

ACTION PLAN REPORT

PARISH OF ST. LUKE

PERIOD: 1 JANUARY – 31 DECEMBER 2007

- 1. MISSION STATEMENT** no change: - a Christian community welcoming all people into a healing, compassionate family that worships and serves God joyfully
- 2. PARISH OVERVIEW**

Worship

We have been consistent in following our worship service schedule. The natural emphasis has been with the 9:15 and the 11:00 am Sunday services including the re-appointment of two choral scholars. Through 2007 a monthly combined service was held at 10am on the 3rd Sunday of each month. Adults as well as children enjoy the children's impromptu percussion section at the 9:15 and 10am services.

Internal Parish Ministry

The biggest changes have been directed to the 9:15 Sunday service with the placement of an Educational Scholar (an Education Student from UVic) who has the challenge of rebuilding the Sunday school.

A home visitation program was initiated in the year with the Reverend Don Walls, along with volunteer drivers, carrying out a six-visit-per-week schedule to meet with parishioners, especially shut-ins, but including all parishioners.

Outward Parish Ministry and Outreach

One of our outreach projects ceased in the year. Our providing the Thursday breakfast and dinner for St. Saviour's overnight program carried on until the end of March but stopped when the program wasn't continued in the Fall.

In 2007, St. Luke's entered a model of our church as a float in the Victoria Day Parade. This float had been entered in 2006, in the Shelbourne Street Easter Parade celebrating the District of Saanich 100th anniversary and in the Downtown Santa Claus Parade.

St. Luke's provides hall, lounge and office space at no or very low rates to groups needing accommodation that otherwise could not afford such rental space. Examples are the Girl Guides and Island Pastoral Services Association.

Buildings and Facilities Condition and Changes

Substantial changes were made to the fabric and surrounds at St. Luke's in the year. The heritage stained glass West window was dismantled, rebuilt and replaced; the parking area was reconfigured, re-landscaped, repaired and repaved; the hallway and lounge flooring was replaced as were the toilets and flooring in the washrooms; the Sunday school room was completely renovated; several large dead or dying trees were removed and the wood sold; the cemetery was cleared of unwanted vegetation and the parish purchased a new piano for the Church with the partial help of Thrifty Smile cards.

Activities/Groups/Organizations

The book-store, which operated for many years, closed in the year due to limited demand, brought on by increased competition in the used book industry. Other than that, no group or organization changes were made in the year.

Staffing Matters

St. Luke's only employs one person other than the Rector. The church secretary has been employed on a three hour per day, fifteen hours per week basis. Effective in 2007, the job hours for this position were increased to four hours daily from eight until noon each weekday.

Linkage to Other Parishes, Anglican &/or Other Denominations

Wardens met with the Regional Dean of the Tolmie Region in informal consultations, and 11 from the parish attended the Regional Conference in September. A duplicate of our parish display for this conference was placed in our neighbour Church, the Lutheran Church of the Cross, for their Community Fair held the same day as the Regional Conference.

Our rector has been serving as editor/publisher of the Regional newsletter.

St. Luke's joined with Lutheran Church of the Cross in a mail-out advertising the Christmas services at both churches, as well as with a joint project publishing a Lenten devotional booklet.

3. OUR FUTURE PARISH

- Worship services – consistent schedule of Combined 10am Eucharist service on the third Sunday of each month, using pages 185 and 230 BAS and the BCP in rotation
 - introduced use of BAS p.230 on the 1st Thursday of each month
 - two youth servers trained
 - more readers trained; still need more liturgical assistants
 - A new sign giving times of services and church activities is almost ready for erection on the property
- Parish Mission – Instituted program of parish visitations to shut-ins and other parishioners by the Rev. Don Walls, who makes six visits per week. Volunteer drivers visit with Don and assist if he is administering Holy Communion
 - Education: hired an Educational Scholar to lead the Sunday school program
 - Pastoral care to youth: laid the groundwork for ministry to youth and young families.
Consulted with Ian Gibbs re Youth and Family ministry. In recognition of the need to develop a youth ministry, a job description and budget were prepared for the employment of a Youth and Family Life Worker in the 2008 year.
 - Stewardship: Consulted with Dr. Gary Nicolosi, and making plans for a Stewardship campaign in the fall of 2008
- Outreach
 1. within the parish – Home visitations as above: see Parish Mission
 2. within the diocese – support for SSJD and Camp Columbia; assisted with Night Shelter program at St. Saviour's until it was disbanded. Continuing support for Streetlink Shoebox program.
 3. with First Nations – approved donation of our RSSA over- contribution to the Anglican Fund for Healing and Restoration
 4. other Outreach – Supported a group of teens with their project to supply needed supplies and help in building homes and latrines in a very poor area of Mexico.
- Facility improvements

More work confronts us, including redoing the floors and the lighting in the Church as well as the relocation and renovation of the church offices. The buildings are old and require constant upgrading and repair.

Year	Project Description	Amount Committed
2005	Renovation of church exterior	\$40,440
2006		
2007	Restoration stained glass window	\$18,295

2007	Repaved parking lot	\$46,468
Planned		
2008	Refinishing of Church Floor (delayed from 07)	
2009	none	

- Staffing changes – hiring someone to do Youth and Family Life Ministry: part-time
- Reflection upon DMRT parish category – we feel that we were well-placed, and are still at a Crossroads because of our attendance figure. However, regular subscriber offerings are higher than originally reported, at an average of \$1,186 per subscriber per year.

4. ACTION INITIATIVES

Welcoming, Community

- | | |
|--|-----------|
| ▪ Created name tags, available to all – with temporary tags for visitors/newcomers | Completed |
| ▪ At least one more sidesperson trained for each service | Completed |
| ▪ More caregivers for nursery, and teachers for Sunday school | Partial |

Worship

- | | |
|---|-----------------|
| ▪ Monthly combined service at 10am consistently on 3 rd Sunday, using BAS p. 230 and 185 and BAS alternately | Complete |
| ▪ Continue to publish Liturgy Teaching series | Yes |
| ▪ More readers | Yes |
| ▪ Liturgical Assistants | No |
| ▪ Servers | 2 youth |
| ▪ Continue to encourage parishioners to bring friends/guests | Yes |
| ▪ Contribution of music group at 9:15 | same |
| ▪ Excellence of music and choral program at 11am | Yes |
| ▪ New sign on property with service times, etc. | near completion |
| ▪ Consult with Diocesan Resources for parish development | Yes |

Evangelism

- | | |
|--|----------------------------------|
| ▪ Web site use | Yes |
| ▪ Door to door brochure prior to Easter 2007 | Yes |
| ▪ Family Outreach Worker | Basis laid in a different format |
| ▪ Seek training program | No |
| ▪ Continue to preach Christ crucified | Yes |
| ▪ Alpha Course | No |

Christian Formation

- | | |
|---|-----|
| ▪ Lectionary Bible Study continued | Yes |
| ▪ Another Bible Study Group | No |
| ▪ Mother/Tot group continues | Yes |
| ▪ Continue Sunday School with 9:15 and joint services | Yes |
| ▪ Shelving for, and establish lending library | Yes |
| ▪ Adult Christian Education Day | No |

Pastoral Care

- | | |
|---|-----|
| ▪ Recruit and train at least 4 more people for Pastoral Care teams | No |
| ▪ Hire Don Walls to visit sick and shut-in, with a team of drivers | Yes |
| ▪ Phoning Committee call shut-ins at least twice a month
(This partially compensated for with Don Walls' visits) | No |
| ▪ Training courses and events | Yes |

- Sermon taping and circulation ministry (Instead sermons may be found on website and are also distributed by e-mail) No

Activities and Organizations

- Ministry Fair (Patronal Festival) Yes
- Welcome to St. Luke's brochure Yes
- Recruit and coordinate a welcoming team by Feb. 2007 No
- "The Prescription" published quarterly Yes
- Recruit new editor for "The Prescription" Yes

Outreach beyond the Parish within the Diocese

- Partnership with remote parish Tried – not accomplished
- Continue support to 'needy' organizations Yes
- Continue support to Camp Columbia Yes
- Continue joint services and events with Lutheran Church of the Cross Yes

beyond the Diocese

- Support PWRDF and Anglican Appeal Yes
- Continue support of Ethiopian Children's Circus (Yenegew Tesfa) Yes

Facility Improvements

- West stained glass window restoration Yes
- Resurface Hall floor postponed to 2008
- Resurface Church floor postponed to 2008
- New flooring, exhaust fans, paint in washrooms plus installation of 4 lo-flush toilets Yes
- Parking Lot repaving Completed
- Renovate office secretary's office No
- Window in church nursery door Yes
- Window panels in Church doors No
- Replace aging and worn-out tables No
- Narthex renovation and improved lighting in nave to be completed in 2008

Financial

- Make parish aware of current financial status Could do more
- Narrative Budget No
- Pledge Sunday No
- Promote use of ECP Yes

5. CONCLUSION

The "Church at the Cedar Hill Crossroads" still remains at a cross road. Though there are some key indicators of new strength and health, and though the mood of the congregation is considerably more upbeat and positive (as evidenced by recent Parish Council meetings and by the Annual Meeting) there is not yet sufficient demographic change in the congregation to create any real confidence that the parish will become "healthy" within the next five years. New family ministry remains the key to the future. *Without a doubling of our 60 year-old and under committed membership within the next 2-5 years, the viability of St. Luke's as a congregation will be questionable.*

The theme of "radical hospitality" will continue to be a major thrust for programming and outreach. Due to the careful stewardship of past major financial gifts, we have had the luxury of being able to upgrade the facilities so that they look and feel like places where the hosts can be truly hospitable to all comers. The other element of that hospitality is relationship evangelism, which can invite onto the premises and into imaginative programs, the generation who will be able to continue God's work in the decades to come. One of the barriers to that development is the Anglican (and indeed cultural) mindset towards clericalism and parochialism. "Our minister, our beloved Church" reinforces a culture of the past, and remains the first impression given to newcomers and visitors. It is a difficult

challenge for those who have faithfully kept the church going for the last five decades to allow adequate space, liturgically, and emotionally, for new programs and vision to flourish.

The development, over the next two or three years, of a long range ministry vision, which can be owned and supported by the congregation as a whole, will be absolutely essential.