

St. Paul's Hazeldean-Kanata

Vestry 2008

“You, Lord God, have done
many wonderful things,
and you have planned
marvelous things; for us.
No one is like you!
Amen”

Psalm 40:5 (CEV)

Our Mission: As Disciples of Christ we are:

- To worship, teach, and equip
- To be agents of healing, love, justice and forgiveness

Our Vision: A community called to know Jesus Christ and make him known in the world by our presence



TABLE OF CONTENTS

Rector's Report	Page 3
Wardens' Report	Page 5
Treasurer's Report	Page 7
OPERATIONS MINISTRIES	Page 9
Administration	Page 9
Building & Site Operations	Page 9
Building & Site Operations	Page 9
Gardening & Landscaping	Page 10
Technical Team	Page 11
Communications	Page 11
Webmaster	Page 12
Finance	Page 14
Envelope Secretary & Counters	Page 14
Stewardship – Food Certificate Program	Page 15
PROGRAM MINISTRIES	Page 18
Christian Education	Page 18
Adult Education	Page 18
The God Squad	Page 19
Cursillo	Page 20
Meditation, Nursery, Stewardship, Wed. Am Eucharist & Bible Study	Page 21
Evangelism & Hospitality	Page 22
Christmas Bazaar, Chicken BBQ, Catering	Page 22
Kitchen coordinators	Page 23
Coffee Hosts, Fair Trade Coffee, Curling, Families with Young Children	Page 23
Greeters, Quilting Group	Page 24
Seniors Afternoon Out Program, Men's Group	Page 25
Mission trip to Pakistan	Page 26
Outreach	Page 28
Outreach Overview	Page 28
Kanata Food Cupboard	Page 29
Kanata Stittsville Refugee Sponsorship Group	Page 29
Pastoral Care	Page 30
Healing Prayer, Prayer Chain (Phone) Ministry	Page 30
Worship & Liturgy	Page 31
Worship & Liturgy Overview	Page 31
Altar Guild	Page 32
Lay Assistants, Music	Page 33
Prayers of the People, Readers, Servers & Crucifers	Page 34
Sidespersons	Page 35
Youth	Page 36
Youth Overview, Youth Church	Page 36
VOLUNTEERS	Page 37
STRATEGIC PLAN	Page 38
Graph: Structure of the St. Paul's Strategic Plan	Page 45
SYNOD REPORT	Page 46
DRAFT BUDGET	Page 47
BALANCE SHEET	Page 52
PROFIT & LOSS STATEMENT	Page 55
AUDITORS REPORTS	Page 58
Parish Council 2007	Page 60

RECTORS REPORT FOR VESTRY 2008

*“You, LORD God, have done many wonderful things,
and you have planned marvelous things for us. No one is like you!”*

Psalm 40:5

Our Vision: A community called to know Jesus Christ and make him known in the world by our presence

Our Mission: As Disciples of Christ we are:

- To worship, teach, and equip
- To be agents of healing, love, justice and forgiveness

This will be my tenth annual vestry at St. Paul's. It is amazing how time goes by. Once again we stand at a point of decision in the life of our Church. This is not a new development in our congregational life. Our History shows us that God continually asks us to respond in faith to the changing world around us. So I should not be surprised that once again we are being challenged to look with faith to the future possibilities that God has for us in this Parish.

While many churches in our diocese are facing decline we are blessed to be situated in a growing and dynamic Community. You will be asked to support three new and positive developments in our common Life.

1. We have reached the point where we need a full time second priest in our congregation.
2. You will be asked to support the framework for the strategic plan for our Congregation.
3. You will be asked to support the study and implementation of a Financial Campaign to prepare the future health of the Parish.

These are large commitments which will be with us for the next five years. The wardens and I have agreed that this is a necessary increase in staff if we are to grow. We believe that a full time experienced priest would help with mission and ministry programs. This year's budget will ask the congregation to endorse this plan and begin to develop new ministries and programs in our Church to meet the needs of our growing community.

It is a messy business being the church. As we grow we need people to take on positions of leadership and become active in the administration of our community. This is one of the complications with being a larger church. Our strategic plan will build a framework to help us to become more effective in our Mission to the world. Please pray for a deepening of faith in our church so that together we will become a more faithful and effective community.

A financial campaign will help us to retire more of our debt and put a number of programs in place for future development. I am convinced that we can produce a campaign that will strengthen our situation and promote further growth.

There are so many people to thank for their additional efforts and contributions. I began to make a list to thank at Vestry but the list was over a page long. Please know that all of your

effort and time is appreciated and valued. I must personally thank the Corporation who provide leadership and oversight to the administration of the Church.

- Mark Stalter our Treasurer, A friend and dedicated treasurer.
- The Wardens, specifically Francis and Russell our outgoing wardens, Thank you.
- To Ann and Steven, Thank you, I look forward to the upcoming year.

To our Staff:

- Lorna (Parish Administrator) - Your love of God strengthens me and your professionalism empowers this parish.
- Ann (Director of Music ministry) - Your tireless effort amazes me.
- John (Custodian) - You are always cheerful and resourceful.
- Nancy (Church School Superintendent) - Your energy and enthusiasm is contagious and you bless our children.

It is a privilege to work and worship in a community that constantly meets the challenges placed before it. I know that whatever the future holds the people of St. Paul's will respond to God with joy and enthusiasm, and will endeavour to meet the needs of this community and proclaim their faith by being faithful to the call of God. I can assure you that the ministry and individuals of this parish are in my prayers and I thank each one of you for your support and prayers. Together we can Thank God and work toward His Future in this place.

Peace Love and Laughter

Rev. John Bridges

Wardens' Report

In 2007, St. Paul's continued to be a vibrant and growing community dedicated to living its vision and mission:

Our Vision: *A community called to know Jesus Christ and make him known in the world by our presence*

Our Mission: *As Disciples of Christ we are:*

- *To worship, teach, and equip*
- *To be agents of healing, love, justice and forgiveness*

We did this with God's Grace and with much help and commitment from a wide variety of volunteers and paid staff, both lay and clergy. We were very fortunate to continue with many of the ministry programs underway from 2006 such as our very popular Seniors' Afternoon Program. You will find their annual reports of specific ministry and activity later in this Vestry Report. We encourage you to read these reports and become more familiar with the many ministries being delivered at St. Paul's and with the people who conduct these programs. We are proud of their accomplishments

Of particular note this past year has been our growth into new areas of ministry. We have sponsored two missions, one to Dominica and one to Pakistan utilizing our own home-bred missionaries (Catherine Filteau and Laurie-Ann Copple). We have focused on improving the administration and management of our programs and facilities through the introduction of Group Ministry Teams and a restructured Parish Council. We have focused on understanding how we communicate with a view to developing a program to enhance our overall experience of how we disseminate and receive information at St. Paul's. The revitalization of our Cornerstone Newsletter is an example of this effort as is an updated and more user-friendly St. Paul's website through which we distribute some of our important messages to parishioners with internet access. Our youth group has re-invented itself (are you surprised?). And we have initiated a fresh perspective on stewardship with a series of fun activities addressing how we understand the abundance in which we are gifted to live, all culminating in a feast on Christ the King Sunday which promises to quickly become a tradition at St. Paul's. These initiatives are not an exhaustive list of everything that is new but they are indicative of the vitality of this parish in living out its mission in faith.

Financially, St. Paul's improved on its 2006 performance by registering a year over year (envelope + PAW) revenue improvement of almost 5.5%. While this amount fell about 11% below budget expectations, it does indicate a continuing and healthy financial trend for which we thank you all. It has allowed us to meet all of our financial obligations with the sole exception of mortgage interest and principal payments to the Diocese. This amount is not insignificant and will continue to challenge us in the years ahead. One significant and remarkable achievement to note for 2007 was the reduction of outstanding parishioner bridge loans from \$220,000 to approximately \$65,000. We are very hopeful that 2008 will see a final disposition of this remaining bridge loan debt.

And so on to 2008. It is clear that the rationale for building St. Paul's a few short years ago has been validated several times over. While we continue to enjoy the benefits as parishioners from our new facilities, it is very evident that much of our ministry growth success

is due to our ability to reach out and service a wider segment of our community in ways that would not have been possible in our old building. To put it succinctly: We have the facility, we have the desire, and we have much of the resource we need to fulfill our vision and mission - but not quite all the resource.

Along with success also comes increased demand for resources, both volunteer and paid professional staff. In the Boken Report sponsored by the Diocese last winter, St. Paul's was identified as a parish whose potential growth and ministry could be expanded even further with the addition of professional help. In fact, our ability to meet the new demand for ministry which we know is there will be curtailed without such help. To this end, the Diocese of Ottawa has offered to forgo interest and delay principal repayment on our current mortgage for 2007 and for the next two years. The quid pro quo is that St. Paul's will be expected to use this grace period to step up to the challenge of acquiring and supporting increased professional staff thereby allowing for further growth of the parish and the ministries/programs it offers. This is a substantial and positive recognition by the Diocese for the work that St. Paul's is already doing, and a wonderful opportunity for us - one that the wardens' enthusiastically endorse for approval at this Vestry.

We have undertaken in 2007 our first strategic planning effort in many years with a view to developing specific plans, programs and associated priorities for 2008 and beyond. This Strategic Plan work will be presented for initial review and endorsement at Vestry this year. This plan, once fully completed, will provide the roadmap for St. Paul's to effectively optimize the resources we have to provide ongoing excellent programming, ministry, and facility utilization. The wardens strongly recommend the endorsement of this plan by Vestry.

Operationally, our building is reaching its five year life and some signs of required maintenance are now becoming evident. These are routine issues and have been included as part of the ongoing operations budget.

One significant operational item for 2008 above the routine will be the proposed installation of a new acoustical sound system in the church to improve the quality of both the spoken word and our music. Intelligible sound reproduction in the church and hall has long been an issue. The church itself has received the Corporation's top priority for attention in 2008 with the hall following as soon as possible thereafter.

The wardens are extremely proud of what St. Paul's has become, of what we have all accomplished in growth and ministry, and most importantly, of its potential to play an even more significant role of service to our community going forward. The future is literally ours for the taking. The challenge is ours to accept and live out. With the Grace of God and your continuing individual and collective support, our vision and mission will become reality.

Respectfully submitted,
Francis Christensen – Peoples' Warden
Russell Smith - Rector's Warden
Ann Bradley - Deputy Peoples' Warden
Steve Shames – Deputy Rector's Warden

**Treasurer's Report
Year Ended December 31, 2007**

Flash Report (Rounded to \$100's)

Income	Actual	Budget	Variance	%	Actual 2006
Receiptable Income	\$269,536	\$295,000	(\$25,464)	(8.63)	\$258,017
Trust Income	\$3,682	\$4,000	(\$318)	(7.95)	\$3,425
Other Income	\$132,768	\$95,829	\$36,939	38.54	\$80,113
Total Income	\$405,986	\$394,829	\$11,157	2.82	\$341,556
Expenses					
Apportionment	\$42,797	\$42,797			\$44,640
Salaries & Expenses	\$100,118	\$109,279	(\$9,161)	(8.38)	\$155,452
Office	\$12,356	\$15,775	(\$3,419)	(21.67)	\$17,054
Building	\$30,977	\$43,800	(\$12,823)	(29.27)	\$42,117
People & Outreach	\$17,504	\$15,910	\$1,594	10.01	\$10,902
Education, Music, Liturgy	\$13,729	\$11,800	\$1,929	16.34	\$5,138
Miscellaneous / Financing	\$100,730	\$111,438	(\$10,708)	(9.60)	\$41,485
Total Expenses	\$373,126	\$406,041	(\$32,915)	(8.10)	\$316,788
Surplus (Deficiency)	\$32,860	(\$11,212)			\$24,768

Treasurers' Comments

The 2007 financial year could be equated to a closely fought race. There are times where, as Fr. John will tell you, I didn't think we would make our commitments. We achieved a positive variance at the beginning of December and as such met all of our commitments ahead of schedule.

Our offering income was below budget and still realized a 5% year over year growth. Our other income category also over achieved our budget figure by 38%. This is as a result of our security deposit being returned from the city and yet another successful Bazaar

One of the issues in looking at church finances is the ever present obscuring overlay of directed income on budgeted expenditures. Did we really pay \$13,729.00 on Education, Music and Liturgy in 2007? Who authorized that? It requires careful verification to realize while yes, we really did pay that amount it was offset by directed income in support of these events. There are many areas of our expenditures where this is the norm.

Significant progress is being made in keeping our operational expenses in check. Expenses followed the trend of years past by not hitting expectations and in fact were almost 30% lower than forecasted.

The sector most affected by increased spending in 2008 will be under the building category. This expenditure is not unexpected as we continue to maintain and improve our facility. The sound system and the expenditures necessary to improve the worship space will be an on-going item throughout the 2008 fiscal year.

Cash Flow:

The good news regarding this year's result should be recognized. In 2007 St. Paul's accepted the full amounts proposed by the diocese. We are back on track! On December 10, 2007 our full commitment to the diocese as it pertained to apportionment was fulfilled. All of the church supplier debts were current. Bridge loan financing had decreased from a Jan 01 2006 figure of \$244,672.00 to a year end figure of \$64,420.00

With the increased pressures we are going to face in 2008 our collective annual giving will need to be re-evaluated. With the loan payments on the outstanding church extension funds now suspended until the end of 2010 we are in a much stronger position. That does not mean that we can let our guard down. We have an exceptional opportunity to address the needs of this parish during this time. We will need funding to accomplish these goals. One of the vehicles to address this is to achieve greater participation in the Pre Authorized Withdrawal, or PAW program. Currently 48% of our receiptable income is realized through the PAW program which is a decrease of 2% over last year.

For St Paul's community to have the greatest impact, we must continue to make spending decisions with a clear view of the modified mission of St. Paul's. With our focus now on worship, teaching, and equipping, we must be purposeful in our relationship with St. Paul's and accept the commitments to make our missions this year a reality.

There is no doubt that 2007 was a refreshing year. Reporting an excess is always easier than reporting of a deficit. We as a parish have faced formidable challenges and will continue to do so in the coming year. The financial results directly reflect the huge effort and the progress we have made in the building of our new worship space. It is a space to be proud of. I am certain that our commitment to the challenges ahead will be evident in 2008!

DRAFT BUDGET and Audited Financial Statements found at page 47.

OPERATIONS MINISTRIES

Ann Bradley	ADMINISTRATION	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Staff	Office Systems & Processes	1	12	n/r	No
Staff	Bulletin Boards	n/r		Yes	No
Staff	Space Management	n/r			No
Staff	Office Liaison	n/r			No
Staff	Rental Administration & Process (Hall set up Rentals)	5	25	Yes	No
	TOTAL	6	37		

The Administration ministry watches over the needs of the Parish office. The office is co-ordinated by Lorna Brule. Lorna is the heart of the office. If you need something done or have a question you need answered, she is the go to person. She organizes all the timetables for the use of the Church facilities and takes care of Father John's scheduling and clerical needs along with many other duties. She also has a warm hug and a listening ear when needed. Carol Spencer takes care of the bulletin and helps out when Lorna is unavailable to be in the office. The other volunteer in the office you hear every time you leave a message at St. Paul's is Michael Turnbull. I am grateful to have their support.

Ray Filteau	BUILDING & SITE OPERATIONS	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
John Taylor	Staff - Custodian	1	26	Yes	No
Ray F.	Facility Development	40 +	562 + Countless	Yes	No
Marion Allen	Garden	~	~	Yes	No
Lorna Brule	Memorial Garden	~	~	Yes	No
Ray Filteau	Property & Maintenance	~	~	Yes	No
Lorna Brule	Staff – Office Systems	1	12	Yes	No
William Colls	Technical Team	4	Countless	No	No
	TOTAL	46 +	600 +		

BUILDING & SITE OPERATIONS

Strolling up to St. Paul's on a spring morning with birds singing, the crisp fresh smell of flowers blooming, bright and vibrant colorful surroundings is what this larger team is about in honoring God's house of worship. In the most humble terms we are responsible for "looks nice and works well".

This group is subdivided into internal and external operations:

- External
 - General gardening leads Marion Allen and Betty Dukes
 - Memorial Gardens lead Lorna Brule.
 - Grass cutting lead Steve Shames.
- Internal
 - Custodian services provided by John Taylor
 - Technical systems lead by William Colls

Gardening and Landscaping

WOW, what a year of fun and challenge we had in completing the outside general landscaping in order to retrieve a \$15,000 deposit with the City of Ottawa as part of the building completion plan. ***Eureka we did it!***

Statistics to make your eyebrows rise

Volunteer Hours: countless

Volunteers: 39 known, but many others just showed up when they were available to pitch in.

Stones on North Wall: approx. 260 sq ft of rock face or 960 stones. Only 960 stones but they had to be moved 5 times as they were placed into position. **Gordon and Gordon** helped plan and build this wall amongst many others that lent their hands, muscle, wheel barrow and shovel.

Stones in Front North Garden, 16 Feet x 3 courses: Rear Kitchen Garden, 16 X 3 courses: Pine tree circle, 3 courses: Patio Area, 16 feet x 3 courses.

Memorial Garden: 60' x one course

Green thumbs planted this year: Hosta, Evening Primrose, Stella Dora Lilies, Bergina, Miniature Iris, and Rock Garden Plants.

ARE we done? NOT a chance! The team continues year after year to make sure the outside is clean, well presented and adding new fresh accoutrements to our already beautiful surroundings. This springs project is to work on the grass. The team has worked very hard in keeping the grass green and as free as possible of weeds etc. Unfortunately the grass went brown and the weeds survived a direction we plan on changing this coming year.

Internal services provided

- The internal workings of a facility when it comes to this area of our group go mostly unnoticed. And it should. We all have an expectation on what looks good and works well and when these 2 parts come together it goes unnoticed as it is expected. Well we changed that paradigm this summer. Remember coming into church on one Sunday this summer to *WHAT* is this? I can see my face reflection on the floor. John Taylor and his troops purchased new floor cleaning equipment and after many hours of wax stripping, cleaning, re-waxing and polishing and again polishing we had a new look. This year coming we want to again continue the trend of going unnoticed. We plan on cleaning up and repairing the hall chairs specifically.
- When it comes to totally being unnoticed, William Colls is your man. As part of the technical and office services team he spends most of his time in the master computer and telephone switching room. Either maintaining our main servers, making sure the e-mail system is continuous operational or pulling new wiring through the walls to augment today or tomorrow's electronic service needs. You can always call on Bill and his shadow team to be at the ready.

I do look forward in getting more of you out to join these teams in fun, fellowship and the continued beautification of St. Paul's as God's warm and welcoming house.

From Marion & Betty ...

Over the past three garden seasons both the gardens and friendships have been developing. Many have assisted the core group and we have achieved all major goals except for the completion of the memorial garden and the patio area at the rear of the nursery. Money is needed to provide paving stones for the walk way and small sitting area in the memorial garden and flagstones or other suitable slab stone for the rear patio. A safe, permanent and attractive 18in.to 24in wall will designate the memorial garden as a natural sanctuary of quiet beauty. The wall will be built with the remaining stone from our old church. These projects will be completed as money becomes available. The one major

goal in 2007 was to get a refund of money being held by the City until such time as landscaping was completed. This was accomplished.

To develop, plant and maintain (prune, weed and feed) 8 garden beds and 3 border plantings required multiple hours of labour by many, many people. However there is a core group of people who weekly continued to build retaining walls and plant shrubs to complete our plan to date. The gardens of St. Paul's are a visible sign of good stewardship of God's creations and provide a welcoming environment in our neighborhood. A side benefit has been the developing friendships with our neighbours and between the generations within our congregation. It has been a pleasure to be a part of this creative "friendship force."

Garden Statistics: Number of volunteers – 40
 Number of Volunteer hours:-562 (90 six hour days)
 Number of stones in North wall –approx. 1,000
 Length of Front North garden wall – 16ft. by 3 courses
 Length of rear kitchen garden wall 16 ft by 3 courses high
 Pine Tree circle – 6 ft diameter by 3 courses
 Memorial garden 60 ft. by 1 course

The corporation purchased 16 evergreen shrubs and 10 yards of planting soil. Other donations included a lawn mower, grass seed and fertilizer.

TECHNICAL TEAM

This was a quiet year for the Tech Team. For the most part, the systems performed well, and any glitches were minor and easily put right. In December we acquired a second good quality wireless microphone set, and that unit is now in service. The major activity of the year was the acoustical survey conducted by Audio Plus in August. Brian Davis conducted a number of tests in both the worship space and Rutter Hall, and provided the corporation with a very detailed analysis of the problems. He also presented recommendations for fixes to adjust the acoustical qualities of both spaces to improve the over all performance. In the budget discussions at vestry we will be seeking approval to implement some of these recommendations later this year.

Lyn Shames	COMMUNICATION	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Carol Spencer	Church Bulletin	1	12 x 52 = 624	n/r	No
Staff	Church Calendar	0	n/r	n/r	No
Lyn Shames	Communications Strategy	5	100	Yes	No
Gordon Reimer & Alison Stortz	CORNERSTONE Philippa Wilson, Donna Burlock, Gordon & Alison	4 +	100	Contributors	No
Mark Stalter	Webmaster (restructure + weekly updates)	1	150	Information	No
	TOTAL	11	974		

One of the main focuses of energy for the communication team was to continue to establish our newsletter, The Cornerstone, as a solid mode of communication within the parish. The editorial team switched over and the publication continues to grow. It is our hope to provide more editions this coming year.

We undertook a review of the newcomers' welcoming package. The purpose was to come up with something jazzier, less repetitive, more consistent look and feel, more streamlined and current. The actual package still has to be created but the recommendations and ideas were flowing.

A great deal of effort went into the preparation of the Web Site Strategic Proposal. This proposal outlines guidelines and recommendation for the use of our web site and its future development. Parish council adopted this proposal. Now we look forward to the formation of a team to oversee the implementation. Stay tuned and see what great things we can accomplish with the Lord.

In the coming years, it is our intention to go over most, if not all, communication tools used at St. Paul's and see what would benefit from improvements. Try to make our congregation more user friendly with regards to our communication tools. The results of the four audits requested by the bishop may direct our efforts in this endeavor.

I would like to take this time to praise the members of the communication team for all their relentless efforts and attendance in countless meetings. We said goodbye to Barry Bockus, Philippa Wilson and Donna Burlock. Thank you for all your input. We have welcomed to the cornerstone team Gordon Reimer and Alison Stortz. Thank you for answering the call. Thanks to Lewis Kruger and Don Brown for keeping us on track and focus. To the other ministry under the umbrella of communication; Web Site – Mark Stalter, Bulletin – Carol Spencer, Church Calendar – Lorna Brule, thank you for a job well done, because we all know how easy those are, right....?

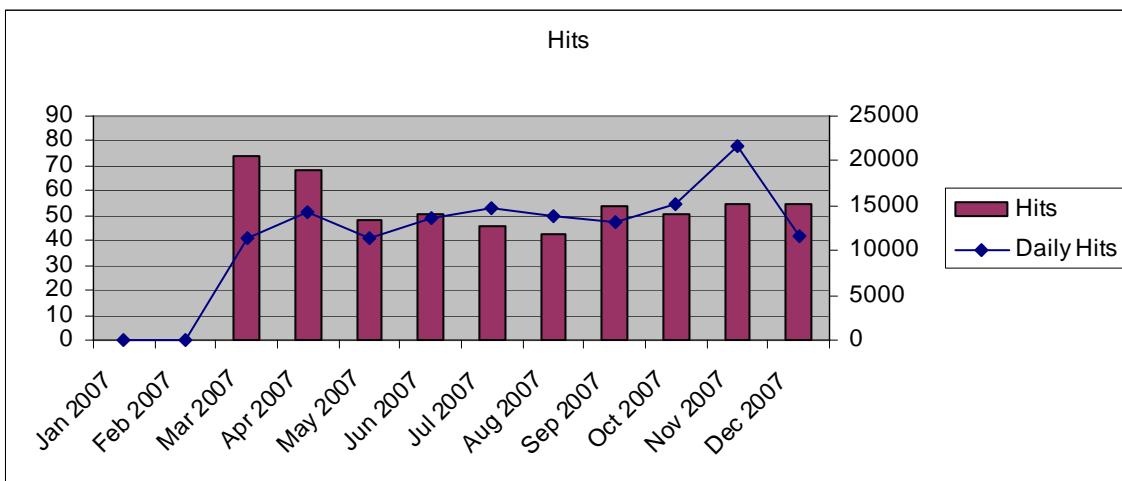
WEBMASTER

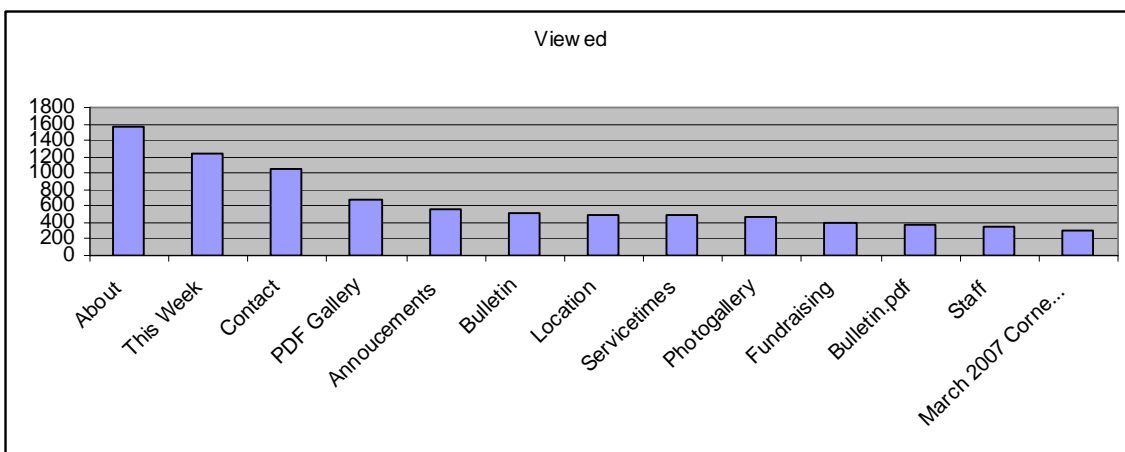
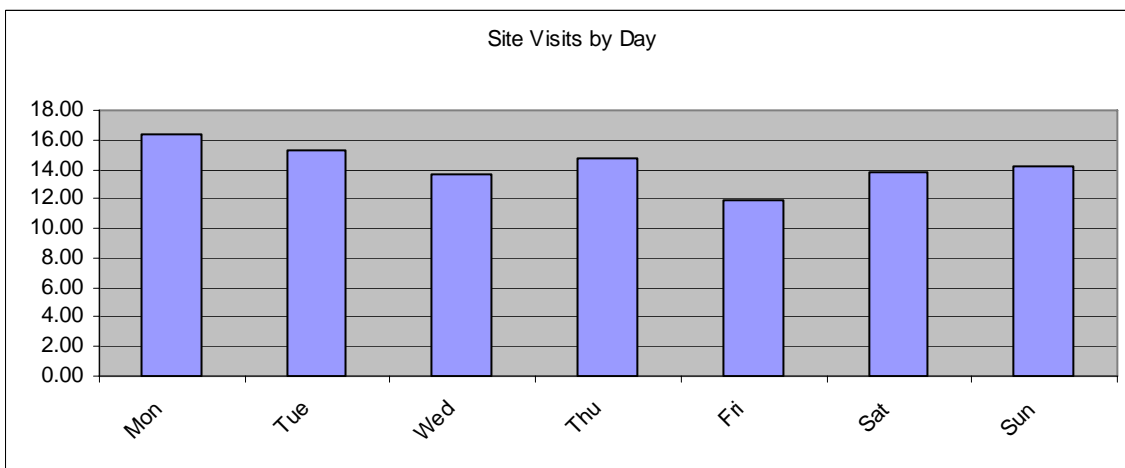
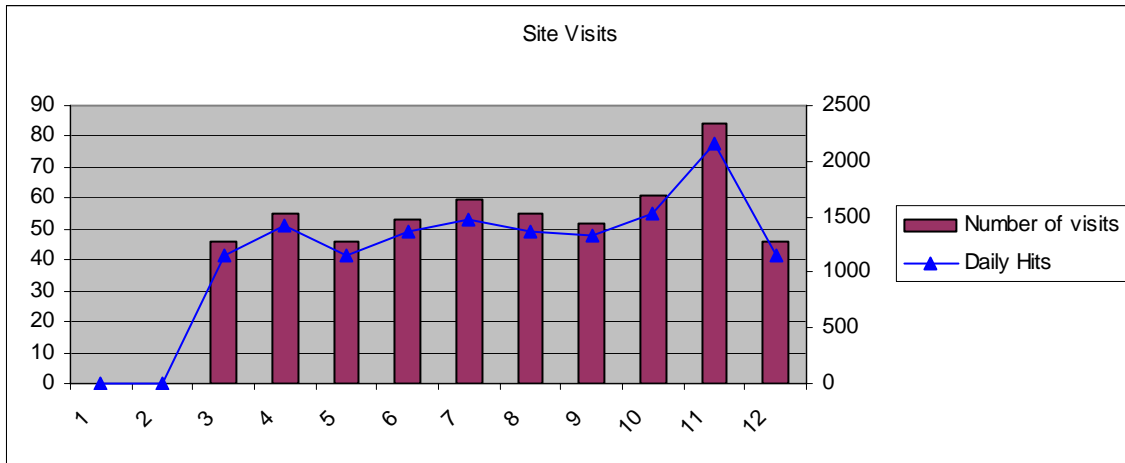
The St. Paul's Hazeldean Kanata web site has been operational since May 2005 at www.stpaulshk.org

The communication team has undertaken a study with respects to the web-site and has come to some exciting conclusions. St Paul's web site has see an incredible growth over the last year and the communications team looks forward to using the site to its fullest possible potential. There are changes afoot and a new and improved site will be released during the 2008 calendar year. Please check the web-site often and look for theses changes. I would encourage those who have not seen the report and would like to, to please contact the parish office.

Individuals still navigate to the site to find out what St. Paul's is all about. An increased focus from our ministry teams is essential so that one of our key marketing mediums is used to its fullest. While individuals have told me that they find the site informative and engaging there is little doubt that key information is lacking from our window to the world.

As in past years I have included some of the statistics compiled from the site.





Some facts:

- There are, on average, between 40-52 visits a day as compared to 27 “visits” per day to the site in 2006, showing it is well used; (A ‘visit’ represents one computer logging onto the site.)
- The most used pages have been: (besides the Home Page) About, This Week, Contact, Weekly Bulletin, Announcements, and Documents. You can see a graph above of all pages with more than 300 visits.

The Website could use YOUR input:

- Digital Photos of the Church or church activities;
- News reports of group activities;
- Announcements of up-coming events;
- Ideas for new features for the site.

Go to the website and use the contact page. Or use e-mail to make your contribution webmaster@stpaulshk.org, or leave printed material at the office.

Minx Mulhall	FINANCE	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Minx Mulhall	Financial Planning	1	PC 20 hrs	Yes	No
Nancy & Bob Moxley	Envelope Secretary & Counters	12	2.5 x 52 x 2 = 260	Yes	No
Darell Small	Food Certificate Program	4	52	Yes	No
	TOTAL	15	332		

The **Finance Broad Group Ministry** was formed to oversee 3 ministries within St. Paul's. It includes the Envelope Secretary Counters headed by Nancy & Bob Moxley, the Grocery Food Certificate Program headed by Darrell Small. (refer to their reports within this report). There is hope for a Financial Planning Committee to be formed in the future that will fall under this Broad Group.

ENVELOPE SECRETARY & COUNTERS

There were 299 identifiable givers in 2007 (302 in 2006). These are parishioners giving \$25 or more in the year. Ninety-one parishioners included in the preceding total (the same number as in 2006) are using the Pre-Authorized Withdrawal (P.A.W.) program. The average annual giving by identifiable givers in 2007 was \$898 (\$843 in 2006).

Envelopes will continue to be available to those parishioners who wish them and we do encourage the use of the P.A.W. program. This program can be a convenience to both the parishioner and to St. Paul's. Applications for the P.A.W. program are available on a table in the front foyer of the Church or from the Church Office. It is very easy to update your PAW commitment using a "Revision Form" also available in the front foyer or the Church Office.

We would like to thank the counters for their valuable assistance over the past year. Their acceptance of the increase in counting responsibilities arising from increased Ministries and other areas of fund raising are much appreciated by us and by St. Paul's. We look forward to working with the counting teams in 2008.

GENERAL FUND GIVINGS

Annual givings	Distribution by # of givers	Distribution by \$ givings
+ \$2000	28	38.80%
\$1500 - \$1999	24	15.00%
\$1000 - \$1499	41	18.40%
\$ 500 - \$ 999	64	16.70%
\$ 250 - \$ 499	54	7.00%
\$ 100 - \$ 249	56	3.30%
\$ 25 - \$ 99	32	0.80%
\$ 1 - \$ 24	17	0.10%

FOOD CERTIFICATE PROGRAM

St. Paul's Stewardship Program Statement of Cash Flows For the period ending 31-Dec-07

Inflows		
	From 8:00	\$45,215
	From 9:15	106,735
	From 11:00	58,290
	Office	21,770
	Partner Churches	<u>158,903</u>
	Total inflows	390,913
Outflows		
	Bulk Barn	5,700
	Farm Boy	50,400
	Food Basics	69,500
	Loblaws	<u>281,050</u>
		406,650
	Bank & Loan charges	550
	St. Paul's	<u>10,500</u>
Net Flow		<u><u>-26,787</u></u>
Cash Start of Year		\$13,861
Inventory at year end		11,695
Net Flow		-26,787
Accounts Payable		7,404
Certificates Owed		<u>500</u>
Cash End of Year		<u><u>\$6,673</u></u>

**St. Paul's Stewardship Program
Statement of Income
For the year ending
31-Dec-07**

Revenue	
Bulk Barn	\$3,950
Farm Boy	37,030
Food Basics	43,535
Loblaws	151,370
Sobey's	1,210
Total Revenue	\$237,095
Cost of Goods Sold	
Bulk Barn	3,753
Farm Boy	35,179
Food Basics	41,363
Loblaws	144,212
Sobey's	1,174
Total Cost of Goods Sold	\$225,679
Gross margin	\$11,416
Loan Interest Expense	296
Bank Charges	204
Admin Charges	50
Total Administrative expense	\$550
Net Income	\$10,866

Assume each family has a food budget of \$400 per month
Assume 225 families out of the 470 on our parish roll used the program.
Average income from the program 4.75% (estimated)

$225 \times \$400 \times 4.75\% = \$4,275$ per month
 $\$4,275 \times 12 = \$51,300$ per year (possible)

St. Paul's Stewardship Program
Balance sheet
For the period ending
31-Dec-07

Assets		
Cash on hand		\$2,240
Bank		6,395
		<u>8,635</u>
Supply of cheques etc.		13
Accounts receivable		459
		<u>472</u>
Floats		
8:00		2,900
9:15		5,200
11:00		2,850
Office		2,650
Total Floats		13,600
Inventory		
Bulk Barn		1,480
Farm Boy		1,420
Food Basics		5,805
Loblaws		1,310
Sobey's		0
Total		<u>0</u>
Inventory		10,015
Total Assets		<u><u>\$32,722</u></u>
Liabilities		
Accounts Payable		7352
Certificates owed		500
Total Liabilities		<u>7852</u>
Retained Earnings		
Previous		0
For year 2007		
Income	10866	
Passed to church	<u>10500</u>	
Retained		<u>366</u>
Total Retained Earnings		<u>366</u>
Total Liabilities & Retained Earnings		8218
Church's Equity		<u>24504</u>
Total Liabilities & Equity		<u><u>\$32,722</u></u>

PROGRAM MINISTRIES

Nancy Habinski	CHRISTIAN EDUCATION	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Sally Gadd	Adult Education	3	52	Yes	No
Tony Cople	Alpha	3+	110 +	Yes	No
Nancy Habinski	God Squad	33	1500	Yes	No
Lorna Brule	Cursillo	1	12	Yes	No
John & Marg McGowan	Meditation	2	90	Yes	No
Liz Brule	Nursery	18	208	Yes	No
Ann Faurbo	Stewardship Development	2	52	Yes	No
vacant	Small Groups	?	?		Yes
Anne Lee	Wed. AM Eucharist & Bible Study	1	52	Yes	No
	TOTAL	63	2076		

ADULT EDUCATION

Adult Education found a shape for itself over the course of 2007. Ad hoc comes to mind. This seems to suit the busy-ness of people's lives, both organizers and participants.

In March Father John offered two studies on moving 'From Adherent to Disciple'. In May there were two evenings devoted to learning how to reflect theologically. We used two episodes from the TV series 'Joan of Arcadia' as the focus for our reflection. In November and December The Venerable Peter John Hobbs and The Reverend Doctor Greg Bloomquist led us as we engaged the question 'Do We Believe in Sin Anymore?'

While not under the umbrella of Adult Education, the weekly Wednesday Bible Study led by Father John is the backbone of ongoing adult education at Saint Paul's. What an enjoyable learning time that is!

Miriam and Paul Kilby-Kluchert have also offered opportunities for study. Here is Paul's report:

Our study and action group is perhaps best described by the phrase well-known to Anglicans "That we may delight in Your will, and walk in Your ways." Since October, we have been meeting monthly to explore, support and inspire one another in actively living out the faith we profess. Fellowship has played an important part of these gatherings for building mutual trust and support. We will typically listen to an audio book excerpt from the "Irresistible Revolution" by Shane Claiborne, which stirs up questions of how we can live today according to the Gospel of Jesus Christ. As we ask these questions together, the intent is to listen for guidance from the Holy Spirit.

Those energetic Cople's presented another **ALPHA** series. What follows is Tony's report.

Tony Cople, Alpha Administrator for St. Paul's and an Alpha Advisor for Ottawa

In the Fall of 2007 we held the 12th Kanata Community Alpha course at the Mlacak Centre. Hundreds of people have passed through the KCA.

Maybe because the course is no longer seen as a "new thing" our registrations were down this time.

And although we started with a viable number of guests, we had more people leave the course – about half of them – than we have experienced before. The amount of work put in by volunteers from cooks to people setting up tables is large, so we have to be careful not to expect too much from them without souls being saved. The course ended with four people receiving attendance certificates, every one of them a jewel in God's eyes.

We are working on a plan to hold our next course in a local pub. We believe that such a venue would attract people who would not normally consider coming on a Christian course, and we hope for about 30 guests. The change in venue will remove one of our major admin burdens, cooking done by us and kind friends we know, replacing it by food provided by the pub, albeit at a higher cost than the \$5 contribution we have suggested in the past. There is a limit to how much this would increase by, so if anyone reading this is inspired to offer to subsidize the food costs we would be very grateful.

However much advertising is done, bringing people to Alpha is primarily achieved by people inviting their friends, and by pastors promoting the course from the pulpit. I would suggest to all member of St. Paul's that if you aren't inviting your unchurched neighbours and friends to the Kanata Community Alpha, which is our Alpha, you are losing a tremendous opportunity to bring people to the Lord. One simple invitation could have a profound effect on someone's life. If there are Alpha alumni in our congregation who would like to assist with the course, we would welcome you as group leaders and helpers.

The schedule for the course, yet to be confirmed, would be an introductory night on Wednesday 9 April, and the course starting a week later. As things unfold, you can keep track of events on the course web site <http://alpha.ncf.ca/kca.html>.

THE GOD SQUAD

Under the leadership of Shirley Mahar, St. Paul's Church School completed its spring classes which marked the completion of Shirley's term as Sunday School Director. The curriculum for the 2007-8 classes was ordered and we thanked Shirley for her service to this important ministry. During the summer, a new Director was selected and began planning for the new school year. A meeting was held with teachers and assistants to develop an overview of special events and the format that the classes would take. A special "tweens" group was established.

"The God Squad" is the new name for St. Paul's Church School. "The God Squad" is comprised of 18 dedicated teachers and 15 enthusiastic assistants that have the wonderful privilege of presenting God's message to the youth of St. Paul's at both the 9:15am and 11:00am services. On any given Sunday there will be between 25 to 35 children in attendance at classes.

This year The God Squad is following the curriculum "Seasons of the Spirit" for three age groups – 3-5 Little Lambs, 6-9 Word Warriors and 10-12 The Lion's Den (tweens). The two junior classes meet in the main classroom and enjoy a time of interaction, Bible time, craft/game and action songs. It is our goal to develop their understanding of the Bible and God's relevance in their lives in a fun and interactive way. Our tweens group, which meets in The Den is geared toward encouraging their spiritual growth and helping them to stay strong in their faith as they enter a challenging phase of their lives – teen years.

Our first Sunday in September was an invitational kick-off "Welcome Celebration" where the children were introduced to their teachers, made their name tags, played games, shared in action songs and enjoyed a craft snack and refreshments. It was wonderful to see all of the St. Paul's youth come and have fun with each other and their teachers.

In October, the Sunday School had a "New Name for Sunday School" contest and many entries were submitted by the youth of the Sunday School. The winning name, "The God Squad", won and the McKenzie family received the grand prize of a singing piggy bank and each child that entered the contest received a prize as well. October was also our month to focus on Operation Christmas Child and filling boxes on behalf of the youth of St. Paul's. On Teacher Appreciation Sunday (October 21), "Bring a Friend" Sunday was a time for each child to bring a friend to The God Squad for a time of games, music, a Bible story, making friendship bracelets, enjoying a craft snack and refreshments. Many children brought their friends to St. Paul's and enjoyed a special Sunday morning at both 9:15am and 11:00am.

The first Sunday in November, The God Squad filled their Operation Christmas Child shoeboxes after their usual class lessons. Seven boxes were filled! Thank you God Squad and parents. For "Christ the King" Sunday, The God Squad children made crowns to be worn at the feast and also brought their surprise crown, scepter and "tribute" for Fr. John to wear and enjoy at the feast. As always, Fr. John's interaction with the youth was jolly and gracious.

Advent was a special time for The God Squad as the children learned about some of the important ancestors of Jesus' through the creation of a Jesse Tree. Both the tweens and one of the junior youth's trees were on display throughout the Christmas season in the sanctuary.

This year, The God Squad took part in an Epiphany Pageant at both 9:15am and 11:00am services. I hope that the congregation enjoyed their pageant as much as the children. Their rehearsal on the Friday before was topped-off by a pizza lunch with ice cream, cookies and refreshments. Thank you to the volunteers who came and assisted with this.

Special Events:

"All Saints Day Away" was a joint venture with Christ Church Bell's Corners and St. Paul's hosted the teens for the day. It was a time for the youth at both churches to learn about saints past and present through discussions, biblical examples, music, games, outreach and community service. Although the youth at St. Paul's got "rained-out" while cleaning the cemetery, it was nevertheless a fun-filled day learning about what a saint is and how to be one in today's society. Everyone gathered at Christ Church Bell's Corners for an Eucharist Service and sharing supper. Thank you Fr. John, Fr. Peter-John, Fr. John (who was St. Stephen for the rice-krispie "stoning") and the many volunteers at both St. Paul's and Christ Church.

Once again, The God Squad hosted a Children's Christmas Shoppe during the annual St. Paul's Bazaar. Many children came to shop and have their gifts wrapped for those special people in their lives – parents, brothers and sisters, grandparents, etc. The items from which the children had to choose made their shopping a true adventure and joy. The volunteers in the Boardroom were very helpful and kind to each child who came to shop. Thank you! The money collected (\$272) was donated to the youth ministry at St. Paul's.

This year's Children's Christmas Eve Service was very well attended and children and adults enjoyed Fr. John and Fr. Bill as they had the children "re-enact" some of the characters and animals in the Nativity Story. It was great to have a real "Mary, Joseph and baby" – thank you to the Kluchert family. The message of Christmas and Christ's birth was a wonderful way for everyone to start their own Christmas celebrations.

This past year's focus for The God Squad was to build-up the children's knowledge and love of God and His Son. For 2008-9, it is our continuing goal to encourage the youth of St. Paul's to seek Him in their lives through The God Squad classes, various special events as well attendance at church services. May He bless us as we share His Gospel.

CURSILLO

"Cursillo is a Spanish word that means "short course" and is pronounced "kur-SEE-yo." The movement began in the Roman Catholic Church in Spain during the late 1940s with the intention of building faith and renewing the Church. It has since grown into a worldwide movement which has taken root within a number of denominations. Cursillo seeks to foster, develop and sustain Christian leaders and to encourage apostleship. The movement tries to provide participants with tools to live the Christian life more fully, with a resulting impact on the world." (www.oacm.ca)

Currently at St. Paul's we have 63 adults who have attended a Cursillo Weekend and another 10 who have attended the youth equivalent known as Challenge.

MEDITATION

This group continues to meet every Monday evening at 7:30 - 8:30 in the back classroom. The number of meditators fluctuates from 4 to 8. The area organization sponsored three area meetings during the past year. We are happy to welcome new members at any time.

NURSERY

We are blessed to have caring, compassionate volunteers in the nursery each Sunday. There is always an adult volunteer who has security clearance, along with a junior volunteer. The attendance varies – sometimes we have one child, other times there are up to five! The atmosphere is welcoming, and everyone has lots of fun. The children have especially been enjoying the slide and the train table lately!

In 2008, we plan to continue organizing, decorating, and adding in more art activities and music. My big dream is to provide training for all volunteers in CPR & First Aid.

Thank you to all of the current volunteers for your dedication! We are always seeking additional volunteers – we especially have a need for junior volunteers at the moment. Please contact me for more information if you'd like to join us!

STEWARDSHIP

The focus of Stewardship for the first half of 2007 dealt with learning about changing perspectives. Michèle Beckett and I attended several modules presented by the diocese on Stewardship. Stewardship is more than just talking about Money.

For the fall we focused on shifting our perception from one of scarcity to abundance. Father John used the children's time in services to help us remember that God has blessed us with an abundance of things. In October we had a treasure chest into which we put slips of paper on which we wrote down things for which we were thankful. Or what we would miss if there was for example, no electricity.

In November we continued with a focus on service - from All Saints Day, Remembrance Day and concluded with the Feast of Christ the King. We had a combined worship service at 10:00am and followed it by a Community Brunch. Families contributed items on a Brunch menu, everyone brought their own dishes and we celebrated the abundance of God's Blessings in our lives individually and corporately. It was a resounding success and the first of which should become a tradition at St. Paul's on Christ the King Sunday.

WEDNESDAY MORNING EUCHARIST AND BIBLE STUDY

The Wednesday morning Bible Study began about 20 years ago. At that time it was a group of women with preschool children who needed a mid-week break to get together for friendship and fellowship. These pre-schoolers are now in, or preparing for, university.

Today we are a group of approximately 16 men, women, and children who still enjoy getting together to discuss and learn from the Bible as we journey through life.

If a mid-week Bible Study, Eucharist, and fellowship gathering is something that you would enjoy, please join us in the chapel at 10:00

Heather Colls	EVANGELISM & HOSPITALITY	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Linda Keech & Nancy Moxley	Christmas Bazaar	90	2500	Yes	No
Lily & Joe Allen	BBQ	> 50	~ 500	Yes	No
Vacant	Catering	2	25	Yes	Yes
TEAM	Kitchen Coordinator (s)	6	24	Yes	Yes
Steven & Lyn Shamesh	Coffee Hosts Coordinators	24	52	Yes	No
Marg McGowan	Fair Trade Coffee Coord.	6	52 +	Yes	No
Dave Dobson	Curling	28	504	Social	No
Paul Kluchert & Miriam Kilby	Families with Young Children	50	48	Social	No
Cathy Wright	Greeters	14	234	Yes	No
Vacant	Women's Group disbanded			Yes	Yes
Marion Allen	Newcomers Welcoming Team Marion, John & Jeannine, Paul & Miriam	5	36	Yes	No
Joan Ferrier	Quilters	6	80	Yes	No
Quilters	Rummage Sale	6 +	150	Yes	No
Minx Mulhall	Senior Afternoon Out Program	20	(10 x 2 x 42) 840	Yes	No
Gordon Anthony	Men's Group	~ 20	100	Yes	No
Valerie Drost	North of 30 Singles Group	varies	Social	Ministry	No
Laurie-Ann Copple	Mission: Pakistan Prayer & Fund Raising Support	12	250	Yes	No
	2 Large Mission Fundraisers Outside Volunteers at least 75	Choirs, Artists, etc. etc.	<1,500>		
	TOTAL	339 +	4902 +		

CHRISTMAS BAZAAR

Once again, we had a very successful bazaar raising just over \$12,000.00. Our chili supper was a crowd pleaser. The men in the kitchen had great fun trying to keep up with the lines of people waiting for their chili. We noticed that Saturday morning shoppers were slow in coming but by lunch time our church was full and people were in line waiting for our delicious lunch. We have many parishioners who support our Bazaar and for that we are thankful. We are hoping to make a few changes for next year and look forward to the fellowship that this fundraiser raises. Thank you to everyone for their continued support.

CHICKEN BBQ

June 8th was our 28th Annual Chicken BBQ. It's hard to count up the number of volunteers and volunteer hours that were spent to hold this event. We do know that 16 people made up the organizing committee and another 25 people actually signed up to help – so at least 41 people spent part of Thursday, Friday and Saturday here – but we all know there were more. The cost of chicken this year put a curb on our overall profit of \$3,938.61 compared to \$5,235.10 in 2006.

CATERING – Although we need a ministry leader for this group, catering was handled by Heather Colls and Shirley Christensen with Parish volunteers – and was provided with Love at parish receptions.

KITCHEN COORDINATOR(S) – Three two person teams are managing the kitchen on a rotational basis. Please contact Shirley Christensen if you would like to be a part of this team.

COFFEE HOSTS

The Coffee Host ministry is fun. Where else can you talk to someone and work at the same time? We have three services every Sunday and I would truly miss the socializing after the service. The 8:00 AM parishioners do a wonderful job arranging their coffee schedule. We organize the 9:15 and 11:00 AM coffee schedule. I keep loosing track, but I figure St. Paul's serves 140 cups of coffee and tea each Sunday. The snacks ...mmmm chocolate... are not needed, but are delicious. We would like to thank the volunteers who take an hour to provide this time for socializing.

Where can we take this ministry? Maybe we will become like a Starbucks franchise, sorry Fr. John no Timmy's. How would you like to order a Chai Tea Latte Grande? Or a Mulberry Iced Cappuccino? Ok, maybe not next year. Perhaps I'll convince Lynn to make some hot cinnamon rolls to fill the Narthex with the aroma of home baking.

How do you improve on great snacks and refreshments?
Greater participation on serving to lessen the load on our current hosts.

Remember, at the end of the next service turn left to enjoy a cup of fellowship.

FAIR TRADE COFFEE

After our first full year of operation the financial report shows

Receipts	\$ 4,706.58
Costs	<u>\$ 2,663.27</u>
Net profit	\$ 2,043.31

This means we were able to contribute \$2,043 to St. Paul's from this ministry. At the same time we paid the coffee growers a price which reflects the true value of farm labour and includes a social premium to be reinvested in the local community. Thank you to all those who helped with this ministry especially Lorna Brûlé, Joan Andrews, Ann Lee, Gordon Anthony, and Mark Stalter. Thanks also to all at St. Paul's who have supported and continue to support this ministry.

CURLING – Social Ministry – Fun evening – Spares always welcome!

FAMILIES WITH YOUNG CHILDREN (FWYC)

The FWYC ministry enjoyed a year of growth with new families constantly joining our e-mail list as well as new babies to our group. The focus for 2007 had 2 sides: first to brainstorm for our group's needs and desires and second for fellowship.

Some of the events from 2007: a winter afternoon at Bethesda Renewal Centre, two potluck picnics, running the children's activities for the Art for Africa festival, a camping weekend at Fitzroy Harbour Provincial Park and a pancake lunch hosted by one of the group's families at their home.

Events and updates are e-mailed to members several times per year. Publicity is done by posters, handouts, listings in the bulletin and personal invitation.

Paul and Miriam represent the FWYC group for the welcoming committee greeting and orienting any new young families who join St Paul's.

A budget of \$250 was requested for 2007 for incidentals but no invoices were submitted. For 2008 the same budget of \$250 has been requested.

The 2008 calendar has been drafted to implement about one activity per month, including pancake lunches, a winter Bethesda outing, a summer camping weekend and two all parish potluck picnics.

The FWYC ministry was started to meet the needs of families with young children within St Paul's. For the moment, our focus is on family gatherings to allow relationships to build outside of our church services. Most of our communication is via e-mail; please contact us if you want to be on the list lmnop@cia.com.

GREETERS

I would like to thank those of you who were so loyal to this important ministry in 2007. When you got Lynn's reminder call, you were there with the warm smile and strong handshake as you welcomed everyone who came through the doors of God's house.

The one big problem this ministry has is not enough people to do the job. The same people do it all the time and I know that they would like some relief. There are 6 for the 9:15 service and 8 for the 11:00 service. We need 2 per service which means we need 16 available per month (20 when there are 5 Sundays in the month).

If anyone would like to join the Greeters, please get in touch with me at gamrn@sympatico.ca or 613-839-3819. I will be happy to explain the simple duties there are and to tell you what fun it is to meet new people. God Bless you all.

WOMEN'S GROUP – group disbanded June 2007

NEWCOMERS WELCOMING TEAM Spring Welcoming Luncheon 13 April 12:30 pm

Ministry to our new families is a very important aspect of greeting at St. Paul's. We try to meet with new families within a week of their filling out a new comer's information sheet. We visit after church on Sunday, and make home visits if requested. If you are new and have not had a visit, please fill out a sheet at our Welcome Desk. Twice a year we host a New Comers Luncheon. This is your opportunity to meet with Fr. John, our Wardens, Sunday School Director and other new families. In 2007 we visited with and welcomed 30 new families to St. Paul's!

QUILTING GROUP

Income from the Quilt Table at the 2007 Christmas Bazaar was \$694 (part of this amount from sale of Baby Quilts prior to the Bazaar).

The **Rummage Sale** in October resulted in a donation to the Church of \$1400.

One of our proud moments of the year was to see Father John wear the blue Advent Chasuble we provided to match the blue quilted Advent "frontals" we created several years ago.

We meet on Tuesdays in Rutter Hall from 9:30 a.m. to noon.
Anyone wishing to quilt regularly or even just occasionally, please join us.

SENIORS AFTERNOON OUT PROGRAM

St. Paul's is blessed to have the opportunity & means to provide this ministry to Seniors living within our community. We meet each Thursday to offer a short ecumenical service, followed by a time of fellowship and sharing. The numerous volunteers involved in this weekly ministry are a loyal, committed group of people that witness God's love at work each week. The continued commitment from all those involved is what makes this program such a success.

Our hopes for this program have always been; to be able to provide a time of Christian worship and fellowship to any Seniors living within our neighborhood. Although we have many that come on a regular basis from various retirement & nursing homes, we do have some that come on their own. We continue to welcome any seniors living on their own and also offer transportation if needed.

Please invite family, neighbours, and friends to this wonderful 'afternoon out'. The service begins each week at 2 pm, where we are blessed to have the support of various area Parish Ministers leading us in worship.

We are also thankful for the continued support of various musicians and entertainers within the community. It is getting harder to find entertainers willing to come at no cost, so if any of you have any talents you can share with us please let us know.

DO YOU know anyone or any groups that would be willing to come?

Again it is this ministry's mission to offer God's Love to our neighbours, by opening the doors of St. Paul's to our community around us.

A BIG THANK YOU to all who support this ministry.

If you think you may be interested to help out from time to time, please call me or just show up some Thursday. We always need extra hands.

MEN'S GROUP

This past year the Men's Group has held two Retreats at Bethesda where the first was well attended and much was gained by the participants. The second, because of timing was not as well appreciated but we hope to hold another in the spring where all men should find great fellowship.

We have had three breakfasts which have been well attended and another is planned for 23 Feb 2008 where Father Bill will regale us with his experiences as a priest. His story telling is well known and we are truly looking forward to it.

A number of men are conducting a book study group on Monday evenings; the Book "The Man in the Mirror" has been very illuminating although most of us wish we had learned about it 30 or more years ago. Any men can join us any Monday night at 7:30 in the Board Room.

The "Barnraisers" group under Wayne Keech has been very successful in grounds maintenance, hall rental setups, and support of the Chicken Barbeque, Bethesda, the Rummage Sale and the Christmas Bazaar. New volunteers can register with Wayne at any time to help spread the work around. This is a very successful and busy ministry, so we thank Wayne very much for his hard work.

President:	Gordon Anthony	Study Group:	Ted Harper
Secretary:	Michael Turnbull	Social Coordinator:	Ken Millar
Barnraisers:	Wayne Keech		

MISSION VISIT TO PAKISTAN 2007

I had a very special Christmas season – spent in the Punjab province of Pakistan teaching, doing healing ministry, pastoral care and planting the Alpha course in Punjabi and English in Lahore. Two years ago when I was in Lahore on a much more intense mission, I joined the local ministry of NEWS Outreach, the same ministry that makes those crocheted crosses that we give baptismal candidates here at St. Paul's. I joined long-time friend Faisal Yaqoob and Bishop Younnis Haroon into a ministry to the downtrodden throughout Pakistan.

Both times in Pakistan I encountered crazy drivers, highly decorated trucks and auto rickshaws, intense pollution, endless cups of chai, hot spicy food and lots of smiles. Ministry last time included speaking before as many as 15,000 or more at one time. This mission had me go to many smaller venues, where I got to meet the people, pray over them and hear some of their stories. Their devotion was deep, hospitality warm and their appreciation of my long journey to meet them very much appreciated. One gesture that really touched my heart was when I was greeting servant leaders with the customary Christian greeting "Salaam," usually slurred to sound like 'slawm'. When I greeted them, I was given a smile full of love, respect and a gesture of a hand touching their heart. To me, this was more than a sign of respect; it was a sign that hearts were open to receive whatever God had for them, through me. This was further confirmed by either being showered with rose petals, given real rose necklaces, or silver garlands.

I found that my audiences were hungry to hear my teaching, especially when I used visual aids, such as a sponge to show that we are like dry thirsty sponges needing to be filled with the life of God through the Holy Spirit. I usually soak the sponge in water for a while and squeeze the sponge to show how 'rivers of living water' are meant to flow from us when we spend lots of time with Jesus. I also do a talk about living water and re-enact John 7: 37-39 when the priest poured out what would start as the river of God flowing from the temple mentioned in Eze. 47. It was in that context that Jesus claimed that anyone coming to him would have rivers of living water flowing from them (like the sponge). Another talk of mine talks about the return of the bridegroom (Jesus) for his bride (us). In Pakistan, brides wear fancy yellow clothes (shalwar kameez trouser-tunic outfits) the day before they get married, and they henna their hands in celebration. I wore the outfit AND had hennaed hands to show just how serious I was about that talk. And there were many people who really appreciated this teaching and wanted to know more, so I told them about the Alpha course, which was recently translated into Punjabi by Alpha India and a brand new dubbed version was sent to me through Alpha HQ.

So far, at least 15 of my own talks have been translated into Urdu so that more people could benefit from the talks, as well as a course I developed two years ago called "Ways to Grow in God." We also visited the orphanage, and I was given the plans for building another. More children are staying with the Bishop and his wife in the interim. Schools continue their work as well as a new outreach with migrant children with a basic school for their education.

I was taken to visit a family which is blind in a poor area of Lahore. The father used to be a teacher before he went blind and his English is impeccable. His wife is also blind and they have lost three sighted children to some serious diseases. They have one child left, Aqeel (which means candle), and he had some form of meningitis and if he didn't have corrective surgery in the next six months he would lose his eyes permanently. I ached for the family and listened to the father's story, and of his grief. He thought that God had abandoned him and must have been surrounded by well-meaning Christian people, but their advice was like the three 'comforters' in the book of Job. It took some serious prayer and pastoral care but after spending time with this grieving father, he finally felt understood and not alone. He knew that God had not abandoned him and that he needed time to grieve. Meanwhile we were going to do what we could about his son Aqeel, other than to pray over him.

After that time we had political disruptions - such as a bombing in Peshawar that prevented my trip to D.I. Khan in NWFP province, and then Benazir Bhutto's assassination which caused an adjustment to the schedule during the three day national mourning. I asked if the money we had saved from road trips could be diverted to Aqeel's operation along with some money we already had in the budget. There was

enough, and I have been advised that Aqeel's operation should be done by January 30, and have some left over for his after-care. This family has been on my heart ever since meeting them, and on many other hearts as well. Please continue to pray for them.

The highlight of the mission was the daytrip to Khanewal and Shantinagar, the entirely Christian village of about 1500 people. The village was formed in 1915 by the Salvation Army and is "Peace town" despite a horrible persecution in 1997 that caused the razing of the village by burning 1500 homes, a hospital, businesses, churches and schools. They forgave and rebuilt. Brother Andrew of Open Doors had a new library built where many have now learned how to read. When I learned of their plight, I wondered what I had to further give them. These were real Christians who had been persecuted, and tried by fire in their faith. I was led after four days to talk on servanthood and having the attitude of Jesus in Phil. 2:5-11, and to do this ministry after spending much time with God. I again taught on soaking prayer, the water and the sponge.

They drank it up like thirsty sponges themselves and asked for more. If ever I had felt love in that land, surely it was in this village. I could sense the true love in the village and in my hosts. I could see their faith deep and true in their eyes and felt that I was seeing Jesus in them.

The one challenge of this mission apart from the political disruptions was my health. I was sick throughout the mission, but I did have a caring doctor within my host family named Yasser. The Apostle Paul was often ill on his missionary journeys so he had Luke with him. So God ministered through Yasser, and I nicknamed him my "Dr. Luke." God gave me enough strength to minister and to care for others, spend devotional and friendship time and to rest.

After my deep ministry in Pakistan I was really looking forward to my own retreat on the Holy Island of Lindisfarne in NE England. This is an ancient island with a deep Celtic Christian past and I knew that God would meet me here in a personal way as I took time for Him alone. I was not disappointed. Although I slept a long time on that island, my time with God was intense and fruitful. I learned what the next stage of my Christian journey is and that I am living it – the very same rest and living water that I teach about is something being worked into my own life. And so I also wish you the very best in your own journey as we seek to know Jesus better.

I will also be having my Pakistan mission report back here at St Paul's, in Rutter Hall on Saturday, February 23 at 11 a.m. Please mark your calendars and let me know you're coming so I can have enough coffee for you. Please RSVP me at arm@cyberus.ca.

Philippa Wilson	OUTREACH	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Carole Fowler & Diane DeRusha	Food Cupboard Volunteers	32	189	Yes	NO
Alan Carson	Foster Child	1	5	No	NO
Vacant	Outreach Program	-	-	Yes	YES
Philippa W.	P.W.R.D.F.	1	96	Yes	No
Carole Fowler	Refugee Sponsorship	1	12	Yes	YES
Judy Gibbon	Circle of Blessing	9	9x3x10 = 270		NO
Lorna & Ray Brule	Bethesda Renewal Centre	12	100		
	TOTAL	44	672		

OUTREACH

“Attempting to make the best use of our resources to serve the needs of our community; locally and globally...”

Our ministry’s purpose:

- to coordinate outreach activities at St Paul’s, offering support where needed
- raise Parish awareness and participation in outreach activities
- to ensure that St Paul’s continues to be active in the wider community in a meaningful, purposeful and active role.

This is the time of the year when we reflect on what difference the congregation of St. Paul’s Hazeldean-Kanata, has made on the world around us. How have we “a community called to know Jesus Christ”made “Him known in the world by our presence.” Individually, I know many wonderful people in our parish reflect Christ’s love as they go about their lives and we are blessed. However, corporately, in the name of St Paul’s what difference have we made?

In the December 2006 edition of Cornerstone, I outlined a vision for Outreach 2007. To continue our ongoing ministries.

- We continue to support our diocesan shelters down town: Centre 454, The Well and Cornerstone (www.cornerstonewomen.ca) with regular donations. In addition, we donated 475 pairs of socks in January to beat the cold and 1,272 bottles of water in June to beat the heat. Thanks to Bill Ranger for your ministry.
- We continue to support the Kanata Stittsville Refugee Sponsorship Group in their attempt to bring refugees to Canada . Thanks to Carol Fowler for your commitment.
- Our team of over 20 volunteers assist the Kanata Food Cupboard to distribute food to those in need under the leadership of Carol Fowler and Diane DeRusha
- We continue to support and Alan Carson corresponds with Ajarul Laskar, our sponsor child in India.
- Members of our community regularly contribute to the Anglican Church of Canada’s development arm, The Primates World Relief and Development Fund (PWRDF www.pwrdf.org)
- The musical group, The Circle of Blessings under the leadership of Judy Gibbon - entertain and raise money for palliative care
- Minx Mulhall and her dedicated group of volunteers continue to welcome seniors on Thursday afternoons in “The Afternoon Out “ program
- Megan Kidd and her team welcome teenagers from our community to “The Haven” on Saturday nights
- Continued financial and practical helps at Bethesda Renewal Centre.

I also threw out some challenges....

- To put a roof on the Aids Orphanage in Migori, Kenya. In May, Angela Kilby and her artists gave us the memorable event of Art for Africa, which included an art exhibit and the rousing, energetic and heart warming 'Raising the Roof' Concert. Who can forget the African Fashion Show and our wonderful models! Over \$2000.00 was sent to Migori. One hundred orphans moved into the orphanage on January 14, 2008.
- To increase our parish donations to PWRDF. In the January bulletins, we featured articles illustrating the different aspects of work being done by PWRDF throughout the world. In February St Paul's invited Mark Tiller to present a dramatic presentation of St Paul's First letter to the Corinthians with the proceeds going to PWRDF
- To reach out to our First Nations Community... that vision was not been achieved. If there is anyone in the congregation who has some ideas or connections, lets see if we can make this happen in 2008.

I would like to offer special thanks to our dedicated team leaders and in particular, to Laurie-Ann Copple whose steadfast faith and belief in mission took her to Pakistan in December 2007 on a mission to preach, to support the News Outreach Orphanage in Lahore and to truly "...make Him known in the world by our presence".

KANATA FOOD CUPBOARD

The Kanata Food Cupboard is a registered charity, run by a community board, to serve the people of Kanata by providing emergency food to families in need.

St. Paul's is one of six church groups working on a weekly rotation to retrieve phone calls from the clients to the Food Cupboard and arrange times for pick-up, to pack and hand out the requested orders, and to deliver the food if necessary. The need for this service continues to grow. We now have thirty-two people who regularly volunteer their time to their community through this outreach ministry. We have four additional people who have volunteered to deliver groceries to the clients who are unable to come to the Food Cupboard. We always welcome new volunteers. If you feel you would be able to volunteer an afternoon or two once every six weeks to retrieve the calls coming into the Food Cupboard and then to enter them into the computer, or should you be able to help deliver food baskets Tuesday and /or Friday evenings once every six weeks, please contact Carol Fowler at 592-0124. We can all assist our local community by dropping off food items in the bins conveniently placed in all our local grocery stores, or in the bins found in the front hall of the church.

Kanata/Stittsville Refugee Sponsorship Group, 2007

The purpose of the K/SRSG is to sponsor U.N. Convention refugees from around the globe in order to provide them with a safe haven and an opportunity for a new life in Canada, and specifically, in our community. Currently six churches in the Kanata/Stittsville area support the K/SRSG as an outreach ministry providing support, including financial, to refugee families while they adapt to life in Canada. Continuing financial support from the six churches is necessary in order for the K/SRSG to fulfill its mandate.

Our financial commitment to Samuel, a refugee from the Congo ended in October. He now has full-time employment as a security guard and also plans to continue his education on a part-time basis. Our financial commitment to the orphaned family in Rwanda continues. The K/SRSG was greatly disappointed to learn that our sponsorship of Philomen, a young man from Burma living in a refugee camp in Thailand, had been cancelled because of an error in processing at the Thailand end. Fortunately, Philomen has been accepted as a refugee in the United States and is now living in Texas. For the coming year, the K/SRSG plans to work with the local Burmese community to help recent arrivals from Burma sponsor other family members who are still living in refugee camps in Thailand.

Carol Fowler will be stepping down in January /08 as St. Paul's representative to the K/SRSG. We are still looking for a replacement. Should you be interested in this outreach ministry and wish further information, please call Carol at (613) 592-0124 or e-mail her at cafowler@magma.ca

Bethesda Renewal Centre – Men and Women from St. Paul's had 2 retreats each at Bethesda in 2007. We thank God for the continued support of the congregation, with special thanks to the Men who are helping with our Chapel 're-build and to the ladies who spent a day hanging curtains. The old saying – many hands make light work, is indeed very true.

VACANT	PASTORAL CARE	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Michèle Beckett	Healing Prayer	27	78	Yes	No
Vacant	Parish Visiting	Fr. John			Yes
Vacant	Pastoral Care	8	96	Yes	Yes
Joan Andrews	Prayer Chain	6	72	Yes	No
Heather Colls	Telephone Ministry	1	12	Yes	No
	TOTAL	42	258		

HEALING PRAYER

“For everyone who asks receives; he who seeks finds;
and to him who knocks, the door will be opened.” Matthew 7:8

God amazes us! He brings healing to those who ask, seek and knock. We, the healing prayer ministry, are so glad that God is the one that heals because if it was left up to us, the healing in those who come forward for prayer would be limited. We are constantly reminded of the times where we so desperately pray for *physical* healing of someone who is dying, and later hear of that person receiving reconciliation beyond our imagination, surrounded by peace and an assurance that God is inviting them to heaven. What amazing healing!

It has been the Healing Prayer ministry's privilege to be part of the healing that has gone on during the past year at St Paul's. As a group, we have been blessed to receive training from Alison Filteau and from Vina Sweetman and the Isaiah 40 Foundation. We reluctantly said good bye to John Faurbo in the spring. We have continued to minister at the 8:00 service. We organized two healing services. And we have two new team members join us this January. It has been a good year.

I look forward to the future and seeing St Paul's grow as a healing church. How will it evolve? Throughout the year, I hope to have several information sessions on areas of healing. Possibilities also include support groups, more special healing ministry services, more ministry time, etc. As I write these thoughts, I am glad that God has a plan much bigger than I can imagine because there are many that are broken and want healing.

I express my thanks to the members of the team. They support me tremendously. They have answered God's call.

Prayer Chain (Phone) Ministry

Our prayer chain group is still serving the church and community in prayer. We have six individuals who are only too happy to do this ministry. At times we are very busy and then there are quiet times.

Ed Gadd	WORSHIP & LITURGY	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Marilyn Holden-Pritchard	Altar Guild	14	2x 52+20 =124	Yes	Yes
Thelma Zipfel	Altar Flowers & Treasurer	3	12	Yes	No
Don Pruner	<i>Congregational Rep 8 AM</i>	1	PC + Sun.	n/r	No
Jean Ripley	<i>Congregational Rep 9:15 AM</i>	1	=3x2x10	n/r	No
Carole Taylor	<i>Congregational Rep 11 AM</i>	1	60	n/r	No
Bev Cathcart	Lay Assistants	35	5x1.25x52 = 390	Appointed	No
Ann Faurbo	Music (3 groups) practices & Services	24	2746	24 x 2 x 52 = 2496 + 250	No
Francis Christensen	Prayers of the People	15	39	3 x 25 x 52	No
Sandra Cooper	Readers	29	39	3 x .25 x 52	No
Carol Spencer	Servers & Crucifers	15	312	4 x 1.5 x 52	No
Carole Taylor	Sidespersons	21	156	6 x .5 x 52	No
	TOTAL	159	3878		

WORSHIP & LITURGY

Vestry Report of the Coordinator of the Worship and Liturgy Broad Group Ministry:

The various ministry leaders within the Worship and Liturgy group continued to provide very able and valuable service for the wellbeing of the parish in the areas of:

1. Liaising between each of the congregations of the three services and parish council through the very able representation of the Congregational Reps (8:00 AM - Don Pruner, 9:15 AM – Jean Ripley, and 11:00 AM – Carole Taylor).
2. Providing leadership and assistance at the services by:
 - a. the Servers and Crucifers - frequently composed, but not always, of our young people who lead the procession at the beginning and end of the service and assist the priest (Ministry leader – Carol Spencer),
 - b. the Lay Assistants - help with the distribution of the Eucharistic elements (Ministry Leader – Bev Cathcart. After many years of able and dedicated service for which the Parish gives many thanks, Bill Colls retired from this ministry and we are now blessed with the leadership of Bev Cathcart),
 - c. the Readers (Ministry Leader – Sandra Cooper) and Prayers of the People (Ministry Leader – Francis Christensen) - those who help bring the word of God to the congregation and the concerns/thanks of the congregations to God,
 - d. the Sides Persons - these are the cheery welcoming people at the doors of the sanctuary who distribute the leaflets and make all, particularly the new comers, feel welcome (Ministry Leader – Carole Spencer), and
 - e. the Music Groups and their very able Director (Ann Faurbo) – what a blessing it is and has been over the past year to have such wonderful and inspirational music to praise the lord.

It is appropriate and important to give thanks for the behind the scenes work of Lynn Williams who, each week over the past months, has contacted all those scheduled to participate in each of the three

services to remind them of their obligations. This has resulted in a significant improvement in compliance and help to the celebrant. Many thanks Lynn.

- Care and decoration of the altar by the Altar Guild (Ministry Leader – Marilyn Pritchard. What a blessing and inspiration it is to have her and Gary at our services.) And Altar Flowers (Coordinator - Thelma Zipfel) – these are the ladies who take care of the decoration and preparation of the altar as an offering to God (Note: I am sure that there is no theological or doctrinal prohibition to men participating in this important ministry.).

Each of the ministries described above is an activity of the whole people of God; that is, for the congregation and the priest jointly. This parish is a wonderful example of that type of joint ministry where lay involvement is valued and encouraged. As parishioners, we are not just observers or an audience, but are active participants in the worship and in bringing the message of the gospel to our community. If any of you feel called to serve on any of these ministries, I would urge you to contact the leader of that ministry, or me. You can find the various ministry leaders listed in the St. Paul's Ministries Directory.

ALTAR GUILD

We are a group of 14 people called to serve the Lord by preparing Holy Communion for Sunday service. Before there is to be a celebration of Holy Communion, members of the Guild scheduled for the Sunday, come on Saturday morning to set up. We make sure that the chancel is clean and tidy, the linen clean and fresh, and the correct antependium (hangings) of the season is in place.

Occasionally there is a Funeral, Baptism, or Wedding for which we set up. We follow simple Altar Guild Duties that are written out for us. Two meetings are held each year to keep in touch.

We have had a very good year. We were pleased that Helen Culbert joined our group. We are so fortunate to have Joe and Lily Allen design and arrange our flowers for special services.

We thank God for the ministry of our quilters; they created a beautiful Blue Advent Chasuble for Fr. John. And we also thank God for Thelma Zipfel contribution as our treasurer. Thelma has now stepped down and the treasurer's position has been filled by Nancy Moxley.

We would be very pleased if more men or women feel the calling to join us in preparing the Lord's Table. Just call Marilyn Holden-Pritchard at 613-836-5308.

Altar Guild	
Opening Balance (Jan 1, 2007)	\$ 991.61
Revenue:	
Memorial & Thanksgiving	\$1,440.00
Donations	
Interest Earned	.48
Total Revenue	\$1,440.48
Expenses:	
Flowers	\$ 1,043.03
Altar Linens	\$19.00
Christmas Ornaments	\$70.05
Bank Fees	\$22.80
Total Expenses	\$1,154.88
Closing Balance (Dec. 31, 2007)	\$1,277.21

LAY ASSISTANTS

We currently have 35 members in our Lay Assistant Ministry. There are three distinctive groups that serve their specific services.

The composition of the services is as follows:

8:00 a.m. Ten 9:15 am Thirteen 11:00 am Twelve

These are dedicated parishioners and without them we would not be able to give Father John the assistance he needs for each service.

We are always looking to have new members join our Ministry and if you think this is something which is calling you to serve the Lord and Father John, please let us know. It is a very rewarding Ministry and I encourage you if you have any questions at all please ask me or Father John and we would be pleased to assist you.

MUSIC

2007 was an exciting year for the Music Ministries at St. Paul's.

In February we hosted the annual Shrove Tuesday Pancake Supper. The members of the Chancel Choir and the Contemporary Worship Team stepped up to the plate and handled the event very well. A special Thanks to Michael Turnbull and Debbie Randall for their combined efforts in making the event a success.

We combined our musical talents for the Good Friday Service and presented music and pictures via a PowerPoint presentation. It was very inspirational to all.

There were several Sundays where we had the opportunity to worship and minister together. These combined services give the musicians opportunities to sing music they wouldn't normally sing at their own services.

We had the opportunity as a group to host the annual Scotch Tasting and St. Andrew's Day Dinner. Many Thanks to Anne and Tom Baker for their organization of the event and to Father John for his efforts on our behalf.

We finished our first concert series – hosting Voce Borealis from Montreal, The Strings and Chorus of St. John's in Fauré's Requiem and ended the first season with the Capital City Male Chorus. We also started a second concert series. So far we have hosted the Cantata Singers of Ottawa, Sharon Adams, Organist and the culmination to our work as a group was our own Concert in January 2008. Work for our concert began in October after Thanksgiving and continued right through the first weeks of January. I would like to thank the members of the Chancel Choir, the Contemporary Worship Team and to our friends: Phil Tanner, Brenda Stone, Glen MacDonald, Keith Sorfleet, Joyce Prentice and Patty Gundersen; that joined us for the concert. Your dedication and commitment to our concert went above and beyond the call of duty and was evident by the fact that it was a wonderful concert. Thank you again.

God has brought new members to each group as we have seen some of our members step away from the ministry for a season for personal and health reasons. We have also seen the beginning of a new group "Godspeak." They provided the music for one worship service this fall and we hope to hear from them again in the New Year.

It is a labour of love to be able to serve St. Paul's as your Music Director. God has done and continues to do wonderful things in our midst and we give Him all the praise and glory!
Yours in the Master Artist's Service

PRAYERS OF THE PEOPLE

Spiritual lay leadership in prayer has been faithfully provided on Sunday mornings throughout 2007 by the following team of intercessors:

Pat Dukes	Bev Cathcart	Amy Bridges
Clyde Crane	Don Brown	Ted Harper
Graham Martin	Ron Mahar	Vera Near
Ray Brule	Tony Copple	Michele Beckett
Ann Faurbo	Lynn Williams	Francis Christensen

There are currently 15 active members who contribute weekly to the Sunday morning liturgy through leadership in prayer. We offer our weekly thanksgivings for the many blessings the Lord continually shows to us as well as our petitions for the Church, for the World, for ourselves and for others - whether here at home, or in distant countries. We give thanks for all our intercessors and for their weekly dedication and discernment in focusing our morning worship and reflection.

For 2008, it is our intent, through God's grace, that the Prayers of the People will continue to be a meaningful and current representation of the petitions and thanksgivings of the parishioners of St. Paul's. We are always ready to welcome new intercessory leadership for any of our three morning worship services. If you feel called to help lead the congregation in prayer, please contact Francis Christensen or speak to Father John. Training is provided.

We would also be very pleased to include any specific prayers or petitions that you wish to have included in the Sunday Morning worship services. Please advise the Church office in advance or place your prayer requests in the Prayers binder on the table located beside the entrance doors in the church foyer.

READERS

2007 was another successful year. There are 29 readers covering all 3 services.

I have spoken to Father John about having some voice training for the readers. He is looking into this.

I would like to thank all of the readers for their dedication and efforts.

SERVERS & CRUCIFERS

We are truly blessed by the work of the youth, and the young at heart here at St. Paul's. The Server's at St. Paul's are very active, most of them are in more than one ministry. We are thankful to those who have answered God's call. I send a special thank you to those Servers, who took time out of their busy schedules to help out for Christmas Eve.

We currently have 15 Servers. This year we welcomed into our group Jean Sibbert at our 9:15 service and Sean Deschamps at our 11:00 service. We have said good bye to Amy Waterman and Mathew Shames.

Our Servers are:

8:00 Service - Esther Cavanagh, Richard Greene, and Carol Spencer.

9:15 Service - Kyle, Serena, and Tessia Berry, Joshua Bridges, Brian and Marc Habinski, Alexander Merkis, and Jean Sibbert.

11:00 Service - Olivia Clarke, Laurie-Ann Copple, Sean Deschamps and, Ken Miller.

As you may have noticed we have purchased seven new Albs this year. We are going to hold off on the purchase of more new albs, for another year, most people are using the new ones and the old ones are holding up better.

I am going to try and plan an event for the Servers in late spring or early fall.

Server Budget 2007

	Budget 2007	\$750.00
23-Jul	5 Server Gowns	<u>\$505.59</u>
		\$244.41
07-Aug	2 Server Gowns	<u>\$209.42</u>
	Balance Dec 31, 2007	\$34.99

If you or anyone you know is interested in becoming a Server, please contact me at 613-836-1812, or carol.spencer@rogers.com. New members are always welcome. We supply the training and albs.

SIDESPERSIONS

No matter where I travel
Or how far away I roam
The greatest blessings that I have
Are found right here at home

That is how I feel when returning home and seeing the steeple of St. Paul's come into view; it's how I feel on Sunday morning when I see all the old familiar faces; it's how I feel when I see how truly blessed we are to have Father John and his family.

I have been a sidesperson for eight years and when I started I didn't think I could handle the challenge, but have found it has lead to blessings overflowing - a blessed opportunity in disguise if you will!

Our sidespeople are a dedicated group of people who are very much appreciated and deserving of many thanks. As for making mistakes - you really can't - there are too many people willing to assist, including Father John.

If you are looking for a rewarding position in our Church, consider being a sidesperson and hopefully you will find it to be the fulfilling experience I have encountered.

Once again, many thanks to the sidespeople, to the congregation, and to Father John for making it the rewarding experience I have been blessed to be a part of.

Amy Bridges	YOUTH	# of Volunteers	Volunteer Hours	Volunteers Welcome	Leader Needed
Amy Bridges	Youth Rep to Parish Council	1	20	No	No
Nancy Habinski	Junior & Senior Youth Group	3	3x2x40 = 200	Yes	No
Meaghan Kidd	The Haven	3	3x3x40 =360	Yes	No
Bridges, Brule, Prentice, Basham	Youth Church	5	5x1.5x40 = 300	Yes	No
	TOTAL	12	520		

Youth Broad Group Vestry Report:

It has been a privilege to serve the interests of St. Paul's Youth Groups and youth on Parish Council.

The 2 youth groups of St. Paul's - The Haven and Youth Church - are committed to improving their ministries by being faithful to God's will for them, so it has, therefore, been very exciting working with them.

The people who have said yes to serving within these ministries are truly committed to God's vision for the youth of this parish. The groups use 10 consistent volunteers; however, at least 10 more volunteers are required on a more occasional basis. A minimum of 18 volunteer hours are required just for the ministries to take place as normal, with far more time being dedicated for special events, outings, and meetings.

They presently serve over 25 AMAZING youth of this parish with great hearts and I am truly blessed to be working on their behalf.

YOUTH CHURCH

The youth church operates Sunday afternoons and is a program designed to educate Middle School and High School students at St. Paul's about their faith and to create bonds of friendship and community between peers of this age in the Church. The coordinating team consists of 7 highly dedicated and interested volunteers as well as approximately 4 occasional volunteers and contributors.

One of the most exciting opportunities provided by this ministry is the opportunity to integrate youths into the broader community of the parish and to help to develop their leadership within the parish.

Our intent is always to deliver a program that is 1/3 outreach to the community and education about the mission of the Church, 1/3 education regarding the Christian faith and tradition, and 1/3 fellowship amongst its members.

This year, our group of students is incredibly diverse and many met for the first time within the youth group. Ergo, our focus for the beginning of this year has been teambuilding in an attempt to create relationships within the group that can last throughout their Church life at St. Paul's. In the New Year, we look forward to deepening these relationships through opportunities like a youth retreat to Bethesda Renewal Centre, sleepovers, and outings designed to bring the group closer together while experiencing the mission of the Church in practice within the broader community.

The youth group at St. Paul's is growing - both in numbers and in noise level, so we have a lot to be excited about in 2008. Praise God!! (A woo Hoo!)

OUR VOLUNTEERS

	Weekly	Monthly	Parish Council	Other Parish Meetings	Year End	Diocesan Reports	Charitable Reports	VOLUNTEER HOURS
Treasurer	5 x 52 = 260	2 x 12 = 24	2 x 12 = 24	10	45 - 60	12	12	402
Wardens	1 x 52	4 x 2 x 12 = 96	4 x 2 x 12 = 96	40	40	10	10	344
PC Chair & Members			18 x 2 x 12					432
SYNODS	Electoral Synod	30 hrs	Regular Synod	7 x 12 = 84				114
TOTAL								1292

Broad Ministry Groups	People		Total Hours	
Administration	6	1%	37	0%
Building Site	46	6%	600	4%
Christian Education	63	8%	2076	14%
Communication	11	1%	974	7%
Evangelism & Hospitality	339	45%	4902	33%
Finance	15	2%	332	2%
Outreach	44	6%	652	4%
Pastoral Care	42	6%	258	2%
PC/Wardens/Treasurer	25	3%	1292	8%
Worship & Liturgy	159	20%	3878	26%
Youth	12	2%	520	4%
TOTAL	750	100%	15541	100%

Total Volunteer Hours	15,541.00
37.5 hours per week * 52 weeks = hours per year	1,950.00
Total volunteer hours divided by hours per year =	7.96
volunteer person years	8 volunteer p-yrs

These statistics represent actual figures when quoted by Ministry leaders and best guesstimates in all other cases. In 2008 leaders and volunteers are asked to keep track of their volunteer hours.

Your help at St. Paul's is, **invaluable** and **very much appreciated**.

This estimate does not include the untraceable, innumerable hours spent and documented as 'countless'.

STRATEGIC PLAN

Don Pruner, Peter Smith, Julie Landgraaf

EXECUTIVE SUMMARY

INTRODUCTION

The first draft of the St. Paul's Strategic Plan for the 5-year period 2008 – 2012 was submitted to the Corporation of St. Paul's to obtain guidance and direction to the Strategic Planning Ministry for the further development of the Plan. This document is the second draft of the Plan and incorporates the comments from the Corporation.

The Anglican Diocese of Ottawa Strategic Plan 2007-2012 (Diocesan Strategic Plan) provides broad guidance for all activities within the Diocese. Based on it, parishes have a clear picture of the general direction in which the entire Diocese is trying to move as they develop their individual plans for the future. In effect, the Diocesan Strategic Plan indicates the general direction, but it is up to each parish to decide how it will "get there."

Given St. Paul's support of the approval of the Diocesan Strategic Plan at the Diocesan Synod 2007, the direct involvement of parishes in the implementation of many of the strategies in that Plan, and the parish audits requested by the Bishop in his charge to Synod 2007 which are closely related to elements of that Plan, it is considered to be logical, effective, and appropriate to structure the St. Paul's Strategic Plan on a framework similar to that of the Diocesan Strategic Plan, that is to say, to use the framework of the same four Strategic Goals (Strengthen the Congregation, Focus Ministries Outwards, Improve Communications, and Rationalize Governance and Infrastructure) and to develop parish strategies under these Strategic Goals.

The parish strategies in this structure of the St. Paul's Strategic Plan comprise:

- The parish participation in the strategies listed in the Diocesan Strategic Plan,
- Strategies identified from the responses to the Strategic Planning Survey,
- Recommendations from the Ottawa Diocese Planning Study June 2007,
- Strategies related to the four audits requested by the Bishop in his charge to the Ottawa Diocesan Synod 2007, and
- Other strategies identified by the Strategic Planning Ministry.

ST. PAUL'S STRATEGIC GOALS

1. Strengthen Our Congregation

"Our congregation is the foundation of our Church upon which we build our mission. Congregational health is not measured as much by growth in numbers, but rather in **the level of involvement and participation of parishioners in the life of the Church and its ministries.**

St. Paul's strategies will focus on two key areas – Leadership Development and Congregational Development, including Stewardship. These areas are co-dependent and in combination will have the effect of engaging, empowering, and mobilizing our clergy, lay leaders, and parishioners."

2. Focus Ministries Outward

Serving God's World is an integral part of our mission as it calls us to seek and serve Christ in all persons, and to strive for justice, peace and respect among all human beings. In many respects, we are defined by how well we serve God's World, **which involves looking beyond our individual circumstances and immediate parish concerns.**

St. Paul's strategies will focus on three key areas – Seeking the Seekers, Diocesan Ministries and Broad Area Outreach.

3. Improve Communications

The need for improved communications has been acknowledged at St. Paul's as an area of critical strategic importance by the establishment of a Communications Ministry with the mandate **to improve communication within and outside the St. Paul's congregation.**

St. Paul's strategies will focus on three key areas – Communications Goals and Objectives, Website and Signage.

4. Rationalize our Governance and Infrastructure

Shifts in strategic direction and changes in parish circumstances necessitate an on-going, periodic re-examination of our approach to governing the affairs of the parish, our decision-making processes, and our criteria for the deployment of human and financial resources and infrastructure.

St. Paul's strategies will focus on three key areas – Improved Governance, Infrastructure Management, and Efficient Mobilization of Our Resources.

STRUCTURE OF THE STRATEGIC PLAN

The structure of the Strategic Plan is illustrated diagrammatically in the Table at Appendix A.

ST. PAUL'S GOALS AND STRATEGIES

Note: The timeframes proposed for each strategy are categorized as follows:

- Short term: 0 - 6months
- Medium term: 6 months -2 yrs
- Long term: 2 – 5 yrs

STRATEGIC GOAL #1 – “STRENGTHEN OUR CONGREGATION”

Paraphrasing the Diocesan Strategic Plan:

“Our congregation is the foundation of our Church upon which we build our mission. Congregational health is not measured as much by growth in numbers, but rather in **the level of involvement and participation of parishioners in the life of the Church and its ministries.**”

Our strategy will focus on two key areas – Leadership Development and Congregational Development, including Stewardship. These areas are co-dependent and in combination will have the effect of engaging, empowering, and mobilizing our clergy, lay leaders, and parishioners.

Leadership Development

1. Clergy Leadership

- a. Provide a second paid clergy position – **(short term)**.
- b. Encourage clergy participation, as appropriate, in the following Diocesan strategies: **(medium/long term)**
 - i. Leadership Development 1: Clergy Leadership Institute

- ii. Leadership Development 2: Clergy Continuing Education
- iii. Leadership Development 5: Wellness in Ministry

2. Lay Leadership

- a. Develop strong lay leadership to improve the functioning of the parish by:
 - i. Nominating candidates with leadership qualifications for key leadership positions - **(short/ medium/long term)**
 - ii. Refreshing the lay leadership by maintaining term limits on key leadership positions – **(short/medium/long term)**
 - iii. Encouraging new incumbents of key leadership positions to attend Diocesan sponsored courses applicable to their responsibilities in accordance with the Diocesan Strategy, Leadership Development 3: Lay Leadership Training – **(medium/long term)**

Congregational Development

1. Youth

- a. Encourage youth to participate more fully in the life of the church by:
 - i. Establishing a Youth Coordinator position. (Note: This could be a function of the 2nd Clergy position referred to in paragraph 1.a. above) – **(short/medium/long term)**
 - ii. Integrating youth into as many existing ministries as feasible, particularly Outreach - **(medium/long term)**
 - iii. Establishing an Evangelism Youth Group to do Bible Study, answer faith-related questions and strengthen their faith - **(medium/long term)**
 - iv. Establishing new programs for youth that are interesting to them, including programs in partnership with the Diocese in accordance with the Diocesan Strategy, Congregational Development 3: Youth Ministries - **(medium/long term)**

2. Stewardship

- a. Maintain and evolve a sustainable stewardship program, utilizing, as appropriate, guidance, training and financial assistance from the Diocese in accordance with Diocesan Strategy, Congregational Development 2: Stewardship – **(short/medium/long term)**

3. Growing in Faith

- a. Provide all members of the parish at all “life stages” with a comprehensive selection of opportunities to “grow in faith”, focussing initially in three areas: prayer, education and ministry, working in partnership with the Diocese in accordance with Diocesan Strategy, Congregational Development 4: Growing in Faith – **(medium/long term)**
- b. Expand / strengthen the Pastoral Care and Healing ministries and make them more proactive – **(short/medium/long term)**
- c. Establish a paid education director position to coordinate the education activities of the parish, prepare a cohesive education plan and develop and implement new seminars and other training methods. (Note: This could be a function of the 2nd Clergy position referred to in paragraph 1.a. above) - **(short/medium/long term)**
- d. Establish a Young Adults Ministry –(20s & 30s) **(medium/long term)**
- e. Encourage more parish participation in Cursillo and Alpha - **(short/medium/long term)**

4. Congregational Growth

- a. Select and implement effective programs to encourage growth, utilizing, as appropriate, guidance and financial assistance from the Diocese in accordance with Diocesan Strategy, Congregational Development 1: Programs to Encourage Congregational Growth. Programs should be available to address the needs of parishioners across the spectrum of ages and also for the various degrees of involvement/commitment in the parish – **(medium/long term)**

STRATEGIC GOAL #2– “FOCUS MINISTRIES OUTWARD”

Paraphrasing the Diocesan Strategic Plan:

“Serving God’s World is an integral part of our mission as it calls us to seek and serve Christ in all persons, and to strive for justice, peace and respect among all human beings. In many respects, we are defined by how well we serve God’s world, which involves looking beyond our individual circumstances and immediate parish concerns.”

St. Paul’s’ strategies will focus on three key areas – Seeking the Seekers, Diocesan Ministries and Broad Area Outreach.

Seeking the Seekers in Our Community

In this context, “Seekers” are defined as “spiritual-but-not-religious” or “spiritual-but-not-church going”. The overall strategy of Seeking the Seekers is to help those who are seeking spiritual fulfillment to do so through St. Paul’s, recognizing that this may require changes in how we operate, consistent with our traditional Anglican values.

- 1. Youth Involvement** – more involvement of our church youth in community activities to raise awareness within and outside the church. The goal is to raise interest in Christian fellowship & positive action in the 13-20 age demographic. Timing is dependent on Youth Coordinator position being filled. **(medium term)**
- 2. Identifying and Responding** - Identify what the seekers are seeking and explore different methods of meeting their changing spiritual needs across all age groups. Possible mediums: website feedback, discussion groups, suggestion box, Diocesan guidance, open houses. **(medium/long term)**
- 3. Kanata Food Cupboard** – continue to be a visible, caring presence for those using this community program. **(short/medium/long term)**
- 4. Community Activities** - Interdenominational, interfaith and/or secular community activities to raise awareness and increase hospitality. **(medium term)**

Diocesan Ministries

- 1. Diocesan Initiatives** - Continue to support Anglican initiatives in Ottawa such as Centre 454 and The Well via donated goods but also increase manpower support by raising awareness in the parish. Co-ordinate more parish members to visit or volunteer at these centers on a rotating basis; either as an individual or as a couple/family. Guidance should be sought as to the types of tasks required from these centers. **(short term)**
- 2. St. Paul’s Venue** - Offer St. Paul’s as a venue for Diocesan events.

Broader Area Outreach

Subject to annual Vestry approval, develop an allocation of outreach resources (both human and financial) between local, national and international initiatives.

- 1. National Needs** - Present & publicize different national needs to St. Paul’s’ congregation and set annual goals with the congregation for specific initiatives where St. Paul’s could support fellow Canadians (e.g. aboriginals) who struggle for basic necessities such as clean water, food, health care and warm clothing. **(medium term)**

- 2. International Outreach** - Continue to support Diocesan-led international outreach for PWRDF and the Diocese of Pelotas in South America. This includes sending donations, training materials and possible missionaries so that they can promote market and garden co-operatives, woman and children can become educated and improve their health and living conditions, and farmers may develop environmentally friendly ways to sustain their agriculture programs. **(medium/long term)**

STRATEGIC GOAL #3 – IMPROVE COMMUNICATIONS

Paraphrasing the Diocesan Strategic Plan:

“The need for improved communications has been acknowledged by the diocese for several years ... and the broad topic of communications emerged as an area of critical strategic importance. Open, 2-way channels of Communication keep internal and external audiences informed, educated and involved.”

The Diocesan Plan includes:

- Communications policy, organization and goals
- Communications vision and principles
- Communications and External Relations Officer – terms of reference

St. Paul’s strategy will focus on three key areas – Communications Goals and Objectives, Website and Signage. “Communications Goals and Objectives” involves the confirmation at all levels of effective goals and objectives for Communication. “Website” is both an element of Internal communications as well as a digital doorway into the activities and mission of St. Paul’s. “Signage” serves to promote St. Paul’s in our local community; a continual reminder to long-time residents, as well as a tool to reach out to those newly arrived in the community.

Communications Goals and Objectives

1. At all levels of the St. Paul’s organization, including Ministries and parishioners, identify, consult and confirm that the existing Communication Policies of St. Paul’s contain goals and objectives for the successful implementation of Communications inside and within the community of St. Paul’s.

Website

1. Content

- a. In conjunction with the implementation of the newly adopted Web Site Policy (Nov 2007), establish a team to define a timetable (weekly, monthly, quarterly, etc.) and sources for timely content updates, as well as proactively “refresh” the design of the website, while maintaining a familiar and intuitive navigation structure. – **(short term)**
- b. In keeping with the Diocesan “openness theme”, encourage the website to be used as a depository for public documents: **(medium/long term)**
- c. Best practices – Security and backup best practices to be investigated and co-ordinated with Bill Colls & Lynn Shames **(long term)**

2. Searchability

- a. Maintain www.stpaulshk.org on the front page of all major search engines. **(medium/long term)**
- b. Maintain www.stpaulshk.org at the forefront of referral sites (Kanata Churches, Anglican Church of Ottawa/Canada, etc.). **(medium/long term)**
- c. Implement website sitemap in agreement with Web Policy Document **(medium/long term)**

- d. Develop & implement an internal search on the website in agreement with Web Policy Document **(medium/long term)**

3. Demographics/Relevance

- a. Develop quantitative measurements of the website's use & most popular links **(medium/long term)**
- b. Recognize that Internet technology is not for everyone.
 - i. Identify and provide complementary services in print/mail as necessary. **(short/medium/long term)**

Signage

1. Onsite

- a. Indoor – small logical signage for newcomers **(medium term)**.
- b. Outdoor – in conjunction with Boken report recommendations, effect a sign on the lawn of St. Paul's that is easily visible to both pedestrian and vehicular traffic as they pass along Young Road. **(medium/long term)**

2. Local

- a. Directional: Work with city officials to have equally prominent signage from all major roadways surrounding Kanata. **(short term)**
- b. Promotional: Within all areas identified as St. Paul's catchment, provide rotating temporary signage, e.g. newspaper adverts/photos, youth group activities, etc. as appropriate. **(medium term)**

STRATEGIC GOAL #4 – RATIONALIZATION OF GOVERNANCE & INFRASTRUCTURE

Paraphrasing from the Diocesan Strategic Plan:

Shifts in strategic direction and changes in parish circumstances necessitate an on-going, periodic re-examination of our approach to governing the affairs of the parish, our decision-making processes and our criteria for the deployment of human and financial resources and infrastructure. This direction will parallel activities at the Diocesan level, where the Diocese will,

- establish a Governance Task Force to bring about improvements in how the diocese manages its resources, including a review of current practices, organizational relationships and accountabilities;
- integrate strategic planning into the diocesan governance and management processes;
- implement the Parish Planning Study;
- establish a Parish Growth and Renewal Committee; and
- continue to focus on improvements in the transparency of diocesan financial management and the elimination of the diocesan budget deficit.

Of significance, the Diocese warns its members to "avoid trying to do too many things at once, lest we risk doing them all poorly".

Improved Governance

St. Paul's should continue to fully integrate an ongoing strategic planning mandate into the parish governance and management processes and to make it the catalyst of continuing feedback, exchange and consultation between the Corporation and various Parish Groups on strategic issues.

1. Annually, St. Paul's will review parish governance practices with a view to ensuring that organizational roles and responsibilities are aligned with our mission and vision. **(medium term)**
2. Identify our challenges for the next strategic plan. St. Paul's will work to fully integrate parish strategic planning and budget management processes in order to accommodate foreseeable parish growth. **(medium term)**
3. The Diocesan strategic plan will cover a six-year period in a staggered approach; however, St. Paul's should develop a "rolling" five-year strategic plan, whereby with the passage of one year, a new fifth year will be added with years one to four being updated annually. The annual review and amended plan will be presented to Vestry and subsequently updated as directed by Vestry. **(medium /long term)**

Infrastructure Management

St Paul's will develop and implement a long-term strategy to fully leverage the revenue generation potential of church property and buildings. New revenues would be used to support the ministries of St. Paul's church and the implementation of the strategic plan.

1. Implement recommendations of the Diocesan Parish Planning Study (Myrlene Boken, June 07) that are specific to St. Paul's in a manner that will allow St. Paul's to adapt positively to the changing demographics and needs of the parish. With respect to St. Paul's:
 - a. most importantly, improve the acoustics in church and Rutter Hall, including installation of an improved sound system; **(medium term)**
 - b. install a permanent sign that is more visible; **(medium term)**
 - c. complete the landscaping; **(short term)**
 - d. install coloured flood lighting of the bell tower. (Suggestion has been made that colour vary with the church calendar); **(short term)**
 - e. install the stained glass windows behind the altar; and **(medium term)**
 - f. install a new elevator. **(long term)**
2. Upgrade computer server equipment and software to give faster, more reliable support to users. **(short /medium term)**

Efficient Mobilization of our Resources

Financial Resources

1. St. Paul's will continue to develop and implement financial policies and procedures to assist the parish in the prudent achievement of its goals and the fulfillment of its mission. In this regard the parish will continue to focus on improvements in the transparency of parish financial management and the elimination of the parish debt. **(medium / long term)**
2. Proportionally pay down the mortgage to free funds for other parish activities, while maintaining a cash balance to fund parish programmes that are consistent with St. Paul's vision and mission statements. This twinned approach to the application of financial resources was emphasized in

the Parish Planning Study, which recommended that the focus should be taken off paying the mortgage. **(medium / long term)**

3. Examine the potential impact on St. Paul's programs of a moratorium on payments of mortgage principal and interest. **(short /medium term)**

Human Resources

1. Periodically review and analyse how St. Paul's manages the interests of its members and the resources entrusted to it, based on best practices in the field of non-profit governance. **(medium / long term)**

STRUCTURE OF THE ST. PAUL'S STRATEGIC PLAN

ST. PAUL'S GOALS			
Strengthen Congregations	Focus Ministries Outward	Improve Communications	Governance & Infrastructure
ST. PAUL'S STRATEGIES			
Leadership development	Seeking the Seekers	Communications Goals & Objectives	Improved Governance
<i>Clergy</i>	<i>Youth</i>	Organizational	<i>Review organizational roles and responsibilities</i>
<i>Lay Persons</i>	<i>Changing Spiritual needs</i>	<i>Ministries</i>	<i>Integration of strategic planning & budget management</i>
	<i>Food cupboard</i>	<i>Parishioners and Community</i>	<i>Maintain a rolling 5-yr strategic plan</i>
	<i>Venue for community events</i>	Website	
Congregational development	Diocesan Ministries	Content Management	Infrastructure Management
<i>Youth</i>	<i>Local Anglican initiatives</i>	<i>Searchability</i>	<i>Implement recommendations of the Boken report</i>
<i>Stewardship –</i>	<i>Venue for Diocesan events</i>	<i>Demographics/ relevance</i>	<i>Upgrade computer server equipment and software</i>
<i>Growing in Faith-</i>	Broader Area Outreach	Signage	Efficient Mobilization of our Resources
<i>Congregational growth programs</i>	<i>Addressing Canada's national needs before looking international</i>	<i>Onsite</i>	<i>Financial Resources</i>
	<i>Diocesan-led international outreach</i>	<i>Local Community</i>	<i>Human Resources</i>

SYNOD REPORT

Over the past year, 6 delegates represented the parish of St. Paul's at two Synods: Philippa Wilson, Julie Landgraaf, Steven Shames, Kyle Berry, Lynn Shames, Ed Gadd.

1. The Electoral Synod was held on March 24, 2007 for the selection of a new Bishop for the Diocese of Ottawa. Bishop John Chapman was elected after 5 ballots. Bishop Chapman was installed on September 16, 2007.

2. The 126th Session of Synod (October 12 and 13, 2007) (to discuss the business of the diocese) opened with a Eucharist in which Bishop John gave his charge (i.e. what he expected to come out of Synod). In his charge the Bishop talked about the strategic plan for the Diocese entitled "Faithful Stewards ... New Directions." The hope is that this initiative, from 2007 to 2012, will re-invigorate the diocese. Within this plan there are nine strategic priorities: leadership development, congregational development, communications, difficult issues, mobilizing our resources, governance, infrastructure, seeking the seekers and serving God's world. In keeping with those strategic priorities, Bishop John charged the Synod reps with conducting 4 audits over the next year, (ie: prior to the 2008 Synod); namely leadership, stewardship, hospitality, and mission.

During the two days of Synod there were two presentations and two motions of particular note.

The first presentation was by Canon Bill Prentice and his group describing the various community ministries, which our diocese supports: such as Center 454, Cornerstone, The Well and the Pastoral Counseling Center. The second presentation was by The Reverend Dr. Carolyn Langford who is in Uganda under the auspices of Volunteers in Mission. In Uganda she is teaching at the veterinary college, teaching theology and is serving as an Anglican priest. Bishop John commented that "her ministry and work in Uganda does us all proud".

The first of the motions was "to adopt the strategic plan for the Diocese of Ottawa for 2007 to 2012 entitled "Faithful Stewards ... New Directions" (accessible on the Diocesan web page). This motion passed unanimously.

The second motion of significance, which the Bishop described as a difficult issue, was regarding the blessing of same sex relationships. The Bishop emphasized that the motion was there so that he could "take the pulse of the Diocese" and the final decision would be his to make. He emphasized that his decision would take into account the voice and heart of the diocese, the national church and the Anglican community. The motion read: "that this Synod request that the Bishop grant permission for clergy, whose conscience permits, to bless duly solemnized and registered civil marriages between same-sex couples, where at least one party is baptized; and that he authorizes an appropriate rite and guidelines for its use in supportive parishes". This motion was passed by a vote of 177 to 97. The discussion around the motion went for about 3 to 3.5 hours and all who wished to speak were given an opportunity. The tone of discussion was, in our opinion, very respectful.

This session was also attended by our youth delegate Kyle Berry, Fr. John Bridges, Canon Bill Prentice, Francis Christensen and Alan Fowler.

We are pleased to report that the synods were very enjoyable and we would highly recommend to any parishioner to accept a nomination to represent our parish. You will find the fellowship wonderful and you will learn about other parishes and our diocese.

Draft BUDGET 2008	Budget 2007	Actual 2007	Proposed Budget 2008
Income			
4000 - Receiptable income			
4001 - Envelopes (from envelopes and PAW)	295,000	269,536	279,800
Total 4002 - Memorial Donations	4,500		2,000
4003 - Envelopes Sunday School		230	
4099 - Other receiptable donati	3,500	8,308	47,000
4000 - Receiptable income	303,000	278,074	328,800
4100 - Other income			
4101 - Loose Offering	12,000	10,042	10,400
4102 - Community Services		770	-
4103 - Group Efforts	32,998	25,565	27,225
4105 - Gift Certificate Program	17,000	13,681	15,000
4107 - Hall Rental	19,500	13,661	15,000
4109 - Interest Income	400	7,909	450
4113 - Trust Income	4,000	3,682	2,750
4108 - Sunday School	1,431	866	1,100
4100 - Other income - Other	4,500	51,736	9,000
Total 4100 - Other income	91,829	127,912	80,925
Total Income	394,829	405,986	409,725
Expense			
5000 - Apportionment			
501a - Diocese	17,930	17,930	21,377
501b - Missions	20,219	20,219	24,107
501c - Equalization Assessment	889	889	889
503 - Insurance	3,759	3,759	3,957
Total 5000 - Apportionment	42,797	42,797	50,330

5100 - Salaries

511 - Priest	44,273	44,273	73,626
513 - Secretary	22,880	22,880	35,685
514 - Organist	19,600	20,150	20,755
515 - Janitor	7,726	7,897	8,122
516 - Pulpit Supply	500	840	905
517 - Organist Supply	900	500	900
519 - Youth Coordinator	10,000	-	
520 - Sunday School	3,100	3,100	3,100
521 - Secretary Supply	300	478	500
Total 5100 - Salaries	109,279	100,118	143,593

5200 - Employee Expense

521 - Rector's Housing	22,915	22,915	34,681
525 - Trans Allowance Rector	7,912	7,912	11,916
529 - Employer's Share	23,415	23,415	31,077
Total 5200 - Employee Expense	54,242	54,242	77,674

5300 - Office

5301 - Telephone	1,750	1,670	1,755
5303 - Postage	750	384	500
5305 - Supplies	2,000	1,607	2,000
5307 - ISP	525	544	550
5309 - Software	500	-	500
5310 - Server/ PC Mtnce	2,500	200	1,000
5311 - Advertising	1,900	1,024	1,800
5313 - Photocopier	4,500	4,666	4,600
5315 - Envelopes	850	613	600
5320 - Furniture & Equipment (non capital major purchases)	500	1,648	1,000
Total 5300 - Office	15,775	12,356	14,305

5400 - Building

5401 – Utilities Gas	10,000	10,140	11,000
5403 - Utilities Hydro	11,000	9,499	14,000
5405 – Utilities Water	1,100	714	1,000
5407 - Janitorial Supplies	1,200	2,806	2,492
5408 - Garbage			
5409 - Maintenance (Exterior)	1,500	204	10,430
5411 - Maintenance (Interior)	3,000	1,362	4,000
5412 - Building Security	1,000	150	1,200
5413 - Snow Removal	5,500	5,075	4,500
5415 – Instrument Repair	1,500	-	500
5416 - Sound System	4,000	439	28,300
5417- Gardening	4,000	888	2,200
Total 5400 - Building	43,800	30,977	79,622

5500 - Bank Charges

5501 Bank Service Charges	1,000	673	725
Total 5500 - Bank Charges	1,000	673	725

5600 - People

5601 - Altar Supplies	1,500	992	1,000
5603 - Kitchen Supplies	2,200	1,001	1,500
5605 - Christian Children's Fund	400	396	450
5609 - Outreach & Mission	3,500	8,310	3,820
5610 - Group Efforts General (parish wide group efforts)	4,500	6,206	8,700
5611 - Parish Communication	2,000		
5612 - Evangelism and Hospitality	1,000	599	600
5613 - Pastoral Care	810		500
Total 5600 - People	15,910	17,504	15,470

5700 - Education & Music

5701 - Sunday School	2,300	1,145	1,500
5703 - Adult Education	800	501	1,300
5705 - Music Expenses	2,625	1,125	1,500
5709 - Education & Conferences	1,000	4,558	500
5711 - Synod Expenses	1,000	1,505	600
5713 - Children & Youth	1,500	1,319	4,390
5702 - Cornerstone Publication		275	1,000
5710 - Day by Day Publication		149	200
Total 5700 - Education & Music	9,225	10,577	10,990

5800 - Liturgy

5801 - Baptism Costs	125	135	100
5803 - Stewardship	1,000		500
5805 – Sides People	-		100
5807 - Servers	750	669	850
5809 - Liturgy Expense	700	2,348	400
5810 - Temporary Worship space			
Total 5800 - Liturgy	2,575	3,152	1,950

5900 - Miscellaneous

5901 - Service Charges			
5902 - Professional Services		400	2,000
5903 - Mortgage Interest	44,753	28,437	2,772
5903.5 Bridge Loan Interest (Parishioner P. Notes)	14,554	13,081	4,690
5905 - Miscellaneous		2,762	1,300
5950 - Discretionary Expenses		844	
5990 - GST Expense	2,500	2,881	2,700
5991 – PST Expense	2,100	1,641	1,600
Total 5900 - Miscellaneous	63,907	50,046	15,062

6000 - Financing Activity			
6001 - Anglican Foundation	3,811	3,523	4,006
6002 - CEF E400	5,153	6,157	
6003 - CEF E441	38,567	1,004	
6004 - CEF E534		40,000	
Total 6000 - Financing Activity	47,531	50,684	4,006
Total Expense	406,041	373,126	409,721
		-	
Net Income	11,212	32,860	4

**St. Paul's Anglican Hazeldean-Kanata
Balance Sheet
As of 31 December 2007**

Feb 6, 08

ASSETS

Current Assets

Chequing/Savings

1000 - Cash & Bank accounts

1003 - Petty Cash	200.00
1004 - Seniors Float (for Seniors Ministry)	200.00
1005 - Checking (current chequing account)	3,762.71
1007 - Catering Float (Float for Catering events)	518.93
1000 - Cash & Bank accounts - Other	<u>-14,204.62</u>
Total 1000 - Cash & Bank accounts	<u>-9,522.98</u>

Total Chequing/Savings

-9,522.98

Other Current Assets

GIC Building (GIC to back LC to City of Ott)

46,495.73

1100 - Trust Funds (trust funds on account with)

1101 - General Trust Fund	16,922.43
1102 - D. Bradley Trust (money given in memory of Dain)	11,000.00
1103 - Orma Bradley Trust	13,194.52
1104 - W.C. Bradley Trust	<u>70,400.03</u>

Total 1100 - Trust Funds (trust funds on account with) 111,516.98

Total Other Current Assets

158,012.71

Total Current Assets

148,489.73

Fixed Assets

120 - Fixed Assets

121 - Property & Buildings	932,487.61
122 - Property Interior	114,748.90
123 - New Equipment	8,651.35
125 - New Building (New Church)	
125.1 Soft Costs (Interest, Fees etc)	301,011.44
125.5 Directed Donations (Donations for specific items)	650.00
125 - New Building (New Church) - Other	<u>2,694,962.74</u>
Total 125 - New Building (New Church)	<u>2,996,624.18</u>

Total 120 - Fixed Assets

4,052,512.04

Total Fixed Assets

4,052,512.04

Other Assets

130 - Accounts Receivable

132 - Receivable Gift Cert Prog (amount theoretically due to c)	<u>25,911.35</u>
Total 130 - Accounts Receivable	<u>25,911.35</u>

Total Other Assets	<u>25,911.35</u>
TOTAL ASSETS	<u>4,226,913.12</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2200 - Miscellaneous	
2210 - Day by Day (holding for Day by Day public)	54.00
2220 - Building Fund	
2220.1 Other Funding	141,134.74
2220 - Building Fund - Other	<u>1,043,769.87</u>
Total 2220 - Building Fund	<u>1,184,904.61</u>
Total 2200 - Miscellaneous	1,184,958.61
2300 - Due to Diocese of Ottawa (Parish Assessment & other)	
2301- PWRDF	-13.00
2300 - Due to Diocese of Ottawa (Parish Assessment & other) - Other	<u>58,579.98</u>
Total 2300 - Due to Diocese of Ottawa (Parish Assessment & other)	58,566.98
2200 - GST Payable (Receivable)	<u>-52,248.45</u>
Total Other Current Liabilities	<u>1,191,277.14</u>
Total Current Liabilities	1,191,277.14
Long Term Liabilities	
2500 - Extension Fund Mtg-E440	36,630.34
2700 - Extension Fund Mtg-E441 (New building mortgage)	998,995.60
2800 - Bridge Financing (Construction financing)	
2810 - Anglican Foundation Loan (Construction loan)	57,177.98
2820 - Individual Bridge Loans (Secured by Promissory Notes)	62,305.11
2830 - Diocese of Ottawa (Bridge secured by L/C & PST)	<u>220,000.00</u>
Total 2800 - Bridge Financing (Construction financing)	339,483.09
2600 - Extension Fund E534 (Bridge financing for Church)	<u>40,000.00</u>
Total Long Term Liabilities	<u>1,415,109.03</u>
Total Liabilities	2,606,386.17
Equity	
3100 - Trust Funds	
312 - General Trust Fund	16,922.43
313 - Daina Bradley Trust	11,000.00
314 - Orma Bradley Trust	13,194.52
315 - W.C. Bradley Trust	180,400.03

316 - B. Lebarron Trust	<u>400,000.00</u>
Total 3100 - Trust Funds	621,516.98
3000 - Opening Bal Equity	780,724.03
3900 - Retained Earnings	216,243.41
Net Income	<u>2,042.53</u>
Total Equity	<u>1,620,526.95</u>
TOTAL LIABILITIES & EQUITY	<u><u>4,226,913.12</u></u>

**St. Paul's Anglican Church Hazeldean-Kanata
Profit & Loss Statement
January through December 2007**

	Jan - Dec 07
Ordinary Income/Expense	
Income	
4000 - Receiptable income	
4001 - Envelopes (from envelopes and PAW)	269,536.37
4099 - Other receiptable donations	
4099.2 Specified Missions	6,384.01
4099.3 - Directed	1,285.00
4099 - Other receiptable donations - Other	638.82
Total 4099 - Other receiptable donations	8,307.83
4003 - Envelopes - Sunday School	230.00
Total 4000 - Receiptable income	278,074.20
4100 - Other income	
4101 - Loose Offering	10,041.69
4102 - Community Services	769.86
4103 - Group Efforts	
4103.1 - Pancake Dinner	668.50
4103.2 - Chicken Bar-B-Q	3,998.61
4103.3 - Concert Series	5,293.00
4103.4 - Quilting Group	1,535.00
4103.5 - Christmas Bazaar	12,105.50
4103.6 - St. Andrew's Dinner	1,240.00
4103 - Group Efforts - Other	724.37
Total 4103 - Group Efforts	25,564.98
4105 - Gift Certificate Program	13,681.63
4107 - Hall Rental	13,661.00
4109 - Interest Income	7,909.31
4113 - Trust Income	3,682.27
4108 - Sunday School (Sunday School Offering)	866.11
4115 - Petty Cash (money rec'd in office)	137.75
4118 - Catering Revenue (Catering Revenue)	
4118.1 - Catering General Income	178.42
Total 4118 - Catering Revenue (Catering Revenue)	178.42
4119 - Equator Coffee	4,696.58
4100 - Other income - Other	46,722.29
Total 4100 - Other income	127,911.89
Total Income	405,986.09
Expense	

5000 - Apportionment	
501a - Diocese	17,930.00
501b - Missions	20,219.00
501c - Equalization Assessment	889.00
503 - Insurance	<u>3,759.00</u>
Total 5000 - Apportionment	42,797.00
5100 - Salaries	
511 - Priest	44,273.00
513 - Secretary	22,880.00
514 - Organist	20,149.94
515 - Janitor	7,896.89
516 - Pulpit Supply	840.00
517 - Organist Supply	500.00
520 - Sunday School	3,100.00
521 - Secretary Supply	<u>478.00</u>
Total 5100 - Salaries	100,117.83
5200 - Employee Expense	
521 - Rector's Housing	22,915.20
525 - Trans Allowance Rector	7,912.00
529 - Employer's Share	<u>23,415.00</u>
Total 5200 - Employee Expense	54,242.20
5300 - Office	
5301 - Telephone	1,670.44
5303 - Postage	384.15
5305 - Supplies	1,607.24
5307 - ISP	544.35
5310 - Server/ PC Mtnc	199.87
5311 - Advertising	1,024.28
5313 - Photocopier	4,666.27
5315 - Envelopes	612.46
5320 - Furniture & Equipment (non capital major purchases)	<u>1,648.00</u>
Total 5300 - Office	12,357.06
5400 - Building	
5401 - Utilities Gas	10,140.86
5403 - Utilities Hydro	9,498.60
5405 - Utilities Water	714.00
5407 - Janitorial Supplies	2,805.88
5409 - Maintenance (Exterior)	203.73
5411 - Maintenance (Interior)	1,361.54
5412 - Building Security	-149.61
5413 - Snow Removal	5,075.00
5416 - Sound System	438.97
5417 - Gardening	<u>888.42</u>
Total 5400 - Building	30,977.39
5500 - Bank Charges	
5501 Bank Service Charges	<u>673.40</u>

Total 5500 - Bank Charges	673.40
5600 - People	
5601 - Altar Supplies	992.11
5603 - Kitchen Supplies	1,000.66
5605 - Christian Children's' Fund	396.00
5609 - Outreach & Mission	8,309.50
5610 - Group Efforts General (parish wide group efforts)	6,206.61
5612 - Evangelism and Hospitality	<u>599.44</u>
Total 5600 - People	17,504.32
5700 - Education & Music	
5701 - Sunday School	1,144.75
5703 - Adult Education	501.00
5705 - Music Expenses	1,125.37
5709 - Educational Conferences	4,558.33
5711 - Synod Expenses	1,504.84
5713 - Children & Youth	1,319.18
5702 - Cornerstone Publication	275.25
5710 - Day by Day publication	<u>149.00</u>
Total 5700 - Education & Music	10,577.72
5800 - Liturgy	
5801 - Baptism Costs	135.55
5807 - Servers	668.70
5809 - Liturgy Expense	<u>2,347.65</u>
Total 5800 - Liturgy	3,151.90
5900 - Miscellaneous	
5902 Professional Services	400.19
5903 - Mortgage Interest	
5903.1 - Bridge Loan Interest (Parishioner P. Notes)	13,020.86
5903.2 - Diocese Interest Payment (Diocesan Interest Payment)	25,478.61
5903.3 - Anglican Foundation Interest	<u>2,958.29</u>
Total 5903 - Mortgage Interest	41,457.76
5905 - Miscellaneous	50.00
5950 - Discretionary Expenses	844.08
5990 - GST Expense	2,880.68
5904 - Equator Coffee	2,663.67
5991 - PST Expenses	1,641.05
5900 - Miscellaneous - Other	<u>48.51</u>
Total 5900 - Miscellaneous	<u>49,985.94</u>
Total Expense	<u>322,384.76</u>
Net Ordinary Income	<u>83,601.33</u>
Net Income	<u><u>83,601.33</u></u>

AUDITOR'S REPORT

Parish Council
St Paul's Anglican Church
Hazeldean-Kanata

We have audited the financial statements and records for St Paul's Anglican Church Hazeldean-Kanata as at 31 December 2007. These financial statements are the responsibility of the Parish Council. Our responsibility is to express an opinion of these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation.

As recommended in our 2006 audit, it is noted that the accounting of expenses and receipts for all "Group Efforts" is now being fully and satisfactorily documented.

In our opinion, the financial statements present fairly, in all material respects, the financial position of St Paul's Anglican Church, Hazeldean-Kanata as at 31 December, 2007 and the results of the Church's operations.

Kanata, Ontario
1 February 2008

Original Sgd. By
(DM Brown)



(FJP-Kaven)

AUDITOR'S REPORT

Parish Council
St Paul's Anglican Church
Hazeldean-Kanata

We have audited the financial statements, records, and actual food vouchers/gift cards (consisting of cash or unsold food vouchers/gift cards held by those authorized to sell) for St Paul's Anglican Church Hazeldean-Kanata Stewardship Account as at 31 December 2007. These financial statements are the responsibility of the Parish Council. Our responsibility is to express an opinion of these financial statements based on our audit.


We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation.

In our opinion, the financial statements and actual count of food vouchers/gift cards and cash present fairly, in all material respects, the financial position of St Paul's Anglican Church Hazeldean-Kanata Stewardship Account as at 31 December 2007 and the results of its operation for the year ended in accordance with generally accepted accounting principles.

With the purchase of President's Choice Gift Cards, there is a requirement to purchase \$20,000.00 worth to realize 5% revenue to the Stewardship Account; for any lesser amount only 4% revenue is received. With this in mind, it is suggested that other parishes, beyond those already in this program with St Paul's, again be approached to take part in our activity, and in so doing, raising their Stewardship income and taking some of the pressure off the Line of Credit utilized in St Paul's program.

Kanata, Ontario
28 January 2008

Original Sgd By
(DM Brown)



(DP Raven)

PARISH COUNCIL 2007

Parish Council Chair	Lewis Kruger
Rector's Warden	Russell Smith
People's Warden	Francis Christensen
Deputy Rector's Warden	Steven Shames
Deputy People's Warden	Ann Bradley
P.C. Secretary/Vestry Clerk	Julie Landgraaf
Treasurer	Mark Stalter
Congregational Reps	
8 AM	Don Pruner
9:15 AM	Jean Ripley
11:00 AM	Carole Taylor
Synod Representatives	Amy Bridges (Alt Youth) Julie Landgraaf (Youth) Philippa Wilson Lynn Shames Sandy Pinhey (Alt.) Ed Gadd
Youth Rep	Amy Bridges
Stewardship	Ann Faurbo
Auditors	Don Brown & Don Raven

BROAD GROUP MINISTRY LEADERS

OPERATIONS Ministries:

Francis Christensen	Administration	Ann Bradley
Ann Bradley	Building Site	Ray Filteau
	Communications	Lynn Shames
	Finance	Minx Mulhall

PROGRAM Ministries:

Russell Smith	Christian Education	Nancy Habinski
Steven Shames	Evangelism & Hospitality	Heather Colls
	Outreach	(Philippa Wilson)
	Pastoral Care	(Esther Cavanagh)
	Worship & Liturgy	Ed Gadd
	Youth	Amy Bridges

STAFF

Rector	John Bridges
Parish Administrator	Lorna Brûlé
Parish Custodian	John Taylor
Church School Director	Nancy Habinski
Music Director	Ann Faurbo

