



# St. Michael's Anglican Church

Established 1956



## Parish Profile



1188 Fennell Ave. East,  
Hamilton, Ontario, L8T 1S6  
905-385-0722  
[stmichaelsoffice@rogers.com](mailto:stmichaelsoffice@rogers.com)



## Table of Contents

1. Preface and Introduction to St. Michael's .....	3
2. Location and Membership .....	3
3. Worship and services.....	5
4. Organizational Structure .....	9
5. Programs and Organizations.....	11
6. Finances .....	21
7. Property .....	22
8. Wider Church .....	23
9. Parish Survey Results .....	25

## Appendices

Appendix I	Mission Action Plan Initiatives Final
Appendix II	Financial Reports and Projections for 2022-23

## *The Anglican Church of St. Michael*

*A God centred community of faith  
where all are welcome  
to joyfully celebrate, worship and work together  
to support wholeness and well-being  
in the neighbourhood and beyond.*

## 1. Preface and Introduction:

*“The St. Michael’s community should celebrate their spiritual core and their love for one another. God’s face is shown in the way the people of St. Michael’s show up and care for one another.” The Reverend Canon Marni Nancekivell (Interim Priest in Charge, March 2023)*

We feel positive about worship at St Michael’s, in our generous commitment to the community both within and outside of our church, and in our many outreach initiatives – locally, nationally and internationally.

In June 2022, in response to the Diocesan invitation, St. Michael’s, facilitated by parishioner Susan Gagne, embarked on creating a new Mission Action Plan.

In preparing our Parish Mission Action Plan, the Corporation wanted to ensure that we spoke with the voice of the parish. An outline was prepared to meet the request from the Diocese to develop a practical document that identifies church initiatives for the next few years, to help discern how we are being called to join in God’s mission. Information was shared in the bulletin over the summer months and an invitation letter and pre-gathering appendices were sent to parishioners asking for their participation in the process.

*Please see Appendix I for the results of the MAP Parish Initiatives*

## 2. Location and Membership:

St. Michael’s Anglican Church is located on the East end of Hamilton “Mountain” between Upper Ottawa and Upper Kenilworth, at the corner of Fennell Avenue and High Street. St. Stephen’s on the Mount is the other Anglican parish on the eastern Escarpment. Two other Anglican parishes are located in the Hamilton eastern area, St Paul’s Glanford and Christ Church, Woodburn.

The character of the area surrounding the church property is predominantly residential in nature with a mix of apartment buildings, single family dwellings, and townhouse complexes. Some buildings are being converted into condominium ownership. The parish is served by a direct bus route and a large parking lot is accessible on church grounds.

As most of the homes in the area were built in the 1950s there has been a significant turnover of homes in recent years. This has been reflected in our parish family as some families/individuals have moved into alternate levels of care including retirement communities and Long-Term Care facilities.

Within walking distance are three small plazas containing convenience stores, pharmacies, banks, restaurants, bars, and professional and medical offices. There is also a public library branch and a municipal recreation centre with an indoor pool, outdoor park and wading pool in our immediate neighbourhood. It is noted that there is also an active immigrant women/worker centre. Within the immediate area there is a Roman Catholic, a Baptist Church and a United Church. There are two elementary schools and one high school close by (closed right now for renovations, but re-opening tentatively in September 2023).

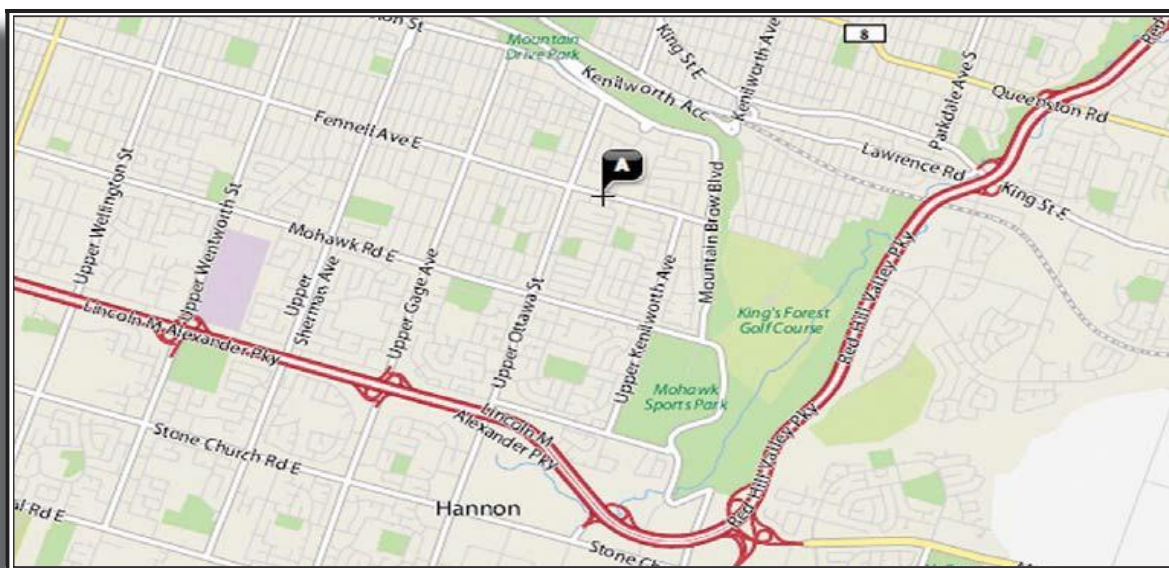


The following characteristics reflect the “dissemination area” in the areas surrounding St. Michael’s as defined by Statistics Canada (census 2021). This is a compilation of several areas which, on average contain 200-400 households: often referred to as “small neighbourhood”. Although many parishioners live outside of the immediate area of the church, this data provides a starting point to understand the composition of the population in the local area.

- \* Median age increased to 42 with 26% of population over 65
- \* Average household size -2.9
- \* Average household income - Double income families about \$ 100,000  
- Single income \$ 20,000 and up
- \* There are 855 single parent families
- \* Population trends - More than 1300 refugee families have moved into the east mountain area in the last several years
- \* Education - Approximately 50% have post-secondary education
- \* Language - although the majority identify English as their first language , many have identified as Arabic, as well as French, Spanish and Italian. Most of the new refugees speak only Arabic.

Currently (March 2023) there are 129 identifiable givers in our system; 48 of these contribute using the PAG system. There are 10 other parishioners on the Parish list who give yearly, monthly or weekly but are not considered in the count of regular givers. As of early 2023 there are 202 families on the parish list with 372 members in total.

An alternative method of giving that grew out of the challenges of Covid-19 is E-transfer. Many parishioners now use this method to send in offerings, special donations and payments.



The “catchment area” for the parish is widespread. There is a concentration on the “East Mountain” bordered by the escarpment, the Lincoln Alexander Parkway (the “Linc”) and Upper James Street (63% of the parish).

Some of the other areas included are: the West Mountain, lower Hamilton City, Glanbrook, Caledonia, Stoney Creek, Dundas and others.

### 3. Worship and Services



10:00 a.m. Service attendees

Some patterns of worship have changed since the onset of COVID-19. In March 2020, when the world shut down, we did not have an e-mail communication system in place to quickly communicate with all parishioners. Recognizing this and the need to reach out to all parishioners, including those who do not use computers or e-mail, we began mailing weekly 'at-home' services and news, while our interim rector at the time began phoning parishioners. She was able to fill in lots of new e-mail addresses for us, and soon we had a list of 133 parish families receiving weekly e-mails, along with 14 'parish friends', who have requested to be added to the list through the website.

We still mail out approximately 30 printed

copies of the bulletin each week, to our parishioners who are unable to attend in person and do not use computers. Additionally, for the first time, we uploaded hymn accompaniments and the sermon to YouTube. Although we were not able to begin live-streaming services, we did put together a video of the Christmas service for Christmas 2021 and it was posted to YouTube.

Since re-opening we have returned to our traditional service times of 8:00 a.m. and 10:00 a.m. on Sunday, with an additional weekday service on Wednesdays at 10:30 a.m.

The 8:00 a.m. service, which averages 21 people in attendance each week, is a "said service" using the liturgy from the Book of Alternative Services (p.185). The 10:00 a.m. service is a Choral Eucharist using the Book of Alternative Services and other Anglican resources. There is both a Sunday School program and a Nursery available for the younger members during this service. The choir may present an anthem on average once every 3 weeks from September until May. Average attendance at the 10 a.m. service is 56 people.

Both services include the participation of servers, chalice bearers, readers and an intercessor.

In July and August our two Sunday services are combined for a 9:00 a.m. service which is sometimes held in the air-conditioned parish hall.





The Wednesday 10:30 a.m. service has an average attendance of 12. This service includes Bible study from time to time. The service continues throughout the summer months.

## Christmas Eve Pageant

Services at Christmas have included the Children's Christmas Pageant or a family service with youth participation followed by Eucharist in the early evening (7 p.m.) on Christmas Eve. We were delighted to be able to have our children and youth, with the help of some good-natured adults, once again tell the Christmas story in a nativity pageant at our 7 p.m.

service on Christmas Eve 2022. This service was followed later by a Choral Christmas Eucharist at 10:00 p.m. There was a Christmas Day service at 10:00 a.m. In the stormy snowfall of 2022 attendance between all 3 services was 98 people.



*Christmas Eve Nativity Pageant*

## Holy Week

Holy Week has included Holy Eucharist services Monday and Tuesday at 7:00 p.m. with a Stations-of-the-Cross service on Wednesday at 10:30 a.m. and 7:00 p.m.

In the past, we have held a Maundy Thursday dinner/service that was well received. The service began with our meal in the Parish Hall and concluded with the Eucharist and stripping of the altar.

Since the return to in person services, there has been an evening service for Maundy Thursday, with eucharist and stripping of the altar.



*Easter Sunday Welcome 2023*

Historically, the Mountain Ministry held a combined Good Friday service at 9:00 a.m. with combined choirs, rotating between the three remaining mountain parishes followed by a Good Friday Walk between the churches. Since COVID, this event has not taken place, and it may have reached a conclusion. In 2022 and 2023 there was a Good Friday Service at 10:00 a.m.

## Pentecost

Special occasions at St. Michael's usually involve either a cake or some other type of goody and definitely balloons and streamers!! Pentecost is always a favourite celebration.





## Thanksgiving

Harvest Thanksgiving is another celebration when our church is decked with fall decorations. Parishioners bring in fruits and vegetables which are arranged in the sanctuary. The altar flowers reflect the season as well as the window shelves in the church proper. After the service the food is donated to a local food bank.



## Other Services

Once a year, usually in June, the children and youth of the parish have organized and conducted a Sunday service for Parish Kids and Youth Sunday. Sometimes they have helped to present information supporting PWRDF Sunday, using the Superkids resources from the PWRDF. Other years we have had Youth Sunday on Pentecost and presented the coming of the Holy Spirit dramatically. They have often used Niagara Youth Ministry liturgical resources in these services, which are always well received by the parish family.

In the calendar year of 2022 St. Michael's had three baptisms, 8 funerals and one confirmation.

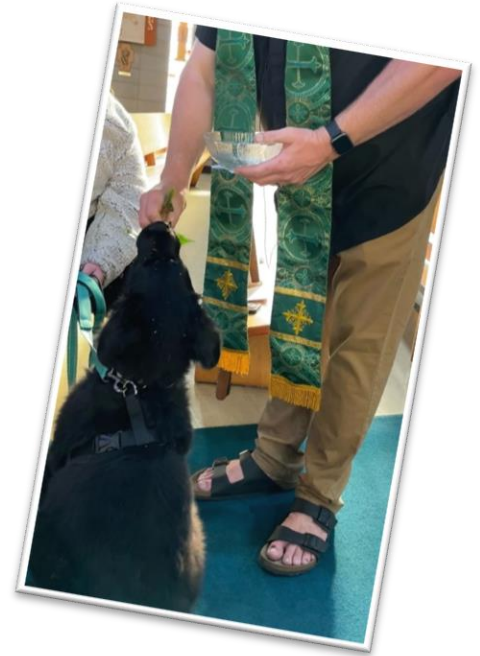
St. Michael's offers a full Eucharistic service the third Tuesday of the month in the afternoon at The Court at Rushdale, a Seniors' retirement residence. There is a team of volunteers who assist during each service including a pianist.







A Blessing of Animals is held on or near to St. Francis of Assisi day as a celebration of Creation. Some Pets enjoy wandering around the church. One even found St. Francis in the garden.



The Worship section has indicated recent patterns, but we are open to new leadership and fresh directions.

## 4. Organizational Structure

The organizational structure of St. Michael's Parish is fairly traditional in nature.

### Wardens:

There are four warden positions in the parish. Rector's Warden, Deputy Rector's Warden, People's Warden and Deputy People's Warden. Each position has a one-year term with the option to stand again. One of our current wardens served as deputy warden previously. There is a process unfolding to recruit newer members to the corporation to retain a balance between maintaining traditions and injecting new ideas which will keep the parish engaged and relevant in a changing local environment.

The Priest, Wardens, and often the Treasurer meet monthly to discuss and decide on the directions and action for the business of the Parish. They may refer items to Parish Council for suggestions and input before making a final decision.



2023 Vestry



### Synod Delegates:

There are two Synod Delegates (2 year term) and one alternate (1 year term). Our delegates are staggered in their terms so there is always one experienced delegate.

### Staff:

Paid by the Parish through the Diocese: Priest, Parish Administrator and Music Director. A cleaning service is presently contracted by the church until such time as the present custodian returns from leave or a new person is hired.

Our Honorary Assistant, Canon Fred Roberts, was active in supporting the rector in worship and pastoral care for many years but is no longer able to continue with ongoing duties now, due to health concerns.

*Our wonderful Music Director*



*Our very hard-working Parish Administrator*



*Canon Fred*



## **Parish Council:**

The Parish Council is a large body, with representation from many areas of the Parish. Positions include the chair and secretary (both appointed by the corporation), Clergy, Wardens, Synod Representatives including the Alternate, Treasurer, Envelope Secretary and representatives of a variety of parish groups active in the personal, pastoral, spiritual and community (both local and global) outreach components of parish life. Parish Council meets every two months September to June following the Sunday Service. The agenda for the meetings is varied, but always includes a financial report. Other groups also give a report on their particular area of focus within the parish.

## **Volunteer Screening:**

Screening is conducted according to Diocesan policies but is due to be updated.

## **5. Programs and Organizations**

### **Altar Guild:**

Currently we have 9 members of the Altar Guild, a reliable dedicated group who prepare for all services including communion, baptisms, marriages, funerals and celebrations of life. They also create beautiful floral arrangements at festivals such as Easter, Thanksgiving and Christmas. The ladies are divided into 3 teams of 3 and rotate.





## Chalice Bearers, Readers, Servers and Intercessors:



*Our Youth server lights a candle at our recently dedicated votive candle stand.*

We are fortunate to have a group of people who assist at the altar and for services, some of whom have more than one role. We have five intercessors who write and read the prayers of the people, seven chalice bearers and six servers. At present we have one youth server. Twenty-four readers participate in the two Sunday services and the morning Wednesday service.



*One of our dedicated intercessors leading the prayers of the people.*

## Choir:



The 8 choir members support the 10:00 a.m. Eucharist with leadership in the service. Anthems are sung every 3 – 4 weeks and remain a part of our liturgy. Our new organist delighted us with outside musicians this Easter: a soloist and a trumpeter. The trumpeter provided accompaniment of the anthem and the hymns at the 10:00 a.m. service.





8:00 am Greeters

## Greeters:

To be a greeter you need a welcoming manner. The "meeters" and greeters welcome people into the church, hand out the order of service booklets, answer questions and direct people to the appropriate area for various concerns. They watch for late-comers and ensure that all people are made to feel welcome. Couples usually work together and others are teamed up where they can be fitted in, but usually greeters work in pairs or groups of 3.

We have 11 people for 8:00 a.m. and 10-12 people for the 10:00 a.m. services. They are responsible for finding

volunteers to take the elements from the back of the church to the altar. A thorough count is provided of all those in attendance in the church at each service including the church school and the nursery. Since COVID there is no seat collection. A plate is positioned in the Narthex for parishioners to deposit their envelopes. At the conclusion of the service, Greeters tidy up and remove any surplus items.



10:00 am Greeters

## Counters:

Four teams of counters count the offerings and record the donors for the treasurer and the envelope secretary. The funds are readied for the duty warden to make the bank deposit.

## Bible Study:

During Lent there is usually a group discussion of the book recommended by the Bishop of Niagara. This took place on ZOOM this past season on Wednesday evenings. During the time of the last incumbent, Bible study took place on ZOOM on Monday evenings. There were between 8 and 12 people involved at one time.





## Greeting Card Ministry:

Prayer cards, cards of achievements, special birthday and anniversary greetings, condolences, thinking of you and one year anniversary cards of baptisms are mailed to parish family members. It is a very thoughtful and appreciated ministry.

## Prayer Group:

*"Where two or three are gathered..."*

A dedicated team of three or four people meet weekly to say Morning Prayer (BAS) and to pray for those who are sick or in other need of prayer. They pray for the families in our Parish, for everyone on the prayer list, and anyone who has asked for prayers, whether through request forms or just in passing. They pray for our community, the Church throughout the World and the world itself.

## Hope Committee/Mission Action Plan:

Founded in 2009, the purpose of the Hope Committee is stewardship and awareness, to research grant conditions and other funding opportunities; develop funding plans; complete any grant applications and address budget deficits. A notable success story is the fact that St. Michael's is now fully accessible with automatic doors, non-slip entrance flooring and an accessible washroom. An Anglican Foundation grant of \$20,000 and parish donations raised a total of \$98,095 to pay for these upgrades. In 2022, the Mission Action Plan became part of the Hope Committee. The success of the development of the MAP was ascribable to the chair of both committees.

## Milk Bag Mat Weavers:

Currently there are 6-8 people meeting on Friday evenings to weave milk bag mats.

There were 55 milk bag mats completed in 2022. A total of 44 of these mats went to a group in the city called ***Bags for Bedrolls*** which distributes mats for the homeless.

Another 11 mats were delivered to the organization ***Canada Food for Children*** (in Mississauga)





## **Nursery:**

A safe and welcoming place is provided during the 10:00 a.m. service for babies and toddlers. We have 2 coordinators who move between the nursery and Sunday School with the children, depending on their age and needs, activity-wise.



## **Sunday School:**

We welcome all children during the 10:00 a.m. service each Sunday between September and June, with a weekly attendance of between 4 and 9. We have several faithful attenders and sometimes have visiting grandchildren as well. The children have, for many years, attended Sunday School during the whole service, with a visit to the church for communion as a group.

We predominantly use "Sermons4kids" a lectionary-based curriculum.

The kids especially enjoy making a craft to take home that reminds them of the lesson they have learned. "Every child matters" was celebrated with the wearing of orange shirts this past year.



## **Child and Youth Activities:**

The children and youth are actively included in services throughout the year and take a leading role on Youth Sunday and at the early Christmas Eve Service. This past year saw the return of our much-loved Nativity Pageant. There wasn't a real baby Jesus this year but 5 of our participants were Baby Jesus in their first pageant appearance!

## OTHER GROUPS

### Climate Justice Facilitator

Our Climate Justice of Niagara (CJN) Facilitator has completed and submitted the initial collection of data for the Diocesan energy audit. Additional information continues to be gathered prior to identifying and implementing an energy reduction plan. She is also a Member of the Diocese of Niagara Climate Justice (CJN) committee.



### Reception Groups:

There are several groups, one whose members prepare coffee, tea and refreshments each Sunday after both services. Another group makes sandwiches, desserts and prepares the hall, serves the food and cleans up for Celebration of Life receptions. The St. Michael's Day meal, Christmas dinner and the former Maundy Thursday meal are organized by ad hoc groups of volunteers at the time of the event.

### Cookie Distribution to Shut-ins:

With the Women's Group no longer active, a group of parishioners have taken on the responsibility of continuing the distribution of Christmas cookie tins to various parishioners who are no longer able to attend services.



*One of our long time Parishioners at her Senior's Residence receiving her cookie treats*



## Bazaar and Garage Sales:



Committees for both the November Bazaar and garage sales organize and carry out these important fundraisers for the community. The year 2022 saw our most successful bazaar since its inception. Garage sales have always been a popular event for the community.



## Outreach Group:

The Outreach group consists of 7 people who organize many projects in the local area, nationally and internationally. Every week there is a **Food Focus**: a collection for the local food banks. In the winter we support the local **Out of the Cold** program where we collect warm clothing, particularly coats. A mitten tree and clothing box are situated in the Narthex for parishioners to donate these items. Through the year there are fund-raisers for PWRDF, Council of the North and St. Matthew's House. Warm and or summer clothing collections have recently been added to assist the growing need to help the homeless.

St. Michael's provides a Transitional Work Experience for a group of special needs students from Sherwood Secondary School one morning each week, for which we have received awards from the Council for Exceptional Children at both the local and provincial levels.

We host a Community Soup Lunch on the last Thursday of each month (except in June, July and August), which sees attendance of between 30 - 40 people.



*Members of the parish enjoy Soup Lunch*



## **Maintenance Group:**

A core group of parishioners provide the knowledge and skill to help maintain the buildings and outside property on an ongoing basis. Occasionally parish work days are held to complete outside maintenance in the garden, parking lot and painting.

## **SOCIAL GROUPS**

### **Volleyball Group:**

This group meets weekly for a non-structured volleyball game every Wednesday morning. The game is full of hilarity as well as exercise and also provides social support for one another. This year the group has opened its membership to men.



### **Euchre:**



This is a popular program where Euchre is played in the Parish Hall every Thursday including the summer months. At present the group averages 7 – 9½ tables of regulars. The numbers before COVID were a great deal higher, but it is still a valuable social evening and outreach to the community which generates a fair amount of money for the parish.

## Hi-Lites:



Hi-Lites Group

Since 1977, the Hi Lite Group has been providing a fun afternoon for seniors from St. Michael's and the community. Over the years, the faces have changed, but the goals remain the same:

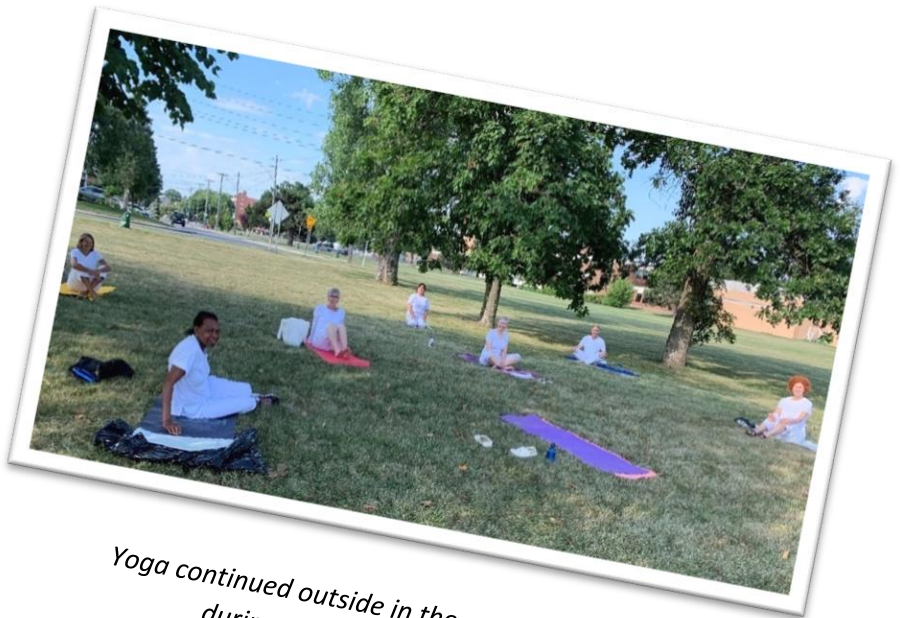
***A healthy social atmosphere for seniors, fellowship and fun.***

They meet weekly, on Wednesday afternoons from 1:00 p.m. to 3:30 p.m., all year round, playing Euchre and Cribbage. Each week refreshments are served, often with cake to celebrate birthdays.

They have 30-40 members and through their weekly dues they make generous donations to St. Michael's.

## Yoga:

St. Michael's Yoga is takes place in our parish hall, twice a week on Wednesday at 6:00 p.m. and Saturday at 8:00 a.m. The mandate is Healthy Bodies, Healthy Diet and Healthy Planet. There is no charge for yoga sessions, but donations are accepted. The attendance ranges at various times from four to thirteen, men and women.



*Yoga continued outside in the good weather during the Covid shut down*

## **Walking Group:**

The St. Michael's walking group meets every Monday and Thursday at 9:30 a.m. at Limeridge Mall. The group meets under the stairs at the Old Navy entrance. Everyone walks at their own speed and distance. The group has between 4-10 participants at each outing. It is a good way to exercise and socialize, whether it is for health benefits or to have fun.



## **Groups from the Community:**

Several groups not associated with St. Michael's use our facilities for their activities. These include Alcoholics Anonymous, Al Anon, the Hamilton Coin Society, Girl Guides of Canada, Guides du Canada Trefoil unit and the Canadian Hard of Hearing Association, Hamilton Branch.

## **OTHER OCCASIONS IN THE CHURCH**

### **Shrove Tuesday Pancake Supper**



Pancake Tuesday is another favourite "food" time for our parish and the community. We were delighted to once again begin our Lenten season with a good stack of pancakes. We never have problems finding volunteers to make this Community event happen. From set up, buying ingredients to flipping and serving, parishioners and their friends step right up to make the event a huge success. Some youth members and their friends use the opportunity for their volunteer hours for high school while others bring their friends just for the fun of helping (and a free supper).



## Light Up the Longest Night

For the past two years, a "Light up the Longest Night" event has been hosted by St. Michael's on December 21st. Christmas Lights were strung everywhere imaginable on the outside of the church property, thanks to donations of lights from parishioners and some busy light hangers. Monetary donations allowed us to buy even more lights, along with a star feature light in 2021 and an angel in 2022. We invited

members of the community to join us for the countdown to turning on the lights. The first year it was cancelled at the last moment because of COVID.



The lights were still turned on for people to see and enjoy during the Christmas season but no outside or inside community gathering was permitted. In 2022 we were able to celebrate both inside and outside the church. Hot chocolate and goodies were served in the parish hall and Christmas carols were sung! About 70 parishioners and members of the community attended and donations were accepted for Essential Aid for Children.

## 6. Finances

Figures are all taken from the Vestry Reports each year.

St. Michael's meets the financial needs of the parish each year and does not carry any significant debt. This is not to say that the yearly budget is not a challenge for the parishioners of St. Michael's.

In 2022 a line budget was prepared and presented at vestry. The budgets for 2020 and 2021 were balanced budgets, but a deficit reduction campaign was needed to finish 2021 on budget. Through the help of CEWS during COVID, 2020 saw a significant balanced budget with a surplus. A deficit budget was presented and approved at the 2022 vestry meeting.

The year 2023 will be more of a challenge than the last two years, but there is confidence that this deficit budget will be overcome by our generous donors. Two years of a positive response to a deficit reduction campaign: a line item has been added to the budget for 2023.

In the past the parish owned a rectory and proceeds of the sale of the property are held by the Diocese of Niagara in the Rectory Trust Fund. In 2022, \$10,000 was withdrawn from interest generated by the fund and applied towards the housing allowance for the priest. Following this withdrawal the value of the fund was \$69,711 at the end of 2022.

At the end of 2022 the Capital Trust Fund was \$26,674.00. We had not touched this fund until this year for the roof expenses.

	Total Revenue	Total Operating Expense	Surplus	
<b>2019</b>	\$224,860.00	\$222,064.00	\$2,797.00	surplus
<b>2020</b>	\$195,087	\$155,042	\$40,045.00	surplus from CEWS
<b>2021</b>	\$192,829	\$202,757	\$9,928.00	deficit
<b>2022</b>	\$224,036	\$218,415.00	\$5,621	Surplus

See Appendix II for the full budgets for 2021 and 2022 and projections for 2023

## 7. Property



The Parish of St. Michael's was established in January 1956. The property was purchased at 1188 Fennell Avenue East, Hamilton, at the corner of Fennell Avenue and High Street. The first part of the building construction involved the Parish Hall and adjoining Fireside (meeting) room and a wing containing washrooms, choir rooms and offices. These facilities were constructed of cinder block and brick and were completed in 1957. The Fireside Room at the west end of the hall seats 36 people comfortably for meetings. The building currently serving as a Parish Hall was used for services until the Church as it currently stands was constructed.



The Parish Hall and associated facilities contain a main hall, which seats 152 in a configuration involving tables. Overlooking the hall is a stage with removable gates. This allows its use as a well-equipped nursery. A recent fundraiser replaced many of the old and damaged chairs. New chairs were also added to the Fireside Room.

A modern inspected kitchen (renovated in 2000) with two adjacent gas stoves and an industrial dishwasher is accessible from both the Fireside Room and the main hall, as well as having direct access to the parking lot.

The church was built in the early sixties and dedicated in March 1964. A 60-foot poured concrete open concept bell tower containing an electrically operated cast iron bell sits at the west end over the sanctuary. The oval shaped nave seats 300 people. The sanctuary has a stone altar. The building is equipped with a Rogers electric organ (new in 2016) and a sound system. A Memorial Room addition was added to the complex in 1980. There are two pianos; one in the sanctuary near the organ and one in the Fireside Room.



*Our accessible entrance to the Parish Hall*

Four new furnaces were installed in the church complex in September 2007. At that time air conditioning was installed in all areas except the church. The parish hall roof was recently replaced (March 2023).

The property is generally in good condition and has been enhanced by an accessibility improvement project undertaken in 2015. We have accessible entry doors on all sections of the building (church, office wing and parish hall) and a new accessible washroom in the Parish Hall section. However, there are still transition areas to the church and parish hall that are not easily accessible.

Lighting and electrical upgrades have been ongoing, which reduce our energy consumption.

## **8. Wider Church**

Two of our members serve on Diocesan committees. Canon Terry Charters is Chair of the Bishop's Advisory Committee on Property Renewal, Past Chair and member of the Cathedral Place Property Management Committee, Past Chair and member of the Bishop's Decennial Inspection Committee and member of the Bishop's Advisory Committee on Church Buildings. He is also Bishop's Appointee to Synod Council. Anne Young is a Member of the Diocese of Niagara Climate Justice (CJN) committee.

Recently our church was awarded a certificate of appreciation by Sue Carson from the Climate Justice Niagara committee to Anne Young and Barb and Al Olsen. This was to recognize St. Michael's commitment to Climate Justice through their gardening efforts. This capped the Trillium Award that was also given to us last summer.



Our parish supports St Matthew's House with donations to the food bank and donations towards the household needs of vulnerable seniors. Both St. Matthew's House and Canterbury Hills summer camp for children and teenagers in Ancaster are supported by an annual collection for their bursary fund through the Toonie Jar.

The World Day of Prayer is supported by our parish and we have two representatives on the organizing committee. St. Michael's hosted the service in 2020.

*World Day of Prayer 2020 with our  
two representatives and the guest  
speaker*





The National Church Primates World Relief and Development Fund is supported by an annual Sunday dedicated to information about the Fund and solicitation of donations. The Council of the North is highlighted on a Sunday in the fall with information. Before COVID a lunch followed the 10:00 a.m. service. PWRDF was held in June and a Strawberry social was held. This year we are planning a light lunch for PWRDF.

There are numerous groups open to parish involvement (see Programs and Organizations) and the parish reaches out to many other organizations and charities which it supports. In addition, there is always a generous response to "one-time" issues and causes identified locally and globally. There are also ways to socialize and in so doing get to know one other and provide support where needed. Help is available for anyone in need. Celebration of success is part of "who we are" and we always welcome the chance to joyfully celebrate and somehow find many reasons to have a celebratory cake at the "coffee hour" after the services.



Currently we use social media through our website and Facebook to advertise ourselves and our mission. At present we are looking for a qualified webmaster. Our Parish Administrator makes minor changes.

While no one knows what the future holds, we are ready to move forward with hope and acceptance that change is healthy. We are a community dedicated to service and fulfillment of our Christian mission of love of God and love of our neighbour.

## **9. Parish Survey results**

From the 150 surveys that were mailed, emailed or dropped off, 51 parishioners responded. Their answers are reflected in the chart below.

Parishioners were asked to list three qualities that were expected in our next rector as well as rating the following statements. Their responses regarding qualities revealed the following. They are looking for a rector who is compassionate, caring and honest. Someone who will show leadership and above all be a good communicator and good listener.

PARISH SURVEY RESULTS	Very Imp.	Somewhat	Not imp.	No answer
<b>WORSHIP AND PASTORAL CARE</b>				
It is an important role that clergy provide counselling and pastoral care	44	7		
Clergy and Laity are expected to administer the sacraments during services and in the community.	39	10	1	1
St. Michael's supports climate change issues through the Season of Creation and Earth Week liturgies.	27.5	17.5	4	2
Clergy are called to encourage and interact with the youth and children of the parish and welcome their contribution to services.	44	7		
Clergy should inspire through homilies at Sunday Services, Wednesday Eucharist and Feast Day worship.	39	10	1	1
Clergy assists in recruiting and training of lay readers, chalice bearers and intercessors encouraging people to use their gifts and exercising their baptismal ministries.	23	25	3	
<b>PARISH LEADERSHIP</b>				
Teamwork between the Corporation (clergy and wardens), employees and parish volunteers is an integral part of St. Michael's mission	46	4.5	0.5	
It is vital that regular communication to parishioners be maintained	44.5	6.5		
Clergy should have intentional communication with all parishioners, both those who attend regularly and those who do not (for any reason)	30.5	19.5	1	
Clergy will actively encourage and support the parish Mission Action Plan and vision.	38	12		1
Clergy should maintain harmony and resolve conflict among parish members over programs, finances, Vestries, bazaars, etc.	28	17	4	2
Clergy should encourage or facilitate stewardship and capital campaigns.	20	30	1	
<b>PARISH LIFE</b>				
We are an open and welcoming community	48	2		1
St. Michael's is open to the implementation of new ideas	36.5	13.5		1
<b>COMMUNITY AND THE GREATER CHURCH</b>				
Parishioners should receive information from around the Diocese.	8.5	36.5	3	3
Clergy and church members should work together to understand the needs and concerns of our immediate neighbourhood through participation in community activities.	29.5	19.5	1	1
Clergy oversees parish communications: website, social media, etc.	18	28	4	1
51 responses				



## Appendix I

### MISSION ACTION PLAN INITIATIVES AS SELECTED BY PARTICIPANTS

PARISH INITIATIVES		
Adult Faith  Formation (top 3 out of 5)	Reshaping Parish Culture To Enable Ministry (top 3 out of 6)	Fullness of Life in The Neighbourhood (top 3 out of 7)
1. Explore, with the music director, adding new music, new hymns and other instruments to Sunday worship.	1. Review job descriptions to reimagine time commitment and scope, and term limits. Create new ways for people to take on volunteer roles, and to affirm and thank people for completed work.)	1. Hold a 'Community Night' to share information about activities offered at St. Michael's and ask participating neighbours what groups they would like to facilitate or participate in if they could be hosted at St. Michael's.
2. Develop a more effective process to sustain relationships with baptismal families.	2. Develop a new parish welcoming process using the Invite Welcome Connect resource.	2. Explore engaging the retail neighbours in partnering with St. Michael's to provide ingredients for meals or other products that would contribute to neighbourhood connections and well-being.
3. Host an 'Open Doors, Open Minds' event to have mutual conversations with our neighbours...What's your story? What's my story? Is there a place our stories connect – where our gifts and our needs intersect?	3. Review our parish communication strategy and discern how to enhance.	3. Explore hosting a grief support group and a 2SLGBTQ+ Ally support group for family members and friends.
People to explore further: Diane Wood, George Foster, Diane Lintack, Sue Crawford, Anne Young, Karen Galer	People to explore further: Chris Robson, Carmen Galloway, Karen Galer, Barb Mason, Pat Melmer, Liz Mowbray	People to explore further: Pat Melmer, Sue Crawford, Joyce Bridgeman, Karen Galer, Anne Young, Diane Lintack, Diane Wood

## Appendix II

**ST MICHAEL'S ANGLICAN CHURCH**  
**COMPARATIVE BALANCE SHEET**  
 December 31, 2022

ASSETS	2021	2022
<b>CASH / BANK</b>		
Current Bank	59,900	66,574
Petty Cash - Admin	40	40
	<b>59,940</b>	<b>66,614</b>
<b>RECEIVABLES</b>		
GST Receivable	626	605
PST Receivable	1,628	1,070
Accounts Receivable -	699	3,219
Prepaid Insurance	1,075	1,972
	<b>4,028</b>	<b>6,867</b>
<b>FIXED ASSETS</b>		
Rogers Organ	52,807	52,807
<b>INVESTMENTS</b>		
Capital Trust Fund - Diocese	28,539	27,430
Manulife Securities	2,565	
Rectory Investment Fund	85,447	71,685
	<b>116,551</b>	<b>99,115</b>
<b>TOTAL ASSETS</b>	<b>233,327</b>	<b>225,403</b>
<b>CURRENT LIABILITIES</b>		
Accounts Payable		3,496
Deferred Revenue		120
Tooney Jar		
PWRDF		
Neighbour to Neighbour		
St. Matthews House		
<b>TOTAL CURRENT LIABILITIES</b>	<b>0</b>	<b>3,616</b>
<b>OTHER LIABILITIES</b>		
Youth Fund	2,091	2,091
Soup Lunches	201	257
Outreach Fund	1,914	
Flower Fund	423	820
<b>TOTAL OTHER LIABILITIES</b>	<b>4,628</b>	<b>3,168</b>
<b>TOTAL LIABILITIES</b>	<b>4,628</b>	<b>6,784</b>
<b>EQUITY - SPECIAL FUNDS</b>		
Restoration fund	1	201
Accessibility Fund	1,836	1,886
Capital Fund	28,539	27,430
Rectory Trust Fund	85,447	71,685
<b>TOTAL SPECIAL FUNDS</b>	<b>115,823</b>	<b>101,202</b>
<b>SURPLUS (DEFICIT)</b>		
Accumulated Surplus-previous Years	122,804	112,876
Surplus (Deficit) Current Year	-9,928	4,541
<b>TOTAL SURPLUS (DEFICIT)</b>	<b>112,876</b>	<b>117,417</b>
<b>TOTAL LIABILITIES &amp; SURPLUS (DEFICIT)</b>	<b>233,327</b>	<b>225,403</b>

**ST MICHAEL'S ANGLICAN CHURCH  
PROPOSED WARDENS' BUDGET FOR 2023**

REVENUES	2022 Budget	2022 ACTUAL	2023 Budget
Envelopes - Pre-authorized & regular	165,000	145,187	150,000
Envelope Offerings - Special Collections	14,000	12,019	13,000
Special Envelopes - Bill Payment Challenge	3,000	5,390	5,000
Special Envelopes - Initial Offering	250	151	200
Special Envelopes - Deficit		2,227	
Loose Offerings	200	244	200
Church School			
Misc. Donations	18,000	31,545	20,000
Hall Rentals	2,000	5,280	7,000
Gain on Investments	60	66	
Organizations & Fund Raising	8,000	11,927	13,000
Draw from Rectory Fund	10,000	10,000	
<b>TOTAL OPERATING INCOME</b>	<b>220,510</b>	<b>224,036</b>	<b>208,400</b>

**EXPENDITURES**

SALARIES - RECTOR	71,500	59,583	42,000
BENEFITS	23,300	18,634	13,000
SALARIES - INTERIM RECTORS		6,323	10,540
BENEFITS		375	950
MILEAGE		589	1,200
SALARIES - OTHER	40,000	28,626	31,200
BENEFITS	4,700	2,425	2,420
VACATION SUPPLY	1,000	3,074	2,000
<b>TOTAL SALARIES &amp; BENEFITS</b>	<b>140,500</b>	<b>119,630</b>	<b>103,310</b>

**UTILITIES**

Gas/Heat	3,000	7,168	7,500
Hydro	3,200	2,999	5,000
Water	500	806	800
Telephone	500	588	600
Water Heater Rental	375	375	400
<b>TOTAL UTILITIES</b>	<b>7,575</b>	<b>11,936</b>	<b>14,300</b>

Diocesan Mission & Mtce	41,953	42,230	38,632
Insurance	12,000	11,413	13,750

Contracts & Yearly Inspections	1,700	1,337	1,700
Cleaning Services		1,953	15,420
Lawn Care	3,000	3,129	3,500
Repairs & Mtce	2,500	2,629	2,500
Equipment Purchases & Repairs	4,500	498	1,000
Snow Removal	4,000	9,251	5,000
Outreach	300	232	500
Parish Hall & Kitchen Expense	100	1,783	2,500
Office Expense	10,000	10,305	10,000

Education	400	668	700
Synod Delegate Fees		285	300
Worship Expense	100	395	1,000
Music			200
Altar Supplies	100	742	750

<b>TOTAL EXPENDITURES</b>	<b>228,728</b>	<b>218,415</b>	<b>215,062</b>
<b>Surplus or Deficit</b>	<b>(8,218)</b>	<b>5,621</b>	<b>(6,662)</b>



