

Annual Report February 2021

 **saint benedict's table**

a worshipping community, rooted in an ancient future



The Diocese of Rupert's Land

The Right Reverend Geoffrey Woodcroft
Bishop of Rupert's Land

Epiphantide 2021

A Message to Annual General Meeting Delegations from the Bishop

Greetings in the Name of the One who loves and calls us.

For all who embark upon the journey and work of an Annual General Meeting this year, you have done so with generosity, adaptability and resilience. On behalf of your neighbouring parishes and deaneries, and national Church I pour out thanksgiving to God for you.

We experience our call to mission and ministry anew each day, and perhaps the extraordinary events of the past year have made us yearn to hear God's voice and direction more than we have yearned in past. The discipline of engaging an AGM is not simply to fulfil civil and canon law, which they do, it is also a significant moment to be the Body of Christ huddled in an upper room listening to the resurrected master prepare us for a life of mission and ministry.

The last year, albeit difficult, has been for us a time of illumination and discovery; we have discovered fissures in Canadian socio-economic structures, the like of which the most vulnerable have been trying to communicate to us for years. We have rediscovered how privilege, both in the world around and in our Church has hidden these same fissures. Many, if not all of us, have come to a better place of understanding our real need to live interdependently with one another and creation. Yes, a difficult journey, yet one with which gratitude is our first response.

2021 and 2022 will bring significant challenges, both financially and socially, as we navigate from our lament toward more fully engaging the work God has given. Our collective ministries of The Diocese of Rupert's Land are essential for the health of every parish, and ministry in Canada generally, and I am speaking particularly of the work of the Urban Indigenous Ministry Developer, the Diocesan Ministry Developer, our contribution through General Synod for Council of the North, and the overall structures of the Anglican Church of Canada that generously resource parish and clergy development. Your generosity in ministry through Common Ministry and Mission when fully realized means that Rupert's Land Discipleship shall not lack for anything. As one Body in Christ we are indeed gifted with all that is necessary to meet the needs of ministry and mission.

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Disciples, let us be one in the daily recitation of Luke 4.18-19, and in prayer for our Diocesan Church family:

'The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favour.' NRSV

May the blessing of the holy and undivided Trinity rest upon you, and all whom you love.

In the Peace of Christ,

A handwritten signature in blue ink, appearing to read "Geoffrey JJ Woodcroft".

The Rt. Rev. Geoffrey JJ Woodcroft

Jamie Howison – Rector

Well, it has been quite a year, hasn't it? Last year at this time we were able to gather for a combined retreat day and Annual General Meeting at Canadian Mennonite University, complete with some really good food to share at our morning coffee and at lunch. Ash Wednesday was observed on February 26, and we were just launching into our Lenten series and beginning to make plans as to how we would observe Holy Week. There was news coming from other places in the world about this infectious coronavirus, and so in our prayers we began to include China, Iran, and Italy, and then New York City. Early in the week of March 9 a directive arrived from Bishop Geoff, instructing that we refrain from handshakes at the exchange of the peace, and offer only bread at communion time. That was our practice on Sunday March 15, but at that point we had no idea that it was going to be the last time we would gather together in the church building for such a long, long time.

We pivoted quite quickly, and by the following Sunday we were having our first experiment in streaming the liturgy using Facebook Live. At the same time we moved the Lenten series to a strictly podcast format, Rachel initiated daily online Evening Prayer, and we began to wonder if we might be able to be back in the church building by Easter Day. And if not by Easter Day, we thought, we'll be back sometime during the fifty days of Eastertide, when we'll pull out all the stops, raise the roof with our singing, and shout our alleluias like never before.

In retrospect, I'm glad we didn't know just how long the limits and restrictions would run, as that would have been more than a little overwhelming for everyone. The summer months did bring some real respite, with our provincial infection rates being so very low and the warm weather allowing for outdoor visits, conversations on restaurant patios, and small group gatherings, including the Emotional Wellness group, one of our book breakfast groups, and a session of Theology by the Glass. Plans for the resumption of in person worship gatherings at the church began to roll forward, but just as we were set for our first trial service, the province went into Code Orange and then ultimately Code Red restrictions. We pivoted back to exclusively online liturgies and gatherings, but also began to build toward the sharing of communion online. By that time we had also been able to upgrade the quality of our streaming through the purchase of a proper camera and microphone (made possible by our "Communities of Calling" grant from the Collegeville Institute), which has been ably handled by Kevin Grummett.

Thanks to the strong foundation Bramwell Ryan had set for us in our online work—affectionately called the "Digital Commons"—we were well positioned to move to a web-based ministry. Not only had he completely rebuilt our website in the early winter of 2020, but in the Autumn of 2019, Bram had shifted our approach to podcasting, carrying us over to a platform called Buzzsprout which greatly enhanced the reach of this element of our work. In early January a "year in review" report from Buzzsprout arrived in my email inbox, informing us that in 2020 a total of 116 episodes were published—that's 1,968 minutes of content—and 26,771 podcasts were downloaded. 56% of those downloads were from Canada, 32% from the United States, and the remaining 12% from a wide array of countries from around the world.

Over the year, a good deal of work has gone into revising and better articulating our church governance structure; work that dovetailed well with the Advent retreat sessions led by Cathie

Caimano, which invited us to explore the question, “Who do we want to be when we grow up and how do we get there?” Further into this report you will find a draft governance document, which we will continue to work on implementing over the coming year. I would also note that our Human Resources Committee has been hard at work on developing a new model of staff reviews, looking again at employment contracts, and building a staff handbook of policies and procedures. This is ongoing work, but the various pieces are gradually all coming into place and I am grateful to the HR Committee for their hard work.

A word of thanks to all who served on the Kitchen Table over this past year: Robin Shugart (warden), Adam Kroeker (warden), David Newsom, Danielle Morton, Sharon Jones-Ryan, Jonny Moir, Chris Sones, Rhonda Roman, Katharine Langille, and Ian Mowatt. A particular word of thanks to Rhonda, Jonny, and Sharon, and Dave, who are stepping down from Kitchen Table. Thanks are also in order to Jim Cornelius, for helping us to understand all things financial, including a major transition that saw us moving our finances off of the diocesan accounts to our own account, effective January 1, 2020.

Thanks as well to Rachel, Charles, and Gord, for your work during these strange days. Special acknowledgement is due to Andrea Shalay, for her work over the years of coordinating all of the volunteers and roles for Sunday liturgies and other celebrations. This part-time position was brought to a close in the Autumn, partly due to the fact we’ve not been gathering on Sundays for almost a year, but also on account of our considering a move toward the development of a more comprehensive administrative position.

My prayer is that the coming year will bring fewer surprises, fresh ideas, and the opportunity to again gather in the church building for worship together.

In Christ,

Jamie Howison

Rachel Twigg Boyce – Vicar

Typically when I sit down to write an AGM report I start by looking at what I wrote the previous year. Early 2020 me had no idea what was about to happen.

Early 2020 saw me providing leadership for traditional sbt programs such as midweek Eucharist, Theology in the Dark, and Sunday liturgies. It also included planning our annual Lent series and Holy Week liturgies. By the time we gathered online to actually celebrate Easter Sunday, Jamie and I would have planned, and re-planned our corporate observances of Holy Week four times.

In March as we moved into lockdown I began a series of new initiatives including online movie watches, daily Evening Prayer, and in absence of a traditional church phone book attempted to create a church contact list and found volunteers who were willing to touch base with folks throughout lockdown. Jamie and I also worked quickly to be able to offer a livestreamed Sunday evening service and move some of our already scheduled programs like Theology by the Glass onto Zoom. In the fall I also invited people to join online book groups and was delighted when there was so much interest that we needed to split into two separate groups – one meeting on Tuesday afternoons, and one on Thursday evenings.

Although the learning curve has been steep and the catalyst of a pandemic not ideal, I have really come to appreciate just how important it is to offer online ministry not just in times of crisis, but at all times. Until we began to offer online worship, I had no idea just how much the church at large has privileged a certain type of person – one who is able to make it to a specific building on a specific date and time. While I still deeply value the importance and beauty of being able to gather in person, I am humbled by the chance to get to know and worship with people who may never actually walk through the doors of the physical church building.

5pm prayer has been a particular joy. For years I have longed for the opportunity to pray as a community on a daily basis but because I assumed this needed to be done in person in the church building it always seemed impractical if not impossible. It turns out being able to offer a simple service online was the solution. Initially offered 6 days a week and led only by me, we now have a team of 5 leaders and a committed consistent community of people who gather together at 5pm Monday-Friday to check in with each other and pray together.

A large portion of my summer was spent reviewing government and diocesan directives and protocols, meeting with volunteers from both Saint Ben's and All Saints and trying to envision what a safe return to worship might look like in the fall. An additional complication was construction in the building which included among other things not having access to certain exterior doors or washrooms for long periods of time. Construction is ongoing as I write this but will lead to a much improved space and increased accessibility when we are able to return. Although a spike in COVID cases meant we did not offer any in person services last fall the work we did including purchasing signage and other materials will all still be useful when in person services can resume.

While I was doing this work I also began to study and pray about the content of our services and became convinced that we needed to speak to the Bishop about the possibility of offering eucharist online. This process began in the summer and in December we were granted permission to begin a six month experiment offering eucharist online. It was such a joy to see the care that you all took in preparing for that first celebration. Thank you for sharing your photos of baking communion bread, preparing your altars, and stories of the experience with me.

Although the majority of a priest's work occurs in the context of parish life, we are also all expected to devote some of our time to work at the diocesan and national level. For me this includes being part of the National Church's ecumenical dialogue with Mennonite Church Canada (a five year commitment) and serving on the liturgy planning committee for Diocesan Synod. This year that involved working with a team to plan the Synod liturgies twice. Once

when we were imagining a large in person gathering that included the celebration of numerous significant milestones and then a more simplified Synod held via Zoom.

As I write this we are roughly at the halfway point in our 5 year commitment to be part of the Communities of Calling project through the Collegeville Institute. Although not what I was expecting, I have been delighted by how our year one weaving project has continued to take shape and impact our community. In particular, Samantha Klassen, our weaver in residence, continued to find innovative ways to continue this project throughout a pandemic. If you have not seen the comic or the video she created, they are both very fine pieces of work that you can access on our website. Thank you Samantha. The actual fabric is now safely in Carolyn Mount's studio. Carolyn served as Creative Consultant on this project and her next task is to turn that fabric into a finished project that can be used in liturgy. Thank you Carolyn for your work on this project, I am really looking forward to seeing the finished product in the spring.

Andrew Krahn joined us in fall 2020 as our Communities of Calling intern. Andrew can be seen leading 5pm prayer once a week, assisting with Sunday services, and along with his family provided music for a series of videos directed at the children in our community. I have enjoyed getting to know him and appreciate the work he has already done in his short time with us. Thank you Andrew.

Another key Communities of Calling project I have been involved with was inviting Cathie Caimano to serve as monastic visitor (Cathie started fall 2020 and will complete her work with us in Spring 2021). Monastic communities have a practice of inviting people from another monastery to observe the life of the community. These visitors are often able to see things the community has missed and make recommendations for how to improve the health of the community that result in a strategic plan. As part of her work Cathie created a video and led a Zoom conversation every week during Advent. In 2021 leadership will review her initial report and work with Cathie to determine next steps based on her findings. Cathie will also meet with the congregation one more time in the spring to report and discuss this work.

Cathie's work comes at a time when we are asking the question, "Who do we want to be when we grow up and how do we get there?" Various levels of church leadership have begun to chip away at questions related to governance and I am grateful that we have access to an experienced consultant as part of this overall process.

We've had to adjust and adapt with incredible speed this last year. I am grateful for the gracious way you have responded to the changes and for the consistent encouragement you have given me in the past year. Thank you all so much.

Rachel

Music Director – Charles Garinger

It's been quite a year, to say the least...

As we moved past this year's Ash Wednesday service, my thoughts were drawn to last year's service. The music was performed by myself and Bishop Geoff Woodcroft, with a lovely congregation in attendance.

It was a special night, but there was already anxiety in the air about the rise of the COVID-19 virus that would change our lives in unprecedented ways. After only two more Sundays with a congregation, we were compelled to move to a brand-new chapter in St Ben's history. Online worship!

In compliance with the guidelines, we started with just three musicians, six feet apart from each other. Soon we faced the additional challenge of learning to sing as best we could with masks on our faces. Then we were compelled to contract to just two musicians. And finally we were no longer able to do vocal harmonies. Hopefully we will be able to expand again somewhat, but it is uncertain as with many things in these times.

Our priests Jamie and Rachel, among others, had to undergo a substantial technological learning curve in trying to improve the audio and visual aspects of online Church. It's been a challenge trying to create the service each week, but it's also been very gratifying to know that it has been a meaningful beacon for many people, myself included.

Many of our regular musicians have been unable to participate due to their own Covid related situations and our vastly diminished capacity. I miss you all, and I hope and pray we will someday soon be making music together again with a full congregation supporting us in worship.

Special thanks to these musicians who have been able to participate in our online gatherings: Gord Johnson, Mike Koop, Larry Campbell, Lois Gillespie, Rachel Titterton, Adam Kroeker, Rob Kwade, Anass Quinten, and Murray Krushel. Also thanks to our steadfast cameraman, Kevin Grummet, and to our priests and readers.

Peace and blessings,

Charles

Report from the Wardens

On a day in late January 2020, I (Adam) met Jamie for coffee at a bakery in the Exchange District. During the meeting, I agreed to take on a role as one of the two svt wardens, joining Robin Shugart who was returning for the second year of her term. Little did we know what surprises the year ahead would hold.

The last in-person church service of the year took place less than two months after that coffee meeting. As wardens, we focused our efforts on supporting the clergy as the pandemic moved sbt into this new world of online ministry. In mid-March, Robin got to work setting up Zoom meetings for our warden-clergy meetings, as neither Jamie nor I had used Zoom before that time (amazing how that changed over the next few months!).

As we settled into a new normal over the summer months, we identified the need to better define the roles and responsibilities of Kitchen Table and how these roles differed from those of the wardens. This led to a Kitchen Table strategic planning day in June at CMU, facilitated by Vonda Plett. We followed this up with a backyard meeting where we discussed the need for the wardens and clergy to meet on a more regular basis. We now meet once a month to check in with each other, plan strategically for the months ahead, and get updates on finances, staffing, and other church issues.

We ended the year by proposing several changes to the governance structure at saint benedict's table, including the makeup of Kitchen Table membership, which will be worked out in the year ahead. We want to express our thanks to the thoughtful questions and committed participation of Kitchen Table members and Rachel and Jamie this year of uncertainty and transition.

-Adam Kroeker & Robin Shugart

sbt Governance- draft

Last updated: February 18, 2021

A worshipping community | rooted in an ancient future
A liturgical community | anchored by an open table
A practicing community | sent beyond our walls

Who we are:

saint benedict's table (sbt) is a mission congregation of the Anglican Church of Canada located in the Diocese of Rupert's Land. We are also a registered Canadian Charity. (Business No: **835434739RR0001**)

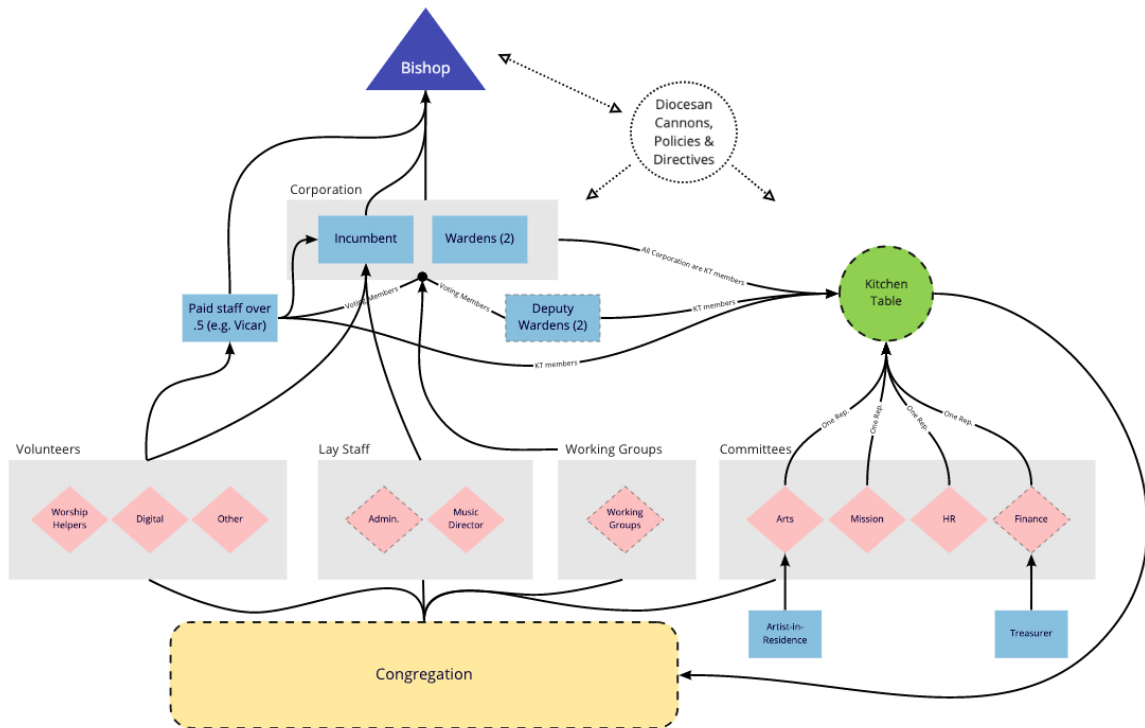
A fuller description of saint benedict's table, our history and affiliation, commitments and values and what we believe can be found on our website: <https://www.stbenedictstable.ca/who-we-are>

Governance:

Our governance model includes the following groups: the congregation, committees and working groups, staff, Synod Delegates, Kitchen Table, Corporation, and the Bishop of the diocese.

As a congregation of the Anglican Church of Canada we are also guided by the canons and policies established by our diocese which can be found here:

<http://www.rupertland.ca/reference/>



Congregation: The congregation of sbt cast a wide net including people whose primary place of connection is in person gatherings and those whose primary point of connection is via the digital commons. We also have a unique distinction of encouraging people to consider saint ben’s either a primary or a secondary church home.

As part of our re-visioned governance model we will be looking to find intentional ways *to listen to* the congregation. This will include regular forms of communication such as email, one on one conversations and our AGM, but also more opportunities like the Advent Retreat held in 2020.

Committees and Working Groups:

Purpose: To free people with specific gifts, experience, and passion to do the work required to ensure sbt runs well and maintains its commitments. Committees and working groups are one of the primary methods employed by the Corporation and Kitchen Table to ensure the proper functioning of sbt.

saint benedict's table has three established committees: Human Resources, Mission Fund, and Arts Fund. The terms of reference for each group will be included in an appendix. We plan to establish a Finance Committee in 2021.

sbt will also establish working groups as needed for short or time limited projects. E.g. groups working to create Terms of Reference for new committees, emergency response, Communities of Calling.

All committees will appoint one person to also serve on Kitchen Table. Working groups are established by and report to the Corporation.

Committees can be formed and dissolved as needed. Kitchen Table will approve the creation or dissolution of all committees. The Corporation will also arrange for a review of all committees every 5 years.

Staff:

Purpose: To allow certain members of the community to have the time to do specific work related to the mission of saint benedict's table by providing financial compensation so they do not need to find alternate employment.

Lay staff: All lay staff report to the Incumbent (see Corporation).

Ordained staff: All ordained staff also report directly to the Bishop. All ordained staff other than the Incumbent also report to the Incumbent.

The Incumbent works with the Human Resource and Finance Committees to establish and maintain a fair and healthy work environment for all employees.

Synod Delegates:

Purpose: To provide a direct link between the congregation and the diocese and to represent the congregation at all Synod gatherings. When the congregation is engaged in a search for a new Incumbent, the Synod Delegates and Corporation also make up the search committee who will work directly with the Bishop.

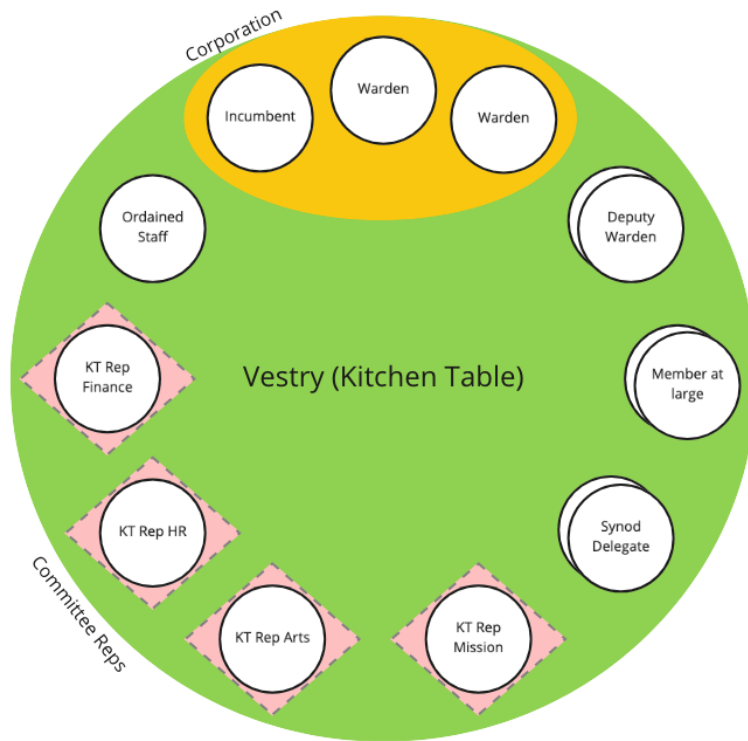
Every year we elect 2 synod delegates and 2 alternates. Synod delegates also sit on Kitchen Table. The alternates do not.

Kitchen Table:

Purpose: To provide a sounding board and consultive body for the Corporation, and to provide accountability for the work of our established committees. The Kitchen Table is also required to approve the budget that will be presented to the Annual General Meeting

The Kitchen Table is traditionally referred to as a vestry or parish council. You can find the relevant canon describing their work here, specifically under item 7: <http://www.rupertsland.ca/wp-content/uploads/Canon-221.pdf>

Kitchen Table meets roughly once every two months. Its membership is made up of the full Corporation (including Deputy Warden), Synod Delegates, 1 representative from each committee and 2 members at large.



Corporation:

Purpose: Corporation is the legal entity and primary strategic body of sbt. They are responsible for ensuring that sbt asks the questions “Where are we going and what do we need to get there.” The Corporation works closely with the Kitchen Table to implement the vision for the congregation.

The Corporation, which meets monthly, is comprised of the Incumbent and two wardens.

The Incumbent is the lead priest of the community.

The wardens... (a simple definition will be added)

You can find the relevant canon on churchwardens here: <http://www.rupertsland.ca/wp-content/uploads/Canon-21-1.pdf>

Additionally, although not formally required by the canons, the 2 deputy wardens and Vicar are included in these meetings in consultative roles. They do not have voting privileges, as under the Canons only the Incumbent and two wardens are voting members.

The Treasurer will be requested to provide a financial summary to the Corporation, and will be invited to attend when needed.

Bishop:

sbt is ultimately accountable to the Bishop of the Diocese of Rupert’s Land who is accountable (and by extension then so are we) to the Anglican Church of Canada.

The bishop appoints all ordained staff and is also their supervisor.

The bishop oversees the creation and maintenance of the diocesan canons, policies and guidelines. In addition, they can issue directives whenever the need arises. E.g. in response to a global pandemic.

Committees: Terms of Reference

***NOTE:** Our three existing committees have established Terms of Reference which, upon approval of moving forward in the development of this governance model, will need to undergo revision to align with this structure. We have provided the basic purpose of each committee for reference but upon their revision, the Terms of Reference will also be included here.*

Finance: This is proposed as a new body, to work with the treasurer in overseeing the responsible management of sbt’s financial resources.

Human Resources: Responsible for the management of sbt’s human resources.

Arts: Responsible for the Artist in Residence program and the administration of our Arts Fund. (Profits from past projects that are used for the creation of new works.)

Mission: Responsible for disbursing the 10% of the budget set aside for missions.

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Human Resources Committee Report

The HR committee met almost exclusively over Zoom this year yet managed to accomplish a great deal in drafting policy priorities and assessing and supporting the sbt staffing needs.

The committee is comprised of:

- Jamie Howison (incumbent) - ex-officio
- Robin Shugart (warden) – Chair
- Sharon Cadigan
- Jonny Moir – resigned January 2020
- Vonda Plett
- Julie Schellenberg

This year key priorities accomplished included evaluating the administrative needs of sbt in light of the current realities of the pandemic and growing long-term need for a bookkeeper and administrative support for clergy. The committee drafted a position proposal for consideration once the budget is able to support such a position. The committee also did work in continuing to create new policies around fees for services, staff performance reviews, and conflict management. These policies are in the final stage of refinement prior to distribution to staff.

We greatly appreciate all the hard work done by the staff of saint benedict's table who faithfully serve our community and we look forward to supporting all staff in the coming year. We would like to extend our particular thanks to Andrea Shalay for her work with sbt over the past 3 years as Sunday Volunteer Coordinator.

Gratefully,

Robin Shugart

Communities of Calling Initiative

In the Spring of 2018 we received word from the Collegeville Institute that saint benedict's table had been accepted as one of fourteen congregations to participate in their five year Communities of Calling initiative. These congregations come from across North America (with ours being the lone Canadian participant), and from a wide array of denominations and traditions. Over the course of five years, these congregations are to be supported, supplied with resources (including grant money of up to \$30,000 US), and challenged to cultivate a culture of calling and vocation within their specific context. Our Communities of Calling lead team is comprised of Jamie Howison, Rachel Twigg and Danielle Morton.

In the original model designed by the Collegeville Institute, the lead team was to travel to Collegeville for an intensive annual workshop, and in addition participate in regular webinars, Zoom calls, and discussions on pertinent readings and resources with our cohort. Due to the onset of the COVID-19 pandemic, we were unable to gather at the Institute in 2020 and may not be able to be there in 2021. In addition, the proposed projects for the year were planned in May and June of 2020, at a time when it appeared that the pandemic might be slowly lifting. When the proposal was approved in August 2020, it was with an understanding that some of these plans

could only be implemented if things had moved back to a more normal pattern for group and worship gatherings. Since then the Institute has made it very clear that they are prepared to be very flexible in allowing us to adapt, change, or delay our proposed work.

Our 2020 proposal included the following elements:

1. Digital Commons work and development

- We proposed to purchase a new Zoom Digital Recorder for sermons and lectures (our old one was being held together by tape!), upgrade our equipment for live streaming our liturgy and events, and renew our subscription to our podcasting platform, all of which have been done.
- We also included a small budget line for Professional Fees, in case we needed assistance in navigating problems or adding a new component to our online work.

2. Communities of Calling Ministry Intern

- This position was meant to both support the development and formation of the intern's own ministry and vocation, and to provide us with support both in our liturgical gatherings and behind the scenes.
- Andrew Krahn joined us in fall 2020 as our ministry intern. Andrew can be seen leading 5pm prayer once a week, assisting with Sunday services, and along with his family provided music for a series of videos directed at the children in our community.

3. Training and formation of leaders for liturgy and worship

- Our intention here was to focus on our community's vocation as a liturgical, worshipping community which is rooted in an "ancient-future" and anchored in the open communion table. We had in view a series of half-day and evening workshops for readers, intercessors, audio-visual team, etc., to be spread out over the course of the year, as well as a proposed workshop day for our musicians and songwriters. To date, none of these gatherings have been possible, as they are not translatable to a digital platform such as Zoom.
- We have been able to provide books and other liturgical resources into the hands of our team of Liturgy Assistants, and have been pleased by the way that this circle of people have developed into a role that was only introduced in the early days of the pandemic

4. Mentor/"Monastic" visitor

- Monastic communities have a practice of inviting people from another monastery to spend time observing and engaging their community, looking for ways in which the visitor might be able to help the monastery see itself more clearly. In this spirit, we contracted with Cathie Caimano, (<https://www.freerangepriest.org>) to serve as a coach and mentor to our leadership team, and to work with the larger congregation in the

context of a four-week online Advent “retreat”, as well as one follow-up session in the Spring.

- To date we have been delighted with what Cathie has had to offer, and will be sharing her work with the incoming Kitchen Table.

5. Mid-Winter Congregational Retreat Day

- Even as we included this in the proposal we submitted in the summer, we noted that we did not know how possible it would be to gather our community for a retreat day, but that we did want to keep this as an option. The proposed purpose of this day would be to synthesize and integrate the work we will have been doing on the development and formation of leaders in liturgy and worship, and to reflect both practically and theologically on our community’s particular calling as “a worshipping community rooted in an ancient/future”
- We were, however, able to put some of the funding toward the cost of producing our “Winter Feasts and Fasts” resource packages, as a part of our endeavor to deepen our community’s engagement with the ancient/future.

As is true for everyone, the past year was not one any of us had anticipated, and we are deeply appreciative of the flexibility and support offered by the Collegeville Institute. While our lead team has not been able to do many of the things we had hoped to do this year, the grant money and resources provided to us by the Institute has allowed us to do some good work, and promises to yield more fruit in the coming two years. I commend to you Rachel’s reflections in her Vicar’s Report, for more information and reflections on the Communities of Calling initiative.

Jamie Howison

Arts Fund Committee Report

Projects that received funding

The Arts Fund Committee (AFC) did not receive any request for funding this year.

Artists-in-residence (AIR)

Remaining with the community’s work on vocations, as part of our project with *Communities of Calling*, the AFC chose to seek a Weaver’s Apprentice, set as a half-time residency of 10 hours per month and offered a \$200 stipend. Samantha Klassen was appointed to this role, and worked closely with Carolyn Mount on the *Communities of Calling weaving project*. She started this position at the beginning of December 2019. For almost 4 months, she helped the community before and after church, to participate in a community weaving project, but the project was not able to continue as planned because of the pandemic. Samantha, however, continued to work on the weaving on her own, initially at home in the context of daily Evening Prayer, and then over the autumn at the back of the church during the 7pm liturgy. When she had completed her work on the weaving and unfurled the piece, it turned out that half of the finished piece was the

product of the first four months of community work, and half was from Samantha's own hand. Samantha finished her residency with a video montage that she showed at the Tying Up Loose Ends event on Saturday, November 21st. This event also included the removal of the weaving project from the loom. The weaving is now in the hands of Carolyn Mount, who will bring it to completion as a piece to be used in our church liturgies.

The Arts Fund Committee thoroughly discussed the possibility of not having an AIR for 2021 due to the current uncertain times and its impact on the church's budget. However, one of the main reasons for having an AIR has been to support saint benedict's table's artists. Many artists have been hit hard by the pandemic and of all years to show our support to artists, this is the year to do it. For the 2021 AIR, we chose a model similar to 2019. We accepted proposals for residences of three, nine, or twelve months in duration. We chose two artists for 2021. Lois Gillespie is doing a 9-month residency, from January 15th to September 15th. Lois will write songs with a focus on the theme of lamentations. Hannah Foulger will do a 3-month residency in June, July and August. She will be writing a play focusing on three women in an institution for disabled people at the beginning 1900's. Both women plan to engage the community through different methods while working as an AIR.

Administration

The Arts Fund did not sell any of its regular items this year, due to the pandemic. A very modest number of sales of the kindle version of our Advent book were made through Amazon, totalling \$13.26.

We did not welcome new members this year. Barbara Beaupre, Annick Boulet, Sarah Hodges-Kolisnyk, Jamie Howison, and Brett Schmall are continuing for another term. Hannah Foulger left the committee in order to apply for the 2021 AIR. Her term has ended and she is not seeking to renew. We would like to thank Hannah for her time on this committee and for all her wonderful contributions. We are looking for 2 people to join our committee, one of which needs to come from the Kitchen Table.

Budget

Opening balance: \$ 2935.02

Income: \$13.26 – sales of kindle edition of Advent book

Expenses: \$ 0

Closing balance: 2,948.28

Missions Committee Report

Given the pandemic taking hold of our city in March of 2020, the Missions Committee decided to disperse an amount of funds early in the year to organizations in Winnipeg who were working in critical areas offering food, shelter and other support. We gave a total of \$2000 to Kreative Kids, St Matthew's Maryland Community Ministry, and Agape Table. This total was taken out of the overall Mission Fund Budget and was dispersed as described below.

On November 12, 2020 we met as a committee to review the grant proposals submitted by members of the saint ben's community. This year all the proposals that we received were repeats from last year's grants.

Along with dispersing funds the committee looks for ways to connect with members of the saint ben's community, especially those who are engaged in the organizations that we have been funding as well as develop relationships with the organizations to whom we give grants if possible and as appropriate. It has been a challenge this year to build these relationships given the pandemic restrictions and we hope to have more opportunities once restrictions are lifted.

The budget for the Mission Fund in 2020 was \$20,500 and was dispersed as follows:

In spring 2020 we disbursed the following to assist with responses to the pandemic (More detailed descriptions can be found in the recommendation section):

- 1) St Matthew's Maryland Community Ministry - \$750
- 2) Kreative Kids - \$500
- 3) Agape Table - \$750

The Mission Fund recommended, and Kitchen Table approved, the following:

Please note: Most of these descriptions describe the work the organization did pre-pandemic. Each organization is continuing to serve but has had to make numerous adjustments. E.g. Agape Table now is take out only.

Local:

St Matthew's Maryland Community Ministry - \$1500 - St Matthew's Maryland is part of the 1JustCity umbrella organization. They offer health and wellness programs to meet basic needs and help families thrive in Winnipeg's West Central community. Programs include food supplement, emergency food cupboard, parenting, cooking, nutrition, and job skills programming. Their work is intergenerational with programs focused on everyone from parents with new babies to senior citizens.

Kreative Kids - \$750 - Kreative Kids is a Weston area Arts & Crafts program for children ages 6-13. It is a drop-in based program where children can learn and express their creativity. Two evenings a week they have structured crafts including paper mache; tie-dyed shirts; sewing projects or learning about a famous artist before painting in their style. They also offer other drop-in style programs throughout the week. During the pandemic, they have been creating craft kits that can be picked up and used at home as well as take out family meals.

Agape Table - \$1500 - A community breakfast and nutrition program that formerly operated out of the All Saints' Church hall and has now moved to Wave Church. Agape Table assists low-income residents of Winnipeg, particularly those living in the inner city. Every weekday morning it provides a breakfast for over 300 people. This has been a long-standing partnership

that is held up in prayer as part of the communion service of saint benedict's table. Congregants also donate socks, winter gear and hygiene items.

Bell Tower Community Cafe – \$1000 - The Bell Tower Community Cafe is a West Broadway ministry operating out of Westminster United that is inspired to be a place of radical hospitality where everyone has something to bring to the table, a place that is much more than a food bank, a place that seeks to build community, a place where people gather around a table to share food. Meaghan Pauls, a member of saint benedict's table, serves as the coordinator for this ministry. Other people involved with saint benedict's table also support the ministry, including a number of our musicians.

L'Arche - \$1000 - L'Arche Winnipeg began in 1973. Their community has grown over the years, and today they welcome 28 people with a developmental disability who are living in one of their six houses and two supported-living apartments, along with approximately 20 assistants, many of whom have come from other countries to experience L'Arche and make Winnipeg their home. L'Arche also runs a café, L'Arche Tova. Gerald Martens and his wife are involved with this organization.

Good Food Club – \$1000 - A program of West Broadway Community Organization, the Good Food Club (GFC) works to empower its members to eat healthier, gain new skills and build community. Based in West Broadway, it has been a leading food security initiative for over almost 16 years. GFC was created and is managed through direct community engagement, tailoring initiatives and adjusting in response to the interests and needs of its members. Aisha, Karen and several other members of our congregation have been involved as employees or volunteers.

Artbeat Studio – \$1000 - Artbeat Studio is a unique community-based, peer-directed program that provides social supports, working art studio, gallery space, and mentorship for individuals living with mental illness for the purpose of recovery and empowerment. It is committed to decreasing stigma and discrimination that coincides with mental illness and poverty through positive action, mental health education and advocacy. Members of saint benedict's table have various connections to this program.

A Rocha Manitoba - \$1000 - A Rocha Manitoba is a Christian environmental organization bringing hope through care of people and place by showing God's love for all creation. People who connect with A Rocha are inspired towards hopeful action as they grow in relationship with God, earth, and each other. A Rocha MB works in Winnipeg to inspire and grow communities of creation care and in East Braintree, MB they are building a learning lab and retreat center. Zoe Matties and Carol Thiessen are involved with this organization.

RaY - \$1000 - Resource Assistance for Youth, Inc. (RaY) is a non-profit street-level agency working with street-entrenched and homeless youth up to the age of 29. RaY is non-judgmental and non-partisan, employing a harm reduction approach to all interactions with youth in need. Sharon Jones-Ryan is involved with this organization and noted the following in her application, "they are deeply embedded in our corner of the city, and they are really working to meet disadvantaged youth in the best ways possible. They've been affected deeply by the meth crisis -

it's changed the paradigm of how to even begin dealing with addicts - and from what I've seen, they are very good stewards of every dollar entrusted to them.”

Indigenous Family Center - \$1000 - IFC is a non-profit organization, serving Winnipeg's north end. They provide families with opportunities to build communities, learn about Indigenous culture, develop positive life skills, and experience healing. They provide a wide range of services and also have a strong partnership with Meet Me at the Bell Tower, which meets in their building. You can learn more by visiting their website: <https://www.ifcentre.com>

National:

Anglican Foundation of Canada – \$250 - The Anglican Foundation of Canada provides resources for innovative ministries, Anglican presence, and diverse infrastructure projects across the Canadian Anglican Church. saint benedict’s table has benefited from some of these grants.

International Ministries:

Hand in Hand with Haiti – \$3250 - This is a long-standing partnership with El Shaddai Church in Port-au-Prince, Haiti, supporting their efforts to reach out to their community with health, education and other programming. This partnership is actively supported by Dr. Pierre Plourde and Krista Waring, members of saint benedict’s table, who have international and medical experience.

Koutiala Women’s and Children’s Hospital in Mali – \$3250 - The medical needs of women and children in Mali are among some of the worst in the world. The Koutiala Women’s and Children’s Hospital is providing maternity and other services to people living in south eastern Mali. It is part of Center Protestant Assistance Medical (CPAM), an NGO that also supervises eight rural medical clinics within 250 kilometers of Koutiala. This NGO emerged out of the medical work of the Christian and Missionary Alliance. We have been supporting this work for many years.

The Primate’s World Relief and Development Fund (PWRDF) - \$1000 - PWRDF strives to be part of the outreach ministry of every Canadian Anglican parish and an expression for all Anglicans of their baptismal covenant to strive for justice and peace and to respect the dignity of every human being. As an instrument of faith, PWRDF connects Anglicans in Canada to communities around the world in dynamic partnerships to advance sustainable development, to respond to emergencies, to assist refugees, and to act for positive change. PWRDF is committed to working in diverse communities and does not proselytize in its work.

Mary Jane Kroeker
Missions Committee Chair

Emotional Wellness

The Emotional Wellness group provides an opportunity for insight and support into awareness, understanding, and acceptance of our own emotions and our ability to grow and learn with experience. The group provides a platform for sharing and operates collectively as a safe and spiritual response to our emotional growth. The group itself welcomes all emotions without offering hasty problem solving, but rather encourages individuals to identify and evaluate alternatives for themselves towards a life of choice and opportunity.

Participants are able to speak openly and honestly in a confidential space without judgement in a group of peers. Benefits can include improved coping skills, feelings of connectedness, reduced feelings of distress and loneliness, opportunities for sharing resources, and gaining a sense of empowerment and control in life. Each session closes with a liturgical prayer that brings a blessing of peace and a Psalm of comfort to meditate on for the coming weeks.

The Emotional Wellness group meets twice monthly on Tuesday evenings at 7pm, currently on Zoom. The Zoom platform has opened up accessibility for some people, but we do hope to connect outdoors as early as possible!

Jodi Goerzen,
Emotional Wellness Facilitator

FINANCIAL REPORT 2020

Statement of Operations 2020

Offerings to support the general ministry of saint benedict's table increased by 2% in 2020 to \$211,262 (we had budgeted for a 2.7% increase). For a period after the pandemic lockdown, offerings declined significantly over 2019. As a result of this decline, we were eligible for the wage subsidy program from the federal government receiving \$8,070 in wage subsidies. Offerings recovered towards the end of the year with some significant gifts from a few families at year-end. We also applied \$2,000 from the Colleeville grant to our general income as permitted under the grant to help cover staff expenses. This resulted in total income of \$221,333.

Total operating expenses were \$216,805, \$8,055 less than budgeted, leaving us with a small surplus of \$4,528. We had budgeted for a deficit of \$8,860. The primary reason for the achieving a surplus rather than incurring a deficit was the \$8,070 in wage subsidy, the lower than budgeted expenses, and some particularly generous year-end gifts. Our operating fund balance as of December 31, 2020 is \$69,975.

Our revenue and expenses against budget by line item are detailed in the Statement of Operations at the end of this report, along with our various fund balances.

Special Funds

The church operates three special funds to which income and expenses are attributed separate from our operating budget – an Arts Fund, a Refugee Fund, and the Community of Calling Grant.

Arts Fund - We received a \$13.26 in sales income into the Arts Fund and incurred no expenses in 2020, leaving us with a \$2,939 balance in the fund.

Refugee Fund – We received a \$3,000 grant from the diocese towards refugee related activities. We disbursed \$5,500 in expenses in refugee related activities, leaving us with a \$724 balance in the Refugee Fund.

Community of Calling Grant – We have received \$24,688 in grant funds from the Collegetown Institute in 2019 and 2020 and have spent \$13,983 in grant eligible activities (not part of our operations budget), leaving \$10,705 remaining at the end of 2020 for activities in 2021.

Proposed Budget 2021

We are proposing a total operating expense budget of \$223,150, which is slightly less than last year's total expense budget of \$224,860 and 3% higher than our actual expenditures in 2020.

We are holding steady our rent to All Saints, contribution to the diocese and national church, artist-in-residence, and professional development budget lines. We have reduced a few budget lines as costs are expected to be lower due to the pandemic – photocopying, worship supplies, program expenses, hospitality expenses, transportation, and diocesan conferences. We have also reduced the website and equipment budget lines as planned upgrades happened last year.

We have an added insurance budget line as saint benedict's table is no longer being covered under the diocese's insurance. We have split out the costs for banking and donation fees from office costs and have increased this budget line to reflect actual donation fees being incurred (mostly Canada Helps and credit card fees). We continue to budget for 10% of offerings going to the mission fund and will base this amount on last year's offerings.

We are continuing to budget for two priests at 75% each, music leadership, and some administrative support. The increase in the wages and benefits budget line is due to some planned salary adjustments, an increase in the housing allowance mandated by the diocese after the housing allowance had been held flat for a few years, and a mistake that had been made in the 2020 wages and benefits budget line.

We are projecting an increase in offerings of 2.2% and are also permitted to take \$2,000 from our Communities in Calling grant to help support our operations budget in 2021 for total projected revenue of \$218,000. With budgeted expenses of \$223,150, that leaves

us with a projected deficit of \$5,150. To fully meet our proposed expense budget, we would need an increase in giving of 4.5%.

Transfer of Banking and Accounting

Our banking and accounting have been managed by the diocese from our beginning as a mission of the diocese. For some time there has been discussion of transferring this responsibility to the congregation as is the norm for other parishes. A decision was taken last year to transfer this responsibility beginning in January 2021. This transfer is now fully underway. Most of the diocesan funds have been transferred to our bank account at the Assiniboine Credit Union. Once the diocesan audit has been completed and all the accounting related to saint benedict’s table completed, the final funds will be transferred. The diocese will continue to manage all our payroll responsibilities.

We are in the process of setting up all the policies and processes for the management of our finances to ensure proper safeguards and necessary transparency. Requirements for two signatories on all payments and reviews of expense claims are in place. We expect to have an e-transfer facility up and running shortly. While all donations for which a tax receipt needs to be issued are being recorded, we still need to put in place a better software solution.

Getting all the necessary systems and processes up and running will still be a major project for the next few months, but it should in the end provide us with more control over and understanding of our finances.

Jim Cornelius
Treasurer

**Balance Sheet 2020
Funds, Receivables, Prepaids**

	2019 Dec 31	2020 Dec 31
Operating Fund	\$65,459	\$69,975
Arts Fund	2,926	2,939
Communities of Calling Grant	7,778	10,727
Refugee Fund	3,224	724
Receivables	-	(7,002)
Prepaids	-	(2,250)
Bank Balance	\$79,387	\$75,113

saint benedict's table
2020 Statement of Operations & 2021 Proposed Budget

	2020 Budget	2020 Actual	2021 Budget
Revenue			
Offerings	\$214,000	\$211,261	\$216,000
Wage Subsidy	-	\$8,070	-
Communities of Calling Grant	<u>2,000</u>	<u>2,000</u>	<u>2,000</u>
	216,000	221,332	218,000
Expenses			
Rent	\$24,000	\$24,129	\$24,000
Photocopying	1,320	1,320	800
Telephone & Internet	3,240	3,268	3,500
Website	5,500	4,758	1,000
Equipment	2,500	1,229	1,000
Office Costs	3,000	3,518	500
Banking & Donation Fees	-	-	3,000
Insurance	-	-	950
Worship Supplies	1,500	750	1,000
Program Expenses	1,500	285	750
Hospitality – Community	2,200	745	1,200
Hospitality – Pastoral	1,400	140	750
Wages & Benefits*	132,100	132,916	140,000
Artist-in-Residence	2,800	2,200	2,800
Professional Development	1,500	606	1,500
Car Allowance	1,200	570	900
Diocese and National Church	18,000	18,000	18,000
Synod, Conferences, Adm	3,100	1,850	500
Mission Contributions	<u>20,500</u>	<u>20,500</u>	<u>21,000</u>
	224,860	216,804	223,150
Surplus (Deficit)	(\$8,860)	\$4,527	(\$5,150)

*Includes wages & benefits for rector (\$57,400), vicar (\$54,605), music leadership (\$14,071), and administration support (\$1,049).