

ANNUAL MEETING

**Reports of Church Officers,
Standing Committees and
Parish Organizations, with
Financial Statements for 2023**

Sunday, February 11, 2024



ST. GEORGE'S
ANGLICAN CHURCH

168 Wilton Street

Winnipeg, Manitoba R3M 3C3

(204) 453-5642

Diocese of Rupert's Land

ACKNOWLEDGEMENT OF TREATY 1 LAND

We acknowledge that we meet and work on Treaty 1 Land, traditional lands of the Anishinaabe, Cree, and Dakota peoples and the homeland of the Métis Nation. We are grateful for their stewardship of this land and their hospitality which allows us to live, work, and serve God the Creator here.

ANNUAL GENERAL MEETING FEBRUARY 13, 2022

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The Diocese of Rupert's Land

The Right Reverend Geoffrey Woodcroft
Bishop of Rupert's Land

Memorandum

To the Annual General Meetings of Parishes Of the Diocese of Rupert's Land

Disciples of Jesus Christ, greetings to you.

What does the Church require in order to fulfil the mission of God we are called to serve? This is perhaps the most important question any Synod at any time might ask. Its importance lies in the context of God speaking to the Church, and the Church actively listening.

Jesus calls disciples to commend the faith that is within each, exercising our baptismal covenant to the end that the world may have abundant life. Our call leads us to make disciples, encourage life-long learning among all disciples, bring healing and sustenance to the community around us, cast out demons, and always proclaim that the kingdom of heaven has come near and deep within. What do we require to fulfil the mission of God for which we bear responsibility?

May the Annual General Meetings of the Diocese of Rupert's Land reflect the our commitment to God's mission, our courage in making wise plans as faithful stewards of God's economy and resource, and be renewed in faith as we collectively yearn and strive to challenge the trajectory of a dying Church today. May we do all in our power to support disciples in their life in Christ, learning and growing together in the Apostles teaching and fellowship, and seeking council as Christians to steward God's resources in new and exciting ways.

Synod shall complete its affairs on the second weekend of October. On the 4th weekend of the same month, I have invited the Archbishop of York, the Most Rev Stephen Cottrell to lead us in a day of discipleship renewal. It is my sincere hope that the business of Synod 2024 prepares the church to fully engage new and hopeful trajectories in God's mission.

It is our obligation to prayerfully consider whom we shall elect as lay delegates to synod. Lay delegates to Synod are gifted disciples, who are courageous to challenge the status quo of scarcity, they who accept and embrace the hard work of doing theology while leading, and they who have our trust to chart courses in Jesus' name. In short, the lay delegate to synod is a profoundly important disciple, one whom we will do all in our power to support.

May you be blessed with the gifts for mission, and gratitude for the joyful life we have been given.

The Rt. Rev. Geoffrey Woodcroft
Bishop of Rupert's Land

Agenda of the 2023 Annual General Meeting of St. George's Memorial Fund Inc.

MEMORIAL FUND BUSINESS		
Item No.	Item	Responsible Person
1.	Call to Order <ul style="list-style-type: none"> • Opening Prayer • Territorial Acknowledgment 	
2.	Conduct of Meeting <ul style="list-style-type: none"> • Robert's Rules will not be used • Explanation of virtual meeting procedure: <ul style="list-style-type: none"> ○ Use of Zoom ○ Negative voting ○ Meeting of Parish to follow immediately after ○ No motion to approve agenda, AOB instead • Questions Regarding Conduct of Meeting 	
3.	Constitution of Meeting <ul style="list-style-type: none"> • Notices Sent for Meeting • Report on Declarations Received • Further Declarations 	
4.	Approval of Minutes from 2022 Annual Meeting <ul style="list-style-type: none"> • MOTION to approve Minutes 	
5.	Report of the President of the Memorial Fund	
6.	Report of the Treasurer of the Memorial Fund <ul style="list-style-type: none"> • MOTION to approve 2022 Audit Report 	
7.	Appointment of Auditors of the Memorial Fund <ul style="list-style-type: none"> • MOTION to appoint Exchange Group as Auditors 	
8.	Memorial Fund: Nominating Committee Report <ul style="list-style-type: none"> • MOTION to approve Nominated Candidates 	
9.	Ratification and Confirmation of Acts of Directors <ul style="list-style-type: none"> • MOTION to Ratify and Confirm 	
10.	Memorial Fund New Business	
11.	Memorial Fund Courtesies	

**St. George's Memorial Fund Inc.
Notice of 2023 Annual Meeting**

The 2023 Annual Meeting of St. George's Memorial Fund Inc. will take place on Sunday, February 11th, 2024, approximately 12:00pm, immediately preceding the Annual General Meeting of the Parish.

The members of the parish shall:

1. Receive a report from the President.
2. Receive a report and financial summary from the Treasurer.
3. Appoint auditors of the Corporation.
4. Conduct such election(s) of Directors as are required by the by-laws of the Corporation.
5. Ratification of actions of the Directors.
6. Other business.

Dated: January 09, 2023 James Kirk, President

REPORT OF THE NOMINATING COMMITTEE – St. George's Memorial Fund Inc.

The Directors of the Memorial Fund are:

- The Rector
- The Two Wardens of the Church
- Four other Directors (who are not members of Parish Council), to be elected at a meeting of all the Members of the Memorial Fund.

Listed below are last year's elected Directors:

Mr. Christopher Thomson	Term to expire:	Annual General Meeting 2023
Mr. James Kirk	Term to expire:	Annual General Meeting 2024
Ms. Alison Dennis	Term to expire:	Annual General Meeting 2024
Mr. Matthew Hudson	Term to expire:	Annual General Meeting 2025

Nominated for a four (4) year term to AGM 2027 is: Mr. Christopher Thomson, Vice-President.
Ms. Sarah Pratt, Director at large.

Returning to fulfill their terms are: Mr. James Kirk, President and Mr. Matthew Hudson, Treasurer

Ms. Alison Dennis, Secretary, has chosen to retire from the fund, effective AGM 2023 on February 11, 2024. The fund is looking for a new Director. Positions are flexible. Your interest is welcome.

Any nominations must be submitted in writing and delivered to the Wardens of the Church one full week prior to the Annual Meeting date of February 11, 2024. Each nomination should contain the name of the candidate, a proposer, a seconder, and acknowledgement by the candidate that he or she will serve, if elected.

Thank you.

St. George's Memorial Fund Inc. - 2022 AGM Meeting Minutes

February 12, 2023 12:00 p.m. – St. George's Anglican Church, Crescentwood

MINUTES of the Annual General Meeting (AGM) of the members (the "**Members**") of ST. GEORGES MEMORIAL FUND INC. (the "Corporation"), held at 12:00 p.m. (Central Time) on the 12th day of February 2023, at St. George's Anglican Church, 168 Wilton St, Winnipeg, MB R3M 3C3.

PRESENT: Those persons listed in Schedule "A" attached hereto.

CHAIR: Mr. James Kirk

SECRETARY: Ms. Alison Dennis

The Chair called the meeting to order at approximately 12:00 p.m.

The following then occurred in the order listed.

1. Fr. Shepard Gwende provided the opening prayer and Ted Cotton did the territorial acknowledgement.

2. Ted Cotton advised that Robert's Rules of Order will not be used.

Matthew Thomson explained the virtual / hybrid meeting procedure.

3. Ted Cotton advised that the meeting notice was sent, a copy of which is attached hereto as Schedule "B". Ted Cotton advised that the report on declarations was received and asked for any further declarations. None were received.

4. Motion to approve the minutes from the St. George's Church Memorial Fund Inc. 2021 Annual General Meeting. The motion was moved by James Kirk. The Motion was seconded by Alison Dennis. There was some discussion, and then the motion was voted on. The motion was **CARRIED**.

5. The Report of the President of the Memorial Fund was presented by James Kirk. There was some discussion.

6. The Report of the Treasurer of the Memorial Fund was presented by Matthew Hudson. There was some discussion.

7. Motion to approve the 2021 Audit Report for the St. George's Church Memorial Fund Inc. The motion was moved by Matthew Hudson. The motion was seconded by James Kirk. There was some discussion, and then the motion was voted on. The motion was **CARRIED**.

8. Motion to appoint The Exchange Group as auditors for 2023 for the St. George's Church Memorial Fund Inc. The motion was moved by Matthew Hudson. The motion was seconded by James Kirk.

There was some discussion, and then the motion was voted on. The motion was **CARRIED**.

9. Motion to approve the 2022 Nominating Committee report for the St. George's Church Memorial Fund Inc. The motion was moved by James Kirk. The motion was seconded by Christopher Thomson. There was some discussion, and then the motion was voted on. The motion was **CARRIED**.

10. A special resolution of the Members was proposed. The text of the special resolution was contained in the meeting notice. The special resolution was as follows: The Directors of the Corporation and the Corporation's legal representatives are authorized and approved to work with the Charities Directorate of the Canada Revenue Agency to obtain approval for the Articles of Amendment in substantially the same form provided to the Members on January 20, 2023 and February 2, 2023, and upon obtaining such approval from the Canada Revenue Agency, the Directors shall file same with the Manitoba Companies Office. The motion to adopt the special resolution was moved by James Kirk. The motion was seconded by Margaret Owen. There was some discussion, and then the motion was voted on. The results of the vote were as follows:

In favour: 64
Opposed: 1
Abstain: 7
No response: 6

CARRIED as a special resolution by the Members of the Corporation.

11. A special resolution of the Members was proposed. The text of the special resolution was contained in the meeting notice. The special resolution was as follows: The Directors of the Corporation and the Corporation's legal representatives are authorized and approved to work with the Charities Directorate of the Canada Revenue Agency to obtain approval for the Amendment to By-Law No. 1 in substantially the same form provided to the Members on January 20, 2023, and February 2, 2023, and upon obtaining such approval from the Canada Revenue Agency, such Amendment to By-Law No. 1 shall be immediately adopted. The motion to adopt the special resolution was moved by James Kirk. The motion was seconded by Art Brose. There was some discussion, and then the motion was voted on. The results of the vote were as follows:

In favour: 67
Opposed: 0 Abstain: 4
No response: 7

CARRIED as a special resolution by the Members of the Corporation.

12. Motion to ratify and confirm past acts of the Directors of the Corporation as follows: Be it resolved that all acts, contracts, bylaws, proceedings, appointments, elections, and payments enacted, made, done and taken since the date of the last annual meeting of the Memorial Fund, as same are set out or referred to in the minutes of the meetings of the Members or in the financial statements be and the same are hereby approved, sanctioned and confirmed. The motion was moved by James Kirk. The motion was seconded by Ted Cotton. There was some discussion, and then the motion was voted on. The motion was **CARRIED**.

13. The Chair then asked the meeting if there was any new business. There was none.

14. The Chair then provided final courtesies, and the meeting then terminated at 1:28 p.m.

James Kirk (Chair)

Alison Dennis (Secretary)

St. Georges Memorial Fund Inc.
President's Report for 2023

I wish to welcome you to the 40th annual meeting of the St. George's Memorial Fund Inc. We are commencing our 41st year as an incorporated body. The Fund was created in 1975, and was incorporated in December 1983. There are 7 active Directors: the Rector and Wardens as ex-officio Directors, and 4 elected Directors. You, the parishioners, are the voting members of the corporation. Thank you for your interest.

With your approval at our 2022 AGM we modified the mandate of the Fund. Previously monies could be spent only to fund repairs to the church *building* of St. George's Anglican Church, Crescentwood at 168 Wilton Street. Now, the mandate of the Fund can consider financial assistance for a broader range of supportive and enabling activities including:

- “. . . to advance religion by teaching the religious tenets, doctrines, and observances of the Anglican faith . . .”
- “. . . by preaching the teachings, and religious tenets, doctrines and observances of the Anglican faith . . .”
- “. . . by establishing and maintaining a house of worship with services held in accordance with the tenets and doctrines associated with the Anglican faith . . .”, and
- “. . . practicing the Anglican faith and performing or assisting with acts consistent with the Anglican faith, all in Winnipeg, Manitoba”.

We are excited by this opportunity. How can the Memorial Fund help grow the parish? We are hopeful that the parish can use the assets in the Memorial Fund in a purposeful way to grow membership. We believe these changes will help the fund support the parish more broadly and ensure its long-term viability.

As always, growing the Fund's assets remains inconsistent from year to year. As the Treasurer's Report will illustrate, our assets are dependent upon donations received, investment rates of return, and the demand for repairs and maintenance.

There are several ways in which you can contribute to the Memorial Fund. For example:

- To recognize a special event, like a marriage, anniversary or birthday of a loved one.
- To include the Memorial Fund in your will with a gift of money or securities.
- To give annual donations "In Memory" of loved ones.
- To make a gift of a new or existing life insurance policy, which will create a significant bequest in your memory, and provide you with a tax benefit now.

The Directors of the Memorial Fund would be pleased to discuss any potential with you, in strictest confidence. We also encourage you to discuss this idea with your personal financial advisor. The fund has benefited tremendously over the years from the generosity of parishioners. Your contributions matter.

Lastly, I would like to acknowledge and thank the many people who help so much with the work we do on behalf of the parish:

Mary Smith deserves a thank you for the office support she provides to the fund. Her assistance is much appreciated.

Thank you to Andrew Thomson and Katy Sweet who represented Parish Council on the board this past year. They both contributed significantly to the Fund's guidance and operation in 2023. Andrew is also our Property Chair. He deserves a special thank you for his time and commitment to keeping our church in good repair.

Thank you also to Sherpard Gwende He brings an energy, gravity, and passion to our parish. It is a pleasure to work with him, and he is an asset to our parish.

Lastly, I want to thank my fellow elected Directors, Alison Dennis, Matthew Hudson, and Christopher Thomson. Serving as a volunteer director in any organization is a thankless job. 2023 was busy as we continued working through the changes to the fund. Each of Christopher, Alison, and Matthew brings a valuable perspective to our work. The fund simply could not work without them. This will be Alison's last AGM as she is stepping down. In her place we are pleased to welcome Sarah Pratt to the board. We believe boards function best with a diversity of opinion and experience. Sarah brings both a long history at St. George's and an important perspective to our work. We are fortunate to have her.

AGM 2023 will be my second last. I am serving a two year term, until AGM 2024 (held Feb 2025). The fund is always looking for parishioners who can make a contribution. Perhaps this is you?

On behalf of the Directors, I wish to thank you for your generosity and support of the Memorial Fund. Looking forward, I am hopeful that the fund will be able to help strengthen and grow the parish for many years to come.

Thank you,

James Kirk
February 11, 2024

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Thank you.

ST. GEORGE'S MEMORIAL FUND INC.

Financial Statements

Year Ended December 31, 2022

ST. GEORGE'S MEMORIAL FUND INC.

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Year Ended December 31, 2022

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INDEPENDENT AUDITORS' REPORT

To the Directors of St. George's Memorial Fund Inc.

Qualified Opinion

We have audited the financial statements of St. George's Memorial Fund Inc. (the Company), which comprise the statement of financial position as at December 31, 2022, and the statements of revenue and expenses, changes in net assets and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as at December 31, 2022, and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Qualified Opinion

In common with many charitable organizations, the company derives revenue from donations the completeness of which is not susceptible of satisfactory audit verification. Accordingly, our verification of these revenues was limited to the amounts recorded in the records of the company and we were not able to determine whether any adjustments might be necessary to contributions, excess of revenues over expenses, current assets and net assets. Our audit opinion on the financial statements for the year ended December 31, 2022 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

(continues)

Independent Auditors' Report to the Directors of St. George's Memorial Fund Inc. *(continued)*

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Exchange

Chartered Professional Accountants LLP
Winnipeg, Manitoba
August 2, 2023

ST. GEORGE'S MEMORIAL FUND INC.

Statement of Financial Position

December 31, 2022

	2022	2021
ASSETS		
CURRENT		
Cash	\$ 9,425	\$ 18,945
GST receivable	2,313	1,860
Interest receivable	959	-
	<u>12,697</u>	<u>20,805</u>
LONG TERM INVESTMENTS (Notes 2, 4)	<u>993,090</u>	<u>1,119,550</u>
	<u>\$ 1,005,787</u>	<u>\$ 1,140,355</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 7,289	\$ 6,904
NET ASSETS	<u>998,498</u>	<u>1,133,451</u>
	<u>\$ 1,005,787</u>	<u>\$ 1,140,355</u>

ON BEHALF OF THE BOARD

Director

Director

See notes to financial statements

ST. GEORGE'S MEMORIAL FUND INC.**Statement of Revenue and Expenses****Year Ended December 31, 2022**

	2022	2021
REVENUE		
Dividends	\$ 41,993	\$ 39,217
Interest	5,527	4,038
Charitable donations	3,672	43,989
Life insurance donations <i>(Note 5)</i>	3,609	3,609
	<u>54,801</u>	<u>90,853</u>
EXPENSES		
Donation for repairs and maintenance made to Parish of St. George, Crescentwood <i>(Note 6)</i>	31,822	77,899
Interest and bank charges	45	22
Life insurance premiums <i>(Note 5)</i>	3,862	3,862
Office supplies and miscellaneous	405	1,092
Portfolio management fees	14,451	11,245
Professional fees	9,631	4,599
	<u>60,216</u>	<u>98,719</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES BEFORE OTHER INCOME	<u>(5,415)</u>	<u>(7,866)</u>
OTHER INCOME (EXPENSES)		
Gain on disposal of investments	29,959	8,675
Change in market value of marketable securities	(159,497)	98,767
	<u>(129,538)</u>	<u>107,442</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	<u>\$ (134,953)</u>	<u>\$ 99,576</u>

See notes to financial statements

ST. GEORGE'S MEMORIAL FUND INC.

Statement of Changes in Net Assets

Year Ended December 31, 2022

	2022	2021
NET ASSETS - BEGINNING OF YEAR	\$ 1,133,451	\$ 1,033,875
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	(134,953)	99,576
NET ASSETS - END OF YEAR	\$ 998,498	\$ 1,133,451

ST. GEORGE'S MEMORIAL FUND INC.**Statement of Cash Flow****Year Ended December 31, 2022**

	2022	2021
OPERATING ACTIVITIES		
Cash receipts from donations and other sources	\$ 3,219	\$ 12,690
Cash paid to suppliers	(56,177)	(94,383)
Interest received	4,568	4,038
Dividends received	41,993	39,217
Interest paid	(45)	(22)
Cash flow used by operating activities	(6,442)	(38,460)
INVESTING ACTIVITIES		
Proceeds from sale of marketable securities	142,839	142,289
Purchase of marketable securities	(145,917)	(102,720)
Cash flow from (used by) investing activities	(3,078)	39,569
INCREASE (DECREASE) IN CASH	(9,520)	1,109
CASH - BEGINNING OF YEAR	18,945	17,836
CASH - END OF YEAR	\$ 9,425	\$ 18,945

See notes to financial statements

ST. GEORGE'S MEMORIAL FUND INC.

Notes to Financial Statements

Year Ended December 31, 2022

1. DESCRIPTION OF OPERATIONS

St George's Memorial Fund Inc. was incorporated as a non-profit corporation without share capital on December 16, 1983 for the purpose of raising and managing funds to ensure the capital assets of the Anglican Church of Canada, Parish of St George, Crescentwood, are maintained to an appropriate standard. The Memorial Fund is a registered public foundation and is exempt from income tax under Section 149 (1) (f) of the Income Tax Act .

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting Standards for Not-for-Profit Organizations. Because a precise determination of many assets and liabilities is dependent upon future events, the preparation of financial statements for a period necessarily involves the use of estimates which have been made using careful judgement. The financial statements have, in management's opinion, been properly prepared within the reasonable limits of materiality and within the framework of the significant accounting policies summarized below:

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Revenue Recognition

The Memorial Fund follows the deferral method of accounting for revenue. Donations are recorded as revenue when received. All other revenue and expenditures are recorded on the accrual basis of accounting.

Contributed Services

A large number of people have contributed significant amounts of time to the activities of St. George's Memorial Fund Inc., without compensation. The financial statements do not reflect those contributed services because, although clearly substantial, no reliable basis exists for determining an appropriate amount.

3. FINANCIAL INSTRUMENTS

The Memorial Fund is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Memorial Fund's risk exposure and concentration as of December 31, 2022.

Market risk

Market Risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Memorial Fund is mainly exposed to interest rate risk and other price risk through its long term investments.

(continues)

ST. GEORGE'S MEMORIAL FUND INC.

Notes to Financial Statements

Year Ended December 31, 2022

3. FINANCIAL INSTRUMENTS *(continued)*

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the company manages exposure through its normal operating and financing activities. The Memorial Fund is exposed to interest rate risk primarily through its long term investments.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or it's issuer, or factors affecting all similar financial instruments traded in the market. The Memorial Fund is exposed to other price risk through its investment in pooled equity funds.

4. LONG TERM INVESTMENTS

The fair values of long term investments are as follows:

	<u>Market - 2022</u>	<u>Cost - 2022</u>	<u>Market - 2021</u>	<u>Cost - 2021</u>
Pooled equity funds, bonds & GIC's	\$ 993,090	\$ 984,596	\$ 1,119,550	\$ 951,558

Investments are pooled in funds, bonds and GIC's which are managed by RBC Investments.

5. LIFE INSURANCE POLICIES

St. George's Memorial Fund Inc. is the owner and beneficiary of nine life insurance policies. Individuals who currently pay the annual premiums receive a charitable donation receipt for those contributions. The Memorial Fund is currently paying the premiums for one such policy. The premiums paid by the individuals have been recorded as expenses of the Memorial Fund, with a corresponding amount shown as donation income. The total death benefit of the policies is approximately \$244,451 (2021 - \$226,921).

6. RELATED PARTY TRANSACTIONS

The following is a summary of the company's related party transactions:

	<u>2022</u>	<u>2021</u>
Parish of St. George, Crescentwood <i>(The organizations are related as Parish of St. George, Crescentwood controls St. George's Memorial Fund Inc.)</i>		
Donations	\$ 31,822	\$ 77,899

**140TH ANNUAL MEETING
OF THE CONGREGATION OF THE
PARISH CHURCH OF ST. GEORGE, CRESCENTWOOD
SUNDAY, FEBRUARY 11, 2024**

Following the Annual Meeting of St. George's Memorial Fund Inc.

AGENDA

1. Call to Order
2. Opening Prayer and Prayers for the Faithful Departed
3. Welcome—The Reverend Father Sherpard Gwende
4. Appointment of Chair
5. Announcement—Number of those present signing the Declaration of Church Membership
6. Appointment of Secretary
7. Draft Minutes of the Annual Meeting of 2023
8. **Motion:** That the Minutes of the Annual Meeting of 2023 be adopted.
9. Report of the Incumbent
10. Report of the Wardens
11. **Motion:** That the reports of the Incumbent and Wardens be received.
12. Approval—The Acts of Parish Council, 2023
13. **Motion:** That the Acts of Parish Council, 2023, be approved.
14. Financial Statement of 2023
15. **Motion:** That the preliminary financial statements of 2023 be received.
16. Budget 2024
17. **Motion:** That the 2024 budget presented at this meeting be received and approved.
18. Appointment of Auditors
19. **Motion:** That the Exchange Group Chartered Professional Accounts be appointed as 2023 auditors.
20. Report of Nominating Committee
21. Other Reports
22. **Motion:** That Standing Committee and Parish Organization Reports for 2023 be received.
23. New Business
24. Courtesies
25. Adjournment

DRAFT Minutes of the Concurrent Annual General Meetings of the Parish Church of St. George's Crescentwood

Sunday, February 12, 2023

Chair: T. Cotton, Vice-Chair: A. Thomson

Item No.	Item	Responsible Person
1.	Call to Order <ul style="list-style-type: none"> The meeting was called to order at 1:30 by T. Cotton. Territorial acknowledgement was stated. 	Father S. Gwende T. Cotton
2.	Conduct of Meeting Explained <ul style="list-style-type: none"> This was explained at the beginning of the Memorial Fund meeting, so was not repeated. Kristin Anderson was appointed as Recording Secretary. 	T. Cotton M. Thomson
3.	Constitution of the Meeting The parish was notified in advance of the Annual General Meeting of the Memorial Fund as well as the Parish Church of St. Georges. It was verified that the <ul style="list-style-type: none"> # Devices Registered/Declarations Received ie online participants – 16 # People attending in person who signed declaration - 55 This meets the quorum in respect to the requirements identified in the Canon.	T. Cotton
4.	Approval of Minutes of 2022 Annual Meeting MOTION 1: That the Minutes of the Annual Meeting of 2022 be approved. VOTE: CARRIED. No questions or comments.	T. Cotton
5.	Receiving of Reports MOTION 2: That the reports contained in the printed document ANNUAL MEETING: Reports of the Church Officers, Standing Committees and Parish Organizations, with Financial Statements for 2022 be received. VOTE: CARRIED. Process to review reports discussed.	T. Cotton
6.	Questions on the following Reports <ul style="list-style-type: none"> Questions for Clergy Worship Committee Altar Guild Choir No questions or comments.	Answers from: Clergy C. Thomson L. Peterer M. Foxford R. Morgan
7.	Questions on the following Reports <ul style="list-style-type: none"> Liturgical Coordinator 	Answers from: C. Thomson

	<ul style="list-style-type: none"> • Lectors, Administrants, Intercessors • Memorial Flowers • Servers Guild • Sidespersons and Greeters <p>No questions or comments.</p>	B. Cotton G. Morgan
8.	<p>Questions on the following Reports</p> <ul style="list-style-type: none"> • Pastoral Care • Christian Education • Mission and Ministry • Hospitality • Garage and Closet Sales <p>No questions or comments.</p>	Answers from: G. Jones J. Thomson R. Morgan B. Cotton G Morgan
9.	<p>Questions on the following Reports</p> <ul style="list-style-type: none"> • Property • Building Redevelopment <p><i>Mary Duff asked if the Property Committee has considered solar panels to reduce reliance on fossil fuels?</i></p> <p>Andrew Thomson answered that this is being considered as part of the building redevelopment as one component is to change the heating system as current system is inefficient. Both solar power and having a green roof ie grass have been discussed. Geothermal heating is likely cost prohibitive due to small footprint of the building.</p>	Answers from: A. Thomson
10.	<p>Questions on the following Reports</p> <ul style="list-style-type: none"> • Web Properties and Livestreaming • Stewardship <p>No questions or comments.</p>	Answers from: J. Morgan T. Cotton
11.	<p>Presentation of the 2022 Finance Report and the Draft Budget for 2022</p> <p>Ted spoke about the 2022 Preliminary results in statement on page 68.</p> <p>Currently the preliminary net loss of \$58,411.00, is unfavourable to the net loss of last year. The main reasons as to why St. Georges did worse include that the parish did not have full time clergy or musical program last year. He noted that loss was better than budgeted.</p> <p>Ted identified that the loss/cash flow was covered by cashing in investments, so TD Canada Trust investment went down by \$70,000. This is larger than the net loss as some donations don't come in as cash, but as investments.</p>	T. Cotton

	<p>Gweneth asked about the \$1,000 for relocation. This is a provision for when we get a new rector. This fund was emptied when Sherpherd arrived and needs to be built up again.</p> <p>Gweneth asked about designated funds. Ted noted they are valued at \$297,175 as itemized in preliminary balance sheet on page 69.</p> <p>Budget 2023 The draft Budget for 2023 is on page 85 of AGM report. A net loss of \$69,006 is projected.</p> <p>Ted noted that the current auditors, The Exchange Group, are also the same as auditors for Memorial Fund. There is good synergy since the Memorial Fund is a related party to the church.</p>	
12.	<p>Finance Related Motions</p> <p>MOTION 3: That the preliminary financial statements for the year of 2022 be received. VOTE: CARRIED.</p> <p>MOTION 4: That the 2023 Budget presented at this meeting be received and approved. VOTE: CARRIED.</p> <p>MOTION 5: That the Exchange Group be appointed auditors for St. George's church for 2023. VOTE: CARRIED.</p>	T. Cotton
13.	<p>Questions for the Corporation</p> <p><i>Peter Flynn asked about the function of Corporation. Can it make a decision and act on it without input from Parish Council or the parish? A. Thomson addressed the question.</i></p> <p>Canon law does allow for this take place. This is not the usual practice of the Corporation at St. Georges, which prefers to consult with parish council.</p>	<p>S. Gwende G. Owen A. Thomson T. Cotton</p>
14.	<p>Nominating Committee Report Presented</p> <p>Paper copies of the Nominating Committee report are available at the back of the hall. It isn't in the Annual Report as it takes longer to finalize than other reports.</p> <p>Ted wants to thank the four members who are leaving Parish Council— Alexandra Johnston, Lynn Fauldner, Kristin Anderson, and Margo Foxford (is leaving one role and taking on a new role)</p> <p>There are four new members of Parish Council – Geri Morgan, Heather Hammond, Sam Ferguson, George Bush.</p>	T. Cotton

	<p>MOTION 6: That the report of the Nominating Committee be accepted as circulated. VOTE: CARRIED</p>	
15.	<p>Any Other business</p> <p>Matthew Thomson identified that some motions were missed earlier in the meeting and should be addressed.</p> <p><i>MOTION 7: That the Acts of Parish Council in 2022 as listed on pages 30 and 31 be approved:</i> VOTE: CARRIED</p> <p><i>MOTION 8: That the Reports of Corporation Reports (Rector, Wardens) be received.</i> VOTE: CARRIED</p> <p>Margaret Owen mentioned that the AGM opening used to include the reading the list of faithful departed. She finds it meaningful and would like to see it continue. Shepherd agrees that this is important and noted that he planned to read it at the end of the meeting, with closing prayers.</p> <p>Willem de Bakker asked about the authority to include the land acknowledgement as part of the introit at the beginning of the service. He requested clarification of who has the legitimacy and authority to have this included as part of the service.</p> <p>Ted Cotton identified that all Anglican churches developed this statement to include in the service about five years ago at the request of the Diocese. The St. Georges wording is currently being reviewed based on a presentation by Peter Flynn at the January 2023 Parish Council meeting. This will be based on direction from the Diocese that is currently being updated.</p> <p>Peter shared his concerns with the second half of the statement - "We are grateful for their stewardship of this land and their hospitality which allows us to live, work and serve God the Creator here." He shared an example to explain the concern - somebody comes onto your street and takes your car. They leave a note to thank you for the car and your stewardship of the car.</p> <p>Fraser Thomson supported the use of the land declaration as a part of truth and reconciliation.</p> <p>Andrew Thomson identified that the process to review the statement hasn't been developed since it is a new request to Parish Council. Father Shepherd confirmed that the inclusion of the land acknowledgement comes from the Diocese and process is sitting with Parish Council. The debate on this item at AGM was closed.</p>	T. Cotton

16.	Courtesies Thank You to: <ul style="list-style-type: none"> • Gweneth Jones for her wonderful ministry of pastoral care. • Marion Groce for the support she provides related to financial matters. • Ted Cotton for his handling of the meeting. • Wardens and the work that they are doing. • Matthew Thomson for putting the technology in place to support the virtual meeting. • Geri Morgan for all the work she does with the garage sales. • Brenda Cotton for all the work she does on social committee. • Darren Klein for all the work he does in the building. 	
17	Adjournment and Closing Prayer The Wardens identified that anything that came up in the meeting will be addressed. Father Gwende led us in the closing prayer. The meeting was adjourned at 2:20 pm.	T. Cotton

T. Cotton
Chair

K. Anderson
Recording Secretary

WELCOMED INTO THE CHRISTIAN FAMILY

The following names were entered in the Baptismal Register during 2023

**Alayna Honey Walker
Kayla Wiebe**

CONFIRMED

During 2023 the following names were entered in the Confirmation Register

**Kevin Dean Smeltz
Meron Ghirmay Tesfay
Belethem Ghirmay Tesfay
Esyas Ghirmay Tesfay
Anesu Grethel Gwende
Raheem Sherpard Gwende
Nathan Joseph Ferguson
Andrea Mapasa**

MATRIMONY

During 2023 the following were united in marriage and entered in the Marriage Register:

Jacqueline Elizabeth Thomson and Jordan Anthony Hanson

THE FAITHFUL DEPARTED

During 2023 the following were entered in the Burial Register:

Name	Date of Death	Date of Service
Jacquelyn Winnifred Barker	15 November 2022	21 January 2023
Lily Ruth Conway	11 March 2023	15 March 2023
Mabel Alice Simmons	27 December 2022	9 June 2023
Ida Joan Speirs	11 June 2023	21 June 2023

***+ Grant unto them, O Lord, eternal rest
and let light perpetual shine upon them +***

COMMUNITY STATISTICS FOR 2023

Households	108
# (identified givers)	79
Baptisms	2
Confirmations	8
Reaffirmation of Baptismal Vows	0
Marriages	1
Funerals	4

FESTIVAL ATTENDANCE

Ash Wednesday 12 Noon	5
Maundy Thursday	42
Good Friday Meditation	72
Good Friday Stations (no in 2023)	0
Easter Day	135
Ascension Day	34

AVERAGE ATTENDANCE 2023

Service	Number of Services	Av Attendance
12:00 Noon	42	4
10:30 am	52	54
Evensong	2	38

SUNDAY ATTENDANCE AVERAGES

Year's Average	62
Between October and May	54
July and August	32

Personal Care Home services

Tuxedo Villa (10)	0
- no visits in 2023	

Nine Lessons & Carols	275
Christmas Eve 5:00 service	150
Christmas Day	14
Easter Vigil April 8-23	85
Easter Lessons & Carols	no service in 2023

OCCASIONAL SERVICES

Home Communion to Shut-Ins	Visits	# People
	17	52

TEN YEARS OF STATISTICS - Community Statistics**(Covid19 Years)**

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
a. Households	182	164	146	129	127	121	n/a	112	109	108
b. Givers	154	134	130	113	105	98	n/a	n/a	n/a	79
c. Baptisms		5	7	1	7	4	0	0	3	2
d. Confirmations	1	0	0	4	0	1	0	0	0	8
e. Reaffirmation of Baptismal Vows	0	0	0	0	0	0	0	0	0	0
f. Marriages	3	2	1	0	3	0	0	1	1	1
g. Funerals	6	12	8	10	11	10	5	4	13	4

Sunday Attendance

a. Year Average	100	101	88	76	79	73	51	50	54	62
b. Oct to May	107	106	100	89	95	89	48	52	51	54
c. July/August	50	45	53	39	44	38	20	29	30	32

Personal Care Home Services

Tuxedo Villa	38	45	45	45	46	39	0	0	0	0
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Festival Attendance

Easter Day	165	206	192	185	203	200	5	71	110	135
Christmas Pageant	161	118	121	97	141	95	5	11	145	150
Eve late service	96	94	94	108	91	93	0	0	0	n/a
Christmas Day	36	33	42	26	42	27	5	5	26	14

Pastoral Offices

Weddings	2	1	0	0	3	0	0	1	1	1
Funerals	9	6	12	8	10	11	10	5	4	4

RECTOR'S REPORT 2023

“O Lord, you are my God; I will exalt you; I will praise your name, for you have done wonderful things.” (Isaiah 25:1)

This is my second annual report as Incumbent of the Parish Church of St. George, Crescentwood.

Worship

Gathering for public worship is the central act of Christian community, out from which flows all else we do—fellowship, ministry, and mission. Our Sunday services involve a lot of people in numerous different roles. These include greeters and sides persons, Altar guild roles, lectors, musicians, singers, tech specialists, liturgical coordinators, administrants, hospitality, youth, Sunday school and nursery coordinators. Our Communion Sundays were well attended most on Sundays. However, our parishioners need to attend the evensong services more. A lot of effort is involved in the preparation of these services for the glory of God. Children's homilies became a key feature once every month and I believe these were helpful for the children and adults alike. It was encouraging to note that our Sunday services and midweek noon eucharist got the attention of a few new faces who added to the regular attendees.

In short, there are a lot of people involved in making our Sunday and midweek services happen each week! So, we all need to give a big “Thank you” to all who are involved in these various roles – which is a large portion of our members. Sadly, this past year we said Goodbye to Sandra Hartt, Savellia Love, Audrey Hawkins, and Glenn and Jennifer Douglas.

Sharing the pulpit is something I enjoyed in 2023. I share the pulpit with other preachers first because a cornerstone of my theology of pastoral leadership is that my role is not to do all the ministry roles in the congregation; rather, my role is to develop leaders from the congregation for all the various ministry roles. This is what Ephesians calls “equipping the saints for the work of ministry,” and what the Protestant Reformers (of the 16th century) called “the priesthood of all believers.” There is a wealth of spiritual and discipleship experience in the Parish church of Saint George, and I think it is important for parishioners to be able to benefit from this wealth. Second, while sermon preparation is a joy and a privilege for me, sermons require a significant amount of preparation time, and so sharing the preaching load gives me more time for some other important parts of my ministry—such as staying connected to our seniors and shut-ins, and especially for thinking of ideas for developing ministry and mission for growth. The point here is that building (rather than simply maintaining) a congregation requires consistent time for planning and development.

Finally, in terms of worship, we have continued to use the “common cup” for communion, and we have not had any cases of sickness from sharing the chalice.

Ministry

Within the scope of “Ministry” I include community fellowship, discipleship formation, and pastoral care. In terms of community fellowship last year, we had a Palm Sunday procession on April 2, 2023. Most parishioners participated while a few remained in the Church for various reasons. The lighting and blessing of the new fire on Holy Saturday (April 8, 2023) was a spectacle that the community found interesting. Some of the events are reported in the hospitality report. There is a general agreement within the church leadership that there is need for more community fellowship events and we plan to re-introduce games nights and other exciting events in 2024. August the 5th was a special day in the

parish because I presided over Jordan and Jacqueline's wedding ceremony. I'm praying for more people to walk down the aisle regardless of age. Love is a wonderful feeling.

In terms of discipleship, the Rev. Rod Sprange and Bishop Geoff facilitated a Diocesan zoom study series themed, "The Jesus Shaped Life". A few of our parishioners joined this initiative and it was edifying as it helped participants have a deeper appreciation of discipleship. During Lent 2023, I used the lenses of discipleship to facilitate a bible study based on the five marks of Mission of the Anglican communion. Jacqueline Hanson continued to lead our Sunday School with much enthusiasm and effectiveness. Chelsea Thomson continued to do likewise in our nursery room. Unfortunately, we do not have a vibrant youth ministry, and this is something we need to establish as a matter of urgency. Also, in terms of discipleship, in 2023 we had a rich confirmation class that saw eight confirmation candidates being confirmed on November 19. Among the confirmation candidates was Andre, a youth who was invited to church by a friend and decided to stay. Isn't that a good example of discipleship?

In terms of pastoral care, there is a great deal of pastoral care that happens within the parish Church of St. George that cannot be reported in an annual report such as this. For instance, our members support other members in many ways, some of which I know about, and some of which I only learn about later, or which I never learn about. This is one of the most valuable parts of who we are as a community. In terms of pastoral care that Gwyneth, Peter, and I provide, much of this is to our seniors. In 2023 we continued to connect frequently with our seniors, whether in person or by phone, and to send them a periodic newsletter and service leaflets. Sadly, some of our members were promoted to glory last year (See list of names in the AGM handbook). "Thank you for these your faithful servants, O Lord, and may light perpetual shine upon them."

Mission

Please see the Mission and Ministry report for more details. I can safely say that St George's managed to carry out programs with an impact on soul care, social care; and wider-church care (supporting churches less resourced than we (Nddodo, Uganda), and supporting persecuted parts of the church around the world). In line with reconciliation, a group of parishioners led by the Rev Canon Dr Peter Flynn stepped forward to provide draft statement to improve our current land acknowledgement. We envisage this to be a continuous work in progress as the conversations around reconciliation evolve from time to time. More information will be shared with all parishioners soon.

Finally, I believe God has been with us this past year, for which I am truly grateful. Part of God's provision is the great team of people I work with. This past year the Parish Leadership Team (Parish Council) has worked hard on behalf of the congregation, and it has been a joy and privilege for me to work with them—Andrew, Katy, Ted, Brenda, Matthew, Geri, Margo, Donna, Heather, George, Cheryl, Sam, and Lesley. I want to say a very large Thank You to Geoffrey Owen who resigned from the position of people's Warden mid 2023 due to work commitments. Another big Thank You to Cheryl and Sam who are stepping off Parish council after the AGM. Among other wonderful things, I will always remember Geoffrey and Cheryl for their role as part of the team that brought me to Canada, specifically to St George's Parish. The staff—Rick, Mary, Darren, Jacqueline, and Marian, are a very faithful, talented, and dedicated group to serve with, and so I would like to say a big "Thank you" to each of them for all they contribute to the parish. I am privileged to work with each of them. I also want to say a big Thank You to all the St George's members who volunteer and serve our community in so many ways, seen and unseen—thank you to each one of you.

Last, but not least, I need to say an especially big Thank You to my wife Carole for her wonderful support and wisdom, for which I am so grateful. I continue to be thankful to God for the privilege of serving God's Kingdom and the body of Christ here at St. George's.

The Rev Shepard Gwende

WARDENS' REPORT 2023

The Wardens, together with the Incumbent, constitute the Corporation, the legal body responsible for St. George's Parish. The Corporation meets monthly or more often as need arises to provide for the care and oversight of parish affairs. The Corporation also participates as ex officio members of St. George's Memorial Fund and with those elected annually at the Parish AGM, steward the Fund. In October, Geoffrey Owen stepped down as People's Warden and Katy Sweet Allen joined the Corporation.

The activities of the parish are well chronicled within the various reports submitted for this year's AGM booklet. Katy and I would like to use our report to highlight several items we feel are especially important.

Retirement of Rick Morgan

One year ago, Rick Morgan advised Corporation that he had decided to retire. Oh no! After pulling through all the distressing turbulence of the pandemic, and the exciting turbulence of welcoming Father Shepard and his family to our parish, here was another seismic event for St. George's to weather. Rick has been the rock of our musical ministry for nineteen years – yes, nineteen years! So, it was never going to be easy to find someone to step into his very big shoes – or socks, I should say, as Rick never wears shoes while playing the organ! (true fact). And indeed, the search to find a replacement for Rick has proved to be long and arduous. But we are almost there. Rick's final Sunday as our esteemed organist and music director will be April 14th. It will be a glorious day and one tinged with a little sadness. Please, all, make sure to come out on April 14th for Holy Eucharist in the morning and Evensong in the afternoon as we celebrate Rick's dedication to St. George's and his passion for music. Not only has Rick kept our heritage of choral music in the Anglican cathedral tradition alive and well, he has added to the choir's repertoire by introducing new pieces every year from various regions. And, while April 14th will be tinged with a little sadness, it won't be overwhelmingly sad, because we are delighted to confirm that Rick and his family will be staying on as active members of our parish. Thank you so much Rick for all you have done and for all you continue to do. And congratulations (finally!) on your retirement.

Geoffrey Owen Stepping Down as People's Warden

In October, Geoffrey stepped down as People's Warden. Geoffrey had informed Corporation of his plans at the end of May, indicating he was simply too busy in his professional life to give the position the time it required. He expressed to us his deep love for the church and that he was not going away but simply stepping back. Geoffrey very kindly continued as warden until we found his successor, one which he very much hoped would be female. Geoffrey shared news of his retirement in September during the announcements. Shepard, Andrew, and Ted thanked Geoffrey for his two years service as People's Warden at the conclusion of the Sunday service on October 15th and

presented him with a framed line drawing of the church. We wish Geoffrey the very best as he assumes the directorship of the Welsh Choir, the St. David Singers.

Building Rentals

Parish Council devoted a significant portion of its meeting time in 2023 exploring ways to generate parish rental income through increased use of the church's facilities. Each member chose a potential space in the building and was tasked with reviewing its rental potential and identifying what would be needed to make the space more appealing and readily marketable. The parish rental schedule was also reviewed and updated to include hourly rates for areas such as the Nave and Narthex. The process has been time consuming but worthwhile. We are coming to believe it would be advantageous to have a proper rental manager actively working to attract users and manage events. Work on rentals this year will continue with the new Parish Council.

Relationship with Our Diocese

As officers of the Bishop of Rupert's Land, we continue to foster and support diocesan efforts in every way possible. This includes offering space for Executive and Council meetings. Father Sheppard faithfully represents St. George's at almost all diocesan services and events and this year was invited to preach at an Ordination Service at the Cathedral. Father Sheppard has also been active in supporting and strengthening our local deanery. Bishop Geoffrey recently recognized this by appointing Shepard District Dean of the Assiniboia Deanery. During the year, the Parish Council adopted the Diocesan Respectful Workplace Policy which complies with Manitoba's Workplace Safety and Health Regulations. In particular, the policy addresses topics of harassment, violence, corrective actions, special circumstances, respectful communication, and available resources. The Policy will soon be placed on bulletin boards in several locations in the building. To show our parish's relationship with our diocese, the centre of the old AYPG shield above the Parish Hall stage now bears the emblem of the Diocese of Rupert's Land.

Parish Finances

Our Parish, this year, as in recent years, operates with a fiscal deficit. Each year our Treasurer by necessity cashed investments to ensure the parish can meet all its financial obligations. The remaining investments in our TD portfolio were liquidated in 2023. The budget presented at this year's annual general meeting will contain the largest operating deficit in the history of St. George's parish. We all know the situation is not a sustainable one.

The Corporation and Parish Council will continue to devote their time and energies to discerning the way forward with God's ever-present love and guidance. We have thoroughly investigated our building's redevelopment potential. We have the support of St. George's Memorial Fund. We are committed to maximizing our building's rental income. We have the strength of committed and faithful parishioners. But we need your help.

If you have returned your Estimate of Giving forms, we thank you. If you have not done so, please do. Whether you have pledged already or might still be thinking about pledging, we are asking every parishioner to consider, with prayer and with focus, whether your financial support for the Parish can increase. If such an increase is not reflected in your pledge, please consider if it can be reflected in your actual giving. In faith, we are only giving back to God what he has so generously given to each of us.

If you have any questions about how you can donate, how the Parish's funds are used, and what plans are in store for the year ahead, do let us know. The Wardens and the Treasurer can be reached through the parish office.

In Conclusion

We at St. George's are truly blessed. We are a caring and generous people who actively use our time, talent, and treasure to be the visible presence of Christ in our community and to all who enter our doors, be it on Sundays or throughout the week. We have much to celebrate and much for which to be thankful.

On behalf of the Corporation, we would like to take this opportunity to extend our thanks to:

- Father Sherpard Gwende, our Incumbent and loving Pastor, for his thoughtful leadership bearing fruit every day he is amongst us, and for his sermons which are a joy to hear and provide spiritual sustenance. We are truly blessed by his presence and together look to the future with optimism.
- Canon Peter Flynn, for his loving and generous spirit which supports our worship and urges us towards reconciliation and understanding with our Indigenous brothers and sisters.
- Reverend Robin Mather, who joined us as an Honorary Assistant this past year, for his engaging sermons and thoughtful ministry among us.
- Ted Cotton, our Treasurer, long serving Past Warden, and chair of Parish Council, whose steadying and supportive presence and counsel at Corporation meetings is always appreciated.
- Parish Council members for their insightful and sometimes passionate debate in providing counsel to the Corporation. Members in 2023 were George Bush, Brenda Cotton, Donna Dawson, Cheryl Ferguson, Sam Ferguson, Margo Foxford, Lesley Senior, Katy Sweet Allen, and Matthew Thomson. Cheryl has chosen not to stand for reelection as a Lay Delegate to Synod. We thank her for the important contributions she has made while serving on Parish Council and for the joy, time, and talents she generously shared as a member of the Canonical Committee. We say au revoir to Sam who will likely be attending university out of province later this year.
- Rick Morgan, and the members of the Choir, whose musical ministry enriches our worship, and lifts our hearts, minds, and souls in offering our praises to God. We give thanks for Rick's leadership on many fronts and for his passion for our parish. We are thankful that he will continue to be a strong and active presence at St. George's following his retirement in April.
- Christopher Thomson who has given tirelessly of his time and talents taking on the work chairing the Human Resources Committee while continuing to chair the Worship Committee and serving as a director of St. George's Memorial Fund. Halfway through the year, he accepted the added work of leading the Search Committee for a new organist and music director.
- Members of the Altar Guild, whose quiet service behind the scenes prepares communion vessels for Sunday worship, arranges flowers, maintains altar linens and candles, and decorates the sanctuary for festivals.
- Jacqueline Thomson, for the care and love she has provided our children in their Christian education each week.

- Darren Klein, whose commitment, and care, ensures our building always looks its best.
- Mary Smith, who keeps us connected and well informed through her dedicated work in the parish office.
- Marian Groce, whose institutional knowledge and skills are used in recording our parish's financial activities and for her work as Envelope Secretary.
- Geri Morgan, and all who have energetically worked to raise funds for the parish through necessarily smaller scaled events and now happily the return of the Garage and Closet Sales.
- Brenda Cotton for her ministry of Hospitality, through the coordinating varied social events, the thematic displays in the church entrance, and newcomer materials.
- James Kirk, St. George's Memorial Fund chair and its members, Alison Dennis, Matthew Hudson, and Christopher Thomson for their work in stewarding this significant asset, and for their additional efforts this past year to ensure the Memorial Fund will remain a vital asset for years to come.
- Lastly, but most important of all, the many parishioners who volunteer on committees and support St. George's various parish ministries and activities throughout the year.

The Corporation appreciates the support and wisdom offered us by parishioners. If by action or omission we have caused hurt or distress this year, we ask for your understanding, forgiveness, and prayers. 2024 will be another extremely important year in the life of our parish as we continue to work and support our Incumbent Sherpard in discerning our parish's role in and for our community. We do this confident in the sure knowledge that all things are possible through our Lord and Saviour, Jesus Christ.

Watch over our Parish, O God, as our days increase; bless and guide us wherever we may be. strengthen us when we stand; comfort us when discouraged or sorrowful; raise us up when we fall; and in our hearts may the peace which passes all understanding, abide all the days of our lives; through Jesus Christ our Lord. Amen.

Respectfully submitted,

Andrew Thomson,
Rector's Warden

Katy Sweet Allen,
People's Warden

ACTS OF PARISH COUNCIL 2023

The following are motions dealt with by Parish Council in 2023.

Routine motions (such as accepting a meeting agenda, passing minutes and statements, motions to adjourn, and procedural motions) have been excluded from this list.

January, 2023

Motion: Ted/Matthew – That parish council approve a draft budget with a deficit of \$69,006 for 2023 to be presented to the AGM in February. **CARRIED.**

February, 2023

Nothing to report

March, 2023

Property – written report highlights. A motion was passed to approve the cost of a combustion fan motor invoice of \$1,077.63 paid by Memorial Fund.

April 2023

Motion: Moved by Andrew Thomson, that Parish Council seek the support of the St. George's Memorial Fund to cover the cost of the Annual Maintenance Agreement with MJ Roofing. Total Cost \$1,111.95 **CARRIED.**

Motion: Moved by Andrew Thomson, that Parish Council asks St. George's Memorial Fund to cover the cost of the Annual Maintenance Agreement on an ongoing annual basis each year, following its receipt from MJ Roofing.

May 2023

Nothing to report.

June, 2022

Motion: That Parish Council asks St. George's Memorial Fund to cover the cost of repairs to Roof B1 as outlined in MJ Roofing's annual roof inspection dated April 30, 2023. Cost: \$6,275.00 plus GST **CARRIED.**

July and August, 2023 – The Parish Council was in recess for the summer.

September, 2023

Motion 1: Moved by Andrew Thomson & Katy Sweet, that Parish Council ask St. George's Memorial Fund to cover the cost of repairs that have been made regarding:

- Stained glass panels by the font by Prairie Studio Glass. Cost: \$616.00
- Toilet pressure flush valves by Next-Gen Plumbing and Heating Ltd. Cost \$706.13

- Nave air handler and the exhaust fan servicing the Nave basement washrooms and Parish Hall accessible washroom by Walmer Mechanical Ltd. Cost \$543.20 & \$151.20
- Key switch at the West entrance doors with one having an LED light indicating when the door is unlocked. Cost \$543.20

Motion 2: Moved by Andrew Thomson and Katy Sweet, that Parish Council ask St. George's Memorial Fund to consider covering the cost of the following repairs:

- Upgrade the exterior sign with LED lighting and phot cell control.
Estimated Cost: \$2,500.00
- Wash the limestone planter running along Wilton Street.
Quoted Cost: \$1,575.00

October, 2023

No motions to report.

November, 2023

Motion: Moved by Andrew Thomson, that St. George's Memorial Fund be asked to cover the cost of repairs to the heating system totalling \$4,624.17.

CARRIED.

December, 2023

Motion: MOVED BY Andrew Thomson that Parish Council see the support of St. George's Memorial Fund to cover the cost of two heating system repair invoices:

1. Repair - Nave heating ine leak and replacement of (3) three large steam traps.
Cost: \$2,500.16
2. Replacement – Boiler combustion fam motor and relay \$1,149.34 (work performed by Walmer Mechanical Ltd. Between November 16 and November 18, 2023

Costs unanimously approved through an e-vote.

Motion: by Geri Morgan and Ted Cotton that \$22,000. Be moved from the Garage/Closet Sale Designated funds to the Church's general account and a \$75. Honorarium to the custodian Darren Klein.

CARRIED.

WORSHIP

REPORT OF THE WORSHIP COMMITTEE 2023

Worship Committee exists to support the incumbent priest in an advisory capacity for all worship services held at St. George's. The Committee is comprised of the Incumbent, the Music Director and one representative from each of the following: Altar Guild; Choir; Sunday School; Coordinator of Lectors, Intercessors, and Administrants; Liturgical Coordinators; Servers, and Sidespersons. In addition, there are to be four members of the congregation-at-large, two of whom are between the ages of 18 and 30. As with all committees at St. George's, one or both Wardens may participate as ex officio members. The Committee typically meets in person monthly except during the summer months.

During 2023, members of the Committee remained mostly unchanged, and included Father Sherpard (Incumbent), Rick Morgan (Organist and Music Director), Geri Morgan (Servers), Lois Peterer and Margo Foxford (Altar Guild), Keith Jones (Choir), Mary Thomas (Coordinator of Lectors, Intercessors and Administrants), Jacqueline Hanson (Sunday School), Lynn Faulder (member at large) and myself (Chair). However, early in the year, Lynn stepped back from her role for personal reasons; in May, Mary announced her resignation effective that month as she found herself in Winnipeg for only a few months each year and felt it more appropriate to offer her position to another member of the parish. I wish to extend my sincere thanks and appreciation to Lynn and Mary for their years as members and for their contributions to Worship Committee.

Worship services were held every Sunday morning throughout 2023 – most often Eucharist with the offices of Morning Prayer (5) and Evensong (3) sung by the choir. Special services celebrated throughout the year include: Ash Wednesday; Holy Week (Maundy Thursday and Good Friday); Easter Day; Ascension Day; All Soul's Day; Confirmation, Nine Lessons and Carols; Christmas Eve (5:00 pm family eucharist) and Christmas Day. A number of Memorial Services celebrating the life of a beloved member of the parish were also held during the year.

Early in the year, and with Father Sherpard's encouragement, the Committee began to plan for the Easter Vigil service (Saturday, April 8; 7:30 pm) which precedes Easter Day, culminating in St. George's hosting this service for parishes in the Deanery of Assiniboia. This was a joyous service of celebration that included worshippers and clergy from neighbouring parishes and choristers which sang with members of St. George's choir.

As well, Worship Committee undertook discussions that resulted in other changes to worship during 2023 including:

- Demonstrating Commitment to Indigenous Reconciliation

Committee members sought to include and make a more significant commitment to, and demonstration of, Indigenous reconciliation in our parish and in our worship. During 2023, this included:

- Guest preachers: Rev. Vince Soloman [December 2022] (Epiphany Anglican Church, Winnipeg); Rev. Deacon Tanis Kolisnyk (St. Batholomew's Anglican Church, Winnipeg Beach / University of Winnipeg)

- Displaying of Metis sash (on the lectern) – thank you to Rev. Kolisnyk for donating this to the parish.
- Plans to purchase a second sash early in 2024 which will be displayed in the ‘birdcage’. The intent is that this sash will show to passers-by that St. Georges’ welcomes our indigenous brothers and sisters, and that, as a people of faith, we are active in our commitment to reconciliation.

This is a journey that will continue to evolve in the months and years ahead.

○ Palm Sunday

As part of its annual planning for Palm Sunday and Holy Week through Easter Day, Worship Committee undertook plans to evolve and enhance our celebration. These included:

- A ‘parade through the neighbourhood’ as a means to retell Jesus’ triumphant entry into Jerusalem and demonstrate our faith to those in our community. Unfortunately the ‘parade’ was significantly shortened on Palm Sunday morning due to snow which fell the night before causing a dangerous build-up of ice on the sidewalks.
- A last-minute change in the type of palm used in our celebrations, as a result of the unavailability of palm fronds – from our regular source – used to make palm crosses and distributed to parishioners for use during the service. Many parishioners commented the Robellini leaves, which were secured on the Friday before Palm Sunday, were beautiful and preferred to the palm fronds. I offer my sincere thanks to Costa Cholakakis at Broadway Florists for all his work to source these palm leaves on such short notice.

○ Resumption of the Infant Nursery

- The Infant Nursery ceased operating in March 2020 as a result of the COVID pandemic. It reopened in 2022; however, was not staffed due to challenges identifying volunteers to support this ministry.
- The nursery, supported by a team of volunteers coordinated by Sarah Pratt, reopened in March, 2023. The availability of an Infant Nursery is an important element in the parish attracting families with young children
- In May, Sarah Pratt announced she was retiring from her role as Infant Nursery Coordinator effective June 30. On behalf of Worship Committee and the parish, I wish to thank Sarah for her many years of support, working behind the scenes to ensure this vitally important ministry continued.
- In October, we welcomed Chelsea Law-Thomson as the new Infant Nursery Coordinator and express our thanks to her and her husband Fraser Thomson for their work to clean and organize the nursery space, equipment and toys and create and manage the scheduling of volunteers.

○ Administrants

- Worship Committee undertook activities to grow the group of individuals assisting in the administration of the Eucharist.
 - ◇ Names of individuals were identified and shared with Father Sherpard as candidates to become an Administrant.

- ◇ These individuals were considered and subsequently invited by Father Sherpard to join the group.
- ◇ These individuals were included in a list of current Administrants and Lay Readers to be licensed in their role by the Diocese. We welcome Mary-Beth Barker and Marian Groce and thank them for their ministry.
- Training for Administrants
 - ◇ In the fall months, Father Sherpard completed training for new Administrants, as well as 'refresher' sessions for a number of current Administrants. Further "refresher training" sessions are planned for early 2024.
- Administering Eucharist to Choir Members in the Gallery
 - ◇ Members of the choir leave the gallery and attend the high / side altars to receive the Eucharist. Some members however, find navigating the stairs difficult and therefore don't come down from the gallery resulting in them not receiving communion.
 - ◇ During 2023, an Administrant, together with a server, attend to the choir gallery to administer the Eucharist to a number of choir members.

In February, Rick Morgan, our Organist and Choir Director advised of his plan to retire in August 2023. A Search Committee was established to undertake the process to recruit a replacement. However, a delay in forming the Committee and challenges with recruiting during summer months saw Rick graciously offer to delay his retirement into 2024. The Committee, working in conjunction with the Human Resources Committee and Corporation worked to identify an individual who would be the best fit for this key leadership role in the parish. There has been steady progress through the end of 2023 to identify the successful candidate and the Committee anticipates a decision to be made that will see the hiring of an individual to step into Rick's role before his retirement date.

On behalf of Worship Committee, Corporation and the parishioners of St. George's, I wish to express my heartfelt thanks to Rick for his leadership, skills, and his deep and abiding love for, and commitment to, maintaining the music of the Anglican church and leading our choir, which is a hallmark of our parish and our worship. We thank Rick for his continued leadership of worship through music into 2024 and until his official retirement.

Being able to continue to livestream every service held in the nave (main church) has been invaluable in bringing worship services to all who wish to worship but are not able to attend in person. A sincere thanks to Jonathan Morgan for coordinating the Livestream team, and to Matthew Thomson, John Kehler, Dean Melnychuk and Jonathan for operating the livestream each week. This is a very significant commitment and one that is vital to, and so appreciated by parishioners and all others.

Of special note: In addition to his many other duties, our custodian Darren Klein manages the livestreaming of all weekday services held in the church – most often memorial services. This has been a huge benefit as it was often very challenging for a member of the Livestream team to assist at weekday services.

I would like to extend my sincere appreciation and thanks to all members of Worship Committee for their continued service – providing insightful comments and suggestions, raising matters for thoughtful discussion, and above all, their earnest desire to plan for, and support worship services that are reverential, beautiful and meaningful.

I would also like to thank all those who make contributions to services each week – whether as the organist, a chorister, server, lector, intercessor, greeter, sidesperson, Livestream operator, and member of Altar Guild preparing for, and cleaning up afterwards (including flowers) – each of them provide an essential element that, together, allows each of us to worship together in a manner that is unique and deeply moving.

Lastly, a very special thank you to Father Sherpard. We are so fortunate that he is with us and provide leadership in worship, our spiritual development and development and growth of our parish. His active pastoral ministry, youthful exuberance, insightful thoughts, quiet confidence and sense of humour have brought a refreshing energy and excitement to St. George's.

Respectfully submitted,
Christopher Thomson
Chair, Worship Committee

REPORT OF THE ALTAR GUILD 2023

The Altar Guild is responsible for the care of the Vessels for the Eucharist, Chancel, Side Chapel, Prince of Peace Chapel, Fair Linens and Candle Care.

In addition to regular duties the Altar Guild also prepared for an Easter Vigil that St. George's hosted for six other churches within the Assiniboia Deanery in April.

This year we set up for two baptisms, one wedding, four funerals and a confirmation ceremony for eight parishioners.

In 2023 there were 24 active members assigned to three teams, led by team captains, Donna Dawson, Elizabeth Punter and Sandra Hartt. During the summer Sandra moved away and Sheryl Thomson graciously agreed to take over her position as Team Captain. At our Altar Guild Annual General Meeting, we welcomed two new members, Mary Beth Barker and Caroline Gwende. We were sorry to lose four members to moves, and we give heartfelt thanks to Sandra Hartt, Audrey Hawkins, Sevalia Love and Mary Thomas, for their many years of service. As well, Cathy Purchase retired from active duty, to become an Honourary Associate, and we thank her for her service.

Altar Guild Teams rotate duties monthly over ten months of the year. The Christmas, Easter and summer schedules for July and August are shared by all team members.

As of December 31st, there were eight honorary associates (retired members). We especially remember Lily Conway, a former Altar Guild member who passed away in March 2023.

This year a *Candle Committee* was formed to undertake the weekly care of the candles used in services. Previously this job was undertaken by Sandra Hartt. Sheryl Thomson is now preparing schedules for the team.

Cathy Dewar, as *Supplies Convener*, manages the inventory and ordering of candles, sacramental wine and wafers, and house-keeping supplies. Elizabeth Punter, *Linen Convener*, is responsible for the care of Fair Linens and has a team of volunteers, scheduled by Sheryl Thomson, to help with these duties.

Andrew Thomson's efforts in beautifying the church by decorating for Thanksgiving and the Christmas season were appreciated by all.

Brenda Cotton, *Flower Convener*, looked after the purchase and arrangement of the flowers for Sunday services during most of the year. In the fall, the *Flower Arranging* team started up again, and members take turns doing the flowers on a rotating basis. Brenda arranges for the Memorial Lilies at Easter and Poinsettias at Christmas.

Gwyneth Jones continues in her position as Coordinator for the delivery of Sunday flowers to the sick, shut-in, bereaved and those celebrating special occasions. The flowers are most welcome and serve to remind recipients throughout the week that the parish family keeps them in their thoughts and prayers. Many notes of thanks are received following these deliveries which express the joy of being remembered.

Sheryl Thomson, *Flower Secretary for Memorial Flowers*, contacts donors, maintains monthly donor lists, and arranges for the names of the deceased to be included in the weekly service leaflet. Thank you to the members of the congregation who made memorial donations toward Sunday Flowers, Easter Lilies and Christmas Poinsettias.

Past co-presidents, Barb Kirk and Sally Corby, chair the *Nominating Committee*. As previously mentioned, two new members have joined the Altar Guild this year.

Due to crop failures, palm fronds for making Palm Sunday Crosses were not available in 2023. Ready-made palm crosses were purchased from Stephanchew's Church Goods. Robellini leaves were purchased from Broadway Florist to replace the processional Palm Fronds and were favourably received. Thanks to Christopher Thomson for sourcing them.

The Altar Guild had two executive meetings in 2023, March 23rd and November 8th. Our Annual General Meeting was held on November 26th. There were two by-law changes made on November 26th. The position of *Summer Coordinator* was eliminated from the Officers of Altar Guild and the position of *Flower Secretary* was added.

The Altar Guild is represented on Worship Committee by Lois Peterer as a regular member and Margo Foxford as the *Altar Guild Representative*.

A thank-you to all members of the Altar Guild, Kristin Anderson, Mary Beth Barker, Elizabeth Campbell, Brenda Cotton, Sally Corby, Evelyn Davidson, Donna Dawson, Johanna de Bakker, Cathy Dewar, Margo Foxford, Janice Fotheringham, Caroline Gwende, Heather Hammond, Pat Harding,

Kim Hooker, Gwyneth Jones, Barbara Kirk, Erica McLaughlin, Lois Peterer, Elizabeth Punter, Lesley Smith, Daphne Shaw, Sheryl Thomson and Lynne Unger.

We thank our Honourary Associates for all their past service, Wendy Bumsted, Pat Burrows, Venice Fairclough, Margaret Owen, Willetta Preston, Cathy Purchase and Erla Wanking.

We thank our *Team Leaders*, Donna, Elizabeth and Sheryl. To Cathy, *Supplies Coordinator*, Brenda, *Flower Convenor*, Sheryl, *Flower Secretary*, Elizabeth and Sheryl, *Fair Linen Coordinator* and Scheduler, and to Gwyneth Jones, *Flower Delivery Coordinator*.

Lastly, we give thanks and much appreciation to our rector, Fr. Sheppard, who guides us with care and appreciation of our ministry. Thanks to Geri Morgan, Head Server, who helps keep track of the amounts of sacramental wine and wafers required. We thank our administrative staff, Mary Smith and Marian Groce, who help us out in many ways throughout the year. And thank -you to Darren Klein who is endlessly being asked to help and is always there to assist us.

Respectfully submitted,
Margo Foxford and Lois Peterer
Co-Presidents of the Altar Guild

REPORT OF ST. GEORGE'S CHOIR 2023

It is great to be able to report this year that the choir sang from the balcony and without disruption due to pandemic for the whole year! Things are definitely back to normal and let's hope and pray this continues for many years.

There were some special services during the year at which the choir sang:

- Choral Evensong during Epiphany (January 29)
- Ash Wednesday Eucharist (February 22)
- Choral Evensong for Lent (March 19)
- Maundy Thursday, Good Friday and Easter Sunday (April 6, 7 and 9)
- Great Vigil of Easter (April 8) - a new venture – a combined service for the parishes of the Assiniboia Deanery.
- Ascension Day Choral Eucharist (May 18)
- Wedding of Jacqueline Thomson and Jordon Hanson (August 5)
- Choral Evensong for All Saints (October 29)
- Nine Lessons and Carols (December 17). A large congregation of about 275 people.
- Christmas Eve (December 24) at 5PM.

Members of the choir sang at three celebrations of life in 2023 – for Jackie Barker, Lily Conway, and Ida Speirs. This is a ministry which few choirs maintain.

We end 2023 with 24 singers, so this year the numbers are down a little. Special thanks to Robert and Mary Thomas who sang in the choir for many years (especially Robert!) and supported the bass

and alto sections. Thanks also to Shaun Mallory who was a dedicated counter-tenor for several years. Kian Conway and Mei-Yi Conway were both trebles and then tenor and soprano, but have taken what I will call a “leave of absence”. New choir members from age 7 and up are always welcome to join! We must keep renewing the choir as it is the only way to maintain our choral tradition which is becoming a rarity across the country and certainly in Winnipeg.

Thanks to Sherpard, wardens and the whole congregation for your on-going support and appreciation of the music.

This is my 19th annual report. In mid-February 2023, I gave corporation notice of my wish to retire as Organist and Director of Music on August 31. On December 31, I am still here – and the search for my successor continues. It was a very challenging decision to make, and I am happy that I have had a few extra months up in the balcony and in the choir room! I am sure 2024 will bring some changes and a new chapter will begin for the music life at St. George’s.

Respectfully submitted,
Rick Morgan
Organist and Director of Music

REPORT OF THE LITURGICAL COORDINATOR 2023

The purpose of the Liturgical Coordinator Committee is to ensure an individual, knowledgeable in all facets of St. George’s worship services, is present to coordinate and complete the necessary preparations and monitor the many activities which take place throughout the service to maintain the smooth and orderly flow of worship.

A Liturgical Coordinator is scheduled for each Sunday service (10:30 am) throughout the calendar year in addition to all special services, this year including: Evensong; Ash Wednesday; Holy Week including Holy Saturday (Easter Vigil), Ascension Day; Nine Lessons and Carols; Christmas Eve (5:00 pm family eucharist) and Christmas Day.

The Committee began the year with the same members as in previous years – Donal Allen, George Bush, Geoffrey Owen, Andrew Thomson and myself – each serving as a Coordinator on a rotational basis. Many Sundays, Andrew would arrive at the church early and complete many of the Liturgical Coordinator’s preparatory activities, saving time for the individual assigned for that day. Since 2022, Darren Klein continues to perform the Liturgical Coordinator duties for special services occurring on weekdays – most especially memorial services – when other members of the Committee may not be available to assist. To Darren, and to Donal, George, Geoffrey and Andrew, I extend my sincere thanks and appreciation for their continued support. Their dedication and attention to detail is much appreciated.

As in past years, the activities of the Liturgical Coordinator are generally to set-up prior to, and clean up following, a service. Ideally, the involvement of the Coordinator wouldn’t be needed during a service. However, at various times throughout the year and particularly during special services, the Liturgical Coordinator’s assistance is required. Example include:

- Ensuring the microphone is moved from one individual or group to another throughout the service
- Stepping in to read a lesson should the person scheduled not be present
- Communicating with the Intercessor to add prayers to the week's intercessions
- Managing the lighting in the church (example: Service of Nine Lessons and Carols; Easter Vigil)

In all cases, the Liturgical Coordinator seeks to act in as an unobtrusive manner as possible to not to disturb the flow of the service.

I encourage anyone who may be interested in joining the Liturgical Coordinator Committee to speak with myself or the Wardens. It requires only a small commitment of time and a desire to attend to details to support the beauty of worship at St. George's.

Respectfully submitted
Christopher Thomson
Chair, Liturgical Coordinator Committee

REPORT OF THE LECTORS, INTERCESSORS AND ADMINISTRANTS 2023

St. George's has a long and rich history of lay members of the parish participating in leadership roles in worship; this involvement is actively supported by the clergy, the Wardens and the Worship Committee. Participation by lay members includes, but is not limited to, those who read lessons (Lectors), lead prayers (Intercessors) and assist clergy presiding at the Eucharist in administering the Host (bread) and wine (Administrants).

St. George's has established a well-deserved reputation of lay members who read the scriptures and lead prayers that bring beauty to the service, through careful and thoughtful phasing and pace, and sensitivity to the poetry of the words.

One member of Worship Committee is responsible for coordinating and scheduling the Lectors, Intercessors and Administrants such that, ideally, each position is filled with a different parishioner each week on a rotational basis. Since 2016, this schedule has formed a part of the larger Service Roster which includes all other aspects of each worship service, including: Date, time, and form of worship; the Presider and Preacher; Servers; Liturgical Coordinator; Greeters and Sidespersons; Altar Guild; Flower arrangement; Nursery school; Bell ringer and Livestream Operator. During 2023, two additional columns were added: one listing the individual responsible to care for candles, and the second to list the member of Corporation entrusted to lock-up the building at the end of a service.

The Service Roster is created for a three-month period, prepared in the weeks preceding the start of each calendar quarter. Each person performing a role at a service is canvassed prior to the creation of the schedule, so that their availability is incorporated into the roster. In this way, unavailability of persons and the need to find an alternate is minimized, save for unexpected illness or other reasons. This allows for a high level of certainty of participants each week, simplifying the preparation of service leaflets.

I wish to thank everyone who contributes their time to making our worship services beautiful and flow smoothly without issue or interruption. Your continued support of your particular ministry(ies) is deeply appreciated.

St. George's is fortunate to have a large number of lay members who read a lesson each week (although somewhat fewer during summer months). However, a much smaller number of people act in other roles including Adminstrant, Intercessor, Greeter, Sidesperson, or Infant Nursery caregiver, a situation that results in a higher frequency of involvement for these individuals and presents greater challenge for scheduling.

The parish is always seeking more lay members to participate in and lead worship as a Lector, Intercessor or Father Shepard, a Warden or member of Worship Committee.

Respectively submitted,
Christopher Thomson
Coordinator,
Lectors, Intercessors and Adminstrants

REPORT OF THE MEMORIAL FLOWERS 2023

The flowers that beautify the sanctuary of St. George's Anglican Church-Crescentwood each week are to the glory of God and in memoriam of loved ones. Flowers with special colours reflect the theme of the liturgy on special services such as Harvest, Remembrance Day, Easter, Pentecost, and the Christmas season.

Recipients of the flowers after the services frequently express their thanks, feeling a connection to the church family. The flowers may provide comfort to the grieving, best wishes for recovery, congratulations, an expression of thanks, or a reminder that a shut-in is missed.

I'd like to express thanks to those parishioners who contributed to the Memorial Flower Fund. Purchased cut flowers were arranged in bouquets for brass vases flanking the Main Altar and the two vases placed on the Side Altar. Thanks to Kenaston Safeway for an excellent selection of flowers to be purchased weekly. Flowers were arranged for Evensong services and two new services this year, Transfiguration on Thursday, May 18th and All Soul's Day on November 2nd. Again this year, the donations in memoriam for the Easter lilies and Christmas poinsettias went to the operating budget for St. George's. Thanks to Grant Park Co-op as a source for the lilies, poinsettias, and Christmas greenery.

Thank you to those who wrapped the flowers after the services. Thank you to Gwyneth Jones for deliveries to the infirm as part of her pastoral visits. Some flowers were also distributed to parishioners in attendance at the services.

Thanks to Andrew Thomson for assisting with the Harvest decoration display and decorating with evergreen swags this Christmas season, as well as polishing the brass vases. Thank you to Darren

Klein, our custodian, for planting the flowers in the outdoor planter boxes this spring. Thanks to Margo Foxford and Sheryl Thomson for facilitating the receipt of Memorial Flower contributions and forwarding the names in memoriam for print in the bulletin. Thank you to Marian Groce for processing the payment of flower receipts. Special thanks to Donna Dawson, Margo Foxford, and Barbara Kirk who have been also arranging flowers beginning October 15, 2023. Flowers truly enhance our worship.

Respectfully submitted,
Brenda Cotton
Coordinator Flower Arranging Committee

REPORT OF THE SERVERS GUILD 2023

Another year has passed! We had a very satisfying year of being part of the service and offering our support to the clergy and congregation. We offered our assistance at all the regular services as well as funerals and the Easter vigil which took place at St. George's. One additional duty we acquired was accompanying the administrant to the choir loft to offer communion to choir members who prefer to receive upstairs.

Thank you to the Altar Guild for their work setting up everything we need for the various services and also the liturgical coordinators for their assistance. We would also like to thank Brenda Cotton for taking on the task of keeping all our robes in good condition for us!

I am very grateful for our dedicated servers, Mary-Beth Barker, Brent Cotton, Ted Cotton, Anesu Gwende, Ina Melos and Meron Tesfay. They are a vital part of this group and help make our duties run smoothly.

Geri Morgan
Head Server and Crucifer

REPORT OF THE GREETERS AND SIDESPERSONS 2023

Greeters and Sidespersons each perform important roles at St. George's. Both groups of people typically arrive a half-hour before the start of each service. Greeters are usually the first point of contact for those who enter the church. They provide a warm greeting, answer any question the person may have, and provide directions to areas in the building (eg. cloakroom, nursery) as needed. In collaboration with the Sidesperson(s), Greeters provide a copy of the service leaflet which guides worshippers through the order of service.

When present at a particular service, a Sidesperson is the second person a worshipper would meet when entering the church. In addition to handing out the service leaflet, they also provide assistance to those who are not familiar with the church building – where to leave their coats, find seating, meet with others attending worship, direct parents of children to the Infant Nursery or

Sunday School, among many other duties. During the Offertory, Sidespersons collect the offerings from the congregation, gather up the baskets of donated food and, with the help of the Sunday School children, bring forward the offerings to the altar for presentation. Additional duties include the counting of the number of people in attendance (including clergy, servers, choir, Sunday School, nursery and congregation). This number is recorded in the vestry book, used for statistical purposes and reported in the Annual General Meeting report each year.

Throughout 2023, two persons from a group of 12 Greeters were scheduled for each service in rotation. Beginning in January, 2023 and until the fall, sidesperson duties were largely provided by volunteers who were in attendance at each service, and I am most thankful and appreciative for the assistance provided by Donal Allen, Darryl, Nate and Sam Ferguson, John Kehler, Dean Melnychuk and Geoffrey Owen. Since September, two persons from a group of 10 sidespersons have been assigned weekly in rotation. A larger group of eight Sidespersons was present for the Service of Nine Lessons and Carols and four sidespersons at the Christmas Eve 5pm family eucharist service.

All people, regardless of age, are welcome to participate as a Greeter and/or Sidesperson or both! For those interested, please contact Father Shepard, one of the Wardens or myself.

Respectfully submitted,
Christopher Thomson
Coordinator, Greeters and Sidespersons

REPORT OF NURSERY/CHILD CARE

No report submitted

PASTORAL CARE 2023

During January and February timeframe of 2023 was just about back to normal for visiting after 2 years of Covid. Some nursing homes had limited visiting, but we were able to give most of our Parishioners Christian communion. The nursing homes are pretty all open now to visitors unless there is an outbreak of flu.

Father Shepard continues to visit and get to know many of the shut-ins. We visited some at the hospital and at the home to pray and for those who were at the end of their lives; we were also able to pray for some who recovered from their illness.

Pastoral care can bring comfort to the sick and dying and the Church is pivotal in making this possible. All through the year flowers are taken to the sick and shut-ins so that they know that they are remembered.

Gwyneth Jones

CHRISTIAN EDUCATION

REPORT OF ADULT CHRISTIAN EDUCATION COMMITTEE

See Rector's Report

REPORT OF THE SUNDAY SCHOOL 2023

Leadership

The Sunday School Program at St. George's was led by Jacqueline Thomson, Sunday School Coordinator from January through May and September through December 2023. Lessons were taught in person each week in the Guild Room.

Curriculum

St. George's Sunday School has been following, as a guide, the curriculum "Whole People of God" from January to May 2023. Most week's lessons used this resource; occasionally the lessons were adapted or alternate lessons found from other sources, to best fit the needs of the children. This curriculum stopped being offered by its publishing company in the summer of 2023, so a new curriculum "Living the Word" was approved and purchased for use from September to December 2023. This program has not been found to follow our liturgical schedule as well as initially expected, so very few lessons have been created using this programming. Care was taken to ensure the lessons would allow for discussion that was similar to conversations by the congregation that Sunday. It is the wish of the coordinator that as often as possible, the children are learning or discussing the same ideas being shared with the that day. Because of this, the coordinator is looking into new curriculum that will allow for more liturgical connections to the congregation. The children voice their excitement to attend Sunday School each week, particularly enjoying all the crafts and activities they get to do together.

Sunday School Attendance

Attendance at Sunday School varied each week with as many as six children on occasion, and two to three children most weeks. There have been a few new children joining Sunday School – these new members have been brought by parents, grandparents, and family friends. As well, other children attend as their family are able to come to church – often at special services (e.g. Easter, Harvest Thanksgiving) and during the season of Advent. Regardless, we are happy to welcome any who wish to attend each week. Sunday School attendance fluctuates each week, with 'regular attenders' missing not irregularly.

Involvement of Children in the Congregation

The children are actively involved with the congregation each Sunday by presenting a Children's Prayer at the Offertory, thought of and written by them, as well as bringing forward the gifts (food donations) each week. It is the wish of the Sunday School Coordinator that the children's prayer for each Sunday be related to the day's Gospel message or a current event in the world. The goal is for the children to be aware of, and involved in as many elements as possible that are consistent with that of the adult service – discerning the connection and preparing the teachings for the children are

of utmost importance. The goal is for the children to go home after church and have discussions about the service with their family members – at the level that’s appropriate for them. This year we began to reintroduce Children’s Homilies into the service rotation. These services included the youth of the church, not only Sunday school. The majority of Children’s homilies have been a success with the children enjoying being more involved in the service and a change in pace from regular Sundays. These services have been most successful when there is child friendly stories and language used, and the youth are involved in an authentic way – often through conversation.

Christmas Pageant

This year, in place of the traditional pageant, children gathered at the Christmas Eve service while Jacqueline read “The Christmas Story”. The story was short, and used child friendly language and images to share the Christmas gospel. Afterwards, Fr. Sheppard delivered a short, yet engaging sermon for the children, including some candy and place crèche figures at the front of the church under the altar. Many children were present for this service and were incredibly engaged with the story and sermon. This seemed to be a success this year, but is open to any adjustment or changes that Jacqueline, Sheppard, and Worship Committee feel are necessary.

All children of Sunday School age are always welcome to attend and participate, whether for the full church season or occasionally as works for their family.

Respectfully submitted,
Jacqueline Hanson
Sunday School Coordinator / Educator

Mission and Ministry

MISSION AND MINISTRY ANNUAL REPORT 2023

During 2023, M&M met 5 times (once via zoom and then 4 times in person). Our December meeting included a potluck lunch.

It was big loss to M&M in 2023 when Sandra Hartt moved to Alberta. Sandra served tirelessly for many years on so many projects, and is greatly missed. M&M’s current members are Rick Morgan (Chair), Margo Foxford, Johanna de Bakker, Geri Morgan, Gwyneth Jones, Keith Waugh, Mary-Beth Barker and Marlene Pryzner. A couple of new members would be welcome! Think about it.

Our general M&M fund has a year end balance of \$1757.

West Broadway (part of 1 Just City) Year end balance: \$97

The programming at WB within 1 Just City continues to evolve and so our support of WB has also changed. We continue to collect many, many bags of groceries (probably about 200 for the year) but these groceries are now delivered directly to Winnipeg Harvest, which in turn makes grocery deliveries to WB on a weekly basis. Emergency food is given out at WB only once per month now.

But a lot of the food delivered by Harvest is used for the preparation of dinners 4 evenings per week at WB. Rick Morgan continues to volunteer with this meal program.

Melanie Reimer, the site lead at WB, spoke to us at a Sunday service in February 2023.

Out total cash support to WB over the year was about \$3270 – which included \$871 from the *Concert for Bill* (ably arranged by Geoffrey Owen), \$160 from the Easter Vigil, \$438 from the piano recital in August (by 2 of Sydney McInnes's students), \$800 for the warming oven repairs and \$1000 towards the food manager's annual salary.

Inner City Schools Year end balance: \$7

We have been working to support our 3 inner city schools – King Edward, Norquay, and Niji Mahkwa. We sent cheques to each school for \$200. One school indicated they would use the money to support a family whose home just been destroyed by fire. This money gets used by each school as they see fit. We also delivered many bags of winter clothing.

Christmas Cheer Board Year end balance: \$0

We collected \$630 for the Cheer Board this year and all funds have been sent to the CCB.

Prayer Shawls

A number of prayer shawls are available. Several were given out in 2023. Please let us know of anyone who might appreciate a prayer shawl at this time and who has not received one in the past. The shawls bring a small piece of St. George's to those in need.

Wool for knitting

Lots of wool is available at the back of the church, ready to be made into mittens, scarves and toques. Feel free to knit!!! Beautiful toques and mitts and scarves keep appearing!

Thelma Wynne Project Year end balance \$1031

Over the year, 313 layettes have been made and distributed. Marlene Pryzner has taken over the coordination of the TWP with the departure Sandra Hartt, assisted by Elizabeth Campbell, Kristin Anderson, Johanna De Bakker and Marian Groce. Many donations come from many organizations in Winnipeg and outside of Winnipeg, but the "workers" are basically all St. George's people! This is an important support ministry to new, young mothers, many of whom are indigenous.

Health Sciences Activity Bags

This year, 20 activity bags for use by children at the hospital were delivered to Health Sciences Centre. Heather Hammond has taken on coordinating this work and is in touch with the chaplaincy at HSC.

Lion's Eye Bank

We continue to collect used glasses for this Lion's Club project. The donation box is in the parish hall, in case you have not seen it. Please bring in your old glasses. A large delivery of used glasses was made to Lions in November.

Pancake Supper

We were happily able to hold this Shrove Tuesday event this year. We raised \$510 for West Broadway. This amount ultimately all went towards the contribution we made to the warming oven repairs later in the year.

Refugee Fund (general) Year end balance: \$4697

No disbursements were made from this fund in 2023, nor were there any donations received.

Companion Parish – All Martyrs' Nddodo Year end balance \$229

The Companion Diocese Covenant between Rupert's Land and Central Buganda expired at the end of 2021 and was renewed for another five years in January 2022. Rick Morgan serves on our Rupert's Land Companion Diocese Committee. This committee has not been meeting, and the relationship between our Diocese and Central Buganda Diocese is in a state of flux due to the position of the Ugandan government and the Anglican Church in Uganda with regard to various human rights issues related to sexual orientation, etc.

We continue to be in at least weekly contact with Bruce Jasper Kalibbala at All Martyr's Parish and also are in contact with the rector, Rev. John Ssemanda.

Irene Nangendo, from All Martyr's Parish, continues to teach in a Muslim school. Our financial support made her studies possible.

David Ssegawa from All Martyr's Parish, has completed his degree and is seeking employment. Our financial support made his studies possible.

Renovation, to which we contributed in 2022, to All Martyr's Church have been completed in 2023.

Donations for Nddodo are always welcome, as the needs are great! Poverty, sickness, violence and unemployment plague the community (and all of Uganda)

Syrian Family Year end balance - \$0

The Alzayyat family is established in Winnipeg and doing well. Azhilla, the mother, is now a Canadian citizen. Husband Ahmed has now met the language requirements and has applied for citizenship. All children, including the twins, are in school. This family is achieving exactly what we hope can be achieved by every refugee family!

Eritrean Family Year end balance - \$0

The Tesfays are doing well – and we see the three kids in church every Sunday. We supported the family with new computer equipment just before Christmas. This equipment was needed to assist with homework and studies (maybe a video game or two also), as the equipment initially provided them was no longer adequate or functioning properly.

Reconciliation

We are emphasizing our work with three inner city schools – as the majority of the students in each of these schools are indigenous. West Broadway continues to be an important part of our ministries.

We had Melanie Reimer from WB speak on a Sunday . We also had Rev .Deacon Tanis Kolisnyk speak and received a Metis sash which is on the lectern now. We are studying the Calls to Action of the Truth and Reconciliation Committee to determine some next steps.

The “Mapping the Ground we Stand On” seminar will take place in January 2024. This mapping exercise will help us to better understand the colonial history and the subsequent hundred plus years of challenges and injustice that have resulted.

Habitat for Humanity

In 2023 we did not support Habitat for Humanity.

Lenten Project

There was no specific Lenten project in 2023.

Primate’s World Relief and Development Fund

We have not done any specific PWRDF events in 2023, but we know that individual parishioners make donations to PWRDF for various causes. Marlene Pryzner is our PWRDF liaison.

Closet Sale

Any clothing remaining (and there is always quite a bit in spite of selling a lot!) is donated to other charities. This year these charities included: West Broadway, Centre Flavi, Main Street Project, and others. Thanks to the Closet Sale for making these substantial clothing donations possible.

Trust Fund – Keven Zere Habtay Year end balance: 10,977

Keven finally arrived in Winnipeg on October 18, 2023. Funds from the \$15,000 St. George’s holds in trust are now being disbursed on a monthly basis to support him. These funds were all provided by his Canadian relatives. The family has been at St. George’s several times and is very appreciative of our sponsorship role.

Thanks always for your continued support – financial and time. Donations are always welcome at any time towards any of our work. There are so many needs, and so many demands for funds, all at a time when our church is struggling with a deficit. But our ministries outside our four walls are extremely important and need continuous attention.

Respectfully submitted,
Rick Morgan
Chair

REPORT OF THE HOSPITALITY COMMITTEE 2023

“Each one should use whatever gift he/she has received to serve others, faithfully administering God’s grace in its various forms.” 1 Peter 4:10

As part of the action plans of the Parish Council, the goal of the Hospitality Committee is to explore the descriptors of **inclusiveness, accessibility, and diversity** as they relate to all aspects of St. George’s. Hospitality endeavours affect visitors, guests, new members, longstanding members, and the community. Several activities were initiated by members of the Hospitality Committee, Parish Council or other parishioners.

Fellowship & Lunches

- Jan. 7- Twelfth Night Dinner- 6:00 Wine Bar & Appetizers 5:00 PM (in lieu of a Christmas Dinner)- spearheaded by Geri Morgan and Sally Corby (approx. 92 attended)
Menu: lasagna (vegetarian and meat) catered, Caesar salad, garlic bread, homemade pie
Children’s menu: pizza, buttered noodles, ice cream
- Feb. 12- Memorial Fund/AGM lunch- following the 10:30 service, hosted by members of Parish Council. Soup (6 varieties), buns, dainties, beverages. Approx. 53 in attendance, \$5 donation
- Feb.21- Shrove Tuesday Pancake supper, hosted by Mission & Ministry (spearheaded by Gwyneth Jones & Rick Morgan) was a successful event with an attendance of approx. 75 people, including visitors to St. George’s. Funds raised were for the cook’s salary for a month at West Broadway.
- Mar.9- ‘Keep Calm & Carry Yarn’- The first session of a weekly craft & conversation fellowship opportunity was held on Thursday afternoon (1-3:00) (spearheaded by Brenda Cotton). Ten knitters & crocheters with a range of experience attended, with three more interested in attending the following week. Several worked on projects for Thelma Wynne baby layettes or prayer shawls. This group with variable attendance, also known as ‘Craft & Conversation’, met weekly throughout the year, except for during the Christmas season.
- Apr.14 &15- The Clothing, Toy, & Book Sale (spearheaded by Geri Morgan & Lois Peterer) provided opportunities for fellowship among parishioners who volunteered.
- May 12& 13- The garage sale provided opportunities for fellowship among parishioners and others who volunteered.
- May 28- Light refreshments (bunwiches, crackers & cheese, raw vegetables, fruit, dessert, and beverages) were prepared by Brenda Cotton were available to parishioners following the service. A meeting was held to discuss parishioner input regarding the search for a new Organist/Director of Music to follow Rick Morgan’s upcoming retirement. (Approx. 23 people attended.) Thanks to those who helped with cleanup afterwards.
- Sept. 24- Fall BBQ – Following the morning service, a hot dog lunch was enjoyed by approximately 70 parishioners. A mixed green salad, quinoa salad, potato salad, carrots, pickles, pineapple, honeydew melon, cookies, and beverages were also served. Thank you to members of Parish Council and others who set up, grilled, served, and cleaned up. Thanks to Heather Hammond and Lois Peterer who baked the cookies. The suggested donation was \$5 each for the lunch.
- Nov. 19- Confirmation Sunday- a lunch of soup, buns, cookies, beverages, and a special cake was served in celebration of our confirmands, following the morning service. The cost was \$5 per person. Thank you to those who organized, provided a food item, set up, served, and

cleaned up, and attended (approx.75 people) to make this event a successful fellowship and celebration event.

- Nov.26- Altar Guild AGM lunch.
- Dec.8- Decorating of the parish Hall for the Christmas season by Gwyneth Jones, Lois Peterer, Sheryl Thomson, Margo Foxford, Geri Morgan, Pat Harding, and Darren Klein.
- Dec. 21- Staff Lunch- in the Parish Hall
- Coffee Hour was held weekly in the Parish Hall or outdoors on the Cloister and steps, weather permitting, after the 10:30 Sunday service. Thanks to those who volunteered to serve coffee, tea, hot chocolate, juice/lemonade, and water: Heather Hammond, Gwyneth Jones, Pat Harding, Marlene Pryzner, Wayne Milson, Lois Peterer, George Bush, Lesley Senior, Helen and Kevin Smeltz, Geri Morgan, Katy Sweet, Brenda and Ted Cotton.

Hospitality for & Connecting with the Community

- Mar.26- John Kendle, editor of the Free Press Community Review West, was invited to view the Thelma Wynne 'baby shower' at St. George's following the Sunday service. After interviewing Johanna De Bakkar, Savellia Love, Marlene Pryzner, and Sandra Hartt, an article and photos were printed in the Apr. 5th edition. Some inquiries have been received by Marlene Pryzner through email: thethelmawynneproject@gmail.com
- Apr. 7- The updated information of the Clergy/Warden/Admin section was placed in the Visitor's Guides in the pews.
- Apr. 14 & 15- Customers for the Clothing, Toy, & Book Sale were greeted warmly and thanked for coming at the door by Fr. Shepard, Rev. Mather, & Ted Cotton. (A good opportunity to connect with the neighbourhood.)
- Apr. 8, Sept. 19, Oct. 17, Nov. 21 & Dec. 19 Meeting for the Diocesan Executive Committee in the Guild Room
- May 12& 13- The garage sale provided quality items for sale to the community as well as to parishioners, with greeters at the door to welcome customers.
- Oct. 18- Meeting of Diocesan Parish Leadership with The Winnipeg Foundation for Vital Signs 2022 Seminar in the Parish Hall (a snapshot in time of Winnipeg: its strengths, gaps, and opportunities for the future).
- Nov. 10 Grosvenor School- Remembrance Day service for students and parents.
- Dec.4- Winnipeg Girls Choir Christmas Event
- Dec. 9- English Country Dancers Christmas Event in the Parish Hall

Receptions

- Jan.15- Celebration of Baptism for Alayna Walker and Kayla Wiebe with cake at coffee hour in the Parish Hall.
- Jan.21- 11:00 Funeral Reception for Jacqueline Barker (approx. 70 attendees)
- Mar.15- Reception in memoriam for Lily Conway (approx. 120 attendees)
- Apr.8- A reception followed the Easter Vigil service, hosted for the Deanery by St. George's. Beverages and cookies were served to over 75 attendees. Thanks to Heather Hammond, Sally Corby, Matthew Thomson, Ted Cotton, and Brenda Cotton for assistance with this event.
- Apr.23- St. George's Day A reception following the 'Concert for Bill (Owen) was held in the Parish Hall with approximately 70 people attending. The reception featured cookies

(provided by Heather Hammond and Brenda Cotton), crackers, cheese, and beverages. Thanks to Matthew Thomson, Sally Corby, Marion Groce, Ted Cotton, Heather Hammond, and Lesley Senior who assisted Brenda Cotton with this event.

- June 25- Farewell for Sandra Harrt, Audrey Hawkins, and Savellia Love (who were all moving out of province in July 2023). A special cake, made by Hollie Andrew, was served with beverages at Coffee Hour. Glen and Jennifer Douglas were also in attendance. They were moving out of province as well this summer, so farewell wishes were extended to them as well.
- Sept. 17- In celebration the 90th birthday of Agripina Q. (Ina Mejos's mother) on Sept. 15th, cake was served with the beverages at coffee hour following the service.
- Dec.17- Wassail reception in the parish Hall following the Nine Lessons & Carols service.

Concerts

- June 14- Concert for Bill (Owen) Half the proceeds were donated to 1Just City (West Broadway), and the remainder became fundraising for operations.
- May 28- Rupertsland Brass Band Concert- 1:00 The RBB, under the direction of parishioner Darryl Ferguson, performed a concert in the Sanctuary with proceeds for St. George's.
- Aug. 10- Free Concert 7 PM in the Sanctuary with donated proceeds for the West Broadway Community Program. Nick Cui and Godspeed Li, two students of parishioner Sydney McGinnis, performed classical piano music.

Weddings

- Aug. 5- The wedding ceremony of Jacqueline Thomson and Jordon Hansen was held at 3 PM, with Fr. Sherpard Gwende presiding.

Multi-Use Envelopes

Pencils that were placed in the pews to facilitate use of the multi-use envelopes last year continue to be a convenience to visitors and guests attending the service. By filling out the information card inside the envelope, a tax receipt can be issued for offering. Several new parishioners who were using these envelopes now have personalized offering envelopes.

Accessibility

- July 31 - Two free-standing signs with wording 'No Parking Church Event' were donated by C. & S. Thomson and T. & B. Cotton. These are to be used on Wilton Street beside the church for events such as weddings and funerals.



- Nov. 15- A sign with the details of the accessible entrance and ramp, as well as the doorbell and caretaker's phone number was posted on the wall outside near the Wilton Street door.

Signboard

Encouraging and supportive messages for the community continued to be posted on the outdoor signboard, as facilitated by Corporation. A photo of the message on the sign was

- also included in the weekly notices. Thanks to Darren Klein, our custodian, for changing the sign weekly. *All sign messages contained a variation of this additional information:
 Sunday Service 10:30 AM & Wed. 12 Noon- In Person Sunday Livestream: stgeorges.mb.ca
- Jan.6-12 O Star of Wonder Star of Light Star with Royal Beauty Bright! Epiphany
 - Jan. 13-19 The Holy Spirit Seals Us in Baptism and Marks Us As Christ's Own
 - Jan.20-26 We Are Thankful for Treaty One Land
 - Jan.27- Feb.12 We Are All On Treaty One Land
 - Feb.13-16 We Pray For Turkey and Syria
 - Feb.17-23 Join Us For Pancake Supper Tues. At 5:30
 - Feb.24-27 Join Us For Bible Study Sunday At Noon
 - Feb.27-Mar.2 Learn From Black History Month
 - Mar.3-12 Lent- Fasting, Praying, Almsgiving Mar.13-16 Fasting Cleanses the Soul
 - Mar.17-20 Fasting Cleanses the Soul Evensong 4 PM Sun Mar.19
 - Mar.21-30 Fasting Cleanses the Soul
 - Mar.31- Apr.6 Palm Sunday Hosanna in the Highest! I Person Services- Wed. 12 PM Procession & Eucharist Sunday 10:30 AM Sunday Livestream stgeorges.mb.ca
 - Apr. 7-13 Easter- Love One Another, As I Love You! Services: Wed 12 Pm Thurs 7:30 Fri 10:30 AM & Easter Sunday 10:30 AM Livestream Thurs to Sun stgeorges.mb.ca
 - Apr.14-20 Listen To & Understand the Survivor Stories
 - Apr.20-27 *Concert For Bill* - Sunday 7:30 PM
 - Apr.28-May11 Every Perfect Gift Is From Up Above
 - May12-25 God Bless The King
 - May 26-June1 We're Open For You Every Sunday
 - June2-8 To The Glory of The Holy Trinity
 - June9-15 Celebrate Who You Are!
 - June16-20 Happy Father's Day!
 - June21-25 Celebrate Indigenous People
 - June26-28 Congratulations 2023 Grads!
 - June 28- July13 God Hold Canada In Your Loving Care
 - July14-27 Give Peace A Chance
 - July28-Aug.3 Defeating Racism Frees Us All
 - Aug.4-11 Free Piano Concert Aug 10 7 PM
 - Aug.11-20 Have a Good Day!
 - Aug.21-27 We Pray For Those Impacted By Wild Fires
 - Aug.28-Sept.4 Listen And Come Together
 - Sept.5-10 Have a Good School Year!
 - Sept.11-20 We Pray For the People of Morocco
 - Sept.21-28 We Pray For Libya and All Affected BY Severe Weather
 - Sept.29-Oct.5 Everyone Is Welcome Here!
 - Oct.6-15 Recognize, Reflect, Reconcile
 - Oct.16-26 We Pray For Peace In The Middle East
 - Oct.27-Nov.2 Recognize, Reflect, Reconcile
 - Nov.3-9 We Pray For Peace In The Middle East And For All God's Children Everywhere
 - Nov.10-16 They Shall Grow Not Old
 - Nov.17-25 Nov 19 Is Confirmation Sunday Congrats To Our Confirmands

- Nov.26-Dec.7 He Is Coming!
- Dec.8-17 Nine Lessons & Carols Sunday, Dec 17 7:30 PM
- Dec.18- Jan.2 Join Us For Christmas Services Dec 24, 10:30 AM & 5PM
- Dec. 25 & Dec.31 – 10:30 AM In Person Or Online stgeorges.mb.ca

Birdcage Messages/Displays (connecting with the community)

- Jan. 4- The Three Wise Men were placed in the crèche for the Epiphany service.
- Jan. 8- The crèche was removed from the birdcage, following the Epiphany service.
- Feb.6- You Are Loved By God (surrounded by colourful graphic hearts)
- Feb.20- Apr. 8- LIVE LENT with descriptors such as praying, forgiving, empathizing, giving, etc. on puzzle-shaped pieces.
- Apr.10-19- CHRIST IS RISEN ALELUIA! with seven potted lilies on the bench for community viewing.
- May 30- June 30- WELCOME on coloured pennant-shaped paper, additional rainbow coloured pennants and poster with wording 'Everyone Is Welcome Here Everyone Belongs' (Pride month)
- July 21- Sept. 11- CELEBRATE GOD'S GIFT OF SUMMER! with butterfly cutouts and strings of felt leaves and daisies
- Sept. 28- Oct. 3 LISTEN AND LEARN in orange letters beside an orange tshirt with an indigenous graphic and orange hand cutouts; a National Day for Truth & Reconciliation poster with explanation of its symbols from the Government of Canada resources.
- Oct. 4-17' give thanks' on pennant-shaped with leaf cutouts, a pumpkin and fall flowers in a basket placed on the concrete bench
- Nov. 7-14 'Lest We Forget' with two large poppy cutouts and a wreath of poppies (wreath used for the Sunday service on Nov.12).
- Dec.1- Large stable with empty manger was placed on the bench in the birdcage in readiness for Advent 1 on Dec.4th. After Advent 1, a timer activated the lighting in the stable for evening viewing.
- Dec.5 - All the crèche figures were added to the empty manger in the large stable on the bench in the birdcage, in readiness for Advent 2 on Dec.10th. After Advent 1, a timer activated the lighting in the stable for evening viewing.
- Dec. 15- A Christmas tree was decorated with gold ornaments and white lights by Andrew Thomson for the birdcage. Andrew also decorated the church Sanctuary with evergreen swags, garland and a wreath.

Inclusiveness/ Truth & Reconciliation

- Mar.26- Beginning this Sunday, a large print bulletin (similar to the one used by the Rector), was available for a parishioner with eyesight concerns.
- Mar. 7, Sept.26, Oct. 10 & 24-Acknowledgement of Treaty 1 Land- A committee was formed to review St. George's current statement, which met on these dates. Dec. 4- The meeting was attended by Rev. Vince Solomon, Urban Indigenous Ministry Developer for the Diocese.



- Sept. 22- This is a Safe Place As more anti-trans/queer protests take place, the Diocese is encouraging parishes to identify to the public that they are a safe, inclusive and accepting space. St. George's posted the original sign at the church entrances and on our website, and further modified to include the St. George's logo. The currently revised posters were posted on Nov. 16th on both main doors, outside the Wilton entrance, the west door (ramp entrance), and in the Rector's office.

- Oct.1- During the morning service, emphasizing the National Day for Truth and Reconciliation, a drumming group (Desiree McIvor, Carolyn Halmony, & Terri Palmer) performed after the Apostle's Creed and for the Postlude.
- Oct.22- Sermon by guest preacher, Rev. Deacon Tanis Kolisnyk, whose message focussed on Indigenous relations. Rev. Kolisnyk is the University of Winnipeg Co-ordinator Aboriginal Student Service Centre and Rupert's Land Wechetowin Coordinator (People Helping People).

Thanks to the Livestream team of Jonathan Morgan, Matthew Thomson, Dean Melnychuk, and John Kehler for continuing to provide inclusiveness with the online availability of services.

Respectfully submitted,
Brenda Cotton
Hospitality Committee Chairperson
January, 2024

FUND RAISING

ERNIE'S BOOKS 2023

Ernie's Books had a successful year. The income for 2023 is as follows:

- **Total Income from Monthly Sales:** \$ 473.00
- **Total Income from Garage Sales Total** \$1,021.70

After the Garage Sale in November 2023, the remaining books were boxed up and delivered to Grace Hospital for their book sale in the Spring 2024.

The shelves in the Parish Hall were restocked starting mid-December 2023

Thank you to all the people who have donated books and have bought books during 2023

Respectfully submitted,
Heather Hammond

CLOTHING/GARAGE SALE REPORT 2023

We had another very busy and very successful year!

Our first sale of the year was our summer clothing and toy sale in April. The adult clothing was set up downstairs in the crypt with children's clothing and toys in the parish hall. We had not had a sale of toys for many years due to COVID so we had a huge amount in different storage rooms. This proved to be a huge success and leftover toys were donated to charities. In addition to toys, we also had a mini book sale with great sales. The adult clothing sale in the crypt was also very successful.

We were given a large donation of a toby jug collection along with figurines and a huge collection of salt and pepper sets. For those of us who personally unwrapped these sets, it was like Christmas opening all the different sets with many different themes! We did a pop up sale of these items in the hall which was very successful.

Our garage sale was held early May and again this was very well attended and a very successful event. We are told many times that our garage sale is the best in Winnipeg and we get return customers every year who watch for our sale.

We were very grateful to receive a very large donation of women's clothing in the summer and we spent many days sorting into categories and seasons. Our sincere thanks to the parishioner who arranged this donation for us.

Our winter clothing/jewellery/bake/Christmas sale was held in early November, again with great success. Our bake table is always one of our most popular tables and we are always amazed at the amount of donations we receive from parishioners for this table.

In addition to these sales, we have many individual sales during the year. We do continue to sort all year as the items arrive in an attempt to keep them from accumulating in the hall and other public spaces. There are also some metal items not suitable for sale and these are taken to a metal dealer with a profit to our accounts.

It takes many people to make this department successful and rather than name people (I am sure I would miss someone!), I would like to thank everyone who donates, sorts, help with sales, help with distribution of leftover items to charities, and the list goes on and on! You all make a huge contribution to the success of our events.

With presales, sales and after sale sales, we managed to raise enough funds this year to transfer \$22,000 to St George's general account.

Geri Morgan

PROPERTY / BUILDING

REPORT OF THE PROPERTY COMMITTEE 2023

The Property Committee is tasked with the care of the church building, arranging for its routine maintenance and repair, ensuring it is kept in good condition and safe for all users, while anticipating and planning for future repairs.

The Committee is supported and aided in this task by our parish staff, Caretaker Darren Klein and Parish Administrator Mary Smith. Marian Groce provides valuable guidance and institutional memory in her work maintaining the parish accounts. I wish to thank each of them for their continuing help with the care of our church. I also wish to thank Wayne Milson and Matthew Thomson for their assistance with electrical repairs and improvements during the past year.

The details contained in this report are purposeful to ensure the building's yearly repairs are documented to aid future property chairs and members in their ongoing stewardship of our church building.

HEATING SYSTEM

The single largest maintenance expense associated with our building in recent years has been its heating system. We are truly fortunate to have Walmer Mechanical Ltd. as our heating contractor. They have an excellent understanding of the entire heating and ventilation system, have a fair hourly rate, are prompt in responding to our needs and a pleasure to work with.

Boiler

The parish's steam boiler has functioned without incident since it was rebuilt in October and November of 2021. The boiler is checked and tested daily by Martin Livingstone of Stand Guard Services Limited. The daily inspections are required by our insurance provider.

Boiler Chemical

NorChem Water Treatment, through its representative John Turner, continues to provide boiler chemical treatment to the parish at no charge. John visits the church to test the boiler water and monitors the amount of chemical being added through an automated pump system he donated to the parish in 2020.

Heating System

While the boiler and many larger components have been replaced in recent years, continual maintenance is required to maintain an aging heating system that ranges from 67 years (church 1957) to 70 years old (parish hall 1952-1954).

BOILER REPAIRS

Boiler Associated Repairs

In February, the Boiler Inspection and Insurance Company of Canada visited St. George's. This was done at the request of our insurance provider Aon Canada. All Anglican churches in Winnipeg were inspected. No deficiencies were found during their visit. They did recommend that a regular water testing and treatment program be set up and log sheets maintained. They were appreciative of Darren's assistance during the inspection.

As referenced previously, boiler chemical is automatically pumped into the boiler at a level determined by our treatment company's representative John Turner. The water is tested on his visits and chemical added, as required.

On Saturday, February 25, the combustion fan motor on the boiler seized causing the breakers to trip and the boiler to shut down. Being a weekend, Walmer Mechanical had some difficulty in finding a replacement motor, but the boiler was running again by 6:00 pm the same day.

The Province was contacted by the parish office to arrange for the boiler to be checked by the Inspection and Technical Services division of the Department of Labour and Immigration. The Province indicated it could be some time before an inspector would be able to visit the church.

In September, the boiler was serviced for the winter heating season by Walmer Mechanical. During their work two deficiencies were identified: the sight glass (heavy glass tube) indicating the level of water in the boiler needed replacement; and one of two Low Water Cut Off (LWCO) switches was found to be non-operable requiring new parts to be installed. The boiler could not be operated until the LWCO switch was replaced. The parts had to be sourced and unfortunately the church was quite chilly for Sunday service on October 8. An email was sent out to parishioners advising them of the heating situation. Both items were replaced on Thursday, October 12 and the boiler then started for the heating season.

On Saturday, December 2, a relay failed on the boiler combustion fan contactor, causing irreparable damage to the fan motor that had been replaced in February. This was an emergency repair as the boiler could not be operated without the fan running. Parishioners were notified by the parish office as Marian was working that afternoon. Fortunately, heat was able to be restored in time for the Sunday service.

The new year had only begun, when Sunday morning, January 7, 2024, the contactor relay on the main condensate return tank in the boiler room failed, preventing condensate water being pumped back into the boiler. The boiler automatically shuts down when the returning flow of condensate water is interrupted. Walmer Mechanical was contacted immediately, and a replacement contactor was installed the same day. The church was quite chilly for the Sunday service.

HEATING SYSTEM REPAIRS

Cove Heating Line in Church

If there was one repair item that has persisted and bedeviled us throughout the past year it was regulating the heat in the church. The Nave and Sanctuary receives its heat from two heating lines that encircle the church. The lower line runs under the windows along Wilton Street and Grosvenor Avenue. There is another short section running along the wall beside the pulpit. The upper line runs in the cove around the entire church and continues under the east windows in the Gallery. Rick and the choir can vouch for the extremely high temperatures in the Gallery for years. At other times there will be no heat. The Altar Guild is a group that is also affected when the upper cove line is not working. Without this heat source, air - more accurately a breeze - passes unimpeded through the west stained-glass window wall and the glass blocks in the north wall causing the altar candles to burn too quickly and drip wax, requiring considerable time of guild members to remove.

The lower heating line has received considerable repair in previous years. Many of the original thermostats were replaced and the actuator valves that open and close to let hot water flow through the heating fin have been replaced. The thermostats have been calibrated to function at the

temperature indicated on their control dials. The lower line is segmented and controlled by six individual thermostats and valves. If one or two are not working, there are others to ensure a reasonable level of heat is provided to the lower area.

The upper heating line, in comparison, has a single large actuator valve controlled by one thermostat. If the line is not operating properly, there is no back up available to provide heat.

Work to have the upper cove heat line operate as originally designed, began in 2022. The line's two thermostats, located on the centre pillars on either side of the Nave, were the first consideration. During their replacement, it was discovered that only one thermostat was actually needed and, to reduce cost, one was deleted and the pneumatic lines were combined. (All the thermostats in the church proper are controlled by vacuum pressure supplied through copper tubing running to each thermostat from a compressor under the church.)

The next repair came in March 2023, when the gallery became unbearably hot. The problem was determined to be a defective diaphragm in the lower half of the line's large actuator valve located high in the ceiling of the mechanical room. Replacement parts were sourced, and the valve was repaired. All appeared to be working.

In October, when the heating system was turned on for the winter heating season, unbeknownst to anyone, the upper line was not functioning properly. As it became colder, the Gallery was found to be cold, and the altar candles were noticeably flickering. Adjustments were made to the actuator valve and its thermostat was recalibrated. Again, all seemed to be working.

During the week before Christmas, it was determined the heat in the church was not lowering as programmed during the week. Further inspection determined the upper portion of the actuator valve had now failed. A new actuator valve, compatible with the existing pneumatic thermostatic control system, but with the option of being adapted for control by a wireless thermostat, was installed. Controlling the heat, however, still continued to be illusive. The pneumatic thermostat was not able to be calibrated to allow the actuator valve to open gradually - basically it was either open or closed.

At the end of January, the new actuator valve was converted to wireless operation and a new programable wireless thermostat was installed in the Nave. The old actuator valve (a portion of which had been previously replaced) and the thermostat were retained for future use. As of writing this report, the church appears to be comfortable in all areas, and properly regulated for worship and when unoccupied.

Parish Hall

In November, Walmer Mechanical was asked to investigate why the Parish Hall was always excessively hot during the heating season. Walmer found a gate valve on the thermostatically controlled steam line for the Parish Hall was defective. Intended to be operated to bypass the thermostatic valve to enable repairs, the gate valve was so corroded that it was allowing steam to run uncontrolled through the bypass line. Happily, this was a relatively simple and inexpensive repair.

The Corporation supported the replacement of the thermostats in both with Parish Hall and Chapel with programmable ones. The new thermostats enable the temperature of these areas to be lowered in the evening and when the areas are unoccupied. A locking cover was provided for the Parish Hall thermostat.

Steam Trap Repairs

Steam traps are integral to a steam heating system. When working properly, steam traps close to hold steam in each radiator. As the steam cools it returns to its liquid state which is then returned by pump to the boiler. If the traps are able to hold the steam, the boiler doesn't need to run as often, reducing the consumption of natural gas and lowering the church heating bill.

On October 24, three large ¾" steam traps located in the boiler room were replaced by Walmer Mechanical. The traps were over 30+ years old and likely original to the building. The failed steam traps were identified when the boiler was prepared for the heating season. The work was completed without any unexpected difficulties.

A further three ¾" steam traps were replaced at the end of November. These traps were situated in the upper mechanical room for the Nave air handler, located between the Nave and Parish Hall on the second floor. This space shares a common wall with the Archives Room in the office block area. The repairs have alleviated the extreme heat experienced in the room.

Actuator Valves

In April, a thermostatic actuator valve on a section of heating fin running below the Grosvenor Avenue aisle windows was replaced.

In mid-November, following the Parish Council meeting, a leak was discovered in the Crypt ceiling originating from the heating line in the church above. This was a simple repair, requiring the tightening of a union in the pipe running along the Grosvenor Avenue aisle windows.

In early January 2024, thermostatic actuator valves controlling the heat registers in the Choir Room and Crypt storage room were replaced, alleviating the overheating of these rooms.

Also in January, thermostatic actuator valves controlling two sections of the radiators running along the Grosvenor Avenue and Wilton Street windows in the Nave were replaced. The sections of radiator they control now properly respond to their respective thermostats and fully close when heat is not being called for.

VENTILATION

The church has three air exchanger units - Nave, Parish Hall, Crypt - which are intended to replace stale, humid air inside the building with outside air. The units can moderately cool the building during summer when the temperature outside dips sufficiently overnight. During the heating season, if the outside air is too cold, heating coils within the ventilation units warm the incoming air. Each unit has a set of mixing dampers which can vary the amount of outside air being brought into the building. When the outside damper closes, the return air damper opens and air from inside the building is recirculated. Thermostats in each unit adjust the dampers to provide more outside air when the space gets too hot. The discharge thermostats mounted in the ductwork prevent the air from getting colder than its set point which is 55 F/13 C. The units are individually controlled by timer switches.

Nave Air Exchanger

The Nave air handler became inoperable early in the summer. The fault was found to be with its circuit breaker. Repairs were made by Walmer Mechanical and returned to service in July.

Parish Hall Air Exchanger

The Parish Hall air handler is working well. A programmable digital timer is being considered to enable its operation to correspond with the Halls use by weekly groups.

Crypt Air Exchanger

The automatic closers on the doors at the bottom of the stairs from the Narthex have been replaced. It was determined these doors should always remain closed to enable the efficient circulation of air in the Crypt, Choir Room, and other areas under the Nave of the church. Parishioners are asked to not prop these doors open. The fire door halfway down the basement hallway will also need attention as, being closed, it impedes the circulation of air. A magnetic door release will be costed to enable the door to remain in the open position and only close when the fire alarm is activated.

A canvas sleeve that links two areas of metal ductwork in the basement mechanical room still needs to be replaced.

Exhaust Fan

The exhaust fan for the Parish Hall accessible washroom and Nave basement washrooms stopped running in June. Walmer determined it was a loose connector behind the control panel in the West hallway. The fan was repaired in July.

ROOF

St. George's maintains a comprehensive plan for the maintenance of its complex roof system comprised of eight distinct areas. The plan has served the parish well over the years and provides a clear guide to the timing of major roof work.

Annual Roof Inspection

The Parish has an agreement with MJ Roofing (MJR) to provide an annual inspection and maintenance report. The inspection takes place each April. MJR makes recommendations for additional work they feel is needed to maintain the roof in optimal condition. During this year's inspection, several roof blisters and some ridges were repaired. Flashings were checked, re-secured, and caulked as required. Down pipes were checked and re-secured. Debris such as leaves and twigs were removed from drains, roofmats, and scuppers.

Current Roof Conditions

Roof A – Sacristy Area behind West Window

- Roof A is a flat SBS membrane roof system in good condition.

Roof B – West Entrance

- Roof B is a flat SBS membrane roof system in good condition.
- This roof drains by internal drains.

Roof B1 – Wilton Street Cloister and Grosvenor Aisle

- Roof B1 is an asphalt and gravel roof system in good condition.
- This roof drains by internal drains.

Roof C – Area between Nave and Parish Hall

- Roof C is an asphalt and gravel roof system in good condition.

- The stripping along all walls has been upgraded with SBS membrane.

Roof C1 – West Hallway Area

- Roof C1 is an asphalt and gravel roof system in good to fair condition.
- The stripping along the south, east, and west walls has been upgraded with SBS membrane.
- This roof drains by internal drains.

Roof D – Parish Hall and Chapel

- Roof D is a sloped SBS membrane roof system in good condition.
- This roof drains by internal drains.

Roof E – Office Block

- Roof E is a sloped SBS membrane roof system in good condition.
- This roof drains by internal drains.

Roof F – Roof over Nave

- Roof F is an asphalt and gravel roof system in fair condition.
- The stripping along all walls has been upgraded with SBS membrane.
- This roof drains by internal drains.

Roof Repair Work

Remedial work identified during the annual roof inspection was completed in August.

The work entailed:

- Reinforcing stripping at south and west walls with new torch-applied grey SBS membrane,
- Suppling and installation of a galvanized termination bar at edge of the membrane,
- Sealing the termination bar with M1 compound.

MJ Roofing indicated in a follow up email that the Roof F area over the Nave, while noted as fair, will not need to be replaced for several more years.

Additional Roof Work

In February, MJR removed snow from the roof as a precaution given the volume and weight of the snow that had fallen.

On October 3, during the heavy rains on the morning of the provincial election, water came in through the bottom of the stained-glass window wall behind the altar. It was determined the drain had once again become blocked with leaves and other debris and the volume of water rose above the windowsill. We will examine adding another scupper (drain through the roof edge) to prevent overflow. It was determined the parish's tall step ladder could be placed at the West Entrance to access the lower roof areas which would enable the roof to be checked periodically for any accumulation of leaves or debris.

MJR in their report, noted most of the caulking around the outside storm panels on the west window have failed and need to be replaced. When water seeps through the west windowsill it collects in the cove below the window. As the water evaporates it produces efflorescence on the concrete stipple surface. This has been flaking off the cove surface and falling onto the candles, credence table, and carpet. The necessary repairs and associated costs will need to be fully explored in 2024.

The Saturday after Christmas, snow was removed from the roof as it had blocked the stack vents for the building's toilets.

PLUMBING

In March, the sink faucet set in the Parish Hall accessible washroom was replaced. Matthew Thomson sourced and installed the new single lever faucet. The under sink shut offs were corroded and replaced at the same time.

During the summer, toilets with pressure flush valves were inspected by our plumbing contractor Next-Gen Plumbing Ltd. Repair kits were used on the several of the toilets. The toilet in the men's basement Parish Hall washroom had some water seepage along its base. The toilet spuds which affix it to the floor are no longer available, so rather than replacing the toilet, it was carefully tightened down.

In mid-October, the toilet in the Parish Hall accessible washroom became plugged. The blockage could not be cleared by Darren and water found its way down to the Kinderschule classroom below. Fortunately, the room was not occupied at that time. Next-Gen Plumbing was called, the blockage cleared, and the full drain line was cleaned out to the street.

ELECTRICAL

Efficiency Manitoba

An application was submitted for participation in the Efficiency Manitoba program. Once approved, we will contact an electrical consultant registered with the program and a project plan will be developed and submitted. While we will focus on the Nave, Chancel, and Gallery lighting, all areas of the building will be considered as part of the project, including the exterior sign.

Exterior Sign

An electronic timer to control the exterior sign on Grosvenor Avenue to provide for a more efficient use of electricity was provided and installed by Matthew Thomson.

Chapel Lighting

The bulbs in the Chapel were changed over to LED ones this spring with the assistance of Wayne Milson.

Power Outages

There have been several neighborhood-wide power outages during the past year. The most recent, on Sunday afternoon, November 26 lasted for over three hours. When such outages occur the timers on various pieces of equipment in the building must be reset. These include the controls for the basement air handler and Nave heating system, the exterior sign, and the clock in the church. We are looking to source back up batteries for the heating related timers. Matthew has since upgraded the sign timer.

Organ Blower

There have been continuing issues with the organ blower. Sunday services on January 8 and 15 were held without the use of the organ. Our guest organist and the choir were understanding and adaptive to the circumstances. The organ was again non-operative the morning of Jacqueline Barker's Memorial service, but we were able, in consultation with organ serviceman Edwin Foidart, to make the necessary adjustments and it was operating 30 minutes prior to the service. Several other failures occurred through the year.

We are mindful this situation has been extremely frustrating for Rick and our guest organists, as they prepare music for Sunday worship. We are planning to have the blower motor removed, examined, serviced, and/or possibly rebuilt. If those options are not practical, a new motor will need to be purchased. When this work takes place, the organ will likely be out of service for two weeks. Consideration will also need to be given to replacing the series of fuse boxes in the blower room serving the blower motor. Three of the four slave boxes use screw-in fuses.

Stair Lighting

At the request of Kinderschule, a ceiling light fixture will be installed at the bottom of the west stairway. When the estimate for this work is prepared another will be requested for the installation of an electrical receptacle under the altar and for the relocation of the existing electrical receptacle under the grand piano in the Nave.

SECURITY AND SAFETY

Building Access During the Week

If you require access to the building during church hours Monday to Friday 10:00 am to 2:00 pm, please call Darren at (431) 441-2377 and he will meet you at the door. A recorded greeting directs people to the church office phone number if he's unable to answer – either because he is occupied or because the call comes in outside of his working hours. The phone number has been posted on the Wilton Street and West Entrance doors, and also placed in the leaflet.

Intrusion Alarm System

Several times in the past year alarms were accidentally triggered by parishioners accessing the building. If you have any questions regarding how the system operates, you are encouraged to speak with Andrew Thomson. The intrusion system is able to be controlled off-site by smart phone and personal computer. The Incumbent, Wardens, and Property Chair are all listed as responders to alarms at the church.

Fire Detection Monitoring System

The fire monitoring system is inspected and serviced annually by Triad Protection Inc., in January. Monitoring is provided by XL Alarms.

Fire/Security Sensor

Our organ serviceman has drawn to our attention there is a sensor in the organ's Great pipework that interferes with his tuning and service work. He has asked if the sensor could possibly be relocated. Triad Protection will be consulted in 2024.

Fire Department Safety Inspection

The Winnipeg Fire Department Fire Prevention officer for our district conducts a building inspection each summer. This year, inspection labels were cited as being missing or not up-to-date on the fire and boiler control panels. These deficiencies were corrected.

Fire Extinguishers

Extinguishers are located throughout the building and regularly inspected and serviced each January. Parishioners are encouraged to familiarize themselves with their location. Location maps are found at the Wilton Street and West Door entrances and at other locations in the building.

AED - Defibrillator

Parishioners are reminded that there is an Automatic External Defibrillator unit (AED) located in the Parish Hall. The unit is attached to the north wall (wall backing the church) to the right when entering the Hall from the Wilton Street entrance.

REPAIRS AND IMPROVEMENTS

Key Switch – West Exterior accessible door

A key switch with an LED light was installed to replace the original switch. When activated a red light is illuminated indicating that the exterior accessible door latch is unlocked.

Exterior Keypad – West Entrance

Over the summer, parishioners experienced problems with the exterior key touch pad at the West Entrance. The pad was emitting an electronic alarm signal when used. Kildonan Lock Co., installer of the system, was called and the repairs were made in September.

Doorbell

A Ring video doorbell, donated to the church, was installed at the Wilton Street doors by Matthew Thomson in April.

Door chimes were installed in the following locations:

- Parish Hall
- Guild Room
- Kitchen/Parish Hall area
- Choir Room

When the doorbell is pressed, a chime sounds and the announcement "there is someone at the Wilton door" plays on all units (choir room, guild room, office, and parish hall). The system can be expanded to include other doors and the "announcement" made specific to that entrance.

A video screen was purchased and placed in the Parish Office which also chimes and announces that someone is pressing the doorbell. The screen can be touched to immediately show the person at the Wilton doors and provides the office the ability to communicate with the person by voice and offer direction or other assistance. The Wilton door is not equipped with an automatic opener. Darren has the Ring App installed on his phone allowing him to receive the notifications while he's at the church. The Ring system's installation is only possible due to the extensive Wi-Fi upgrade undertaken in 2022.

Security/Door Locks

Repairs to the panic hardware on the Wilton door, the lock set on one of the doors at the bottom of the West Stairs, and the bottom footlatch on the panic hardware at the Lane door were all serviced by Noble Lock during the year.

In November, the automatic closers on the doors at the bottom of the stairs from the Narthex were replaced by Noble Lock. During the same service call, the locks to the doors of the Chapel, Sacristy, and Kinderschule Nursery Rooms were keyed to the building master key to allow easier access to these areas of the building.

KINDERSCHULE

Leasehold Improvements

During the summer, a commercial dishwasher was installed in the basement kitchen. Kinderschule received funding for this work through The Winnipeg Foundation.

In January 2024, Kinderschule requested permission to make two upgrades in their nursery classroom. The first was to remove the fiber board acoustic ceiling tiles, patch the plaster, and repaint the ceiling. The second was to resurface the flooring in the classroom with grey vinyl plank style flooring. These projects would be funded by grants they have received from the Provincial government. Members of Corporation are awaiting further information on an alternate flooring product and will be meeting with Kinderschule again soon.

GENERAL REPAIRS and IMPROVEMENTS

Masonry

In August, a stone cleaning demonstration was given by Denver's Window Cleaning Services Inc. A section of limestone along the top of the cloister planter facing Wilton Street was cleaned using their proprietary technique. An estimate was provided for the entire building divided into various wall areas, including the tower. The total cost was \$32,000. An estimate was requested for the remaining planter area and this work was completed in October. The Memorial Fund funded this expenditure.

Wilton Flower Planter

Plans for the construction of new wooden flower planters changed in 2023. It was felt it would be more economical to fill the stone planter using a base of crushed rock overfilled with soil. The Wilton Street planter was inspected to determine the amount of stone and soil fill that would be required. During the inspection, it was determined the planter section closest to Grosvenor Avenue was in very poor condition with several sections of the planter wall needing to be replaced. In many places, the mortar between the limestone blocks also needed to be repointed. It was decided it would be best to make repairs before proceeding with filling the planter. An estimate for the work has been requested from Alpha Masonry.

Our sincere thanks to Gwyneth Jones and Darren for their work in ensuring flowers are placed in the planter boxes in May and then watered throughout the summer.

Stained Glass

Two panes of glass on the window wall facing Grosvenor Avenue, behind the font, were found to be damaged in May. One pane appeared to have been struck with an unknown object resulting in a circular hole which also cracked the glass pane below. Prairie Studio Glass made the repairs at the end of June.

POSSIBLE PROJECTS AND ACTIVITIES FOR 2024

Masonry Repointing

- Repairs to the Planter Box along Wilton Street.
- Repointing areas of the west-facing church proper wall.

Electrical

- Lighting improved in the west stairway to the Crypt and Kinderschule.
- Electrical receptacles installed in the church.
- Basement hallway fire door release magnet.
- Improved lighting throughout the building including the exterior sign with the anticipated assistance of Efficiency Manitoba.

Plaster and Paint

- Plaster repair and paint in the west stairwell.
- Plaster repair and paint at the lane entrance door.
- Paint in the Parish Hall kitchen passage.

PROJECTS CARRIED OVER FROM PREVIOUS YEARS' REPORTS

Mailbox

In 2020, Corporation explored the installation of a secure mailbox for the church. Brent Cotton, Design Committee chair, felt retrofitting the lower portion of the south window in the unused office facing Wilton Street would offer the best solution. The slot opening would be large enough to receive small parcels. Brent offered to prepare a suitable design. We will renew our search for a cabinetry carpenter for this work.

Ceiling in Narthex

The repair to the Narthex ceiling was delayed to ensure the heating system problems that created the damage had been solved. We were fortunate that the repair had not been completed, as roof leaks during the summer drained into the same location. A contractor who can sensitively repair the ceiling still needs to be sourced.

ST. GEORGE'S MEMORIAL FUND

In closing, on behalf of the parish, I wish to again thank St. George's Memorial Fund for its generous financial support of the various projects and repairs undertaken during 2023. We are beneficiaries of the foresight and generosity of generations of St. George's parishioners, their families, and friends who have made gifts to the Memorial Fund to ensure the ongoing care and maintenance of our church building.

Respectfully submitted,
Andrew S. Thomson, chair
Property Committee

REPORT OF THE BUILDING REDEVELOPMENT COMMITTEE 2024 AGM

The Building Redevelopment Committee remained inactive during 2023.

Greenspace Redevelopment

In 2022, a subcommittee was formed to respond to a request from parish facilities renter Kinderschule Day Nursery to review their conceptual plans for a redevelopment of the green space on the north side of the church fronting Grosvenor Avenue. Subcommittee members included the Wardens; Christopher Thomson, Building Redevelopment Committee member; Brent Cotton, Design Committee chair; and Ted Cotton, Corporation liaison with Kinderschule. Brent prepared drawings which were then reviewed with Kinderschule. Together, we came to an acceptance of a revised plan, but no further action was taken. It was understood by both parties that until the parish had received an increase in monthly rent from Kinderschule, and a new rental agreement was in place, no further discussion or commitments would be considered.

Members of the Corporation continued to meet with Kinderschule during 2023. An increase in rent was negotiated, which came into effect with the start of Kinderschule's school year in September

2023. Over the past year, work on updating the existing lease continued and several meetings were held with the new Kinderschule board president Kevin Morgenstern. Our last meeting, held at the end of January 2024, has resolved the few remaining matters and Corporation is moving towards having the lease, dated to September 2023, signed in the coming month. We anticipate discussions on the green space redevelopment will then resume.

Trinity Centres Foundation

In January 2024, I was invited to a meeting with members of the Trinity Centres Foundation by Colin Neufeld, architect, and partner with 5468796 Architecture. The Building Redevelopment Committee had employed Colin's firm to help us explore the redevelopment of St. George's church building.

The Trinity Centres Foundation (TCF) is a new Canadian charity; its aim is to see historic church buildings converted into community hubs for the charitable and community sectors. Their model is to partner with the owners of historic church buildings to provide project development and building management which retains ongoing worship space usage on Sundays. Various government and charitable partners are then invited to be part of a new "community hub" concept, attractive to new categories of impact lending. Existing church properties are sensitively developed to a modern, world-class standard suitable for event, conference, concert, and wedding activities that will lead to their becoming financially self-sustainable.

This, of course, is what we were looking to do at St. George's. It was a good conversation and I learned TCF, while originally focused on work with the United Church, is now consulting in the Anglican Dioceses of Huron and Qu'Appelle. In Winnipeg, they are working with St. Mary's Road United Church, where 5468796 Architecture is providing architectural support. In the coming year, I hope that the Corporation and Redevelopment Committee members will have an opportunity to meet with TCF online to discuss what they might be able to do for St. George's.

Respectfully submitted,

Andrew S. Thomson, chair
Building Redevelopment Committee

REPORT OF THE ARCHIVES COMMITTEE

No work done on the Archives this year.

ADMINISTRATION

REPORT OF THE HUMAN RESOURCES COMMITTEE 2023

The Incumbent priest together with the Rector's and People's wardens form the legal entity in each parish (called "Corporation") in the Diocese of Rupert's Land, responsible for overseeing and managing the operation and all activities of the parish. The wardens are the liaison between members of the parish and the incumbent. As one would anticipate, there is a large number of matters arising continuously that requires the attention of the incumbent and the wardens. These matters can span a breadth of topics and require knowledge, skills and experience that no one

person can reasonably be expected to be an expert. Similarly, each matter can potentially require significant amounts of time to consider, plan for, and action to achieve resolution.

Recognizing this situation, in November 2022, Father Sherpard began discussions with his wardens about assembling a group of individuals who would form a committee to assist Corporation with personnel matters. This committee would undertake activities on behalf of, and provide consultative support to Corporation, thereby freeing up Corporation's time and capacity to address other priorities. Additionally, the committee would be composed of individuals who would bring a breadth of skills and experience that members of Corporation may not have.

Flowing from Corporation's discussions, Father Sherpard asked Christopher Thomson to prepare a document defining such a committee. Thereafter, the Terms of Reference for the Human Resources Committee was drafted and submitted to Corporation for consideration and discussion. It was proposed the Committee would meet regularly to consider, address, make recommendations for actions and provide consultative support to Corporation on all human resource matters as required. Following reviews by Corporation and an external party, the Terms of Reference document was approved, and the Human Resources Committee established in the spring 2023.

A summary of the key components of the Terms of Reference of the Human Resources Committee are noted below.

Purpose:

- Assists the Corporation in fulfilling its obligations relating to human resource and compensation matters and establishes a plan for continuity and leadership development
- Provides a focus on governance that will enhance the performance of the church
- Assesses and makes recommendations to enhance the Corporation's effectiveness
- Provides direction and oversight to ensure effective human resources to fulfill the church's mandate

Proposed Structure and Membership:

- Reports directly to Corporation; Decision-making as per Canon Law
- HR Sub-Committee composed of 3-5 persons
- Members appointed by Corporation for a two-year term (staggered)
- Equal mix of male and female members; Ideally, broad mix of ethnicity
- Extensive work experience in for-profit and/or not-for-profit organizations (ideally both) at managerial and executive levels
- Skills and experience of Committee collective members would include:
 - Extensive progressive supervisory experience
 - Human Resources professional (CPHR or equivalent combination of education, training, and/or experience)
 - Practicing lawyer (ideally in Labour Law)
 - Extensive human resource experience including developing and maintaining healthy and sustainable groups and culture (e.g. recruitment, retention, coaching, development, engagement, conflict resolution)

Duties and Responsibilities:

At the direction of Corporation:

- Provides education and consultative support in development, and management of human resource activities
- Develops and co-leads / provides consultative support to Corporation for:
 - Human Resources strategy, job descriptions and plan for employees and key committee chairperson roles
 - Performance metrics, tracking and reporting mechanisms
 - Managing grievances, conflict resolution, performance management
 - Creating and managing highly effective teams
- Leads job search, recruitment, evaluation and recommends selection of candidates for each employee role (employee); Provides consultative support to Corporation as required for volunteer roles

Communications:

At the direction of Corporation:

- Assembles all applicable documentation available from all sources (parish-created, diocese, other parishes, external organizations)
- Provides education and consultative support to Corporation to develop and implement clear, concise and effective communication plans and messaging to employees, committee chairpersons and parishioners
- Except where expressly directed or delegated, all communication to employees and parishioners is from the Incumbent and wardens
- The Committee shall report its discussions to the Corporation by verbal or written report at the next Corporation meeting

Action Plan:

- Activities to be completed by Corporation:
 - HR Sub-Committee Terms of Reference approved
 - HR Sub-Committee formed and members recruited
- Activities to be completed by the Human Resources Committee:
 - Job Descriptions and Position Posting prepared; Reviewed and signed-off with employees and chairpersons of key committees
 - Job Plans prepared; Reviewed and signed-off with employees
 - Develop and introduce performance metrics and tracking mechanisms
 - Participate in the creation of Parish Strategic Plan; Integrate into individual Job Plans
 - Lead and coordinate activities for individual job searches
 - Prepare job search processes and materials:
 - Searches criteria
 - Candidate evaluation processes, approaches and tools; Submit to individual Search Committees and Corporation for review / approval
 - Candidate interview questions; Scoring matrix summary
 - Communications plan, messaging and calendar
 - Professional and personal reference checks:
 - ◇ Create questions set

- ◊ Complete Reference checks
- Validate completion of Criminal Record / Vulnerable Sector / Abuse Registry checks

During the month of April 2023, individuals were approached to join the committee. Once finalized, the committee members included:

- Sherpard Gwende, Chair
- Robin Mather
- Katy Sweet-Allen
- Christopher Thomson

In September, Father Sherpard appointed Christopher Thomson as Committee Chair. Also, Robin Mather advised that due to scheduling challenges, he was stepping down as a committee member. The committee continued to meet with the three remaining members until January 2024, when Roger Kane was welcomed to the committee.

The Human Resources Committee began meeting on May 9 and immediately started work to support the newly-established Search Committee tasked with recruiting for the position of Organist and Choir Director. The Human Resources Committee continued to meet regularly, whether weekly or by-weekly, in person and via Zoom through the end of 2023, completing a number of activities, preparing a variety of materials, and providing consultative support to Corporation as noted below:
Support to Search Committee (Organist and Choir Director role):

- Develop job search processes and materials:
 - Search criteria
 - Posting organizations / locations (virtual and physical)
 - Candidate evaluation processes, approaches and tools: Prepared materials and submitted to Search Committee and Corporation for review / approval
 - ◊ Structure and composition of:
 - Interview panels (2)
 - Evaluation group (Choir practice)
 - Observation panel (Organ capabilities demonstration)
 - ◊ Candidate interview questions; Interview scoring summary matrix
 - ◊ Observation evaluation (leading choir practice; Organ capabilities demonstration)
 - ◊ Evaluation Form; Evaluation summaries
 - Communications plan, messaging and calendar
- Prepare draft and complete final reviews and edits of:
 - Position Description
 - Position Posting (extended)
 - Position Posting (summary)

The Human Resources Committee has provided direct support to, and created materials for, the Search Committee through to the end of 2023, and will continue to provide support until the Search Committee has completed its work in 2024.

Support to Corporation:

- Prepare and publish Organization Charts for:

- Employees
- Volunteer organizations
- Facilitated meetings with Corporation to confirm supervisory structure
- Lead presentations to:
 - Parish Council (Committee mandate; Scope of Responsibilities; Organizational structure)
 - Employees (Overview of Committee; Organizational [reporting] structure)
- Draft Position Description documents
- Prepare communications materials to parishioners

I would like to extend my sincere appreciation and thanks to Katy and Robin for their contribution to the Committee, for their insightful comments, raising matters for thoughtful discussion, analysis of issues, and preparation of materials to advance the work of the Committee. I thank Roger for agreeing to join the Committee and for sharing with us, his breadth of experience gained from decades as a business leader.

I also wish to thank Father Sherpard for his foresight in establishing the Committee, for his leadership, guidance and counsel shared with the Committee during meetings, and for his confidence in appointing me as Chair.

On behalf of the Committee, I welcome any questions, comments and suggestions parishioners, employees and volunteers may have regarding the work of the Human Resources Committee.

Respectfully submitted,
Christopher Thomson
Chair, Human Resources Committee

REPORT OF THE SEARCH COMMITTEE – 2023

In February 2023, Rick Morgan, our Organist and Choir Director since July, 2005, advised Corporation and the Chair, Worship Committee of his intention to retire in August 2023.

In early March, Corporation undertook discussions to identify potential members to form a committee charged with responsibility to lead and manage the search for a successor. Over the next few weeks, individuals were approached by Corporation and asked to join the Committee. Once completed, final Committee membership included:

- | | |
|-----------------------|-------------------------------|
| ○ Sherpard Gwende | Incumbent |
| ○ Geoffrey Owen | Warden |
| ○ Andrew Thomson | Warden |
| ○ Christopher Thomson | Chair, Worship Committee |
| ○ Sarah Pratt | Choir member |
| ○ Lesley Senior | Choir member |
| ○ Katy Sweet-Allen | Human Resource Committee |
| ○ Cheryl Ferguson | Parishioner (member-at-large) |
| ○ Ted Cotton | Treasurer |

Subsequently, a document was drafted for consideration and discussion by Corporation that detailed the Terms of Reference for a Search Committee, one that could be convened each time there was need to recruit an employee for the parish. This document, once approved, was used to guide the activities of the Search Committee created to recruit for the role of Organist and Director of Music. The document describing the Terms of Reference for the Search Committee included:

Purpose:

- Assists the Corporation in fulfilling its obligations relating to a competition to fill vacant paid positions
- Provides direction and oversight to ensure effective recruitment to fill vacant employee positions to fulfill the church's mandate
- Provides a focus on governance that will assist in furthering the goals of the church
- Assesses and makes recommendations to enhance the Corporation's effectiveness

Proposed Structure and Membership:

- Reports directly to Corporation; Decision-making as per Canon Law
- Composed of 5-8 persons, dependent upon the position being recruited
- Members appointed by Corporation for each position vacancy / search competition
- Equal mix of male / female members; Ideally, broad mix of ethnicity
- Broad representation from the parish, specific to the position search including:
 - Corporation: Incumbent and Wardens
 - Appropriate parish standing committee and/or groups
 - Members-at-large
- In-depth knowledge and familiarity of how the vacant position supports St. George's ministries
- Breadth and depth of skills and experience of Committee members specific to recruitment, interviewing, evaluation and ranked recommended selection

Duties and Responsibilities:

At the direction of Corporation:

- Develops project scope, plan and timeline for job search
- Develops communications plan (including messaging and calendar,) and feedback mechanisms for all stakeholder groups
- Develops and lead consultation sessions / activity with stakeholder groups
- Leads recruitment and evaluation activities and rank recommendation of candidates:
 - Review of Position Descriptions (created by Human Resources Sub-Committee)
 - Creation of Job postings
 - Determine geographic scope search; Select all appropriate advertising media
 - Creation and use of search criteria and evaluation processes, approaches and mechanisms / tools to rank candidates
- In conjunction with the Treasurer, prepare, monitor and manage operating budget for position search and relocation (as applicable)
- Reports its discussions, decisions and recommendations to Corporation by verbal or written report at scheduled Corporation meetings

Action Plan:

- Activities to be completed by Corporation:
 - Search Committee Terms of Reference approved
 - Project scope, plan and timelines prepared and approved
 - Search Committee formed, and members recruited
- Activities to be completed by the Search Committee:
 - Job Descriptions prepared; Submitted to Corporation for approval
 - Position posting prepared; Submitted to Corporation for approval
 - Job search criteria, candidate evaluation processes, approaches and tools prepared; Submitted to Corporation for approval
 - Communications plan, messaging and calendar prepared
 - Placement of Position Posting (online job boards, etc.)
 - Candidate interviews and evaluations
 - Recommendations to Corporation for consideration and approval
- Activities to be completed by Human Resources Committee:
 - Professional and personal reference checks
 - Criminal Record / Abuse Registry checks

The Terms of Reference document was reviewed by Corporation in early April and subsequently approved. Father Sherpard appointed Andrew Thomson (Rector's Warden) as Chair. In June, due to heavy work commitments in his professional life as well as multiple roles within the parish, Father Sherpard appointed Christopher Thomson as Chair.

The Committee first met on May 9 and immediately began preparatory work to support recruiting an Organist and Choir Director. The Committee continued to meet regularly – weekly or by-weekly via Zoom through early June – at which time a Position Description and Job Posting document had been prepared and reviewed and approved by both the Search Committee and Human Resources Committee. Concurrently, other activities were completed:

- Input received from members of the choir
- Confirmed evaluation process
 - Interviews (2)
 - ◇ Format; Interview panel members
 - ◇ Interview questions and scoring
 - Evaluation of skills (conducting choir; capabilities of organ-playing)
- Reference checks

In mid-June, following approval by Corporation, the Job Posting document was posted on electronic "job boards" and/or websites of several organizations including:

- St. George's Crescentwood
- Diocese of Rupert's Land
- Royal Canadian College of Organists (Toronto)
- Royal College of Organists (United Kingdom)
- American Guild of Organists (New York, NY)

- Various university Schools of Music, including:
 - University of Manitoba
 - University of Brandon
 - University of Toronto
 - University of Montreal
 - Canadian Mennonite University (Winnipeg)
- Facebook Organists' Association

Additionally, Committee members reached out to their network of professionals in the arts, education, business and faith communities to promote the position and identify potential candidates.

Because the position was posted after post-secondary education institutions had concluded their academic year and other organizations were moving into summer slow-down, applications were slow to arrive. By mid-summer, the Search Committee revised and shortened the Job Posting to make it appear less daunting. By September and through the fall months, a total of seven applications were received:

- 4 applications for the combined Organist and Choir Director role
- 2 applications for the Organist role only
- 1 application for the Choir Director role only

Preliminary interviews were conducted with four individuals who applied for the combined role of Organist and Choir Director. The Interview panel determined three applicants were not suitable and they were advised their applications would not be considered further. The fourth candidate continued through the evaluation process into early December, at which time the process was paused so as not to negatively impact preparations by the Organist and choir during the busy Christmas season.

The three remaining candidates were advised their application would be considered should the Committee decide to explore a two-person team to separately fulfil the organist and choir director roles. To date, this has not been undertaken.

The evaluation process involving the remaining applicant for the combined role of Organist and Choir Director is anticipated to resume in early January 2024.

The Committee anticipates a decision to be made that will see the hiring of an individual to step into Rick's role before his retirement date.

I wish to thank all members of the Search Committee for their participation on the Committee; for their commitment of time, sharing of ideas and support of fellow Committee members including myself as Chair throughout the extended process.

I wish to thank Father Sherdard and the Wardens for their support of, and commitment to, the Search Committee in their work and being available on short notice to consider the Committee's recommendations and confirm decisions promptly.

I also wish to thank all members of the choir for their trust in the work of the Search Committee and their commitment to leadership in maintaining the tradition of excellence in Anglican choral music continued support while the search continues for the next Organist and Choir Director.

Finally, I wish to thank Rick Morgan for his gracious offer to defer his retirement to allow the Search Committee to complete their work. Thank you, Rick, for your continued leadership of the music ministry here at St. George's.

Respectfully submitted,
Christopher Thomson
Chair, Search Committee

REPORT OF THE STEWARDSHIP COMMITTEE 2023

In 2023, your Stewardship Committee continued to encourage both non-financial (time and talent) and financial (treasure) support for the parish.

During the fall 2023 Stewardship activities, the Stewardship Committee thanked parishioners for what they had done and highlighted the importance of returning Estimate of Giving Cards for our budgeting and planning. Thanks to the many parishioners who responded and returned their Cards. Corporation resumed sending out a "Thank You" card to those who returned their Estimate of Giving Card.

Stewardship activities identified expected giving of about \$175,000 for 2024. That's slightly more than the actual identified giving in 2023 but less than parishioners identified as expected giving for 2023. As the majority of giving comes from older parishioners, the Stewardship Committee continues to be concerned about the future of identified giving as parishioners pass away, our long-term sustainability, and the number of parishioners who do not financially support the parish. If we can't increase budgeted revenue through rentals, fundraising etc or decrease actual expenses in 2024, we would need an increase of about 49% in identified giving to have no deficit for 2024. Parish Council has begun to focus on increasing opportunities for increasing rental revenue and more will be done in 2024. We welcome your suggestions.

Regardless of the amount, all forms of giving – on the offering plate, to the office, through pre-authorized donations or financial institutions – are appreciated. As pre-authorized donations provide consistent cash flows throughout the year, the Stewardship Committee encourages pre-authorized donations and about 54% of our identified giving comes from pre-authorized donations. We thank the Diocese of Algoma for continuing to provide this service to St George's and many other Anglican churches. The "pew card" is available at the greeters' table so parishioners on pre-authorized donations can place a symbol of their offering on the offering plate - "I support the ministries of St. George's Church (Crescentwood) through monthly pre-authorized donations."

The use of e-transfer donations from a financial institution to office@stgeorges.mb.ca continues to grow. There are also links on the website to other types of giving. A QR (Quick Response) code has been added to the service leaflet to facilitate guests quickly finding the online methods of donating. A QR code for access to the church wi-fi network is available at the greeters' desk.

We've been using a parishioner's device with a Square reader to facilitate electronic payments at dinners and other events. We plan to add a Square reader to a parish device or purchase a separate Square terminal in 2024.

Some parishioners donate shares or other financial instruments. Financial advisors can explain the capital gains or other advantages of these donations. Any parishioner interested in donating shares to St. George's should contact Ted Cotton about the process.

Information on the ways to donate will continue to be provided in "by George!" and the notices during 2024.

We worked with Father Sherpard to distribute Easter, Harvest and Christmas letters with festive envelopes. These festive opportunities provided over \$3700 to parish operations in 2023.

We maintained a display about the multi-use envelopes and information cards at the greeters' table. We are seeing visitors providing their contact information and making donations. We maintained the supply of pencils in the pews for guests to provide their contact info.

We continued a Nine Lessons and Carols envelope for this important event. 57 envelopes with almost \$1000 was received.

We're hoping to find a carpenter for the small task of adding a mail chute by the Wilton door in 2024. The mail chute would be for more secure receipt of envelopes and small parcels.

One important need for time and talent remains - a Stewardship Chair. Corporation has been facilitating Stewardship for a few years. While this gets the basics done, a parishioner focused on Stewardship could do much more. Please contact any member of Corporation if you're interested in this role.

The Stewardship Committee thanks all parishioners for their support in 2023. The wisdom and interest in parish Stewardship and the future of St. George's provided by Father Sherpard, the Wardens, and Parish Council were appreciated. The support of Marian Groce, Mary Smith, and the money counters was also important for Stewardship.

Ted Cotton
Stewardship Committee

FINANCE REPORT 2023

2022 Review

All public practice accounting firms, including our auditors, the Exchange Group, experienced staffing shortages in 2023, so the review of 2022 wasn't received until near the end of 2023.

It showed a **Net Operating Loss of \$52,218 for 2022**, very similar to preliminary loss reported at the 2023 AGM. It also shows Realized Gains of \$59,135 for sale of investments (including foreign

exchange) as well as Unrealized Losses of \$182,470 for investments held at the end of 2022 (including foreign exchange). As investments fluctuate in value, we had Unrealized Gains in 2021 and expect to have them again in 2023.

2023 Preliminary Statements

Next are the preliminary 2023 financial results. Preliminary means without all year end adjustments (such as Unrealized Gains or Losses on Investments held at year end, and late interest and invoices) or the auditors' review. The Final 2023 Financial Report including the auditors' review will be reported later in 2024.

Our Revenue and Expenses show a preliminary **Net Loss** for January to December 2022 of **\$58,482** from operations. This is favourable to the budgeted Net Loss of \$69,006 and but unfavourable to last year's actual Net Loss of \$52,218.

Preliminary Revenue is \$4,871 favourable to the 2023 Budget. Festival Offerings are \$934 unfavourable due to decreased Christmas festival envelope giving. Fundraising is \$443 favourable; this is more Garage/Closet Sales. Interest Earned is \$259 unfavourable to budget due to less investments. All Regular Offerings are \$1,563 favourable; this is higher Open Plate. Identified Giving (Envelopes, Electronic Offerings, and Via United Way ...) is \$8,082 unfavourable to Budget and \$14,849 unfavourable to last year; as older parishioners pass away or move, most of their giving isn't being replaced. Rentals is \$2,363 favourable due to more Sundry (ad hoc) events and the fall start of higher Kinderschule rent.

Preliminary Expense is \$5,651 unfavourable to the 2023 Budget. Administration is \$2,978 favourable due to lower payroll benefit costs than expected. Ministry is \$3,082 unfavourable largely due higher than expected payroll benefits. Music and Outreach Remittances are similar to Budget. Program is \$1,018 favourable; this is nothing spent on Strategy Implementation. Property is \$5,285 favourable largely due lower maintenance costs; more significant maintenance continues to be paid by the Memorial Fund.

While the Revenue minus Expenses equals Net Income (Loss) shows how we did in 2023, the Balance Sheet shows what we have accumulated over the life of the church. Although the Preliminary 2023 Net Income (Loss) is included, the Summary Preliminary Balance Sheet does not include all year end adjustments (such as Unrealized Gains or Losses on Investments held at year end) or the auditors' review. The Final Balance Sheet will be provided later in 2024. Our Balance Sheet includes over 30 Designated Funds. These Funds range in size from less than \$100 to over \$100 000. The key aspect of each Fund is the money can only be spent on what the money was donated or raised for e.g. Relocation. Any cash flow shortages caused by expenses being greater than revenue are covered by cashing investments and transferring cash to our chequing account so our bills can be paid. In 2023, our investments went down \$41,407 to cover cash flow shortages. We have now used all our investments at TD Canada Trust; our investments are only at RBC now.

**Summary Preliminary Balance Sheet
As of December 31**

		2023 Preliminary	2022 Actual	change
Current Assets (chequing, cash)	\$	9,352.44	31,038.44	(21,686.00)
Fixed Assets (building at cost)		785 030.20	785 030.20	0
Other Assets (investments)		508,578.72	549,985.79	(41,407.07)
Total Assets	\$	1,302,961.36	1,366,054.43	(63,093.07)
Current Liabilities (designated funds)	\$	292,804.16	297,340.65	(4,536.49)
Long Term Liabilities (trusts)		7 260.26	7 260.26	0
Equity		1,002,896.94	1,061,453.52	(58,556.58)
Total Liabilities and Equity	\$	1,302,961.36	1,366,054.43	(63,093.07)

2024 Budget

Parish Council approved a 2024 Budget with a **Net Loss of \$85,779** for submission to the Annual General Meeting. Total Expenses are budgeted to be \$20,365 more than the preliminary 2023 actual Expenses, and total Revenues are \$6,931 less the preliminary 2023 actual Revenue. The most significant Budget items are:

- An \$85,779 budgeted Net Loss. The key contributor is revenues not increasing at the same rate as expenses. As the possibility of building redevelopment is longer term, it isn't included. Parish Council has had initial discussions on increasing rental income from existing facilities; this is also not included but it is hoped to have a positive impact on rental revenues. The updated mandate of the Memorial Fund now allows for broader support of church operations; while some support is anticipated in 2024, the amount and process to obtain it have not been determined so no support is included in the 2024 Budget. **The investments of the church can sustain 2024's budgeted loss, but again this should not be and can not be the ongoing budget solution.**
- Envelopes (which includes Electronic Offerings) and Via United Way ... are \$3082 more than 2023 Preliminary but \$5,000 less than the 2023 budget. This is based on the Stewardship results as well as estimates for those who give but don't pledge, and those who attend but don't give. The passing away or moving of parishioners also has an impact on identified giving. **With no other changes in revenue or expenses, there would need to be a 49% increase in identified giving to balance the 2024 budget.**
- Fundraising is expected to be similar to 2023. Poinsettias and lilies continue to be included in Special Events. The Garage and Closet Sales are important to the parish.
- Interest Earned is expected to be similar to 2023 through higher returns at RBC offsetting no investments at TD Canada Trust.
- Rentals are budgeted to be \$1,163 less than 2023. While Kinderschule rent is up, Sundry (e.g. movie rentals) is expected to be lower than 2023.
- Ministry is budgeted to be \$8,723 more than 2023. There are higher clergy compensation costs for the incumbent due to experience, cost-of-living, and another step towards closer

alignment with similar Canadian dioceses. There is also \$1,000 for a sabbatical provision to fund replacement when the incumbent goes on sabbatical in a future year.

- Higher office and other staffing and related costs based on experience and cost-of-living increases. The bookkeeper asked for her rate to be the same as 2023. 2024 costs for the Music Director are based on the current Music Director as costs for a new Music Director are not yet known. **All 2024 staffing costs are budgeted to be about 53% of expenses and more than all our Identified Giving.**
- A slightly higher provision for audio-visual, \$1,600, and the same provision for relocation of a future new incumbent, \$1,000.
- A Diocesan apportionment the same as 2023. This continues to be about \$10,000 per year less than the Diocese requested.
- Slightly higher utility costs to recognize the expectation of moderate rate increases.

I would like to thank:

- Marion Groce, Mary Smith, and the money counting team for their contributions.
- The parishioners who supported St. George's through Regular and Festival Offerings, Special Events, and the Garage/Closet Sales.
- Corporation and Parish Council for their guidance.
- The Memorial Fund for paying significant property costs in 2023, and for changing their mandate to provide further support in 2024 and beyond.
- Our financial advisors at TD Canada Trust and RBC Dominion for their service and advice.
- The Exchange Group for their review services.

Ted Cotton
February 2024

The Parish Church of St. George, Crescentwood
Profit & Loss Budget vs. Actual
January through December 2023

	Jan - Dec 23	Budget 23	\$ Over Budget	Budget 24
Ordinary Income/Expense				
Income				
Festival Offerings				
4203 · Christmas	1,065.89	2,000.00	-934.11	1500
4206 · Easter	1,915.00	1,200.00	715.00	1500
4209 · Harvest	750.00	900.00	-150.00	825
Total Festival Offerings	3,730.89	4,100.00	-369.11	3825
Fundraising				
4302 · Special Events	4,272.53	5,000.00	-727.47	5000
4303 · Book mart	427.15	100.00	327.15	350
4305 · Threenie Lunch	627.14	300.00	327.14	600
4309 · Dinners/Cabarets	1,016.56	2,000.00	-983.44	1500
4314 · Piano/Concerts	0.00	500.00	-500.00	500
4318 · Garage / Closet Sale	22,000.00	20,000.00	2,000.00	20000
Total Fundraising	28,343.38	27,900.00	443.38	27950
Interest Earned				
Carlson Altar Guild	0.00	100.00	-100.00	0
4403 · Operations	631.43	450.00	181.43	600
4405 · Dividend Income-TD Waterh	0.00	1,000.00	-1,000.00	0
4408 · Dividend Income-RBC	15,688.64	16,000.00	-311.36	16000
4409 · Int Earned RBC-US\$ Distribu	0.00	0.00	0.00	0
4410 · Dividend Income RBC US \$:	1,147.43	2,500.00	-1,352.57	1200
4412 · Trusts - Woods Estate	1,640.00	1,675.00	-35.00	1625
4413 · RBC Distribution Account	4,917.62	2,600.00	2,317.62	4800
4414 · Gain on Sale of Securities	40.02			0
Total Interest Earned	24,065.14	24,325.00	-259.86	24225
Outreach Offerings				
4524 · P.W.R.D.F.	1,290.00	800.00	490.00	1000
Total Outreach Offerings	1,290.00	800.00	490.00	1000
Regular Offerings				
Special & Designated				
4103 · Envelopes	8,690.00	500.00	8,190.00	1000
4104 · Electronic Offerings	73,166.10	175,000.00	-101,833.90	170000
4105 · via-United Way/All Charities	93,387.18	0.00	93,387.18	0
4106 · Open Plate	5,364.54	5,000.00	364.54	5000
Total Regular Offerings	3,455.97	2,000.00	1,455.97	3000
Rentals	184,063.79	182,500.00	1,563.79	179000
4603 · Danceaerobics	2,700.00	2,700.00	0.00	2700

The Parish Church of St. George, Crescentwood
Profit & Loss Budget vs. Actual
January through December 2023

	Jan - Dec 23	Budget 23	\$ Over Budget	Budget 24
4615 · Sundry	4,557.50	1,200.00	3,357.50	2000
4618 · KinderSchule	6,306.00	7,000.00	-694.00	7500
4624 · Winnipeg Girls Choir	500.00	800.00	-300.00	700
Total Rentals	14,063.50	11,700.00	2,363.50	12900
4700 · Miscellaneous Income				
4701 · Altar Guild	0.00	150.00	-150.00	100
4705 · Coffee	876.35	400.00	476.35	850
4708 · Envelopes Cost	27.00	50.00	-23.00	30
4710 · Photocopying	14.05	10.00	4.05	10
4715 · Sundry	376.49	30.00	346.49	30
4716 · Calendars	131.00	145.00	-14.00	130
Memorial Fund Donation				
Total 4700 · Miscellaneous Income	1,424.89	785.00	639.89	1150
Total Income	256,981.59	252,110.00	4,871.59	250050
Gross Profit	256,981.59	252,110.00	4,871.59	250050
Expense				
Administration				
Admin Assistant Stipend	17,786.93	17,680.00	106.93	18720
Admin Relief	607.75	700.00	-92.25	700
Advertising	640.28	750.00	-109.72	700
Archival Supplies	0.00	0.00	0.00	0
Audio/Visual System Provision	1,403.66	1,400.00	3.66	1600
Audit Review	3,794.17	3,900.00	-105.83	4000
Bank Charges	592.13	800.00	-207.87	700
Bookkeeping	7,665.00	7,665.00	0.00	7665
EOP Service Charges	623.20	800.00	-176.80	725
Equipment - Purchase	82.09	0.00	82.09	100
Equipment Maintenance	269.32	250.00	19.32	275
Equipment Rental	2,859.30	2,800.00	59.30	2900
Non Resident Tax - RBC US \$ a/c	45.80			50
Payroll Benefits	2,009.44	3,535.00	-1,525.56	2115
Photocopier - Copies	584.70	850.00	-265.30	650
Postage	617.99	900.00	-282.01	750
Software	0.00	250.00	-250.00	250
Stationery	2,563.05	2,700.00	-136.95	2700
Sundry Expenses	1,523.00	1,632.00	-109.00	1600
Workers' Compensation	765.91	800.00	-34.09	800
Total Administration	44,433.72	47,412.00	-2,978.28	47000
Ministry				
Altar Guild	1,529.87	1,000.00	529.87	1800
Assistant's Salary	1,600.00	1,400.00	200.00	1700

The Parish Church of St. George, Crescentwood
Profit & Loss Budget vs. Actual
January through December 2023

	Jan - Dec 23	Budget 23	\$ Over Budget	Budget 24
Church Literature	316.10	250.00	66.10	250
Conferences & Travel	0.00	525.00	-525.00	525
Continuing Education	900.00	900.00	0.00	900
Discretionary Fund	417.99	500.00	-82.01	500
Living Allowance Rector's	0.00	17,168.00	-17,168.00	17906
Mission & Ministry Speakers	0.00	0.00	0.00	300
Payroll Benefits	20,372.00	17,000.00	3,372.00	21745
Rector's Mileage Allowance	134.81	600.00	-465.19	400
Rector's Stipend	71,439.36	54,271.00	17,168.36	58342
Sabbatical Provision	0.00	0.00	0.00	1000
Relocation	1,000.00	1,000.00	0.00	1000
Servers Robes	0.00	125.00	-125.00	125
Synod	560.00	450.00	110.00	500
Total Ministry Music	98,270.13	95,189.00	3,081.13	106993
Allowances-Boys & Girls	2,415.90	2,250.00	165.90	2425
Choir Robes	0.00	250.00	-250.00	100
Contemporary Music Purchases	150.08		150.08	125
Honorarium	0.00	0.00	0.00	0
Maintenance - Organ	940.74	1,000.00	-59.26	1000
Maintenance - Piano	859.57	1,000.00	-140.43	900
Music Director	23,613.05	22,945.00	668.05	23540
Relief Organists&Musicians	0.00	350.00	-350.00	350
Royal School of Church Music	105.00	115.00	-10.00	110
Total Music	28,084.34	27,910.00	174.34	28550
Outreach Remittances				
Apportionment	30,526.00	30,526.00	0.00	30526
P.W.R.D.F.	1,175.00	800.00	375.00	1000
Total Outreach Remittances	31,701.00	31,326.00	375.00	31526
Program				
Christian Education- Adult	0.00	225.00	-225.00	100
Christian Education - Children	441.52	400.00	41.52	450
Coffee	281.53	425.00	-143.47	300
Decorations	400.43	325.00	75.43	325
Food Supplies	545.48	500.00	45.48	525
Pastoral Care Exp	12.50	50.00	-37.50	30
Strategy Implementation	0.00	500.00	-500.00	0
Sunday School Superintendent	6,525.12	6,800.00	-274.88	6975
Total Program	8,206.58	9,225.00	-1,018.42	8705
Property				

The Parish Church of St. George, Crescentwood
Profit & Loss Budget vs. Actual
January through December 2023

	Jan - Dec 23	Budget 23	\$ Over Budget	Budget 24
Boiler Contract-daily checks	6,323.66	6,348.00	-24.34	6400
Boiler Inspection	0.00	500.00	-500.00	500
Church Kitchen Supplies	183.02	100.00	83.02	150
Cleaning Supplies	42.20	150.00	-107.80	100
General Maintenance	5,554.54	13,000.00	-7,445.46	8000
Honoraria	310.00	0.00	310.00	0
Insurance - Property	19,167.88	14,000.00	5,167.88	21400
Payroll Benefits Verger	4,345.36	4,076.00	269.36	4550
Pest Control	1,107.00	1,150.00	-43.00	1150
Relief Stipend	0.00	100.00	-100.00	100
Security & Fire Detection	2,527.86	3,450.00	-922.14	2700
Taxes - Realty	1,112.00	900.00	212.00	1125
Telephones	6,451.91	5,000.00	1,451.91	6500
Utilities - Electricity	8,339.03	8,300.00	39.03	8500
Utilities - Gas	27,733.33	31,000.00	-3,266.67	29000
Utilities - Water	967.65	1,600.00	-632.35	1300
Verger's Stipend	20,603.08	20,380.00	223.08	21580
Total Property	104,768.52	110,054.00	-5,285.48	113055
Total Expense	315,464.29	321,116.00	-5,651.71	335829
Net Ordinary Income	-58,482.70	-69,006.00	10,523.30	-85779
Net Income	-58,482.70	-69,006.00	10,523.30	-85779

Ted Cotton January 31, 2024
As approved by Parish Council for submission to AGM