3,611	4,500	7,111	6,000	6,000	6,000
Vacation Bible School donations	450	1,231	1,300	2,338	2,000	2,000	2,000
Coffee fund donations	76	650	900	1,013	1,100	1,100	1,100
Compassion Canada (foster children)	1,766	1,330	2,250	2,260	2,250	2,250	2,250
Soup Kitchen donations	1,200	720	1,200	2,500	1,200	1,200	1,200
Hamper donations		-	4,500	8,242	7,500	7,500	7,500
Rentals and Reception fees	1,150	4,465	3,500	4,920	4,700	4,700	4,700
Operating Fund interest	1,634	1,543	3,000	2,200	3,000	3,000	3,000
Endowment Fund income	5,000	35,000	35,000	35,000	35,000	35,000	35,000
CEWS (Can Emerg Wage Subsidy)	18,481	4,906	-	-	-	-	-
Other donations and revenue	1,249	1,468	2,000	2,507	2,000	2,000	2,000
	472,606	508,136	525,500	539,626	556,350	577,350	597,150
<u>EXPENDITURES</u>							
<u>To Minister to the Human Needs of Our Parish:</u>							
Clergy salary & benefits	175,475	196,676	201,000	200,940	209,000	215,000	221,000
Substitutes & honoraria	150	1,450	2,400	35	2,400	2,400	2,400
Rector's discretionary funds	771	531	1,000	575	1,000	1,000	1,000
Hampers	459	3	4,500	8,242	7,500	7,500	7,500
Pastoral Care, Stephen Ministry	-	74	300	389	400	400	400
Senior's Christmas event	-	503	500	277	500	500	500
Hospitality supplies	556	2,205	3,000	3,777	3,600	3,700	3,700
Nursery	-	-	100	-	100	100	100
	177,411	201,442	212,800	214,235	224,500	230,600	236,600
<u>To Deepen Knowledge and Faith Among Us:</u>							
Child & Family Ministry Coordinator	22,948	23,925	24,400	22,706	24,100	24,800	25,500
Nursery & Special Events Coordinator	-	-	-	4,424	7,900	8,100	8,300
Youth Groups Leaders	5,000	5,000	5,000	2,500	-	-	-
Sunday School	69	560	1,000	539	1,000	1,000	1,000
Social events	495	-	500	67	500	500	500
Vacation Bible School	1,668	1,834	1,900	1,998	2,000	2,000	2,000
Youth Group expenses	-	216	500	224	500	500	500
Young Adults group	-	-	100	-	100	100	100
Servers Guild	-	-	100	-	100	100	100
Spiritual Life (Bible studies, etc.)	157	473	300	-	300	300	300
Library	-	111	100	-	100	100	100
Theological college donation	500	500	500	500	500	500	500
Clergy conferences & development	-	-	2,000	1,569	2,000	2,000	2,000
Synod	-	-	500	1,290	500	500	500
Staff/lay development	-	-	-	-	500	500	500
	30,837	32,619	36,900	35,817	40,100	41,000	41,900

PROPOSED 2024 BUDGET

	<u>2021 Actual</u>	<u>2022 Actual</u>	<u>2023 Budget</u>	<u>2023 Actual</u>	<u>2024 Proposed Budget</u>	<u>2025 Possible Budget</u>	<u>2026 Possible Budget</u>
<u>To Minister to the Human Needs Outside Our Parish:</u>							
Apportionment to Diocese	83,424	85,552	83,400	83,371	81,300	83,700	86,000
Ecumenical Campus Ministry donation	4,500	4,500	4,500	4,500	4,500	4,500	4,500
Anglican Foundation	100	100	100	100	200	200	200
Compassion Canada (foster children)	1,968	2,256	2,250	2,256	2,250	2,250	2,250
Soup Kitchen donation	1,200	1,200	1,200	2,500	1,200	1,200	1,200
Other Mission & Outreach	1,000	1,500	1,500	1,500	1,500	1,500	1,500
	92,192	95,108	92,950	94,227	90,950	93,350	95,650
<u>To Sing the Praises of God:</u>							
Music Director & Organist	30,173	31,456	32,000	32,027	33,300	34,300	35,300
Substitutes	550	1,080	1,000	700	1,000	1,000	1,000
Senior Choir	2,085	2,007	2,200	2,495	2,500	2,600	2,600
Junior Choir and Band	-	-	100	-	100	100	100
Organ & piano maintenance	1,488	1,799	2,500	1,115	2,500	2,500	2,500
Handbell Choir	225	300	500	59	500	500	500
Worship Band	245	256	300	269	300	300	300
	34,766	36,898	38,600	36,665	40,200	41,300	42,300
<u>To Keep God's House Decent and in Order:</u>							
Caretaking	21,680	22,660	22,700	22,812	24,300	25,000	25,700
Substitutes	-	674	1,200	668	1,000	1,000	1,000
WCB	1,246	1,025	1,000	1,028	1,100	1,100	1,100
Utilities	17,787	23,235	24,500	24,320	25,300	26,000	26,800
Cleaning supplies	393	1,007	1,500	1,156	1,500	1,500	1,500
Insurance	13,969	15,374	17,000	22,294	23,400	24,100	24,800
Security	4,139	4,292	4,350	4,358	4,500	4,600	4,700
Property taxes	285	265	300	271	300	300	300
Repairs & maintenance	8,152	11,827	12,500	11,055	12,500	13,000	13,500
Allocation to Capital Fund	10,000	15,000	15,000	15,000	15,000	16,000	16,000
	77,651	95,359	100,050	102,962	108,900	112,600	115,400
<u>To Meet Our Administrative Needs:</u>							
Administrative Assistant	20,830	34,816	36,900	36,872	38,900	40,000	41,200
Substitutes	12,678	428	1,600	525	1,500	1,500	1,500
Church supplies	4,889	3,814	5,000	4,424	5,000	5,200	5,300
Office supplies	3,089	3,558	4,000	3,983	4,000	4,100	4,200
Photocopier & printing	6,341	6,721	7,100	8,049	8,000	8,200	8,400
Telephone, internet & computer service	7,512	7,511	7,300	6,753	7,000	7,200	7,400
Postage	1,361	1,572	1,500	1,490	1,500	1,500	1,500
Advertising	83	446	500	435	500	500	500
Bank charges	666	425	200	102	150	150	150
Audit fee	100	100	100	100	150	150	150
	57,549	59,391	64,200	62,733	66,700	68,500	70,300
TOTAL EXPENDITURES	470,406	520,817	545,500	546,639	571,350	587,350	602,150
OPERATING SURPLUS (DEFICIT)	2,200	(12,681)	(20,000)	(7,013)	(15,000)	(10,000)	(5,000)

NOMINATING COMMITTEE REPORT 2024

The following people have agreed to let their names stand for nomination at this year's Annual Meeting of Parishioners

Senior Wardens (Corporation):

- People's Warden: Doug McLaughlin
- Assistant People's Warden: Jose Samayoa
- Rector's Warden: Carol Young
- Assistant Rector's Warden: Harriet Edwards

Deputy Wardens (Management Committee)

- Worship: Annette Bright
- Fellowship: Karen Hammond
- Financial Stewardship: Eliza Wiederspick
- Missional Outreach: Chris Burton
- Caring: Julie and Leonard Lorenz
- Facilities: Allan Besplug
- Communications: Patrick Hammond
- Discipleship and Evangelism: Patricia and Tim Pope

Parish Council

Current Parish Council Members put forward for re-election to another 2-year term:

- Alison Goodwin
- Lee Cutforth
- Emily Bright

Parish Council Members put forward for election for the first time as a 2-year term:

- Ayo Aramide
- Lori Westerson
- Shelby Martens

Current Parish Council Members who are entering the 2nd year of a 2-year term:

For information only: these members do not require re-election

- Jay Penner
- Don Crabb
- Terry Noss
- Susan Christie

Annual Meeting of Parishioners - Clerks

- Head Clerk: Gauri Weerakoon
- Second Clerk: Terry Noss

Diocesan Synod Delegates:

- Brad Gillespie
- Catherine Ball
- Leonard Lorenz

- Liz Raymond (youth)

Diocesan Synod Alternate Delegates:

- Tim Fyfe
- Tim Pope
- Barbara Edgecombe-Green
- Emily Bright (youth)