

2018

Annual Report



James Bay United Church



TABLE OF CONTENTS

Table of Contents	1
Minutes from 2018 AGM	2-4
Congregational Meetings 2018	5
Membership	6
Minister's Report.....	7-9
Board Report	10-12
Music Director's Report	13
Lifelong Learning.....	14
Ministry and Personnel.....	15-16
Worship Team.....	16-17
Property Report	18-19
Pastoral Care.....	19
Tuesday Morning Outreach.....	20
Trustees.....	21
UC Observer.....	21
Offering Counters.....	22
Office Volunteers	22
Communications & Neighbourhood Engagement.....	23-24
Hospitality	25-26
Refugee Initiative.....	26
Thrift Shop	27
Website Report	28-30
Presbytery Ministries:	
Campus Ministry at UVic.....	31-32
Camp Pringle Annual Report	33-35
Financials	36-47

Cover photos by Gordon Miller, Gratitude Poster Art by Teresa Waclawik.

JAMES BAY UNITED CHURCH

Minutes of Annual General Meeting for 2017 Year End
Sunday, February 28, 2018

The meeting was incorporated into our Sunday morning worship service.

Present: 64 members, adherents and guests.

Chair: Karen Pollett, except Nola Adams where noted.

Minister: Rev. Karen Dickey

Recorder: Kathie Putt

GATHERING IN THE SPIRIT

Welcome, announcements and establishing procedures for the meeting:

MOTIONS voted on by members only:

1. M/S Judy Krzesowski, Aleksa Harkness that adherents be granted voting privileges for accepting the agenda, adopting the Minutes and accepting the annual reports. Carried.
2. M/S Cheryl Caldwell, Sue Ross that Karen Pollett be elected to chair this AGM. Carried.
3. M/S Linda Clegg, Joan Ryan that Kathie Putt be elected Recorder for this AGM. Carried.

MOTION voted on by adherents as well as members:

4. M/S Karla Willems, Joan Ryan that the agenda be accepted. Carried.

[Nola Adams was in the chair for motions 1, 2; Karen Pollett in the chair for motions 3, 4.]

Rev. Karen Dickey lead us through our covenant together.

SHARING THE GOOD NEWS: Looking back over 2017

“Always be prepared to give an account of the hope that is in you.” 2 Peter 3:15.

Heartfelt reflections on the significance of JBUC in their lives in past year were offered by Sylvia Scott, Louise n’ha Ruby, Marg Lunam, and Elizabeth Smythe in England whose experience of JBUC is by way of our website (read on her behalf by Karen).

MOTIONS voted on by members and adherents:

1. M/S Joan Ryan, Clare Cameron that the minutes of the January 8 congregational meeting be adopted. Carried.
2. M/S Nola Adams, Cheryl Caldwell that the minutes of the February 26, 2017 AGM be adopted. Carried.
3. M/S Gary Brandstadt, Marg Lunam that the minutes of the March 19, 2017 congregational meeting be adopted. Carried.
4. M/S Kim Tadei, Jeremy Williams that the minutes of the July 23, 2017 congregational meeting be adopted.

Questions were invited about the Annual Reports, after which this motion was passed:

5. M/S Doug Lunam, Karla Willems that the 2017 Annual Reports be adopted. Carried.

RESPONDING WITH OUR WHOLE HEARTS: Looking forward to 2018

Communication and Neighbourhood Engagement, our key priority for 2018:

Gordon Miller spoke about the Communication and Neighbourhood Engagement Initiative. He noted the importance of looking outward to listen to our neighbours in the community. We have found a welcome engagement and an interest in who we are. Our windows for Window Wanderland received many written responses to our question, "What is love?". Gordon's work is also well described in the printed Annual Report.

An invitation to comment on what has been appreciated about this Initiative, and where it might take us was met with many expressions of appreciation for the ways JBUC has moved into and engaged the community during the past months.

Our budget for 2018

Cheryl Caldwell presented the proposed budget for 2018, noting particularly,

Regarding income:

We are projecting a small surplus, as we did last year.

Our main sources of income are offerings, the Thrift Shop, rentals and interest from funds in the Victoria Foundation. We are fortunate not to be dependent on one source.

Thanks go to Bev Tracey for overhauling the rental agreements making our income from rentals better and more stable.

The Community engagement Initiative is funded from separate funds – bequests, grants and, in future, events.

Regarding expenditures:

The Community Engagement Initiative is our main priority. The Thrift Shop is also a priority and renovations are largely complete. The landscaping is almost done and is being assisted by a grant from the City. We have increased the hospitality budget for more events with the congregation and with our neighbours. For some of these we will ask for donations. Expenses to cover the Minister's sabbatical from June to August will run to about \$7000. We will be having discussions with the congregation about possibilities for worship in that time. Cheryl expressed special appreciation to Office Administrator, Vanya Smith, for all her hard work on the finances, her good humour and her patience.

MOTION M/S Duncan McLean, Ralph Huston, that we adopt the 2018 budget as proposed. Carried.

OFFERING OUR GIFTS

Giving thanks: Cheryl Macpherson gave special thanks to those stepping off the Board: Jeremy Williams and Marg Lunam. Further acknowledgement was made of the contributions of so many others, both obvious and hidden.

Elections for 2018

MOTIONS voted on by members, Nola Adams in the Chair for #1:

1. M/S Cheryl Caldwell, Marg Lunam that Karen Pollett be elected as Chair of the Ministry and Personnel Committee. Carried.
2. M/S Nola Adams, Bev McLean that Martin Stewart be elected as a member of the Ministry and Personnel committee. Carried.
3. M/S Doug Lunam, Duncan McLean that Louise n'ha Ruby be elected to the Board as a Member at Large.

As there was no nomination to bring forward for the position of Board Chair, the Board recommended rotating the role among Board members. It was requested that any suggestions for Board Chair be brought to any Board member as soon as possible, so a fulsome conversation can be had with the people suggested.

The Board members for 2018 were introduced:

Cheryl Caldwell, Duncan McLean, Doug Lunam, Karen Pollett, Louise n'ha Ruby, Cheryl Macpherson, Kathie Putt, and Karen Dickey (ex officio), along with corresponding members: Gordon Miller (Communication and Neighbourhood Engagement), Marg Lunam, (Thrift Shop), Bev Tracey (Property) and Sylvia Scott (Tuesday Morning Drop in).

GOING OUT TO SERVE

The meeting was declared closed at 11:54, followed by commissioning and blessing and passing the peace.

JBUC Congregational Meeting Minutes

April 8, 2018

Location: Church Hall.

Time: After morning service, approximately 11:30 AM.

Lunch served during the meeting.

Present: 40 to 50 members, adherents and guests, including all Board members and Rev. Karen Dickey. Chair: Cheryl Caldwell. Secretary: Karen Pollett.

Welcome and election of new Board Chair: Rev. Karen Dickey

M/S Doug Lunam/ Dorothy Lindquist that Cheryl Caldwell be elected Chair of the JBUC Board. Carried unanimously.

Presentation of proposed JBUC Sabbatical Plan:

Rev. Karen will be on a sabbatical leave from May 22-August 22nd. A document providing details was circulated, and each section was addressed by a member of the Board.

Discussion of how to make this plan a success followed, at individual tables, notes being taken on flip-chart paper, and ideas then shared with the whole group.

Reception to the proposal was generally very positive and many useful ideas were brought forth.

Further support was invited, outlining how volunteers could participate in new ways. Sign-up sheets were provided.

The meeting adjourned at approximately 1:00.

JBUC Congregational Conversation Meeting

October 14, 2018

The congregation gathered after worship over lunch to:

1. receive a year-end report of the Communication and Neighbourhood Engagement Initiative and to engage in conversation about the initiative
2. hear the feedback received in response to the questions about our learnings from the sabbatical time and engage in conversation about the recommendation to move forward with an alternative worship service in addition to Sunday morning service.
3. Receive a financial update
4. Highlight the Board vacancies (Member at Large and Finance chair)
5. Elect Martin Stewart to the Board as Chair of the Ministry and Personnel Team

Motion: moved by Linda Clegg; seconded by Aleksa Harkness that Martin Stewart be elected to the Board as Chair of the Ministry and Personnel Team. Carried

Thanks was expressed to Duncan McLean and Karen Pollett for their service on the Board.

Marriages

Matthew Coffey & Peter Fox
Byron Woods and Karla Willems

Memorial Services – Deaths

Joan Butterfield

New Members

Christine Bodnarchuk

Edwin Thompson

Karen Pollett

Martin Stewart

Wylie Stewart

Irene Fraser

Christine Wilson

Joe Bradley

Jim Phillips

Sharon and Allen Evans

Barbara and Herb Whitney

Suzanne Lawrence

Steve and Colleen Nichol



Minister's Report

*Following in the way of Jesus
on the journey inward
and the journey outward*

God said, "let there be light ... and there was light!"

One of the remarkable experiences of being alive is how the light comes on, again and again and again. Not just the new light of each day, which is its own welcome wonder. But the dawns that happen unexpectedly ... in the middle of the night, in the middle of a conversation, or a walk, or cup of coffee. These dawns that sneak up, and suddenly we see something in a whole new light.

One of these happened to me in the course of a conversation with Gordon this year.

At a recent Board meeting, Gordon listed on a large sheet of flip-chart paper all the various ministry teams and initiatives he was aware of that are currently part of our congregation's life (worship, Tuesday morning drop-in, hospitality, life-long learning, thrift shop, etc, etc.). A significant list. We observed that not only are all these ministries being taken up by members of the congregation, but each of these represent a potential point of connection for anyone enquiring about JBUC, and looking for a way to become involved. How heartening is that! But then, it was in a follow-up conversation that the light came on. Last year when the Board first talked about engaging someone to help us pursue our goal of growing our connections in the James Bay neighbourhood, and we took the step of having Gordon join us to help us put that goal into action, I pictured the Neighbourhood Engagement Initiative as the road to forming yet one more ministry team ... aka the "neighbourhood engagement ministry team" of course! One more area of focus alongside our current team configuration. Fast forward almost one year into the initiative, and LIGHT! This initiative isn't one more fish to fry, but a re-imagining of the way we fry it! It's not an add on to what we are already doing, but the impetus to look at all we are doing with an awareness of the neighbourhood in mind ... to see ourselves within a much larger context ... one in which the light of God's presence is radiating widely, in the desire for connection and the hunger for healing and hope among people, and in the inspiration to make a difference.

Not one more ministry team, but a turn, a shift in our way of being the church.

Already there are signs of this shift happening. To name just a few examples ...

- The series of evening services in July was conceived specifically with the neighbourhood in mind. Realizing music can be such a powerful avenue for soulful connection, we envisioned an alternative to our regular Sunday morning service --not just in time but in style -- with music as a key ingredient, hoping to open a door to people who imagine Sunday morning isn't for them.
- Shrove Tuesday this year took on a new dimension as we partnered with the Red Barn Market and connected with people over pancakes on the street as well as in the downstairs hall of the church.
- Our vision for the pre-Christmas dinner this year expanded to include a neighbourhood carol sing.
- The renewal of the front yard of the church is another expression of this outward turn, as we deliberately transformed that part of our property into a space for community connection.

Notice too that the shift we are making is not just about widening our welcome, but our being drawn into relationships and the good work of others in the neighbourhood who are committed to building up the well-being and vitality of the community. Individually we are involved in serving the neighbourhood in a wide variety of ways (eg. volunteering at New Horizons, Beckley Farm Lodge, James Bay Community School and Project). And increasingly we, as the church, are being invited to neighbourhood events (eg. James Bay Plant and Tool Swap, Window Wanderland, Community Roundtable) and seen as a supportive player. I am excited as I wonder what more awaits us and the neighbourhood generally as we grow in our rootedness and our belonging in the neighbourhood and our widening awareness to all that we are about.

2018 was also the year of my sabbatical leave, mid-May to mid-August -- six weeks in Ireland, two weeks in France and a final month closer to home on Vancouver Island. Knowing natural beauty to be such a powerful source of replenishment for me, much of this time was spent outdoors, walking ... walking to the Benedictine monastery west of Dublin where I began with a 5 day retreat ... walking ancient pilgrimage paths in County Mayo and County Wexford ... walking way-marked trails in County Cork and the Glens of Antrim ... walking the beaches in Donegal. Soaking in staggering beauty (how is it that green is so nourishing?!), taking time for conversations with people we encountered along the way, spending a day at the home of the Corrymeela Community - a centre for training in the work of reconciliation, and visiting with family who I haven't seen in twenty years ... it all made way for a re-invigorating rest. I am deeply grateful for this gift of time the congregation gave me.

Another significant event for me personally and professionally was the “Sowing Promise-Growing Leaders” week-long experience in October where I was one of thirty ministers from across the province participating in this soulful leadership development course. Former Moderator, Peter Short led us into the deep in the way he has of surfacing the things that matter most! It is from him I “learned” ‘behind every face is a soul at work’. To add value to the week’s work in October, each participant has been paired with a mentor with whom to work on the goals we identified in the course of that week. We will reconvene for the second half of the course in May.

A final highlight of the year occurred in late December with the hiring Joan Scandrett as Chaplain/ Manager of our Thrift Shop ministry. We were first introduced to Joan in June, when she filled in part-time for me during my sabbatical leave. It was an experience for Joan that made her heart sing, connecting with James Bay United Church; and the feeling was mutual. So to have her return and step into more life with us is nothing less than divine! ... such a perfect follow-on to the five years that Marg Lunam gave of herself and her magnificent leadership to bring the Thrift Shop to the truly miraculous place it holds in the lives of so many people. Of course Marg hasn’t been alone in that ... which bears witness once again to the quality of her leadership.

Last of all, and by no means least, I want to express my huge gratitude for what it is to minister along with such competent, insightful, hard-working and fun-loving leaders, and within this congregation that is so responsive to the movement of the Holy Spirit among us.

Grace and Peace,
Karen Dickey



Annual Report from the Board

It was a busy year at James Bay United Church – for both the Congregation and your Board.

At last year's Annual Meeting, the Board committed to providing more information, more often, and to having more conversations with you.

We have a robust website and Face Book page that allow us to communicate events and activities that are happening in the Church and in the neighbourhood. The Minister's sermons are posted on the site every week – this gives people who weren't able to join us at worship the opportunity to hear Karen's reflections – and for those of us who were in attendance to go back and listen again.

We undertook to have more Congregational Conversations with members. Last year, we had two significant conversations, one in the spring and one in the fall. Over and above these conversations, Board members made themselves available to have a discussion or to answer questions following service or over coffee.

My hope is that everyone feels free to make a suggestion or ask a question of a Board member at any time – there's no need to wait for a special occasion. My experience is that we learn best by listening more, so please give us a wave or a tap on the shoulder ... and ask away.

The Role of the Board:

The Board works on behalf of the Congregation to oversee the operations of James Bay United Church. We do this through regular meetings of the entire Board (generally monthly) and meetings of various committees (such as Worship and Ministry and Personnel). Between our regular meetings, we may communicate with each other on emerging issues.

Over and above these duties, the Board plays a role in initiating, facilitating and/or implementing new initiatives.

Here are three examples from last year to give you a flavour of what the Board does

1. *James Bay United Church's Sabbatical Leave*

Last year, our Minister was going to be away for her three-month sabbatical leave. The Board felt that it was important that this be seen as the Church's sabbatical leave and that the Congregation members have an opportunity to be involved in shaping what that would look like.

So what did the Board do?

First, we developed a model for what our services would look like from the end of May through to the end of August. We convened a Congregational Conversation on April 8 and put everyone to work at their tables to consider the model – the focus being on evening music services for the month of July. We wanted to hear from everyone on what they saw as important and necessary.

The Board used the feedback to develop and deliver the worship services throughout the Sabbatical.

When our Minister returned in late August, the Board surveyed the Congregation on what the experience had been like for them over the course of the summer. We held another Congregational discussion on October 14th to go over all of the feedback we had received, and again asked individuals to work at their tables to tell us even more.

After that discussion, a small group of Board attendees met to review what you told us – and then we reported out to you on that. What did we learn? New worship initiatives can be part of a “Both and” ethos, not an “Either or”.

2. ***Communication and Neighbourhood Engagement Initiative (CNEI):***

Last year was our first full-year of the initiative. The initiative was funded, in large part, by a grant from the Provision Fund. The ProVision Fund approved a grant for the first year of operation and told us they would approve a second year, if they were satisfied that we had achieved the results we had set out for them.

In September, the CNEI Director provided a report to the Board of the first year’s results, describing (with great passion) the myriad of activities, events, and discussions that had transpired over the year. The report included an analysis of the deliverables against our goals.

We surveyed the Congregation to ask them for their views on what impact the CNEI had on how they viewed the role of the Church in the community and within themselves.

In October, the Board presented these findings during the Congregational Conversation (on the same day as the one on the sabbatical). We again asked the members to work at their tables on a set of questions. We wanted to know whether there was support to continue the initiative (an overwhelming yes) and what we needed to pay attention to going forward.

Following that meeting, a small group of Board attendees gathered up this information and posted what we learned on our website. Among other things, we learned that individuals in the congregation were looking for more opportunities to participate in the imagining, planning and leadership of the Neighbourhood Engagement Initiatives.

We wrote up a report to the ProVision Fund and secured the funding for the second year.

3. ***The Thrift Shop:***

In September, Marg Lunam advised the Board that she felt it was the right time for her to step away from her liaison and leadership role at the Thrift Shop and that she intended to do so at the end of December.

The Board accepted Marg's recommendation that we create a part-time position as the role had grown beyond what is a reasonable volunteer position. Three Board members were actively involved in various stages of the process to make this happen.

Throughout the process, Board members consulted with the other members of the Thrift Shop Leadership Team (Judy Langford, Franklyn Roy, and Aleksa Harkness) to make sure we understood what they were looking for, in terms of job duties and of "fit". We did a scan of what similar volunteer organizations have in terms of paid staff. We developed a job description and set the compensation. We undertook recruitment, found our ideal candidate, made a job offer, and got payroll matters sorted out before the end of the year.

On behalf of the Board and the Congregation, I want to express my deep gratitude for the contributions that Marg Lunam made to both the Thrift Shop and to the Church. We are delighted that Marg is staying on as an active member of the shop's leadership team.

I want to thank Judy, Franklyn and Aleksa for their support and guidance throughout and for the passion they bring every day to their volunteer work at the shop.

And finally, I want to welcome Joan Scandrett who assumed her new role as Thrift Shop Chaplain and Manger on January 15th, and to wish her well in her duties. We are very excited to have Joan here.

Board Changes:

Four members of the board stepped down last year: Jeremy Williams, Marg Lunam, Duncan McLean and Karen Pollett. We are grateful for their contributions and dedication throughout the time they served on the Board.

Two new members joined us last year. Louise n'ha Ruby came on as a member at large in the spring and Martin Stewart joined the Board in October as the Chair of the Ministry and Personnel Committee. It is always heartening when new people put themselves forward.

Concluding thoughts:

In the past year, I have been particularly taken by the willingness of the Congregation to roll up their sleeves and provide us with their thoughts and ideas – and, on occasion, reservations - about initiatives planned or underway. I am grateful for how attentive you are during presentations, and for the conversations you initiate at your working tables.

I am grateful to our Minister for her leadership and to the other Board members for their hard work, deliberations, and willingness to take considered risks on how we can make James Bay United Church even better. They are a wonderful group to work with.

Respectfully submitted by Cheryl Caldwell, Board Chair

Music Director's Report

When I think back on the Music Ministry's journey in 2018, and try to find a single word or phrase to capture it, I keep coming back to *connections*. Through our Sunday services and outreach initiatives so many wonderful connections around music were made this year.

Some highlights:

- For the past few years, I have developed a mandate of connecting with young, emerging musicians and students. Some of those connections from the past few years were involved again this year (vocalist Annalyssa Taylor and multi instrumentalist Eded Oliver) and some wonderful new connections were formed. Through our Anthem Choir, we met Rhyan Craven and Tarane Noruzi, two operatic vocalists who are studying at the Victoria Conservatory of Music. Two young emerging percussionists, Michael Wilford and Nival Bissoon, also brought their gifts to Sunday worship services this year. Another new connection was UVic violinist Amy-Lynne Toth.
- Our *Anthem Choir* initiative continued to grow and strengthen throughout 2018 and saw several new congregants get involved. Suzanne Lawrence and Colleen Nichol lent their time and talents for the first time, and Joe Bradely brought his multi-instrumental talents (sax and clarinets) to our Advent Anthem. Joe has now continued early in 2019 to lend his musical gifts to Sunday services several times per month.
- This past year I was delighted to find ways for Gordon Miller, JBUC's new Director of Communications and Neighbourhood Engagement, to bring his significant musical talents to our musical leadership. Gordon helped with accompanying the Anthem Choir during Holy Week, and also joined in on the occasional Sunday mornings, playing piano, guitar, trumpet, and voice.
- In October 2018 we had the pleasure of hosting internationally renowned, LA-based, vocalist and teacher Odeya Nini for an inspiring Free the Voice Workshop.
- When I think back over 2018, it was the July Gathered Up in Celebration and Song series that really stands out for me. Through this series, co-lead by myself, Gordon Miller, and guest minister Sharon Moon, we were able to bring in some of Victoria's very best musical talents to help lift up worship at JBUC. This initiative also allowed us to connect with the broader James Bay neighbourhood and beyond in a fun, worship-full, and inspiring way.

As I read over this brief overview, I am heartened to see what we have been up to and am inspired for the year to come. And when I think back of the year (beyond just music) I sense that *something* is happening at JBUC these days—something lively and inspired—and I am honoured and happy to be part of it.



Submitted by Daniel Brandes, Music Director

Life Long Learning

There were a number of opportunities over the course of the year that brought us together for study, learning, and conversation in community. And while the focus may have been the book or topic or practice at hand, each opportunity opened the way for the deepening of relationships with one another.

In the Spring, twenty of us met for eight sessions to reflect on the book Weird Church, by Beth Ann Estock and Paul Nixon. Recognizing the cultural shifts that have taken place over the last forty years, this book and our reflection on it were helpful in clarifying some of the implications, shifts and possibilities for being the Church if the Christian story is to connect with and come alive in people of our time and place.



“Soulful Wednesdays” resumed in the Fall, with a three-part flow to each evening, beginning with a simple supper, followed by Evening Prayer, followed by two different series: 1) Singing our Faith -- an exploration of theology through conversation and song based on “A Song of Faith,” the United Church’s most recent statement of faith, led by Bev Tracey and 2) Praying with Scripture -- an introduction and opportunity to practice three different forms of prayer using scripture, led by Karen Dickey.

Rev. Margaret Harper led a four part series in the Fall, “Saying Yes to Life as We Contemplate Dying” offering the opportunity to explore what if there was a way to embrace and befriend the lessons of loss and grief, death and dying in a manner that could enable you to live fully and joyfully no matter how much time you have left on planet Earth?



Our Advent Retreat this year (co-led with Cheryl Macpherson) had us gather around the theme of “Adventuring Alongside Angels” ... an opportunity to recall, reflect on and be open to the ways in which we encounter the holy in the ordinary picking up on David Steindl-Rast’s conviction that angels appear today “whenever a life-giving message touches a human heart.” It was our first experience at the Highlands Nature House at the spectacular Mary Lake Nature Sanctuary in the Highlands.

Inspired by a day with Beth Ann Estock (of Weird Church) at a Presbytery-wide event in November, we picked up on her suggestion of engaging in “A Season of Listening” in which we give ourselves to making a space to listen attentively, one-on-one, with each other. Our Soulful Wednesdays continued into December, offering three evenings in which to engage in this transformative experience. With thanks to Joe Bradley, Gordon Miller, Martin Stewart, Bev Tracey and Christine Wilson for their leadership.

Aleksa Harkness continues to build and oversee our very fine church library, highlighting a book or two each week in our printed announcement page. A full listing of library resources is also made available on our website.

Submitted by Karen Dickey

Ministry and Personnel Team

Martin Stewart (Chair) and Karla Willems are the current members of the M&P Committee.

The M&P Committee was ably chaired by Karen Pollett throughout much of 2018. We extend our thanks to Karen for her hard work and good humour in leading the Committee. Martin was appointed Chair in October. In November an invitation was extended to all members of the congregation to consider joining the Committee. There was no response. The invitation remains open. Ideally, the Committee is comprised of three members. In the final months of 2018, the Committee functioned well with two members.

In 2018 the primary role of the M&P Committee was advising the Board on matters related to employee and contractor agreements. Negotiating terms of employment and service, preparing contracts, considering best practice - included roles and responsibility, rates of pay, benefits, dispute settlement mechanisms in-line with labour and tax law, the church's annual budget, and good business and ethical practice.

A notable new hire in 2018 was Joan Scandrett to fill the newly created position – Chaplain, Thrift Store Ministry and Operations. The store; its volunteers and community, have been nurtured and managed by Marg Lunam for more than 5 years. On behalf of the congregation we thank Marg for her skilled leadership, good humour, and sense of fun in caring for this vitally important ministry and source of income for James Bay United Church. We wish Joan every success in her new role and have committed to support her to that end.

At the end of 2018, all key roles (employee and contractor) were filled. Contracts were current, roles and responsibilities understood, and the church community working effectively.

In 2018 The M&P Committee began to draft a Health and Safety Plan. The church has been faced with some challenging situations related to persons attending services, outreach, and other activities on the premises for whom appropriate behaviour is difficult or withheld. This may be related to a mental health challenge, socio-economic disadvantage, or other underlying causes including a conscious choice to intimidate and/or bully. We don't know. In any event, the welfare of our parishioners, staff, and contractors is of utmost importance. As is the welfare of visitors. The Committee has informed the Board and asked for its support to develop a health and safety plan. The creation and implementation of a health and safety plan is a sizeable undertaking. Anyone with or without expertise in this matter is welcome to contact the Committee to offer whatever input they wish.

In 2018 the Committee created a Health and Safety Policy statement and an emergency contact list (Need Assistance?). *(on next page)*.

The policy statement is displayed in the Church office. The Need Assistance? list is displayed in various locations throughout the church. Please do not hesitate to contact anyone on the list if you need assistance in an emergency.

The M&P Committee is available to receive any personnel or health and safety concerns, ideas, recommendations brought forward by members of the congregation. All communications are held in the strictest confidence.

Submitted by Martin Stewart, Chair of Ministry & Personnel

James Bay United Church Health and Safety Policy

James Bay United Church recognizes the dignity and worth of every individual and is therefore vitally concerned about health and safety. As a result, we recognize that we have the responsibility to take all reasonable precautions to ensure safe and healthy conditions for our workers and everyone having access to our premises. We take seriously our responsibilities for health and safety and as a minimum standard we comply with the Occupational Health and Safety Act, WHMIS, and other related legislation.

The commitment of the ministry is that, through good management practices and active worker involvement, we will work toward a workplace free of personal injuries, occupational illnesses, damage to property, and harm to the environment. The Board of Directors will be accountable for the health and safety of the workers and ensure that the supervisors are competent and accountable for the staff under their supervision. Supervisors are responsible for ensuring that all ministry practices are safe and that workers comply with legislative requirements and established safe work procedures. Workers are entitled to adequate training in their specific work assignments for the purpose of protecting their health and safety and that of others. Each person will be held accountable for his or her safety performance. All workers, without exception, must make a personal commitment to fulfill this policy. It is our hope that everyone will do their part to eliminate the potential for accidental injuries, illnesses, and losses so our ministry can be accomplished without harm to our workers or those who come to us for care.

Signed: _____ Date: _____

Board Chair

Signed: _____ Date: _____

M&P Committee Chair

NEED ASSISTANCE??

Emergency

(Police, Fire, Ambulance)

911

Non Emergency

Police: 250-995-7654

James Bay United Church Representatives

Ministry

Karen Dickey: 250-592-5931

Property

Bev Tracey: 778-533-9014

Community Services

Gordon Miller: 250-213-1948

Security

Martin Stewart: 250-240-0084

Administration:

Cheryl Caldwell: 250-818-7711

Worship Team

“We offer worship

As an outpouring of gratitude and awe

And a practice of opening ourselves

To God’s still, small voice of comfort,

To God’s rushing whirlwind of challenge.

Through word, music, art, and sacrament,

In community and in solitude,

God changes our lives, our relationships and our world.” *from “A Song of Faith”*



2018 was an exciting and unusual year for worship at James Bay United. The team met several times in advance of the liturgical seasons to reflect together, find inspiration in scripture and listen with open hearts and minds for Spirit’s guidance in planning the services for each season. Team members are Sylvia Scott, Sue Ross, Gary Brandstadt and Cheryl Macpherson along with Daniel Brandes and Rev. Karen Dickey. We are happy to have welcomed Colleen Nichol to the team this year.

Because this was the year of Karen’s sabbatical leave, we knew that there would be some extra planning needed. Some special services to mention. May 27th, we had a Singing our Faith service and on June 17th a service celebrating Pride and the 30th Anniversary welcoming people into full communion in the United Church regardless of sexual orientation. Thanks to the leadership of Gordon Miller, Rev Joan Scandrett and lay volunteers.

Through Karen’s connections and suggestions from others we were to meet Rev. Joan Scandrett, who filled in part time in June, and Rev. Sharon Moon who led evening services in July. We deeply appreciated the many ways that their gifts enriched our worship experience. In July there were only evening services “Gathered Up in Celebration and Song Music and Word Spirit and Wisdom.” Each service had a different theme and style. Rev. Sharon Moon, Daniel Brandes and Gordon Miller all worked hard to make these evenings an opportunity to offer a worship experience which we could share with our neighborhood. In August we were well cared for by Rev.’s Duncan and Beverly McLean who led worship and were available for pastoral care. Thank you!

Much of the work that is done by team members is done quietly behind the scenes. Thank you, Sylvia, for making sure that we have beautiful flowers and servers for communion Sundays. Thank you, Heather Caldwell, Sue Ross and Aleksa Harkness who share with me the preparation of the elements and the table for communion. A huge thank you to each one of you who participated in worship this year by sharing your stories, and your best loved hymns, by volunteering to greet and welcome others, by reading scripture and by your faithful presence at services.

Respectfully submitted,
Cheryl Macpherson, Chair of worship team

Property

It's been a busy and satisfying year for the property team. Along with all the minor repairs and sorting and cleaning which is an ongoing process, here are some of this year's highlights.

The benches for the front patio/garden project were installed at a cost of \$3000.



Thor Sunde, a local craftsman created them, after a chance encounter with Marg and Doug Lunam on a BC Ferry. The front patio project was completed with planting the front garden beds with shrubs, mulching the beds, and purchasing and planting two large pots for the patio and the entrance to the thrift shop. In the fall I submitted our *front patio project* final report to the City of Victoria. The \$5000 grant we received from the city enabled us to complete this project within our budget. This renewed front yard was a great place to serve lemonade and goodies as part of the July evening worship services. It continues to be a great gathering place for the neighbourhood.

The sump pump continued to be a source of significant expense. By mid-year \$2300 has been spent on the sump pump – a pump out, an electrician and a plumber. Ralph and I now have good idea of how the system works, and we will be doing regular maintenance in the pit to avoid future trouble. To that end we hired Thor Sunde to replace the heavy steel lid on the sump pump pit with a lightweight aluminum one that will make it easier for us to access the pit. The cost to create and install this new lid was \$1600. This is proving to be a wise decision as recently we had the system pumped out and a clogged pump cleaned out for minimal cost.

In April, after a lot of support and a gentle conversation, Rabia Al Nahlawi and I came to the conclusion that his mental and physical health made it impossible for him to fulfill his duties as our church cleaner. As I was joining Karen Dickey on her sabbatical for May – August Louise n'ha Ruby agreed to take on this responsibility until I returned. In October we contracted with Select Janitorial Services. They are doing a great job – their schedule works around ours, they order cleaning supplies from Acme and have them delivered during office hours and it is easy to communicate with them. The cost is comparable to what we have been paying for cleaning the past two years.

In August Thor Sunde cleaned and painted the rusty 'pipe' rails that surround the back patio and ramp. The work was done for \$500 plus the cost of supplies. We chose black paint to have it tie in with the black trim on the church and to give it a more contemporary look.

The Church and Thrift Shop gardens are a work in progress – thanks to Christian and Franklyn the beds and planters were maintained over the summer while I was away, and Fall cleanup has been done in most areas.

Our rental policies and practices were reviewed, and 2018 rental agreements were signed with our regular renters.

Ralph Huston checks on the sump pump a couple of times a week, and together we meet regularly to do everything from repairing chairs to replacing light bulbs in the lower church hall.

Ralph's companionship makes it a joy to be part of this team of two.

Submitted by Beverley Tracey for the Property Team



Pastoral Care



The Pastoral Care Committee includes Doug Lunam (Chair), Karen Dickey (Minister), Sylvia Scott, Joyce Willems, and Duncan and Beverly McLean .

Its mandate is to visit people in their homes, hospitals, hospice, to make Birthday phone calls, send cards and provide congregational support where needed.

We hear of the needs though Karen Dickey, Committee and Board Members, and fellow congregants.

With lingering Colds and persistent Flu Bugs we have been again attentive this year.

Let us know how we can help in 2019.

Respectfully submitted
Doug Lunam, Board member.

Tuesday Morning Outreach

The Tuesday Morning Outreach Ministry Team is comprised of all those who consider James Bay United Church to be their place of Worship. In 2018 their representatives at the Tuesday gatherings in the Welcome Room were Karen Dickey (Minister), Johan Heskes, Cheryl Hanna, Eunice Davison, Jacquie Wasney, Heather Caldwell, Bev McLean, Dan Talbot and Sylvia Scott. It has been a pleasure to welcome Dan (a former guest) to our team. His unique gifts are greatly appreciated by team members and guests.



We continue to serve a continental breakfast each Tuesday morning which is a gift from the team members and because of the generosity of our congregation each visitor can choose three non-perishable food items to enjoy later in the day or week. This is a food bank with a difference as it consists mainly of the favorite foods of our visitors.

Our legendary Thanksgiving and Christmas hampers which contain all the items that make up a festive meal (with no need for an oven) continue to delight our friends and neighbours.

Our attendance is down somewhat since the summer and we hope that is a sign that some of our visitors have found housing elsewhere in Victoria or on the mainland. We do know of the death of two people who were very dear to us.

We endeavour to stay up to date regarding services that exist in Victoria as well as neighbourhood events that are enjoyable and stimulating. Karen's sermons are available each week and visitors are always welcome in our Sanctuary.

Special thanks are extended to Vanya Smith who keeps us on our budget track, and thanks to each person who cares about this vital ministry and how it fits within the life of our neighbourhood. Every morning we are reminded of the joy of community and we thank God for this humbling privilege.

With appreciation for prayer support...I respectfully submit this report.
Sylvia Scott...on behalf of James Bay United Church Tuesday Morning Outreach Team.

+++++

Identifiable donations in 2018: Total = 2,247.51

Identifiable Offering Donations = \$748.28 Smile Card = \$1,499.23

Respectfully submitted,

Vanya Smith, JBUC Office Administrator

Trustees

The Trustees for 2018 were Dorothe Lindquist, Linda Wreggitt and Doug Lunam. At the end of this year, Linda Wreggitt has submitted her resignation, we accept it with appreciation of her service.

The Trustees of the church hold legal title to the property of the Church and Thrift Shop buildings and the fixtures and personal property normally kept thereof.

The Trustees will normally be guided by the wishes of the congregation as expressed in a congregational meeting or by the Church Board.

Respectfully submitted, Doug Lunam, Trustee

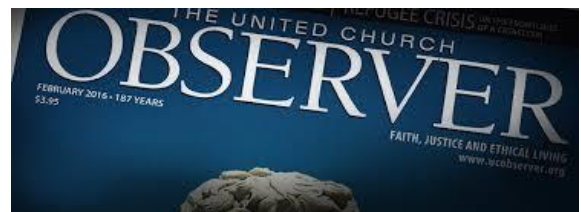
The United Church Observer

During the year of 2018 copies of our Church's official magazine were subscribed to by 15 members and/or adherents of our congregation. During this year's renewal campaign, which ran during the month of October, 15 subscriptions were renewed, and 4 new subscriptions were added resulting in the number of subscriptions rising to 19 for the coming year of 2019. The cost of each subscription remained at \$25.00.

If you would like to be aware of what is going on in the United Church reading this magazine is one way of doing that. I will put some back dated copies into our Library which is situated in the lower hall.

Anyone who is not currently receiving the Observer, and would like to, is asked to contact Linda Clegg.

Respectfully submitted, *Linda Clegg*,
Observer Representative.



Offering Counters

Thank you to the dedicated staff of offering counters. In 2018 they included: Alan Thurston, Heather Caldwell, Irene Fraser, Ralph Huston, Dorothy Ell, Norma Hill, Jeremy Williams, Pam Warwick, Susan Ross, Kathie Putt and Isabel Clemson.

Thanks to Isabel Clemson who has taken up the task of organizing a roster of counters, along with serving regularly as one of the team.

Respectfully submitted by

Vanya Smith, Church Office Administrator

Volunteer Office Staff

Tuesday Outreach: Sylvia Scott, Eunice Davison, Johan Heskes, Jacquie Wasney, Heather Caldwell, Bev McLean, Cheryl Hanna and Dan Talbot.

Office and Sanctuary: Wednesdays & Fridays: Joan Ryan

Many thanks to our loyal, reliable Outreach volunteers for the many hours given to the church and the community. Our Tuesday morning drop-in Outreach team brings homemade baking, sandwiches and treats that delight and nourish members of our community.

Once again this year Joan Ryan has been a tremendous help to the church. Joan takes care of folding the bulletins, updates the yearly wall calendar, looks after the plants and flowers, tidies up the pews for Sunday, and does many other tasks that need doing. Joan shows up to help twice a week, with a sweet smile that brightens each day she is here.

Thank you also to all our congregational volunteers who are so giving of their help and time around the Church and Thrift Shop.

I am very grateful for the pleasure of their company and the gift of their time and talents.

Respectfully submitted by

Vanya Smith, Church Office Administrator

Communication and Neighbourhood Engagement

The **Communication and Neighbourhood Engagement Initiative** which started in September 2017 has turned an important corner this past year. What began as an *outreach initiative* is fast becoming one where our neighbours are showing a willingness to engage with *the church* and its supporting *members*.



We knew we had to turn outwards to see where our traditions and skills and resources could be of value to our neighbours. We knew that we had to be present and aware that God is at work in our neighbourhood: completely outside of, and perhaps, in spite of and indifferent to the church. ~ *shocking!*

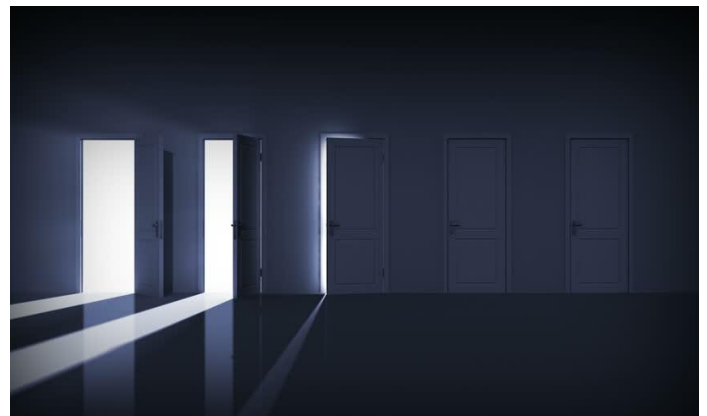
What we didn't know was what would happen. Perhaps we didn't anticipate or know how to predict the signs that indicate a shift is occurring.

A sign on a church door that says 'all are welcome' is often unwelcoming. But our neighbours are noticing that James Bay United Church is alive and present - to them and to the needs of their human spirit. And we continue to hold a spiritual space that actually demonstrates 'all are welcome'. The many ways our neighbours are desperately seeking connection - human, magical, spiritual and holy are honoured here. This is the inclusivity experience that Christ offers us and asks us to share.

James Bay United Church is opening many doors for people to experience God's Love - doors to a place where transformation is happening.

Last year they included:

A Place to Listen. Bible Studies. James Bay Children's Choir. Labyrinth Walk.



Listening Project. Movie Night. Neighbourhood Carol Sing. Neighbourhood Hootenanny. Pancake Day. Perogie Making. Poor Persons Walk. Pride Participation. Reconciliation with First Peoples. Sunday Worship. Thrift Ministry. Tuesday Morning Hospitality. Tuesday Night Jazz. Window Wanderland . . . and there are many more to be imagined.

The next chapter for James Bay United's Communication and Neighbourhood Engagement Initiative will involve the shift from spectator and consumer, to all of us becoming **co-creators**. We will invite both neighbours and congregants to align themselves and their values with the offerings and opportunities that we (you and I and others - *the church*) create. The possibilities that lie ahead are exciting and inspirational! A seven-day-a-week organization where spiritual transformation can occur: where *programming* is imagined, created and offered by lay people for the benefit of each other; where Jesus's teachings are alive and the opportunities to experience God's Love are many and varied; where building God's Kingdom is an activity that has focus and the potential for actualization through our doing and our being.

Karen would say '*may it be so*'. For me, I wanna run with '**LET'S DO THIS!**'

Submitted for the JBUC 2018 Annual Report,

With respect and thankfulness for the opportunity to serve.

Gordon Miller,
Director, Communication and Neighbourhood Engagement



Hospitality Team

The year's activities began with a *Shrove Tuesday Pancake Supper* – an indoor and outdoor event with dinner being served in the lower hall and across the street in front of the Red Barn. Gordon Miller organized and hosted the outdoor event as part of the community engagement initiative, and the hospitality team worked the indoor event and together an amazing number of people were fed with pancakes, sausage, fruit and a taste of community.

During Lent a simple supper was provided as part *Soulful Wednesdays* which combined supper, worship and two study options for deepening our faith.

On Easter morning breakfast followed the early sunrise service.



On March 17 a *Guess Who Is Coming to Dinner*, hosted by a variety of JBUC people, was followed by a sing along featuring Irish songs in honour of St. Patrick. On November 10 a second *Guess Who Is Coming to Dinner* offered another opportunity for members of the congregation to grow in friendship.

In September the fall welcome feast was greatly expanded thanks to Gordon Miller and the community engagement initiative team. A street party unfolded on the front patio and the church parking lot which included live music, an artist in residence, and great food served in abundance. The parking lot became a dining hall where folks gathered to eat, to share stories and to enjoy the sounds of jazz.



The singles dinner, hosted by Gary Brandstadt and Gordon Miller, morphed into a *friendship potluck dinner* that met five times over the course of the year. Gary and

Gordon also hosted two movie series; the first series with a theme of *Listening to God - Finding God* took place at the James Bay Coffee and Books, and later in the year two evening dinners at the church were followed by movies that focused on the wonders of creation as a lead into the season of creation.

As part of *Soulful Wednesdays* in October and November we hosted five suppers with the menu changing from soup to stew to chilli and more, followed by evening prayer and two study options.

During Advent we gathered for three Wednesday evenings to participate in an intentional listening practice. The practice was preceded with a simple supper.



On December 15 our annual *Advent Ham Dinner* was followed by a community wide Christmas carol sing-a long hosted by Gordon Miller and a team of musicians he brought together for the evening. The year ended with the hospitality team hosting an after worship *Christmas Coffee Party* on December 23; the lower hall looked festive as we gathered to share in an abundance of Christmas goodies.

Every Sunday following worship *coffee time* happens!! Faithful folks set up, provide food and clean up. This fall Eunice and Raymond, Irene and Colleen, Allison and Terry, and Marion and Bev

volunteered to be on a roster for Sunday morning set up; this is a huge gift to us all. So too is the food that many provide as well as the cleanup that miraculously happens!

Beverley Tracey and Gary Brandstadt

James Bay Refugee Initiative Report

The steering group has been active through the year companioning Leyla.

We are also now working through the administrative process required to initiate the sponsorship of Leyla's husband, Ahmad. When Leyla got word JBUC was making our community pre-Christmas Dinner a fund-raising event for this further sponsorship, she created a card with this expression of thanks:

"I would like to thank you in behalf of me and Ahmad. There not enough word to say thank you, but promise we will remember and we will do same thing for another people who need help."

Leyla S.



Donations this year to the Refugee Sponsorship Initiative = \$8,160.00

Submitted by Aleksa Harkness, for the Steering Group

James Bay United Church Thrift Shop

Steering Committee: Aleksa Harkness, Judy Langford,
Marg Lunam and Franklyn Roy.



2018 has flown by in a flurry of hard work and abundant rewards for our shop and all those who work there. Last year, in the annual report, we said, “The Thrift Shop, this year, has blossomed from a work-in-progress to a well- established and highly valued presence in our community. The transition from “projects and improvements” to absolute “mission and relationships” has given us increased confidence in our work and a huge sense of satisfaction that we are accomplishing more than we had imagined possible four years ago.”

We moved into 2018 holding tenderly the notion that the Thrift Shop is surely more than a shop and a source of revenue, but truly a mission of the church. Sometimes it’s hard to tell the difference but we were bent on exploring every avenue of this conversation; we wanted to expand the loving and positive face we present to the community each week. Many things facilitated this for us: participation in the Window Wanderland project, continued Summer Saturdays at the shop, an increased and much appreciated presence on Facebook, new ways to contribute to worthwhile projects in the greater community, and the lively presence on Fridays of Karen who has jumped in to be known in James Bay in a new way.

As the year progressed it became evident that the responsibility of leading the Thrift Shop Team was becoming more than I was willing to continue to do, in fact, beyond what I felt was the scope of a volunteer position. I wanted a leader with the vision and the skills that would enrich our ministry; indeed the skills to bring us to the “more” that we know we can be. The rest of the Steering Committee agreed with me and we asked the Board to hire a part time person to fulfill that role; we asked that it be a person who could help us move to more fully realizing our potential as a ministry in the James Bay community. As 2018 draws to a close, I am thrilled to say that the church board has hired Rev Joan Scandrett for the position of Chaplain/Manager of our Thrift Shop Ministry. We couldn’t be happier; the Steering Committee and all the volunteers look forward to working with Joan and embarking on another amazing year at the shop.

In gratitude, Marg Lunam
for the Steering Committee



James Bay United Church Website

The James Bay United Church website is where you can discover a diverse collection of information about JBUC. The website brings together and publicizes who we are and what we are about. It is designed & updated to share information with congregants, newcomers, potential visitors, the neighbourhood website visitors and worldwide **visitors**. The JBUC website is an invitation and opportunity to join us for worship and for companionship at 511 Michigan St., at the Thrift Shop next door, and on the JBUC website.

Since it launched in the summer of 2016 the website has been constantly updated, fine-tuned, expanded and improved. Researching & documenting JBUC's past, present & future plans has expanded my knowledge of JBUC's accomplishments, activities and ongoing initiatives. I hope you learn something new and experience some surprises too!

~ Nola Adams, JBUC Webmaster

Here are some of the nifty features that are available.

- The Home page gives a broad and comprehensive overview about the JBUC community. A great place to begin your exploration.
- Sunday reflections are organized in chronological, liturgical series. Each reflection is usually available with the speaker's name & photo, the bulletin, the audio & text of the reflection, the bible passage and photos. Included is a post with audio and text of a communion service. Over 2,000 views of Sermon pages in 2018.
- A description, with photos, of a regular Sunday worship service, is an important source of information for newcomers.
- The About Us section provides visitors with an overview of who we are, inclusiveness and beliefs.
- The Keeping in Touch email has transitioned to an integrated Newsletter that is published from the website by Rev. Dickey & Gordon Miller, emailed to the subscribers, and archived at the top of the Home page. There is a Subscribe slot on every website page enabling website visitors to sign up to the newsletter mailing list. At the bottom of each copy of the newsletter, received by email, is the legally required CAN-SPAM wording and unsubscribe button. About 75 subscribers regularly read the Newsletter. Visitors to the JBUC website can access the JBUC Facebook and Instagram pages (managed by Gordon Miller) by clicking on the icons at the top right & bottom right of every web page. There is a password protected Directory available.
- The Leadership page includes photos and contact information for Church Staff, JBUC Board Members & JBUC Trustees. On every website page there is JBUC contact information, a location map and a link to the Board meeting minutes. The entire website is available/searchable using the search bar at the top of every page.

- Upcoming events are advertised, often with convenient online sign up forms. Over 3500 page views in 2018. Subscribing to the calendar on the top right of the Events page means that all posted events will appear on your device's calendar.
- The Giving page describes the various ways JBUC work can be financially supported. There is an online giving portal that automatically emails the donor a tax receipt.
- James Bay United Church supports many local, district & national ministries. Over twenty (!) of these connection groups have been identified & described.
- Judy Langford set up The Thrift Shop pages with information & photos & posts for special events. There is also a link to the Thrift Shop's charming & lively Facebook page, managed by Franklyn Roy. Opening and closing date announcements are kept current on the events and news pages. Over 1100 page views in 2018.
- Aleksa Harkness created & established the Library & Soul Work pages as well as the JB Refugee Initiative site.
- The website showcases the facilities of the JBUC building available for community use through rental - rentals for both ongoing programs or single events. 871 page views in 2018.
- Health and wholeness resources are also included to share news and events about the many opportunities available for individuals and families in the James Bay neighbourhood.

At recent AGMs the church membership have strongly affirmed that James Bay United Church has a defined focus to reach out & be involved in the James Bay neighbourhood. Personally connecting with other community groups and posting their information on our social media (website, Facebook & Instagram) continues to be an effective way for Gordon Miller and me to carry out this mandate. JBUC social media advertising of community events and updates enables JBUC to actively foster relationships with many neighbourhood organizations.

The neighbourhood groups are always grateful for our interest and the added exposure of their information on our social media. The neighbourhood postings are an effective way to alert our regular media visitors of neighbourhood events, news & interesting **opportunities** and increases the traffic to our media sites.

Website analytics show us that the ministry of JBUC is worldwide and in 2018 the website had 7,936 visitors. Over 4,000 of these visitors were from southern Vancouver Island. The majority of these visitors were looking for JBUC information and the remainder were searching for neighbourhood events we had posted on our website.

Submitted by Nola Adams



2018-01-01 - 2018-12-31



Users by city



City	Users
Total	7,936
Victoria	3,158
Vancouver	514
(not set)	373
Cordova Bay	275
Paris	223
Colwood	194
Baku	90
Toronto	88
View Royal	88
Calgary	77
Duncan	70
Sidney	70
Houston	64
Chicago	57
Surrey	56
Jacksonville	50
Sydney	42
Brentwood Bay	40
London	40
Ottawa	38

[VIEW LESS](#)

Users by country



Country	Users
Total	7,936
Canada	5,164
United States	1,252
France	230
United Kingdom	188
India	119
Australia	96
Azerbaijan	90
Philippines	63
South Africa	59
Norway	43
Germany	41
Nigeria	35
Brazil	32
Italy	27
China	25
Malaysia	24
Peru	23
Netherlands	22
Romania	22
Kenya	21

[VIEW LESS](#)



Annual report of the United Church Campus Ministry at the University of Victoria, January 2018

This year the University of Victoria celebrated 40 years of cooperation with faith communities in providing for the spiritual health of the campus community. In an interfaith ceremony hosted by UVic President Jamie Cassels, the university re-affirmed its commitment to support the work of the chaplains and faith communities by signing a new Memorandum of Understanding outlining the relationship and ongoing work of the faith communities on campus. The United Church's integral missional leadership and its substantial contribution to the spiritual well-being of students was recognized with gratitude by the University administration.

Over the years the United Church Campus Ministry has introduced thousands of students to the reality of God's Presence by growing a student community centered on contemplative learning and practice. In BC., over 65% of millennials have no or little association with Church, or are reactive to institutional religion. In this challenging context, Campus Ministry has been highly successful in providing many entry points for students to open hearts and minds to the reality of the Spirit in their lives.

Every week, students gather from around campus to participate in the spiritual learning and practice events hosted by the Campus Ministry at the Interfaith Chapel. They offer up their leadership and their enthusiasm to build a community of caring and support for each other. Three times a week the



community gathers for *Learn to Meditate*, a practice of silent meditation based on the mindfulness practices of Centering Prayer and Christian Meditation. Often the meditations are followed by a time of conversation with a soup meal provided by members of our congregations. Every Monday students gather for *Spirit in Motion* - to share music and poetry at an open mic and to lead in meditation

and conscious dance. Every Wednesday the community gathers for *Wine Before Supper*, a simple contemplative ecumenical communion service and every month the time is dedicated to *Chant and Meditation in the Style of Taizé*. Environmental Studies students and others gather Tuesdays for *Sacred Ecology* to explore their spiritual connection to the Earth and be empowered as agents of hope and change. Each term there is a weekend *Meditation Retreat* at Camp Pringle for young adults, and this last year we had to turn people away because we had run out of room.

More than 1000 young people gather at the Interfaith Chapel from around campus to be part of the ministry offered by our Church, with a regular attendance of over 150 students and staff each week attending the various activities hosted by the Campus Ministry.



The United Campus Ministry is not just restricted to the campus, but participates in the ministry to all youth and young adults in our church. These past many years I, as campus minister, have given leadership and support to the BC Conference annual *Evolve* YAYA gathering and I have been an active member of the BC Conference YAYA leadership

team. I drove young people from BC to the United Church *Rendezvous* conference in Montreal this past summer and led workshops on Meditation and Sacred Ecology. I will be participating in the General Council Youth Forum with United Church youth from all over Canada and guiding young people to engage deeply with our church. In Victoria Presbytery, YAYA leaders have been meeting at the UVic Interfaith Chapel to support one another, share ideas and to strengthen our ministry to young people. All this to build relationship with young people in our Church and to introduce them to the wide network of church relationships beyond our congregations. For many of our young people, the experience of church lies beyond the congregation and their sense of identity as United Church youth is nurtured by local, campus, regional and national church youth events.

There is much to celebrate in our Church's ministry with youth and young adults. But there are dark clouds on the horizon. With the momentous restructuring of the Church unfolding over this coming year, there is no clarity whether Campus Ministry will be receiving funding to continue its mission at UVic into 2019. Historically, Campus Ministry at UVic has been funded by BC Conference, Victoria Presbytery, Greater Victoria congregations and many individual donations. With the devolution of Presbyteries and Conferences into Regions, no staffing and funding models have yet been proposed that protect current youth and young adults ministries, including campus ministry. I am determined to advocate for our youth and young adults to ensure that the mission to support the spiritual awakening, inclusion and well-being of our young people will receive priority funding. I can't do this alone, but need the support of everyone in our congregations to ensure that our young people will not be lost as we restructure ourselves into a more agile and missional church fit to serve God and Christ Jesus in our communities.



In Christ's Ministry,
Henri Lock, Chaplain
United Church Campus Ministry at UVic
hlock@uvic.ca



George Pringle Memorial Camp – 2018 Annual Report to Churches

A. Mission Statement: We provide opportunities for campers of all ages to experience God’s love in a close relationship with other people and the natural environment. – Last reviewed February 2014

B. 2018 Financial statements: These statements will be reviewed by CPCM&Co. For this report,

	Actual Dec 31, 2018	Budget 2018 year
Camps	211,030.01	184,875.98
Out of School Care	76,293.47	98,797.97
Rentals	322,011.49	354,904.99
Retail	4,999.74	12,000.00
Total Operating	<u>614,334.71</u>	<u>650,578.94</u>
BC Conference & Other Grants	132,046.10	100,000.00
Bequests		
Donations	17,463.74	8,499.98
Fundraising	13,405.00	9,985.00
Total Non Operating	<u>162,914.84</u>	<u>118,484.98</u>
Total Revenue	<u>777,249.55</u>	<u>769,063.92</u>
Salaries-continuing staff	331,291.65	330,047.89
Salaries-seasonal staff	121,004.08	97,000.00
Repairs & Maintenance	44,621.68	48,230.00
Fuel & Utilities	65,298.20	66,072.96
Insurance	14,650.10	16,920.00
Advertising & Promotion	11,035.50	12,499.98
Operating Supplies	30,865.62	19,749.99
Food	92,883.82	84,000.00
Administration and other	70,272.23	65,083.96
Total Expenses	<u>781,922.88</u>	<u>739,604.78</u>
Net Profit (Loss)	<u>-4,673.33</u>	<u>29,459.14</u>

only our statement of operations are included, please see below:

There will be some minor adjustments to these figures once reviewed by our Accounting review company.

C. Board

Chair: Dave Nicolson Executive Director: Kezia Cowtan

Board meetings: January 25, Feb 25, May 2, June 21, Sep 20 and Dec 5
Meeting Time: 1:00pm at varying locations
of meetings held: 6 meetings with an average attendance of 4
Membership: 5 board members representing 4 of the 43 Island churches

Highlights/Achievements of the Year:

Program: In 2018, Camp Pringle had a successful year with the Director, Kezia Cowtan in her fourth year. Several new permanent staff were hired, including; the new Caretaker, Dan Orr, the new Chef, Clayton Leavitt and the new shared Sylvan Minister, Katherine Brittain. We ended the year with increased childcare and camp registration. The new childcare business initiatives developed in 2017 created increased revenues in 2018. However, the increased cost of program staff wages and financial management were higher than forecasted. The continued support of Conference helped our bottom line as we started the year with a small surplus of \$5,829. We ended the year with a small deficit due to increased summer staff and food costs. Laura Butler bequest Camp Pringle \$1,700,000 in this past year that will be received in early 2019. The principle from Laura's generous donation will be invested with BC Conference's investment funds and the annual interest off the principle will be designated to the on-going maintenance and bursary funds. Conference provided the \$100,000 annual operating grant, a one time financial management grant of \$15,000 and \$16,000 in camper bursaries for a designated camp for young people with disabilities.

Our camper numbers were approximately the same in 2018, with 531 participants in 6 weeks of our summer programs. We had offered 8 weeks in 2017. 37% were new campers – 194 of the registrations reported being new to Camp Pringle. We we offered a three weeks of teen CREW and Leader-in-Training programs, a week of Ultimate Adventure, 6 weeks Co-Ed sleepover sessions and Day Camp and a weekend session for young adults with disabilities.

Again the 53% majority of our summer campers came from Greater Victoria. The Cowichan Valley represented 34% of the summer registrations. The mid and north island represented 8% and 4% came from the Lower Mainland. Although only 1% of registrations marked that they were from out of province or out country, we had several groups of Chinese children come to camp through local organizing agencies.

19% of our campers reported being associated with a church. 7% or 37 (almost half from 2018) of these campers were from the United Church.

Of the 18 Victoria Presbytery Churches provided bursaries for 2 campers and 1 of the 25 Comox-Nanaimo Presbytery Churches funded 2 campers to attend. Camp Pringle awarded \$5,000 in camper bursaries to 28 campers this past summer. BC Conference provided \$16,000 in camper bursaries to 42 campers with disabilities to attend a designated weekend at camp.

In 2018, we continued and expanded to offer licensed childcare for surrounding school-aged children to participate in before and after school care. We worked in partnership with the School District Transportation Department to offer free bus transportation for Discovery Elementary, Ecole Cobble Hill, George Bonner and Mill Bay Nature School students. We also expanded to offer preschool aged children daycare services. We had 35 families registered in our childcare programs. Our staff grew with new and wonderful childcare professionals diversifying our team over 2018.

In 2018 we developed a partnership initiative with Sylvan United Church to hire a shared minister role to build the camp's mission based work. Katherine Brittain joined our team in September from This summer 2 Toronto bringing her young family to the Cowichan Valley.

Katherine's two young daughters both participate in our childcare programming and her wife Beth will have an opportunity to be more involved in the camp in their first summer at Camp Pringle in 2019. We look forward to Katherine building our mission based work outside of our summer faith based camps.

Marketing efforts included: a 15% early bird discount for summer camp, continued social media presence and 7 months of brochure distribution at Recreation Centres and Thrifty Foods by Island Parent. From February to August, we continued to run full page advertisements in the Cowichan Valley Voice. We advertised our childcare programs in the local Shawnigan Focus monthly. And we distributed a fall and spring newsletter which was sent in digital and paper form.

We hosted an Open House to showcase the camp and had over 400 people in attendance, 4 times as many guests as in 2017.

We increased the number of staff's ability to use our on-line Camp Brain registration system bettering our response time to parents with questions about registration.

Property: The camp was well rented in 2018 with many groups returning as they find our pricing reasonable. We hosted 2 weeks of a designated children's cancer camp in partnership with the BC Cancer Society in the last two weeks of the summer. We continued to keep the weddings in the shoulder season and maintained further screening and regulations. This translated into overall rental revenues coming in at approximately \$322,011 in 2018. We had forecasted for \$354,905 therefore falling short of our target goal due to the result of reduced revenue from the BC Cancer Camp and a cancellation.

Our new Residential Caretaker, Dan Orr was hired in April and he and his young family moved into Pendray. Dan was trained and certificated in his Occupational First Aid Level 3 and is working towards the completion of his small water operator license certification. Dan's friendly attitude was well received by all staff, campers and guests. Dan's wife, Tilotoma, LPN volunteered to support the medical requirements of the designated camp session for young adults with disabilities this past summer. And their older daughter, Abha joined our after school care program when she started kindergarten in September. Their two year old son, Athelstane warms our hearts while he carries a ring a keys around camp, just like Daddy ready to fix something that is broken. We look forward to having them at Camp Pringle for many years to come.

Budget: As you can see in the table above, Camp's expenditures were approximately \$42,320 more than projected due to increased program staffing costs and higher financial management expenditures. We received an additional one time financial management grant of \$15,000 in addition to our annual operations grant of \$100,000 from Conference. And \$17,000 in owed capital expenses to the operating fund from 2017. We maintained higher than expected registration and slightly lower rental revenues, ending the year in a small deficit.

Objectives for 2019: To continue to grow our society membership, our mission based work and to expand our business & donor practices. To continue to grow our camper numbers. To build an appropriate water systems building and additional facilities for the childcare program. To ensure the highest level of financial management ensuring a balanced budget and the creation of a maintenance and bursary fund.

We would like to thank all the churches, Victoria Presbytery, Comox-Nanaimo Presbytery and BC Conference for their continued support. You are our cornerstone.



Financials Index

2018 Finance Report	37
Accountant Review Letter	38
2018 Operating Fund Financial Statements	39-41
2018 Operating Fund Revenue/Expenses Pie Charts ...	42
2018 Proposed Budget	43-44
2018 Proposed Budget Revenue/Expenses Pie Charts	45
2018 Memorial Funds Financial Statements	46
2018 Memorial Funds Revenue/Expenses Pie Charts ...	47
2018 Victoria Foundation Financial Statement	47

Finance Report

In February 2018, we presented to the congregation a budget for the year projecting a small surplus in our operating funds. We ended the year with a surplus of over \$52,000. Some of this surplus is comprised of funds carried over from the previous year for projects still in progress.

As described below, our revenue was higher than originally forecast and our expenditures were lower.

Revenue:

Our offerings came in at \$61,611 or 103 percent of what we had forecast.

Contributions from the Thrift Shop continued to grow in 2018, with revenue of approximately \$102,000 or 136 percent of forecast. The Thrift Shop was open Saturdays from the first weekend in May through to Labour Day weekend, which contributed to the increased income. We are grateful to the great group of volunteers and the leadership team who work so hard to make shopping at the Thrift Shop a rewarding experience for their customers. Everyone who enters the shop knows they will be met with a warm and caring welcome.

Our rental income for the year was \$29,467 which was 122 percent of our forecast. This is in part due to our accommodating additional rentals in the sanctuary and lower hall, over and above our regular renters.

Expenses and Initiatives:

Overall, our expenditures were 93 percent of what we had forecast; we spent approximately \$15,000 less than we had budgeted for.

The cost of the Church's sabbatical leave last summer was approximately \$6806 or 95 percent of what we had forecast. The funds were required to pay for the visiting Ministers in June and July as well as music.

There were some unexpected expenditures on the property maintenance front related to the sump pumps and replacement of the stove fans.

We applied for and received a city grant to fund the renovation project in front of the church; the project was completed within the grant budget.

The Communications and Neighbourhood Engagement Initiative expenditures were slightly less than forecast; the CNEI was funded through the ProVision Grant, Grace Priority Fund, a bequest, and special donations from members of the Congregation. The ProVision Fund approved funding for the second year of in the initiative based on the successful outcomes we achieved in year one.

We continue to track the Refugee Fund separately from our general operating fund. At year end there was a balance of approximately \$17,000 in the fund.

2019 Budget:

Based on our analysis of revenues and expenditures, the Finance Committee with the approval of the JBUC Board is presenting a budget for 2019 with a small surplus.

Respectfully submitted by Cheryl Caldwell, Chair of Finance

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

I have been engaged to, and conducted a, review of the accompanying financial statements of James Bay United Church (The Church) that comprise:

- the balance sheet as at December 31, 2018
- statements of income, retained earnings for the year then ended, and,
- a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

The Church is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for private enterprises, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

The responsibility of the reviewer is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on the review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of James Bay United Church as at December 31, 2018, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for such enterprises.

David Baanstra
Affirmative Accounting Solutions
250-590-4880

1	2018 Operating Fund Financials to end of December 2018				
2					
3					
4		2018	YTD	% Budget	
		BUDGET	TOTALS	USED	NOTES
5	2018 REVENUE OPERATING				
6	OFFERINGS (General Account)	60,000	61,611	102%	
7	RENTAL INCOME	24,115	29,467	122%	
8	WEDDING/FUNERAL FEES	1,000	450	45%	
9	SPECIAL DONATIONS/GIFTS	1,000	770	77%	
10	BEQUESTS	5,000	0	0%	
11	OUTREACH incl. smile card revenue	4,000	2,238	56%	
12	OBSERVER SUBSCRIPTIONS	375	475	127%	
13	MISSION & SERVICE	3,500	3,152	90%	
14	THRIFT SHOP INCOME	75,000	101,081	135%	
15	VICTORIA FOUNDATION INTEREST	8,852	8,603	97%	
16	HOSPITALITY	800	398	50%	
17	FUNDRAISING REVENUE	200	60	30%	
18	FRONT OUTSIDE RENO PROJECT	5,000	5,000	100%	1
19	RETREAT PAYMENTS (Life Long Learning)		200		
20	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT				
21	Pro Vision Grant 2017 & 2018	23,333	31,250	134%	
22	P. Butler \$10,000	10,000	10,000	100%	
23	Grace Fund	10,000	11,196	112%	
24	Neighbourhood Engagement Events	5,000	6,608	132%	
25	BANK INTEREST	20	26	128%	
26	GST REBATE (Yearly) estimated receivable	700	665	95%	
27	TOTAL REVENUE	239,913	272,584	114%	
28					
29	2018 EXPENDITURES				
30	PERSONNEL				
31	STAFF PAYROLL/BENEFITS/FEES (incl. weddings/funerals pay)	115,916	109,646	95%	
32	CONTRACTORS				
33	PULPIT SUPPLY & MINISTER SABBATICAL COVERAGE	7,135	6,806	95%	
34	JANITORS		2,610		
35	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT				
36	Staff - Contractor	28,800	25,050	87%	
37	GST	2,149	0	0%	
38	Office Supplies/Printing/Advertising	5,000	3,954	79%	
39	Special Events	4,588	4,016	88%	
40	MINISTRY TEAMS				
41	PASTORAL CARE	200	0	0%	
42	WORSHIP (includes flowers)	1,320	787	60%	
43	MUSIC (includes guest performers)	800	1,344	168%	
44	LIFELONG LEARNING	800	1,272	159%	
45	OUTREACH Tues. morning drop-in, etc.	4,000	2,852	71%	
46	HOSPITALITY	1,200	1,380	115%	
47	COMMUNICATIONS & ADVERTISING CHURCH	2,000	2,106	105%	
48	PROPERTY & MAINTENANCE Internal/External/Gardens	4,150	7,051	170%	2
49	FRONT OUTSIDE RENO PROJECT	5,000	4,976	100%	

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2018 Operating Fund Financials to end of December 2018 continued					
		2018 BUDGET	YTD TOTALS	% Budget USED	NOTES
50	THRIFT SHOP				
51	T.S. MAINTENANCE & BUILDING REPAIR	1,600	877	55%	
52	T.S. PROPERTY TAXES	400	399	100%	
53	T.S. UTILITIES (Hydro/Shaw/Water/Garbage)	2,800	2,845	102%	
54	T.S ADVERTISING / MARKETING	1,200	693	58%	
55	T.S. SUPPLIES (includes petty cash)	1,500	1,066	71%	
56	T.S VOLUNTEER APPRECIATION	1,500	679	45%	
57	T.S PERSONNEL PAYMENTS	5,500	5,382	98%	
58	T.S FENCE REPAIR	500	0	0%	
59	OPERATIONS				
60	UTILITIES - CHURCH	9,800	9,495	97%	
61	OFFICE SUPPLIES / EQUIPMENT (includes professional fees)	5,000	4,094	82%	
62	- PETTY CASH Office Supplies	300	468	156%	
63	JANITORIAL SUPPLIES	1,800	2,053	114%	
64	PRESBYTERY ASSESSMENTS	6,120	6,346	104%	
65	INSURANCE PROPERTY CHURCH AND THRIFT SHOP	6,971	6,970	100%	
66	WCB - WORK SAFE	239	200	84%	
67	M&S MISSION & SERVICE	3,500	2,731	78%	
68	FUNDRAISING EXPENSES	200	141	70%	
69	WEDDING/FUNERAL EXPENSES	0	150		
70	OBSERVER SUBSCRIPTIONS	375	475	127%	
71	SPECIAL DONATIONS & GIFTS	400	572	143%	
72	BANK CHARGES & VISA (par)	175	210	120%	
73	TOTAL EXPENDITURES	232,938	219,694	94%	
74	SURPLUS/DEFECIT	6,975	52,890		
75					
76		BUDGET	Yr. to date		
77	REFUGEE REVENUE	2,040	17,684		3
78	REFUGEE EXPENSES		988		
79	REFUGEE BALANCE TOTAL:		16,696		
80					
81	Operating Fund BANK BALANCE December 31, 2018 = \$138,455.40				
82					
83	NOTES:				
84	1. City Grant				
85	2. Overages caused by: maintenance sump pumps, replacement stove hood fans				
86	3. Held funds from 2017 and new 2018 donations				

James Bay United Church GENERAL OPERATING FUND BALANCES

Bank Balance as of January 1, 2018:	\$100,463
<u>Less outstanding payables 2017:</u>	<u>\$ 13,731</u>
Adjusted bank balance:	\$ 86,732
Bank Balance as of December 31, 2018	\$138,455
<u>Less outstanding payables 2018</u>	<u>\$ 7,034</u>
Adjusted bank balance	\$ 131,421
Note: Minus holding allotment in the operating fund for refugee sponsorship donations	\$ 16,696

ACTUAL GENERAL FUND BALANCE: \$ 114,452

Recorded financial sums are rounded to nearest dollar amount.

TAX RECEIPTED DONATIONS FOR 2018

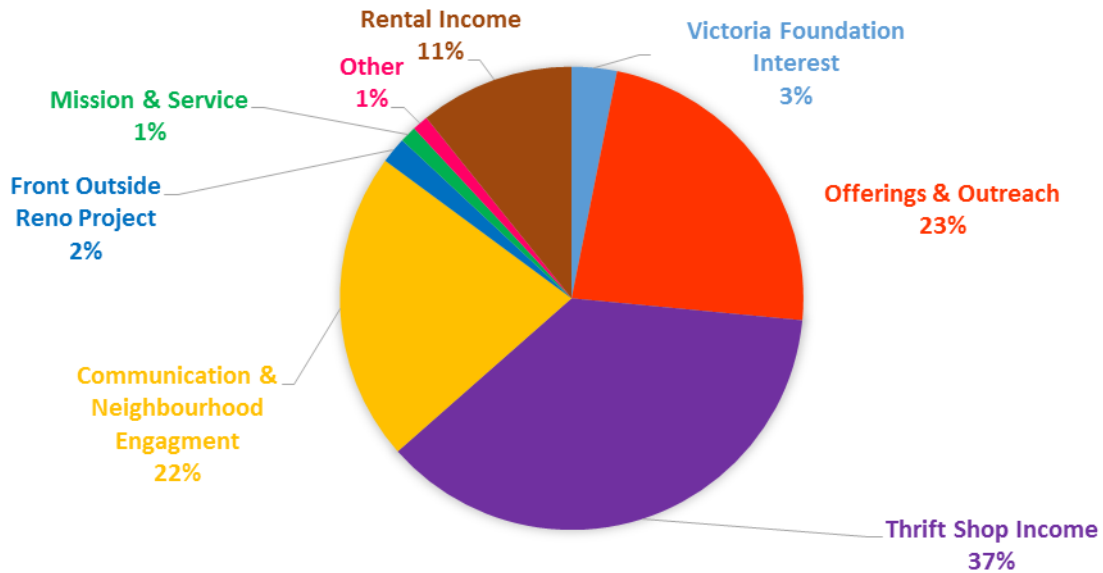
Total amount of receipted offerings donations

Operating Fund	\$52,537
Mission & Service	\$ 3,502
Special Donations/Appeals	\$ 3,100
Outreach	\$ 782
Refugee Sponsorship	\$ 8,095
Gifts in Kind receipts	\$ 2,514

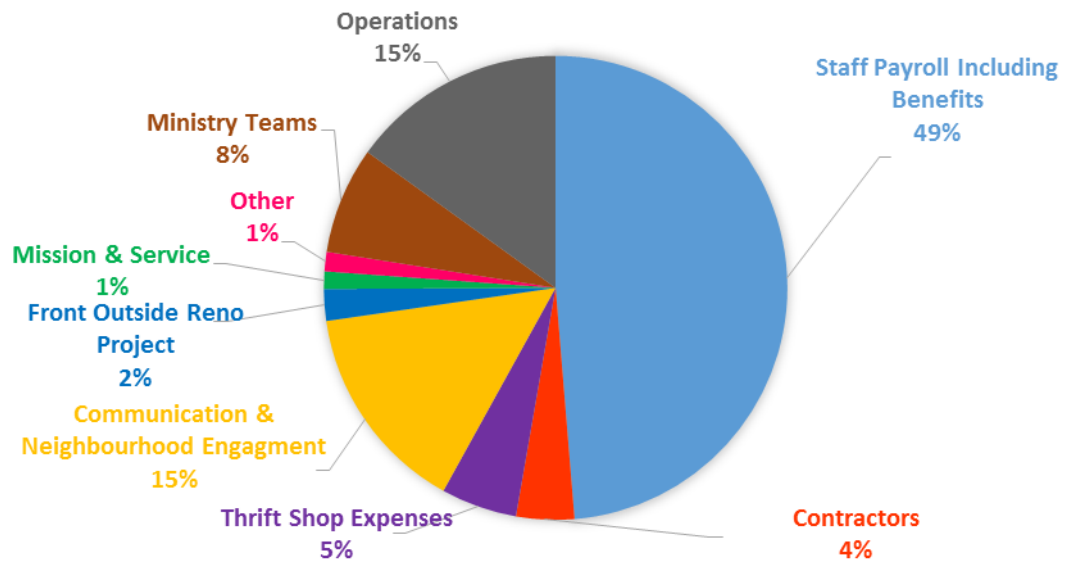
Total tax receipts issued: 216

Average weekly attendance for the year 2018 = 65

OPERATING FUND REVENUE 2018



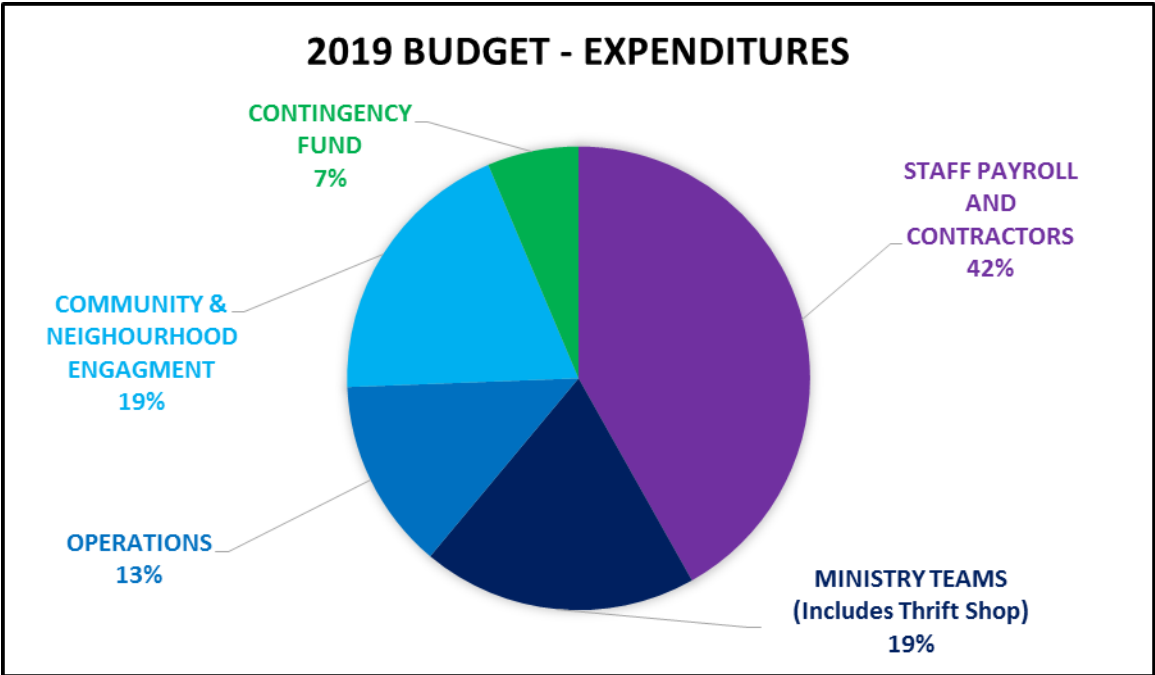
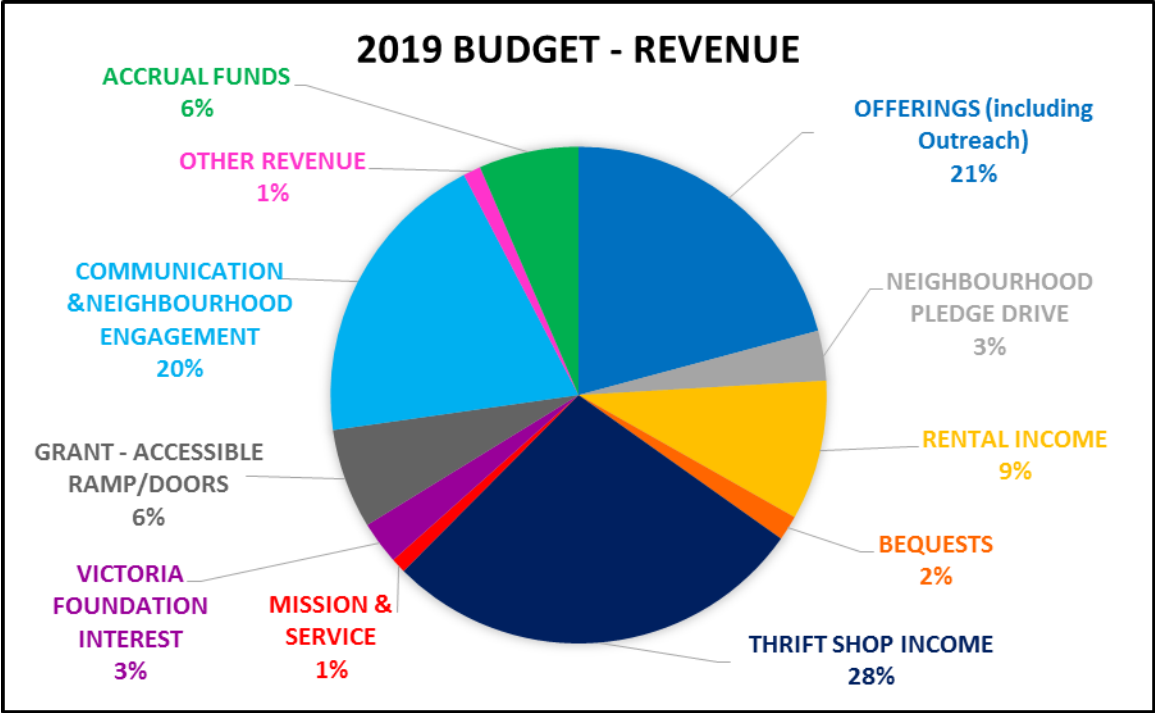
OPERATING FUND EXPENSES 2018



1	JBUC 2019 JBUC Proposed Budget		
2		2019	
3		BUDGET	NOTES
4	2019 REVENUE OPERATING		
5	OFFERINGS (General Account)	60,000	
6	NEIGHBOURHOOD PLEDGE DRIVE	10,000	
7	RENTAL INCOME	28,000	
8	WEDDING/FUNERAL FEES	1,000	
9	SPECIAL DONATIONS/GIFTS	1,000	
10	BEQUESTS	5,000	
11	OUTREACH incl. smile card revenue	4,000	
12	OBSERVER SUBSCRIPTIONS	425	
13	MISSION & SERVICE	3,000	
14	THRIFT SHOP INCOME	85,000	
15	VICTORIA FOUNDATION Interest	8,603	
16	HOSPITALITY	600	
17	FUND RAISING Eg. Calendars	200	
18	ACCESSIBLE RAMP AND DOORS	20,000	1
19	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT		
20	Pro Vision Grant 2018 & 2019	20,300	
21	Grace Fund	14,940	2
22	Neighbourhood Engagement Events	25,000	3
23	OTHER REVENUE		
24	ACCRUAL FUNDS	20,000	
25	BANK INTEREST	24	
26	GST REBATE (Yearly) estimated receivable	700	
27	TOTAL REVENUE	309,811	
28			
29	2019 EXPENDITURES		
30	PERSONNEL		
31	STAFF PAYROLL AND BENEFITS (incl. weddings/funerals pay)	120,158	4
32	CONTRACTORS		
33	PULPIT SUPPLY	1,060	
34	JANITORS	9,920	
35	COMMUNICATION & NEIGHBOURHOOD ENGAGEMENT		
36	Staff - Contractor	28,800	
37	GST	1,440	
38	Office Supplies/Printing/Advertising	5,000	
39	Special Events	25,000	3

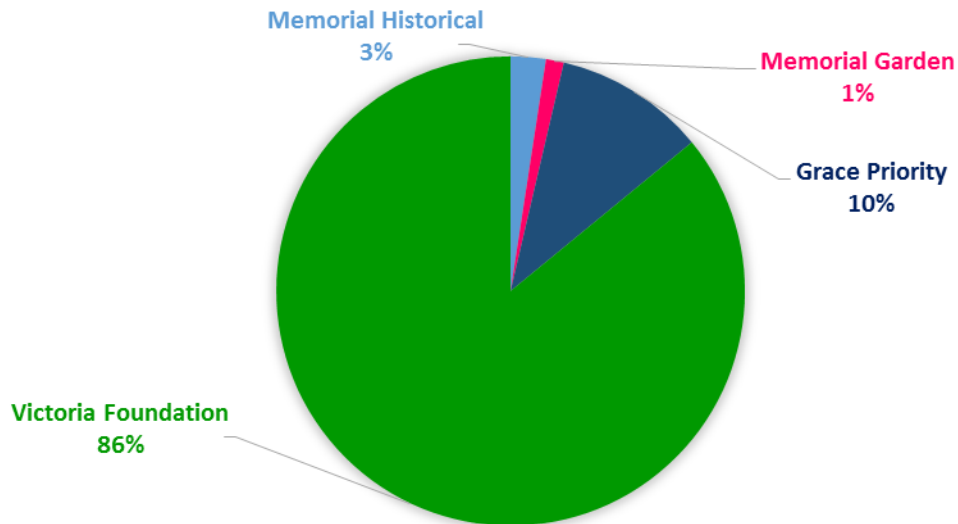
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JBUC 2019 JBUC Proposed Budget <i>continued....</i>			
		2019 BUDGET	NOTES
40	MINISTRY TEAMS		
41	CHURCH BOARD	2,000	
42	PASTORAL CARE	200	
43	WORSHIP (includes flowers)	1,320	
44	MUSIC (Holiday coverage, piano tuning, guest performers)	1,680	
45	LIFELONG LEARNING (incl. Sunday Kids)	800	
46	OUTREACH Tues. morning drop-in, etc.	4,000	
47	HOSPITALITY	1,200	
48	COMMUNICATIONS & ADVERTISING	2,000	
49	PROPERTY & BUILDINGS MAINTENANCE (Church Buildings)	7,150	
50	RAMP AND ACCESSIBLE DOORS	20,000	1
51	THRIFT SHOP	9,700	
52	OPERATIONS		
53	UTILITIES (Church, Buildings)	12,600	5
54	OFFICE SUPPLIES / EQUIPMENT (includes professional fees)	5,000	
55	- PETTY CASH Office Supplies	500	
56	JANITORIAL SUPPLIES	2,000	
57	PACIFIC REGION ASSESSMENTS (formerly Presbytery)	7,677	
58	PROPERTY INSURANCE AND TAXES	7,371	6
59	WCB - WORK SAFE	250	
60	M&S MISSION & SERVICE	3,000	
61	FUND RAISING Eg. Calendars	200	
62	OBSERVER SUBSCRIPTIONS	425	
63	SPECIAL DONATIONS & GIFTS	500	
64	CONTINGENCY FUND	20,000	
65	PLEDGE DRIVE	2,500	
66	BANK CHARGES & VISA (par)	204	
67	TOTAL EXPENDITURES	303,655	
68	BUDGET SURPLUS/DEFECIT	6,156.48	
70	REFUGEE SPONSORSHIP REVENUE	5,000	
	NOTES: General Fund Revenue/Expenses 2019		
	1. Applying for grant to pay for upgrades		
	2. For costs from Sept. to end of Dec, 2019		
	3. Full cost recovery in/out. Hospitality/CNEI determines split		
	4. Includes: Minister, Offic. Admin, Music Director, Thrift Shop Staff position		
	5. Thrift Shop Utilities now included with Church		
	6. Thrift Shop Property taxes now included with Church		



1	MEMORIAL & INVESTMENT ACCTS. to Dec. 31, 2018			
2	2018 MEMORIAL GARDEN	2018	2017	2016
3	<i>Beginning Balance Jan.1</i>	3,234.15	3,433.79	3,033.13
4	BEQUESTS/DONATIONS/RESERVE	0.00	0.00	400.00
5	BANK INTEREST	0.32	0.36	0.66
6	TOTAL REVENUE	0.32	0.36	400.66
7	PLAQUES, REIMBURSEMENTS	0.00	200.00	0.00
8	BANK FEES	0.00	0.00	0.00
9	TOTAL EXPENDITURES	0.00	200.00	0.00
10	FUND SURPLUS/DEFICIT	3,234.47	3,234.15	3,433.79
11				
12	2018 MEMORIAL HISTORICAL	2018	2017	2016
13	<i>Beginning Balance Jan.1</i>	6361.96	6,385.36	6,384.37
14	BEQUESTS Memorial	0.00	0.00	0.00
15	OTHER DONATIONS	0.00	0.00	0.00
16	BANK INTEREST	0.55	0.60	0.99
17	TOTAL REVENUE	0.55	0.60	0.99
18	MEMORIAL FUNDS ALLOCATED	0.00	0.00	0.00
19	EXPENSES	0.00	0.00	0.00
20	BANK FEES	10.00	24.00	0.00
21	TOTAL EXPENDITURES	10.00	24.00	0.00
22	FUND SURPLUS/DEFICIT	6,352.51	6,361.96	6,385.36
23				
24	2018 GRACE PRIORITY FUND	2018	2017	2016
25	<i>Beginning Balance Jan.1</i>	39,102.19	41,108.66	28,908.68
26	BEQUESTS Grace Fund	0.00	0.00	40,000.00
27	Reimbursements from Operating Fund	3,100.00		0.00
28	INTEREST	110.44	159.00	199.98
29	TOTAL REVENUE	3,210.44	159.00	40,199.98
30	GRACE FUND ALLOCATIONS	15,000.00	0.00	8,000.00
31	ALLOCATION Ministry Intern	0.00	0.00	20,000.00
32	Computer Upgrade/Hardware/Software	0.00	0.00	0.00
33	Cks written until new cks printed gen. acct.	0.00	2,165.47	0.00
34	BANK FEES	0.00	0.00	0.00
35	TOTAL EXPENDITURES	15,000.00	2,165.47	28,000.00
36	FUND SURPLUS/DEFICIT	27,312.63	39,102.19	41,108.66
37				
38	2018 VICTORIA FOUNDATION	2018	2017	2016
39	<i>BEGINNING BALANCE, market value</i>	220,113.49	213,026.14	217,012.89
40	CONTRIBUTIONS TO FUND	0.00	0.00	0.00
41	INVESTMENT RETURNS	-6,076.65	17,612.57	21,436.73
42	TOTAL REVENUE	214,036.84	230,638.71	238,449.62
43	GRANTS PAID	8,603.00	8,885.00	23,852.00
44	FUND ALLOCATIONS	0.00	0.00	0.00
45	FUND MANAGEMENT FEES	1,640.50	1,640.22	1,571.48
46	TOTAL EXPENDITURES	10,243.50	10,525.22	25,423.48
47	ENDING BALANCE, market value	203,793.34	220,113.49	213,026.14

2018 MEMORIAL ACCOUNTS AND INVESTMENT BALANCES



JAMES BAY UNITED CHURCH FUND

FUND ACTIVITY

01 January 2018 – 31 December 2018

BEGINNING BALANCE, <i>market value</i>	\$220,113.49
Add: Contributions to Fund	0.00
Total Investment Returns	-6,076.65
Less: Grants Paid	8,603.00
Fund Management Fees	1,640.50
ENDING BALANCE, <i>market value</i>	\$203,793.34

GRANTING ALLOCATION

AVAILABLE TO GRANT AT JANUARY 31, 2019	\$8,429.00
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(jabay)