

2019

Annual Report



James Bay United Church
511 Michigan Street,
Victoria, B.C. V8V 1S1

Priorities for JBUC (established Oct. 20, 2019)

Inspired by (bold and vulnerable) love to risk new ways as spiritual activists:

We commit to attend to all church activities* through a **“Green New Deal”** lens.

*including all ministries and programs, building maintenance and development, procurement, travel and administration

It is our sacred duty to live in harmonious relationship with all creation – the most precious and profound of all God’s gifts.

*Called by earth and sky, the promise of hope held high.
This is our sacred living trust, treasure of life sanctified, called by earth
and sky.*

We commit to create a culture that **invites people of the congregation to boldly name their sense of call**, testing if there are others who feel the Spirit’s stirring to join them, in the hope that shared ministry will grow within and beyond the congregation.

We commit to pursue ways of **deepening relationships**
within the congregation
with the neighbourhood
with First Peoples

We commit, to the best of our ability, to create a **safety plan** to preserve an open welcoming environment for peaceful worship to take action if action is needed to preserve life.

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JAMES BAY UNITED CHURCH

Minutes of Annual General Meeting for 2018 Year End
Sunday, March 3, 2019

The AGM was incorporated into our Sunday morning worship service.

Present: 83 members, adherents and guests, including all Board members.

Chair: Cheryl Caldwell, except Martin Stewart where noted.

Minister: Rev. Karen Dickey

Recorder: Kathie Putt

GATHERING IN THE SPIRIT

Welcome, announcements and acknowledgement of the indigenous territories we are on. Karen led us through our covenant together.

Introduction of Board members.

Announcement made that Nola Adams has resigned as webmaster after much remarkable work on the website. Louise n'ha Ruby has resigned from the Board in order to assist with the website, Gratitude was expressed to both.

Procedures for the meeting were explained.

MOTIONS voted on by members only:

1. M/S Sue Ross, Marg Lunam that adherents be granted voting privileges for accepting the agenda, adopting the Minutes, and accepting the Annual Reports. Carried.
2. M/S Sue Ross, Colleen Nichol that Kathie Putt be elected Recorder for this AGM. Carried.

MOTION voted on by adherents as well as members:

3. M/S Joanne Keelan, Sue Ross that the agenda be accepted. Carried.

SHARING THE GOOD NEWS

Looking back over 2018, Suzanne Lawrence and Colleen Nichol offered moving testaments to what JBUC has meant in their lives in the past year. Karen read heartfelt messages from Pauline Mackenzie and Kim Tadei.

MOTIONS voted on by members and adherents:

1. M/S Doug Lunam, Isabel Clemson that the minutes of the 2018 congregational meetings on February 28, April 8, and October 14 be adopted. Carried.

Comments were invited from the floor about what caught the attention of congregants this past year. These included the labyrinth walk event, the summer music evenings, small gestures of kindness, the sense of welcome and belonging.

2. M/S Dorothie Lindquist, Sue Ross that the 2018 Annual Report be adopted. Carried.

RESPONDING WITH OUR WHOLE HEARTS

Further comments were invited from the floor, about how relationships in the community may have changed for congregants. Comments included feeling increasingly at home in James Bay, and the loving presence the Thrift Shop is in the community. And asked what is calling for our attention, a call was made to attend to whether our minister, who theoretically works 75% of a full time position, is really getting the time off she should have.

At this point Martin Stewart took on the role of Chair so that Cheryl Caldwell could do the budget presentation.

MOTION

1. M/S Sue Ross, Doug Lunam that we adopt the 2019 Budget as proposed.

Financial review of 2018

- Details of the past year's financial picture were reviewed, including that we had a higher surplus than expected. There were no questions.

Budget for 2019

- The 2019 budget shows a modest surplus.
- Thrift Shop costs are now shown under the church budget.
- Our major income sources are offerings, Thrift Shop, rentals and interest from the Victoria Foundation. Many thanks go to the Thrift Shop leadership and volunteers, and the Property Team, especially Bev Tracey, for stabilizing the rental income.
- We are looking at 4 new funding sources this year: a neighbourhood pledge drive, neighbourhood events, accrual funds, and grants. It is planned that income and expenditures on neighbourhood events will be equal. Similarly, any grant money received for fixing the ramp will be spent on the ramp. If not received, a less comprehensive project will still need to be done. From our accrued funds, \$20,000 is going into a Contingency Fund to cover needs not foreseen at this time.
- Funding to cover the Communication and Neighbourhood Engagement and Initiative to the end of 2019 will be \$14,000 from the Grace Fund. Plans regarding the future of this initiative will be made before year's end.
- Many thanks to Karen and to Vanya for their help on the budget.

Question: How did it come about that the Minister is on a 75% salary? Karen offered a brief explanation.

MOTION:

M/S Alan Thurston/ Karen Pollett that the Board review the compensation of Karen in relationship to her time and come back to the Congregation. Carried.

Voting on the motion to adopt the 2019 budget: Carried.

Cheryl Caldwell resumed the Chair.

Giving thanks.

Special acknowledgement was made of the significant contributions of a number of dedicated people, some of whom are stepping down after years of service: Joyce Willems, Marg Lunam, Isabel Clemson, Johan Heskes, Vanya Smith and Cheryl Caldwell.

Elections

MOTIONS voted on by members only:

1. M/S Colleen Nichol, Doug Lunam that Suzanne Lawrence and Terisa Klassen be elected to the Board. Carried.
2. M/S Doug Lunam, Marg Lunam, that Steve Nichol and Alan Thurston be elected as Trustees. Carried.
3. M/S Karen Pollett, Colleen Nichol that we receive with regret and thanks Linda Wreggitt's resignation as a Trustee. Carried.

The Board members as we move into 2019 are: Cheryl Caldwell, Suzanne Lawrence, Doug Lunam, Terisa Klassen, Cheryl Macpherson, Kathie Putt, Martin Stewart and Karen Dickey (ex officio), along with Gordon Miller, and with Joan Scandrett from the Thrift Shop Team and Bev Tracey from the Property Team at their request or the Board's invitation.

GOING OUT TO SERVE

The meeting was adjourned at 12:06 pm.

JBUC Congregational Meeting Minutes

June 30, 2019

A congregational meeting to make a decision about establishing a Congregational Designated Ministry position was held during the worship service.

Cheryl Caldwell, Board Chair was present, however due to a recent injury was not able to chair the meeting. Rev. Karen Dickey led us through procedural motions during the announcements, first clarifying the recent changes in our policy on voting, where members may grant adherents the privilege of voting.

Moved by Kim Tadei, seconded by Sharon Evans that adherents be permitted to vote on the matters before us in this meeting. The motion was carried.

Moved by Martin Stewart, seconded by Pauline Mackenzie that Suzanne Lawrence be elected to Chair today's meeting. The motion was carried.

Moved by Cheryl Caldwell, seconded by Marion Handcock that Colleen Nichol be elected as Secretary for today's meeting. The motion was carried.

Following the Reflection, Suzanne Lawrence assumed the role of Chair, inviting Martin Stewart to present the first motion.

Moved by Martin Stewart, seconded by Sarah Hovey that the congregation endorses the Board's recommendation to create a Congregational Designated Ministry position for our Community and Neighbourhood Engagement Initiative.

Suzanne called on Cheryl Caldwell to offer a statement from the Treasurer's perspective.

The floor was open for discussion.

The motion was carried, unanimously.

Suzanne invited Martin Stewart to present the second motion.

Moved by Martin Stewart, seconded by Kim Tadei that the Congregation approves the JBUC Ministry Profile and directs the Board to forward it to the Regional Council Pastoral Relations Committee for consideration of our request to establish the described position.

The floor was open for discussion.

The motion was carried.

Suzanne declared the meeting adjourned at 11:30 a.m. and invited us into singing.

Suzanne Lawrence, Acting Chair
Colleen Nichol, Acting Secretary

Marriages

Maria Eduarda & Alexander Jang
Alina Newton & Lindsay Waterman
Kourtnee Hoitsema & Rosalie Sinnott

Memorial Services – Deaths

Doreen Armstrong
George Hiemstra
Ellen Elizabeth Gabelman

New Members

Kathleen Satchell

Baptisms

Lindsay Eva Eri Pashaj
Sara D. Fjori Pashaj



Minister's Report

In a recent CBC interview with Zita Cobb, in light of her forthcoming induction into the Canadian Business Hall of Fame, she said something that I think speaks so beautifully to a dynamic running through our life together in 2019.

Here's what she says:

"Everything starts with believing. I think it was Henry Ford who said, 'Whether you believe you can or whether you believe you can't, either way you're right,'" Cobb said. "We believe deeply in this place and Fogo Islanders have fought hard over many centuries to live here — it's not easy ... but if you believe deeply enough then you will act, and I think that combination of believing and then acting, once you start, the world really does move with you. But if you don't believe, you're not gonna start."

- from a CBC interview featuring Zita Cobb who returned to her Newfoundland birth place with a dream and an investment in its renewal.

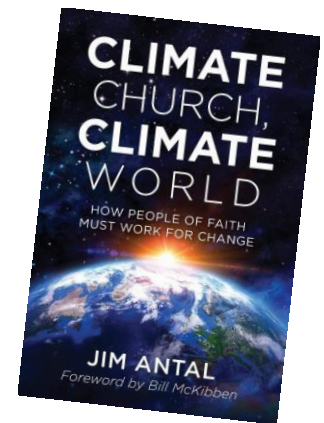
This was the year we took the step of hiring Joan Scandrett as Chaplain and Operations Manager of the Thrift Shop. The number of volunteers and the scope of responsibility for the on-going vitality of the Thrift Shop had grown beyond what could reasonably be asked of volunteer leaders alone. Believing deeply in the goodness of this ministry --its significant contribution to the neighbourhood, to the lives of volunteers, and to the financial resources that further the mission of our congregation-- we acted.

This was the year we took the step of creating a staff position for our Ministry of Communication and Neighbourhood Engagement. For two years we had invested in this ministry, hiring Gordon Miller on a contract basis, to test with us the possibilities. The results of that trial period were clear: we had made significant strides in widening our connections and making a positive contribution to the health and well-being of the neighbourhood. Believing that dedicating staff time to this focus is key to our way of being church at this time, and trusting that we are moving in ways faithful to God's desire, we acted. I'm thinking of how Tuesday Night Jazz has become an integral part of our church's life and the neighbourhood's too. And how the James Bay Children's Chorus, that had its beginning through Gordon's support of director Sandra Fletcher, has continued to grow in numbers and depth, with a teen choir now on its way, and Sandra in the meantime lending her support to our Sunday morning worship. And the July picnic that came together through the efforts of many, and not least Gordon's, that brought out so many people of the neighbourhood for a day of connection and celebration. And how, in taking our Sunday efforts for the Amnesty International *Write for Rights* campaign to the street that Tuesday in December, allowed so many more people to get in on the act. It has been a year in which we've experienced, in the words of Zita Cobb, *once you start, the world really does move with you.*



This is the year we began building a relationship with Fairfield United Church, believing that there may be some things we could do collaboratively that would enable us to support each other's ministry and extend more of what we have to offer in our respective neighbourhoods. From this arose the monthly Heart Song Chanting Meditation, the Pet Blessing in October, our two congregations worshipping together one Sunday in Advent, and our advertising of not only our own events but each other's. Believing collaboration would be a benefit to us and beyond us, we acted.

This was the year the reality of the climate crisis sank in to new depths. At a Board meeting in the Spring when we were discerning priorities for this next stretch, Martin stated "if we don't take seriously the climate crisis, none of the other things we care about will matter." So, top of the list of our four priorities is our commitment to do everything in our power to be acting with a green consciousness. This Fall, 20 people participated in an 8-week study of the book *Climate Church, Climate World – how people of faith must work for change* by Jim Antal. As a result of those conversations together, we crafted "A Call to a Great Turning"¹ to share with the congregation and beyond. Some of us participated in local Climate Strike actions and the signing of petitions. Some of us have proceeded with deepening personal commitments, and for one of us, this has led to an exciting educational and business endeavor. The climate crisis gave particular focus to our Sunday morning worship through the Season for Creation, concluding with hearing from guest speaker, Emily Theissen, of Climate Justice Victoria. Believing it is time we take the climate crisis seriously, we are acting.



¹ The full text is noted in the Life Long Learning report

On Remembrance Sunday this year we dedicated 1000 Cranes for Peace. The installation grew out of a conversation with Reiko Sekiguchi a year earlier, when she spoke of her dread of cenotaph gatherings on Remembrance Day, perceiving them to be a glorification of war. (Reiko was a young girl in Japan when the atomic bombs were dropped there.) We talked about the story of the thousand cranes, and I wondered with her if she could teach us to fold origami cranes so we could hang them in our sanctuary as a sign to others and a reminder to ourselves to pray and act for peace. Believing this to be a worthy endeavor, we acted – and 1000 cranes later, we have a magnificent installation hanging in our sanctuary.

It's been quite a year (again!) for us.



And for me personally, I have to say the way James Bay United Church was so powerfully present with and for me at my father's "Celebration of the Faith" was and continues to be a profound expression of your love and care. If we, each of us, could know of that strength of support for and from one another, surely we would be the community of the beloved we long for. Now there's something to believe!

Grace and Peace,

Karen Dickey

Report from the Board

It was another busy year for James Bay United Church, with lots of new initiatives and priorities. It kept the Board, staff, team leads, committees, volunteers and Congregation hopping.

You will find information on all of that good work in the reports from the Minister and the team leads. .

My report will focus on the structural things we do as a Board.

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 communicate with each other on emerging issues.

The Board is charged with ensuring that resources are available (both financial and human) to implement new programs and maintain existing ones. Responsibility for carrying out this work is not the Board's alone – it is equally a responsibility of members of the Congregation.

We're going to be having conversations with you throughout the year on what we need to do collectively in order to deliver on the priorities that we set last fall.

Engagement with the Congregation:

Our website and Facebook page allow us to communicate events and activities that are happening in the church and the neighbourhood.

Congregational conversations provide the opportunity for the Board to put forward specific questions and seek participation from members and attendees on new initiatives and updates on organizational issues.

In October, Board members introduced the Congregation to the four initiatives we had identified as priorities for JBUC. The first priority to be tackled was the safety plan. Congregation members worked at their tables to identify the elements they felt necessary in a plan. Further input was sought on successive Sundays, with a report back to the Congregation in October. Implementation of the plan is underway.

A Congregational Conversation is to be held in February prior to the AGM on March 1, 2020. More details on the focus of the meeting will be provided in advance.

Board changes:

Two new members were appointed to the Board last year: Suzanne Lawrence and Terisa Klassen joined as Members at Large.

One member, Martin Stewart, stepped down from the Board in the Fall. Martin had been the Chair of the Ministry and Personnel Committee and led the Safety Planning committee. The Board is grateful for the contributions and passion Martin brought to his work during his time on the Board.

With Martin's departure, Terisa took on the lead role for the Safety Plan. The Board is still seeking someone to be Chair of the Ministry and Personnel Committee.

Congregation members who have an interest in personnel and human resources matters are encouraged to speak to me or to Karen Dickey about this opportunity.



The current Board members are: Karen Dickey, Minister; Cheryl Macpherson, Worship; Doug Lunam, Pastoral Care; Kathie Putt, Recorder; Cheryl Caldwell, Chair of Board and Treasurer; Suzanne Lawrence, Member at Large; and, Terisa Klassen, Safety Plan Lead.

Our Minister and my Board colleagues are supportive, curious, passionate, and dedicated about what goes on at James Bay United Church. I am lucky to have the chance to work with them. I would encourage others in the Congregation to give thought to participating on the Board or on a committee – trust me, you will learn a lot, teach us a lot, and have fun doing it.

Respectfully submitted by
Cheryl Caldwell,
Board Chair

Life Long Learning

There were a number of opportunities available to us through the year for growing in faith, growing in love, growing in hope. Some of these offerings were for pursuing personally at home; others brought us together, creating a space for coming to know and appreciate each other along with delving into the book, the movie, the topic at hand.

On the evening of Epiphany, we lit up the labyrinth in Irving Park, with an open invitation for people to experience this spiritual practice, some for the first time. Some hadn't known about it and were drawn just that evening by the candle light; others traveled some distance, grateful for this walking meditation at this threshold of a new year.



In February, Gary Brandstadt and Irene Fraser hosted a pain management course, *Making a Difference to Your Pain-Experience*. There were people both from the congregation and neighbourhood who participated.

During Lent this year we resumed our pattern for Soulful Wednesdays, with a simple meal together, followed by evening prayer, followed by a movie series. This year the series was a catalyst for taking another look -- at ourselves, each other, at the conclusions we've come to, the lines we've drawn, the "truths" we cling to, helping us to make sense of our everyday hurts and alienation. With the help of Suzanne Lawrence, we launched with a neighbourhood screening of locally filmed and produced *Us and Them*. The series continued with *Lars and the Real Girl*, *Green Book*, and *The Shape of Water*.

Throughout the Seasons of Lent and Advent and the Season for Creation Colleen Nichol provided us a weekly personal meditation practice, assisting us to deepen our engagement not only with themes of each season but with the presence of the Spirit in our lives.

We returned to Soulful Wednesdays for eight weeks in the Fall, with supper, evening prayer and conversation led by Bev Tracey and me, in response to reading a book by Jim Antal, *Climate Church, Climate World – how people of faith must work for change*. Meeting together around this book offered us a forum to look at our response to the climate crisis in relation to our faith; to voice our fear, our grief, our questions and new dawns; to recognize the challenges we face and discover ourselves empowered to act. As well, our conversation led us to write "A Call to a Great Turning" – an offering that we would bring to the congregation as a whole as an catalyst for further dialogue, with the possibility that we would "adopt" it as an expression of our collective confession and commitment.

A Call to a Great Turning

Compelled by our love and gratitude for the whole creation
we, the people of James Bay United Church,

acknowledge with fear and with courage
that the clock is ticking
and we have precious little time
to turn around the climate emergency.

We confess our knowing and unknowing complicity
in the destruction of God's wondrous creation,
and we are truly sorry.

We commit to see the truth and change our ways,
knowing that we must end our use of fossil fuels
and our obsession with endless economic growth.

And so we commit to turn

from consumption to collaboration
from disregard to accountability
from entitlement to sacrifice

embracing a radical commitment to the common good
grounded in Jesus' way of non-violence.

We are challenged by the necessity of having to let go
of our self-interest.

And yet, we proclaim that Love's power is stronger than death,
and that in giving ourselves to Love's way,
there is a future for life on Earth.

We are hugely heartened
by the global uprising of solidarity with Creation
in this largest common project that humanity has ever shared.
With joy and passion and a holy imagination
we take our place
trusting that for such a time as this
God is calling us to enact a new story of hope.



-Advent 2019

Aleksa Harkness continues to oversee and add to our library, and, on a weekly basis, to highlight a book or two in our printed announcement page.

Karen Dickey

Safety and Emergency Plan

James Bay United Church already has a Health and Safety Policy in effect to protect our paid Ministry and Personnel team. In addition, 2019 brought other safety matters to light and the need to protect everyone in our Church Community involved in the vast array of activities that take place on the Church and Thrift Shop properties. It is for staff, Ministries, leaders, volunteers, congregation, community events, their attendees, and other visitors. With no existing plan of this nature, Board Member and M & P Chair, Martin Stewart initiated the process to address immediate needs and concerns. Out of this grew the beginnings of the JBUC Safety and Emergency Plan.

Developing a Safety and Emergency Plan is a sizeable and complex undertaking. The Board agreed that the necessity to build the Plan warranted that it be one of the fiscal year's top four Priorities. Relatively new to the Board and having some related experience in First Aid, CPR & AED

training and training for evacuation of a large arts venue, I offered Martin my help. Together we found and began adapting a similar Safety Plan over the course of the summer that gave us some idea as to the scope and priorities within this JBUC Priority.



At the September 12th meeting the Board decided to engage the congregation by having a Congregational Meeting to be held following the September 22nd Sunday Service. We'd provide lunch and information about our four Priorities, the order in which we would attend to them, and announced that the first one would be the Safety Plan. After lunch we posed four questions seeking input for all things Safety-related that each person regarded as important components of the Plan. The turnout was positive, we broke into groups, and generated many responses. Everyone had a voice and all suggestions were acknowledged and later distilled onto a chart, and broken down into potential threats. By applying a risk lens including likelihood and severity to them we determined those that were within our immediate scope to attend to first. Once a clear Plan is in place for the immediate threats others would be addressed, as budget allows.

The Board agreed that the most immediate threats are:

- Managing difficult interpersonal situations
- Individual medical emergencies
- Fire evacuation procedures/drills
- Food safety, and
- Earthquake emergency preparedness

Although there have been a few hiccups since the Fall, and as they often do in a most delightful way, the holidays slowed our momentum, at the time of this writing we are moving ever closer to our objectives. Applicable signage for the above is in production and soon to be posted, experts and trainers have been reached and some dates are set, while others are not far behind. Results will have begun to unfold prior to the AGM.

Without Martin Stewart's initiative, Cheryl Caldwell's guidance, the input of the Congregation, and the assistance of Karen Dickey, Joan Scandrett and the Thrift Shop team, Colleen and Steve Nichol, Gordon Miller, and Suzanne Lawrence we wouldn't be this close to rolling out the JBUC's Safety and Emergency Plan. Thank You All!

Stay Safe, and Stay Tuned!

Respectfully Submitted

Terisa Klassen, Board Member & Safety Committee

Ministry and Personnel Committee

The Ministry and Personnel Committee is responsible for a host of personnel matters: overseeing the relationship of church staff to each other and to the people in the congregation; reviewing working conditions, responsibilities, and compensation of all church staff; revising job descriptions as required; conducting annual performance reviews; and, ensuring church staff get the training opportunities they need for continuing education.

Committee Members:

For most of 2019, there were two members of the committee: Martin Stewart, the Chair, and Karla Willems. In the Fall, Martin resigned from the Committee; Karla remains as a member.

The Board is appreciative of Martin's leadership and contributions during his time of service. We are grateful for Karla's continuing role on the Committee and for her good work and care on behalf of staff and the Congregation.

Highlights of 2019:

Thrift Shop Chaplain and Store Manager:

In January, M&P finalized the staffing requirements for this newly created part-time position. Joan Scandrett started her new role that same month – a welcome addition to the talented leadership team at the Thrift Shop.

Director of Communications and Neighbourhood Engagement:

The Director was hired on a contract basis in September of 2017 for a two-year period to lead the Communications and Neighbourhood Engagement Initiative. The initiative, funded in part by grants from the ProVision fund and the Grace Priority fund, was done as a two-year project. With the project coming to an end, M&P set to work to create a staff position to replace the contract when it expired.

Under the leadership of the Minister and Board, M&P created a new job description, provided background information for the necessary Congregational meeting, and assisted in pulling together the materials required by the Pastoral Relations Team of the Pacific Mountain Region.

In June, the Congregation approved the creation of a Congregational Designated Minister for the purposes of carrying out the CNE Ministry. In August, the Pastoral Relations Working Group, Regional Conference, approved the new position and advised us to proceed with hiring.

Following the finalization of the terms of employment, Gordon Miller took on this new role in early September.

Safety Plan:

Last spring, The Board identified four key priorities for the church for the coming future. One of these priorities was the creation and implementation of a safety plan.

M&P was given the responsibility for developing the plan. Martin Stewart took the lead for the project in his role as Chair of the M&P Committee. Martin was ably assisted by Terisa Klassen during the formative stages of the plan.

With Martin's departure from the Board, Terisa became the leader of the Safety Plan team. We are grateful for Martin's initiative in tackling the project to begin with and for Terisa stepping up to take on this essential work on behalf of the staff and Congregation at JBUC, as well as our friends from the community.

You can read about the status of the safety plan in Terisa's report found in this Annual Report.

Vacancies:

We are actively seeking two people to serve on the Ministry and Personnel Committee. If you have experience and/or an interest in human relations and personnel matters, I would love to hear from you. It is essential that we fill these vacancies as soon as possible.

Respectfully submitted,

Cheryl Caldwell, Chair of the Board
On behalf of the Ministry and Personnel Committee

Worship Team

“Worship planning is an art. It’s a discipline. It must be done over and over and over again in community order to get worship “under our skin.” How we plan worship reflects what we believe worship should be — a transformative, communal experience of observing, trusting, trying, reflecting, and taking chances for the sake of experiencing the Holy One.”

Ashley Goff: The Art of Worship Planning

Posted on December 22, 2014 by Alban



Our small but faithful team, Gary Brandstadt, Colleen Nichol and Cheryl Macpherson met with Rev Karen Dickey and Music Director Daniel Brandes to plan for each new liturgical season in 2019. Our team is excited by the task of collaborating to create worship that helps us experience the Holy One. We make space for God’s spirit to work creatively through the gifts of imagination and personal reflection while attempting to bring each season to life. We welcome anyone to come and join us in this process just for a season or a year. We appreciated having Suzanne Lawrence with us as we planned for the Season of Creation this year. Thank you also to Colleen for offering a spiritual practice for each week in that season.

There are many who contribute to making worship meaningful each week, musicians, the choir, readers and we can count on a warm welcome from our greeters.

We offer many thanks to Sylvia Scott who retired recently from the team, after serving for at least 10 years both as chair and as a team member. Because we are few, we have agreed to ask the congregation to consider helping with some of the vital but unseen tasks which must be done to prepare for worship each Sunday. Sylvia has been doing many of these tasks such as calling our list of volunteers to arrange servers for communion Sundays and arranging flowers for the Sanctuary. I would also love to have another person or two to join me in setting the table on the Sundays when we gather to share communion.

Please talk to Karen if you can be part of this sacred work.

Respectfully Submitted,
Cheryl Macpherson. (Chair)

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.

In January the sanctuary and thrift shop rugs were cleaned by Dennis of Sunny Cleaning. He did a great job and is now our go to person for the annual carpet cleaning for both areas.



In February the downspouts at the front of the church were replaced and the gutters cleaned. In the Fall a damaged thrift shop gutter was replaced. These two repairs dealt with the constant spill over into the parking area, the entrance to the thrift shop and front garden beds.

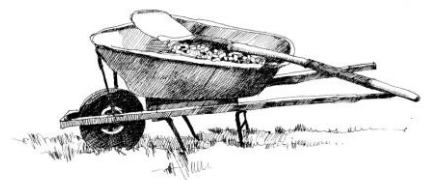
The Thrift Shop drain to the city sewer required the services of Thunderbird Plumbing to replace the line from within the building to where it joins the city sewer system on Michigan Street. With the big rains in November the back patio flooded and the same plumber came to our rescue again.

The Church and Thrift Shop garden beds are well established with a variety of shrubs and perennials, and now require regular pruning, weeding and mulching. This is a big job, and was done in part by Louise, Terisa and Kathleen who joined in a couple of garden work bees. During the summer Barbara was hired to care for the gardens while I was away, and she was a huge help when it came to the Fall clean up. The planters on the front patio and thrift shop entrance are beautiful thanks to Franklyn; the planters on the back patio are planted with annuals each spring and survived the summer! Vanya's son Owen (with the help of his Mom) weeded and spread cedar bark chips on the top bed above the back patio so that area is no longer a source of endless weeding.

This year was our first full year with Dritan as our church janitor. He has done a great job and is reliable and works independently. As a measure of his gratitude for the connection with the congregation, Dritan brought his two children to the church for baptism on Easter Sunday.

Ralph Huston continues to be an invaluable part of the team. Together we do everything from repairing chairs to replacing light bulbs to having a look at the sump pump pit. We now have good idea of what the sump pump system requires, and we have the pit cleaned out three times a year to avoid trouble. Ralph's good natured 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, Christine Wilson and Elvira Sentes.

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 through 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 2020.

Respectfully submitted
Doug Lunam, Board member.

Trustees

The Trustees for 2019 were Dorothie Lindquist, Steve Nichol, Alan Thurston and Doug Lunam.

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

Tuesday Morning Outreach

The Tuesday Morning Outreach team is comprised of every person who calls James Bay United Church his or her place of worship.

In 2019 your representatives were Karen Dickey (minister), Johan Heskes (now retired), Cheryl Hanna, Eunice Davison, Heather Caldwell, Dan Talbot, Jacquie Wasney (away) and Sylvia Scott. We miss the joy of Johan's presence and the gentle sincerity of Jacquie. We hope for their return.



Every Tuesday morning several neighbours follow the ramp and the laughter to join us for the warmth of fellowship and a Continental Breakfast that is the gift of those who are the servers of the day. It is quite amazing that our small reception office can accommodate up to 25 visitors. In 2019 10 to 15 is a usual number that arrive between 9 and 11 am.

Because of the generosity of our congregation, we are able to offer three food items from our small bank in the front pew. A survey of favorite food some time ago led us to the practice of giving mainly the most cherished items. Our buyer is a gifted shopper and we are blessed by her gracious donation of time.

Three special events occurred in our ministry last year. Dan spent one full day cooking up Chili to our guests' delight. Rita Button from the local Beacon spent a couple of hours with us and subsequently wrote a pleasant article about our ministry at Thanksgiving.

A week before Christmas we distributed our legendary hampers that contained all the necessary items for a wonderful dinner without the need for an oven.

For the sake of our visiting friends 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. We especially thank Vanya Smith who keeps us on our budget track. And thanks to every person who cares about this vital ministry and how it fits in the life of our neighbourhood.

In Mark 12 verse 31 Jesus says 'and the second commandment is this 'you shall love your neighbour as yourself'. Once a week we are reminded of the joy of community and we give thanks for this humbling privilege.

On behalf of James Bay United Church Tuesday Morning Outreach Team,
I respectfully submit this report. Sylvia Scott.

+++++

Identifiable Outreach donations in 2019: Total = \$1074.35

Identifiable Offering Donations from Thrifty Foods Smile Card = \$585.02

Respectfully submitted,

Vanya Smith, JBUC Office Administrator

The United Church Broadview Magazine

The year of 2019 saw as number of changes for the United Church Observer Magazine. The name changed to Broadview and the number of issues was decreased to 10 (with 16 additional pages) from the previous 11 and the cover dates on the front of the magazine were changed by one month. Previously you would have received your January issue in the first or second week of January. Now you'll receive the January issue in early December. Our subscription expiry date changed from December to January.



During the year of 2019 copies of our Church's official magazine were subscribed to by 19 members and/or adherents of our congregation. During this year's renewal campaign, which ran during the month of November, 14 subscriptions were renewed, 5 were cancelled and 8 new subscriptions were added resulting in the number of subscriptions rising to 22 for the coming year of 2020. 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 Broadview, and would like to, is asked to contact Linda Clegg.

Respectfully submitted, Linda Clegg,
Broadview Magazine Representative.

Offering Counters

Thank you to the dedicated staff of offering counters. In 2019 they included: Alan Thurston, Patricia Callan, Irene Fraser, Norma Hill, Susan Ross, Joanne Keelan, Jim Phillips, Janet Russell, Kim Tadei, Pauline MacKenzie, Frank Thorogood, Christine Wilson.

Isabel Clemson fills in for Irene some times.

Thanks to Irene Fraser who has taken up the task of organizing a roster of counters, along with serving regularly as one of the team. She also trains the new counters.

We have updated our Offering Counters Schedule and we're using an app called SignUp Genius. Our schedule now resides on the Church website next to the Greeters Schedule. No longer a paper trail.

Respectfully submitted by Irene Fraser, Offering Counters Coordinator

Greeters Team Report

I took over the role of Greeters Coordinator in June 2019.

To launch the endeavor, we held a “Greeters Training Session” immediately following the worship service on Sunday, June 23rd, 2019 with a light lunch available and Gordon Miller leading the session. In addition to getting an initial orientation into the Greeters tasks, the main focus was on team/ relationship building as well as tuning into what makes us feel like an ‘outsider’ and therefore what would make us feel welcomed into a space.



The Team at this point consisted of Paul Barker, Heather Caldwell, Allen and Sharon Evans, Sandra Fletcher, Norma Hill, Suzanne Lawrence, Doug and Marg Lunam, Gordon & Sharon Miller, Steve & Colleen Nichol, Karen Pollett, Kathie Putt, Allison & Terry Renner and Sue Ross; Irene Fraser and Cheryl Caldwell are happy to help out on an as-needed basis. Sylvia Scott gave notice that she would like to step down as soon as we could fill her spot (She in fact continued to Greet at the ‘ramp door’ until September 1st, 2019 and during the service she was gratefully acknowledged for her many years of devoted service in this area).

A second “Greeters Training Session” was held immediately following the worship service on Sunday, September 8th, 2019. We had the benefit of a pancake brunch (left-overs from the neighbourhood Pancake Breakfast the previous day) and Colleen Nichol led the session. We were delighted to welcome on board Kathleen Satchell and Jeremy Williams (the addition of new greeters is so appreciated at any time!) Again, one of the main purposes was to continue to nurture our relationships with one another and gel as a team. It was also an opportunity to check in with how people were finding their role so far, as well as providing a chance to offer feedback on any problem areas and suggestions for improvements.

To ‘unwrap’ the rather lengthy “Guidelines Sheets” (which are placed on each of the Greeters tables for easy reference), periodic emails have been sent to the team members in between the Training Sessions, highlighting one aspect of the Greeting Role each time. Thus far, topics covered have been: taking up the offering, ensuring space is available along the wall on the pulpit side for scooters, finding a friendly way to keep the doorways and passageways clear as people enter, and helpful tips from Sylvia about greeting at the ramp door. Recognizing the key role that Greeters play in creating a safe place for those who gather for worship, the latest email drew attention the location of First Aid kits, fire alarms and fire extinguishers.

I am immensely grateful to everyone on the team – including Allen and Sharon Evans who have had to step away from their roles as greeters – for their dedication to this important ministry in the life of our congregation.

Respectfully submitted by Colleen Nichol, Greeters Coordinator

Volunteer Office Staff

Tuesday Outreach: Sylvia Scott, Eunice Davison, Johan Heskes (now retired), Cheryl Hanna, Eunice Davison, Heather Caldwell, Dan Talbot , Jacquie Wasney (away) and Sylvia Scott.

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 that 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 & Neighbourhood Engagement Submission for the JBUC 2019 Annual Report

The work of the Communication & Neighbourhood Engagement (C&NE) Initiative continues to imagine and create opportunities for the neighbourhood of James Bay to engage in spiritual practices, activities and social actions that enliven spirits and foster real relationships and connections. It's through our relationships that we learn to experience -- see -- God in one another. And, in these deepening relationships we discover creative partners, inspirational ideas and the transformational energy needed to be builders of God's Kingdom -- right here, right now.

New This Year

- The congregation moved to make the position of Director of Communication & Neighbourhood Engagement a part-time salaried position. This represented a major commitment on the part of the congregation to continue to support and fund the C&NE Initiative beyond the two years that were initiated by our ProVision Grant.

Neighbourhood Engagement Events: (just a few of too many to report)

- This past year was by no means a one person show. Many more of *the congregation* (traditionally known as those attending on Sunday mornings) participated in planning, attending and contributing to C&NE events.
- JBUC was a significant neighbourhood partner in the success of the July **James Bay Neighbourhood Picnic**. We offered leadership, expertise, good humour and a lot of the glue that held the event together.
- [Tuesday Night Jazz at the Church](#) has a growing congregation of its own. The quality of the music as curated by Kelby MacNayr presented in the sacred space of the sanctuary is proving to be a rich place of connection for our community.
- The concept of 'Arts Ministry' has taken hold at JBUC and the welcoming space offered by our monthly [Potluck Dinner with a Movie](#) is one of the ways that we are living into it.
- We have entered into a shared ministry relationship with [Fairfield United Church](#) and are exploring ways we can support each other in our adjacent communities. Our monthly [Heart Song Chanting & Meditation](#) group is a wonderful example of this expanding relationship.



Communication:

- [FaceBook](#) and [Instagram](#): we have 433 people who like and follow the diverse content on our page. Our content is geared mostly to [inspirational reads](#), [timely social commentary](#), lifting up special [James Bay United Events](#) and also important events [occurring around the city](#). For the most part we steer away from posting [memes](#) just for the sake of making a daily post. Our hope would be that our followers would find our content engaging and supportive of their spiritual lives.
- We are creating more content destined for the JBUC [YouTube Channel](#). Have you subscribed?
- [Email subscription](#) lists are growing offering more specific choice and content.
- Rev. Karen Dickey has offered seasonal messages in the local James Bay Beacon.
- New tools on our website platform are being maximized for a richer, clearer first experience of James Bay United.

IMPACT! (sorry for the jargon)

- As a community, individually and collectively, we are showing many signs of understanding that we are a bigger 'us', not an 'us and them'.
- 'Seekers' are finding ways to enter into relationship (through any number of doors) at James Bay United and are 'testifying' to how and why they choose to sojourn here and perhaps stay longer.
- The welcome in our community happens with a generosity of spirit, that allows for a newcomer to know that their gifts will be honoured and nurtured at James Bay United.
- Our neighbours continue to reach out to get to know us better as we do with them.

What Next?

Our ability to imagine new and wonderful ways to engage in our neighbourhood will always outpace our capacity to deliver. So it is important that we remember that, in [The End](#), the **resources most needed to grow our ministry** at 511 Michigan are **Grace and Love**. As we continue to shine God's Love into our world, receiving and extending Grace -- the Grace that grounds and empowers everything in the Christian life -- we will (re)discover that the events, activities and spiritual practices, emails and social media posts are but an apéritif to the main course.

bon appetit,

Gordon Miller
Director, Communication and Neighbourhood Engagement
James Bay United Church
February 11, 2020

Hospitality Team

The capacity of the hospitality team took a great leap forward this year with the solid commitment of teams to set up for Sunday morning coffee time. Thanks to Allison and Terry, Colleen and Steve, Raymond and Eunice, Louise and Bev, and Raymond, Bev and Marion for this work. Other members of the congregation generously sign up to provide goodies, and Raymond and I were available for cleanup.

This year's activities began with *Shrove Tuesday Pancake Supper* – an indoor and outdoor event with supper being served in the lower hall and outside at the front of the church. Gordon Miller organized and hosted the outdoor event, and the hospitality team worked the indoor event; an amazing number of people were fed with pancakes, sausage, fruit and a taste of community.

During Lent a simple supper was part of *Soulful Wednesdays* which was followed by worship and a movie series. An *Easter Breakfast* was part of the early morning worship experience.

In July and August lemonade and goodies were served on the back patio following Sunday morning worship, and for the month of July we hosted lemonade and cookies on the front patio following the *Gathering in the Name of the Bee, the Butterfly and the Breeze* evening services.

As part of *Soulful Wednesdays* in the fall we provided a simple supper for eight weeks. Eating, worshipping and studying together made for a rich and engaging time.

During November as part of the Season for Creation we hosted a *Farm to Table Dinner*. The lower hall was filled conversation and laughter, and the food was all more delicious because it was locally sourced.

In December the hall was transformed into a *Christmas Carol Big Sing* venue as we gathered in candlelight at tables, ate fabulous goodies and sung our hearts out. And there were plenty of goodies left to serve at a special *Christmas Coffee Party* the following Sunday morning after worship.

Beverley Tracey for the Hospitality Team

Music Director Year End Report

When I reflect back over the last year of our music ministry at James Bay United Church, the thing that I keep returning to is a seemingly small—but never-the-less significant—shift in focus: prioritizing the congregation as first choir. ‘Congregation as first choir’ is a kind of “buzz term” that has been common around United Churches for some years now. And while it is a term that I know well, and have used myself, I don’t think it something that I truly understood (or had truly experienced it) until this past year at JBUC.

Throughout 2019, it became increasingly clear to me that JBUC is a point in time, where having a choir of any substantial size was not an option. We do still have a few dedicated members who come to sing in the choir loft each Sunday—Ralf, Janet, Isabelle, Joan, and Linda—and I am grateful to them for the time, commitment, and passion that they bring to music leadership at James Bay United. However, in the fall I made the decision to shift my focus and energy away from trying to draw in new choir members and to instead focus my attention, passion, and musicianship to drawing out the best possible singing that I could from the folks gathered in the sanctuary each Sunday (not just those sitting in the choir loft). I have done this primarily by using my own voice and passion to try and inspire impassioned singing from others. And I have to say, there have been so many moments over the past months when the power of the singing in the sanctuary has brought tears to my eyes while sitting at the piano. And I have been overwhelmed by the positive feedback that I have been receiving from long time JBUC members and new commers alike. When people wait after the service to tell me what the music at James Bay United meant to them that morning, I find it deeply humbling and inspiring.

Another great success of 2019 are the many connections (new and old) that were made and fostered with members of the broader Victoria music community. Throughout July I was joined by Eden Oliver, Jeff Poynter, and Alex Remple from the acclaimed band West My Friend, as well as local percussionist Michael Wilford, for an extraordinary Sunday evening music lead series. It was such a positive experience that both Eden and Michael have since returned to offer their musicianship at JBUC, and we have continued to stay in touch about possible future collaborations. Throughout the fall and winter of 2019, I had the privilege of leading Taize prayer services alongside Katheryn Lacerte and Diego Barrientos, two local musicians that have been leading Taize services around greater Victoria for years. Additionally, JBUC was able to host saxophonist Erik Abbink, percussionist Nival Bissoon, bassist Joey Smith, and violinist/violist Joshua Litton. I am also grateful to Gordon Miller to offering his many musical talents (voice, piano, and guitar) to help enliven musical leadership at JBUC.

As we now mover ever deeper into 2020, I find myself feeling more heartened and inspired for music at JBUC than I have in sometime. Each and every week it is my privilege and honour to lift my voice in prayer and praise alongside you all...thank you for that wonderful gift. And thank you, each-and-every-one of you, to being a member of our choir!

Daniel Brandes, Music Director James Bay United Church

James Bay United Church Thrift Shop

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

In Marg Lunam's year end report for 2018, she said "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 ...".

As I began my ministry with the Thrift Shop in January of 2019, I was impacted by the richness of the welcome I was given by the members of the Steering Committee. These women not only shared their vision, they lived it in countless ways as I watched, and learned and participated in the ministry of the Thrift Shop throughout last year.

With a solid base of leadership, the volunteers are equipped to take their place in the ministry of the Thrift Shop. With loving and respectful care and attention to each person they come in contact with, "holy currency" is exchanged in the sales, and in the sharing and receiving of stories and experiences. Even in difficult situations, the safety and dignity of each person is sought. Volunteers know they have a place and people with whom to de-brief, and to talk about their life situations. We are all in this together as we share hugs and smiles, tears and laughter of our journey.

The Thrift Shop continued to be a presence in the wider community. We were part of the "Picnic in the Park" and Window Wanderland. A successful silent auction was held. And we continued with Saturday openings from May - August. Our Facebook presence is growing wonderfully! We continue to be mindful of people, places and projects we can connect our ministry with in the wider community. In addition, I participated on behalf of the Thrift Shop in a community and police sponsored information session. We were intentional in developing a closer relationship with the Board of JBUC through our contact with Cheryl Caldwell, the Board Chair. Minister Karen also spoke with volunteers about how the ministry of the Thrift Shop is one with the ministry of the church.

The Steering Team made a decision to meet intentionally outside Thrift Shop hours, to talk and plan and dream, always aware of the "more" we are called to be.

It is with deep gratitude that I submit this, my first annual report on behalf of the Thrift Shop.

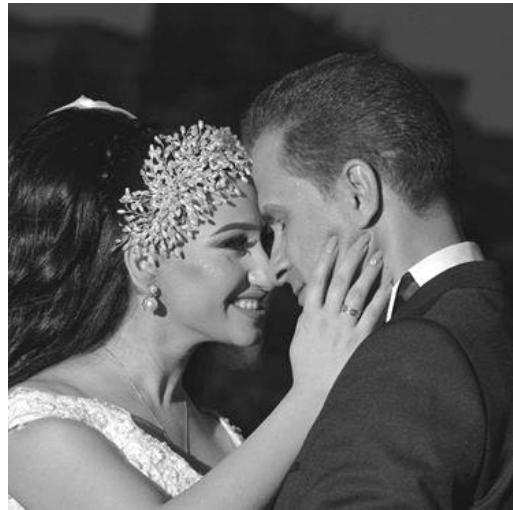
Joan Scandrett



James Bay Refugee Initiative

Leyla, the courageous newcomer from Kurdistan whom the James Bay Refugee Initiative sponsored, arrived in 2017. Some of you have met her. Leyla has worked hard to make a good life for herself in Victoria. She found a job by her own initiative, a job in which she is doing well, and she has paid back the Canadian Government for the cost of her air fare to Canada. She is enormously grateful to the Canadian government and the many people who are part of the James Bay Refugee Initiative for bringing her to Canada and supporting her during that first year. Apart from her job, she is continuing to study English at Camosun College and sees a bright future for herself here. What she wants most now is to have her husband, Ahmad with her. They want to raise a family and contribute to the community.

The members of the James Bay Refugee Initiative are preparing for, and looking forward with much anticipation to Ahmad's arrival in Victoria. We are ready both financially and (we trust) emotionally. Over the past year we have become acquainted with Ahmad through Skyping, email and phone calls; and also through conversations with Leyla. Preparing Ahmad's applications and asking for every detail of his life has opened up for us a window into his world and his dreams for a better life in Canada with his beloved. We hope 2020 will be the year Ahmad arrives and brings his compassionate and generous self into our midst.



In the paperwork we completed on behalf of Ahmad's sponsorship, we made this note: "There is a larger support group awaiting his arrival – the James Bay United Church. They have supported our sponsorship initiatives and the congregation is eagerly waiting to meet him and aid him in becoming part of our Canadian life."

None of this would be possible without generous support from the community of James Bay United Church. There are not words to say how grateful we all are.

Aleksa Harkness
For the James Bay Refugee Initiative.

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



Dear Friends of Campus Ministry!

Annual Report, January 2020

In a departure from the experience of many congregations, **Campus Ministry with young people is growing**, reaching over 600 students every week in a vibrant community of faith learning and spiritual practice. But unlike a typical congregation, participants are mostly transient, involved for only a few years at most before they move on. They are financially constrained – part of the appeal of our ministry is that we ask only nominal contributions to support program activities. This is why our donors and the wider church are so important for the continuation of this ministry with young people.

The meditation retreat was a beautiful experience, I am still buzzing from it. It got me more connected with myself and God and gave me the opportunity to make connections with beautiful people. I learned so much about the art of meditation and my appreciation for this form of prayer grew. I have so much gratitude for the experience that my heart glows when I think of it!

Student at the October 2019 Meditation Retreat

Program highlights: integrating spiritual practice and social change

The United Church is represented on campus through the leadership of our full-time campus minister, Rev. Henri Lock and a large group of students and volunteers. Students who identify as Christians gather weekly for the *Wine before Supper* ecumenical communion and dinner. Hundreds of students participate in weekly spiritual practice groups, such as *Learn to Meditate*, *Yoga for Meditation*, *Centering Prayer* and *Mindfulness*.

Students gain valuable leadership skills organizing and facilitating weekend *Meditation Retreats* at Camp Pringle and hosting the popular *Momentum Festival* at the UVic Chapel each term to celebrate spiritual growth and community connection.

This year, students requested program support for initiatives that integrate faith and mindfulness with social change and justice action. The Campus Ministry hosted Ego to Eco, an evening of student art, music and spoken word on the theme of Indigenous wisdom

The presentation by Henri Lock was really valuable to me because it helped me open my mind up to a different view of the world and religion in particular. It is very important to stay in touch with your spiritual side of well being and I will now try to add meditation to my repertoire and check out

Meditation Retreat October 2019

and relationship with Creation. It supported student leadership for the Friday Climate Strike at the BC Legislature. Spurred again by our student leaders, the Campus Ministry hosted an 8-hour 'Meditation Marathon' fundraiser for RAVEN, the Indigenous legal defense organization. **We are enthusiastic to support reconciliation** through collaborative activities with Indigenous groups on campus.

UVic invests in student spiritual development

With the advocacy and engagement of our Campus Ministry, the University has come to affirm the importance of spiritual development in the mental health and wellbeing of the campus community. **This year UVic will open a new Student Wellness Centre**, joining together three student support services – Health Services, Counselling Services and Multifaith Services – and affirming physical, emotional and spiritual well-being as essential for student life. The university supports partnership with the Multifaith community, including the United Church, by providing administrative support and space within the Interfaith Chapel for spiritual learning and practice. This year, UVic will fund the construction of a permanent labyrinth in the Finnerty Gardens. We are noticing a cultural shift: academic instructors are inviting faith leaders into their classes to speak of spirituality in a faith context and to teach basic spiritual practices as part of personal wellness and social change. For many students this is the first positive exposure they have had to spirituality, and many follow up by trying out one of the learning and practice opportunities offered through the Interfaith Chapel.

Help us deliver this growing ministry

A crucial contribution to our campus faith community is made by volunteers from United Churches, who support the ministry through preparing weekly soup dinners and joining in the fellowship following instructional or communion sessions. Few young adults explore their faith identity and development in traditional Sunday morning services any more. But **our**

United Church Campus Ministry faith activities are active and growing. Student participants welcome elders from our churches to join them in our campus community of faith, to share and explore the relevance of faith in a troubled time.



Lighting Candles of Hope

The United Church Campus Ministry and the student community of spiritual learning and practice is dependent upon the generosity of our donors. This year, the Campus Ministry needs to raise \$25,000 to sustain this ministry through 2020.

Can we count on your personal financial support through a donation of \$150, \$500, or more? Will your congregation make a contribution to Campus Ministry through its outreach budget or designated line item in the Annual Budget of the congregation? Without financial support from individuals and congregations in the Victoria region, our ministry is not sustainable. Please help in whatever way you can!



Donate to the United Church Campus Ministry with CanadaHelps by means of the Pacific Mountain Region of the United Church, and receive a charitable donation receipt. Be sure to apply your donation to the **United Church Campus**

Ministry – UVic fund.

Thank You for sustaining our growth!

Rev. Henri Lock
United Church Campus Minister
University of Victoria Multifaith Services
hlock@uvic.ca
250-472-4159



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Finance Report

2019 Revenue and Expenditures:

In March 2019, we presented to the Congregation a budget projecting a small surplus in our operating funds. We ended the year with a surplus of approximately \$32,882.

Revenue:

Our offerings came in at \$66,322 or 111 percent of what we had forecast.

Contributions from the Thrift Shop continued to grow in 2019, with revenue of approximately \$108,700 or 128 percent of forecast. The Thrift Shop was open Saturdays from early May through to Labour Day weekend. We are grateful to the dedicated volunteers and leadership team for the time and energy they give in order to make shopping at the Thrift Shop a rewarding experience for their customers.

Our rental income for the year was \$26,162, which was slightly less (94 percent) than our forecast. We lost one of our renters and another reduced their rental from two times a week to one.

Revenue to fund the Communications and Neighbourhood Engagement ministry came from a number of sources: the remainder of the Pro-Vision Fund grant, the Grace fund, general operating fund, and, as part of the Community and Neighbourhood Engagement Ministry, special events.

Overall our revenue was 87 percent of what we had forecast. The difference is attributable, in part, to projects that were deferred, for example, the neighbourhood pledge drive and a grant to replace our ramp. The deferred projects will be undertaken in 2020.

Expenses and Initiatives:

Overall, our expenditures were 86 percent of what we had forecast; we spent approximately \$67,600 less than we had budgeted for. The lower expenditures were due in part to the fact that we did not replace the ramp nor did we use any of the contingency funds set aside last year.

Worship service expenses were higher than budgeted. The additional costs were the result of having both morning and evening worship services during the month of July.

We continue to track the Refugee Fund separately from our General operating fund. We established a separate bank account for the fund in 2019 to increase accountability and transparency. At year end, there was a balance of approximately \$30,900 in the fund.

Revenue Working Group:

A small committee, made up of representatives from the Board, Congregation and staff, met in the fall to identify and analyse potential revenue opportunities. This work was done in recognition of the fact that JBUC needs more revenue in order to meet our goals for the future as we continue to grow. The committee considered a number of items, including rental rates, fees for weddings and funerals, grants for capital projects (eg. the ramp), fundraising dinners, neighbourhood and congregational pledge drives.

The Board considered the recommendations in planning our 2020 budget.

As a first step, rates for our rental agreements were increased by 20 percent as of January, and the fees for weddings and funerals are increasing to reflect more closely what other churches charge for these services. The increase in the rents was done after checking with other churches and other centres in the area. It was our first rent increase in three years.

2020 Budget:

Based on our analysis of revenues and expenditures, the Board is presenting a budget for 2020 showing 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, 2019
- 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, 2019, 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

AFFIRMATIVE TAX SOLUTIONS



	cont 2019 JBUC General Fund to end of December, 2019				
		2019 BUDGET	YTD TOTALS	% Budget USED	NOTES
52	OPERATIONS				
53	UTILITIES (Church, Buildings)	12,600	13,055	104%	
54	OFFICE SUPPLIES / EQUIPMENT (includes professional fees)	5,000	5,210	104%	
55	- PETTY CASH - Office	500	1,094	219%	4
56	JANITORIAL SUPPLIES	2,000	1,160	58%	
57	PACIFIC REGION ASSESSMENTS (formerly Presbytery)	7,677	7,676	100%	
58	PROPERTY INSURANCE AND TAXES	7,371	7,086	96%	
59	WCB - WORK SAFE	250	231	92%	
60	M&S MISSION & SERVICE	3,000	4,339	145%	
61	FUND RAISING Eg. Calendars	200	0	0%	
62	BROADVIEW SUBSCRIPTIONS (formerly Observer)	425	550	129%	
63	SPECIAL DONATIONS & GIFTS	500	699	140%	
64	CONTINGENCY FUND	20,000	0	0%	
65	PLEDGE DRIVE	2,500	0	0%	
66	BANK CHARGES & VISA (par)	204	188	92%	
67	TOTAL EXPENDITURES	303,655	236,045	86%	
68	BUDGET SURPLUS/DEFECIT	6,156	32,882		
69	Operating Fund BANK BALANCE Dec. 31, 2019 = \$114,734.38				
70					
71	Operating Fund NOTES:				
72	1. Oct/Nov. L.L.L. Climate Change Book payments				
73	2. January carry forward from 2018				
74	3. Oct- Dec Communications Director added to payroll				
75	4. Garden labour, minor property, postage, office supplies, hospitality, Outreach				
76					
77	Refugee Sponsorship Fund to end of December 2019				
78		BUDGET	YTD TOTALS		NOTES
79	REFUGEE SPONSORSHIP REVENUE	5,000	31,654		1
80	REFUGEE ACCOUNT INTEREST		4		
81	REFUGEE EXPENSES		760		
82	REFUGEE ACCOUNT BALANCE TOTAL:		30,898		
83					
84	Refugee Fund NOTES:				
85	1. January included carry forward from 2018 = \$16,696 plus \$130 par				

James Bay United Church GENERAL OPERATING FUND BALANCES 2019

Bank Balance as of January 1, 2019:	\$138,455
<u>Less outstanding payables 2018:</u>	<u>\$ 7,034</u>
Adjusted bank balance:	\$ 131,421
 Bank Balance as of December 31, 2019	 \$114,734
<u>Less outstanding payables 2019</u>	<u>\$ 4,884</u>
Adjusted bank balance	\$109,850

ACTUAL GENERAL FUND BALANCE: \$ 109,850

Recorded financial sums are rounded to nearest dollar amount.

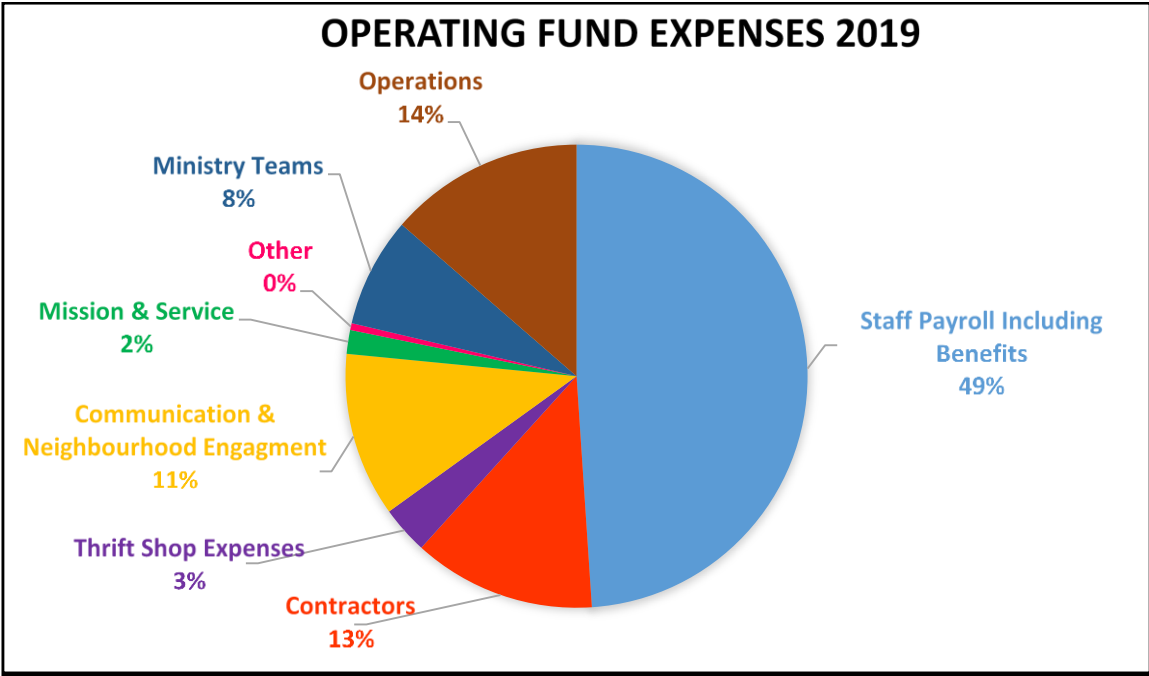
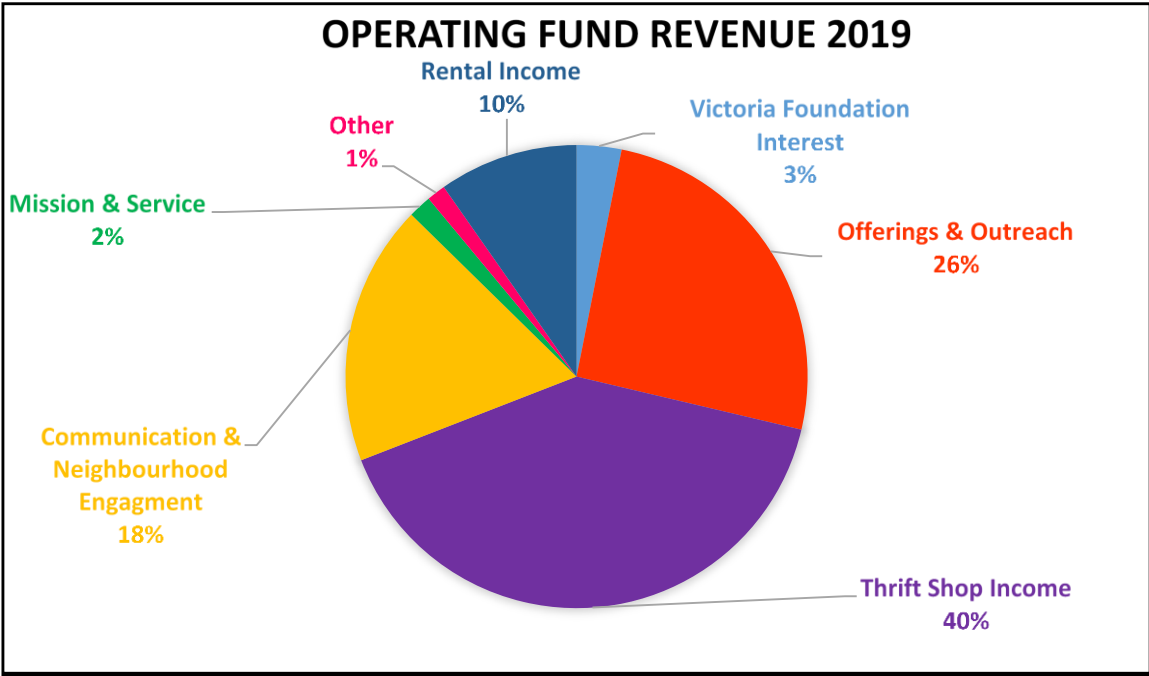
TAX RECEIPTED DONATIONS FOR 2019

Total amount of receipted offerings donations

Operating Fund	\$ 98,814
Mission & Service	\$ 5,123
Special Donations/Appeals	\$ 340
Outreach	\$ 1,074
Refugee Sponsorship	\$ 14,922
Gifts in Kind receipts	\$ 1,796

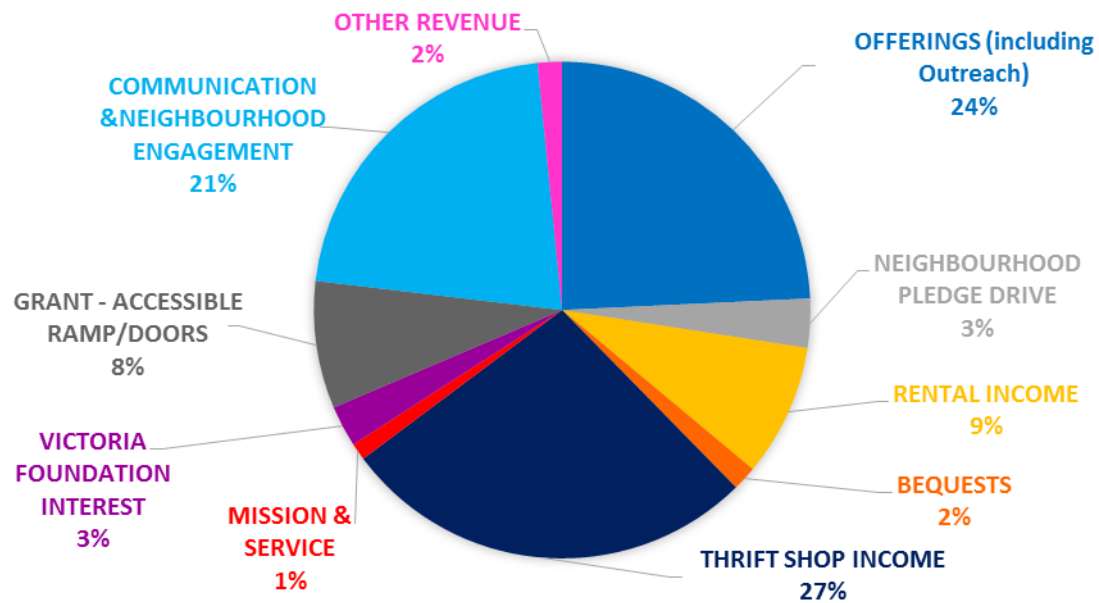
Total tax receipts issued: 116

Average weekly attendance for the year 2019 = 65

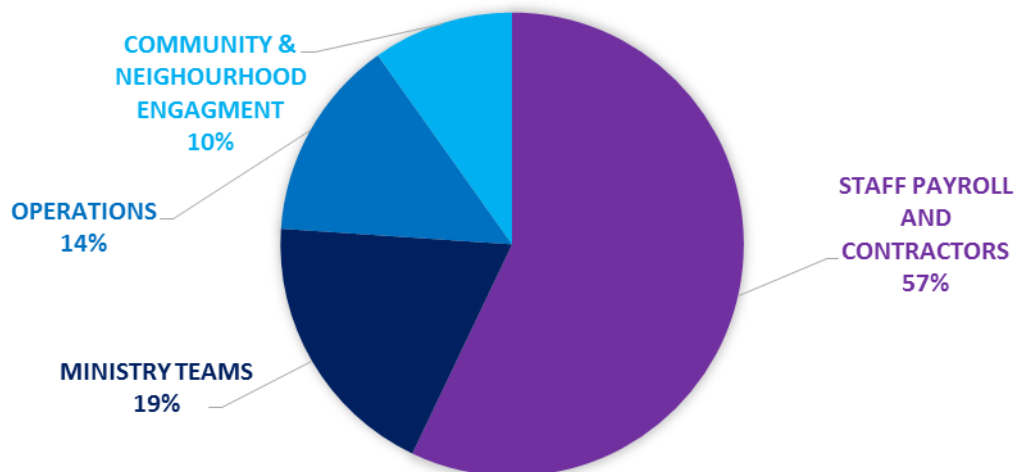


40	JBUC 2020 Proposed Budget	<i>continued....</i>	
41			2020
42			BUDGET
43	MINISTRY TEAMS		
44	CHURCH BOARD		1,200
45	PASTORAL CARE		200
46	WORSHIP (includes flowers)		1,320
47	MUSIC (Holiday coverage, piano tuning, guest performers)		1,800
48	MUSIC July Summer Services		1,000
49	LIFELONG LEARNING		1,000
50	OUTREACH Tues. morning drop-in, etc.		4,000
51	HOSPITALITY		1,200
52	COMMUNICATIONS & ADVERTISING		2,000
53	PROPERTY & BUILDINGS MAINTENANCE		6,535
54	ACCESSIBLE DOORS (GRANT)		6,000
55	ACCESSIBLE RAMP (GRANT)		20,000
56	THRIFT SHOP		9,700
57	OPERATIONS		
58	UTILITIES		12,000
59	OFFICE SUPPLIES / EQUIPMENT (includes professional fees)		5,000
60	- PETTY CASH - Office		1,000
61	JANITORIAL SUPPLIES		1,300
62	PACIFIC REGION ASSESSMENTS (formerly Presbytery)		7,677
63	PROPERTY INSURANCE AND TAXES		7,111
64	WCB - WORK SAFE		250
65	M&S MISSION & SERVICE		3,500
66	SAFETY PLANNING		1,000
67	BROADVIEW SUBSCRIPTIONS (formerly The Observer)		500
68	SPECIAL DONATIONS & GIFTS		500
69	PLEDGE DRIVE		2,000
70	BANK CHARGES & VISA (par)		200
71	TOTAL EXPENDITURES		295,289
72	BUDGET SURPLUS/DEFECIT		17,337
73			
74	CONTINGENCY FUND revenue		20,000
75	CONTINGENCY FUND expenses		20,000
	NOTES: General Fund Budget Revenue/Expenses 2020		
	1. Downstairs doors - applying for grants for upgrades		
	2. Applying for grants if required		
	3. Balance from 2019 grant		
	4. Includes: Minister, Office Admin, Music Director, Thrift Shop Chaplain/Manager, and Director of Communications Neighbourhood Engagement		
	5. Shared Costs with Music (line 45)		
	6. Shared Costs with CNE (line 39)		
	7. Garden labour, minor property, postage, office supplies, hospitality, Outreach		
	8. Contingency Earmarked from bank account		

2020 BUDGET - REVENUE

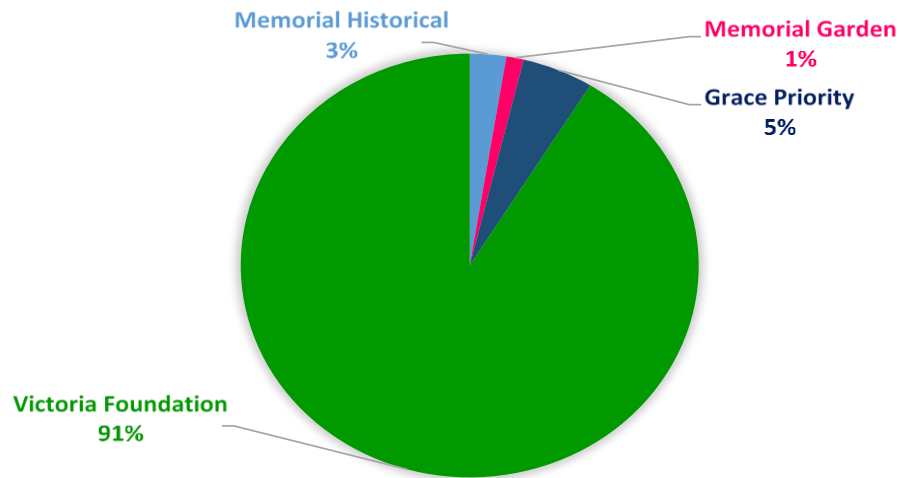


2020 BUDGET - EXPENDITURES



MEMORIAL & INVESTMENT ACCTS. to Dec. end, 2019							
MEMORIAL GARDEN	2019	2018	2017				
<i>Beginning Balance Jan.1</i>	3,234.47	3,234.15	3,433.79				
BEQUESTS/DONATIONS/RESERVE	0.00	0.00	0.00				
BANK INTEREST	0.34	0.32	0.36				
TOTAL REVENUE	0.34	0.32	0.36				
PLAQUES, REIMBURSEMENTS	200.00	0.00	200.00	Reimbursement garden plot			
BANK FEES	0.00	0.00	0.00				
TOTAL EXPENDITURES	200.00	0.00	200.00				
FUND SURPLUS/DEFICIT	3,034.81	3,234.47	3,234.15				
MEMORIAL HISTORICAL	2019	2018	2017				
<i>Beginning Balance Jan.1</i>	6352.51	6361.96	6,385.36				
BEQUESTS Memorial	0.00	0.00	0.00				
OTHER DONATIONS	0.00	0.00	0.00				
BANK INTEREST	0.65	0.55	0.60				
TOTAL REVENUE	0.65	0.55	0.60				
MEMORIAL FUNDS ALLOCATED	0.00	0.00	0.00				
EXPENSES	0.00	0.00	0.00				
BANK FEES	0.00	10.00	24.00				
TOTAL EXPENDITURES	0.00	10.00	24.00				
FUND SURPLUS/DEFICIT	6,353.16	6,352.51	6,361.96				
GRACE PRIORITY FUND	2019	2018	2017				
<i>Beginning Balance Jan.1</i>	27,312.63	39,102.19	41,108.66				
BEQUESTS Grace Fund	0.00	0.00	0.00				
Reimbursements from Operating Fund	0.00	3,100.00	0.00				
INTEREST	95.53	110.44	159.00				
TOTAL REVENUE	95.53	3,210.44	159.00				
GRACE FUND ALLOCATIONS	14,940.00	15,000.00	0.00	Transferred to Neighbourhood/Comm.			
Cks written until new cks printed gen. acct.	0.00	0.00	2,165.47				
BANK FEES	0.00	0.00	0.00				
TOTAL EXPENDITURES	14,940.00	15,000.00	2,165.47				
FUND SURPLUS/DEFICIT	12,468.16	27,312.63	39,102.19				
VICTORIA FOUNDATION	2019	2018	2017				
BEGINNING BALANCE, market value	203,793.34	220,113.49	213,026.14				
CONTRIBUTIONS TO FUND	0.00	0.00	0.00				
INVESTMENT RETURNS	29,346.88	-6,076.65	17,612.57				
TOTAL REVENUE	233,140.22	214,036.84	230,638.71				
GRANTS PAID (deposited to general acct.)	8,429.00	8,603.00	8,885.00				
FUND ALLOCATIONS	0.00	0.00	0.00				
FUND MANAGEMENT FEES	1,106.10	1,640.50	1,640.22				
TOTAL EXPENDITURES	9,535.10	10,243.50	10,525.22				
ENDING BALANCE, market value	223,605.12	203,793.34	220,113.49				

2019 MEMORIAL ACCOUNTS AND INVESTMENT BALANCES



JAMES BAY UNITED CHURCH FUND

FUND ACTIVITY

01 January 2019 – 31 December 2019

BEGINNING BALANCE, <i>market value</i>		\$203,793.34
Add:	Contributions to Fund	0.00
	Total Investment Returns	29,346.88
Less:	Grants Paid	8,429.00
	Fund Management Fees	1,106.10
ENDING BALANCE, <i>market value</i>		\$223,605.12

GRANTING ALLOCATION

AVAILABLE-TO-GRANT BALANCE AT	\$8,509.00
JANUARY 31, 2020 *	

(in \$)

INVESTMENT RETURN AND DISBURSEMENT RATE

- Investment Returns on endowed funds for the year ending December 31, 2019 are 14.6% compared to our benchmark of 15.2%.
- The 10-year annualized investment returns on endowed funds to December 31, 2019 are 8.2% compared to our benchmark of 7.7%.
- The 2020 disbursement rate remains at 4%. The calculation is based on the Foundation's Distribution Policy which can be found on our website www.victoriafoundation.ca

* Any grants or rollbacks to capital processed in January 2020 have been deducted from this balance