

**The Parish of the Holy Innocents
Paradise, Newfoundland & Labrador**

ANNUAL REPORT 2024

Come As You Are

You're more than welcome here



Open. Safe.

The Parish of the Holy Innocents

2

Annual Congregational Meeting: 2024 Year

March 16th, 2025

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NOTES:

**The Anglican Parish of Holy Innocents
Annual General Meeting
Sunday, March 3, 2024**

In Attendance:

Rev. Byron Barter	Shirley Hussey
Rose Barter	Thamsie White
Lori & Kaitlyn Hoffe	Angela Burrige
Dorothy & Girvan Rector	Catherine M Janes
Aliyan Janes	Kaylee Janes
Ada Cutler	Frances Bugler
Kay Waye	Jennifer James
Lloyd James	Olivia James
Guy & Dora Dumford	Gwen Barrett
Ruby Parrott	Sylvia Reid
Philip & Myrtle Sharpe	Christine Cull
Denise Walsh	Gail Murphy
Claudine Morgan	Maxine Miller
Harold Rose	Wilfred Lockyer
Beulah Lockyer	Glenn Walsh
Guy Marsh	Marjorie Grey
Lisa & Michael Hall	Pauline Dodge
Della Healey	Marilyn Piercey
Amy Kelly	Natasha Healey
Mark, Tracey & Sadie Costello	Elaine & Rachel Lynch
Jennifer & Brad Clarke	

1.0 Welcome

The meeting was held during the Sunday morning service. Rev. Byron welcomed all parishioners who attended the service in person and those who joined via Facebook live. The sermon was replaced by the Annual General Meeting (AGM).

2.0 Agenda Review

A motion to approve the agenda was made by Brad Clarke and seconded by Michael Hall.

3.0 Minutes from the Last Vestry Meeting

The minutes for the Annual General Meeting date March 5, 2023 were presented. No errors or omissions. Motion to accept the minutes by Christine Cull and seconded by Shirley Hussey. Motion carried.

4.0 Business Arising

No new business

5.0 Reports

5.1 Rector's Report

See attached: Report Rector's AGM Report 2023

5.2 Altar Guild Report

Our Altar Guild group is a very busy group as you can see on page 15. It's one of those ministries that happens behind the screen and no one really sees what happens.

The Altar Guide report was accepted by Denise Walsh and seconded by Brad Clarke.

5.3 Statistical Report

You can follow along on page 16. This is some basic number that you can see every year for information purposes. Number of workshop services, baptisms, confirmation, marriages and funerals.

5.4 Financial Report - Christine Cull, parish treasurer, presented the reports.

We will start on page 21. You can see that in December 2022 we had \$16,171.43 in our bank account and this year December 2023 we have \$34,591.69. This contributes to our partnership with Torbay and we have not really done any big work projects on the Church building this past year, just little things. We are hoping to take \$20,000.00 of this and put towards doing the flooring in our Hall or other work that needs to be done. You can see our investments with CLB \$5,611.75 and accounts receivable is our HST \$747.38 and the rest is our assets.

There was a question regarding Long Term Liabilities. This was explained as our assessment to the Dioceses. We are assessed 18% on our revenues and from 2016 to 2022 we were unable to meet all of our debt to the Dioceses. We paid what we could but starting in 2023 we paid the whole 12 months and this year they got 12 payments as well. This is all to the Dioceses; it is not like bills for billing. The person asking the question was wondering if the dollar amount should be put down into long term liabilities instead. Because it is not considered a loan or debt to a bank it is not considered in that way. We are hoping to go to the Dioceses and have that looked at under the new partnership if they would coincide the liabilities from previous years could be dissolved. The 18% that we pay to the Dioceses looks after the Bishops office, hospital chaplains, and a portion goes towards the National Church and beyond.

Page 23 - It shows a budget of \$124, 467.58 and we took in \$136,353.82. A Lot of that is through fundraising .

Page 24 - Shows our Parish Assessments as \$21,744.36 and we did make the full payment last year.

Page 25 - Cash flows

If there are no further questions, a motion to accept the financial statement for 2023.

Motion made by Brad Clarke and Seconded by Shirly Hussey.

Motion carried.

Budget 2024

Page 24 - the budget is down a little from last year this is due to the loss of some people and with the rising cost of things donations are down a little.

If there are no questions, a motion to accept the budget for 2024.

Motion made by Marjorie Grey and seconded by Gail Murphy.

5.4 Nominating Report

We have 2 people who will finish this year. We try to rotate 3 people every year to keep things going. This year we need 3 people.

Our 2 Warrends will continue in their roles, treasurer will continue to serve, secretary will be elected at the first vestry meeting (end of this month).

Year 1 of 3 terms we have 3 people nominated: Shelley Rumbolt, Tracey Costello & Adian Combden

We have one spot open in the 3/3 year term so we are looking for someone to serve for 1 year to complete this space. Nominations for the 1 year term: Dora Durnford

6.0 New Business

7.0 Next Vestey Meeting

Thursday, March 21, 2024

Rev. Tracy is hoping to have a Name Sunday to help everyone learn names within the church on Sunday mornings.

8.0 Closing

9.0 Adjournment

Greetings,

Thank you for being apart of the Annual General Meeting for the 2024 year. This past year was an exciting year. I would like to review several key parts of our life together as a Church family.

Vision

The Holy Innocents' Anglican Church is a Christian family which is Christ-centered, providing a spirit filled atmosphere, centered on worship, education, fellowship, and faithful stewardship.

Mission

Our mission is to glorify God through Christ: FAITH, LOVE, SERVE.

Faith in God Love each Other Serve the World

Partnership

Our partnership with St. Nicholas Anglican Church, Torbay (SNAC) has proven to be a good fit. We share ministry and resources. Throughout the year we have shared a clergy, both priests and deacons, lay-readers, and in 2024 we share a treasurer. Christine Cull of HIAC now serves as treasurer of both SNAC and HIAC. This partnership has now entered its 3rd year. HIAC and SNAC had shared a gathering at St. Nicholas to celebrate the ordination of Rev Tracy Sullivan as she celebrated her first Holy Eucharist, with a fellowship lunch afterwards. Rev. Tracy's Ordination took place at The Cathedral of St. John the Baptist on June 11. SNAC was invited to attend St. Patrick's Fellowship Event at HIAC, Saturday, March 16

Worship

Even with our partnership with SNAC worship is every Sunday at 10:30 a.m. without interruption. Rev. Tracy and I are on a Sunday by Sunday rotation schedule. At times we have included other clergy, Rev. Lisa Payne as well as bringing in outside clergy. We have also shared a Deacon and a Lay Reader. Rev. Ken Penney is a retired priest who now attends SNAC. He has become involved, offering to lead services when needed at SNAC.

A word for worship is Liturgy, a Greek word meaning 'the work of the people.' Our worship here at HIAC is 'the work of the people.' It is supported by many people: readers, Eucharistic Assistants, prayers, Altar Guild, Greeters and musicians. Last winter we held Lenten worship (Guided to the Cross) at Meadow Creek Retirement Centre.

Livestreaming of worship continues to be a marvelous way of reaching out to people. People who are not well can join online as well as people who can't make it to in-person worship (Baptisms and funerals). It's a great way to reach new people.

Services in 2024 include Welcome Back Sunday (September 15), Confirmation, Flower Service July 14, Crazy Christmas Outfit Sunday, Hanging of the Greens (December 22), Every Child Matters Sunday (September 29), Creation Sunday (October 6), Red Dress Sunday (May 5), Tree of Memories December 22), involvement in Remembrance Ceremony on November 11 and Memorial Day Ceremony on July 1. We also provide regular worship services to 3 personal care homes in Paradise: Meadow Creek Retirement Centre, Karwood Retirement Centre, and now Kingsway Retirement Living Centre.

FaithWorks/ Come You As Are by Rev Tracy

This past year we focused on Come As You Are, a way of being the church which invites others into a safe, inclusive environment. This way of being is not a "to do" checklist or set of instructions to follow but a transformation into a safe, inclusive and open parish that invites people to come bringing all of who they are. We will continue to invite guest speakers with lived experience to talk about their faith and tell their stories, we will foster a relaxed, welcoming environment and we will tailor sermons and messages to reflect real life struggles. We unveiled our new logo, and banner and had signs made for both inside and outside our building. We also posted a video to YouTube explaining Come As You Are which received over 1500 views. As part of Come As You Are this year we had a "What's in a Name Sunday", we invited Nathalie Brunet from Out in Faith to speak on the 2SLGBTQIA+ community and the importance of our faith communities as allies, we attended and participated in the Out in Faith event in July with some of our congregation and we attended the Pride parade in July as well. We also invited Karen from Rock Wildlife in to speak on Creation Sunday and Canon Tom Mugford to speak on National Day for Truth and Reconciliation. Come As You Are also inspired a planning day where we brainstormed new ideas and possibilities.

Our FaithWorks outreach projects this year included a school supply drive in August/ September where school supplies were collected for our local Foodbank to distribute. In October we held our third annual Trunk or Treat on our parking lot with several community groups taking part and throughout the year we supported PWRDF as well as our local Foodbank.

Our advent outreach project was a huge success and alongside our partner parish of Holy Innocents' we collected enough toiletry items as well as pjs, socks, slippers, hats, mitts etc to fill 65 gift bags. These gift bags were distributed to residents of Harbourview Apartments in downtown St. John's, a building with 61 single units housing low income tenants. Along with the gift bags that were hand delivered to each door, we also delivered a Christmas tree, wreath, and decorations for their main lobby area.

Communications

Communications are so important in any group or organization. HIAC has a presence online through our web page, Facebook and our weekly *Partnership eNewsletter*.

Fellowship

Here at HIAC we believe gatherings are very important. The Welcome Café is an important part of this effort. We also had other events St. Patrick's (March 16), Soup Lunch (December 22) and Christmas Potluck (December 6).

The Hall - An Alternative Income Source

Over the past several years we have worked to maintain our building. This work was challenging due to lack of funds. As a result of our new partnership with SNAC our financial situation has improved. This enabled us to consider several important upgrades and renovations that have been neglected due to lack of funds.

In reviewing possible upgrades and renovations, the Vestry decided to put together a business plan that would not only consider building upgrades and renovations, but using the building as source of income to support ministry.

HIAC has three main sources of income:

1. Donations from individuals and families. Income from individuals and families has not gone up in a while, has remained the same. Many of our supporting families are young and carry a lot of financial responsibility: student loans, mortgages, car loans, raising children.
2. Fundraising. We can only do so much fundraising. Only so much we can expect the same people to do and support.
3. Rental Income. When it came to rentals, we had hit a limit as to what we could do. With our current model of rentals and with the condition of the church hall we were maxed out. But with a new business plan the Vestry believed we could increase our rentals and thus increase our income. Income that we could use to support ministry.

With the support of Vestry, a small team of people were put together and a business plan was developed. On June 25, 2025 we presented our business plan to the Financial Management Team of the Diocese of Eastern NL. We received approval to proceed with the project with the following budget.

Project Budget

Porch	\$11,478
Kitchen	\$14,765
Hall	\$39,057
Total Cost	\$65,000
Rev. Trudy Gosse Bequest	\$15,000
Loan	\$50,000

One *Shop Stop Electrical and Constructing Inc.* was awarded the contract. The projected was completed in the fall of 2024. We now have a top-grade facility for church ministry events and also to use as a rental income source. Another major part of the business plan was a partnership with *Coffee Matters*. They are now our exclusive caterers. They are an established business who have major plans that will benefit our business plan for *The Hall*.

Activities at The Hall: ministry, church fundraising, rental, catering, events organized by HIAC, *Coffee Matters*, or other groups. Some fundraising events are organized entirely by HIAC while others are organized by *Coffee Matters*, or other groups. We receive an amount of sales, percentage of sales or straight out rental.

Annette Power is our rental coordinator.

Other teams are being organized to support *The Hall*:

Property Management, Technical Support, and Cleaning.

Thank Chloe Power for creating our new logo for *The Hall*.

A lot of work has gone into this business plan and *The Hall*. We can be proud of our work and look forward to using the facility for our direct use and as an alternative income source.

Property

About a year ago we changed contractors to Clarkes Trucking and Excavating, Ltd. and switched to Tappers Oil.

We are currently working with the Town of Paradise and a land developer to address concerns because of the new development to the East of us (i.e. installing a land berm for safety reasons and runoff).

We now have a person to clean the church hall once a week and after each rental. We also have another person to clean the church once a week and after each additional worship service.

Installed public WiFi.

New chairs of *The Hall*.

Electrical upgrade in the church; install new plugs for PA and Sound System. \$2,000.

Closet upgrades in *The Hall*.

No longer take recycling in house. Drop off at the Green Depot is still active.

Cemetery

Is well maintained through the work of volunteers and families. As in past summers, this coming summer we hope receive a grant under the NL Summer Student program. The summer student's primary duty is to cut the grass in the cemetery.

Flower Service July 14 which included *Lilly and Penelope's Lemonade Stand*.

Christian Education

In 2024 we had three adults offering our Sunday School program on a schedule. This is good news.

In 2024 we offered a Confirmation program, and 9 young people made their Confirmation.

Confirmation 9 (7 HIAC -April 28, and 2 SNAC- May 5).

Parish Finances

We ended the 2024 year in a good financial position. This was the result of faith, dedication, and commitment of individual and groups. It was also the result of our partnership with SNAC. Over the past several years we have struggled to meet all our commitments. Last year we ended the year in the black with all bills paid.

As we recognized earlier, we have three main sources of income.

1. Giving from individuals and families.
2. Rental income
3. Ways and Means (fundraising).

Throughout the year several initiatives proved very successful:

- Ticket draws: Cozy Christmas Basket and the Father's Day Auto Detailing Package, June 14),
- Advent and Lenten Loonie-Toonie Bottle campaigns,
- Mini Bake Sales,
- Christmas Concert-December 8,
- Post worship lunches (i.e. HI Tea-April 14),
- Tree of Memories,
- HIAC Refund Program-Recycling,

In a few minutes our treasurer will give a detailed financial report including our budget for 2025.

Closing Notes

This year we recognize the loss of one of our clergy that served at HIAC:

Rev. Eric Squires, who retired here with his wife, Rev. Judy and his family.

In closing, I would like to thank all who have made this year a wonderful experience. I would like to thank the Wardens, Vestry, and clergy for their leadership in administration, property, finance, and ministry.

Thank you to all who have contributed time, talent, and money to the building up of God's kingdom in our town and world. To all who have taken part in our mission- *Faith in God, Love each Other and Serve the World*. Yours in Christ, Rev. Byron

St. Teresa of Avila:

Lord Christ, You have no body on earth but ours,

No hands but ours, No feet but ours.

Ours are the eyes through which your compassion

Must look out on the world.

Ours are the feet by which you may still

Go about doing good.

Ours are the hands with which You bless people now.

Bless our minds and bodies,

That we may be a blessing to others.

**Holy Innocents Anglican Church
Altar Guild Report for 2024**

The annual report for Holy Innocents Altar Guild for the year ending December 31, 2024.

The Altar Guild is responsible for regular maintenance of the Sanctuary area, setting up the altar for Holy Eucharist, the care of the linens, polishing the brass and watering the plants regularly. In addition to the regular duties, we are also responsible for the special floral arrangements at Easter and Christmas.

We had 11 members making up four teams. The teams are on duty for a two week period (approx. seven times a year). This would decrease if more people were involved. If there is any members of the congregation who would like to be involved, please contact a member of the Altar Guild, Rev. Bryon or Rev. Tracy.

Thank you to all members of the Altar Guild for their commitment in 2024, never hesitating to fill in for other members in time of sickness, family commitments and vacation. Special thanks to Claudine Morgan for looking after the flower memorials.

Liz Banfield
Frances Bugler
Angela Burridge
Dora Durnford
Janet Gosse
Brenda Higdon
Claudine Morgan
Helen Rose
Denise Walsh
Kay Waye
Thamsie White

We would like to send a special thanks to Janet Gosse, Helen Rose and Thamsie White for years of service but unfortunately due to other commitments are unable to continue with the Altar Guild for 2025. We are excited to welcome four new members Kim, Bridgett, Beulah Lockyer, Florence Smith and Ada Cutler.

The Altar Guild extends its thanks and appreciation to Rev. Byron, Rev. Tracy and Rev. Dave for their spiritual guidance, cooperation and help during the past year.

STATISTICAL REPORT 2024**WORSHIP**

Holy Eucharist

Regular	36
Baptism	4
Confirmation	1
Funeral	2

Morning Worship	15
Baptism	0
Evening Worship	3
Marriage	1
Funeral	3
Total	65

BAPTISM

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
31	18	23	20	29	22	21	17	22	15	8	17	9	8	4

CONFIRMATION

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
18	0	37	0	1	21	15	15	15	24	0	10	13	7	9

MARRIAGES

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
10	8	6	10	11	8	4	5	2	4	1	0	1	0	1

FUNERAL

2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
4	3	5	7	2	7	6	7	5	6	2	6	3	5	7

In 2024 we commended to God's loving care the souls of: Rev. Eric Squires, Eugene Pretty, Jerome and Marilyn Hearn, Mildred Dicker, Anita Jackman, Kimberly Daley, Robert Newman.

"Rest eternal grant unto them, O Lord, and let light perpetual shine on them."

DIOCESE OF EASTERN NEWFOUNDLAND AND LABRADOR

BUDGET 2025

Approved Nov 7, 2024 by Finance Committee

	2025 Budget	2024 Budget	Variance
REVENUES			
Investment & Interest Income	\$ 24,000	\$ 24,000	0
Glebe Interest	500	12,000	-11,500
St. Luke's Homes Ministry	21,463	16,071	5,392
Synod Registration Fees	0	9,250	-9,250
Specialty Funds	5,100	5,100	0
Accounting & Other Services	86,425	72,299	14,126
Assessments 19.0%	954,224	885,594	68,629
Total Revenue	1,091,712	1,024,314	67,397
EXPENSES			
Assessment and Apportionment			
Gen. Synod Proportional Giving	\$ 75,000	\$ 75,000	0
Provincial Synod Assess Exp	1,600	1,600	0
	76,600	76,600	0
Office of the Bishop and Executive Officer			
Stipend & Benefits	235,807	202,369	33,438
Housing	42,000	36,000	6,000
Car Allowance	22,692	22,692	0
Travel Allowance	33,000	30,000	3,000
Office Expenses	7,266	7,800	-534
	340,765	298,861	41,904
Diocesan Program			
Ministry to Deaf	4,000	4,000	0
Anglican Life	17,333	15,000	2,333
Companion Diocese	10,000	10,000	0
Committees & Programs	19,000	10,000	9,000
Strategic Planning	10,000	30,000	-20,000
	60,333	69,000	-8,667

DIOCESE OF EASTERN NEWFOUNDLAND AND LABRADOR**BUDGET 2025****Approved Nov 7, 2024 by Finance Committee**

	2025 Budget	2024 Budget	Variance
Chaplaincy			
Stipend & Benefits	160,999	154,658	6,341
Housing	36,000	36,000	0
Travel & Car Allowance	8,000	8,000	0
St. Luke's Homes Chaplaincy	21,463	16,054	5,409
University / Chaplaincy Support	35,039	49,887	-14,848
Supplies	250	250	0
	<u>261,751</u>	<u>264,849</u>	<u>-3,098</u>
Office and Administration			
Stipend & Benefits	240,933	231,630	9,303
Housing	18,000	18,000	0
Travel & Car Allowance	1,000	1,000	0
Electric	3,800	3,800	0
Heat	17,290	17,290	0
Repairs & Maintenance	27,576	22,861	4,715
Snow Clearing	3,500	2,000	1,500
Insurance	4,425	3,600	825
Office Supplies & Equipment	6,700	6,700	0
Rent	0	0	0
Postage	2,000	2,000	0
Telephone	7,800	7,800	0
Audit Expense	12,000	10,800	1,200
Miscellaneous	2,640	2,640	0
	<u>347,664</u>	<u>330,121</u>	<u>17,543</u>
Grants			
Grant Aid of Parishes	40,000	40,000	0
Labrador COLA	12,610	12,610	0
Theological Education Grant	21,250	21,250	0
Archives Grant	10,000	10,000	0
	<u>83,860</u>	<u>83,860</u>	<u>0</u>
Meetings, Synod & Travel			
Synod	0	30,000	-30,000
Travel & Meeting General Synod	14,000	0	14,000
Diocesan Travel & Meeting	800	500	300
Labrador Travel & Meeting	30,000	30,000	0
Territorial Archdeaconry Honoraria	4,500	4,500	0
Diocesan/Clergy Conferences	35,000	22,000	13,000
	<u>84,300</u>	<u>87,000</u>	<u>-2,700</u>
Clergy Benefits & Expenses			
Moving Expense	30,000	30,000	0
EAP and Clergy Benefit Expense	99,230	93,922	5,308
Continued Education Expense	20,250	20,250	0
	<u>149,480</u>	<u>144,172</u>	<u>5,308</u>