

# the church of the redeemer

1871 - 2016

145<sup>th</sup> vestry report



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# AGENDA

## Monday, February 6, 2017

(7 PM)	Opening Prayers Appointment of Vestry Clerk Courtesies of the House, Motions of Greeting, etc. Approval of the Minutes of the Annual Vestry Meeting February 8, 2016 and Special Vestry Meeting May 25, 2016 Reception of all Written Reports Recognitions and Thanks	David Howells       Ryan Carlsen/ Heather Bennett/ David Howells
(7:20)	Growing with the Spirit Strategic Plan, Year 4	Heather Bennett
(7:30)	Reading of the Audited Financial Report on Parish Financial Statements Presentation and Adoption of 2016 Financial Statements Appointment of Public Accountant	John Selles
(7:40)	Presentation and Adoption of 2017 Budget	John Selles
(8:05)	Elections <ul style="list-style-type: none"><li>• Board of Management</li><li>• Members at Large of Advisory Board</li><li>• Members of Synod</li><li>• Alternate Members of Synod</li></ul>	David Howells
(8:15)	Further Business <ul style="list-style-type: none"><li>• Step into the Future Project Update</li><li>• Parish Selection Committee</li><li>• Motion to Recommend an Amendment to Canon 10</li> <li>• Social Justice Vestry Motion 2017: Continuing the Call to Reconciliation</li><li>• Any other business</li></ul>	Peter Tovell Chris Jones Peter Bennett/ Pamela Thomson Pamela Thomson/ Mark Plummer
(8:35)	Concluding Remarks, Closing Prayer and Adjournment	David Howells

**Minutes of the Annual Vestry Meeting  
Monday, February 8, 2016**

**1. Opening Business**

- 1.1. Greeting:** The Rev'd David Howells, Interim Priest-in-Charge, called the meeting to order at 7:10 PM. He welcomed all to the 144<sup>th</sup> Vestry and then opened the meeting with prayer.
- 1.2. Appointment of a Vestry Clerk:** It was moved by John Sutton, seconded by Kathy Garrison that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 1.3. Attendance Sheet:** A sheet was circulated for signature by those entitled to vote at Vestry. People 16 years of age or over, who are members of the Anglican Church of Canada, have been members of the congregation for at least three months, have been to church at least three times in the past year, have not voted in another vestry in another parish in the last three months and do not intend to vote in any other vestry this year are permitted to vote.
- 1.4. Courtesies of the House/Greetings from the Archbishop:** The Rev'd David Howells extended courtesies of the house to those not eligible to vote, inviting them to ask questions and participate in discussions. He also referenced the Most Rev'd Colin Johnson's pastoral letter included on page 13 of the Vestry Report. It was moved by Pamela Thomson, seconded by Peter Bennett that courtesies of the house be extended to those in attendance who are not eligible to vote and that the letter from Archbishop Johnson be received. Carried.
- 1.5. Approval of Minutes:**
  - It was moved by Chris Ambidge, seconded by Mary Pat Moore that the minutes of the Special Vestry Meeting on January 19, 2015 be approved as printed on pages 10-11 of the Vestry Report. Carried.
  - It was moved by Pamela Thomson, seconded by Jennifer Whincup that the minutes of the Annual Vestry Meeting on February 9, 2015 be approved as printed on pages 5-9 of the Vestry Report. Carried.
  - It was moved by Ellen Marie Masuda, seconded by Tony Crosbie that the minutes of the Special Vestry Meeting on July 12, 2015 be approved as printed on pages 11-12 of the Vestry Report. Carried.
- 1.6. Reception of all Written Reports:** It was moved by Paul MacLean, seconded by Carol Scovil that all written reports on pages 14-38 in the Vestry Report be received. Carried.

**2. Recognition and Thanks:** Joanna Campion and Heather Bennett recognized the gifts our staff possess and thanked them for their contributions in 2015.

- 2.1. Andrew Asbil:** Who left in January after 14 years as our Incumbent to become Rector of the Cathedral Church of St. James and Dean of Toronto.
- 2.2. David Howells:** Who has quickly and competently stepped into his role and is providing valuable leadership and support to Redeemer leadership and staff.
- 2.3. Jeff Stone:** For his work with worship guilds, Getting Connected and Learning@Redeemer as well as pastoral visiting and presiding and preaching at services.
- 2.4. Megan Jull:** Who joined us in November, 2015 with a focus on children, youth and their families. Megan also works with the Pastoral Care team and presides and preaches at services.
- 2.5. Honorary Assistants:** Jim Boyles, Carol Finlay, Ann Jervis, Paul MacLean, Charles McMulkin, Jeffrey Metcalfe, Katy Waugh and Andrew Wesley for their presence at Table, preaching, pastoral care, support of ministry areas and willingness to take on specific assignments. We also thank Tim Elliott who stepped down as an honorary assistant in mid-2015 when he and his wife Judy Maddren moved to Stratford.
- 2.6. Music Staff:**
  - John Campbell retired in 2015 after 30 years as our Director of Music. We are delighted he is with us as Director of Music Emeritus.
  - Dan Norman, former George Black Fellow in Liturgical Music, was appointed Director of Music in September. We are grateful for his inspired leadership.
  - Mike Daley provides innovative leadership at 9:30 services and Rock Eucharists.
  - Will Reid was appointed George Black Fellow in Liturgical Music and Assistant Director of Music in November, and we are grateful for the gifts he brings to this role.
  - Jill Daley, newly appointed Musician in Residence, adds her gifts to those of the rest of the team to enhance our worship with music.

**2.7. Office Staff:** Whose work is ministry to all and who model the radical hospitality that is characteristic of our culture. We thank:

- Shirley Westmore, Office Manager, for the tremendous support she provides to clergy, board chairs and about 25 ministry area contacts.
- Zara Rasul, Administrative Assistant, for providing valuable support in the day-to-day running of the office.
- Jim Kotsifas, Facility Manager, for ensuring that all spaces are ready for worship and other events and for the care he provides to Drop-In participants.

**2.8. Drop-In Staff:**

- For Angie Hocking, now on maternity leave with a new daughter, whose imagination and creativity help to develop and build community with participants.
- For Sanda Kazazic, our Resource Worker, who will be helping to cover Angie's maternity leave.
- For Hazel Ottley, our Advocacy Worker.
- For Corry Sobel, who with Sanda Kazazic will be helping to cover Angie's maternity leave.

**2.9. Facilities Team:** Under Jim Kotsifas' direction, the team keeps the building clean and safe and provides assistance to all – Drop-In participants, parishioners and renters. Our thanks to Tony Oku, Don Morgan and Mark Keller, our Caretaker Intern.

**2.10. Nursery Staff:** We are grateful to Denise Foster and Amtul Wasay for providing nursery care, not only on Sundays, but also for special events such as farewell parties and Mardi Gras.

Heather Bennett and Joanna Campion also acknowledged and thanked Synod delegates and members of the boards who were leaving: Synod – Paul Couillard; Board of Management – Jason Kuzminski and Melanie Moore; Advisory Board – Audrey Danaher and Cherith Muir.

- 3. George McClellan's Retirement:** John Selles, Treasurer, thanked George for all the help he had given him during his six years in office. After 13 years at Redeemer as Bookkeeper, George was a wealth of information, being familiar with so many processes and knowing a great number of people. We are grateful too that George is helping with transition to his successor, Paul Pincente. The board chairs presented George with a gift. George spoke about what a pleasure it had been to have worked at Redeemer and how marvellous the staff and parishioners had been. He thanked the parish for their generosity and for always coming through. The Rev'd David Howells added his thanks to George whom he described as gracious.
- 4. Additional Thanks – Interim Priest-in-Charge:** The Rev'd David Howells added his thanks to two detail-oriented people who had helped guide him during his early days at Redeemer – Ann Cope and Marjorie Wrightson. He also thanked Joanna Campion and Heather Bennett for the leadership responsibilities they shoulder.
- 5. Board of Management and Advisory Board Review:** Heather Bennett drew attention to the reports provided by the board chairs printed in the Vestry Report and encouraged all to read them.
- 6. Growing with the Spirit at the Corner (Year 3):** Heather Bennett outlined the five themes (Proclaiming God's Presence, Maintaining a Strong Foundation, Building a Spiritual Home, Breaking Down Walls and Realizing Bold Dreams) and the four values (Compassion, Openness, Respect and Diversity) of our strategic plan. She expanded on the theme "Proclaiming God's Presence" to illustrate what desired outcomes would be. The strategic plan is used as a reference document for the boards in planning, budgeting and decision making. Ministry area leaders used it in preparing their 2015 vestry reports and their 2016 budget submissions. She commented that echoes of the strategic plan themes and values could be seen in the Narrative Budget and in vestry presentations.
- 7. 2015 Parish Financial Statements:** John Selles, Treasurer, drew attention to his Treasurer's Report and a summary of 2015 financial statements on pages 39-48 of the Vestry Report.

Despite anxiety about our status at the end of November, we ended up 2015 with just a \$922 deficit. In 2015, revenue was \$59,000 below budget and expenses were \$89,000 below budget.

We have four funds (General, Capital Accumulation, Maintenance Reserve and Refugee Settlement) and three bank accounts (two capital and one operating). All monies first are deposited into the operating account and

then transferred to capital accounts if applicable. Donations for Refugee Settlement are in the operating bank account and are tracked in the General Ledger.

**Motion:** It was moved by John Selles, seconded by John Sutton that the Financial Statements of the Church of the Redeemer, including the Independent Auditor's Report for the year ended December 31, 2015 be approved. Carried.

- 8. Appointment of Public Accountant:** It was moved by John Selles, seconded by Richard Heystee, that Kriens~LaRose, LLP, be appointed public accountant to perform an audit of the general operating statements of the Church of the Redeemer for the year ending December 31, 2016. Carried.

John Selles thanked Thomas Kriens and his staff for all their hard work closing our year-end.

**9. Presentation and Adoption of the 2016 Budget**

The 2016 budget is located on pages 49-52 of the Vestry Report.

**9.1. Expenditures:** John Selles addressed 2016 budget expenditures highlighting the following.

- The plan for 2016 has expenses rising 8.4% over 2015 actuals. 2015 actuals were down 5.6% over 2014.
- Almost 2/3 of expenses are for people. This does not reflect volunteer hours or food donations, two substantial resources that help us deliver the programs that we do.
- The clergy expense budget is down due to the Incumbent vacancy. Lay staff is up due to Angie Hocking's maternity leave and the cost of her replacements. Music expenses were down in 2015 due to turnover and several months of open positions, but return to 2014 levels in 2016.
- COLA adjustment for staff is 1.5%.
- Church Programs has underspent the last few years, and the 2016 budget is \$3,000 less than the 2015 budget.
- The Drop-In Program appears to be 3% of the total budget, but its actual share is more like 20-25% taking into account other staff time, property costs etc.)
- We received a \$12,000 rebate in Diocesan Assessment in 2015.

**9.2. Revenue:**

- 2015 actual revenue was down 3.1% over 2014. 2016 Budget Revenue has been set at \$1,046,240 (4.4% up).
- Envelope givings were down slightly in 2015, but parishioners also gave over \$640,000 to the capital campaign. Some of those pledges are coming to an end, and the hope is that some people will wish to maintain that giving level, directing the extra money to the operating account. The budget for 2016 is the same as for 2015.
- FaithWorks donations were up in 2015 compared to 2014. The budget for 2016 is 5% of undesignated donations, of which we will retain 5% of that amount to support the work of our Drop-In.
- Income from space rentals may be down in 2016 due to construction of new front steps and no air conditioning in the summer.
- There is no assistant curacy subsidy in 2016.
- 2017 is the final year we will qualify for Investing in Neighbourhoods funding.

**9.3. Capital Budget:** John Selles thanked the community for its generosity and commitment. At this point, it appears less than 3% of pledges will be uncollectable. Taking into account the cash flow projections for 2016, we should be able to cover expenses for the next phase of renovations this summer. After bills are paid, we will receive 75% of HST back. Money that is received after bills are paid will go into a capital reserve for future work.

**9.4. Motion:** it was moved by John Selles, seconded by David Penhale, that the 2016 Operating Budget, showing total expenditures of \$1,087,281 and projected income of \$1,046,240 be adopted.

**Question:** Is it an operating budget maintenance item or a project capital task to re-calibrate or re-balance the sound system after the renovation that replaced carpet with wood flooring?

**Answer:** Although it was first thought to be a project task, it appears that this will be taken care of shortly as a maintenance item.

There being no further questions the vote was taken. Carried.

The Rev'd David Howells thanked John Selles for leading the financial presentation.

## 10. Elections

10.1. It was moved by Heather Bennett, seconded by Joanna Campion, that the following be elected as members of the Board of Management:

John Selles (term 6)	Jenn Whincup (term 4)
Joanna Campion, Chair (term 5)	Matthew Page (term 3)
Andrew Drummond (term 5)	Julian Scarfe (term 3)
Ryan Carlsen, V-Chair (term 4)	Peter Tovell (term 3)
Jonathan Batty (term 4)	Heather Bennett (Advisory Board Chair)

**Comment:** there are no first or second term members on the Board of Management to come along to replace members who will be leaving, several at one time.

**Response:** Joanna Campion replied she was aware of this and that it may be possible to find additional people to serve during the year.

The Rev'd David Howells asked three times if there were further nominations. None. Carried.

10.2. It was moved by Joanna Campion, seconded by Heather Bennett, that the following be elected as members-at-large of the Advisory Board:

Carol Scovil (term 7)	Chris Jones (term 2)
Kathy Garrison (term 3)	Henry Krol (term 2)
Paul Pynkoski, Vice Chair (term 3)	John Stevens (term 2)
Heather Bennett, Chair (term 2)	Matthias Mayer (term 1)

The Rev'd David Howells asked three times if there were further nominations. None. Carried.

Heather Bennett added that three new representatives from ministry areas would also be joining the Advisory Board: Alexandra Pohlod (Getting Connected), Karen Turner (Learning@Redeemer) and Mark Plummer (Aboriginal Issues Working Group).

10.3. It was moved by Heather Bennett, seconded by Joanna Campion, that the following be elected as members of Synod – Peter Bennett (term 3), Mary Reynolds (term 2), Chris Ambidge (term 2), Pamela Thomson (term 2), Sheree Drummond (term 1) – and that Jim Burnham (term 2) be elected as an alternate member of Synod.

Before asking for further nominations, the Rev'd David Howells noted that there were two vacancies as alternate members of Synod and that these could be filled by nominations from the floor. The Rev'd David Howells then asked three times if there were further nominations. None. Carried.

11. **Step into the Future Building Project:** Peter Tovell chair of the Project Team, thanked parishioners for their patience during 2015 construction and proceeded to outline plans for Phase 2, Part 3, assisted by Carol Scovil.

11.1. **Front Steps:** The new steps will spill off to the sides as well as descending from the front doors. In order to accommodate this, the planter on the Bloor Street/Avenue Road corner must be moved down to grade level. This will ensure the ramp door is easily visible and becomes part of our front entrance. The mechanical vault will need to be rebuilt, but when completed it will be more efficient, providing better air conditioning on the lower level. Unfortunately this means that there will be no air conditioning in the building in the summer of 2016 during construction, and there will be no access via the front doors from June to September. The priority is to complete the new steps as quickly as possible to limit the inconvenience.



The landing as people exit the front doors will be double the current width. There will be four handrails, lit from beneath, providing ample light directly on the stairs. The stairs themselves will be granite.

The Bloor Street sidewalk will be granite and will wrap around the corner. An octagon, mirroring the shape of the chancel, will be installed in a contrasting marble at the corner to mark our space.

**11.2. Signage:** Given that the church is a designated historical site, there are many levels of approval required for any changes. We have had a preliminary meeting with Heritage Preservation Services and have been advised that we cannot attach any signage to the building itself. Other levels of approval will be Community Council, City Council and the Diocese of Toronto. To obtain final approval, we must also submit a surface water run-off report, necessitating the involvement of a civil engineer who will write a report.

The scope of signage has been reduced because extra funds were required last summer to fix the bell tower. There will be a low granite wall on Bloor Street on the east side of the property. Along the top will be an electronic sign for quotations having up to three rows of white letters on a black background. Letters will be larger than those used in the current sign, at least 3" or larger, depending on the number of rows in the message. The name of the church will be carved into the wall. Also on the face of the wall will be two illuminated sign boxes. One will contain static information about service times and the other will be available to advertise events.

**11.3. Lighting:** Neighbouring buildings are well lit at night, but our Bloor Street façade is dark. Lighting will wash the front of the church, and interior lighting will showcase the stained glass windows facing Bloor Street.

**11.4. Budget:** The total budget including HST for Phase 2, Part 3 is \$625,000 of which \$80,000 is contingency. The biggest items are relocating the mechanical vault and the new front stairs.

**11.5. Motion:** It was moved by Peter Tovell, seconded by Carol Scovil that Vestry approve a gross construction budget for Part 3 of Phase 2 of the Step into the Future Building Project in the amount of Six Hundred and Twenty-Five Thousand (\$625,000) dollars as outlined by Peter Tovell, Chair of the Project Building Team to the Parish at this Vestry.

**Question:** Does the budget include new air conditioning?

**Answer:** Yes.

**Question:** How will the new space created at the corner be used?

**Answer:** For liturgical (e.g. burning palms) and other purposes.

**Comment:** We should consider a marker to designate the corner is private property to discourage trespassing.

**Comment:** The best way to claim the corner space as ours publicly is to install a labyrinth in the octagon.

**Comment:** this space is our property and for our use, but in regards to our commitment to openness, diversity, and inclusivity, we shouldn't be too quick to close off that space, because we don't know who may come into it from the wider community around us.

**Question:** Have we lost our planters?

**Answer:** No. There is greenery towards the west end at the front.

**Question:** Will the grate to the mechanical vault be at ground level?

**Answer:** Yes.

**Question:** Will there be any changes to the ramp?

**Answer:** No.

**Comment:** We should ensure new handrails are skateboard-proof.

There being no further questions or comments, the vote was taken. Carried.

The Rev'd David Howells commended Peter Tovell and the whole Project Team for the grace with which they were leading the building program.

**12. Refugee Settlement Committee:** Anne Christy provided background to the motion that would be put to Vestry.

In the fall of 2015, 16 people who were interested in pursuing refugee settlement started meeting. To date, approximately \$120,000 in cash and pledges have been received. The Committee has been working with AURA (Anglican United Refugee Alliance), a support organization for Anglican and United churches. They provide oversight and require detailed plans to ensure a congregation is prepared to receive a refugee family. Our Committee has gone through that process and has also received wonderful support from the Board of Management and the Advisory Board.

Church of the Redeemer would sign a contract to provide support for a family for one year. At the end of that period, the goal is that the family would be supporting themselves and our legal requirement is finished.

We are leaving the choice of a family to AURA as they are in the best position to determine who is in greatest need and what family might be an appropriate match for us. The most popular request is for a family of four, but we would likely be waiting some time for that configuration. We are asking for a family of five or six.

**Motion:** It was moved by Anne Christy, seconded by Jonathan Batty that vestry authorize the Refugee Settlement Committee, as recommended by and with the support of the Board of Management and Advisory Board to:

1. proceed with sponsorship of a refugee family starting in 2016-2017 as an Outreach ministry project of Church of the Redeemer under the auspices of AURA;
2. report on its activities as required and requested by the Boards; and,
3. before entering into any sponsorship agreement, obtain prior approval of the Board of Management and the Advisory Board as the agreement needs to be approved and signed by the Chairs of these boards (the Churchwardens).

**Question:** How much money does one family cost?

**Answer:** \$40,000 is the guideline. We have enough money pledged to sponsor more than one family, but we want to welcome one first, learn from the experience and fine tune our processes and then decide on further commitments.

**Question:** How and when will the congregation be updated?

**Answer:** At least twice a year to the boards, and a member of the Board of Management is on the Committee. As well, there will be regular updates in the Gathering and through other parish communications channels. It was also noted that AURA has advised us it is not appropriate to make the family stand up in front of the congregation on a Sunday morning.

**Comment:** The Rev'd David Howells emphasized the importance of the linkage between the Refugee Settlement Committee, AURA and Church of the Redeemer that this motion provides. This allows for money to flow appropriately with accountability.

There being no further questions or comments, the vote was taken. Carried.

**13. Social Justice Motion 2016: Answering the Call for Reconciliation**

Pamela Thomson drew attention to a document prepared by the Diocese of Toronto to provide background information on the motion to come before vestry. Mark Plummer added that the more parishes that pass this motion, the more clout the Archbishop will have in meetings with political leaders. Pamela Thomson spoke

about the importance of the work Redeemer's Aboriginal Issues Working Group had undertaken over the last three years and noted that we are being watched by other parishes.

**Motion:** It was moved by Pamela Thomson, seconded by Mark Plummer that we, the vestry of Church of the Redeemer, commit ourselves to work to implement the Calls to Action of the Truth and Reconciliation Commission of Canada. As part of this effort, we call on the Governments of Canada and Ontario to address the recommendations which the Commission's final report directs toward them. In particular, we affirm the Government of Canada's commitment to establish a public inquiry into the issue of missing and murdered Indigenous women and girls and will continue to advocate for ongoing action on this issue. We also call on the Government of Ontario, in consultation with Aboriginal peoples, residential school survivors, and the churches, to develop an age-appropriate, mandatory curriculum on residential schools and the contributions of Aboriginal peoples to Canada for all grade levels.

**Comment:** The Rev'd David Howells noted that this motion would give the Archbishop the support to go higher in seeking healing and the righting of injustices. The hope is that this initiative will spread to other dioceses.

There being no further comments, the vote was taken. Carried.

- 14. Parish Selection Committee:** The Rev'd David Howells prefaced this agenda item by talking about the importance of leadership noting that under Andrew Asbil's guidance Redeemer had become a bright light that shines in the Anglican Church of Canada. He asked God's blessing on the Parish Selection Committee's election and their work representing all the people of the church.

Heather Bennett outlined the role of the Parish Selection Committee (PSC), who may serve on it and essential criteria for its members. She also explained the process the two board chairs had followed to identify PSC members. This was an intense process that involved some sleepless nights.

It was moved by Audrey Danaher, seconded by Pamela Thomson that in accordance with the Diocese of Toronto's Canon 10, section 3, the Board Chairs propose the following names be elected as members of the Parish Selection Committee:

Chris Ambidge  
Joanna Campion, Board of Management Chair  
Heather Bennett, Advisory Board Chair  
Richard Heystee

Frances Humphreys  
Chris Jones  
Peter Tovell  
Kate Werneburg

**Comment:** This is a great list.

**Comment:** In addition to the prayer group already in place that is praying for the PSC, we also need to pray for our clergy and office staff, the leadership of the Board of Management and the Advisory Board, for one another and for the parish as a whole.

**Comment:** The first meeting of the PSC has been scheduled for February 17.

**Question:** Will the process and names be in eNews?

**Answer:** There has already been an article in the Gathering, and the parish will be kept informed through multiple communications channels including eNews, the website and the Gathering.

There being no further questions or comments, the vote was taken. Carried.

Members of the PSC were asked to stand so all would know who they were.

The Rev'd David Howells thanked Heather Bennett and Joanna Campion for their work to date on this initiative.

**15. Other Business:** Peter Bennett expressed thanks to the board chairs and vice chairs for the tremendous role they play and asked all to hold them in prayer and thank them for their leadership. He went on to thank his wife, chair of the Advisory Board, for her dedication and love of the parish, presenting her with flowers to mark her birthday. All sang Happy Birthday to Heather Bennett.

**16. Final Thanks:** The Rev'd David Howells expressed thanks to all who do so much to make life run so smoothly at Redeemer and in particular:

- Justin Laflamme (our kitchen intern), Chris Lamb, Tony Crosbie, Mary Reynolds and Didy Erb for providing a light supper for us before the meeting.
- Audrey Danaher, for helping to organize our vestry agenda and meeting logistics.
- Ann Cope, for cover designs for the Narrative Budget and Vestry Report, and for the thousands of photographs she made available to us to illustrate the Vestry Report.
- Marjorie Wrightson, for compiling the Vestry Report and taking minutes at the meeting.

There being no further business, the meeting adjourned at 9:25 PM on a motion by Kathy Garrison. The Rev'd David Howells closed the meeting with prayer and led all present in the Doxology.

Respectfully submitted, Marjorie Wrightson

**Minutes of the Special Vestry Meeting  
Wednesday, May 25, 2016**

**1. Opening Business**

- 1.1. Greeting:** The Rev'd David Howells, Interim Priest-in-Charge, welcomed everyone at 6:10 PM and opened the meeting with prayer.
- 1.2. Attendance Sheet:** a sheet was circulated for signature by those entitled to vote at Vestry.
- 1.3. Appointment of a Vestry Clerk:** it was moved by Chris Ambidge, seconded by Mary Reynolds that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 1.4. Courtesies of the House:** it was moved by Tony Crosbie, seconded by Garth Goddard that courtesies of the house be extended to those in attendance who are not eligible to vote. David Howells invited these people to ask questions and participate in discussions.

**2. Motion:** It was moved by John Selles, seconded by Carol Scovil that:

As the winning tender to complete Phase II, Part 3 of the Step into the Future project:

- has a contract price within the overall project budget but that is higher than initially estimated and removes any room for contingencies should they arise;
  - cannot be reduced in scope without compromising the project plan;
  - must be accepted immediately to meet the project deadline;
- 1) Vestry grants the Chairs of the Board of Management and Advisory Board discretion, if they deem it necessary, to increase planned project expenditures and draw down up to \$250,000 from Sceptre capital funds to pay for such change requests.
  - 2) Vestry directs the Board of Management to work with the Stewardship Committee to devise a strategy to replenish the Church of the Redeemer's capital funds, if there is a draw down from the Sceptre capital funds. It must be clearly understood that any such fundraising strategy will take into account the possible impact of such fundraising on operating funding, and the requirement to balance this year's budget and expense.
  - 3) Vestry directs the Chairs of the Board of Management and the Advisory Board to report on these matters to Vestry in 2017 or at such other time before then as the Chairs recommend.

**2.1. Discussion:**

John Selles, Treasurer, spoke to the motion. The first of two points the motion addresses is to grant the board chairs the authority to sign a contract for Phase II, Part 3 knowing that there might be unexpected, additional expenses. He circulated a report that first showed the original budget for Step into the Future as \$1,914,358 as at the Annual Vestry Meeting in February, 2016.

Capital Budget approved at Vestry

Capital Expense	Orig Budget	To Date	Remain	Total	Variance
Donations	1,790,000	1,479,762	428,934	1,908,696	118,696
Fundraising Consultant	160,000	81,189	-	81,189	(78,811)
Campaign Expenses		9,192	7,000	16,192	16,192
Our Faith, Our Hope	300,000	200,000	100,000	300,000	-
Legal		1,768	-	1,768	1,768
Architect	110,000	154,646	101,624	256,270	146,270
<b>Non-Construction Expenses</b>	<b>570,000</b>	<b>446,795</b>	<b>208,624</b>	<b>655,419</b>	<b>85,419</b>
Permits and Fees:		3,039	44,200	47,239	47,239
Part 1 Make chancel accessible	100,000	-	-	-	(100,000)
Part 2 Repair, restore south face	300,000	522,894	118,948	641,842	341,842
Repair & Secure bell tower	150,000	-	-	-	(150,000)
Organ Repair		64,859	-	64,859	64,859
City of Toronto Grant		-	(70,000)	(70,000)	(70,000)
Part 3 New stairs and signage	670,000	-	575,000	575,000	(95,000)
<b>Construction Expenses</b>	<b>1,220,000</b>	<b>590,792</b>	<b>668,148</b>	<b>1,258,940</b>	<b>38,940</b>
<b>Total Capital Expense</b>	<b>1,790,000</b>	<b>1,037,586</b>	<b>876,772</b>	<b>1,914,358</b>	<b>124,358</b>

He then explained changes on the revised budget showing projected revenue of \$1,933,565 and estimated construction expenses of \$1,949,342. Although fewer unknowns are anticipated with replacement of the stairs than with the 2015 project to repair the bellcote, the motion ensures work can continue without having to call another Special Vestry Meeting during the course of the project to approve additional funding.

Capital Expense	Orig Budget	To Date	Remain	Total	Variance	Changes	Projected Final
<b>Donations</b>	<b>1,790,000</b>	<b>1,524,598</b>	<b>347,269</b>	<b>1,883,565</b>	<b>93,565</b>	<b>50,000</b>	<b>1,933,565</b>
Fundraising Consultant	160,000	81,189	-	81,189	(78,811)		81,189
Campaign Expenses		9,192	7,000	16,192	16,192		16,192
Our Faith, Our Hope	300,000	200,000	100,000	300,000	-		300,000
Legal		768	-	768	768		
Architect	110,000	149,890	27,500	177,390	67,390	(20,000)	242,058
ESWO #1 Nov 12, 2014		18,361	-	18,361	18,361		
ESWO #2 Jun 25, 2015		4,560	12,000	16,560	16,560		
ESWO #3 Part 3 extra work		-	24,960	24,960	24,960		
ESWO #4 Part 3 extra work		-	17,264	17,264	17,264		
Survey		6,756	-	6,756	6,756		
<b>Non-Construction Expenses</b>	<b>570,000</b>	<b>470,716</b>	<b>188,724</b>	<b>659,440</b>	<b>89,440</b>	<b>(20,000)</b>	<b>639,440</b>
Permits and Fees		9,134	38,105	47,239	47,239	(30,000)	17,239
Part 1 Make chancel accessible	100,000	-	-	-	(100,000)		552,805
Part 2 Repair, restore south face	300,000	522,894	-	522,894	222,894		Incl City Grant
Repair & Secure bell tower	150,000	38,595	-	38,595	(111,405)		
CO#1-11 incl net HST		-	61,316	61,316	61,316		
Organ Repair		64,859	-	64,859	64,859		64,859
City of Toronto Grant		(70,000)	-	(70,000)	(70,000)		
Part 3 New stairs and plaza	520,000	-	260,000	260,000	(260,000)	100,000	675,000
New cooling unit and vault		-	141,000	141,000	141,000		
Signage		-	56,000	56,000	56,000		
Exterior lighting	150,000	-	43,000	43,000	43,000		
5% contingency		-	75,000	75,000	(75,000)		
<b>Construction Expenses</b>	<b>1,220,000</b>	<b>565,481</b>	<b>674,421</b>	<b>1,239,902</b>	<b>19,902</b>	<b>70,000</b>	<b>1,309,902</b>
<b>Total Capital Expense</b>	<b>1,790,000</b>	<b>1,036,197</b>	<b>863,145</b>	<b>1,899,342</b>	<b>109,342</b>	<b>50,000</b>	<b>1,949,342</b>
Contingency	-	488,402	(515,876)	(15,777)	(15,777)	-	(15,777)
<b>Total Revised Capital Expense</b>						<b>up to</b>	<b>2,183,565</b>

**Question:** How many bids were received?

**Answer:** Carol Scovil, Co-Chair of the Project Team, advised there were four, of which two were unrealistic. Negotiations have taken place with the preferred bidder to reduce the price as much as possible.

**Question:** Have we approached the diocese?

**Answer:** David Howells replied that we have conferred with our Area Bishop, Patrick Yu, who has given us permission to withdraw units from the Sceptre fund. Applying for a grant would have been complicated, involved delays and would likely not have been approved. Diocesan representatives recommended that we increase the amount of money specified in the motion out of an abundance of caution.

**Question:** What is the timeline?

**Answer:** Carol Scovil responded that, If we sign the contract this week, we hope to be able to start work by the end of June. Given a duration of 10 weeks, we should be finished mid-September. We still have not applied for a building permit. To do so, we need the finalized encroachment agreement from Renaissance Plaza since some of the stairs will be on their property. We hope to receive the agreement this week.

Thanks were expressed for the way Peter Tovell and Carol Scovil have managed the project and our relationship with the architect and contractors.

John Selles then spoke to the second point in the motion. He provided background on the Sceptre fund and noted it had increased in value from \$560,000 in January, 2012 to \$870,000 now. The proposal is to use some of the gains from the last four years as needed to cover unexpected change requests in Phase II, Part 3. Given that there will be capital projects needing attention in the future, the status of the Sceptre fund will be re-evaluated after this next phase with regard to the need for raising capital to replenish the fund.

**2.2. Amendments:** two parishioners proposed amendments that were defeated or withdrawn.

- Erik Schryer commented that this was multiple motions in one proposal. He felt that the important point was item #1 and that items #2 and 3 were not necessary and should be removed from the motion. David Howells explained that items #2 and 3 were explanatory sub-clauses that had been added out of an abundance of caution. Jonathan Batty added that the Board of Management had spent a lot of time on the wording of the motion, to ensure proper consultation before any change in direction and hoped Vestry would support it.

Erik Schryer moved that items #2 and 3 be removed from the motion. Seconded by Joan Robinson. This proposed amendment was defeated.

- Peter Bennett proposed two changes to the wording of the second item in the motion. First, he requested that the wording of the item begin: “Vestry directs the Board of Management to work with the Stewardship Committee *or other interested parties* to devise a strategy ...” because he did not think those involved should just be limited to members of the Stewardship Committee. Henry Krol commented that this change could be interpreted to mean that the Board was being compelled to include others. Erik Schryer added that by being too open, some people might feel they had a right to be heard and interfere with the decision making process. Joanna Champion, Chair of the Board of Management, also stated the Board would be open to listening to all proposed strategies for replenishing the capital fund when the time came. David Howells added that the parish would trust the Board of Management and Stewardship Committee to involve the right people.

Peter Bennett moved that item #2 in the motion be amended to begin “Vestry directs the Board of Management to work with the Stewardship Committee *or other interested parties* to devise a strategy ...”. Seconded by Joan Robinson. The proposed amendment was defeated.

Peter Bennett then proposed that the last sentence in item #2 be removed. He explained that the Holy Spirit calls us in different ways and he didn’t want fundraising to be limited by the desire to balance the operating budget. He felt this would restrict the parish from making creative moves to improve our ministry. Peter Bennett moved that the last sentence of item #2 be removed. As there was no seconder, the proposed amendment to the original motion was withdrawn.

**2.3. Vote:** there being no further discussion the vote was taken on the original motion. Carried, with one vote opposed.

### **3. Adjournment:**

There being no further business, the meeting adjourned at 6:50 PM on a motion by Janet Elliott.

Respectfully submitted, Marjorie Wrightson

## Archbishop's Pastoral Letter to Vestries, 2017

*to be read or circulated on the Sunday of the parish's annual vestry meeting*



**Diocese of Toronto**  
Anglican Church of Canada

To the Clergy, Churchwardens and Parishioners  
**My Sisters and Brothers in Christ,**

Grace and peace in the name of our Saviour Jesus Christ.

What a privilege it is to serve you as the Bishop of this wonderful Diocese and to represent you in the wider councils of the Church in Canada and across our Communion. We have been truly blessed in the breadth of the gifts God has given us in the resources of peoples who have come from every part of the globe, in the physical resources we have inherited, and in the rich diversity of our spiritual life all rooted in the Gospel of Jesus Christ.

There have been many significant changes in this past year. Three of our Area Bishops have moved or retired. All of them began their ordained ministry in Toronto and have served our Church with great faithfulness, gracious wisdom and effective leadership. I am immensely grateful to Bishops Linda Nicholls, Philip Poole and Patrick Yu for their service.

In September, Synod met to elect three priests of this Diocese to be Bishops in the Church of God. They have now been ordained and consecrated, and have begun their episcopal ministries in their assigned areas. Joining Bishop Fenty and me, they bring new energy, their own specific gifts, and their deep commitment to the Anglican expression of the Christian Faith that will be a blessing to our Church for years to come.

Bishops, even though they are formed in a particular spiritual and theological tradition, do not serve a special-interest party; they are bishops of, and for, the whole church. The Area Bishops have particular oversight under my direction for a region of the Diocese but they are also Suffragan Bishops and so have concern and responsibility for the whole as well as the parts. They have concern for all of the people of God - and who isn't a child of God? - who live within the boundaries of the Diocese, including those who are not part of any Anglican congregation. They link the parts to the whole and the whole to the parts. The new bishops are still in learning mode as they assume the wonderful and onerous responsibilities of the ministry, so your prayers for all of us are deeply appreciated.

We have also adopted a new strategic plan in 2016 that will set the direction for our work over the next five years. ***"Growing in Christ"***, as it is titled, identifies five focus areas for our attention as a Diocese: identifying and raising up leadership both lay and clergy; building a culture of trust; strengthening our stewardship of resources, both people and property; encouraging innovation based on good evidence; and, simplifying our governance structures. This is rooted in our Vision:

***"An Anglican community committed to proclaiming and embodying Jesus Christ through compassionate service, intelligent faith and Godly worship."***

Our Mission is the work that we as Anglicans in this Diocese are being called to do:

***"We build healthy, missional Anglican communities that engage faithfully with the world and share the gospel of Jesus Christ."***



This vision and mission continue the ministry that we have undertaken for decades. They can easily apply to parish life as well and inform both what we do and how we engage in it to join in God's work of transforming lives.

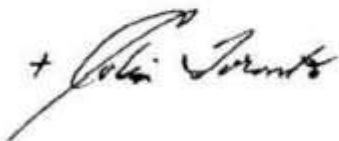
A third change this year continues to affect our life together. General Synod met last June and approved the first step to amend the Marriage Canon to formally permit same-sex marriages in the church. Over the next three years further consultation about this will take place as we prepare for a second reading at General Synod in 2019. As an interim pastoral measure, in a restricted number of parishes where it has been requested after consultation, I have authorized some marriages to be solemnized in certain limited circumstances. Neither parishes nor individual clergy will be required to celebrate marriages contrary to their convictions.

We live in a very diverse Church. That diversity means that we are called to witness to the faith in a variety of ways. Although our witness is rooted in differing interpretations and understanding of Holy Scripture and the tradition, the ways are recognizably Anglican. We are enriched by the breadth of our diversity and would be lessened by the loss of any voice. In the pastoral guidelines for same-sex marriage, you will note that there are strong assurances for a continued, honoured place in all aspects of diocesan life for those who do not agree with this response. I am engaged in a serious and mutually committed consultation with those objecting, to find effective ways that our ministries might flourish together in the highest degree of communion possible. I am also committed to continue the long practice of this Diocese to reflect this authentic diversity in the selection and appointment of clergy, in honoring parish traditions, and in the membership of committees and councils of the diocese. All of us together need to extend to each other the most generous Christian charity that our Redeemer calls us to exercise as we seek to discern and live out God's will.

On this day of the annual Vestry Meeting, I want to express my gratitude to the leadership of your clergy and lay leaders without whom our Church would not flourish. I want to say a special thank you to the Churchwardens, those now completing terms, continuing in office or newly chosen. It is a big responsibility, and you are in my prayers as you take on this trust on behalf of the parish and diocese.

May you be strengthened in all you undertake this year by the riches of Christ's grace and mercy.

Yours faithfully,

A handwritten signature in black ink, reading "+ Colin R. Johnson". The signature is written in a cursive style with a cross at the beginning.

The Most Rev'd Colin R. Johnson  
Archbishop of Toronto

# BOARD REPORTS

## Advisory Board

The Advisory Board provides support, encouragement, and problem-solving related to planning and offering parish ministries and programs. Monthly meetings offer opportunities for debriefing past events and programs, sharing information, and considering possibilities as we discern what God calls us to be and do at the corner of Bloor and Avenue Road.

**Heather Bennett** (Chair) and **Paul Pynkoski** (Vice-Chair) led Advisory Board this year. We are very grateful for the commitment and contributions of the following Board members: **Kathy Garrison** (MAL\* - Parish List project), **Chris Jones** (MAL - 11:15 Lectors), **Henry Krol** (MAL - Refugee Settlement), **Matthias Mayer** (MAL without portfolio), **Donna Penhale** (Drop-in Program), **Mark Plummer** (Co-Lead, AIWG), **Alexandra Pohlod** (Getting Connected) **Carol Scovil** (MAL - Accessibility), **John Stevens** (MAL - Leadership Consultant), **Karen Turner** (Chair, Learning@Redeemer), **Rich Whate** (Church School Representative) \* MAL = Member at Large. The **Rev'd Megan Jull** was the clergy representative on the Advisory Board. She offered valuable input and counsel, in addition to her oversight of Church School, Youth Ministry and Pastoral Care.

The following members are stepping off the board at Vestry: Heather Bennett as Chair for the past two years; Matthias Mayer and Alexandra Pohlod who served on the Board in 2016; Carol Scovil, John Stevens, and Rich Whate, who served on the board for several years. THANK YOU!! Each has generously contributed their time and talent to build up the parish community.

We heartily thank the **Rev'd David Howells** for his leadership as our Interim Priest-in-Charge. He offered his wisdom, experience, and encouragement to the Board Chairs, Vice-Chairs and ministry area leaders throughout the year.

Both Advisory Board and Board of Management use the parish's strategic plan to guide planning and decision-making. In Year Three of the plan, we had hoped to achieve the following. Given the departure of our Incumbent, 2016 became a transition year and much of what we envisioned was put on hold. We look forward to revisiting this with the arrival of our new Incumbent in 2017.

## Growing with the Spirit at the Corner

### ***Proclaiming God's Presence***

*We reach beyond our place at the Corner. We encourage active exploration of faith. We engage and challenge people.*

- Build more interactivity into the website, twitter, Facebook
- Build Communication strategy based on beating the bounds
- Build partnerships with BIA, ROM, U of T
- Build rental strategy to include evangelism opportunities
- Develop 6 pm Eucharistic community on Wednesdays
- Hire ½ time communications coordinator

### ***Maintaining a Strong Foundation***

*We steward our resources effectively. We manage risk and make good decisions. We support our ministry through our generosity.*

- Continue annual review processes.
- Implement financial planning model.
- Set goal for Capital Replacement in Scepter Fund
- Develop Stewardship Theology and Testimonies
- Continue to develop Financial support of Lunch Program, Music Ministry

### ***Breaking Down Walls***

*We make more room. We support and engage our lay ministry. We deepen and maintain our liturgical life.*

- Develop liturgical infrastructure for 7 pm Sunday communities
- Develop infrastructure for small group ministry
- Grow worship community by 5-10%
- Increase diversity of age, culture in committees, Guilds, leadership

### ***Building a Spiritual Home***

*We form Christians of all ages. We promote opportunities to be and to become leaders. We are a place of spiritual renewal where people are nurtured and fed.*

- Grow each committee and working group by 25%
- Noon recitals (organ, piano, voice, storytelling)
- Increase complement of staff to include 3 full time clergy
- Develop 2 new multi-generational education/worship/social events
- Resource website with daily prayers
- 6 pm mid-week service integrate with Learning @ Redeemer

### ***Realizing Bold Dreams***

*We tell our story so that it inspires our future. We risk giving what we have, to serve. We believe in a future of abundance.*

- Planning of 145th Anniversary
- Continue *Step into the Future* Campaign
- Increase weekly attendance by 5-10%

Elsewhere you will read the reports submitted by the ministry area leaders. They engage with over 200 volunteers who share their time, expertise and energy to contribute to enlivening and deepening the experience of a Christian community for *all* who come through our doors.

Respectfully submitted,  
Heather Bennett (Chair) and Paul Pynkoski (Vice-Chair)

### **Board of Management**

The Board of Management is responsible for managing the financial and administrative functions of the Church of the Redeemer. We ensure that we are operating with the appropriate controls and in accordance with the best practices for administrative and financial policies. Our key areas of responsibility include Human Resources, property management, finance and budget management, investments and stewardship. The BOM is also responsible for capital campaigns and the Step into the Future Building project. The board meets on a monthly basis to monitor their portfolios and to make decisions that ensure the stability of the Church of the Redeemer.

Board members are actively engaged in the following ministries: Drop-in Program, Refugee Settlement, Stewardship, Finance, Property, Parish Selection Committee and HR. Ministry updates are provided by Board members on a monthly basis to discuss status and issues that require BOM consideration.

John Selles is the Treasurer for the Church of the Redeemer. He and our bookkeeper, Paul Pincente have worked hard to diligently support our financial management systems and report updates to the Board of Management. John agreed to extend his tenure as Treasurer to 2017. A motion was passed and approved by the BOM.

The Governance Task Group was created to review the current terms of reference for, and assess the effectiveness of, the Board of Management and Advisory Board; to identify and consider alternate governance models; to recommend an optimal oversight structure for a parish of our size and complexity in keeping with the Canons of the Diocese of Toronto in order to:

- (i) Provide effective governance for the number and diversity of ministry areas
- (ii) Provide effective governance for the financial matters including, property and congregational giving
- (iii) Provide guidance, oversight and support to ministry area leaders of groups offering programming such as Learning@Redeemer, the Drop-in Program; Church School
- (iv) Provide adequate support to the Incumbent, Clergy, Music Director, Honorary Assistants, lay Staff especially with regard to HR related matters and workload
- (v) Attract, train, support and oversee skilled and knowledgeable volunteer leadership as chairs and vice-chairs of the Board(s) and ministry areas

The Governance Task Group have completed their review and await the arrival of our new Incumbent to review the findings.

Reports covering the work of the Board of Management are presented in various sections in this Vestry Book.

I extend my sincere thanks to all members of the Board of Management for their active participation: Andrew Asbil (Incumbent), David Howells (Interim Priest in Charge), Jonathan Batty (Secretary), Heather Bennett (Chair, Advisory Board), Matthew Page (IT), Julian Scarfe (Communications), Andrew Drummond (Strategic Plan), David Burt (Stewardship), John Selles (Treasurer), Peter Tovell (Property & Step into the Future project), and Jennifer Whincup (Member at Large).

The Board Chair(s) (Joanna Champion & Ryan Carlsen) participated in the Parish Selection Committee which created the Church of the Redeemer parish profile and searched for a new Incumbent to replace Andrew Asbil. In addition, Ryan Carlsen chaired a new committee to raise funds for the Drop in Program.

I want to extend a special thanks to Heather Bennett as my Co-Chair of the Joint Boards during 2016. It has been a pleasure to work closely with Heather during this year of transition. Her sense of purpose and energy are an example to us all. Heather's generosity of spirit and caring have touched every ministry in the Church of the Redeemer. It will be difficult to say goodbye as Heather steps down as Chair of the Advisory Board.

It is with regret that we say goodbye to board members Matthew Page, Peter Tovell, and Jennifer Whincup who will be leaving the Board of Management this year. We thank them for their contribution to the board over the past year and wish them well in their future endeavours. I want to extend a special thanks to Peter Tovell as Chair of Property and Chair of Step into the Future project. The Step into the Future project was successful thanks to Peter's leadership and management.

In closing, I want to say thank you to the Parish for their continued support and faith in the Board of Management. We are here to serve you and welcome your feedback to make The Church of the Redeemer an even better model of community!

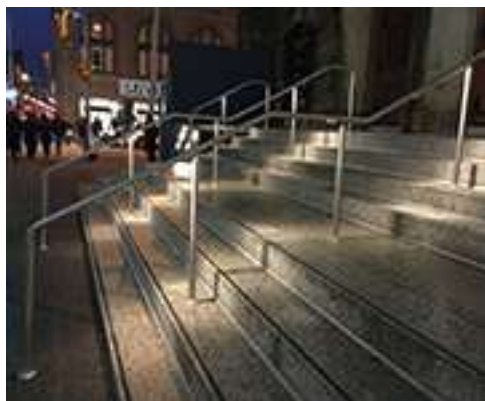
I'm looking forward to working with our new Incumbent, David Giffen who will join Redeemer on March 1, 2017. It's a new beginning we can all be a part of!

In peace,  
Ryan Carlsen, Chair – Board of Management

## BOARD COMMITTEE REPORTS

### Accessibility

The Church of the Redeemer is a vibrant Christian community that celebrates diversity and makes room for the gifts and abilities all people. We strive to ensure our programs are planned and delivered in a way that respects the dignity and independence of people with different abilities. The Accessibility Advocate role provides a contact person to raise these concerns to, and a link to the boards to ensure they are followed up. Accessibility training was provided to the 9:15 greeters in June, 2016, and will be repeated for them and the 11:15 sidespeople teams in the new year.



The focus again this year has been to support accessibility through the ongoing *Step Into the Future* renovations as part of the Project Team. Last year's improvements inside the church including the beautiful new ramps to the chancel and east side of the nave, and the elevator improvements have made the space inside our church much more accessible. Part 3 of the project this year is all outdoors, and we are awaiting its final form with anticipation after some construction delays. Accessibility improvements include opening up the ramp entrance to Bloor St by removing the heat exchanger currently blocking the view, and upgrading the front stairs and railings to make them safer and easier to use by those with limited mobility. The renovations will help Redeemer step into the future as an inclusive and welcoming community.

Carol Scovil, Accessibility Advocate

### Responsible Ministry

We continue to offer an environment that is safe, inclusive and accessible for all who come to services, events and programs in the parish. Role descriptions for volunteers include assessment of the need to participate in the Diocese's *Screening in Faith* policy and program. During 2016, training sessions were delivered to board members, pastoral care team members, church school staff, and others working in medium and high risk ministry areas. The sessions were ably led by Sara Lawson.

Audrey Danaher and Betsy Kappel led an initiative to ensure that the process to identify those who need to do, or renew their screening and training was put into place, making this an ongoing aspect of offering effective ministry.

Looking to 2017, there is a need to determine where to anchor this portfolio and to work collaboratively with the HR Committee to provide ongoing awareness and training for staff and volunteers related to all policies that ensure a safe, inclusive and accessible environment.

Respectfully submitted, Heather Bennett

### Human Resources Committee

The Church of the Redeemer saw many personnel changes in 2016.

In January, 2016, we said farewell to the Rev'd Canon Andrew Asbil as Incumbent to become the Very Rev'd Andrew Asbil, Rector and Dean of St. James Cathedral in Toronto. We also welcomed the Rev'd David Howells as Interim-priest in charge.

Also in January, George McClellan retired after 13 years as our bookkeeper and Paul Pincente succeeded him in that role.



To round out a busy month of January, Jill Daley was appointed Musician in Residence.

In February, 2016, we hired Corry Sobol as Volunteer/Programming Coordinator and Sanda Kazazic as Floor Coordinator for the Drop-In Program while Angie Hocking took maternity leave.

In April 2016, we said farewell to the Rev'd Jeff Stone who completed his curacy.

In September, we hired Jola Mecani as Outreach worker for the Drop-in Program.

In October, we hired Sabitha Arun as Administrative Assistant through Toronto's Employment and Social Services Investing in Neighbourhoods programme. She replaced Zara Rasul who had left in April.

Also in October we said farewell to part-time caretaker, Don Morgan, who landed full-time work at St. Clement's, and we welcomed back from working overseas, Keifer Schlosser-Shields as a part-time caretaker.

Ryan Carlsen

### **Information Technology Committee**

Early in 2016, the IT Committee was sad to bid farewell to our Chair, Matthew Page. We were grateful for the leadership he provided during his time with us, and we wished him well in his future endeavours.

Over the course of 2016, we added one new desktop computer and one new laptop to replace aging equipment, and all office devices were upgraded to Windows 10. As our needs grew, we doubled the number of "@theredeemer.ca" email addresses available and began the migration off our old, remaining "@bellnet.ca" ones. Just days before the end of the year, we were delighted to receive a new, more efficient photocopier.

The team welcomed Paul Hearn in 2016 and value his expertise as we address the day-to-day technology requirements of the church office.

We look forward to new opportunities in 2017, including a new backup strategy that has been planned for implementation early in the year.

Ryan Carlsen & Marjorie Wrightson

### **Stewardship**

*It is the mission of the Stewardship committee to nurture, celebrate and acknowledge the ministries, programs and outreach of this parish community. We seek to inspire in each of us the gifts of time, talent and treasure that so generously sustain these ministries.*

At the beginning of 2016 we bid farewell to Andrew, and welcomed our Interim priest-in-charge, David Howells. Because of time constraints, David could not provide regular staff support to the committee. However, we had the benefit of David's wisdom at a couple of meetings, and he was always on call for consultation. In May, David facilitated a conversation with the committee around Henri Nouwen's essay on the Spirituality of Fundraising. The committee combined that with some educational work on Kennon Callahan's book entitled 'Twelve Keys to an Effective Church'. With these two pieces, the committee began some work on a committee Mission Statement, facilitated initially by Susan Graham Walker, a former Chair of Stewardship. The result of our work is in the first paragraph of this report.

One of the conclusions of this work for us is that Stewardship is a way of life. It embodies all that we do as a community. It's not a 'silo', confined to the topic of money inside a committee structure. Instead it is the life and work of the community, and is reflected in whatever way our gifts are offered for ministry.

In addition to attending Kennon Callahan's day long workshop in April, I also attended the national church's Stewardship Conference in September. Some subtle additions to the liturgy, such as the offering staying on the altar with the other gifts of bread and wine, and the use of Isaiah, Chapter 6 verse 8, as our Advent dismissal, were introduced after consultation with the clergy.

Our year end campaign, "O come all ye faithful" campaign was designed to close the gap between what we agreed to at Vestry and what we need to complete the year. Thank you to those who wrote or offered oral testimony on what Redeemer means to you. Both November and December were strong months, and an estimated 125-130 people responded directly. Thank you.

The committee has also been doing some work on other methods of giving. PAR (Pre Authorized Remittances) and Canada Helps donors provide a significant portion of our monthly offerings, far surpassing envelope and open offering donors. We have begun beta testing a mobile giving platform that adds a 'text' giving option to your smart phone. If the test proves successful, this could gradually replace both PAR and Canada Helps as donation platforms. The use of cheques and cash is declining rapidly, so we hope to introduce this mobile application to the congregation in 2017. We believe this offers the casual visitor and special event attendee an easy way to express their gratitude to God for the ministry we offer. We have also added a QR scan that links directly to our donation site. Some have asked if these donation options are cost effective, or if one is less expensive to the church than another. We periodically review these costs. There are cost differences, but ultimately, the choice has to be the donor's. What is the easiest way for the donor to offer their gift of treasure? Does the parish have the administrative capacity to support their choice? If so, we must do our best to make it easy to offer gratitude.



In 2016 we began the "Septimus Jones Society". Septimus Jones was the first Rector of Church of the Redeemer. He saw a vision for ministry at this corner, and oversaw the establishment of the initial mission and the later construction of the building we now occupy. You will see a separate report of the Society elsewhere in the Vestry book.

By its nature (and the rhythm of the parish), the committee has spent much of its time and energy on the stewardship of treasure. A healthy, vibrant community like Redeemer needs money to maintain our infrastructure and grow our ministry in faith. We don't apologize for this, and indeed, Jesus probably spent more time on the subject of money (and its power dynamic) than any other subject. However, we acknowledge the considerable gifts of time and talent offered by so many members of the community. Our goal in Stewardship is to inspire in each of us a vision of generosity, ask with confidence for your response of time, talent, and treasure, and acknowledge with gratitude and humility all that you offer in the name of our Redeemer.

No report would be complete without an acknowledgement of the work of my committee members. David Penhale, David Burt, Kate Werneburg, and John Sutton offered their wisdom and creativity faithfully. Carmen Schultz was a member until work responsibilities necessitated her withdrawal. John Selles and Paul Pincente helped us communicate positively to the parish at regular intervals.

This report concludes my tenure as Chair and an active member of this committee. In 2017, I have been invited to offer myself as a Stewardship Coach for parishes in the diocese of Toronto. I will continue to offer my services in the area of planned giving, and building up the Septimus Jones Society. The previous Chairs for whom I served have been excellent tutors in the stewardship of time and talent. Throughout this period, the principles of honesty, accountability, joy, hope, and thanksgiving, have been at the core of our conversations with the parish, and I give thanks to you for listening, offering feedback, but most of all, for responding generously to our Redeemer's invitation to share in the banquet that we offer at this corner and beyond. It has been a great joy and honor to serve this community of faith.

Respectfully submitted, Peter Bennett, Chair

## Septimus Jones Memorial Society

The Rev'd Canon Septimus Jones was the first Rector of the Church of the Redeemer. The Septimus Jones Society is made up of parishioners who have made a tangible commitment to the future. Through a bequest in their will, or by means of a planned gift, they seek to ensure that the Church of the Redeemer will be a living presence in the lives of generations yet to come.

We benefit in many ways from the wisdom and vision of those who have gone before us. The refurbishment of our organ, one of the first Casavant Frères instruments built in the city, was made possible by a legacy. The use of bequest money to complete the refurbishment of the basement has transformed our outreach ministry. The Eden London Price Chapel had a vital place in our worship for over 50 years. The plaques and windows you see throughout the church are a legacy of the vision of previous generations who saw a future for ministry at the corner.

On behalf of all those who will come through our doors in the future, seeking the presence of God, the Stewardship Committee asks you to consider how you can help prepare the way for ministry yet to unfold. The parish has identified three broad categories of ministry that you may specify, if you wish.

- **Building:** Our building is over a century old, and enjoys a heritage designation from the City of Toronto. We do our best in our operating budget to maintain the building in good repair. If it to remain a refuge of hope, regular, sometimes costly, capital improvements are required.
- **Liturgy:** The parish has been the beneficiary of outstanding liturgical leadership and innovation over its history. We regularly partner with Trinity and Wycliffe Colleges, and with the Faculty of Music at U of T to create fresh expressions of ministry. We take liturgy seriously.
- **Outreach:** In addition to our Drop In Meal Program, our history is rife with examples of outreach locally and throughout the world. A century ago, this parish was the first home of the Centre for Christian Studies. The provision of clothing hampers to post WW2 Germany was recently acknowledged by a gift from the grandson. We sponsored refugees 30 years ago, and have done so again in 2015-16. We don't know what God's call to ministry to the wider community will be in the future, but we want to be equipped to respond, justly.

The parish policy is to encourage unconditional gifts to further our ministry. If your proposed bequest or gift needs to be more specific than what is outlined above, we ask that you or your advisor contact the church while you are doing your planning, to ensure the gift meets your needs and ours.

Your planned gift or bequest is placed in a separate account from our operating accounts. Upon receipt of the gift, we work with you or your family, 1) on a way to memorialize your generosity, and 2) on how the capital or income from the capital will be allocated for ministry. When you notify us of the nature of your bequest or other planned gift, our policy is to acknowledge you by name using appropriate communication media. This encourages other parishioners to consider a bequest or planned gift. If you wish to remain anonymous, we will honour that request.

There are many ways and many reasons to make your planned gift. For more information, please consult the brochure entitled "...for Ever and Ever" which is available in the Narthex, or on the web site <http://www.theredeemer.ca/Page/Stewardship.html>. Alternatively, you may contact the clergy, the Treasurer, or the Chair of Stewardship.

If you have already made provisions in your will or by other means, we invite you to share this information with the parish, so we can record the information in our records. Among those who are members of the Septimus Jones Society:

Peter & Heather Bennett  
Mary Bull  
Bryan and Carol Finlay

Roy Hogg and Ann Jervis  
David and Donna Penhale  
Pamela Thomson and Gordon Hachborn



For your vision of a future for ministry at this corner, we thank you.

Respectfully submitted, Peter Bennett, Chair of Stewardship.

## Property

The work of the Property Committee is not very glamorous. We're the ones responsible for looking after and maintaining the church building, keeping the heating and cooling going, replacing light bulbs, making sure everything is neat and clean while keeping the church and everyone in it safe.

What you may not know is that our operating budget is one of the largest categories in the 2017 Budget. Eighty percent of our budget goes towards fixed costs such as utilities, insurance, service agreements, maintenance contracts and supplies; things we have little or no control over. The remaining twenty percent goes towards repairs and improvements around the church. This past year the re-building of the front stairs, replacement of the air handling unit and changes to the Incumbent's office and new signage took a lot of our time but it also allowed us to defer and/or incorporate some of our planned smaller improvements around the church.

For the past twelve years the cost to maintain the church building has not varied very much but over the last year we have begun to see increases to maintain the plumbing, heating and air conditioning systems. It's been about 16 years since the last major renovations were done and some of the systems and equipment are beginning to show their age. Some equipment needs immediate repair and upgrading while other equipment will need replacement in the coming years. Replacing the air-cooling unit was a much-welcomed upgrade to the system. The same can be said for the new front stairs, full insulation of the Incumbent's office, new signage and back lighting of the third floor stained glass windows.



Backed by the experienced guidance of Jim Kotsifas, the Property Committee has shown good stewardship by closely monitoring expenses and carefully determining which repairs or replacements will be most effective without jeopardizing the health and safety of the community. In addition to Jim, I want to thank Mike Hodnett, John Selles and Ryan Carlsen who have volunteered their time, expertise and talent over the past year for their work on the committee and for making my job as Chair an enjoyable one. With Jim's moving on to pursue new adventures at the Cathedral, we have begun looking for a replacement of his caliber and personal skills.

Peter Tovell, Chair, Property

## Rentals

The Church of the Redeemer exists primarily to meet our spiritual and fellowship needs. However, there is also a desire and a need to share this gift of space with the local community. We also need to maintain the fabric of the Church in an on-going way and the use of church space by various external groups and associated donations is another important source funding for the church.

In 2016, we were fortunate once again to be the 'lunch and extras holding' venue for a number of films being shot in the area including 'Suits'. Space rentals were a bit more challenging last year due to the hoarding and the rebuilding of our front steps however we received \$42,976 from several groups or organizations including the following:

- 12-Step Groups
- Skule Orchestra
- Various music groups for recitals and lessons
- Concerts including Toronto Chamber Choir
- Hannaford Youth Band

Our hope is that we can continue to attract events to use our space and help to fund our various programs, without interfering with those programs and we understand that that is at times, challenging. Thank you for your patience and support and please, your input and ideas are always welcome!

Jim Kotsifas & Shirley Westmore

### Step into the Future Building Project (Part 3)



With Parts 1 and 2 of the Making More Room/Step into the Future Project completed to expand our seating capacity, make the chancel accessible and renew the exterior stonework and bell tower, the Project Team with the help of ERA Architects turned our focus outwards, rebuilding the front stairs and creating an outdoor open space at the corner of Bloor and Avenue Road. By removing the planter and lowering the air handling unit to be level with the Avenue Road sidewalk we were able to visually expose the existing ramp to Bloor Street and become part of our “front door”. The new open space is highlighted by an octagon of granite pavers reflecting the shape of the chancel in a colour different from the sidewalk. The space was developed for us to be a place where we can be physically present in the community by using it in many ways: from where we burn palm fronds for Ash Wednesday, to setting up tables and displays for the many street festivals to a place for the choir to stand when they sing carols to passersby during Advent.

The configuration of the new stairs allows easy access from the sides as well as from the front. New handrails that now meet Building Code standards, have integrated concealed lights that will shine light down onto the steps at night. A planter has been built into the west side of the stairs for new and/or seasonal planting. On the east side of the stairs a new low wall supports an electronic message sign on top to replace the old letter sign, two illuminated sign boxes for changeable messages on the vertical granite wall and an inscribed granite panel with “The Church of the Redeemer” in silver lettering set into the wall. The low wall also allows a level access from the front doors onto the adjacent terrace of the Renaissance Centre.

A more efficient (and smaller) air-handling unit has been installed in place of the old unit. Lowering the vault for the unit and extending the sidewalk up to the eastern exterior wall of the church, meant decreasing the size of the window in the Incumbent’s office. At the same time it was revealed that the exterior wall in the office was not insulated; the source of past and present Incumbent’s need for an electric heater to counter the cold air that seeped in. The interior wall was dismantled and properly insulated.

Another feature of Part 3 is the installation of back lighting of the third floor stained glass windows that to date have been left dark; a small part of the project but another way of proclaiming our presence “at the corner” A lighting plan to highlight the architectural shapes of the south face of the church was deferred to a later phase.

The construction budget approved at Vestry last year was \$875,000 (\$625,000 plus a \$250,000 contingency). As of writing, the construction cost totals \$711,540.00. Extras to date total \$48,058 or 7% of the base construction contract amount of \$663,482.00.



Construction was scheduled to begin in early June however several delays by the demolition subcontractor, securing an encroachment agreement with the Renaissance Centre, building and signage approval from Historic Property Services of the City of Toronto delayed the start for several weeks. Late summer and the fall saw construction in full swing and opening of the front stairs for Christmas.

The Project Team thanks everyone for their patience when the front stairs were made inaccessible during the extended construction period work. I would like to thank the Project Team members, Carol Scovil, David Penhale, Jim Kotsifas, John Selles, Julian Scarfe and Marjorie Wrightson. A special thanks goes to Jim Kotsifas for his being my eyes on site during construction as well as my adviser and confidant during the Project. I would also like to thank Luke Denison the Project Architect from ERA Architects and our Contractor, Historic Restoration.

Peter Tovell, Chair, Building Project Team

### **Diocesan Synod (September 17, 2016)**

Toronto diocesan Synod normally meets biennially, in November of odd-numbered years, to deal with the business of the diocese. In 2016, no meeting was anticipated until Bishop Linda moved to become bishop of Huron, and Bishops Philip and Patrick retired, leaving the diocese three short. Synod met all day 17 September to elect three suffragans in one day. Redeemer was fully represented by our lay and clergy members. After a full day sequestered at St Paul's Bloor St, synod elected Riscylla Walsh Shaw, Kevin Robertson and Jenny Andison.

They were consecrated bishops 7 January 2017, and Bishop Kevin has become Redeemer's area bishop.

Chris Ambidge

### **Parish Selection Committee**

In looking back on the experiences of the Parish Selection Committee over the last year, the phrase that immediately comes to mind is “an embarrassment of riches.” The Church of the Redeemer responded to the selection process with the same support and joy with which it responds to every aspect of its life in community – by giving of itself cheerfully and abundantly.

The PSC began its work shortly after the February, 2016 Vestry. We were given our instructions by our area bishop, Patrick Yu and were introduced to our coach for the process: Bill Bickle. We were also to benefit from the presence and insight of an observer from the Diocese of Toronto, Elizabeth McCaffery, Volunteer Resources Coordinator. We are very grateful to Bishop Yu, to Bill, and to Elizabeth for their guidance of the committee through this time of transition. Our work was also enriched by a set of reflections and prayers that were compiled by parishioner Eva Brown, which we used in one form or another for each meeting of the committee throughout its 11 month process.

Our first task was to develop and publish the parish profile. Early in the process, we decided that the Redeemer's profile would not be private material, circulated only among potential candidates, but that it would be a publicly available document that would express who we are – both our strengths and our growing edges – for potential candidates, and for others who might want to know more about this place on the corner.



In addition to over a decade's worth of vestry reports, financial statements, archival material, and personal recollections, the parish responded in great numbers both to our parish-wide survey and to our town hall. Community guests included City Councillor Kristyn Wong-Tam, Toronto Police Sargent Matthew Moyer, Yorkville Chief Librarian Zoe Johnstone, and Prairie Girl Cupcakes owner Jean Blacklock. Not only did these guests share

with us their frank impressions of us as part of their community, but they also inspired us to move outward, even before the selection process was complete. Redeemer is now actively seeking out opportunities to interact with our neighbours, including in the Yorkville BIA.

After several focused consultations with groups within the parish, including the Youth Group, Church School, and Drop-in Program, among others, the PSC wrote the profile and it was ready for publication in July 2016. This was no small feat, and many hours were spent writing, editing, and economizing. The result was an exceptional parish profile, full of honesty and hope for the future. The PSC could not have produced the final document without the ongoing help and support of parishioners who assisted in the creation of the final document. The PSC is very grateful to Marjorie Wrightson for her tireless work in keeping our PSC webpage up to date; to Ann Cope for curating a wide array of photographs that served as the basis for our profile's final design; to Paul Pynkoski for his very able copy-editing of the work of the eight different profile writers; and Thomas Evers for his masterful skills of layout and design, which made it possible to squeeze our already-long document into its final format.



The publication of our profile resulted in an astounding level of interest from a truly international slate of applicants for the position of Incumbent. We received applications from Toronto, from coast to coast in Canada and the United States, and from Europe and beyond. The PSC was humbled by the response of those applicants who offered their gifts as part of our discernment for our next Incumbent.

The interview and selection phase of the process was a monumental task, and necessarily a confidential one. The PSC was unable to share much news of its progress in the last few months, but the trust that the parish placed in us for this work was palpable, not least through the prayers of individuals and groups throughout the parish.

Though the mandate of the PSC to advise the bishop on the appointment of a new Incumbent for the Church of the Redeemer has come to an end, the committee will now serve as a transition team for our new Incumbent, the Rev. David I. Giffen. Throughout the next year, as David begins his ministry with us at the corner, the members of the PSC will orient him to the parish and assist him in getting to know parishioners.

We continue to be grateful for the embarrassment of riches that we discovered throughout the discernment and selection process, and we are eager to see what riches lie in store for the parish in the years to come.

Chris Jones

# REPORTS FROM MINISTRY AREAS

## 1) Christian Education

### Learning@Redeemer



In 2016, Learning@Redeemer delivered a number of small and large group opportunities to deepen our community's faith and our spiritual formation as individuals. "Telling the Story" is an ongoing series of bible study, reflection and music that the committee has sponsored for several years. In the winter we completed our series on the Gospels, and in the fall, the 2016-17 series began, focusing on the narratives in the books of the Torah that are foundational to both the Jewish and Christian faiths.

We sponsored an evening lecture by Rev. Dr. Chris Brittain on his research into the views of homosexuality in various parts of the Anglican communion, and an occasional series on the issues

concerning refugees in Canada. The summer reading series was co-sponsored with Creation Matters, when two enthusiastic discussion groups considered the papal encyclical, *Laudato Si: Care for our Common Home*. The committee has begun to think about how a small group ministry might be set up in the parish, and a small task group will be set up in early 2017 to research this.

There was a change in the Chair of the Learning@Redeemer committee, as Cherith Muir stepped down after several years of faithful service, and I took her place. I'd like to thank the members of the committee, as well as clergy, Advisory Board chair, Heather Bennett and countless others who give assistance to me as I familiarize myself with this role. Thanks to all the volunteers who made this exciting year of adult learning possible. Special thanks are also due to all our presenters, our musicians and our clergy support, Rev Jeff Stone for part of the year, and now Rev. Megan Jull.

Respectfully submitted, Karen Turner

### Catechesis

This year 10 catechumens took part in the catechesis program: Amber Jo Aulen, Chi Carmody, Michael Dawson, Wendy Greyling, Christopher Lamb, Ellen Masuda, Luke McRae, Janet Murchison, Tristan Paylor, and David Shipley. Sponsors were: Lucy Burke, Sherri Golisky, Susanna Jacob, Matthias Mayer, David Penhale, Alexandra Pohlod, Julian Scarfe, and John Shepherd.

The catechumens met on Tuesday evenings through Lent. Each evening consisted of a shared meal, worship, a presentation, and discussion. The group also met for an overnight retreat, led by Bishop Linda Nichols, at the Convent of the Sisters of St. John the Divine on the weekend of March 18-19.



On Sunday, April 3, Archbishop Terence Finlay preached at the Eucharist and presided at the concluding Rites for the Catechumens. Eight of the Catechumens reaffirmed their baptismal vows and two received a Blessing.

Respectfully submitted, Charles McMulkin, Chaplain

## Church School



Redeemer's Church School Ministry continues to grow and burst with energy, much like the 28 children that we welcome most Sunday mornings from September to June.

We embraced a change of leadership and mentorship this past year, with Rev. Megan Jull joining us as clergy lead and sage guide, and Rich Whate and Elizabeth Dulmage handing coordination to Margo Fairburn. We are grateful beyond words to our wonderful team of teacher volunteers, who make everything possible with their boundless faith, energy and commitment:

JK | SK class

Julia Graham with assistants Monica Graham and Rowan Whate

Grade 1 & 2 class

Margarita Antoniadis, Liesha Earle, Avery Maclean and Russell Mark,

Grade 3 & 4 class

Henry Krol, Conan Maclean and David Pabke

Grade 5 & 6 class

DJ Carson, Susan Graham-Walker and Chris Jull

This year our ministry includes a focus on strengthening ties between “upstairs and downstairs” – linking our church school children more closely to Redeemer’s music and liturgy. We also look ahead to when our older children join our Youth Ministry, and seek to build connections and friendships among our teens and young adults.

We are blessed to have Amy Buskirk, Monica Graham and Rich Whate to lead our gathering time, Monica Graham and Will Reid inspiring the kids with their music, and Ann Cope and Marjorie Wrightson support the daily goings-on and online presence. Jim Kotsifas and Shirley Westmore provide endless, always-smiling administrative support and logistical expertise, and we are thankful for the guidance and support of the Advisory Board and Board of Management.



Finally, thank you to the church school parents and grandparents who pitch in, encourage and carry home so many crafts each Sunday. You inspire our kids and our ministry in so many ways.

Margo Fairburn

## Nursery

The Church of the Redeemer remains committed to offering professional nursery care for babies, toddlers, and preschoolers. Denise Foster began as our primary caregiver in the summer of 2015. From time to time, she is assisted by Amtul Wasay.

In addition to Sunday morning care at both the 9:30 and 11:15 liturgies, nursery care is offered at special services like Christmas and Holy Week, and during community events, such as vestry meetings and Mardi Gras. We also offer childcare during safe ministry training sessions to ease barriers to parents and caregivers who hope to volunteer at Redeemer.

Nursery care at Redeemer is reliable and it is of high quality. This helps to attract and retain young families. It enables their participation in the life of the parish and it nurtures the formation of the youngest Christians in our midst.

Megan Jull

## Youth

Redeemer Youth are a bright and engaging crowd. They embody our baptismal prayer that as Christians, we long for an inquiring and discerning heart, the courage to will and to persevere, a spirit to know and love God, and the gift of joy and wonder in all of God's works. Here are just a few of the activities engaging Redeemer Youth over the course of the year:

- **Leading** – Ali McIntosh has grown up in the youth program and served as a volunteer leader. Beginning in October, Ali has been a part of the Diocesan Youth Ministry Apprenticeship Program. Redeemer is engaging with the job shadowing model. Through a Diocesan grant, Ali is paid for 10 hours per week and works closely with Megan to provide leadership with our youth and to develop her own leadership skills and theological awareness. She is also part of a group of YMAP candidates throughout the Diocese; an important networking and formation for ministry component.
- **Praying** – the youth continue to offer a steady presence as worship leaders on the third Sunday of the month at the 9:30 Eucharist and other special occasion services. They function as communion ministers, readers, greeters, and servers. This year fall, with Ali McIntosh's leadership and with the support of the 9:30 worship teams, we are exploring new and creative ways to engage our youth in liturgical leadership.
- **Learning** – On the first and second Sundays of the month, the Redeemer Youth gather in the board room for refreshments, study, and conversation. Discussion topics have included Bible Study, current events, social media, managing relationships, and the refugee crisis. Particular attention has been paid to aboriginal issues and responses to the TRC.
- **Serving** – This summer, the group travelled to Mayo and Dawson City, Yukon. We partnered with the Anglican parish of St. Mary with St. Mark and the Diocese of the Yukon. The particular focus was to build on previous trips and learning about Indigenous issues and explore the Yukon model. Land claims have been resolved and Indigenous people are self-governing. We wanted to inspire them with a hopeful example and help to form them as agents of healing and reconciliation. They also experienced a different model of being church and explored a different region of Canada.



- Cooking – Once a month, the Redeemer Youth meet in the Redeemer kitchen as part of the Jacob’s Edge project. Under the expert guidance of Didy Erb, they have prepared meals for the Drop In program and they’ve learned some new culinary skills. The Redeemer Youth also meet for an annual Christmas Baking event at the home of Henry Krol and Christina Chang. That Christmas baking is added to the Redeemer Gifts project coordinated by the Pastoral Care team.



- Fellowship – the Redeemer Youth are bonding and growing as a community. It is a delight to see these friendships develop and grow. Their time together is characterized by laughter and joy. And it is wonderful to see the Youth connecting with other ministry areas; supporting Church School initiatives like Mardi Gras, the Christmas pageant, the Santa Claus parade luncheon, leading classes and working in the nursery. Supporting Pastoral Care initiatives, like Redeemer Gifts, and engaged in outreach and service projects, like supporting the work of the Drop In. Our youth have had the opportunity to participate in Diocesan Youth retreats. And we are paying careful attention to offering opportunities for both junior and senior youth.

We are deeply grateful to our devoted and gifted youth leaders Tom Evers and Ali McIntosh. Thank-you to all the parents, families, and Redeemer members who support and uphold these young people in their faith journey.

Megan Jull



## 2) Outreach

### The Drop-In Meal Program at Redeemer

Our Drop-In Meal Program is a full-scale, grassroots program that operates 5 days per week, Monday through Friday. We serve 2 meals each day (Breakfast and Lunch), using fresh, healthy food. Our doors are open to all, especially those that are experiencing homelessness, marginalization, barriers with mental health, addictions, or isolation. We offer health care services, pastoral counselling, employment supports and opportunities, housing supports, legal help, and loads of activities and opportunities for engagement, such as Art Studio, discussion groups, music group and lessons, book club, bible study, outings and field trips, and community-led leadership and planning committees.



2016 was in many ways, a year of transition. I (Angie, Coordinator of Outreach) went on maternity leave to be with our new baby, and two women came on board for the year to split the duties of the job. Corry Sobol and Sanda Kazazic were our Coordinators, ensuring the program ran smoothly, participants' needs were met, volunteers were scheduled, and fundraising and special events went on without a hitch. In addition, our team added a new drop-in staff member, Jola Mecani, who has been an important addition to our team (1 year contract). Jim Kotsifas continued to assist greatly with our program in 2016, as did many very helpful volunteers. As we continue to grow, we recognize that our fundraising efforts need to expand as well, and thus we have added a new fundraising committee to enhance the work of the Coordinator position (the committee will continue running going forward).

We look towards 2017 with hope and anticipation. We will be using the first couple of months of the year to allow our new/returning staff team to re-connect with our participant and volunteer community. Our team at this point in time consists of Angie, Jola, Chris (temporary contract worker), and Eric, (1 year contract caretaker with a drop-in focus). We look forward to welcoming our new Incumbent David to the program and having him as an instrumental partner, supporter, and leader in the execution of our program.

This year, we will be doing something a bit different to the structure of our summer. We will close near the end of May for general drop-in (about a month earlier than last year). We will be using the following 2-4 weeks for larger scale visioning for the drop-in meal program. It's a pivotal time at Redeemer, and also, a good time for re-evaluation and assessment. Participants, volunteers, parishioners, and other program stakeholders will be invited to various visioning and planning sessions that will be held in June, 2017. We will close for our summer break, running some activities and opportunities for our participants to meet up during the closure as we have done in recent years. We will re-open in mid-September with fresh eyes and implementing new ideas from our community planning sessions into our ministry going forward.

There will likely be some good and needed changes coming to the program in the year to come! We look forward to hearing from our community, understanding what they are looking for our space and programming, and figure out what it is we are doing well, and what we can do better.

It's important to take a moment to say that we have a lot to be grateful for, including unwavering volunteers, amazing interim staff, a supportive participant community, our amazing key donors, and a church community that continues to commit to caring deeply for those that are experiencing marginalization and isolation. A special thanks goes out to our volunteer team leads and our outstanding volunteers, our drop-in staff team (including Sanda, Corry, Jola, Jim, Chris, Eric, Jane, and Marj), the food banks that sustain us (Second Harvest and Daily Bread), our amazing community neighbourhood food partnerships, Sanctuary and their staff team, our major funding partnerships (Brumara, Takla,



and Rotary), the local businesses that continue to offer support every day, and all of the incredible donors from within our church and outside of it.

Thank you all for keeping our outreach alive, for being a part of this exciting program in whatever role it is you play. We will continue to need our village (you!) to support us through this coming year, through our program changes and staffing transitions. Thank you for remembering us in thought, word, and deed. Here's to an exciting 2017!

With our deepest thanks, Angie Hocking

## Health Care Clinic

The attention and focus of the Health Care Clinic is directed towards participants of the Outreach Program. We see and treat approximately 20-35 persons twice a week.

Clinic Resources include:

- **Teaching** re: personal and medical concerns.
- **Support** of harm reduction effort and/or cessation of addiction.
- **Case needs** include for infections, minor wound care, footcare, mental health issues and screening for developing pathology. Several people – both in the parish and the general community are assisting in the clinic. Volunteering are Ann Moore, and Ann Stainton, a theological student and nurse. They offer meaningful conversation and input into the caring aspect of the clinic. We are grateful to all in the parish and other sources for the contributions of clothing and other personal items that are passed on to the participants, thus continuing the expression of human caring and God's love.

Marj Richings, RN

## Outdoor Sign

Sayings on the outdoor sign on the corner of Avenue Road and Bloor Street were a popular local attraction for passers-by for many years. In the summer of 2016, the sign was retired as part of a project to replace the church's front steps and open up the Avenue Road and Bloor Street corner. Thank you to all in our community who faithfully changed the sign each week in all sorts of weather conditions. In particular, we are grateful to Jack Howard for putting together the sayings for the sign and to Charles Klassen keeping track of all those letters. Early in 2017, new electronic signage will be unveiled and posting of quotations will resume.



## Communications

2016 was a maintenance year for the Communications Committee as the team sought a new chair and additional members.

Once again, the Redeemer website received over 70,000 visits this year. Over 550 people “like” us on Facebook, and we have over 420 followers on Twitter and 66 and counting on Instagram. eNews reaches more than 600 people every two weeks, and registration was set up for 42 different events during the year from Church School registration to Learning@Redeemer sessions to sales of “A Christmas Carol” tickets.

For the second year, Redeemer participated in “AdventWord”, the Anglican Communion’s global Advent calendar initiative. Each day, participants are invited to respond to a specific word with an image posted to social media.

Thanks and congratulations to Ann Cope whose posts were recognized more than once by the AdventWord organizers with comments such as “great post” and “moving picture”.

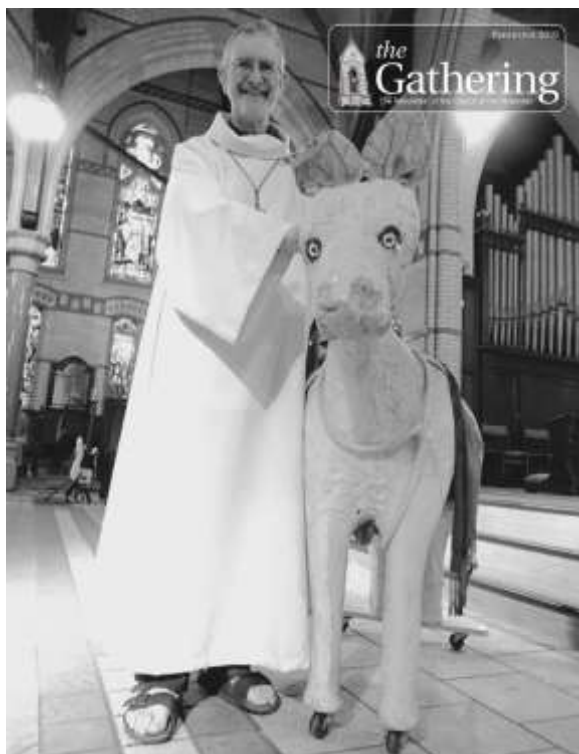


In addition to the usual sandwich board signage, the team also supported the Project Team by providing signage for the hoarding that surrounded the church during this year’s replacement of the front steps and opening up of the Avenue Road and Bloor Street corner.

We look forward to an exciting 2017, including plans to redesign the Redeemer’s website and to re-establish the Communications Committee.

Ryan Carlsen & Marjorie Wrightson

## Newsletter



We began last year at a time of transition and the same is true for the year ahead. Last year we prepared to welcome our interim priest-in-charge, David Howells. This year we prepare to welcome our next Incumbent. Between those two moments in the life of the parish there have been events to report, stories to tell, pictures to share, milestones to mark and the Gathering team has curated articles, edited text, searched through the photos to help share the good news of this community. The important part in that sentence is that it is the Gathering *team* who has done that. Without the behind-the-scenes editing and proof-reading by Renée Schouten; without the talented Thomas Evers making the pictures and words look so wonderful; without the wise “Dear Friends” letter from David; without the articles from members of the community, we would not have a newsletter. It takes a whole team to bring the publication to life each year.

To each of you – thank you. We are blessed by your gifts.

Ann Cope

## Aboriginal Issues Working Group

Awareness of Indigenous issues and culture has had a significant increase in the media and at the Church of the Redeemer over 2016 so it’s been quite an exciting year. TRC calls to action and UNDRIP were used to provide a focus to AIWG activities in 2016. One learning this year has been to find initiatives started by the Indigenous community and support these events which was more effective use of our time and talent. All the events and advocacy work wouldn’t occur without volunteers so thank you to all the volunteers and participants who made everything possible. AIWG supported the below events in 2016.

Karios Queen’s Park Blanket exercise was held during late May to coincide with the Premier’s announcement of renewed support using the principle of self-determination for Indigenous people living in Ontario. At the

same time the blanket exercise was hosted by the youth of Karios outdoors at Queen's Park with Ojibway elders blessing the blanket exercise with the over 200 attendees. Also of note our Canon Andrew Wesley was one of the Elders to speak at the provincial assembly to make a statement on behalf of the Indigenous people about the impact of the residential schools to him and his community.

The Children are Waiting panel was held during mid-June that brought perspective on Indigenous youth experiences living in Canada, combined with their action plans and hopes for a healthy relationship with the rest of Canada. A key issue advocated by Cindy Blackstock who put a complaint to Human Rights Tribunal that stated the Federal funding for Indigenous children was discriminatory based on race. Jan 26, 2016 saw the Tribunal rule that this was in fact the case and ordered the Gov't to follow Jordan's principle to ensure full youth social service support is provided. Wanting to explore this ruling further, and discuss the issues Indigenous children face, led to an invite to the Provincial Advocate Irwin Elman and the Director Laura Arndt who in his office drives the youth program Feathers of Hope.



Travel for Learning program to connect with First Nation communities included a late June trip to the Canoe Museum in Peterborough combined with a visit to Curve Lake to meet with Elder Murray Whetung. Mid-July included a Pow Wow at Kettle Point (next to the Ipperwash military base) celebrating the return of land and the rent payment by the Federal gov't that was settled March, 2016. October had a trip out to Six Nations to visit the Woodland Interpretative Centre on the grounds of the first Residential School in Canada and then on to the Mohawk Chapel to join the parish of St Peter's for a service of thanksgiving presided by Bishop Mark MacDonald.

On-going "Wrongs to Rights" discussion group that is discussing UNDRIP and it's importance to Indigenous people and how that will change Canada. Come join the discussion as it continues into the spring of 2017.



Wrapping up 2016 was a breakfast talk by Regional Chief Isadore Day during Treaty week, who shared his perspective on various key issues facing Indigenous communities. A wonderful drum blessing service presided by Canon Andrew Wesley who blessed the hand drums made during a workshop in 2015.

Thank you to Pam Thomson for her brilliant ideas and all the others volunteers time that made these events possible. I look forward to working with you all in 2017.

Mark Plummer

### Creation Matters @ Redeemer

Creation Matters @ Redeemer is the church's ecospirituality circle. We meet monthly to centre ourselves in creation, to grow in our awareness of God's self revelation in and through creation, to learn about and reflect on the state of the world in which we live, and to bring more awareness of creation into the life of the church.

To that end, our group of anywhere from 4 to 12 participants met monthly throughout 2016. The agenda of each meeting was twofold: reflection and action. Our first purpose is to grow in and share our reverence for creation as a primary revelation of God, always with us, guiding and challenging us to grow. This occurs through a time of shared prayer and meditation, sharing educational resources, storytelling and sharing experiences that speak to us

of Emanuel: God with us. The second part of the monthly meetings is aimed at discerning ways in which we are being called to contribute to the life of the Redeemer community and planning appropriate action.

The following are projects CM@R has been involved in during the past year.

1. Early in the year CM@R received the Environmental Assessment of Redeemer's physical plant which had been completed by David Faltenhine. David walked us through the assessment and it was circulated to the Board of Management. Throughout the year we monitored the follow up to the assessment, specifically a series of changes which were enthusiastically embarked on by Jim Kotsifas.
2. In fulfilling our objective of influencing the liturgical practice of the community to be ever more grounded in a growing consciousness that we are one with God's creation, and in our primary role is to be faithful stewards of Earth, our common home, CM@R organized two workshops for parishioners who are involved in leading Prayers of the People. The first, led by Dianne Marshall and John Hill was open to people from across the Diocese while the second was for Redeemer prayer leaders.
3. In early May, CM@R proposed *Laudato Si* as the book for the Summer Reads program and teamed with Learning at Redeemer in organizing the program, including the initial launch which featured a presentation on *Laudato Si* by Stephen Scharper (from U of T's Department of the Environment and a specialist in Religion and Ecology) and the wrap up plenary in September which was facilitated by David Howells. Thirty-one Redeemer people attended the launch and 26 attended, and participated enthusiastically in, the closing plenary.
4. CM@R promoted the World Day of Prayer for the Care of Creation in September and created prayers for the day. (see our webpage.)



-Respectfully submitted, Grant Jahnke

### **Refugee Settlement Ministry**

The Refugee Settlement Committee (RSC) is a group of 20 people – primarily parishioners – charged with settling refugees in Toronto. We began the year with a mandate from February's vestry meeting and an overwhelming groundswell of financial and in-kind support. Upon completing training on how the refugee settlement process works, we notified AURA, an organization that works with the Diocese of Toronto to match them with refugees, that we were ready to take on a refugee family thanks to the generosity of Redeemer members and non-members. The RSC is committed to unqualified hospitality!

We welcomed our first refugee, a single 19-year-old male from Gambia in May. The first few months were busy with arranging accommodation, enrolling him in school, arranging for medical and dental appointments, setting up banking, and assisting with the many other details of starting out in a new country. Special thanks to Alison Colvin and her husband for welcoming him into their home for the first weeks of his arrival.



In November, we welcomed a Karen family of 6 from Myanmar. We were very thankful to be able to secure housing for the family in the same apartment building as their oldest daughter and her family (recently settled in Toronto by another sponsorship group). With everyone's help, we look forward to helping this family to adjust to all the challenges they will experience to thrive in their new home.

We are very thankful to Luke McRae for leading us on this journey in our first year of sponsorship. We start 2017 with co-chairs Anne Christy and Mary Horan and wish the ministry continued success.

Anne Christy, Mary Horan and Carolyn Mackie

### 3) Pastoral Care

#### Pastoral Care

The aim of pastoral care is to reflect God's loving care for us by being a physical, supportive presence within our community. Although there is a pastoral care team at Redeemer, all members of the parish provide pastoral care when they offer compassionate listening, hospitality and other support to those in our community. The Pastoral Care Team consists of clergy and lay members who are committed to providing programs and a personal presence for those who may require extra community support. Support takes many forms: it can be a greeting card, a visit from a Pastoral Care Team member, a special service or a phone call. Pastoral Care Team member also carry home communion to parishioners who are unable to attend church. In addition, the Pastoral Care Team coordinated the following:

- Redeemer Gifts—Redeemer Gifts are a token of Redeemer's concern for those in our community who have experienced a crisis in the past year. Although the Pastoral Care Team coordinates this effort, it is a communitywide endeavour. The children's ministry creates cards; the youth ministry bakes cookies; the Pastoral Care team provides small poinsettias and packages all this into gift bags which are then delivered by various volunteers. This past year, 40 such gifts were delivered.
- Blue Christmas—This is an annual candlelit evening service of quiet reflection for those who find Christmas and Advent difficult. This service often attracts members outside the Redeemer community. Approximately 45 people attended the service last year. In 2016, invitations were sent to those known by the clergy who might need or appreciate a service of this kind.
- Pastoral Visitors' Training – Last April, Redeemer members attended a Diocesan Training event for Pastoral Visitors. It was hosted by St. Paul's Bloor St. and Shelley Tidy was the facilitator. This event helped to attract and equip new volunteers to this ministry.
- Thinking of You Cards – As part of release day activities, children of the parish are invited to make Thinking of You cards, which are sent by team members at the request of the clergy. This initiative helps children to participate in the offering of pastoral care, a ministry to which each of us is called in baptism.



The Rev'd Megan Jull

## 4) Worship & Spirituality

### Chancel Guild

The chancel and linen teams are working smoothly, though we are always looking for more volunteers.



Thank you to all the staff and volunteers who have helped this past year. As always, a special thank you to Gary Zanner for his generous contributions to our Christmas experience here at Redeemer.

In addition, we are very grateful to Peter and Heather Bennett. In thanksgiving for their 40<sup>th</sup> wedding anniversary, Peter and Heather provided funding for the purchase of a new fair linen for the altar.

Thanks to all who have contributed time, money and hard work.

Anne Evers, Coordinator

### Music

Our music program continued to grow in 2016 while working towards a diverse and comprehensive ministry, allowing for exploration of spiritual development and faith in God. Music leadership was provided for weekly liturgies, Holy Days, funerals, educational events, and parties. Sunday evening services regularly alternate between Evensong, (a Book of Alternative Services evening service), Taizé Prayer (a service of meditative prayer, candle lighting and simple repetitive chant), Rock Eucharist (services that use secular rock music in a way that cast new light on familiar popular music) and Bach Vespers (an Anglican/Lutheran liturgy including a baroque cantata.)

We are grateful to the music leaders; Dan Norman, who continues to develop the choir, providing leadership at the 11:15 services, and curating the Bach Vespers series; Mike Daley, for his leadership at the 9:30 services, and the development and curation of the Rock Eucharists; Will Reid, for his leadership at almost every service where music is provided, and his continued research and development in the music of George Black; Jill Daley, newly named 'Musician in Residence', for her leadership at the 9:30 services, and her work developing the Bach Vespers orchestra. In the fall of 2016, the 11:15 choir was joined by two graduate student conductors from the University of Toronto who are partially fulfilling their degree requirements through work with the Redeemer choir.



We indeed have a diverse and comprehensive music program at Redeemer. 9:30 Music Group Instrumentalists Mike Daley, Jill Daley, Francis Martin, and Will Reid lead voices Peter Bennett, Barb Neatby, Marjan LaHuis, Phil Klassen, Debra Klassen, Nigel Fung, Carolyn Mackie, Stephen Allen, Joan Robinson, Kathryn Mills, Mike Broder, Laura Roth, Michelle de Braux, and Catharin Carew. At 11:15 the conductors are Dan Norman, Will Reid, Sarah



Leung, and Ezra Burke. The singers are: Bases; Paul Oros, Chase McMurren, Stewart Cruikshank, Mike Broder, Robert Brown, and Ezra Burke. Tenors; John Castillo, Will Reid, Brendan Roth, and Chris Mayell. Altos; Marjan LaHuis, Allison Colvin, John Cowling, Karen Clarke, Catharin Carew, Sarah Vincett and Connie Easto. Sopranos; Tamara Mitchell, Pauline Thompson, Sylvia Kerr, Anne Evers, Nico Cassidy, Kate



Werneburg, Anna Ierullo, Barb Neatby, Jane Irwin, Laura Roth, Maureen Clark, Mariea Extavour, Betty Lin, Sara Schabas, and Sarah Leung. At 7, the evening schola is typically comprised of Tamara Mitchell, John Cowling, and Will Reid.

Respectfully submitted, Dan Norman, Mike Daley, Will Reid, and Jill Daley.

### 9:30 Worship Teams

The role of the four 9:30 Worship Teams is to model hospitality to all who attend the 9:30 service and to contribute to the worship service in several practical ways.

Each team is led by one or two individuals – Bert Hall and Jack Howard, Sara Lawson and Andrew Duffy along with leaders and cheerleaders of the youth group who make up the third Sunday group.

Our responsibilities remain the same with the welcome addition of finding a person to ring the bell just before service. As usual we are responsible for the following:

Preparation for worship	Worship	Following worship
<ul style="list-style-type: none"> <li>• Setting up the sanctuary and having the bread and wine ready</li> </ul>	<ul style="list-style-type: none"> <li>• Reading the Old Testament and Epistle</li> </ul>	<ul style="list-style-type: none"> <li>• Collecting books</li> </ul>
<ul style="list-style-type: none"> <li>• Welcoming and greeting people as they arrive at church</li> </ul>	<ul style="list-style-type: none"> <li>• Leading the Prayers of the People</li> </ul>	<ul style="list-style-type: none"> <li>• Serving coffee</li> </ul>
<ul style="list-style-type: none"> <li>• Preparing for coffee</li> </ul>	<ul style="list-style-type: none"> <li>• Leading the Offertory – accepting financial gifts and bringing up the bread and wine</li> </ul>	

There are resources to assist in these roles that are shared electronically in a shared Drop Box. The team leads meet with clergy and musicians roughly quarterly to discuss the upcoming season.

There was some focus on the Prayers of the People role. Undertaking this is a ministry that a few feel called to. In co-operation with Creation Matters we offered a two part workshop on leading this area of the service. A new resource was prepared and there is interest in repeating the event in 2017. We continue to invite people to join in this ministry that is a ‘safe’ first step in deeper engagement with the community. As always there is room for innovation and improvement. We are still working toward having co-leads for each team to share the responsibilities and facilitate recruitment, training and succession planning. Team members are encouraged to involve others in assisting in any of the jobs so that more people feel welcomed and engaged in the liturgy – the work of the people. If you get tapped on the shoulder know that you will be supported in the task and contributing to our ministry of welcome. If any of these roles interest you, please don't hesitate to connect with one of us.

Andrew Duffy – [ajduffy@gmail.com](mailto:ajduffy@gmail.com) and Susan Graham Walker – [sgwalker@rogers.com](mailto:sgwalker@rogers.com)

## 11:15 Communion Ministers



Communion Minister, also known as Eucharistic Minister denotes a lay person who assists the priest in administering the sacraments of Holy Communion, the consecrated bread and wine.

Thank you to all those men and women who are volunteering in this important ministry, serving our community at Sunday services and other special services that occur during the Church Year.

If you would like to train as a Communion Minister and serve in this important ministry, please contact me.

Tony Crosbie

## Lectors' Guild

Each Sunday, approximately 30 members of the Lectors Guild interpret the Scripture lessons through the spoken word for the 8 AM and 11:15 AM Sunday morning liturgies, as well as Evensong, Taizé, and Bach Vespers at 7 PM on Sunday evenings. Lectors are also responsible for the major feasts and fasts observed throughout the year: Advent Lessons and Carols, Christmas, Ash Wednesday, Holy Week, and Easter Vigil.



Those who offer their gifts as lectors are collegial and dedicated to providing a prayerful and meaningful worship experience for all those attending services at Redeemer. The roster continues to change as new members join and others take their leave. This small but vital liturgical ministry of the laity continues to be a priority for members of the guild.

Any individuals who may be interested in supporting our Sunday liturgies by offering their time as lectors should be in touch with me. Our greatest need for the Lectors Guild is readers who are willing and able to read at the 8 AM and 7 PM services. We currently have a strong cohort of readers that supply the need for these services, but many hands make light work, and additional readers are always welcome. Of course, any who are interested in reading at the 11:15 AM service and other feasts and fasts throughout the year are welcome to join!

Christopher Jones

## Tuesday Meditation Group

The Tuesday meditation group meets every week at 12.15 in the chancel of the Church (or downstairs if the chancel is not available). The Tuesday meditation group does not take a break during the summer but keeps going year-round, except for the odd week(s) when Lilian is not available.

The weekly meetings begin with the reading of a short quote from a suitable text, from the early Church fathers to contemporary Christian writers. Then follows a period of 20 minutes in silent meditation, after which Lilian concludes with a brief prayer. The sessions finish at 12.45.

The number of participants varies greatly and can be anywhere from just one or two persons joining Lilian to a group of ten or a dozen. Currently, there is a core group of 6 regular participants and another 6 persons who will join from time to time. Some of them are "Redeemerites" who also come to our Church on Sundays, while others are members of other parishes or even denominations. When there was a notice on the outdoor sign, "drop-ins" from the street showed up more frequently than otherwise. It could be someone just passing by who decided to come in and join the meditation, or it might be a visitor staying at one of the hotels in the neighbourhood.

Those new to meditation are just as welcome as those with experience. When a person who is unfamiliar with the practice of meditation joins the group for the first time, Lilian goes through a few helpful steps before reading the quote selected for that day. Rule # 1: All are welcome!

Respectfully submitted, Lilian Junkin

## **Servers' Guild**

From our youngest members to our veteran servers, the guild helps give structure to the movement of the liturgies of the community. They carry the cross, light the way with the torches, gather at the font and by a casket, set the table and clear the chancel. From quiet Evensong services to the packed worship space of Easter morning, the members of the guild assist the clergy and musicians as together we gather in faith.



This year it has been our delight to welcome more of the youth into the fold and in particular we are thrilled to have Alex Wilson in our midst. By joining the guild, Alex and his dad, Tim, have the distinction of being the first child and parent duo in the guild in the memory of most of us.

Thank you to all of the members of the guild for your endless willingness to attend extra rehearsals, fill-in at the last minute and beautifully enable the work of the people – the liturgy – to come to life.

Ann Cope

## **11:15 Greeters**

The ministry of hospitality is a very important part of who we are at Redeemer. Each Sunday one of our four teams of people offer a welcome to those coming through our doors along with a hymn book and an order of service. These same people receive the offering, usher at the Eucharist, put away books after the service, answer questions and generally try to make everyone feel comfortable in our worship space.

We can also be found greeting at the many services during Holy Week, at Christmas, at funerals and on other occasions as required.

Thanks to each of you for your time and energy and for the gifts you bring to this ministry. New team members are always needed and welcomed.

Janet Elliott and Peter Tovell, Coordinators

## Parish Statistics

	<u>2016</u>	<u>2015</u>
Total Number on Parish Rolls	1025	1,091
Total Eligible to Vote at Vestry	680	724
Average Attendance at Sunday Services		
8 a.m.	7	9
9.30 a.m.	125	141
11.15 a.m.	132	151
7 p.m.	40	48
Average Total Sunday Attendance <i>including the Easter Vigil</i>	304	351
Average Total Weekly Attendance for purposes of calculating Synod Membership <i>Sunday attendance and all other Anglican midweek services, except the daily office, weddings and funerals</i>	390	411
Administration of the Reserved Sacrament	36	50
Total Nursing Home Services	23	17

### Baptisms

Total	6	Adults	3	Children	3
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Edward Gordon Hachborn  
 Abigaëlle Rose Metcalfe  
 Emma Ruth Bronwen Alsop  
 Longhui Nie (Tim)  
 Pofeng Wu (Karina)  
 Tinglin Nie (Karson)

### Received into the Anglican Communion

Total	0
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### Reaffirmation of Baptismal Vows

Total	8	Adults	8	Children	0
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Amber Jo Aulen  
 Michael Dawson  
 Wendy Greyling  
 Christopher Lamb  
 Ellen Masuda  
 Matthias Mayer  
 Luke McRae  
 Tristan Paylor

## Marriages

Total                    10

Mary Pat Moore & Shun Wai Michael Lee  
Stephanie Lucie Martine Corriveau & Vitor Manuel Miranda Santos  
Karen Lynn Clarke & Lionel Michael Marks  
Jessica Kate Howsam & Jeffrey Vincent Scholl  
Kayla Audrey Wilson & Sean David Stansfield  
Jennifer Megan Danahy & William Robert Reid  
Crystal Sam Kakos & John David Sutherland  
Karen Elaine Turner & Heather Christine Steeves

## Burials

Total                    5

Christopher Geoffrey Riggs  
Nora Jean Pownall  
David Wilkinson  
Brian Jeffrey King  
Kenneth Robert Thompson

*Please note that these figures are culled from our own Burial Register, and thus include only those services concluding in an actual burial or committal which were conducted at, or by, the Church of the Redeemer.*

## FINANCIAL INFORMATION AND STATEMENTS REPORT FROM THE TREASURER

With our Incumbent leaving at the start of the year and the capital work ongoing, we knew when we set the budget for 2016 that it was going to be a challenging year. And it did not disappoint us! Nonetheless, I'm pleased to say that the Redeemer community did not disappoint us either. It is once again with great humility and thankfulness that I can say we got to where we needed to be.

I've said this for several years now, but it's still the same message. Each and every one of you made a difference by adding to that total. There were some big and some small amounts. But each gift of time, talent, and treasure helps us to continue our ministry on this corner. Once again, thank you.

As with 2015, we set the plan with a deficit number. We often see underspending relative to the expense budget, and in fact this year that was the case again with expenses coming in \$58,000 under budget. (I will provide more details on that below). Our final operating loss ended up at \$71,000 (compared to a budget loss of \$41,000), mainly because revenue was \$88,000 below budget.

Back in October when the Stewardship Committee asked what the target should be for the year end campaign, I was looking at a potential \$150,000 deficit. We had an exceptional November for donations, and that put us on track, and in the end the total year-end donations came within \$1,000 of my ask of ask. Thank you to the members of Stewardship Committee for helping us get there!

So 2016's operating deficit is not great, but it could have been much worse, and I am frankly relieved the year is behind us. Last Sunday I met some new folks who saw the hoarding was down and decided to drop in and join the service. Now that our construction work is (almost) done, I think we'll see more and better engagement from people who are curious or seeking a church home. I hope that bodes well for the coming year.

Let's not forget that in the year, aside from the nearly \$1m in donations for operations, we also received \$370,000 toward the capital fund and \$73,000 towards the Refugee Settlement fund. With only some trailing commitments to the latter two funds, our hope is that this year's ask on the donations line will be that much more achievable.

For the coming year we are once again proposing almost the same revenue targets as in 2016. But we feel with the capital work and fundraising mostly done, the refugee funding 2/3 complete, and a new incumbent, we have a much better shot of getting there.

Most of the expenses are flat line from last year. The big bumps are changes in staffing:

- We planned to have a new incumbent start in the fall, but that position remained open and saved us a fair bit of expense. With a new incumbent starting in March, that will increase total expense in 2017.
- The Drop-in program co-ordinator was on maternity leave for 11 months of the year. We had two part-time staff covering the position, and had expenses that were above historical levels in 2016, but which will drop back down to normal in 2017
- The Investing In Neighbourhoods funding was under review and as a result we had to cover most of the expenses of the caretakers, drop-in program interns, and office intern ourselves. This was a substantial unbudgeted expense. I'm pleased to say that we have this back on track with Metro Toronto, and currently have 3 staff under the program, whose expenses are 100% covered by the city.

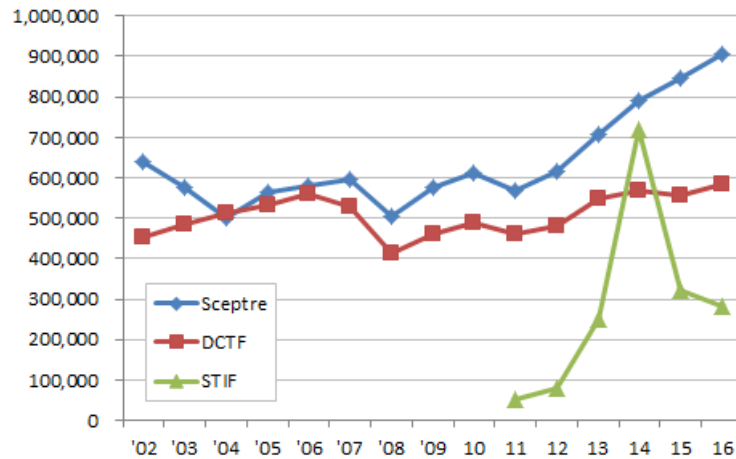
All of these big swings in staffing pretty much net out, with total costs in 2016 up \$11,000 over 2015, and our 2017 budget for next year up \$16,000 over this year.

*John Selles, Treasurer*

## REPORT ON CHURCH INVESTMENTS

Note 2 on Page 17 of the Audited Financial Statements provides details on the church's Investments.

- 1) Church Controlled Investment Fund. The proceeds from the sale of air rights are invested in an investment fund managed by Fiera Capital. The Sceptre funds are specifically geared for non-profit institutions, with a moderately conservative investment profile. No units of the fund have been redeemed by the church in 2016. The fund value increased from \$846,341 (Dec 31, 2015) to 905,324 (Dec 31, 2016). We do not include unrealized gains or losses from the Sceptre funds in our operating statements, though you will see in included as income on the audited financial statements (page 5, second line).
  
- 2) Rectory Fund. We have invested the proceeds from the sale of the Rectory in the Diocesan Controlled Trust Fund. The value of the fund increased from \$555,719 (Dec 31, 2015) to \$583,624 (Sept 30, 2016). We did not have a Dec 31 2016 valuation at the time the audit was concluded. We included the \$23,072 in payouts from the fund in our operating statement (\$22,731 in 2015).
  
- 3) Capital Accumulation Account. We segregate funds for the Step Into The Future capital campaign, as well as bequests and the maintenance reserve funds in a separate bank account (capital account). The account balance as of Dec 31 was \$281,329. Page 6 of the audited statements shows the changes to the capital fund totals.



## CAPITAL BUDGET REPORT

We are coming to the end of the *Step into the Future* project. To date we have received \$1.85m in donations to the *Step into the Future* capital campaign. With those funds we have supported the diocese's *Our Faith, Our Hope* campaign, repaired the stone on the south face of the church and the bell cote, rebuilt our steps, and improved accessibility inside the church. A generous additional donation in 2016 allowed us to do needed repairs to the organ in 2016.

At a special vestry meeting last summer, the part 3 construction budget was approved. At the time we recognized that the construction amount consumed the whole remaining budget for the capital work, and any contingencies would need to be funded separately. At this point total change orders are running around \$65,000. The main additional expense was for foundation work due to unforeseen soil conditions. At the moment we are looking at a roughly \$50,000 overall deficit for the total capital project. Note that the *Our Faith Our Hope* contribution has been reduced in this model. We had asked Bishop Yu for some relief on this item, and for now we have been permitted to defer \$50,000. The final status of that payment will be worked out with the new Bishop later this year.

As we complete the final numbers and work through the remaining pledges in 2017 (roughly \$65,000 to go), we'll get a better sense of what the final number is and how we will deal with it.

It bears saying again that other than the delays in getting the stairs done, the overall project has gone extremely well, and it's to the credit of Peter Tovell and Carol Scovil and the project team that we've gotten to this point. A huge thank you to Jim Kotsifas as well for keeping the contractors on their toes during the work!

General Ledger	Orig Budget	2013	2014	2015	2016	2017	Total			
							To Date	Remain	Total	Variance
Net Annual Donations		242,803	711,008	529,335	358,013	65,000	1,841,159	65,000	1,906,159	
<b>Cumulative Donations</b>	<b>1,790,000</b>	<b>242,803</b>	<b>953,811</b>	<b>1,483,146</b>	<b>1,841,159</b>	<b>1,906,159</b>	1,841,159	65,000	<b>1,906,159</b>	116,159
Net Annual Expense		62,983	205,865	771,839	671,251	205,540	1,711,938	205,540	1,917,477	
<b>Cumulative Expense</b>	<b>1,790,000</b>	<b>62,983</b>	<b>268,849</b>	<b>1,040,687</b>	<b>1,711,938</b>	<b>1,917,477</b>	1,711,938	205,540	1,917,477	127,477
<b>Capital Account Balance</b>		<b>251,573</b>	<b>721,117</b>	<b>320,613</b>	<b>281,349</b>	<b>140,810</b>	129,221	(140,540)	(11,318)	

Capital Expense	Orig Budget	2013	2014	2015	2016	2017	Total			
							To Date	RemAMn	Total	Variance
Fundraising Consultant	160,000	55,890	25,299	-	-	-	81,189	-	81,189	(78,811)
Campaign Expenses		7,093	2,099	-	-	-	9,192	-	9,192	9,192
Our Faith, Our Hope	300,000		100,000	100,000	50,000		250,000		250,000	(50,000)
Legal			1,768	(1,000)	-		768	-	768	768
Architect	110,000		69,944	77,946	28,500	12,000	176,390	12,000	188,390	78,390
ESWO #1 Nov 12, 2014					18,361		18,361		18,361	18,361
ESWO #2 Jun 25, 2015					13,560		13,560		13,560	13,560
ESWO #3 Part 2 extra work					24,960		24,960		24,960	24,960
ESWO #4 Part 3 extra work					7,101		7,101		7,101	7,101
Survey			6,756	-	-		6,756		6,756	6,756
<b>Non-Construction Expenses</b>	<b>570,000</b>	<b>62,983</b>	<b>205,865</b>	<b>176,946</b>	<b>142,482</b>	<b>12,000</b>	<b>588,277</b>	<b>65,474</b>	<b>600,277</b>	<b>30,277</b>
Permits and Fees & other Misc				3,039	1,223		4,262		4,262	4,262
<b>Part 1</b> Make chancel accessible	100,000									(100,000)
<b>Part 2</b> Repair, restore south face	300,000			522,894			522,894		522,894	222,894
Repair & Secure bell tower	150,000				38,595		38,595		38,595	(111,405)
CO#1-11						61,316	61,316		61,316	61,316
Organ Repair				64,859			64,859		64,859	64,859
City of Toronto Grant					(70,000)		(70,000)		(70,000)	(70,000)
<b>Part 3</b> Historic Preservation	520,000				497,160	<b>193,540</b>	497,160	193,540	690,700	170,700
5% contingency	150,000								44,207	(105,793)
<b>Construction Expenses</b>	<b>1,220,000</b>			<b>590,792</b>	<b>528,294</b>	<b>193,540</b>	<b>1,119,086</b>	<b>527,879</b>	<b>1,356,832</b>	<b>136,832</b>
<b>Total Capital Expense</b>	<b>1,790,000</b>	<b>62,983</b>	<b>205,865</b>	<b>767,738</b>	<b>670,777</b>	<b>205,540</b>	<b>1,707,363</b>	<b>593,353</b>	<b>1,957,109</b>	<b>167,109</b>



**CHURCH OF THE REDEEMER**  
**Statement of Financial Position as at December 31, 2016**

	General Fund 2016 \$	Capital Accumulation Fund 2016 \$	Maintenance Reserve Fund 2016 \$	Refugee Settlement Committee Fund 2016 \$	Total 2016 \$	Total 2015 \$
<b>ASSETS</b>						
<b>CURRENT</b>						
Cash	135,788	281,349	28,407	67,812	513,356	412,867
Accounts receivable	59,509	-	-	-	59,509	144,206
Prepaid expenses	14,097	-	-	-	14,097	4,453
HST recoverable	55,665	-	-	-	55,665	61,569
	265,059	281,349	28,407	67,812	642,627	623,095
<b>INVESTMENTS</b>						
Rectory fund	583,624	-	-	-	583,624	555,719
Church controlled investment fund	905,324	-	-	-	905,324	846,341
	1,488,948	-	-	-	1,488,948	1,402,060
Church property	1	-	-	-	1	1
	1,754,008	281,349	28,407	67,812	2,131,576	2,025,156
<b>LIABILITIES</b>						
<b>CURRENT</b>						
Accounts payable	48,279	273,261	-	-	321,540	28,123
Government remittances payable	6,862	-	-	-	6,862	4,428
Current assessment	154,479	-	-	-	154,479	143,358
Deferred revenue	4,950	-	-	-	4,950	-
	214,570	273,261	-	-	487,831	175,909
Deferred assessment	333,338	-	-	-	333,338	344,459
	547,908	273,261	-	-	821,169	520,368
<b>NET ASSETS</b>						
Total net assets	1,206,100	8,088	28,407	67,812	1,310,407	1,504,788
	1,754,008	281,349	28,407	67,812	2,131,576	2,025,156

**CHURCH OF THE REDEEMER**  
**Statement of Operations – General Fund**  
**for the year ended December 31, 2016**

	2016 Actual \$	2016 Budget \$	2015 Actual \$
<b>REVENUES</b>			
Donations and space rental	928,095	1,017,440	972,868
Investment income	109,959	22,000	62,366
Subsidies	6,800	6,800	6,800
	1,044,854	1,046,240	1,042,034
<b>EXPENSES</b>			
Personnel	611,990	627,873	600,622
Diocesan assessment	131,412	143,358	129,833
Property	114,288	122,152	107,629
General office	32,220	66,600	97,586
Church program	44,910	58,715	47,238
FaithWorks	30,544	38,133	35,705
Drop-in program	28,306	30,450	20,012
	993,670	1,087,281	1,038,625
Excess (deficiency) of revenues over expenses from operations	51,184	(41,041)	3,409

# CHURCH OF THE REDEEMER

## Statement of Operations – Restricted Fund – Capital Accumulation Fund for the year ended December 31, 2016

	2016	2015
	\$	\$
<b>REVENUES</b>		
Step into the future donations	371,350	525,951
Toronto Heritage grant	70,000	-
Interest income	1,788	3,384
	443,138	529,335
<b>EXPENSES</b>		
Step into the future	690,792	605,705
Our faith our hope campaign	50,000	100,000
Bank and investment fees	468	1,275
	741,260	706,980
(Deficiency) of revenues over expenses for the year	(298,122)	(177,645)

## CHURCH OF THE REDEEMER

### Statement of Operations – Restricted Fund – Maintenance Reserve Fund for the year ended December 31, 2016

	2016	2015
	\$	\$
<b>REVENUES</b>		
Allocation from general fund	-	15,000
	-	15,000
<b>EXPENSES</b>		
Conversion of the Organ	-	64,859
Repairs and improvements	-	8,994
	-	73,853
(Deficiency) of revenues over expenses for the year	-	(58,853)

### Statement of Operations – Restricted Fund – Refugee Settlement Fund for the year ended December 31, 2016

	2016	2015
	\$	\$
<b>REVENUES</b>		
Donations	73,559	15,255
<b>EXPENSES</b>		
Settlement support	21,002	-
Excess of revenues over expenses for the year	52,557	15,255

# 2017 OPERATING BUDGET

## Schedule of Revenue and Expenses

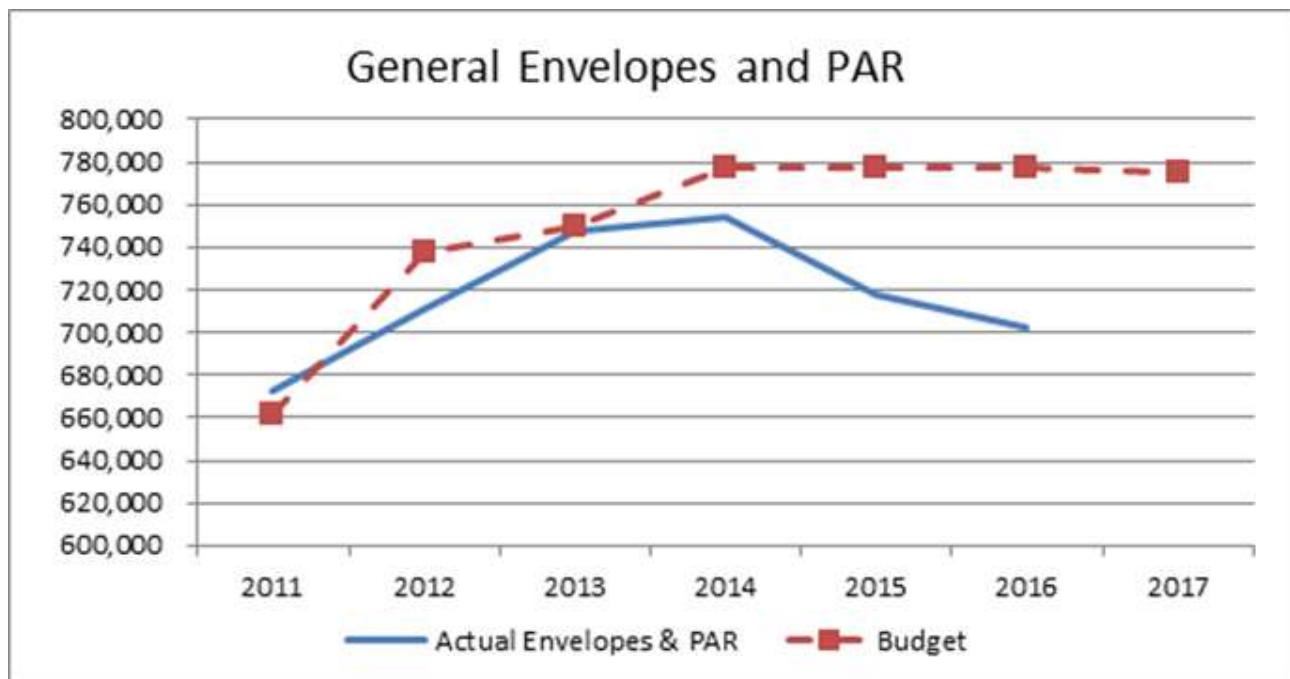
Budget for the year ending December 31, 2017

Account Name	2015 Actual	2016 Budget	2016 Actual	2017 Budget
Clergy	232,096	214,273	185,529	210,706
Music Program	157,565	165,500	166,205	170,818
Lay Staff	210,961	248,100	260,260	244,092
<b>Personnel Total</b>	<b>600,622</b>	<b>627,873</b>	<b>611,993</b>	<b>625,616</b>
Property Total	107,629	122,152	114,288	120,000
Church Program	47,237	58,590	44,910	68,940
Drop In Program	20,012	30,450	28,306	28,650
General	62,282	66,600	67,521	71,500
Diocesan Assessment	129,833	143,358	131,412	141,812
Faithworks	35,705	38,133	30,544	32,938
<b>Expense</b>	<b>1,003,320</b>	<b>1,087,156</b>	<b>1,028,980</b>	<b>1,089,455</b>
General Envelopes	743,524	802,800	724,298	800,000
Lunch Program	103,368	100,000	98,048	100,000
Diocesan Ass't Curacy Subsidy	3,830	3,830	3,830	
George Black Fellowship	14,822	14,500	14,970	15,200
Faithworks	31,780	40,140	24,997	38,750
Other Designated	18,128	9,170	11,348	8,800
Designated Donations	171,928	167,640	153,193	162,750
Meal Revenue	2,977	4,000	1,396	2,000
Wedding Donations	6,500	5,000	6,250	5,450
Space Rentals	47,939	38,000	42,968	40,000
York Rectory Subsidy	6,800	6,800	6,800	6,800
Investment Income Total	22,731	22,000	23,072	23,000
<b>Income</b>	<b>1,002,398</b>	<b>1,046,240</b>	<b>957,977</b>	<b>1,040,000</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>(922)</b>	<b>(40,916)</b>	<b>(71,003)</b>	<b>(49,455)</b>
Unrealized Gain/(Loss) on Inv	39,635		86,877	
Maint Reserve Allowance	-		-	
Bad Debt (Expense)/Recovery	(35,304)		35,304	
<b>AUDITED FINANCIALS OP INC</b>	<b>3,409</b>	<b>(40,916)</b>	<b>51,171</b>	<b>(49,455)</b>

## Schedule of Revenue (Detail)

Budget for the Year Ending December 31, 2017

Revenue Detail	2015 Actual	2016 Budget	2016 Actual	2017 Budget
General Envelopes	717,886	777,800	702,504	775,000
Open Collection	25,638	25,000	21,795	25,000
<b>Undesignated Donations Total</b>	<b>743,524</b>	<b>802,800</b>	<b>724,298</b>	<b>800,000</b>
Lunch Program	103,368	100,000	98,048	100,000
Diocesan Ass't Curacy Subsidy	10,000	-	3,830	-
George Black Fellowship	14,882	14,500	14,970	15,200
Youth Ministry	2,340	2,300	5,145	2,000
Other Special Purpose	1,625	1,200	2,107	2,000
Special Purpose Subtotal	28,848	18,000	26,052	19,200
Faithworks	31,780	40,140	24,997	38,750
Other Designated	7,932	9,500	4,096	4,800
<b>Designated Donations Total</b>	<b>171,928</b>	<b>167,640</b>	<b>153,193</b>	<b>162,750</b>
Meal Revenue	2,977	4,000	1,396	2,000
Wedding Donations	6,500	5,000	6,250	5,450
Space Rentals	47,939	38,000	42,968	40,000
York Rectory Subsidy	6,800	6,800	6,800	6,800
Investment Income	22,731	22,000	23,072	23,000
<b>Income</b>	<b>1,002,398</b>	<b>1,046,240</b>	<b>957,977</b>	<b>1,040,000</b>



## Schedule of Expenses (Detail)

Budget for the Year Ending December 31, 2017

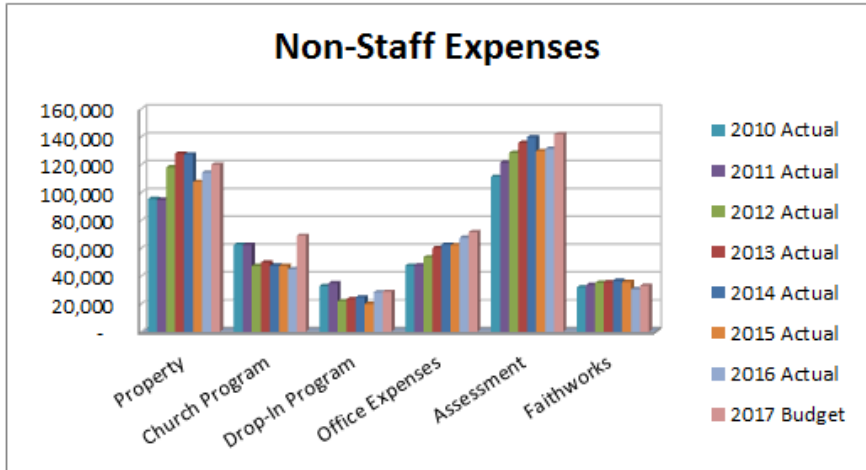
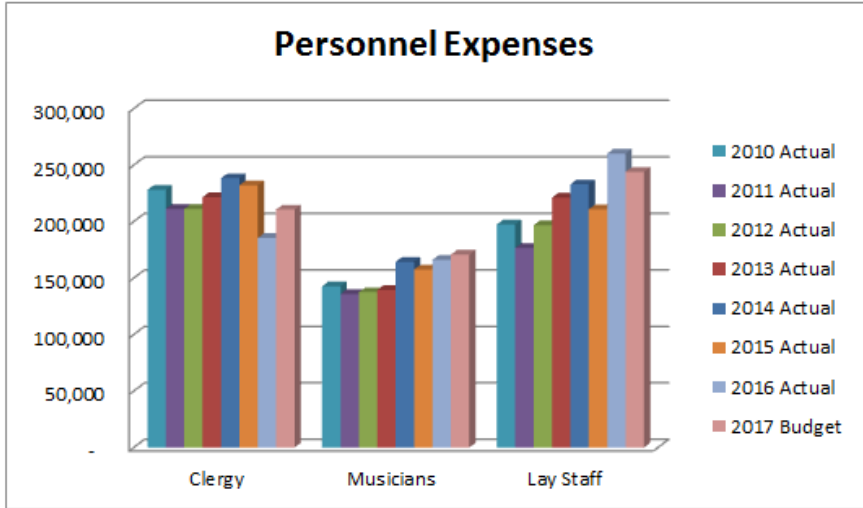
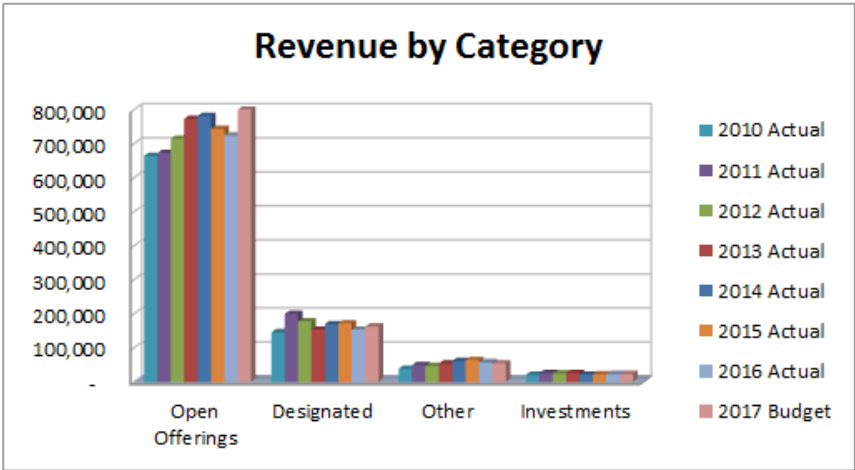
Expense Detail	2015 Actual	2016 Budget	2016 Actual	2017 Budget
Clergy	232,096	214,273	185,529	210,706
Music Program	157,565	165,501	166,205	170,818
Lay Staff	210,960	248,099	260,260	244,092
<b>Personnel Total</b>	<b>600,211</b>	<b>627,873</b>	<b>611,993</b>	<b>625,616</b>
Parking	3,243	3,243	3,243	3,243
Contracts & Service Agr	12,166	15,209	12,579	14,257
Insurance	21,399	24,500	21,399	24,500
Maint & Supplies	14,309	15,700	15,501	15,000
Major Repairs & Impr	6,235	10,000	5,108	10,000
Utilities	50,277	53,500	56,458	53,000
<b>Property Total</b>	<b>107,629</b>	<b>122,152</b>	<b>114,288</b>	<b>120,000</b>
Accessibility	-	100	297	200
Advisory Board	-	200	376	2,200
Adult Chirstian Ed	1,485	1,500	2,183	2,775
Catechesis	2,010	2,800	3,045	1,250
Communications	762	2,765	961	5,550
Church School	1,646	3,500	1,727	3,750
Getting Connected	-	-	135	200
Hospitality	6,598	8,025	5,701	11,325
Hymn Books	2,226	2,200	-	-
Music	-	250	1,210	2,200
Nursery	8,927	8,000	420	500
Outreach	456	3,150	7,660	4,000
Pastoral Care	500	500	1,595	2,150
Redeemer Rainbow		125	500	600
Stewardship Cmtte	3,889	3,300	3,491	3,200
Synod	588	500	-	500
Workshp & Sprituality	11,099	12,500	11,290	14,500
Youth Group	701	2,600	1,523	6,200
Youth Group Triip	2,280	3,000	(2,096)	3,000
Twenty-Thirty	-	-	-	-
Aboriginal Issues WG	4,071	3,700	3,871	4,340
Parish Selection Cttee			1,021	500
<b>Church Programs Total</b>	<b>47,237</b>	<b>58,715</b>	<b>44,910</b>	<b>68,940</b>

## Schedule of Expenses (Detail)

Budget for the Year Ending December 31, 2017 (continued)

Revenue Detail	2015 Actual	2016 Budget	2014 Actual	2015 Budget
Food	7,080	14,000	16,566	14,000
Programming	-		275	-
Supplies	7,251	6,000	6,112	6,000
Kitchen Supplies	-	1,500	1,502	1,500
Nurses' Supplies	2,334	2,000	2,405	2,000
Petty Cash	451	500	540	500
Relief Staff	2,230	2,500	240	2,500
Volunteer Training	658	2,150	513	2,150
Addiction Counselor	1		-	-
Drop-In Resource Worker	-	500	120	-
Community Education	8	1,300	21	-
Dishwasher			12	-
<b>Lunch Program Total</b>	<b>20,012</b>	<b>30,450</b>	<b>28,306</b>	<b>28,650</b>
Bad Debt Expense	1,145		3,425	-
Cell Phone	1,786	3,000	2,129	3,000
Clergy Expenses	2,656	2,000	417	8,500
Computer	4,643	2,000	1,829	3,500
Investment Mgmt Fees	5,824	5,000	6,222	5,000
Leaflets	-	6,000	-	-
Misc	1,851		1,377	2,500
Office Supplies	3,713	1,600	4,102	4,000
Paper	2,449	2,000	3,842	2,000
Photocopier	15,974	17,000	16,751	17,000
Printer Toner	305	500	433	500
Service Charges	8,438	10,000	12,434	10,000
Staff Development				
Telephone	6,235	6,000	6,225	6,500
Legal & Accounting	6,729	8,500	7,821	8,500
Postage & Courier	536	500	514	500
Office	-	2,500	-	-
<b>General Total</b>	<b>62,282</b>	<b>66,600</b>	<b>67,521</b>	<b>71,500</b>
Diocesan Assessment	129,833	143,358	131,412	141,812
Faithworks	35,705	38,133	30,544	32,938
<b>Expense</b>	<b>1,003,320</b>	<b>1,087,281</b>	<b>1,028,980</b>	<b>1,089,455</b>
Operating Income / (Loss)	(922)	(41,041)	(71,003)	(49,455)





## MOTIONS FOR VESTRY

### ***Motion re: Financial Statements***

It will be moved and seconded that the Financial Statements of the Church of the Redeemer, including the Independent Auditor's Report for the year ended December 31, 2016 be approved.

### ***Motion re: Appointment of Public Accountant***

It will be moved and seconded that Kriens~Larose, LLP, be appointed public accountant to perform an audit of the general operating statements of the Church of the Redeemer for the year ending December 31, 2017.

### ***Motion re: Budget***

It will be moved and seconded that the 2017 Operating Budget, showing total expenditures of \$1,089,455 and projected income of \$1,040,000 be adopted.

### ***Motion re: Amendment to By-Law #1***

It will be moved and seconded that this vestry confirms the amendment to By-Law #1, passed by the Board of Management on November 15, 2016, to extend John Selles' term on the Board of Management from the maximum six years to seven.

### ***Motion re: Recommendation to Amend Canon 10***

Be it resolved that this Vestry recommends to the Diocese an amendment to the Diocesan Canon 10 Section 3 (Parish Selection Committee), subsection b) Composition of PSC.

The current wording is as follows:

“The PSC shall consist of the Churchwardens....” etc.

This Vestry recommends the following change in wording:

“The PSC shall consist of a combination of at least two Churchwardens or deputy Churchwardens....” etc.

### ***Motion re: Social Justice Vestry Motion 2017: Continuing the Call to Reconciliation***

We, the vestry of Church of the Redeemer commit ourselves to continue to work to implement the Calls to Action of the Truth and Reconciliation Commission of Canada. As part of this effort, we call on the Government of Canada to address Call to Action #43: to fully adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples* as the framework for reconciliation. In particular, we call on the Government of Canada to immediately develop policies requiring free, prior and informed consent be obtained from Indigenous communities in Canada and abroad with respect to developments affecting their lands and resources, as outlined in Articles 10, 19, and 32 of the *Declaration*.

## NOMINATIONS TO ELECTED POSITIONS

### ***Board of Management (Up to 12 to be elected; maximum term 6 years)***

John Selles (term 7)

Andrew Drummond (term 6)

Ryan Carlsen, Chair (term 5)

Jonathan Batty (term 5)

Julian Scarfe (term 4)

Frances Humphreys (term 1)

Lee Shouldice, Vice Chair (term 1)

Kate Werneburg (term 1)

Paul Pynkoski (Advisory Board Chair)

### ***Members at Large of Advisory Board (6 to 8 to be elected; no fixed term)***

Kathy Garrison (term 4)

Paul Pynkoski, Chair (term 4)

Henry Krol (term 3)

Chris Ambidge, Vice Chair (term 1)

Dennis Duffy (term 1)

Lyn Sibley (term 1)

### ***Members of Synod (4 to be elected; 3-year term)***

Mary Reynolds (term 3)

Chris Ambidge (term 3)

Pamela Thomson (term 3)

Sheree Drummond (term 2)

### ***Alternate Members of Synod (1-3 to be elected)***

Jim Burnham (term 3)



