



ANGLICAN PARISH OF
SALT SPRING ISLAND

The Anglican Parish of Salt Spring Island 2023 Annual Report



**Annual Vestry Meeting
Sunday February 18th 2024**

Parish Office

Phone: 250-537-2171

Email: admin@saltspringanglican.ca

<https://www.saltspringanglican.ca/>

Parish Office Address

110 Park Drive

Salt Spring Island, BC

V8K 2R7 Canada



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2023 Annual Report

The Anglican Parish of Salt Spring Island

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Incumbent's Report

Rev Paul Schumacher – Interim Priest-in-Charge – December 2023 and forward

In the Annual Report to Vestry for 2022, the Incumbent's report states, as a congregation, we are said to "not [be] afraid to claim hope." And I believe it is hope and our determination which will see us through the discernment process toward finding our next incumbent for the Anglican Parish of Salt Spring Island.

Having only been with the congregation here at All Saints in Ganges for a short time, I am beginning to know some congregants by name, but there are many I have yet to meet. During regular worship service at 10:30AM on Sunday mornings, I ask each person in attendance to wear your name tag, either the magnetic ones provided or a stick-on name badge so I might get to know more of our parish by name. In the coming months, I hope to be able to visit with many of our congregation who are not able to join in Sunday worship at the church. Our pastoral care team has been active throughout the past year offering home visits and communion when possible.

I wish to thank the wardens, the parish administrator, the parish council, the altar guild, servers, lay ministers, flower arrangers, music director, musicians, and choir members, plus everyone who has made my introduction to the parish easier than I might have anticipated. Blessings to all of you. You are a gift, and you give me hope for the future.

With the ferry schedule on Sunday mornings altered so the first ferry to Salt Spring leaves Swartz Bay at 9AM, it is difficult to ensure that I can be at All Saints before 10AM, the time our Sunday worship has begun for some years. Because of the ferry schedule, the Sunday service time was moved to 10:30AM. This change was accepted graciously by the congregation and has resulted in lowering my anxiety around arriving on-time and being ready to start worship at the appointed hour.

Since I have only been with the parish for a little over two months now, I am not in a position to report on the activities, worship pattern, outreach programs, educational and study programs, the pastoral care needs, nor many other goings-on within the parish over the past year. To that end, I have asked retired clergy, **Sarah and Chas Belknap** – report following - to provide as much as they felt appropriate to this 2023 Incumbent's Report.

2024 will be a time of discernment which we hope will lead us into a path toward the arrival of our next incumbent for our island parish. I ask for your prayers and support as we journey together in hope and in faith with God's Spirit guiding us onward.

Honourary Assistants' Report

Rev Chas Belknap and Rev Sarah Belknap –Worship and Pastoral Services - June-December 2023.

The Sunday liturgies between June 3rd and November 19th were covered by a combination of retired clergy, visiting active clergy and lay leaders. The clergy included: **Sarah Belknap+**, **Charles Belknap+** retired and living on Salt Spring Island; **Lesley Flynn**, postulant, ordained deacon subsequently; **Harold Munn+**, retired and regularly visiting Salt Spring; **Joane Epply Schmidt+**, Priest-in-charge, the Parish of

St. Laurence, Coquitlam; **Richard Stetson+**, retired, former incumbent living on Salt Spring Island; **Walter Stewart**, Lay Leader, Salt Spring Island; and **Bill Tarter+** CFC, visiting from Victoria.

We had the privilege to engage our priestly and sacramental ministry through presiding at four interments and one church funeral. Further, we ministered to families who requested Communion and Anointing at the time of death, at Lady Minto Hospital and Greenwoods. **Ven Dennis Hayden** also supported the pastoral care team in providing pastoral care and leading worship services at Greenwoods and Lady Minto Extended Care facilities.

Occasional services not requiring clergy were handled by lay leaders: **Joshua Catt**, **Doreen Davidson**, and **Debbi Toole**. All three, and **Walter Stewart** mentioned above, were in the process of becoming Licensed Lay Ministers.

The diversity of liturgical leadership lent variety and energy to congregational life. Our **Simon Millerd** on trumpet and pianist colleague **Dan Reynolds** led several *Jazz Vespers* services during the year. Attendance maintained and even improved over the period. Lay leadership of the congregation was energetic and focused. The parish showed remarkable resilience.

However, the fact that these services occurred during the long weeks of Pentecost hid the fact that without an incumbent, or priest-in-charge, seasonal liturgical formation was not addressed.

Churchwardens' Report

Ruth Picket Seltner, Bishop's Warden; Sally Carr, People's Warden

It was a year of transition. With the announcement that Gyllian would be leaving us, we were forced as a congregation to live in *liminal space*.

We are extremely grateful for the support of many people which allowed us to not only survive but to thrive. We demonstrated our resilience with ongoing programs, a strong Parish Council, teams who took on everything from kitchen duty to prayer to pastoral care. **Joe Egan** our administrator went above and beyond at all times. Our strong music ministry continued under **David Storm's** guidance. Our retired clergy and visiting clergy blessed us with their gifts. We functioned in a positive way in this liminal period. Programs continued and grew.

With the appointment of **Rev Paul Schumacher** as our *Interim Priest*, we look forward to discerning what God is calling us to be. This will involve active communication and participation on everyone's part. It will be so important to examine every piece of who we were and are and what we do, not separately but as it fits with the whole. We will not look the same at the end of this process. Honouring the past is important, but living to the future is essential.

Exciting, challenging times lay ahead.

Parish Executive Report

Interim Priest-in-Charge: Rev Paul Schumacher

Churchwardens: Ruth Pickett Seltner, Bishop's Warden; Sally Carr, People's Warden

Treasurer: Andrew Peat

Roles and Responsibilities

Parish Executive

"In collaboration with the incumbent, the churchwardens are responsible for administering and managing the business (temporal) affairs of the congregation."¹

"The churchwardens, with the assistance of the treasurer, are responsible for the care and accounting of all money given by the congregation for any purpose and from any source."¹

In carrying out these responsibilities, the "Parish Executive" (**Rev Paul Schumacher, Ruth Pickett Seltner** and **Sally Carr**) is grateful for the support of our treasurer, **Andrew Peat**, and that of our envelope secretary, **Carolyn Evans**, for their advice and diligence in carrying out day-to-day financial tasks.

Churchwardens

"The duties of the churchwardens whether chosen by the incumbent or the parishioners, shall be the same" and are as specified in Regulation 6.8.01 of the Canons². Notably, "Churchwardens must act jointly at all times; they cannot exercise their powers separately nor can one act without the consent of the other. Additionally, they must always function in concert with the incumbent."¹

Parish Council

"The duty of the parish council shall be to assist and support the incumbent and the churchwardens in the general business and the programs of the parish."² The Parish Council is the *Advisory Committee* for the Parish elected from and by the parishioners at the **Annual Vestry Meeting**.

Our Parish Council presently comprises six parishioners, three of whom are elected each year for a term of two years.

In addition, *ex-officio* members of Parish Council are the Incumbent, the Churchwardens, the Parish Treasurer, and the Chair, Outreach Committee,

¹ Anglican Diocese of BC, Churchwardens' Manual, December 2016: <https://www.bc.anglican.ca/resources/guides-and-manuals>

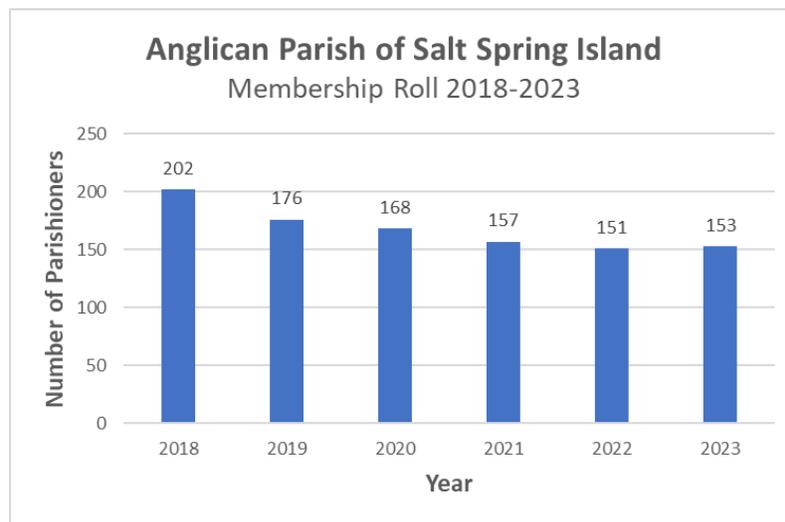
² Constitution, Canons and Regulations of the Anglican Synod of the Diocese of British Columbia, January 2022: <https://www.bc.anglican.ca/resources/canons-and-regulations>

In-Person Sunday Worship

As of early December 2023, our regular Sunday worship service has moved to a 10:30AM start time. Over the past year, Sunday worship has taken different forms and has multiple and varied leadership. Thanks to our retired clergy and lay leaders, we have continued to enjoy our pattern of worship which we have come to expect.

Parish Membership

Even though the parish membership has overall declined since 2018, it appears to have stabilized in 2023. Our November 2023 roll identified 117 “active” and 36 “associates” for a total of 153 parishioners.



Parish Programs

Working with the advice of Parish Council, we continued to deliver ministries and activities aligned with recommendations and revised goals emanating from the Renewal Task Force report approved by Vestry in November 2021. Progress with each of these recommendations during 2023 is reflected in the discussions and deliberations of our Parish Council meetings and with activities noted under each program in this annual report.

We continue to encourage broader participation in and seek interested leaders for each of these programs and activities – reflecting the caring and loving community of faith at the heart of our congregation.

Challenges in 2024

We see the key challenges and opportunities for the incoming Executive and Parish Council in 2024 as follows:

Discernment Process

At the beginning of this year, we, as a congregation, have just begun the process of discerning how we are to move forward with our search for a new spiritual leader and incumbent for our parish. This process of discernment will demand our attention and our openness to the Holy Spirit working in and through each of us as we journey together. All of us must be aware and attentive to God's will for our parish, and not our own desires or dreams.

In discerning the path forward, we need to be aware of four key factors which will impact the outcome of the discernment process and the choice of our next incumbent.

1. Who we are as a parish?
2. What is it we are looking for in our spiritual leader(s) and our next incumbent?
3. What can we realistically afford in the support of that leader's ministry on this island?
4. What is God asking us to do with the time, talents, and resources we possess as part of our stewardship of this parish?

The discernment process will take time. The process will require our prayerful attention to God's indwelling Spirit speaking into all our conversations, deliberations, and collective decisions around this search. Soon, a "Parish Profile" team will be charged with updating the most recent version of the "Parish Profile" to reflect our discernment process. When we have a good working version of our "Parish Profile", we will seek input from the bishop. With the Bishop's approval, a search team will be appointed, and the position may then be posted to the diocesan website. The search for a new incumbent will then begin in earnest and may take some time before a candidate is identified as our first choice.

The members of the profile development team may not necessarily be members of the search team.

Our path to calling our next incumbent will take as long as it will take. There are no hard-and-fast rules as to how quickly this will come to fruition. Pray for God's guidance and blessings.

Financial Sustainability

Our 2023 financial results and proposed 2024 budget continue to be operationally unsustainable. We must find ways and means during this year to address this situation enabling us to manage our parish activities within the limits of our available financial and human resources. Difficult decisions may need to be taken by the Executive and Parish Council to encourage growth while at the same time reducing costs.

Managing Our Physical Assets – in service to our community

The Parish is blessed with significant physical assets as represented in our various buildings and properties. However, these assets also require ongoing maintenance and repair. At the recommendation

of the Diocesan Property Advisor, our Parish has been included as one in a *Pilot Depreciation Study* group within our Diocese to be carried out under the guidance of Diocesan Council. Contributing to this review will be the following:

- All Saints by-the-Sea: As noted in the Building Renewal section in this report, preliminary plans for nine renovation projects within the All Saints' building with cost estimates totalling some \$550,000 prepared in 2020.
- St Mark's: We hope to move forward in 2024 with the sale of the St Mark's building and property deconsecrated in 2022. We look forward to engaging with the Diocese in discussing how some of the funds resulting from the sale can be used to reinforce our parish's vision, mission and goals in our Salt Spring Island community. We are grateful for the continuing efforts of **Walter Stewart** in his role as our liaison with the diocese in these and other parish matters.
- St Mary's: We are grateful to **Tony Bruce**, with other parishioners residing near Fulford, for being willing to assist this year in resolving maintenance issues at St. Mary's, whose construction dates go back to 1894! Water service has now been restored and a secure cage has been installed around the pipe which delivers oil from the oil tank to the furnace to prevent further thefts of heating oil. However, ongoing maintenance of this aging building and the associated cemetery remains a concern as present use is now limited to serving the Star of the Sea program.

Parish Outreach and Growth

Encouraging increased community participation in our parish programs, ministries and activities – enabling a broadening and growth of our parish as we seek to reach out to other “faith-seekers” in our Salt Spring Island community.

Financial Report 2023 and Proposed Budget 2024

The preliminary summary financial report for 2023 and the proposed budget for 2024 as recommended by Parish Council on January 17th, 2024 follows.

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Accrual Basis

	Preliminary December 31, 2023	2023 Budget as Approved by Vestry	2023 Budget As Amended September 12, 2023	Proposed 2024 Budget
Ordinary Income/Expense				
Income				
4301 Envelopes	\$ 122,236.45	\$ 142,800.00	\$ 130,000.00	\$ 145,000.00
4302 Festival Envelopes	3,498.00	30,000.00	25,000.00	10,000.00
4303 Other Identifiable Givers	24,644.40	12,000.00	15,000.00	15,000.00
4304 Open Offerings	4,168.06	1,500.00	2,750.00	4,500.00
4305 Donations via CanadaHelps	3,069.17	6,000.00	5,500.00	3,000.00
	<u>\$ 157,616.08</u>	<u>\$ 192,300.00</u>	<u>\$ 178,250.00</u>	<u>\$ 177,500.00</u>
4360 Parish Org Donations	5,422.92	3,500.00	3,500.00	4,000.00
4370 Money Raising Revenue	6,031.03	7,000.00	7,000.00	5,800.00
4410 Hall Use Donations	19,463.25	17,000.00	17,000.00	19,500.00
4420 Interest & Invest Income	925.80	250.00	250.00	6,000.00
4450 Miscellaneous Income	8,172.08	3,000.00	7,000.00	3,000.00
4460 Family Place Rental	9,375.00	9,825.00	9,825.00	19,100.00
4480 Directed Investment Income	4,126.27	4,900.00	4,900.00	7,100.00
Total Income	<u>\$ 211,132.43</u>	<u>\$ 237,775.00</u>	<u>\$ 227,725.00</u>	<u>\$ 242,000.00</u>
Expense				
5035 Rector's Discretionary Fund	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00
5020 Assessment	39,092.04	39,100.00	39,100.00	60,318.00
5035 Parish Outreach (Missions)	7,500.00	7,500.00	7,500.00	7,500.00
5110 Advertising Expense	720.37	750.00	750.00	750.00
5120 Telephone, Postage & Bank	3,671.29	2,250.00	2,500.00	6,900.00
5140 Church Supplies	908.62	1,250.00	1,250.00	1,250.00
5160 Office Supplies	3,349.40	1,250.00	3,000.00	3,000.00
5170 Organists Expense	23,840.00	24,000.00	24,000.00	24,900.00
5175 Secretary Expense	35,309.50	37,050.00	37,050.00	37,050.00
5190 Treasurer Expense	1,350.00	1,425.00	1,425.00	1,425.00
5200 Office Equipment	785.78	600.00	850.00	600.00
5240 Miscellaneous Exp	1,776.84	1,000.00	1,000.00	2,500.00
5290 Additional Clergy	7,603.40	10,975.00	6,000.00	2,000.00
5310 Stipend	43,745.79	40,069.00	41,000.00	38,400.00
5315 Clergy & Staff Benefits	13,041.34	13,445.00	12,000.00	16,200.00
5329 Parish Comm.& Organizations	2,423.10	2,000.00	2,000.00	2,000.00
5530 License & Taxes	50.00	250.00	250.00	250.00
5550 Janitor	15,000.00	15,900.00	15,900.00	15,900.00
5555 Janitorial Supplies	1,695.58	1,500.00	1,500.00	1,750.00
5560 Utilities & Services	14,044.23	8,600.00	8,600.00	12,000.00
5580 Repairs & M (St Marks)	-	-	-	-
5581 Repairs & M (St Marys)	601.22	-	-	650.00
5585 Repairs & M (All Saints)	3,040.09	3,000.00	3,000.00	3,000.00
5587 Grounds Maintenance	2,411.73	1,500.00	2,500.00	2,500.00
5600 Repairs & Maintn (Equip)	-	250.00	250.00	250.00
5640 Insurance	14,880.00	12,000.00	15,000.00	17,750.00
5650 Security (Hall)	1,158.18	1,300.00	1,300.00	1,200.00
Total Expense	<u>\$ 237,998.50</u>	<u>\$ 227,964.00</u>	<u>\$ 227,725.00</u>	<u>\$ 261,043.00</u>
Net Ordinary Income	<u>-\$ 26,866.07</u>	<u>\$ 9,811.00</u>	<u>\$ -</u>	<u>-\$ 19,043.00</u>
Bequest to Parish (General Fund)	\$ 65,000.00	\$ -	\$ -	\$ -
Transfer from Prior Years				
Unallocated Surplus/Equity	\$ -	\$ -	\$ -	\$ 19,043.00
Net Income	<u>\$ 38,133.93</u>	<u>\$ 9,811.00</u>	<u>\$ -</u>	<u>\$ -</u>

2023 Financial Report – Preliminary

We commenced 2023 with an optimistic outlook confident in God's spirit working amongst us. The General Fund budget approved by Vestry forecasted a deficit of \$16,100 to be covered by the surplus from previous years.

In the 2022 Annual Report, it was noted that deficits "are unsustainable beyond this [2023] calendar year". Early in 2023 it became clear that Parish finances were untenable, and hard decisions were made and an amended budget was approved by Parish Council in September. In the summer, a substantial unrestricted bequest was received from the Estate of Margaret Mather. Parish Council decided that \$100,000 be directed to the Endowment Fund and \$65,000 to the General Fund.

Before the bequest, in 2023 the General Fund was in deficit \$26,866 verses an anticipated breakeven position as forecast by our amended 2023 budget. Total Income was \$16,592 under the amended budget because of a shortfall in Total Givings with other sources of income modestly above. Total Expenses of \$237,998 exceeded our budget because of changes in staffing (appointment of our Interim Priest-in-Charge) and extraordinary Utilities and Services expenses (heating oil theft at St Mary's and water leakage/fire suppression system servicing at All Saints). Including the bequest, the \$38,134 General Fund surplus will thus cover the increased Diocesan Assessment in 2024 (+\$19,750) and 2025 (+\$16,500) due to the Margaret Spencer and Margaret Mather bequests.

Proposed 2024 Budget

In the Fall of 2023, a stewardship campaign generated some new areas of support for the work we do. With the search for our next incumbent beginning in earnest, our budget requirements could change dramatically requiring this parish family to revisit both the budget we approve for 2024 and our commitment to the life of our parish family and this church.

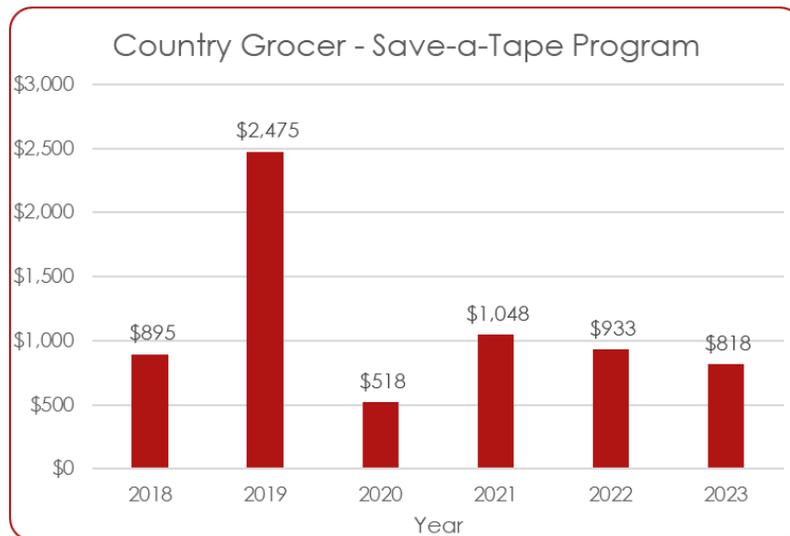
Our operating budget for this year is at best to be considered 'thin'. Although we have abundant money set aside through bequests, which should permit us to complete several renovation and maintenance projects at several of our sites, our weekly givings and other income streams are looking hard-pressed to keep up with our expenses. The bottom line on the budget for 2024 is this – as we discern what we wish for our next incumbent and what we can afford to offer, we need to discern what proportion of full-time equivalency for spiritual leadership, pastoral care, along with parish administration and the myriad of other responsibilities a new incumbent will be asked to take on. Can we handle this commitment and be fiscally responsible at the same time?

Parish Fundraising in 2023

Country Grocer – “Save-a-Tape” Program

Ron Dyck

In 2023 the Parish received \$817.80 from Country Grocer, representing 1% of the grocery tape receipts placed into the Anglican Parish box #14 or dropped off at the church office before December 2023. Tapes received in December will be included in next year’s total. Thank you to all who contributed!



Quilters

Marjorie Radford

There are five of us: **Ann King, Sarah Mathieson, Caroline Whereat, Doreen Hewitt and Marjorie Radford.**

In the past year we made and sold four bowl cozies, a table runner, four head bands and a quilt. Including \$22.88 which was left over from last year, the total turned over to the church was **\$712.38.**

We gave a quilt to Gyllian on her retirement.

If you’re looking for gifts, please check out the showcase outside the church office. All proceeds go to the church.

The quilters meet Thursday mornings from 9:30am to noon in the St. George room in All Saints’ unless we’re working on a big quilt when we’ll be in the upstairs hall.

Visitors and newcomers are welcome.

We take orders.

Anglican Caterers

Marjorie Radford

Tea à Tempo was held every Wednesday during July and August and once a month the rest of the year except for January.

The Tea Teams provided tea, coffee, sandwiches, and goodies for several memorial teas with proceeds going directly to the church.

Thank you to those who provided tea, coffee, and homemade goodies: **Doreen Davidson, Ruth Mills, Debbi Toole, Jaqui Roussin, Solveig Brickenden, Wilma Haig, Ann King, Molly Cunningham, Bridget Metzger**, and I also took my turn.

Handed over to church for Tea à Tempo:	\$1,934.05
Proceeds from memorial teas	<u>\$1,160.36</u>
Total	\$3,094.41

The caterers also provided lunch at the bazaar. **Sarah Mathieson, Caroline Whereat, Carolyn Evans and I** made 44 jars of antipasto which sold at the bazaar.

Proceeds from antipasto and bazaar lunch were included with the bazaar money.

Sunday Coffee Report

Sally Carr

For many years this has been under the care of **Ann King**, and she has earned her retirement. Thank you for your years of service Ann!

We have six ladies who provide baking: **Marjorie Radford, Bridget Metzger, Gloria McEachern, Debbi Toole, Ros Woolley and Helen Bruce**.

On the coffee and set-up team are: **Don and Molly Cunningham, Ann King, Ros Woolley, Doreen Davidson, Ruth Mills, Sally Carr and Cheryl Doubt**.

Many thanks for donated time and ingredients with the baking, setting tables and preparation of drinks, and clean-up after the service. We thank all the volunteers who arrive early on Sundays to prepare the coffee and stay late to wash up afterwards. If any others are interested in joining our group, please let me know.

Music Makers

Lolla Devindisch

The Music Makers' team for 2023 was comprised of **Linda Floyd, Sarah Mathieson, Anke Smeele, and Lolla Devindisch**. We are grateful for the continuing collaboration with Anglican Caterers, led by **Marjie Radford**, who make the tea portion of our Tea à Tempo concert series possible. Thank you also to **Ralph Dom** for his faithful assistance in setting up for the event, made much more manageable with the new tables purchased during the year.



We offered 20 Tea à Tempo performances with only a few last-minute cancellations, resolved by the willingness of standby performers to step in at short notice. Audiences are still not up to pre-Covid numbers, averaging 46, but they remain appreciative and enthusiastic.

One of the highlights of the year was a performance of music and song, by *Friends of Tea à Tempo*, which included **Connie Holmes, Anke Smeele, Jean McClure, John Metzger, Deb Smith, and Carole Scott, with David Storm** providing the musical accompaniment throughout.



Women of Note

Our largest turnout was for the December concert with *Women of Note*, whose beautifully conceived program delighted the audience of 90 fans.

The annual *Carols for Christmastide* community carol sing-along, produced by *Music Makers* and led by All Saints' Choir, finally resumed after the Covid shutdown and last season's disappointing cancellation due to snow. Everyone was well prepared for the afternoon with Christmas goodies and beautiful music. This annual event is a Salt Spring Food Bank fundraiser, and we were pleased to be able to forward \$400 to the local cause.

The budget for Music Makers is administrated by the Parish and will be found in the annual budget report.

Christmas Bazaar

Judy Tyson

The Annual Parish Bazaar held November 25th 2023 was just another example of the vibrancy and steadfast devotion that the membership of this Parish continues to bring forth every year for this worthy cause. Our church family came out in full force to fill the many volunteer spaces needed so as to move ahead with our yearly commitment and success of this popular event.

Even though the membership has aged one more year, by the time November rolls around there is never a lack of eager faces to help with production, setup and vending of the items for sale followed by a cleanup at the end of three hectic days. Truly we are a busy and eager group of parishioners who work

extremely well in a teamwork situation from start to finish and who display a wonderful sense of commitment and dedication in this church.

This year there were several changes made, and it is worthy to note that **Marjie Radford, Sarah Mathieson, Ruth Pepin, and Mary Beckett** are owed a debt of gratitude for making the changes run smoothly. Marjie replaced her duties as co-ordinator of the luncheon, which she so ably and thankfully managed for many years, with a prompt takeover of the needlework craft section to continue on with her involvement in the Bazaar.

Sarah's production of her ever-popular Christmas cakes and special breads was replaced with the management of the luncheon. Ruth and Mary graciously took over the making of the Christmas cakes and preparation duties for the luncheon. The changeover went beautifully, and we were so grateful for their willingness and impressive involvement in the changes.

The Bazaar raised approximately **\$4,500**.

There has been a discussion regarding the possible change of leadership by Dovenne Steele, Molly Cunningham and me in the organization and running of the Bazaar.

We have enjoyed immensely the special times we have had and the friendships shared but felt perhaps it was time to invite new volunteers to become involved in that capacity.

If you feel you might be interested, please see either Dovenne, Molly or myself to find out what would be involved in the organization of this wonderful event which we prepare for in anticipation of the Christmas Season. Thank you one and all for your support and dedication to this special cause.

Hall Use

Joe Egan

Regular Hall Use:	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>
Beanbag Bocce	\$ -	\$ 180	\$ -	\$ 210
Barre Fitness	-	-	120	895
Belly Dance	376	-	-	230
Contact Improv Dance	236	-	-	273
Dance Your Ability	750	-	-	140
Drop-in Painting	750	1,260	630	780
Kid's Dance	787.50	225	-	-
Fit for Life	-	-	247	626
Tai Chi	1,576.50	-	-	-
Graffiti Theatre	432	610	-	-
Scottish Country Dancers	1,350	360	-	680
Hawaiian (Hulu) Dance	300	600	-	-
Community Song Circle	1,912	780	-	-
Salt Spring Fitness	220	600	-	-
Tango!	1,360	210	-	-
Quiet Meditation	2,110	660	-	-
Adult Ballet	750	1,825	-	-
Gull Cry Dance	645	410	-	-
Salt Spring Printmakers	-	480	-	-
Special Olympics' Club Fit	376.25	-	-	-
Dance Fit	500	-	-	-
REGULAR TOTAL	<u>\$ 14,351.25</u>	<u>\$ 8,207</u>	<u>\$ 997</u>	<u>\$ 7,183</u>
Occasional Hall Use:				
Community meetings	\$ 325	\$ 160	\$ -	\$ 837
Concerts, Recitals, Rehearsals & Programs	4,337	2,155	140	1,240
Other Events, Dinners, Potlucks, Luncheons & Teas	450	-	-	-
OCCASSIONAL TOTAL	<u>\$ 5,112</u>	<u>\$ 2,315</u>	<u>\$ 140</u>	<u>\$ 2,077</u>
TOTAL HALL USE INCOME	<u>\$ 19,463.25</u>	<u>\$ 10,522</u>	<u>\$ 1,137</u>	<u>\$ 9,260</u>

Return-It Cans and Bottles Recycling

Doreen Davidson

This year we raised **\$367.10**. Please remember to say "Anglican Parish" when you return your bottles, cans, juice, and milk cartons, and we will be credited with your donation. It's another way to add pennies to the coffers, and we thank everyone who helps the parish through Return-It donations.

Parish Programs

Overview

We continued to align our parish activities to the recommendations of our Parish Renewal Task Force which also endeavours to align with the diocesan vision (<https://www.bc.anglican.ca/vision>) and our 2018 parish mission, vision and goals published in our Parish Profile (<https://www.saltspringanglican.ca/who-we-are/mission-vision-and-goals>) and updated in the November 2021 special meeting of the Vestry – ref. also the last page of this report.



Worship and Liturgy

Rev Paul Schumacher, Interim Priest-in-Charge

As was noted in last year’s Worship and Liturgy report to vestry, “the people of Salt Spring Parish treasure and enjoy” worship and liturgy.

Since I have been in the parish for such a short time (three months at the time of this Vestry meeting), I have not had occasion to experience the varied patterns of worship and liturgical expression of which our congregation is accustomed to sharing. What I have expressed so far has been both exciting and on occasion has given me new insight. Over the next months, it is my hope to discover more aspects of our liturgies and to share in whatever the Holy Spirit will present for our journey of faith. Elsewhere in this Vestry report, I have asked some of our retired clergy who graciously took on the role of presiding at Sunday worship following the retirement of our previous incumbent, **Rev Gyllian Davies**, to report on the activities and worship pattern here at Salt Spring parish over the past year. Many thanks to **Sarah and Chas Belknap, Richard Stetson, Dennis Hayden, Bill Tarter, and Elaina Hyde**, plus others who came onboard and filled in as required after Gyllian’s retirement.

Beginning with the First Sunday in Advent for this Church year, together we began a journey of discernment toward appointing a new incumbent for our parish. Our journey of discernment will lead us into a new and exciting relationship with our Creator.

With help from our four newly licensed lay ministers, our retired clergy, and many lay members and leaders in music, altar guild, flowers, fellowship, and congregational development, we were able to provide worship services throughout the Christmas season. And now that we are in the season of Epiphany in Year B of our three-year lectionary, our educational and study program will soon begin with the Lenten Living Compass study materials. It is our hope to provide at least two opportunities for involvement in this study. One will be an on-line version led by Tracy Teeple. The other opportunity will be one or more daytime in-person studies at the church, possibly on Thursdays in the early afternoon (one hour), of which I hope to be a part.

For the present time and until I am aware of the patterns of worship and liturgy here at All Saints, the worship committee has been asked to wait for my call to meet as a support group in this ministry.

As has been pointed out elsewhere in this Vestry report, we have moved our Sunday worship to a new time, 10:30AM, to accommodate BC Ferry schedules and my travel requirements.

Organist & Choirmaster

David Storm

This has been a very interesting year. We started off the year with Bishop Anna's instruction that since our finances were in a bit of trouble, we would need to become a parish with a part-time minister. A difficult decision indeed but necessary. The music ministry, though, has carried on helping make our worship at All Saints a beautiful and moving weekly experience. I thank the choir for their dedication and hard work through this liminal (I love that word) time. Our numbers have not bounced back to pre-COVID times, but we persevere. This last year our members were:

- Sopranos: **Barb Angel, Lolla Devindisch, Jean McClure, Jovy Santiago, Joan Warren**
- Altos: **Jennifer Ashley, Betty Rothwell, Deb Smith, Dale Storm**
- Tenors: **Ron Dyck, Jaqui Roussin, Ruth Mills, Carole Scott, Jim Smith**
- Bass: **Ken Rootham**

I want to thank **Jim and Deb Smith** for the beautiful music they've shared with us, and I thank Jim very much for Sunday guitar playing! I just love when Deb and Jim are playing music during Communion – I think their music is the perfect accompaniment to Communion. I also want to thank **John Metzger**, for his flute playing at so many services this year. It has been a great pleasure to add **Deb Smith's** double-bass playing to our duo and we are now a trio! It is such a joy to meet both John and Deb for our weekly Friday morning rehearsals – we have a great time together, playing music.

Simon Millerd continues to bring his trumpet to church, joining in on the hymns and playing a variety of music as preludes, postludes, and during communion, including original pieces he has written. Simon and pianist **Dan Reynolds** have led several *Jazz Vespers* during the year.

I also want to thank all our soloists for their hard work and the beautiful music they offer. Thank you **Jean** and **Jennifer** and **Deb** and **Lolla**; we are blessed by your presence and your gifts. And at our Advent IV service in December, we were absolutely delighted that (the amazing and ageless) **Betty Rothwell** beautifully sang the gorgeous spiritual *Sweet Little Jesus Boy*. Thank you very much, Betty!

Special thanks also goes to **Deb Smith** for her solo, *See Amid The Winter's Snow on Christmas Eve*. It was a beautiful but challenging piece, and I think both of us did very well.

A final thank you goes to **Lolla**, who does just about everything at All Saints! For the music ministry, she looks after all the music the choir performs (and there's a lot!) filing and sorting everything, (with her trusty helper, Jean) keeping our library in order and helping me in so many different ways. You are invaluable, Lolla, and I don't know what I'd do without your help!

I would like to conclude by saying that I am so very happy being your music director. My health has been up and down this year but only getting better. The support I have received has been truly a blessing, and I thank the congregation, especially **Nancy Wigen**, **Bridget Metzger**, and **Lolla Devindisch**, and those at the healing prayer station. I look forward to an exciting and spirit-filled year ahead!

Altar Guild

Judy Tyson

Several years ago the All Saints' Altar Guild became a two-part entity: the Service Guild and the Flower Guild. The Service Guild is responsible for the ongoing preparation of all services in the church which include regular Sunday and Festival occasions, funerals and memorials, and any other special events where set up and care of the Sanctuary is required. Currently there are three members, **Molly Cunningham**, **Doreen Davidson**, and **Judy Tyson** who work on a rotating weekly basis year-round.

The Flower Guild is made up of **Lolla Devindisch**, **Ann King**, **Wilma Haig**, and **Jean McClure**. Both teams come together to prepare the church for Festival events.

The Altar Guild is a ministry which works mostly behind the scenes. The members prepare for services beforehand and clean up following services and are rarely seen going about their business quietly and discreetly. Their duties include cleaning and preparation of communion vessels for services. They are tasked with care of the Altar and communion linens, candle preparation for services and replenishing supplies as needed. I think I speak for us all in saying that this ministry of the church is one that is rewarding and fulfilling and speaks to a quiet communion in our service to God.

We always welcome new members. Please contact Judy if you feel that there may be a place for you on our team.

Servers' Guild

Doreen Davidson

It is a very humbling and rewarding experience to be a Server, and an honour to serve the Parish in this capacity. This year continuing members of the Servers' Guild were **Dave Phillips, Judy Tyson, Doreen Davidson, and Elaine Hunt.**

A training was held in late spring after which **Joshua Catt, Peg Gabor, and Toto Rodrigues** joined the team.

We thank **Lolla Devindisch** for her commitment to serve at the Thursday mid-week service until it was discontinued in early 2023.

And we thank **Gloria McEachern** for her time and contribution throughout the late spring and summer. Please, if you are interested in becoming a Server, please tell us!

Flower Guild

Lolla Devindisch

Members of the Flower Guild in 2023 were **Lolla Devindisch, Wilma Haig, Ann King, and Jean McClure.**

It was another busy year for us arranging flowers for regular Sunday services and for the memorials that took place. However, it is a joy to use the gifts we have been given in arranging flowers for our beloved friends. Sometimes we are guided by their choice or that of the family, and sometimes we are free to interpret what their presence has meant to us as fellow parishioners.

We also worked together with the Altar Guild in creating the Advent wreath and decorating the church for Easter and Christmas. New to the Parish was the Advent celebration of the *Greening of the Church* which called for some *ingenuity*, and we enjoyed the challenge, guided by **Rev Paul Schumacher.**

Pastoral Care – June to December 2023

Noreen Davies and Bridget Metzger

Prior to leaving the parish at the end of May, our rector, Gyllian Davies, invited **Bridget Metzger** and **Noreen Davies** to form a *Pastoral Care Team* to minister to the needs of the Parish during the absence of a resident Parish Priest.

Parishioners who were interested in being involved were asked to attend a meeting on May 24th to discuss what we meant by Pastoral Care, how they had been involved in the past, and how we could best support the needs of our Parish in the future.

It was decided to establish a "Team of Volunteers" who would report back to a "Core Leadership Team" (including a clergy adviser) that would keep track of the needs and plan accordingly. The members of the

Core Leadership Team are: **Bridget Metzger, Noreen Davies, Dale Storm, Doreen Davidson** and **The Ven. Dennis Hayden.**

17 interested parishioners filled out a form to indicate where they would be willing to be involved and are now actively engaged in the following:

1. Greenwoods: Make visits and/or attend hymn-sings.
2. Extended Care, Lady Minto: Make visits and/or attend hymn-sings.
3. Braehaven: Make visits.
4. Heritage Place: Make visits.
5. Take home communion to people unable to attend church, under the supervision of Ven. Dennis Hayden (clergy adviser).
6. Visit people in need of support.
7. Provide a ride to church (as needed) to a parishioner.
8. Visit people in hospital.
9. Provide a meal (or more) for someone returning home from hospital or when grieving.
10. Provide support on a one-to-one basis to new widows or widowers during the first six-months.
11. Keep vigil with people who are dying who do not have family members with them.
12. Clergy to offer spiritual counselling, and also confession, absolution and anointing with oil to those facing death.
13. Pray as a member of the Prayer Chain.
14. Meet new people coming to church, during coffee time.

Prayer Chain

Bridget Metzger

The Prayer Chain offers ongoing prayers by request. There are currently 25 people, including clergy, who offer these confidential, private prayers on a regular basis. Updates are sent out regularly to the people who pray ("*pray-ers*") so that their prayers can stay current. At the end of each bi-monthly period a newly updated version of prayer requests is sent out to the *pray-ers*, with thanksgiving for answered prayers. Many folks, especially those battling with cancer or chronic conditions, are prayed for on an ongoing basis. We pray for healing where possible and for health of body, mind, and spirit.

Requests for prayer may be made directly to prayers@saltspringanglican.ca. Prayers will be sent out as soon as possible, usually on the same day they are requested.

To respect confidentiality, please ensure that you have the permission of the person for whom you would like to request prayer.

According to Diocesan policy, the prayer chain members are appointed by the Incumbent and Churchwardens. If you are interested in this ministry, please contact the Priest-in-Charge or one of the Churchwardens.

Safe Church

Lynne Fraser, Safe Church Liaison

Overview

"The Safe Church program ensures that our churches are places of safety from the harm of misconduct that can occur in situations when there is an imbalance of power."

Safe Church training is designed to:

1. Ensure our parishes are places of safety and wholeness for those who come to us seeking the love of Christ.
2. Ensure all of our volunteers and employees are aware of their own personal safety and are equipped to manage their own personal risk.

The Safe Church Program and a Criminal Record Check are required for Parish Council members, paid staff (including clergy), organist, choir director, envelope secretary, children and youth workers, pastoral visitors, treasurer, and all others who handle money and volunteer staff including admin, grounds and janitorial.

Safe Church Training

I am pleased to report that 50 volunteers (up from 25 last year) and four paid staff have now completed their Safe Church Training by completing eight modules through the Praesidium Academy or via the new video produced by the Diocese. These volunteers have also completed their Criminal Record Checks and have read the *Respectful Conduct Policy* and have signed the Acknowledgement.

I would like to take this opportunity to thank:

- **Ron Dyck** for setting up the video equipment to run the group training session;
- **Joe Egan** for making sure the necessary documentation was delivered to the Diocesan Office in a timely manner and assisting me in running small and/or individual sessions of the training;
- **Sarah Belknap** for supporting me this past year when we were without an incumbent; and
- To all those who made the commitment to participate and complete the Safe Church Training.

Faith Formation Groups

Seasonal Discussion Groups – Living Compass

Claire Pickering and John Metzger

Over the past years many of us have been using the seasonal discussion guides in groups or for personal reflection from Living Compass (<https://www.livingcompass.org/>) during Lent and Advent and continued to do so in 2023. Thanks to **Claire Pickering, Tracy Teeple, and John Metzger** for catalyzing these groups in 2023.

In 2024 we look forward to continuing use of the Living Compass guides for Lent and Advent.

Bible Study Group

John Metzger

A small group of parishioners has continued meeting for more than two years for weekly evening Bible study. We usually meet on Zoom but find opportunities through the year – especially during the summer – to meet face-to-face. The group initially evolved from the 2020 Lenten study when it was suggested by some to continue meeting for “Bible study”.

Leadership rotates amongst the group members each week. This past year we have focused our studies on the forthcoming Sunday’s lectionary readings. We find this helps us better understand the context of and often connections between the readings, and they don’t hit us “cold” when we hear them on Sunday mornings!

We meet Monday evenings for about one-and-a-half hours, finding time before we close to share prayer-requests and to pray together. We bring varied perspectives to our discussions not always agreeing but certainly encouraging each other as we share in our faith journeys.

Our group presently comprises **Ann King, Jim and Joan Warren, Noreen Davies, Gloria McEachern, Ken Affolder, Claire Pickering, Elizabeth and Don van Akker, and John and Bridget Metzger**. We encourage others to join us, or even better yet, to establish another group. We are willing to assist and advise – please contact any of us!

Labyrinth Team: Developing an Outdoor Labyrinth for Parish and Community

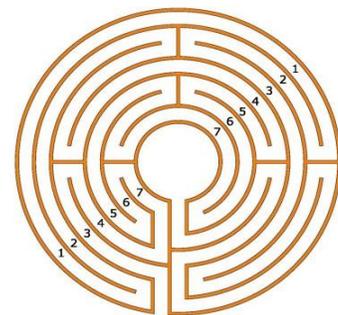
Rev Sarah Belknap

The Labyrinth Team has raised \$8,000 toward its goal of \$12,500, needed to complete the Labyrinth. Generous individuals have responded to our appeals with cheques or online donations. And at the Team’s fundraising events in the community, many more people have contributed cash to our glass “cookie jar.” We’re very gratified by the robust community support we’ve received.

We are now planning fundraising events to take place in the coming months. We also submitted a proposal for support to the Lions Club of SSI this past fall. We expect to hear from them early this year. If it is necessary, we will also apply to the SSI Foundation for their assistance.

We are working hard to raise the funds needed so that the labyrinth can be completed in the first half of 2024. Once the labyrinth is in the ground, we will begin raising funds for signage and a roofed pedestrian gate, which will make the labyrinth easy to find and more accessible to the public. Under the shelter of the roofed gate, we will recognize our donors (of \$100 or more, with their permission), and all memorial gifts will be recognized.

The labyrinth will be 55 feet in diameter. The design will be a seven-circuit Chartres simplified design. The \$12,500 needed for construction will cover the cost of removing topsoil and laying 12 inches of compacted chip pit run (small gravel) over the 55-foot diameter circle to address drainage issues at the site and to provide a firm foundation so that the labyrinth may serve islanders for years to come. Also included in the \$12,500 is the cost of the brick which will create the labyrinth design, the composted topsoil which will cover the area, and the seed of the native plants which will provide the pathways.



7-Circuit Chartres
Simplified Labyrinth

To donate: place a cheque in the offering plate clearly designated as “Labyrinth Donation,” or use the “Canada Helps” link on the “Financial Stewardship” page of the parish website: <https://www.saltspringanglican.ca/how-can-i-help/financial-stewardship>. Your support is very much appreciated.

Social Justice

Social justice refers to a *fair and equitable* division of resources, opportunities, and privileges in society. As Christians we emphasize the intrinsic value or worth of the individual. Gender inequality, racism, LGBTQ+ discrimination, and more broadly the social and economic inequities attributed to colonialism and environmentally unsustainable development are frequent subjects of social justice advocacy.

In our parish we are attempting to address some of these issues through programs of outreach, awareness and action as follows:

Outreach

Lynda Turner

2023 was another unusual year for the Outreach Committee. Our annual budget of \$7,500 was approved at the February Annual Vestry Meeting and affirmed in the September revision of the budget by Parish Council.

In the summer we used money from direct parishioners' donations to support one family through Community Services in the BC Farmers Market Nutrition Coupon Program. One family was given \$17 per week for 16 weeks to spend at the local Tuesday food market. We also had three “Giving Sundays” at the Church where Parishioners donated a phenomenal \$2,000. This was given to Community Services in late August, and they divided it equally among the 40 families on the Coupon Program for school supplies.

In late October, the Fifth Annual Warm Clothing and Blanket Drive was held after a service at the Church, and the home of **Lynda Turner** was available for donations to Community Services and Copper Kettle. Once again it was an outstanding success.

In December, **Dovene Steele** organized the annual Angel Tree whereby one family, suggested by Family Place, was given Christmas gifts and gift cards for Christmas.

In the Fall the Committee met several times and supported several projects. Our budget was divided into three equal parts:

1. International³

- Kenya Drought Relief
- Gaza-Al Ahil Arab Hospital (medical supplies)
- Canadian Grains Food Bank (x4 though government support)

2. National³

- Canadian Disaster Relief Fund
- National Indigenous Responsive Grant Fund

These two funds allow the PWRDF to respond immediately to emergencies across the country.

3. Local

- Soup program at Family Place
- Christmas credit cards donated through four local schools.

Once again, I must thank the members of the Committee for all their hard work, for those outside the Committee who were “volunteered” to help, and especially the members of the Parish who gave and give so generously to these projects. Also please note that the Committee always welcomes new members.

Friday Community Meals

Bridget Metzger and Susan Grace (United Church)

The Community Meals, held in the lower hall of the United Church at noon on Fridays, continues to be a gracious, welcoming place for those who come to eat, visit, and volunteer. We are blessed by our collaboration with each other. Volunteers come from the United Church, the Unitarian, the Anglican Church, and the Church of Jesus Christ of Latter-Day Saints. Those who have volunteered from All Saints this year are **Sarah and Chas Belknap, Ron Dyck and Walter Stewart, Sally Carr and Ethel Magnus, Dave Phillips and Bridget Metzger, and Tim and Elaine Hunt.**

We serve about 25-30 people each week. The meal tends to be a hearty one, prepared by Community Services, and we round it out with fruit, cookies and sometimes homemade desserts which are very much appreciated!

Over the cold months, our guests come in to warm up and can pick up winter clothes as needed, and the United Church custodian is often on hand to give out rolls of toilet paper, an added bonus!

On Friday December 22nd, a delicious turkey dinner was served with all the trimmings and each guest received a gift of new warm socks and a bag of homemade cookies, and they could help themselves to toiletries as needed.

³ This money was funnelled through the Primates World Relief and Development Fund. Due to an anonymous donor, many of our donations were doubled by PWRDF.

The community meal touches each of us in different ways, and we each express our commitment to service in our own unique manner. There is a place for all at our table and we are grateful.

Angel Tree
Dovene Steele

This outreach initiative has been a part of our parish life for several years now. The idea is simple: we sponsor a local family who is suggested by the community services' staff of Family Place. The family writes a list of items they might like for Christmas. The list is sent to me. I then make gift tags which indicate specific gifts and who the gift is intended for. As well, I usually include several tags that are for gift cards for grocery stores, the gas station, or the pharmacy. These tags are hung on the tree in the narthex.

Our parishioners choose a tag and buy that gift. They then wrap it, attach the tag, and return it to the church. I gather the gifts just before Christmas and take them to Family Place who ensure that the family receives them. This year we sponsored a single mom and two teenagers (girl and boy).

Our parishioners are always so generous and kind with their gifts. Thank you so much to everyone who donated gifts to make these families' Christmases a bit merrier and brighter. I know the families are so appreciative and grateful.

Family Place

Most of us are aware that "Family Place", using the former Rectory located on the All Saints' property, offers our Salt Spring Island Community drop-in services for pre-natal, infants and toddlers. Their program offers safe and well-equipped play areas and a variety of drop-in and scheduled programs and courses for parents and caregivers of children under six years of age. For more information on their program: <https://saltspringcommunityservices.ca/family-place/>.

The parish has a year-on-year, April-to-March lease agreement with the *Salt Spring Island Community Services Society*. The terms of this agreement require that Family Place be responsible for all maintenance of the building and grounds, any improvements they require, and all property taxes, utilities, and insurance.

The net monthly rent payable to the parish under this agreement is presently \$775/month or \$9,300/year. The parish should appreciate that monthly rent for a building of this nature located centrally in Ganges in good condition could be significantly higher – perhaps more than \$2,000/month? However, the parish would in such case also be responsible for bringing the building facilities up to date, as well as all ongoing maintenance which, on a building as old as the rectory, would be significant.

For the present time, the Parish Executive plans to continue our relationship with Family Place and will renew the lease agreement on 1 April 2024 for another 12-months. The parish should note that this agreement represents a significant in-kind outreach contribution to our Salt Spring Island community.

Reconciliation with First Nations

Ruth L Pickett Seltner

Committee for Truth and Reconciliation:

“Getting to the truth was hard but getting to reconciliation will be harder. It requires that the paternalistic and racist foundations of the residential school system be rejected as the basis for an ongoing relationship. Reconciliation requires that a new vision, based on a commitment to mutual respect, be developed. It also requires an understanding that the most harmful impacts of residential schools have been the loss of pride and self-respect of Aboriginal people, and the lack of respect that non-Aboriginal people have been raised to have for their Aboriginal neighbours. Reconciliation is not an Aboriginal problem; it is a Canadian one. Virtually all aspects of Canadian society may need to be reconsidered.” – Report of the Truth and Reconciliation Committee (TRC), Canada

As a parish we have committed to actively living into our responsibility to acknowledge our living history and act upon it, to support a way forward as Christians with our indigenous brothers and sisters. The first step in this process is truth. The parish has been taking steps towards increasing our knowledge on history and issues surrounding our relationships. Without this knowledge, it is difficult to move forward in a better way.

Faith and Climate Action

John Metzger

As a Parish we are committed:

- To educate ourselves on our individual and corporate response to climate change, climate justice, and sustainable living,
- To learn how we can mitigate and adapt to a changing climate right here on Salt Spring Island,
- To take actions relevant to our Salt Spring Island community such as: water conservation, reduce plastics, reducing our consumption of meat, etc.,
- To collaborate in actions with other faith communities, and
- To support and collaborate with existing local action groups, e.g. Transition Salt Spring: <https://transitionsaltspring.com/>

Through this we hope to increase our awareness of our responsibility as people of faith in addressing climate change, climate justice, and sustainable living on Salt Spring Island, and as individuals, do what we can to responsibly implement adaptation and mitigation measures within our home and our community.

As a preliminary conclusion of this exploration, we developed a reading list of faith and climate resources available to download (<https://www.saltspringanglican.ca/programs/social-justice>). The Anglican Church of Canada’s approach to climate action with links to related resources can be found here:

<https://cpj.ca/anglican-church-canada-climate-action/>. We seek interest from parishioners in continuing these discussions – please contact **John Metzger**.

Star of the Sea Centre for Spiritual Living and Practice

at St. Mary's Church, Fulford

Heather Martin, Star of the Sea Planning Team Secretary

In 2023, the planning team, which guides the Star of the Sea activities, consisted of: **Elaina Hyde, Heather Martin, Cate McEwen, Lolla Devindisch**, and webmaster and registrar **Ron Dyck**.

Star of the Sea aims to provoke reflective thinking and exploring the inward world of spirit while deepening our awareness and understandings through a wide range of spiritually related areas of interest. The intimate atmosphere at St. Mary's Church encourages sharing and learning from participants as well as from the program leaders.

Star of the Sea hosts a wide variety of spiritually based programs at St. Mary's Church, and 2023 was no exception: It was a rich and successful year of programming, including a Grief Support Group, a Death Café, ongoing Sacred Poetry and Spiritual Conversations, Devotional music and much more.

No activities were offered during July and August, and the fall began with a very full program. However, activities had to be scaled back enormously during October and November and finally completely suspended in late November due to the failure of the water system.

The building itself has had some maintenance issues, some of which are now being addressed: The heating oil for the furnace was stolen on more than one occasion; however, the tank has now been rendered secure. The main water supply failed in September, and after much effort and expense, the water pipe has been replaced and water resupplied; the roof moss and gutters have been professionally cleaned. With these issues resolved, we look forward to starting up our programs again in the Spring.

Both the Planning Team and all those who enjoy attending our programs, appreciate the generosity of the Anglican Parish in offering the use of this lovely old building St. Mary's Church, as well as supporting the work of the organization through the various office functions required.

We invite everyone to come and share one or more of our programs. For details, please visit our website: <https://www.staroftheseassi.ca/>.

Welcome and Communications

Debbi Toole

The Welcome and Communications Committee met several times during the year, lastly in September where we decided to focus on a "Welcome Back" luncheon after the first Sunday service in October - which was very successful and cheerful.

With the initiative of **Elizabeth and Don van Akker**, the new sign in front of All Saints was completed and installed during the summer months and looks fabulous. We need to order more letters so that we can create wordier signs!

Walter Stewart continues to keep an eye on the name tags and keeping them up to date. We decided to keep the name tags of our dearly departed in the memorial garden in the back.

We have placed *Contact Cards* in the back of the sanctuary chairs to enable newcomers to request contact with parish leadership.

And we have a new tri-fold brochure to share with newcomers to the church and at the Ganges welcome centre.

Lynne Fraser continues to keep the rota of greeters up-to-date and informs the greeters of any changes in process.

The parish website (<https://www.saltspringanglican.ca/>) has continued to be improved and kept up to date, thanks to **John Metzger** and **Joe Egan**. **Chas Belknap** continues to photograph new parishioners so they can be added to the password-protected *Parish Photo Directory*. Please contact Joe, John, or Chas for the new password as it was updated in August. In conjunction with the website, we've endeavoured to issue several parish *Newsletters* during the year to keep us informed of parish news and events.

Building Renewal – in service to our community

John Metzger and Walter Stewart

Building Maintenance

Our "Building Maintenance Committee" comprises **John Metzger, Walter Stewart, Don van Akker** and **Don Cunningham**.

We're grateful to **Tony Bruce** for being willing to assist this year in resolving maintenance issues at St. Mary's where water service has now been restored and a secure cage has been installed around the pipe which delivers oil from the oil tank to the furnace to prevent further thefts of heating oil!

Two new ceiling fans for the sanctuary were procured and installed thanks to the initiative of **Don and Elizabeth van Akker, Don Cunningham** and **John Metzger**. They also addressed long-overdue maintenance of the water-sprinkler fire-suppression system which has also now been re-certified by the Fire Department, as well as taking the first steps in resolving gutter and roof drainage issues on the north side of the building.

And we remain grateful to **Bill Morrison** for his conscientious service as our on-call custodian throughout the year in addressing routine and emergency building-maintenance issues at both All Saints and St Mary's.

Building Renewal – renovation and repairs

Overall, we continue to be guided by the preliminary plans for renovation of the All Saints' building with cost estimates prepared in 2019 and 2020. This report can be downloaded (<https://www.saltspringanglican.ca/programs/building-renewal>) providing a basis for future discussions, fundraising and implementation which may be enabled once the sale of St Mark's is completed.

Projects for which preliminary plans and costs' estimates were developed include the following:

- Our current windows are reaching end-of-life with serious heat loss, all need to be replaced.
- The current kitchen seriously needs a redo both to improve traffic flow and update some appliances and cupboards. **John Metzger** prepared a preliminary plan for this renovation which, as the estimated cost of more than \$100,000, has been put forward both Parish Council in September and to Diocesan Council for approval. Funding is available thanks to a bequest from the **Margaret Spencer family**. A parish committee of kitchen users including **Marjie Radford, Ruth Pepin, Molly Cunningham, and Ann King** will be consulted in finalizing the design in 2024 during which we hope to get started on the renovation.
- All our washrooms need re-doing along with general upkeep such as repainting.
- The floor in the upper hall was refinished in 2017 and recoated in 2023 which may enable its life to be extended for several more years.
- A review of worship space to make it serve diverse liturgical purposes in collaboration with the worship and liturgy initiative.
- A change of all lighting to energy-efficient LED.
- The main entry ramp to the church needs repair in the coming years. During 2023, in consultation with **Don van Akker** and **Don Cunningham**, temporary repairs were made, and a local professional engineer is preparing a design for structurally safe access to the main doors of the sanctuary.
- The hall damage due to gutter and roof drainage issues on the north wall of the hall **must be addressed in 2024** as part of the ramp repair contract or when the kitchen renovation work is carried out.



Preliminary Hall Kitchen Renovation Design

We seek to raise funding, possibly from the sale of St Mark's, for the proposed renovations to ensure we have a building that is an effective community resource well into the future and one that meets parish needs with a lower impact on the environment and on our annual operations and maintenance budgets.

If you have expertise in building renovation and would enjoy engaging with a team of like-minded parishioners in moving forward with these renovation projects, please contact **John Metzger** or **Walter Stewart** - or the church office.

St Mark's Deconsecration and Sale

Although the Bishop deconsecrated St Mark's in 2022, we have been unable to put the property on the market due to several factors. The Chancellor and the former Chancellor of the Diocese continue to pursue the legal remedies to obtain permanent access from North End Road to the property on which

St. Mark's sits. Currently there is no access without crossing neighbouring lands. Like the issue resolved in recent years with St. Mark's Cemetery No. 2, this problem exists because of some flawed 19th century surveying.

We continue to appreciate the commitment of **Walter Stewart** - our liaison with the Diocese in these matters.

Salt Spring Island Emergency Program – Emergency Reception Centre

The All Saints' building was designated in 2019 as an *Emergency Reception Centre and Recovery Facility* available to be used as safe gathering places for people displaced from their homes as a result of an emergency or disaster. We meet with the Emergency Program Coordinator each year to carry out an inventory of our building facilities and update our Statement of Understanding for use of our facilities in the event of an emergency on Salt Spring Island.

All Saints' Gardeners

Lolla Devindisch

All Saints' Garden maintenance volunteers continued their dedicated work throughout the year. Weekly gatherings on Thursday mornings began with prayer, and the time proved to be nourishment for body and soul.

Regular team members in 2023 were **Bridget Metzger, Dale Storm, Judy Tyson, and Lolla Devindisch**. We are also grateful to the friends that dropped by on a few occasions to help.

It is always a delight when passersby stop to tell us how much they enjoy the beauty of the garden.

The hillside at the far end of the parking lot, while still needing maintenance, looks pleasing. Wildflowers, including foxgloves and feverfew, now grace the area, and the periwinkle is slowly becoming more widespread.

The oak tree planted long ago in memory of Sanchia Seward still graces the front lawn, not far from the Golden Locust planted in tribute to Barry Valentine.

The compost bins continue to be invaluable, and we regularly nourish some of the beds with our homemade compost. Our thanks to **Dave Phillips** for arranging the removal of piles of branches and debris which are not compostable.

James Leslie continues to keep the lawns maintained, and landscaper, **Randy Belanger**, pruned the hedges and larger shrubs, for which we are grateful.

Cemeteries Management

Ron Dyck

Interment rights contracts for burial plots and ash plots signed and paid for in 2023

Full burial plots	Ash plots
St. Mary's – 6	St. Mary's - 1
Purdy Cunningham - 2	Purdy Cunningham – 1
St. Mark's Upper	St. Mark's Upper

Burials and ash interments for 2023

Full burials	Ash interments	Marker installations
St. Mary's - 1	St. Mary's – 1	St. Mary's – 2
Purdy Cunningham - 1	Purdy Cunningham – 3	Purdy Cunningham – 1
St. Mark's	St. Mark's Upper – 4	St. Mark's Lower – 2
		St. Mark's Upper - 1

The St. Mary's cemetery continues to attract parishioners and Salt Spring residents, as one can see from the full-burial plot and ash plot interment rights' contracts signed and paid for in 2023. There are only a few full-burial plots left at St. Mary's. More plots could be made available, but at a considerable expense for building-up and leveling the slope at the back of the cemetery.

Purdy Cunningham does have a large number of available full-burial plots, and in November 2023 we marked out another section of ash plots, since the existing section of ash plots was full.

I wish to thank **James Leslie**, our groundskeeper who assists with opening and closing ash interments and oversees the opening and closing of full burials. His courteous and knowledgeable presence is appreciated by the grieving families. My thanks also to **Terri Manuck**, who provides backup when I am not able to be present at an interment and who has a wealth of local history that is very useful to me, a relative newcomer to the Island. A thank-you to **Joe Egan**, who is often the first contact for families wishing to purchase a plot or preparing for the interment of a family member. And, not least, an appreciation for the priests who preside at the graveside services, providing pastoral care with empathy and compassion.

Our Parish Team

Incumbent and Priest-in-Charge

Rev Gyllian Davies completed her assignment as our Incumbent in 2023. Her last service was Pentecost Sunday May 28th following which the congregation made special presentations of appreciation for her ministry.

During the interim period, we were blessed to be guided by our Churchwardens, **Ruth Pickett Seltner** ("Bishop's Warden" during the interim period) and People's Warden **Sally Carr**. We are further blessed with leadership provided by retired clergy: **Sarah Belknap, Chas Belknap, Harold Munn, Bill Tarter,**

Richard Stetson, and Dennis Hayden; and key lay leaders; **Walter Stewart, Doreen Davidson, Debbi Toole and Josh Catt**; who are so ably offering spiritual leadership and pastoral care during this liminal time.

Effective November 26th, **Bishop Anna** appointed **Rev Paul Schumacher** as the *Interim Priest-in-Charge*. This is a half-time appointment for a six-month contract in order to lead us in a process of discernment towards next steps. Paul has extensive training and experience in interim ministry, and we are grateful he has agreed to take on this role.

Churchwardens – 2023

The following were churchwardens during the year, working with the incumbent on the Parish Executive and also as *ex-officio* members of Parish Council:

- Ruth Pickett Seltner – Bishop’s Warden
- Sally Carr – People’s Warden

Parish Council – 2023

The membership of Parish Council is six parishioners, three of whom are elected each year for a term of two-years. The following were members of Parish Council in 2023.

1st year on Council	2nd year on Council	3rd year on Council agreed to stay on⁴
<ul style="list-style-type: none"> • Simon Millerd • Gloria McEachern 	<ul style="list-style-type: none"> • Ron Dyck • Ida Marie Threadkell 	<ul style="list-style-type: none"> • Anne Clapham • Debbi Toole

In addition, **Lynda Turner**, as Chair of Outreach Committee, agreed to continue as *ex-officio* member of Parish Council. We continue to be grateful to our Treasurer, **Andrew Peat**, who also continues as *ex-officio* member of Parish Council.

Synod Delegates - 2023

The following were elected as Synod Lay Delegates at the February 2023 Annual Vestry Meeting:

Synod Lay Delegates - 2023	Alternate Lay Delegate to Synod - 2023
<ul style="list-style-type: none"> • Dave Phillips • Toto André Rodriques 	<ul style="list-style-type: none"> • Bridget Metzger

⁴ Anne Clapham and Debbi Toole agreed to a 3rd year on Parish Council to enable a full complement of 6 parishioners.

Parish Life Events

Baptisms – 1

Benjamin Baptys | June 30, 2023 | St. Mary's | Rev Brian Evans

Confirmations – 0

Weddings – 0

Interments – Ash Burials – 11

All interments that were not preceded by a Memorial Service at All Saints included Graveside Service at the cemetery noted.

Date	Cemetery	Name	Years	Age
April 15	St. Mary's	Colleen Lanki	1965 - 2023	58
May 7	Purdy Cunningham	Beverley Lillyman	1936 - 2023	87
May 13	St. Mary's	Hilda Lacy Arthur Lacy	1888 – 1982 1892 - 1976	95 84
May 18	Purdy Cunningham	Margaret Hodges	1932 - 2023	91
June 24	St. Mary's	Doris Little	1931 - 2023	91
September 3	St. Mark's II	Robert Dodds	1942 - 2023	81
September 23	St. Mark's II	Robert McKenzie	1927 - 2021	94
September 23	St. Mark's II	Verity McKenzie	1929 - 2022	93
September 29	Purdy Cunningham	Diana Kramer	1937 - 2023	86
November 25	St. Mark's II	Grace Banks	1918 - 2023	104

Memorial Services – All Saints by-the-Sea – 10

Date	Name	Years	Age
January 21, 2023	Lawrence Cross	1940—2020	79
February 4, 2023	Marjorie Martin	1923—2023	99
February 17, 2023	Hu' King	1930—2023	92
February 18, 2023	Gwyn Strike	1930—2023	93
February 24, 2023	Michael Pidgeon	1945—2023	78
May 7, 2023	Bev Lillyman	1936—2023	87
May 18, 2023	Margaret Hodges	1932—2023	91
June 25, 2023	Marie Baumert	1929 - 2022	92
October 30, 2023	Louis Pepin	1930—2023	93
November 17, 2023	Michael Angel	1940—2023	83

Parish Mission, Vision, and Goals

Our **Mission, Vision and Goals** were developed in consultation with the parish and published in April 2018 as a "Parish Profile" - and can be downloaded [here](#).

Mission

To share the good news of a loving, creative, and peaceful way of life as shown to us in Jesus.

Vision

- To be a spiritual home for all who seek peace, justice, and community
- To be a place of healing for those hurt by the Church
- To be an asset of great value to our island home
- To be a living testimony to the incarnation of God in Jesus Christ
- To be a place to discover and become who God calls us to be

Goals

November 2021

Our parish **Goals** were further updated in 2021 through a process led by a "Parish Renewal Task Force" and finally approved by Vestry in November 2021. For information on the renewal task force and its recommendations: <https://www.saltspringanglican.ca/programs/introduction>.

Faith in Action:

1. To meet key needs on Salt Spring through partnering with others.
2. To learn of our part in the history of the First Nations and to be a place of reconciliation through our own education, moving towards action, beginning with entering into dialogue.*
3. To reflect the diversity of Salt Spring and be an agent for strengthening it.
4. To respond to the climate crisis by educating ourselves and taking action relevant to the Salt Spring Island community as good stewardship of our planet.*

Faith in Formation:

5. To explore new liturgies and modes of worship.
6. To be more effective/organized in providing pastoral care.
7. To be an open, loving, caring, and understanding community for those who have been hurt by the church. *

Faith in Foundation:

8. To become evermore inclusive.
9. To expand our demographic range.
10. To be more skilled at stewardship particularly with reference to money and talent.

*additions and edits to the 2018 goals