



The Church of the Redeemer
1871 – 2017
146th Vestry Report

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AGENDA

Monday, February 26, 2018

(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 6, 2017 Reception of all Written Reports Recognitions and Thanks	David Giffen Ryan Carlsen/ Paul Pynkoski/ David Giffen
(7:30)	Reading of the Audited Financial Report on Parish Financial Statements Presentation and Adoption of 2017 Financial Statements Appointment of Public Accountant	John Selles
(7:40)	Presentation and Adoption of 2018 Budget	John Selles
(8:00)	Elections <ul style="list-style-type: none">• Board of Management• Members at Large of Advisory Board• Members of Synod• Alternate Members of Synod	David Giffen
(8:10)	Strategic Plan	Ryan Carlsen
(8:20)	Drop-In Visioning	Angie Hocking
(8:30)	Further Business <ul style="list-style-type: none">• Diocesan Social Justice Vestry Motion 2018: Affordable Housing and Homelessness• Any other business	Angie Hocking
(8:40)	Concluding Remarks, Closing Prayer and Adjournment	David Giffen

Minutes of the Annual Vestry Meeting
Monday, February 6, 2017

1. Opening Business

- 1.1. Greeting:** The Rev'd David Howells, Interim Priest-in-Charge, called the meeting to order at 7:15 PM, acknowledging that the church building sits on the traditional lands of the Wendat, Haudenosaunee and Mississauga peoples of the New Credit. He welcomed all to the 145th Vestry and then opened the meeting with prayer.
- 1.2 Appointment of a Vestry Clerk:** It was moved by Chris Ambidge, seconded by Paul Pynkoski 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 pages 16-17 of the Vestry Report. It was moved by John Sutton, seconded by Stuart Lee 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:**
1. It was moved by Pamela Thomson, seconded by Peter Tovell that the minutes of the Annual Vestry Meeting on February 8, 2016 be approved as printed on pages 5-12 of the Vestry Report. Carried.
 2. It was moved by Mary Pat Moore, seconded by Peter Tovell that the minutes of the Special Vestry Meeting on May 25, 2016 be approved as printed on pages 13-15 of the Vestry Report. Carried.
- 1.6. Reception of all Written Reports:** It was moved by David Penhale, seconded by Chris Jones that all written reports on pages 18-43 in the Vestry Report be received. Carried.

- 2. Recognition and Thanks:** Ryan Carlsen and Heather Bennett recognized staff and members of the community for their contributions in 2016 – clergy, staff, ministry area leaders, volunteers, Synod members, Board of Management members, Advisory Board members, departing chairs and Board of Management members, departing chairs and Advisory Board members.

The Rev'd David Howells thanked the members of the Parish Selection Committee who had undertaken a huge, weighty and serious piece of work during 2016.

The Rev'd David Howells thanked retiring board chairs Joanna Champion and Heather Bennett for their dedication and invaluable service both as parish leaders and as members of the Parish Selection Committee.

All departing chairs and board members received a framed piece of art produced by the Drop-In art studio. In exchange, a donation has been made to the art studio to purchase materials.

3. **Growing with the Spirit at the Corner :** 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 was included in the Parish Profile to give candidates for the position of Incumbent a sense of our approach to ministry. The original plans for 2016 are detailed on pages 18-19 of the Vestry Report. Some were not realized because of 2016 being a transition year. One of the tasks for our new Incumbent will be to strike a group to review and update the strategic plan for the next few years.
4. **2016 Parish Financial Statements:** John Selles, Treasurer, thanked Paul Pincente, Bookkeeper and Thomas Kriens and his associates at Kriens-LaRose for their hard work in processing the year-end audit. He then drew attention to his Treasurer's Report and a summary of 2016 financial statements on pages 46-52 of the Vestry Report.

John Selles reviewed the status of our four funds (General, Capital Accumulation, Maintenance Reserve and Refugee Settlement), especially noting the following.

- Our final operating loss for 2016 was \$71,000, mainly because revenue was \$88,000 below budget.
- There are two outstanding items related to 2016 payments to the Diocese. Given that we were facing additional project construction costs, Bishop Yu approved our not paying our December assessment to the Diocese and our submitting \$50,000 rather than \$100,000 as the third installment of Redeemer's "Our Faith – Our Hope" diocesan capital campaign donation. The Board Chairs and Treasurer will meet with Bishop Kevin Robertson, the Rev'd David Giffen and diocesan finance staff to discuss withheld funds to the Diocese in December 2016.
- There was no allocation of money to the Maintenance Reserve in 2016 because the General Operating budget was tight. We probably won't be able to make this transfer again in 2017, but in future years this should be resumed to provide a financial cushion for dealing with emergencies.

John Selles commented that he was humbled and very grateful for the generosity of members of the community during 2016, a year of transition and construction. He noted that every gift helped, and he thanked the parish for their support.

Motion: It was moved by John Sutton, seconded by Henry Krol 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.

Comment: Peter Bennett noted that the Diocese had originally asked Redeemer to commit to a contribution of \$850,000 to their "Our Faith – Our Hope" campaign. Over time, this was negotiated down to \$300,000 on the understanding that Redeemer could manage its own capital campaign. Since parishioners contributed to "Step into the Future" on the understanding that \$300,000 would be paid to the Diocese, he stated the parish should honour its commitment and pay the remaining \$50,000 to "Our Faith – Our Hope."

There being no further comments or questions, the vote was taken, and the motion passed unanimously.

5. **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, 2017. Carried unanimously.

6. Presentation and Adoption of the 2017 Budget: The 2017 budget is located on pages 53-57 of the Vestry Report.

John Selles, Treasurer, commented that revenue has been declining for two years. During this time, we have seen a decline in Sunday attendance, especially at the 11:15 AM service. Hoarding around the front of the church for half of 2016 also affected service attendance and rentals. There has also been competition for donations amongst the general operating fund, "Step into the Future" and the refugee initiative.

Revenue for 2017 remains at the same budgeted amount as in 2014, 2015 and 2016. Expenditures in 2017 are budgeted at 5.9% above 2016 actuals.

Comments: Pamela Thomson noted that the column header on page 56 should read "Expense Detail", not "Revenue Detail." She also explained that the "Hospitality" line item did not include any money for the 11:15 Hospitality Team. Its volunteers contribute food items at their own expense.

Peter Bennett, Stewardship Chair, provided more input on revenue numbers. He thanked the parish for their generosity in 2016 and then outlined the committee's ministry plan for 2017, detailing options for generosity through the sale of shares and participation in the Septimus Jones Society. Finally, he explained a mobile donation platform, Tithe.ly, was being tested as a potential replacement for CanadaHelps and Pre-Authorized Remittances. It would allow people to make donations on site through smart phones.

Comment: Pamela Thomson noted people would need a WiFi connection to make a donation through their phones. The Stewardship Committee will consider this in their planning.

Motion: it was moved by John Selles, seconded by Chris Ambidge, that the 2017 Operating Budget, showing total expenditures of \$1,089,455 and projected income of \$1,040,000 be adopted. Carried unanimously.

The Rev'd David Howells thanked all who had worked on parish finances.

7. Elections

7.1. Redeemer By-Law #1 specifies a maximum term of six years for Board of Management members. It is the will of the Board that John Selles remain as Treasurer for an additional year while he works with a Treasurer-Designate in 2017.

Ryan Carlsen moved that this Vestry confirm 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 six to seven years. Seconded by Andrew Drummond. Carried unanimously.

7.2. It was moved by Heather Bennett, seconded by Ryan Carlsen, that the following be elected as members of the Board of Management:

- | | |
|------------------------------|--------------------------------------|
| John Selles (term 7) | Richard Heystee (term 1) |
| Andrew Drummond (term 6) | Frances Humphreys (term 1) |
| Ryan Carlsen, Chair (term 5) | Lee Shouldice, Vice Chair (term 1) |
| Jonathan Batty (term 5) | Kate Werneburg (term 1) |
| Julian Scarfe (term 4) | Paul Pynkoski (Advisory Board Chair) |

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

7.3. It was moved by Ryan Carlsen, seconded by Heather Bennett, that the following be elected as members-at-large of the Advisory Board:

Kathy Garrison (term 4)
Paul Pynkoski, Chair (term 3)
Henry Krol (term 3)

Chris Ambidge, Vice Chair (term 1)
Dennis Duffy (term 1)
Lyn Sibley (term 1)

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

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

It was noted that Redeemer only qualifies for four members of Synod this year because our average weekly attendance in 2016 dropped below 400.

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

8. **Step into the Future Building Project:** Peter Tovell, Chair of the Project Team, thanked parishioners for their patience during construction. Still to be completed is signage – an electronic sign, and engraved sign with the church's name and two poster boxes. He noted that the stained glass windows on the third floor facing Bloor Street are now illuminated at night. Project costs are approximately 8% above budget, which is considered reasonable, given the scope of the work.

The Rev'd David Howells thanked Peter Tovell for shepherding the project and the Project Team for their dedication throughout.

9. **Parish Selection Committee:** Chris Jones, Chair of the Parish Selection Committee, noted that the best piece of advice he had received during the process was "make the right choice." He outlined the process the committee had followed during their deliberations and thanked those who had provided input and support. A complete report on this committee's work is printed in the Vestry Report on pages 27-28. Now that an appointment has been made, the committee's role will shift to an advisory one, assisting the Rev'd David Giffen as he transitions into the parish.

The Rev'd David Howells commented that he believed the choice of David Giffen for Redeemer is a good one. He thanked Chris Jones and the members of the committee, noting that the Parish Profile they had produced had set a new standard for the Diocese.

10. **Motion to Recommend an Amendment to Canon 10:** Peter Bennett provided background to the motion. An interim period in a parish between the departure of one Incumbent and the arrival of another increases the workload for the churchwardens. At least one churchwarden should focus on the smooth running of the parish. Given the timing of the interim period, a churchwarden's term may end before a new Incumbent is in place. It would therefore be helpful to have a deputy churchwarden on the Parish Selection Committee.

It was moved by Peter Bennett, seconded by Pamela Thomson that this Vestry recommends to the Diocese an amendment to the Diocesan Canon 10 Section 3 (Parish Selection Committee), subsection b) Composition of the 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.

Comment: John Sutton noted that given Redeemer only had 1.6 clergy during the interim period, there was immense stress placed on the churchwardens as they both ran the parish and participated in the work of the Parish Selection Committee.

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

- 11. Social Justice Motion 2017: Continuing the Call to Reconciliation:** Mark Plummer thanked the parish for its support of the Aboriginal Issues Working Group’s initiatives in 2016. He and Pamela Thomson provided background to the motion and explained that Vestries across the Diocese were being asked to pass it in order to give the Archbishop support when seeking government action to develop the policies cited.

Motion: It was moved by Pamela Thomson, seconded by Mark Plummer that 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*.

The vote was taken and the motion carried unanimously.

The Rev’d David Howells thanked the Aboriginal issues Working Group for their work to bring light to dark places.

- 12. Motion to Request a Review of Section 13, Subsection 6 of the Diocesan Constitution:** Peter Bennett and Pamela Thomson explained that they believed there was discrimination in section 13, subsection 6 of the Diocesan Constitution. The Constitution provides for a pension supplement to a retired Bishop of the diocese. If the Bishop dies, the supplement (or portion thereof) continues to be paid to the surviving spouse for their lifetime, provided the spouse does not remarry. Peter Bennett and Pamela Thomson believe this limitation (remarriage) is discriminatory.

It was moved by Peter Bennett and seconded by Pamela Thomson that this Vestry send a letter to the Secretary of Synod office requesting that the Constitution and Canons Committee review Section 13, subsection 6 of the Diocesan Constitution. Specifically, the committee is asked to review the spousal survivor benefit to ensure that there is no discrimination on the basis of marital status. If such discrimination exists, we ask that an amendment be prepared to remove such discrimination for corrective action by Diocesan Council or Synod as soon as possible.

The vote was taken and the motion passed unanimously.

- 13. Other Business:** Pamela Thomson moved that this Vestry thank the Rev’d David Howells for his leadership, love and wisdom during the more than a year he has been with us. Seconded by Chris Ambidge. Those present responded with a standing ovation. The Rev’d David Howells commented that it had been a great joy and privilege to have been Interim Priest-in-Charge at Church of the Redeemer.

14. Final Thanks: The Rev'd David Howells expressed thanks to all who had helped to make the Vestry Meeting a success:

Justin Laflamme (our kitchen intern), Mary Reynolds, Didy Erb and Christine and Jeff Vidt for providing a light supper for us before the meeting.

Kathy Garrison for running the PowerPoint presentation.

Ann Cope, for cover designs for the Pre-Vestry and Vestry Reports, and for the photographs she made available to us to illustrate the Vestry Report.

Marjorie Wrightson, for compiling the Vestry Report and taking minutes at the meeting.

The Rev'd David Howells thanked everyone for being present at the meeting and expressed his gratitude to the team that had led Redeemer during his year here.

There being no further business, the meeting adjourned at 9:10 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

Archbishop's Pastoral Letter to Vestries, 2018

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.

I am joined with the Area Bishops in bringing you greetings and assurance of our prayers as you gather in the annual Vestry Meeting to set parish priorities and budget and choose churchwardens and officers to lead your ministry together. I am so grateful for the commitment and contributions that these people make to the life of the Church and the mission of Christ in the community you serve. Thank you, especially, to those who are finishing their terms of office or moving into different responsibilities. My prayers are offered for those of you who are taking on new ministries today.

Today, as has been the custom for several years, I ask you to consider a Vestry motion advocating for affordable housing and dealing with homelessness. We, as a church, have a long and effective history of providing both temporary and emergency housing, long term housing projects and counselling and support for the under housed. These programs are vital for providing relief on a day-to-day basis for many who do not have access to affordable housing. However, any effort to address the long-term needs underlying this crisis requires more resources than churches and community agencies can provide alone. The church has an advocacy role as well as providing front-line service. The two go together; both make a difference. Whatever you decide to do today, I think it is important that we discuss in our meetings to conduct the “business” of our parishes, the issues that affect the well-being of our whole community.

A key priority in our diocesan strategic plan, *Growing in Christ*, is leadership development and formation. In my Charge to Synod, I asked every parish to participate in at least one intentional formation programme during the year. May I invite you to join me this Lent in *Meeting Jesus in the Gospel of John*. Resources are available on-line and can be used by individuals and groups. I commend several other programmes – some developed in the Diocese – that will help you to be more intentional and confident in your Christian discipleship. Suggestions will be also available on-line.

I will retire at the end of this year. It has been an incredible honour to have served for some fifteen years as your bishop and over forty years in ordained ministry in this diocese. What a joy it has been to be invited into people's lives at the most profound level – at moments of deep joy or sorrow, at times of vocational discernment, at times of challenging crisis or productive stability. In all this, to witness the faith and compassion and engagement of Anglicans has strengthened my faith, expanded my horizons and confirmed my love of Christ and his Church. This June, Synod will choose a coadjutor bishop who will automatically succeed me on my retirement, becoming the 12th Bishop of Toronto. I posed some questions at Synod for people to consider in preparation for the election:

- From your own experience of bishop(s), what are two qualities you have admired in a bishop?
- What are two critical issues affecting the life and mission of this Diocese today?
- Considering that, what two qualities (maybe the same or different from #1) does the next bishop need to have to lead this Diocese in its mission into the next decade?

Please pray for the members of Synod that they may discern wisely and faithfully for this challenging and complex role of leading the largest and most diverse diocese in North America.

I hope to have the opportunity over this year to thank you for entrusting me with this awesome responsibility.

Yours faithfully,

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

The Right Reverend
KEVIN ROBERTSON
Area Bishop of York-Scarborough
Bishop Suffragan of Toronto



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January 18, 2018
The Feast of the Confession of St. Peter

Dear friends in York-Scarborough,

Grace to you and peace from God our Father and the Lord Jesus Christ. (2 Cor. 1:2)

I recently marked the first anniversary of my consecration as a bishop. In reflecting on the past twelve months, I am reminded of the tremendous privilege of serving as your area bishop. I am pleased to say that I have now visited most of the 58 parishes and missions in York-Scarborough. These visits have included being with you for Sunday morning worship, ordinations, confirmations, celebrations of new ministry, anniversaries, and meetings with parish leadership. Thank you for your warm welcome as I have travelled across the area. I have been grateful for your prayers and good wishes, and your desire to be co-workers together, for the glory of God and the extension of God's reign.

One of the priorities I identified a year ago was getting to know the clergy and people in my episcopal area. I am pleased to say that I have now met with all the active clergy, including our deacons, and many lay leaders as well. I have heard your hopes and concerns, and have tried to offer words of encouragement and guidance in these rapidly changing times. In spite of the challenges around us and within, I see signs of life and growth everywhere I go. There are renewed efforts to engage our neighbours and share the good news of God in Christ. I see clergy and lay people recommitting themselves to study and Christian formation in order to deepen their relationship with Jesus Christ. Anglicans are mobilizing and collaborating with people of other faiths and traditions to feed the hungry and give shelter to the homeless, often doing more with less. These are all signs of the Kingdom of God in our midst. We are also now being guided by our diocesan strategic plan, *Growing in Christ*, which I hope will set the stage for healthy and more dynamic ministries across the area. You may be interested to know that 25% of the parishes in the Diocese of Toronto are growing, and many of them are right here in York-Scarborough.

The past year was a time of change in the York-Scarborough episcopal office. We said farewell to Karen Isaacs, who had briefly served as my Administrative Assistant. Karen left last spring in order to respond to a call to ordained ministry. We then welcomed Sue Willoughby as the new Administrative Assistant, and she has been tremendous. Sue does a great job of managing my calendar and correspondence, and ensuring that I am able to stay on top of 58 very different and dynamic communities. Sue works closely with our exceptionally capable synod office staff, who are always just a phone call or email away!

I want to acknowledge the excellent work of our five Regional Deans: the Reverend Ian LaFleur (Eglinton), the Reverend Greg Carpenter (Scarborough), the Reverend Sherman Hesselgrave (St. James), the Reverend Shelley McVea (Toronto East) and the Reverend Heather Gwynne-Timothy (York Mills). Along with our area liturgical officers – the Reverend Geoffrey Sangwine and the Reverend Greg Carpenter – they are excellent resources for parishes, and provide me with invaluable advice.

MISSION: To worship God and proclaim Jesus Christ in the power of the Holy Spirit and to embody—in word and action—God's reconciling love, justice, compassion and liberation—through which knowledge of God's reign is extended.



Diocese of Toronto
Anglican Church of Canada

Our area is also blessed with many youth ministers, who are ably led by our two York-Scarborough Youth Facilitators, Jillian Ruch and Ian Physick. In the fall of 2017, we made the decision to increase their time in that ministry, and we are already seeing the fruits of that decision. Just a few weeks ago, I attended the York-Scarborough Youth Leaders' Summit, where those involved in this important ministry were able to share ideas and strategies for ministry with our youth.

One of the joys of being a bishop in the Diocese of Toronto is our College of Bishops, with whom the joys and burdens of episcopal ministry are shared. I am grateful to work alongside wonderful colleagues: Archbishop Colin Johnson, Bishop Peter Fenty (York-Simcoe), Bishop Riscylla Walsh-Shaw (Trent Durham), Bishop Jenny Andison (York-Credit Valley), and Canon Mary Conliffe (Diocesan Executive Assistant).

As we look ahead to a new year, we face significant change. Archbishop Colin Johnson has announced his intention to retire at the end of this year. His leadership over the past few decades has left an indelible mark on our Diocese and on the wider Church. He has provided wise, steady and faithful leadership in a time of immense change, and we look forward to opportunities to express our thanks to Archbishop Colin and Ellen in the coming months. On June 9, we will elect a coadjutor bishop, who will become the new diocesan bishop at the beginning of 2019. Please keep this process and the candidates in your prayers.

In the coming months, a number of events will be of interest to the clergy and people of our area. Firstly, I am teaching a Lenten course called *Meeting Jesus in the Gospel of John*, which comes to us from the Society of St. John the Evangelist in Boston, and was recommended by the Archbishop at our recent synod. The clergy of the Church of the Resurrection will join me in leading this study, which runs for five Monday evenings, beginning on February 26. On Saturday, March 3, I invite all of you to a York-Scarborough Visioning Day at St. Andrew, Scarborough, where we will share ideas and develop strategies for mission and growth in York-Scarborough. On April 30 and May 1, I will be gathering the area clergy together for an overnight retreat for the purposes of study and mutual support. We haven't done this in many years, and I look forward to restoring this annual time away.

Finally, I want to express my thanks to all of you, and especially those who exercise leadership in your own parishes. Whether you are stepping down from a particular ministry, or continuing on, or taking up a new role at this annual Vestry meeting, thank you for your commitment and faithfulness. You are a blessing to the Church in our Diocese.

I am writing this letter on the Feast of the Confession of St. Peter. As our Church celebrates Peter's claim that Jesus is "the Christ, the Son of the Living God" (Matthew 16:16), may we have boldness in our own proclamation, so that others may come to the knowledge and love of God in Christ.

Yours faithfully,

The Right Reverend Kevin Robertson
Area Bishop of York Scarborough
Bishop Suffragan of Toronto

BOARD REPORTS

Advisory Board

The Advisory Board meets monthly. There is a Chair, Vice-Chair, representatives from most ministry areas, and members-at-large who assist with their experience and perspective and take on special projects. Together, we prayerfully plan, track, evaluate and support the work of Redeemer's various ministry efforts.

Paul Pynkoski (Chair) and Chris Ambidge (Vice-Chair) led Advisory Board this year. The other members were members-at-large Kathy Garrison, Donna Penhale, Anne Evers, Dennis Duffy, and Lyn Sibley; Donna Penhale (Drop In); Henry Krol (Refugee Settlement); Mark Plummer (ISWG); Karen Turner (Learning@Redeemer); Sharon Kirby (Getting Connected); Andrew Duffy (Church School); and Ryan Carlsen (Chair, Board of Management). Additional input came from Megan Jull and David Giffen.

The following members are stepping off the Board: Dennis Duffy, who made valuable contributions but was unable to complete his term; Donna Penhale, who has kept the Drop-In ministry in front of us for many years; and Mark Plummer, who worked very hard to help the mission of ISWG get more deeply imbedded in our community DNA. We are deeply indebted to each of them for their wisdom, their commitment, and their hard work.

Paul Pynkoski is also stepping down to devote his energy to Voices for Peace, the ecumenical peace conference Redeemer is creating in partnership with The Henri Nouwen Society, The Basilian Centre for Peace and Justice, and Citizens for Public Justice.

The work of the Board this year centred on assisting our ministry areas to see beyond their particular concerns, and partner and support each other in creative ways. For example, Getting Connected has worked to make us a more welcoming community and has started to find ways to integrate newcomers and break down perceived barriers that keep existing members from getting involved in ministry areas that are part of community worship (lectors, servers, communion ministers). Creation Matters has partnered with our Youth on ecological concerns and has provided creative input to community worship. Learning@Redeemer and Youth are working together to plan Voices for Peace.

The Vestry Book includes reports from each of the ministry areas. Read them, please, with awe and gratitude. They reflect the wide range of ministries in our community that deepen faith, support growth in the Spirit, and reach out to those in our city who are pushed to the margins. And they represent the prayerful, committed, and persistent work of over 200 volunteers.

Paul Pynkoski and Chris Ambidge

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: finance and budget management, investments and stewardship, Human Resources, and property management. The BOM is also responsible for capital campaigns and are delighted with the success of the Step into the Future 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, Strategic Plan and HR. Ministry updates are provided on a monthly basis to discuss status and issues that require BOM consideration.

John Selles is the outgoing Treasurer of the Redeemer. He and our bookkeeper, Paul Pincenete have worked hard to diligently support our financial management systems and report updates to the Board of Management. In 2018, John will be replaced by Richard Heystee as Treasurer. I want to extend a big thank you to John for his seven years as Treasurer! Well done!

Thanks to the Website Committee led by Julian Scarfe, a new website has been developed that captures the essence of The Redeemer and welcomes newcomers to our home at the corner. The Redeemer website has generated significant interest in its first six months, I am proud of this accomplishment!

The Diocese provided funding for the website and the digital expansion project. In 2018, we plan to replace the church software and hardware as well as the phone system. Modernizing our technology footprint is important going forward.

The Strategic Plan has been initiated by the Leadership Team. Three vision sessions were held with the parish to provide feedback on the following questions:

1. What is your experience of effective mission and ministry at Redeemer?
2. Where and how do you see God being revealed, the Spirit on the corner, or Jesus at work? Where do you see The Kingdom breaking through?
3. What limitations or threats may be on the horizon that could put the effectiveness of Redeemer's mission and ministry at risk?

The strategic planning team has been expanded to include the Governance Task Group and other key stakeholders. Our initial meeting was held on Feb. 10th and laid the groundwork for the development of the new Strategic Plan. We will continue to involve the parish with an update at Vestry (Feb. 26th) and continuing dialogue through March and April. Our plan is to review a 'draft' Strategic Plan with the community in late April or early May.

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 BOM for their active participation: David Giffen (Incumbent), Jonathan Batty / Andrew Drummond / Marjorie Wrightson (Secretary), Paul Pynkoski (Chair Advisory Board), Lee Shouldice (Vice Chair BOM), David Burt / John Sutton (Stewardship), John Selles (Treasurer), Richard Heystee (Treasurer designate), Julian Scarfe (Communications / Website Guru), David Penhale (Property), Kate Werneburg and Frances Humphries (Members at large).

It is with regret that we say goodbye to board members John Selles, Andrew Drummond, Julian Scarfe and David Penhale who will be leaving the BOM this year. We thank them for their contribution to the board and wish them well in their future endeavours.

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 Redeemer an even better role model of community.

Its been a great first year to work with our Incumbent! It has been a new beginning we can all be proud 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 of 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.

Our new ramps, elevator and safer front stairs from the Step into the Future renovations have made the church much more accessible. They were in place to welcome our new incumbent, who was using a wheelchair due to an injury when he first started with us. Ease of access for everyone was considered when developing the new church website, and it continues to be improved with suggestions from the community. In January, we held a Community Inclusion and Accessibility Workshop through OCAD's Our Doors are Open project. This project is supporting faith communities in Toronto, and throughout Ontario, to become more accessible for people with disabilities. This workshop will help us continue to become a more welcoming church and support full participation of people of all abilities in our community life.

Carol Scovil, Accessibility Advocate – accessibility@theredeemer.ca

Human Resources Committee



The Human Resources Committee of the Board of Management is composed of Lee Shouldice (Chair), Marg Creal, Mary Pat Moore and Ryan Carlsen.

During the course of the past year, there have been a number of developments on the Human Resources front. The most significant development was the hiring of our new incumbent. In March, 2017, we welcomed the Reverend David Giffen, our new incumbent, to the church. At the same time, we bade farewell to the Reverend David Howells, who had acted as our interim priest-in-charge since January, 2016.

There were other significant hirings during 2017. We hired Kiefer Schlosser-Shields as our Facilities Manager in early May. Also of importance were the hirings of Justin Laflamme, our Drop-In Kitchen Coordinator, and Krista Fry and Krithiga Kanesalingam, our two Drop-In Community Workers.

The Human Resources Committee also focused upon a number of other initiatives during 2017. We prepared draft job descriptions for each of the lay positions at the church. The incumbents in those positions reviewed and commented upon the drafts, and further revisions were made. Final job descriptions have now been prepared, and are in place. In addition, during 2017 the Committee developed a performance appraisal program for lay staff. We anticipate that that program will be rolled out to staff in 2018.

There were a number of changes made to the employment laws of Ontario during 2017. Some of these changes came into effect on January 1, 2018. The Committee continues to review (and revise, where necessary) all employment-related policies of the church, in order to ensure that they comply with the laws of Ontario and Canada.

Lee Shouldice

Stewardship

THANK YOU.

These are the most important words to sum up what stewardship has focused on in 2017. Culminating with the year-end campaign titled the “Thank You Tour”, we have sought to put a spirit of invitation and gratitude into this all-important ministry. We hope that many of you have a renewed appreciation of how many facets there are to this miraculous place on the corner in the heart of Toronto. We certainly have a renewed appreciation of how the relatively modest funds budgeted to our ministries are leveraged many, many times over to produce spectacular results.



Baptism is where it begins. As a community we are asked: “Will you who witness these vows do all in your power to support *these persons* in *their* life in Christ?” What does “all in your power” mean? In stewardship, we translate it into the gifts of time, talent and treasure that sustain our presence at the corner. Challenging us to look at how we offer ourselves is one of the uncomfortable things that we sometimes confront. Are we doing “all in our power?”

2017 has been a remarkable year in so many different ways. The renovations funded through the Step into the Future (SITF) campaign have been completed. The campaign itself is being closed with a remarkable 93% pledge completion ratio. Some of the outstanding amounts will continue to come in but we are closing SITF in the books for accounting purposes after its planned three-year life. Some parishioners who set up their increased donation plans over the three years will continue to make the same donations on an ongoing basis. It is wonderful to realize that it doesn’t seem quite like the stretch that they thought it would be. Thank you.

David Giffen has arrived and settled in. He has fewer “firsts” on his list as we close in on his first-year anniversary. This Vestry meeting will be one of his last items on that list. It has been extremely gratifying to witness our community step up, in terms of time, talent and treasure, to support David in his first year. Thank you.

The Septimus Jones Memorial Society is separately described in this Vestry Report. From the stewardship committee’s perspective, we just want to say to Peter Bennett who nurtures this endeavor – Thank you.

“Sacrificial giving” is the standard that we are asked to consider. It is the embodiment of the “all in our power” promise made at each baptism. It is stretching our thinking and realizing the joy in the tension of questioning what we have to offer versus what we actually proffer. It may not feel comfortable at first but then we realize how it is multiplied within our Redeemer community and when that joy comes we say Thank you.

The stewardship committee is small. David Burt, Sara Lawson and John Sutton would like to expand it beyond their merry threesome. If you would like to share your time and talent to nurture, celebrate and acknowledge the ministries, programs and outreach of this parish community then ask one of us what it is all about. As we invite you in we will say - **thank you**.

Sara Lawson and John Sutton

Septimus Jones Memorial Society

The Rev. 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 help 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 building we worship in was made possible by a planned gift of \$25,000. 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 Memorial 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 is to remain a refuge of hope and refuge, capital improvements are regularly 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 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 Outreach 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 of a recipient. We sponsored refugees 30 years ago and have done so again in the last three years. 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.

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 [online](#). 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.

In 2017, the following people or estates, to our knowledge, are members of the Septimus Jones Society. Please accept our apologies if your name has been omitted. We will do our best to correct these oversights in future reports.

Bryan & Carol Finlay
Pamela Thomson & Gordon Hachborn
Isobel Wettlauffer Estate
John Gartshore Estate
Mervyn Chin

David & Donna Penhale
Mary Bull
Margaret Bremner Estate
David Burt

Roy Hogg & Ann Jervis
Peter & Heather Bennett
Donald Uttley Estate
Susan Graham Walker

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

Respectfully submitted, Peter Bennett

Property

The Property Committee works with our facility manager to maintain and improve our beautiful church, and to enhance its role in the parish's mission. This year we welcomed Kiefer Shields, our new facilities manager, to the Redeemer family. Working together, we achieved a great deal. Improvements were made to the downstairs bathrooms. The parish hall was painted. All incandescent lighting was upgraded to LED. Repairs were made to the foundations. And---the most expensive item---the slate roof was inspected and repaired as necessary. Step into the Future, our most recent building project, came to a successful conclusion in 2017, and the Property Committee assumed responsibility for our redesigned facade, signage and front steps. Looking forward, the committee plans to freshen up more areas of the church and will work with Creation Matters to reduce our energy use and create as little waste as possible. Our historic building is almost 150 years old. Repairs are a fact of life, and the budget has been adjusted to anticipate those costs. It is a privilege to be entrusted with the care of our church. With God's help, we will continue to be faithful stewards.



David Penhale

Space 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 of funding for the church.

In 2017, we were fortunate once again to be the 'lunch and extras holding' venue for a number of productions being shot in the area including 'Suits'. We were also fortunate enough to have TD Toronto Summer Jazz Festival with us for a week in June. We received just over \$58,000 from several groups or organizations including the following:

- Toronto Summer Music Festival
- Skule Orchestra
- The Toronto Children's Chorus
- The Toronto Chamber Choir
- Hannaford Youth Band

Kiefer Shields

Step into the Future Building Project (Part 3)



September 10, 2017 saw the culmination of Part 3 of the Step into the Future Building Project with the dedication of the new exterior entrance stairs and signage. Parts 1 and 2 focused on accessibility renovations to the church interior. Part 3 turned our attention to improving accessibility on the exterior by rebuilding the front stairs and creating an outdoor open space at the corner of Bloor and Avenue Road, Removing the planter and lowering the air handling unit to be level with the Avenue Road sidewalk exposed the existing ramp to become part of our “front door”. The new open space highlighted by an inset octagon of dark granite pavers reflects the shape of the interior chancel. The space

was developed 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 have integrated concealed lights that shine light down onto the steps at night. A planter on the west side of the stairs is used for seasonal planting. On the east side of the stairs a new low wall supports a new electronic message sign replacing the old letter sign. Two, illuminated sign boxes for changeable messages are mounted on the vertical wall facing Bloor Street. “The Church of the Redeemer” is inscribed in silver letters on the vertical granite panels of the vertical wall. The low wall also allows access from the front doors onto the adjacent terrace of the Renaissance Centre.

The former air handling unit in its raised street level vault was replaced with a new more efficient (and smaller) unit in a new vault built below the sidewalk. Lowering the vault 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. In doing so, it was revealed that the exterior wall in the Incumbent’s office was not insulated; the source for the need of an electric heater to counter the cold air that had been seeping into the office for many years. The interior wall was dismantled and properly insulated.

Light now shines through the third floor stained glass windows with the installation of new back-lighting making the formerly darkened stained glass now visible at night; a small part of the project but another way of proclaiming our presence “at the corner”.

The construction budget approved by Vestry was \$875,000 (\$625,000 plus a \$250,000 contingency). The final construction cost was \$723,574. Extras for unforeseen circumstances, changes and additions total \$98,574 or 14.9% of the base construction contract amount of \$663,482.

Every construction project has its challenges. Part 3 was no exception. From construction start delays by the demolition subcontractor to securing an encroachment agreement with the Renaissance Plaza to building and signage approval from Historic Property Services of the City of Toronto the project was delayed for several weeks but by late summer construction was in full swing for the September dedication.

The Project Team thanks everyone for their patience during the extended construction period. I would like to thank the Project Team members, Carol Scovil, David Penhale, Jim Kotsifas, Kiefer Shields, John Selles, Julian Scarfe and Marjorie Wrightson. A special thanks goes to Jim Kotsifas and Kiefer Shields for their being my eyes on site during construction as well as my advisers and confidants on 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 (November 24-25, 2017)

The 157th regular session of Toronto diocesan Synod convened Nov. 24-25, 2017 at the Sheraton Parkway Hotel in Richmond Hill. The theme of the synod was *Growing in Christ* - also the name of the Diocese's Strategic Plan for 2016-19. There were 633 voting and non-voting members in attendance.

Over the course of the two days, delegates received information and discussed/voted on several motions put forward by Diocesan Council, its Board and Committees. These included:

- Approval of several motions brought forward by Diocesan Council including a motion to hold a Coadjutor episcopal election in late Spring/early Summer of 2018. June 9th has been set as a tentative date
- Approval of the Diocesan Budget, 2017-2019
- Debate and vote on a motion to revise the Constitution concerning the election requirements for diocesan or coadjutor bishop. The 75% approval needed for the motion to come into effect immediately was not attained, with the result that the motion will be brought forward for further consideration at the next regular session of synod scheduled for the fall of 2018
- Status update on the Diocese's *Growing in Christ Strategic Plan, 2016-2021*
- Election of 4 clergy and 4 lay delegates to Provincial Synod
- Missional moments that featured creative community outreach projects funded by diocesan grants and PWRDF
- Input on a diocesan process to enable discussion around the proposed changes to the Marriage Canon that would allow for same-sex marriage in the Anglican Church of Canada that will be brought forward for the second time at General Synod 2019. A Bishop's committee mandated to create this process for the sought the advice of Synod through table discussions and an opportunity for delegates to record their ideas and suggestions on paper. These would be then be used by the committee to finalize and implement a respectful process at the diocesan, area, deanery and parish levels.

More detailed information may be found at the following web links:

<http://www.toronto.anglican.ca/2017/11/28/archbishops-charge-to-synod-2/>

<http://www.toronto.anglican.ca/2017/11/24/highlights-from-day-1-of-synod-2/>

<http://www.toronto.anglican.ca/2017/11/25/highlights-from-day-2-of-synod-2/>

Mary Reynolds

REPORTS FROM MINISTRY AREAS

Christian Education

Learning@Redeemer

Learning@Redeemer has continued to offer high quality learning and faith formation opportunities to our parish and beyond throughout 2017. "Telling the Story" is an ongoing series involving Bible study, reflection and music that the committee has sponsored for several years. In the first half of 2017 we continued our series focusing on the narratives in the books of the Torah that are foundational to both the Jewish and Christian faiths. In the fall, we began the new 2017-18 series looking at the Gospel of Jesus in the letters of Paul. This series will continue in early 2018. It has been very ably organized this time by Dr. Abigail Young and Cherith Muir.



As we welcomed our new Incumbent, David Giffen, L@R organized a series of three "Dinners with David" during Lent, in which David led some reflection on what it means to be a community, and then after brief autobiographical reflection, answered questions about himself and his vision for ministry.

We also continued our Summer Reading Groups this year, with three groups meeting over the summer to reflect on Rachel Held Evan's book, *Searching for Sunday*. And there was a special evening dinner and presentation on October 28, featuring Bishop William Cliff, Bishop of the Diocese of

Brandon in Manitoba, sharing his wisdom about "Making Disciples".

Task Groups

In March we set up a Task Group to look at how we might set up a Small Group Ministry in the parish. That group did good work over several months, coming up with a working outline of how we could go about it. As a result, a congregational survey was done in June and July, leading to the establishing of an ongoing Coordinating Group. A pilot small group began meeting in October. We hope to expand the number of groups over the next few months, with the facilitators of each group joining the Coordinating Group for support and resourcing. Jeff Vidt has agreed to be the lead animator for this project.

A second working group was established in the summer to plan an ambitious educational series on Islam, in order to help the parish respond to the outbreak of fear and bigotry directed toward Muslims in our nation. The thinking is that if we know more about our Muslims neighbours, and their ancient faith, we can better support them in the future. That series began in January 2018 and will run monthly until June. As a beginning framework for this series, we sponsored a Three Faiths event in October, involving an Anglican priest, a Jewish rabbi and a Muslim imam, each reflecting, from their own faith perspective, on a common question.

Respectfully submitted, Karen Turner

Catechesis

Catechesis is a cherished tradition at Redeemer. During Lent, catechumens and sponsors walk together on a journey of faith. In 2017, participants met one evening a week to share a meal, worship together and take part in a presentation and discussion. The participants also attended an overnight retreat at the Convent of the Sisters of St. John the Divine, which included a session led by the Rev'd David Giffen, focusing on the parables of Jesus. The catechumens were Doug Blackburn, David Burt, Jim Lee, Sally Ritchie and Craig Spielmacher. Their sponsors were Ruth Dale, Sherri Golisky, Peter Dale, Eva Martin and Susan Graham-Walker. Donna and David Penhale coordinated the program. On Sunday, April 23, Archbishop Colin Johnson presided at the concluding rites for the catechumens, bringing Catechesis 2017 to a joyous conclusion with the reaffirmation of faith.

David Penhale

Church School & Nursery

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.

Under the leadership of our clergy lead Megan Jull, we sang, prayed, learned, threw lots of parties and followed a donkey. Margo Fairburn continues as Church School Coordinator, ably assisted by our Divinity Student, Benjamin Gillard.

Finding volunteers continues to be challenging and we are deeply grateful to our wonderful team of teachers, who make everything possible with their boundless faith, energy and commitment:

Kindergarten, Grade 1 & 2

Lydia Batty, Cassie Graham, Monica Graham and Liesha Earle

Grade 3 & 4 class

Henry Krol, Avery MacLean, Conan Maclean and David Pabke

Grade 5 & 6 class

Amy Buskirk, Susan Graham-Walker, Chris Jull and Rich Waite



We have continued our focus on strengthening ties between “upstairs and downstairs” – linking our church school children more closely to Redeemer's music and liturgy. We have been blessed to have the assistance of Ann Cope and Will Reid bringing our children into a greater understanding of liturgy.

The Church School presented a Christmas and an Easter pageant this past year. We are greatly indebted to Barbara Grant and Jim Jones for their leadership with the Christmas pageant and Sally-Beth and Paul MacLean for leading the Easter pageant.

We have introduced an experimental program for the 5/6 class, which focuses on both the weekly readings and themes important to our church life. This program allows us to call upon the wider community on an ad hoc basis to share their knowledge and experience about issues such as social justice, stewardship, baptism, the Saints, reading the Bible and Biblical history – and a bit more about Redeemer itself. Our brave and enthusiastic volunteers have included Nancy Luno, Sally-Beth and Paul McLean and Abigail Young.

Shirley, Kofi, Mark and Denise help us in so many ways on a weekly basis and always with a smile.

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

Margo Fairburn

Youth Group



2017 was an exciting year for youth ministry at Redeemer. With a new staff hire, and a new ministry apprentice we are trying things that we haven't had the resources to do before. We've launched the highly demanded separate senior and junior youth programming, and we are beginning to form small group meetings in addition to our regular Sunday mornings. We continue to be involved in liturgy in intentional and innovative ways with the energizing leadership of Megan Jull, and spend time learning about how each part of the service works. Once a month the group worships with the rest of the congregation and we have just launched a “roast a sermon” program to get the youth to engage with the talented preaching they have access to at our church.

sermon” program to get the youth to engage with the talented preaching they have access to at our church.

This year we are working on expanding our programming beyond our four walls and have partnered with the youth groups from St. Paul's Bloor St., St. Clements, and Little Trinity to undertake a project focused on learning about what God wants us to do about urban poverty and engage in service work. In October the joint groups spent a day offering food to those we met that were hungry, and in February we will host a homelessness immersion experience for over 40 youth here at Redeemer. Our group continues to meet once a month in the kitchen to cook a meal that is served at our drop-in program and we are spending more time working together with Angie, our drop-in coordinator.

Excitingly, we are also in the third year of our exchange with the community of Mayo, in the Yukon. In June 2017 we welcomed a group of ten teens from the Nacho Nyak Dun First Nation and hosted them here in Toronto with the help of St. Georges on-the-Hill Church in Etobicoke. This exchange has helped us to listen and learn, build national relationships, and observe different models of reconciliation and being Anglican in Canada. In June our group will travel back there for a second time and partner with the local Anglican parish and with the Nacho Nyak



Dun. This has been a challenging and rewarding project and we are very excited to continue to build our relationships with our friends in the Yukon.

Aside from all that we continue to meet on Sunday mornings in the loft for Timbits and discussion. Where the leaders have the great privilege of getting to know our young people and journey alongside them as they grow in Jesus, and in all other aspects of their lives. At least once a week we get an email from a parishioner with an idea on how to get the youth group more involved, so you can tell this is a place that is invested in our young people. Collaborating with other ministries at Redeemer is a great joy for us and we continue to look for more ways to do this. Our program thrives because of your support - thank you for making all of this possible. Lastly, a huge thank you to our Youth Ministry Apprentice Tristan Paylor, and our steadfast volunteer Tom Evers for all their dedication and hard work.

Alexandra McIntosh

Young Adults Ministry

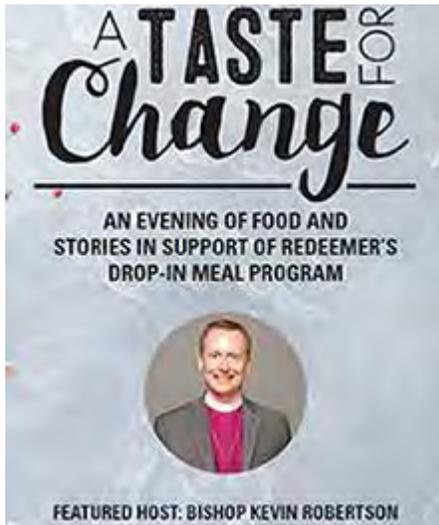
This year, through the new hire of a Pastoral Associate for Youth and Young Adults, Redeemer has begun to intentionally develop new opportunities for outreach and connection with young adults. A new Young Adults Ministry at Church of the Redeemer will serve the students and young members of the work force who live and study in downtown Toronto. Our Young Adults team is building on the momentum we've generated through our newly redesigned website and our increased outreach efforts on social media to engage with recently de-churched students or the curious unchurched who pass by our premises everyday. Clergy, lay staff, and parishioners are striving to purposely build relational ministry with the young adults who are already attracted to our many traditional and alternative worship services by creating opportunities for small group formation and table fellowship. Our growing ministry is a good fit for undergraduate students who are exploring Christianity for the first time, or for students who have recently left their home parishes and are looking for a new place of spiritual belonging. It will also offer a "next step" to members of our youth group who do not leave the city after finishing high school.

Funding for a pilot year of Young Adults Ministry in 2018 will come from a Diocese of Toronto Reach Grant that we applied for and received in November 2017. This is a one-time grant meant to help launch outreach initiatives to connect with people in new and innovative ways. We want to thank everyone at Redeemer for the many ways they've already dedicated their support to involving young adults in our parish, and we look forward to continuing to work together in the upcoming year.

Alexandra McIntosh

Outreach

The Drop-In Meal Program at Church of the Redeemer



2017 was a very exciting year of planning and growth in the drop-in meal program! We conducted our first ever re-visioning project, which guided us through many focus groups that gathered feedback from the community (program participants, volunteers, parishioners, staff, partners, and supporters). This feedback informed us in many ways- it is helping us create a timeline with specific goals in mind, to guide us towards continued progress. Our program gained an updated and concrete mission statement, articulation of program goals, clearer articulation of staffing and volunteer needs and roles, and a plan towards sustained support (both volunteer and financially) for this space that is so important to those experiencing the most extreme poverty in the downtown core. More information on the re-visioning report can be gathered in the church office!

The drop-in continues to be a space of hope, rejuvenation, and community for people experiencing homelessness, social isolation, and barriers related to mental health and addiction. Our services this year included the health clinic and private counselling twice per week, legal help, housing help, and various workshops and resource connections. Our programming this year included weekly Art Studio, Book Club, music groups and lessons, Community Kitchen sessions, many outings in the summer, leadership day trip to the farm, special events and opportunities (i.e. Art Market, honorariums for participant leadership) and countless community celebrations.

The drop-in team consists of Krista Fry, Community Collaborator, Kriti Kanesalingham, Outreach and Advocacy Worker, Justin Laflamme, Kitchen Coordinator, and myself (Angie). Many other staff (David, Kiefer, Shirley, caretakers) play huge supporting roles in the smooth functioning of the program. And of course, we could not do ANY of the work we do without the outstanding volunteer teams (team leads in 2017 were: Donna Penhale, Marilynne Jackson, Deborah Lake, Roberta Menapace, and John Currie)- and the incredible core volunteers (approximately 60 of you) that get us through each



week, both in the kitchen and supporting us behind the scenes. We continue to be a space for students to experience service, community connection, and immersion educational opportunities (we hosted approximately 250 students in 2017 in various capacities). We are continually grateful for community financial support (with special thanks to Brumara and Takla Foundations, ABC Residents Association and their invested members, Rotary, and incredibly dedicated parishioners who continue to give financially to this important space).

The long story short is... it takes an incredibly talented and dedicated village to make this program tick. We are continually grateful for the opportunity to do this work together, and we do not take this responsibility lightly. The coming year will involve strengthening our program and following some of our exciting recommendations towards stability and growth from the re-visioning report. We can't wait to see what's next!

Angie Hocking

Director of Outreach Services/Pastoral Associate of Outreach and Community Engagement

Health Care Clinic

The focus of the Health Care Clinic is directed towards participants of the Outreach Program. We see and treat approximately 40-60 persons each week. Clinical services include:

- Teaching about personal and medical concerns
- Support of harm reduction efforts and/or cessation of addictions
- Case needs addressed are:
 - o Minor wound care
 - o Mental health issues
 - o Infection, footcare and screening of developing pathology

Several people, both in the parish and the community, are assisting people with services and donations. On-site volunteers are Ann Moore and Geraldine Sharpe. They offer meaningful conversation and input in the caring aspect of the clinic.

We are grateful to all for contributions of clothing and other personal items to be passed on to the participants – thus continuing the expression of human caring and God’s love.

Marj Richings R.N.

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. Early in 2017, our new electronic signage was unveiled and posting of quotations and information regarding our church services was resumed. We are grateful to Jack Howard for putting together the sayings for the sign, to Charles Klassen scheduling them for posting and to Ann Cope for designing and scheduling our new lightboxes. And of course, for Kiefer Shields who makes sure they are posted in a timely manner!

Kiefer Shields

Communications

2017 was an exciting year for the communications team at Redeemer, as we welcomed David Giffen as our new incumbent. Prior to his arrival, David had been a leader of the Diocesan Parish Website Project – an initiative to help parishes expand and update their online presence – so it was no surprise that David came with ambitions for an expanded communications program at Redeemer. We quickly applied for an Our Hope, Our Faith grant to help with digital expansion, and turned our focus to our social media presence and our website, which was ready for a revamp.



We formed a Web Committee to guide the site's redesign, and are grateful for the dedication of the members, including Chris Ambidge, Ben Cantin-Crantz, Ryan Carlsen, Ann Cope, Julian Scarfe and Marjorie Wrightson. The committee worked closely with a professional web designer who had designed and produced several other parish sites; he also designed our

new logo. Over a few months, we settled on our goals and strategy, refined our content, and developed workflows for the ongoing management of the site. In addition, we hired a videographer to help us produce some feature

videos which helped anchor our site as a kind of "digital front door" for our church. The site launched at the end of the summer.

In addition, we refocused our efforts to grow our social media presence, with thanks in large part to David Giffen and Ann Cope. We have begun allocating a modest budget to promoting select posts on social media, allowing our message — and invitation — to extend beyond our followers and to a wider audience. Our video-based invitation to Christmas Eve reached over 11,000 Torontonians.

We will continue our efforts in 2018, reviewing and honing some of the tools we use and the ways we communicate both within the church and out into the world. Our plans for this year include renewal and redesign of our email newsletter(s).

Julian Scarfe

Newsletter

There is much to celebrate this year within the Gathering team. We were delighted to welcome our newest team member, our incumbent David Giffen. With David we have someone who is seeing our newsletter with fresh eyes and new insights. This is an incredible gift to the team because it affirms our desire to take the publication in exciting new directions. You will have seen the fruits of that work in the past couple of issues and that will continue into 2018 as we continue our work.

As a team, we are grateful to the many in our community who take time from their busy schedules to prepare an article, a reflection, a report. Your words help to share the good news of our journey together with Jesus as a community of faith. We are blessed by your gifts.

At a personal level, I know I don't say thank you often enough to Thomas Evers and Renee Schouten who bring so much to the Gathering team. Thank you for all you do!

Ann Cope



Getting Connected

The spirit of Getting Connected at the Redeemer was reinvigorated in 2017, beginning with brainstorming sessions led by the inspiring Susan Graham Walker. Under her wise facilitation, groups from all services shared their beliefs about our best welcoming experiences. Renewed energy pervaded at the first meeting of the new Getting Connected committee (12-15 enthusiastic people) as we came up with a plan to turn our welcoming vision into reality.

To better welcome each other, new nametags were introduced that could be personalized and serve as a conversation-starter. The nametags have been positively regarded and creatively used.

A newcomer luncheon was held in September and a newcomer dinner was held in October.

A rota was established for standing on the steps with the clergy following the 9:30 and 11:15 services.

Going forward, we will take our gracious, inclusive, compassionate and hospitable welcoming spirit and refresh the welcoming materials that are sent to new parishioners, continue with newcomer events, revamp the Anglican 101 series, and broaden our reach to encourage newcomers or current parishioners to engage more deeply in the Redeemer community.

If you would like to join the welcoming spirit at the Redeemer, you will receive a very warm welcome!



Sharon Kirby

Indigenous Solidarity Working Group

Over the last year ISWG has been focused on providing educational opportunities and relationship building opportunities to connect with First Nation communities. 2017 had moments of hope, though there is much more work to be done. That work is reflected in the opening paragraph of the TRC (Truth and Reconciliation Commission) report on addressing the systematic discrimination facing Indigenous people in Canada.

For over a century, the central goals of Canada's Aboriginal policy were to eliminate Aboriginal governments; ignore Aboriginal rights; terminate the Treaties; and, through a process of assimilation, cause Aboriginal peoples to cease to exist as distinct legal, social, cultural, religious, and racial entities in Canada. ie establishment and operation of residential schools were a central element of this policy, which can best be "described as "cultural genocide."



The question is what can I do as an individual to make positive changes? That is where the ISWG education opportunities offered an in-depth understanding of Indigenous culture and rights.

Education started with Dr. Cynthia Wesley-Esquimaux in the spring about the promise of reconciliation that is being offered by the Canadian Government and the up-swell of interest by all Canadians across this country. In the fall Dr. Cheryl Suzack organized a series of documentaries shown at the UofT Media Centre about Indigenous issues, made by Indigenous producers.

Our thanks to Rod Brant-Francis for preaching on Aboriginal Sunday. He is priest in charge at the Royal Chapel on Tyendinaga, where we hope to spend Discovery Weekend in May. Pastor David has arranged for Bishop Riscylla Walsh-Shaw to preach this coming Aboriginal Sunday, June 17.

In the fall there were two Travel for Learning events that focused on building relationships with Indigenous communities. The first was a week-long retreat in September to Manitoulin Island and the seven First Nation Communities, which was open to all churches in the GTA. The retreat was a success according to participants as they were led by Elders who shared their culture and way of thinking on the issues facing us as Canadians. There is a lot we can learn from Indigenous culture as we deal with polarization of ideas, and our connection with our environment and community. The second event was to participate in "First Light" at Sainte Marie among the Hurons, which had Christian Island First Nation community come to participate with music and cultural practices used at the equinox. Part of the festival was to celebrate Christmas. Ideally this is what reconciliation will look like in all avenues of our life with many cultures being celebrated in harmony.

ISWG offered a discussion group on the book *Quest for Respect*. This group formed a bond and will continue as a "Small Group". ISWG continues to publish its Weekly Indigenous News Digest (WIND) to about 400 people across Canada, to offer resources lists on the Redeemer website, and to meet with other churches to support our Indigenous neighbours. We would like to thank member Dave Gordon for his support of our Youth Group's hosting of the youth from Mayo, Yukon organized by and supervised by Megan Jull. Our leader Mark Plummer has moved to Meaford and is relinquishing his role on Advisory Board. His enthusiasm and ability to engage with others will be missed.

Respectfully, Pamela Thomson and Mark Plummer

Creation Matters @ Redeemer

Creation Matters is the Redeemer's Eco spirituality group. We meet monthly to centre ourselves in 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.

In 2017, we:

- Asked for a report from the Property Committee on the implementation status of the 2015 Energy Review
- Co-sponsored, with Learning@Redeemer, a Prayers of the People workshop to incorporate petitions related to concern for creation
- Decided which recommendations to pursue arising from the debrief of the small groups who read *Laudato Si* in summer 2016
- Provided reflections in the bulletin, as well as the Collects, readings, Prayers of the People and Closing Prayers for the Joni Mitchell Rock Eucharist and Thanksgiving services.
- Proposed to the Rev. David Giffen that the Redeemer celebrate a Season of Creation in 2018. This proposal was enthusiastically received, and planning began in collaboration with Learning@Redeemer and ISWG.
- Hosted a showing of "The Peel Project", the feature film from this year's WaterDocs Film Festival which introduced both the beauty and the threats to the environmental integrity of the Yukon's Peel Watershed. The showing was attended by members of Redeemer's youth group, ISWG and CM@R.

We are committed to growing our reverence for creation: reverence for our current world, for the story of the universe, and for the ongoing creation of which we are part. Our work includes:

- bringing more attention to creation into the liturgies of the church
- sponsoring events to raise awareness of climate change and actions to counter it
- increasing the energy efficiency and reducing the emissions of our church building
- advocating for political action to care for the Earth

Respectfully submitted, Grant Jahnke

Refugee Settlement Ministry



With the generous support of the parish, the Committee continued the sponsorship work of supporting the Karen family of Lah Wah and Ta Kai Hae and their 4 youngest children, now ages 8-16 yrs. They arrived in November 2016 from a refugee camp, situated on the Thai Myanmar border

Coming from a rural environment, with very little education and no English, to big city life with all its resources but demanding complexities, has presented huge challenges. In spite of, and with all the supports offered - financial, educational, health care, furnishings, social, recreational, translation - there has been a lot to learn, for them and for

us. They have faced this with stamina, enthusiasm and good humour, adapting and becoming more independent. They all continue in ESL classes and are improving their English. Ta Kai Hae volunteers in the Redeemer Drop-In Meal Program and hopes to find work in the future.

Our formal sponsorship of the family, ended in November 2017. We are now in a period of transition, passing many responsibilities to them to work out on their own or with their Settlement worker at Access Alliance. With the realization that acquisition of English is the key to their successful integration, Committee volunteers have 'committed' to ongoing tutoring support 4 days a week, until the end of June 2018.

The family are most grateful for the great gifts of time, talents and finances that have come from all members of the Committee and the Parish. It has been a true blessing to them as it has been for all of us. Thanks to everyone for your ongoing support of this ministry.

Anne Christy and Mary Horan, Co-Chairs

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, all members of the parish provide pastoral care when they offer compassionate listening, hospitality, and other support to those in our community. The team consists of clergy and lay members who provide programs and a personal presence for those who may require extra community support.



- Redeemer Gifts—these gifts are a symbol of Redeemer's concern for those in our community who have experienced a challenging year. Although the Pastoral Care Team coordinates this effort, it is a communitywide project. Children create cards; the youth bake cookies; the Pastoral Care team provides small poinsettias and package all this into gift bags which are then delivered by various volunteers. This year, 36 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.
- 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.
- Home communion and pastoral visits – Members of the team conduct visits, carry home communion, and make pastoral referrals to clergy. This links parishioners to their church community when illness and other circumstances makes church attendance challenging.
- Pantry – From time to time, members of the team cook and coordinate the delivery of food. This is typically at the request of clergy. Food is directed to those living alone, recovering from a hospital stay, recovering from the birth of a child, or other challenging circumstances. A new initiative in 2017 was to begin freezing soups and other simple leftovers from the drop in and making those available to parishioners in need.

The Rev'd Megan Jull

Worship & Spirituality

Chancel Guild

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

This year Susan and Garth Goddard decided, after many years of faithful service to the altar guild, to hang up their iron and polishing cloths and retire from the guild. We will miss their cheerful dedication to making our worship experience meaningful and bright.

Thank you to all the staff and volunteers who have helped this past year.

This was Gary Zanner's last year planning and contributing the decorations for Christmas. We are immensely grateful for his generosity over the years. This year he was aided by Tania Natale, who will take charge of decorating next year. Thank you Tania!

Anne Evers, Coordinator



Music



2017 saw the music program at Redeemer 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), Bach Vespers (an Anglican/Lutheran liturgy including a baroque cantata.), and special service (like the All Souls Requiem, or the Advent Carol Service, or the Easter Vespers)

We are grateful to the music leaders; Daniel 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, our Musician in Residence, for her leadership at the 9:30 services, and her work developing the Bach Vespers

orchestra. The 11:15 choir was also led in part by two graduate student conductors from the University of Toronto who partially fulfilled 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 were Mike Daley, Jill Daley, Francis Martin, and Will Reid. The singers were: Michelle de Braux, Kathryn Mills, Peter Bennett, Nigel Fung, Andrew Scorer, Joan Robinson, Carolyn Mackie, Stephen Allen, Catharin Carew, Marjan Lahuis, Michael Robert-Broder, John Cowling, Laura Roth, Phil Classen, Debra Classen. At 11:15 the conductors were Daniel Norman, Will Reid, Sarah Leung, and Ezra Burke. The singers were: Bases; Paul Oros, Chase McMurren, Stewart Cruikshank, Mike Broder, Robert Brown, and Ezra Burke. Tenors; John Castillo, Will Reid, Brendan Roth, Chris Mayell, and Mark Rainey. Altos; Marjan LaHuis, Allison Colvin, John

Cowling, Catharin Carew, and Connie Easto. Sopranos; Tamara Mitchell, Anne Evers, Nico Cassidy, Kate Werneburg, Anna Ierullo, Jane Irwin, Laura Roth, Maureen Clark, Mariea Extavour, Betty Lin, Sara Schabas, and Sarah Leung. At 7, the evening schola was typically comprised of Tamara Mitchell, John Cowling, and Will Reid.

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

9:30 Worship Teams

The Worship Teams for the 9:30 service provide hospitality and welcome. This begins with the welcome at the door through the readings, the Prayers of the People and the coffee following the service.

There is a team for each week of the month with a Team Lead: Bert Hall and Jack Howard; Andrew Duffy; Scott Werry and Sara Lawson (assisted by Mary Reynolds). Until earlier this year the third week of the month was staffed by the youth group with a few adults in back up. With new ideas for integrating children and youth into the life of the community, we have established a new Team for the third week. Scott Werry has returned to a role he held earlier in his career at Redeemer.

Being part of a Worship Team is often a way to take a step into the life of the congregation beyond attendance at services. Most of the roles are intuitive and simple with the advantage of getting acquainted with more people. We aim to make this as easy a first step as possible.

There is always room for more people to join a team. Each team has between 8 and 15 people with individuals taking roles that they are comfortable with. We have at least 10 new people on teams this year while some have stepped back to take on other roles in the parish or to take a sabbatical. Recruitment is done by personal invitation along with making it known in communications that new folks are always welcome.

The Worship Team Leaders meet three or so times a year to work with the worship leaders to plan ways of supporting the plans for services.

Susan Graham Walker and Andrew Duffy

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

The Redeemer Lectors Guild continues to provide leadership in worship at the 8 AM and 11:15 AM Sunday morning liturgies, as well as Evensong, Taize, and Bach Vespers at 7 PM on Sunday evenings. Lectors also provide oral interpretation of the scripture lessons for all major feasts and fasts observed throughout the year: Advent Lessons and Carols, Christmas, Ash Wednesday, Holy Week, and Easter Vigil.

As always, the ongoing list of readers changes somewhat, but we do maintain a strong core of dedicated members, who offer their time and talent to ensure that liturgies are meaningful and smoothly run.

Our greatest need for the Lectors Guild continues to be felt most keenly 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. We have had a few folks who have taken their leave from the Lectors Guild this year, and so we are always happy to have new voices at 11:15 and other services through the year!

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 10 or a dozen. Currently, there is a core group of six regular participants and another six 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.

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 a very young incense boat-bearer to members of the guild who have been serving for years, there is a dedication in our merry group of altar servers that is inspiring. Arriving early for rehearsals, leading processions and assisting at table, the members help to bring to life the work of the people – our liturgies.

This year we have welcomed in new members. We also sent a few of our number on to new and exciting things with our blessing and prayers. Sunday morning and evening, feast days and festivals, quiet times and boisterous celebrations, I give thanks each week for the wonderful people who make up the servers' guild. They are a blessing to me and to our community.

In 2018, we look forward to welcoming new members into the guild as we continue to lift high the cross, light the way with torches, see our prayers rise like incense, share in the breaking of bread and pouring of wine.

Ann Cope

11:15 Greeters

The 11:15 greeters are one part of a myriad of people who give of their time and gifts to make our worship services happen. We welcome, we receive the offering and we usher during the Eucharist. Many questions are answered, and books are put away for next time.

Sunday by Sunday and for many extra seasonal services, four teams of people provide this ministry.

Team 1: Kathryn Mills, Ayalah Hutchins, Elliot Joseph, Mark Plummer, Peter Tovell

Team 2: Mike Dawson, Catherine Emerson, Kim Mouldsdale, Sonny Yeung, Abigail Young

Team 3: Janet Elliott, Tony Crosbie, Janet Feng , Anna Pan, Pamela Thomson

Team 4: Paul Rodger, Doreen Barton, Duncan Garrow ,Tim Nip, Tommy Pan

Roland Shainidze

Thanks to each of you who have contributed so faithfully over the past year and thanks to those who from time to time help out when we require extra hands.

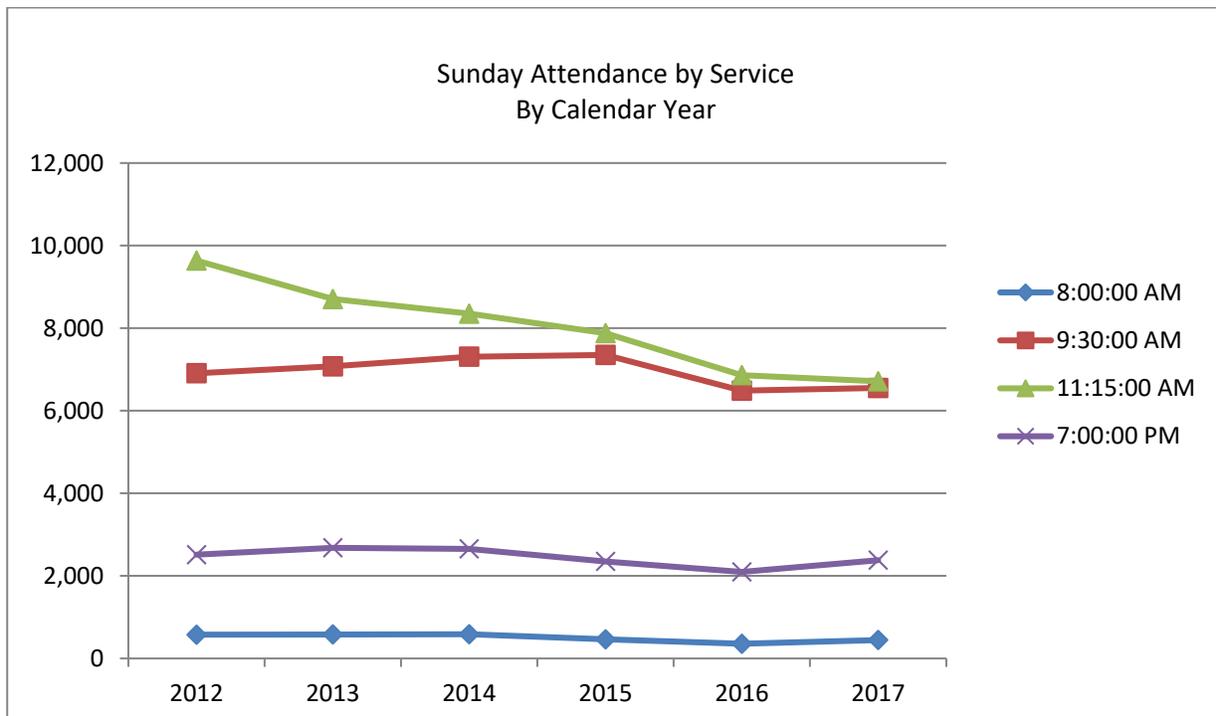
New team members are always welcome.

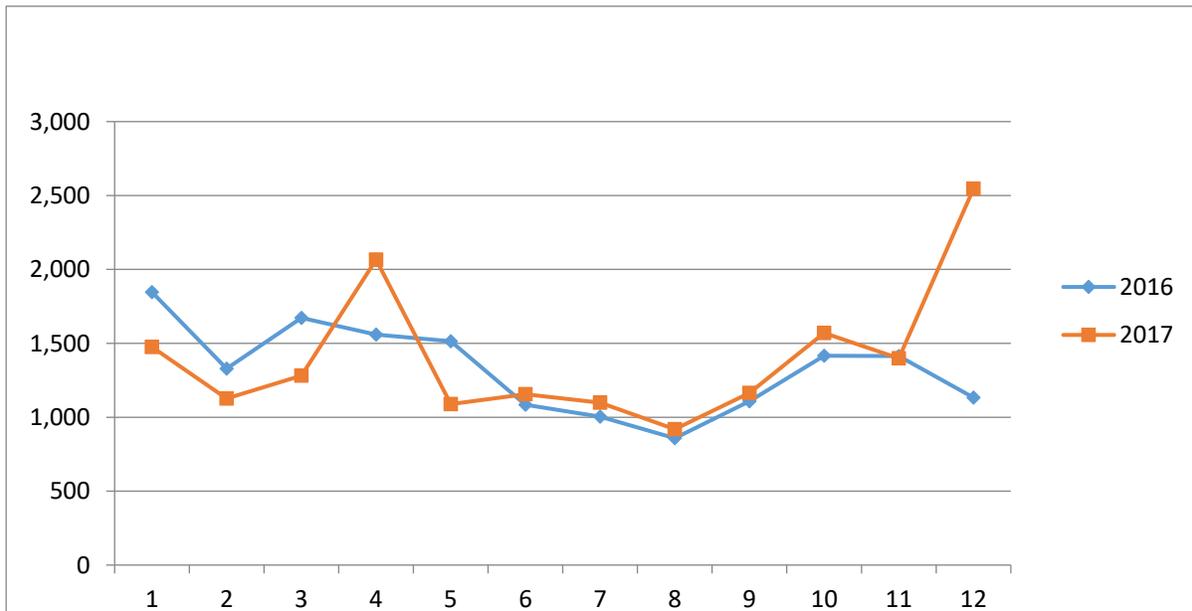
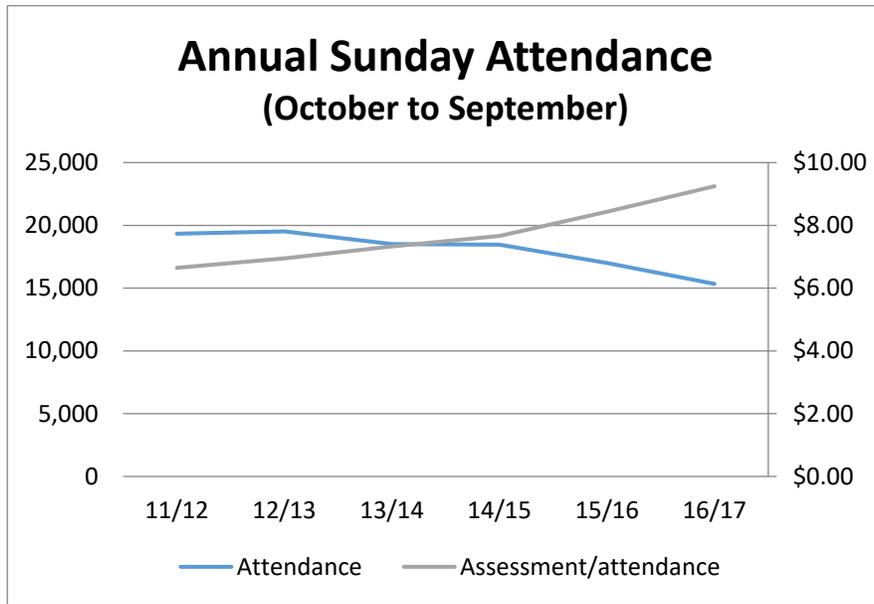
Respectively submitted

Janet Elliott

Parish Statistics

	<u>2017</u>	<u>2016</u>
Total Number on Parish Rolls	1,034	1,025
Total Eligible to Vote at Vestry	675	680
Average Attendance at Sunday Services		
8 a.m.	8	7
9.30 a.m.	124	125
11.15 a.m.	127	132
7 p.m.	45	40
Average Total Sunday Attendance <i>including the Easter Vigil</i>		
	305	304
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>		
	360	390
Administration of the Reserved Sacrament		
	26	36
Total Nursing Home Services	22	23





Baptisms

Total 2 Adults 1 Children 1

Cengizhan (David) Çevirme
Logan Mitchell Homuth Whitmore

Received into the Anglican Communion

Total 1

Craig Spielmacher

Confirmation

Total 1

Sherrri Golisky

Reaffirmation of Baptismal Vows

Total 5

Doug Blackburn

David Burt

Jim Lee

Sally Ritchie

Craig Spielmacher

Marriages

Total 8

Shatha Eid Qaqish & Robert James Clavering

Ronald Crawford Waldie & Donald Henri Pelletier

Lauren May Wilkinson & Shavar Anthony Fernandes

Diane Laila Hachem & Lawrence Shing Yan Chung

Natalie Adrienne Selles & John Patrick Cunningham

Amber Jo Aulen & Luke James McRae

Lori Michelle Buckley & Walter John Sutton

Anna Susannah Jane Hilderman & Gerard Joseph Kennedy

Burials

Total 10

William (Bill) John Kellett

Donald Scott Affleck

Gretel Mae McCalla

Michael Shun Wai Lee

Robert Clark

Margaret Ursula Harling

Donald Thomas Uttley

Margaret Joan Bremner

Isobel Agnes Wettlaufer

Edward Gordon Hachborn

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

I can't start a financial report without a thank-you to each and every donor whose contributions lie behind the majority of the revenue that CoR received to fund our ministry here at Avenue Road and Bloor. Year after year I've been humbled and amazed at the generosity. You are putting your money where your faith is and doing good things.

Overall, I'm happy with the 2017 results. Revenue was stronger than in past years, and expenses largely came in as expected. We received some grant funding from the Diocese for a number of initiatives that weren't included in the 2017 budget. Both the revenue and expense exceeded budget as a result, but the bottom line was not affected.

Grant funding is in fact a significant help for us, allowing us to retain four interns through the City of Toronto Investing In Neighbourhoods program, the Youth Pastoral Associate and Apprentices plus REACH funding for the Young Adult initiative through the Diocese, the Digital Media project through the Diocese, and travel funding for the Youth Mission trip through the Experience Canada program of the Federal Government. In addition, in 2016 we received \$70,000 from the City of Toronto for Heritage Restoration, which went to offset expenses in the capital repair project.

There were some specific gifts that made a difference in 2017, including a \$30,000 multi-year gift to support the music program, and \$60,000 to cover maintenance issues like the roof repair and updating the washrooms and nursery. We received \$60,000 toward the last of the capital campaign, and \$17,000 toward refugee settlement. All of these gifts helped us to deliver on our commitments to fund programs and maintain this building for ongoing use. Thank You!

John Selles, Treasurer

SUMMARY OF FUNDS

The table below summarizes the last 6 years of activity. The Capital Fund finishes with a roughly \$20,000 deficit and will be consolidated with the Maintenance Fund in 2018. The refugee fund has a \$48,391 balance.

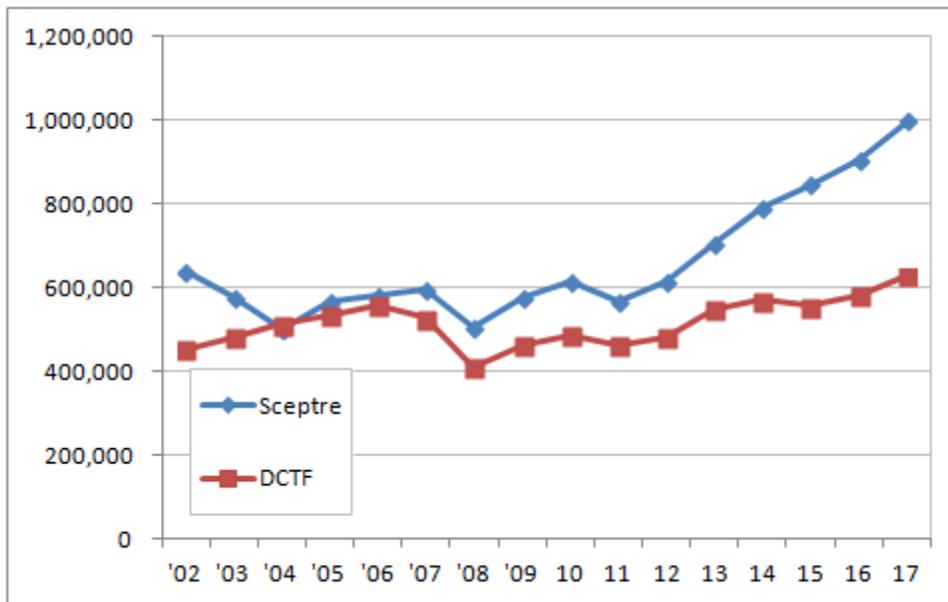
Fund		2012	2013	2014	2015	2016	2017	Grand Total
Operating accounts	Income	963,994	1,007,368	1,034,847	1,002,398	957,968	1,096,560	6,063,134
	Expense	949,112	999,603	1,062,392	1,006,745	1,025,550	1,118,890	6,162,292
Operating Income		14,882	7,765	(27,545)	(4,347)	(67,582)	(22,330)	(99,158)
Non-Operating	Investment Income	67,944	154,707	112,713	39,636	86,887	138,670	600,558
	Bequests	0	0	0	0	0	153,396	153,396
Non-Operating Total		67,944	154,707	112,713	39,636	86,887	292,066	753,954
General Fund Total		82,826	162,472	85,168	35,289	19,305	269,736	654,796
Maint Fund	Maint Fund Contribution	0	15,000	85,000	15,000	0	63,159	178,159
	Maint Fund Expense			12,740	73,853		59,489	146,082
Maint Fund Total		0	15,000	72,260	(58,853)	0	3,670	32,077
Refugee Fund	Refugee Settlement				15,255	73,559	17,390	106,204
	Refugee Settlement Expense					21,002	36,810	57,812
Refugee Fund Total		0	0	0	15,255	52,557	(19,420)	48,391
Capital Fund	Donations/Revenue	44,146	242,803	641,008	529,335	443,138	59,624	1,960,054
	City of Toronto Heritage Grant	0	0	0	0	70,000	0	70,000
	Capital Expenses	18,952	62,983	205,865	706,980	741,260	310,880	2,046,920
Capital Fund Total		25,194	179,820	435,143	(177,645)	(228,122)	(251,256)	(16,866)
Grand Total		108,020	357,292	592,571	(185,954)	(156,261)	2,730	718,399

*Note that \$131,065 from the Bequest line has been transferred to the Capital Account as a future reserve. The audited fund balances reflect this, while the table above does not.

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 2017. The fund value increased from \$905,324 (Dec 31, 2016) to \$998,794 (Dec 31, 2017). 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 \$583,624 (Dec 31, 2016) to \$628,824 (Dec 31, 2017). We included the \$24,175 in payouts from the fund in our operating statement (\$23,072 in 2016).
- 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). Now that the Step into the Future campaign is complete, we will be consolidating the Capital Fund and the Maintenance Fund into a single fund.



CAPITAL BUDGET REPORT

As noted above, the capital work has been completed and we are closing the books with a small deficit on the project. Any ongoing donations will continue to go to the capital/maintenance fund to help us retire this deficit.

The delta between the \$19,831 deficit in this table and the \$16,866 in the fund summary has to do with some capital account bank charges that are not broken out in the fund summary.

Capital Expense	Orig Budget	Final	Variance
Donations	1,790,000	1,954,176	164,176
Fundraising Consultant	160,000	81,189	(78,811)
Campaign Expenses	-	29,925	29,925
Our Faith, Our Hope	300,000	300,000	-
Legal	-	768	768
Architect	110,000	244,668	134,668
Survey	-	6,756	6,756
Permits and Fees	-	5,965	5,965
Non-Construction Expenses	570,000	669,271	99,271
Part 1 Make chancel accessible	100,000	-	(100,000)
Part 2 Repair, restore south face	300,000	522,894	222,894
Repair & Secure bell tower	150,000	38,595	(111,405)
CO#1-11 incl net HST	-	61,316	61,316
City of Toronto Grant	-	(70,000)	(70,000)
Part 3 New stairs and plaza	520,000	751,931	231,931
5% contingency	150,000	-	(150,000)
Construction Expenses	1,220,000	1,304,736	84,736
Total Capital Expense	1,790,000	1,974,007	184,007
	-	(19,831)	(19,831)

CHURCH OF THE REDEEMER
Statement of Financial Position as at December 31, 2017

	General Fund 2017 \$	Capital Accumulation Fund 2017 \$	Maintenance Reserve Fund 2017 \$	Refugee Settlement Committee Fund 2017 \$	Total 2017 \$	Total 2016 \$
ASSETS						
CURRENT						
Cash	257,354	(45,450)	32,077	48,392	292,373	513,356
Accounts receivable	36,853	-	-	-	36,853	59,509
Prepaid expenses	18,431	-	-	-	18,431	14,097
HST recoverable	24,272	-	-	-	24,272	55,665
Due from general fund (Note 5)	-	131,065	-	-	131,065	-
	336,910	85,615	32,077	48,392	502,994	642,627
INVESTMENTS (Note 2)						
Rectory fund	628,824	-	-	-	628,824	583,624
Church controlled investment fund	998,794	-	-	-	998,794	905,324
	1,627,618	-	-	-	1,627,618	1,488,948
Church property (Note 1)	1	-	-	-	1	1
	1,964,529	85,615	32,077	48,392	2,130,613	2,131,576
LIABILITIES						
CURRENT						
Accounts payable	62,942	87,307	-	-	150,249	321,540
Government remittances payable	7,081	-	-	-	7,081	6,862
Current assessment (Note 3)	133,787	-	-	-	133,787	154,479
Deferred revenue	41,264	-	-	-	41,264	4,950
Due to capital accumulation fund (Note 5)	131,065	-	-	-	131,065	-
	376,139	87,307	-	-	463,446	487,831
Deferred assessment (Note 3)	354,030	-	-	-	354,030	333,338
	730,169	87,307	-	-	817,476	821,169
NET ASSETS						
Total net assets	1,234,360	(1,692)	32,077	48,392	1,313,137	1,310,407
	1,964,529	85,615	32,077	48,392	2,130,613	2,131,576

CHURCH OF THE REDEEMER
Statement of Operations – General Fund
for the year ended December 31, 2017

	2017 Actual \$	2017 Budget \$ (Note 6)	2016 Actual \$
REVENUES (Schedule)			
Donations and space rental	1,218,981	1,010,200	928,095
Investment income	162,845	23,000	109,959
Subsidies	6,800	6,800	6,800
	1,388,626	1,040,000	1,044,854
EXPENSES (Schedule)			
Personnel	608,515	625,616	611,990
Diocesan assessment (Note 3)	153,758	141,812	131,412
Property	113,271	120,000	114,288
General office	101,945	71,500	32,220
Church program	62,620	68,940	44,910
Drop-in program	47,159	28,650	28,306
FaithWorks (Note 6)	31,622	32,937	30,544
	1,118,890	1,089,455	993,670
Excess (deficiency) of revenues over expenses from operations	269,736	(49,455)	51,184

CHURCH OF THE REDEEMER

Statement of Operations – Restricted Fund – Capital Accumulation Fund for the year ended December 31, 2017

	2017	2016
	\$	\$
REVENUES		
Step into the future donations	59,592	371,350
Interest income	32	1,788
Toronto heritage grant	-	70,000
	59,624	443,138
EXPENSES		
Step into the future	260,686	690,792
Our faith our hope campaign	50,000	50,000
Bank and investment fees	194	468
	310,880	741,260
(Deficiency) of revenues over expenses for the year	(251,256)	(298,122)

CHURCH OF THE REDEEMER

Statement of Operations – Restricted Fund – Maintenance Reserve Fund for the year ended December 31, 2017

	2017	2016
	\$	\$
REVENUES		
Donations	38,150	-
EXPENSES		
Repairs and improvements	34,480	-
Excess of revenues over expenses for the year	3,670	-

Statement of Operations – Restricted Fund – Refugee Settlement Committee Fund for the year ended December 31, 2017

	2017	2016
	\$	\$
REVENUES		
Donations	17,390	73,559
EXPENSES		
Settlement support	36,810	21,002
Excess (deficiency) of revenues over expenses for the year	(19,420)	52,557

2018 OPERATING BUDGET

	2016	2017B	2017	2018B	Notes
INCOME					
Undesignated Donations					
General Envelopes	702,504	775,000	744,165	800,000	
Open Collection	21,795	25,000	23,398	25,000	
Legacy Gifts	-	-	-	30,000	1
Grants	-	-	14,000	-	
Undesignated Donations Total	724,298	800,000	781,563	855,000	
Designated Donations					
AIWG	-	-	578	-	
Catechesis	1,350	1,000	1,325	1,000	
Chancel Flowers	3,064	2,500	3,300	2,500	
Christian Ed	25	-	370	-	
Faithworks	24,997	38,750	28,604	40,000	
Ordination Gift	-	-	-	-	
Pastoral Discretionary Fund	-	-	-	-	
Special Purpose	0	0	0	0	
General	3,838	680	3,750	600	
John Campbell Composition	162	-	-	-	
Diocesan Ass't Curacy Subsidy	-	-	-	30,000	2
George Black Fellowship	15,070	15,200	15,138	15,000	
Health Clinic	60	-	15	-	
Mardi Gras	452	400	967	400	
Music	30	-	30,650	30,000	3
Pastoral Care	400	-	-	-	
REACH Grant	-	-	-	5,000	4
Redeemer Rainbow	600	600	300	-	
Residential Schools	120	120	120	-	
Youth Ministry Trip	4,833	3,000	8,697	3,000	5
Special Purpose Total	25,564	20,000	59,638	72,800	
White Gifts	145	500	-	500	
Drop-In Program	98,048	100,000	103,870	115,000	
OFOH Grant	-	-	20,807	13,843	6
Insurance Policies	-	-	6,153	-	7
Designated Donations Total	153,194	162,750	224,644	245,643	
Investment Income	23,072	23,000	24,175	23,000	
Meal Revenue	1,386	2,000	892	2,000	
Space Rentals	42,968	40,000	53,342	60,000	
Wedding Donations	6,250	5,450	5,144	5,450	
York Rectory Subsidy	6,800	6,800	6,800	6,800	
Income Total	957,968	1,040,000	1,096,560	1,197,893	

	2016	2017B	2017	2018B	
EXPENSE					
Personnel					
Clergy	185,529	210,706	215,404	251,026	8
Music Program	166,205	170,818	174,791	182,140	
Lay Staff	260,257	244,092	230,546	266,726	
Personnel Total	611,990	625,616	620,742	699,891	
Property					
Contracts & Service Agr	12,579	14,257	19,524	20,000	
Insurance	21,399	24,500	20,111	21,000	
Maint & Supplies	15,501	15,000	18,521	17,000	
Parking	3,243	3,243	1,996	900	
Repairs	5,108	10,000	2,000	20,000	
Utilities	56,458	53,000	51,119	51,100	
Property Total	114,288	120,000	113,270	130,000	
Church Programs					
Accessibility	297	200		200	
Adult Chirstian Ed	2,183	2,775	710	4,350	
Advertising	961	5,550	776	5,000	9
Advisory Board	376	2,200	678	500	
Music	1,210	2,200	5,147	2,000	
Catechesis	3,045	1,250	1,619	1,500	
Church School	1,727	3,750	2,094	5,900	
Getting Connected	135	200	211	1,600	
Hospitality	5,701	11,325	13,202	10,000	
Indigenous Solidarity WG	3,871	4,340	4,994	4,360	
Nursery	420	500	600	500	
Outreach	7,660	4,000	5,533	4,500	
Outreach Total	7,660	4,000	5,533	4,500	
Parish Selection Committee	1,021	500	78		
Pastoral Care	1,595	2,150	1,061	2,000	
Redeemer Rainbow	500	600	600	600	
Stewardship Committee	3,491	3,200	3,179	4,000	
Synod		500	936	1,000	
Workshp & Spirituality	11,290	14,500	12,238	16,000	
Youth Group	1,523	6,200	2,240	3,840	
Youth Group Trip	2,096	3,000	5,849	3,000	10
Wine Before Breakfast			2,500	3,000	
Bishop's Company Dinnner			2,450	1,500	
Young Adults				5,000	11
Church Programs Total	44,910	68,940	66,695	80,350	
Drop-In Program					
Coffee	54	3,000		2,000	
Community Education	21				
Dishwasher	12				
Lay Staff	120				
Food	16,512	11,000	16,712	12,000	

	2016	2017B	2017	2018B	
General	275		929	1,000	
Kitchen Supplies	1,502	1,500	589	6,000	
Nurses' Supplies	1,215	2,000	852	3,000	
Nursing Services	1,190		875		
Petty Cash	540	500	698	700	
Relief Staff	240	2,500	1,530	6,000	
Supplies	6,112	6,000	5,693	1,500	
Volunteer Train/Appreciation	513	2,150	1,909	4,000	
Outside Services/Cons			5,145		12
Drop-In Program Total	28,306	28,650	34,932	36,200	
General					
Cell Phone	2,129	3,000	2,694	4,000	
Clergy Expenses	417	8,500	5,130	5,000	
Computer	1,829	3,500	2,458	3,500	
Digital Services			24,622	28,843	13
Induction			5,172		14
Investment Mgmt Fees	6,222	5,000	6,674	6,800	
Legal & Accounting	7,821	8,500	11,098	10,000	
Misc	1,380	2,500	3,394	3,000	
Office			25		
Office Supplies	4,102	4,000	3,691	4,000	
Paper	3,842	2,000	2,988	4,000	
Photocopier	16,751	17,000	13,390	15,116	
Postage & Courier	514	500	1,062	700	
Printer Toner	433	500		500	
Service Charges	12,434	10,000	11,065	12,000	
Staff Development			400		
Telephone	6,225	6,500	8,114	8,000	
Insurance Policies Expense			6,153		15
General Total	64,099	71,500	97,870	105,459	
Diocesan Assessment	131,412	141,812	153,758	133,787	
Faithworks	30,544	32,938	31,622	38,750	16
Expense Total	1,025,550	1,089,455	1,118,890	1,224,437	
Net Income / (Loss)	(67,582)	(49,455)	(22,330)	(26,544)	

NOTES

- 1 In 2017 CoR received two bequests totaling \$153,396. These funds will be set aside in the Capital accounts and will be used to support operating programs over a number of years.
- 2 CoR will receive \$30,000 in 2018 to support the incremental Assistant Curate position.
- 3 This amount is part of a multi-year donation by a parisioner to support the music program at Redeemer.
- 4 The REACH grant will be used to fund the Young Adult Ministry.
- 5 The Youth Ministry Trip wlll receive funding support from the EXPERIENCE CANADA program from the Federal Government. The corresponding expense is noted under item 10.

- 6 CoR received a grant from the Our Faith Our Hope fund to support our digital media initiatives. The grant will be recognized over two years. See corresponding expenses per note 13. This revenue and expense were not anticipated in the 2017 budget.
- 7 CoR has been named the beneficiary of a life insurance policy. The holder will continue to provide for premium payments. See corresponding expenses per note 15. This revenue and expense was not anticipated in the 2017 budget.
- 8 The 2018 Clergy budget provides for a part-time replacement for Megan (Associate Priest), the Assistant Curate, and a Scholar-in-Residence.
- 9 This line is a combination of media expenses that were previously spread around various budget areas. It covers web hosting, and other social media expenses. Over 2018 the Board of Management will be working to tune this expense area to support our ongoing digital media presence.
- 10 See note 5 re Experience Canada funding.
- 11 See note 4 re REACH grant.
- 12 The Drop-in Program engaged a consultant in 2017 to assist with a review of the program. This expense was not anticipated in the budget, but was covered in part by adjustments to spending in 2017.
- 13 See note 6 re OFOH grant. This expense line includes upgrades to the church database and a replacement for PowerChurch, our donations tracking software.
- 14 This covered the expenses of the Induction Party.
- 15 See note 7 re CoR being named as beneficiary of a Life Insurance Policy
- 16 This 2017 expense amount is net of a \$5,580 re-allocation to our Drop-in Program

Payroll Changes

Clergy and lay staff will receive a 2.1% cost of living increase in 2018.

Clergy (+\$36,000)

The associate priest role will drop to 60% with the transition from Megan, but we will add an Assistant Curate by April (which is subsidized by a \$30,000 grant from the Diocese).

We will also add a scholar-in-residence that starts in June.

Both the Youth Pastoral Associate and Apprentice roles are funded by grants

Music Program (+\$10,000)

The \$10,000 increase in expense is partly due to COLA adjustments (2.1%) plus a provision for additional music support at the 7pm services.

Lay Staff (+\$35,000)

The Drop-in Program will continue to have Angie, 2 interns (funded by IIN), and a Community Resource Worker through to June.

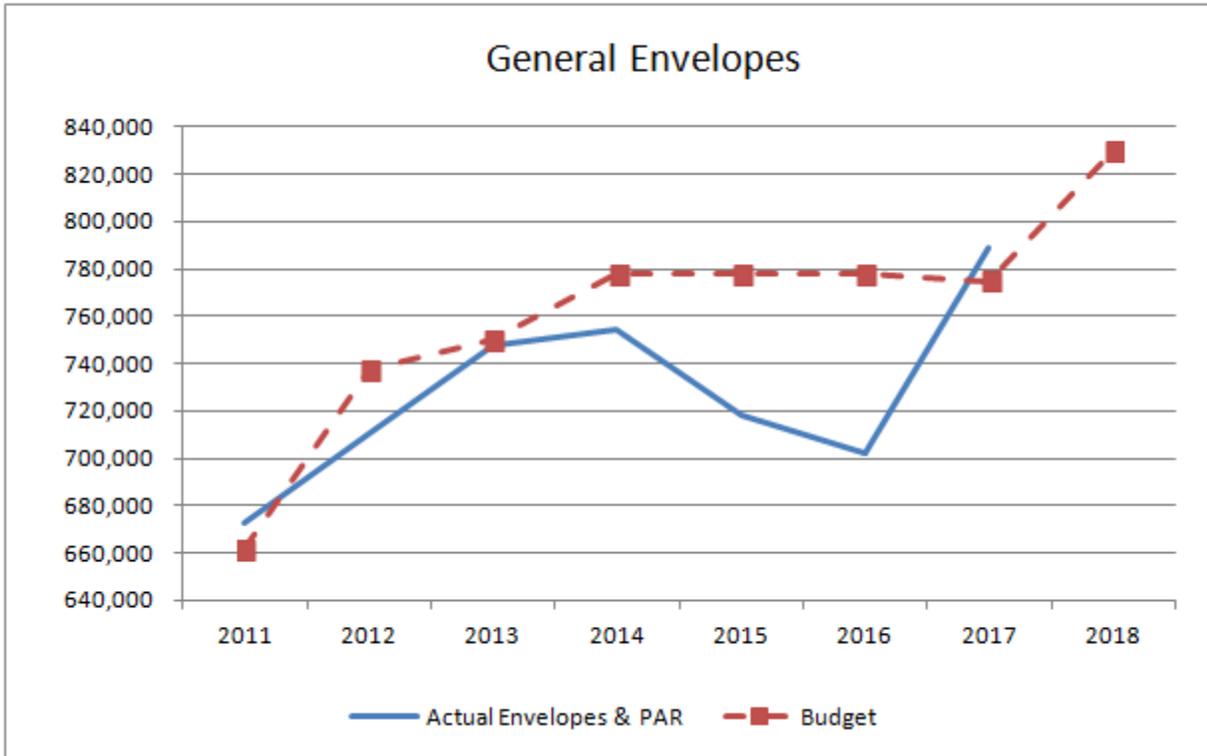
Facilities will have Kieffer, an IIN Funded Intern caretaker, and Mark and Eric.

The office will have Shirley and an assistant, currently Sabitha, who will be replaced by an IIN funded position later in the spring.

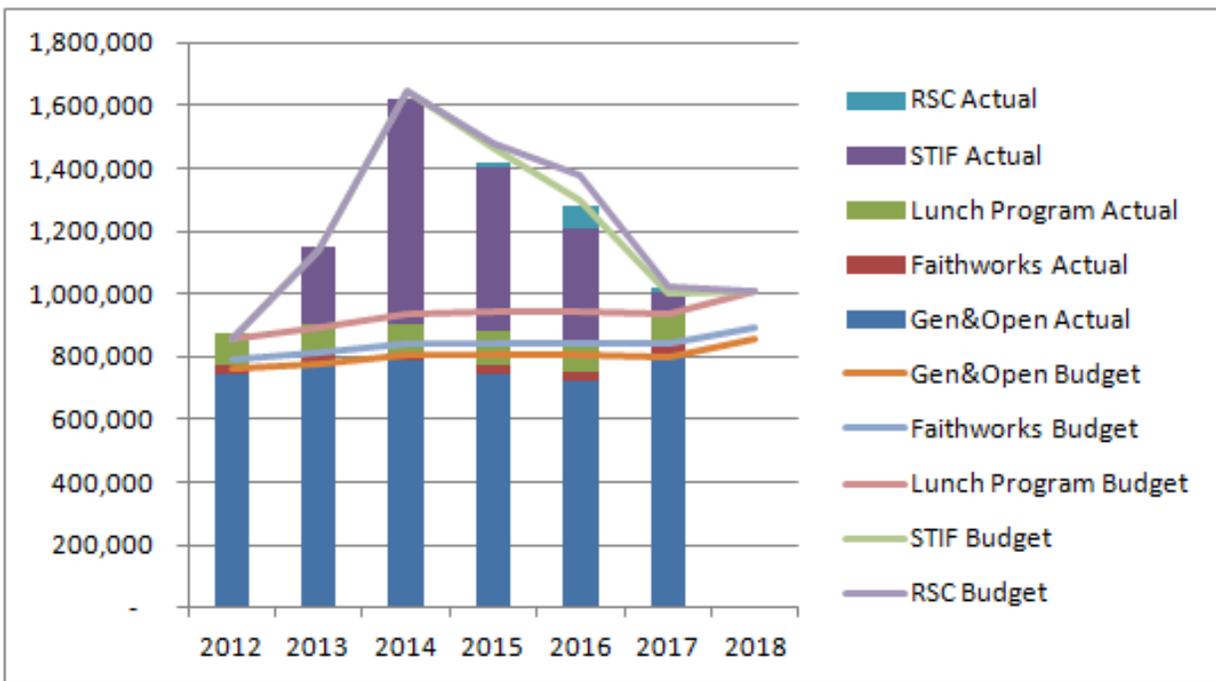
We will also continue to have a part-time bookkeeper (10 hrs per week) and a Nursery Co-ordinator. Also in 2018 we will be having a paid sound technician for Sunday Services.

2018 OPERATING BUDGET

Summary of Donations and Revenue



Breakdown of Revenue by type



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, 2017 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, 2018.

Motion re: Budget

It will be moved and seconded that the 2018 Operating Budget, showing total expenditures of \$1,224,437 and projected income of \$1,209,437 be adopted.

Diocesan Social Justice Vestry Motion 2018: Affordable Housing and Homelessness

All levels of government need to work together to build and sustain affordable housing. We, the vestry of Church of the Redeemer in the Diocese of Toronto, urge the provincial government to:

1. Develop and implement a comprehensive plan to increase and maintain the available stock of affordable housing in Ontario.
2. Develop specific strategies to address the needs of communities and populations experiencing disproportionately high levels of inadequate housing, including members of Indigenous and racialized communities, newcomers to Canada, seniors, youth, survivors of domestic violence, and people living with mental illness or addictions.
3. Work with the federal government to maximize the impact of the National Housing Strategy on housing in Ontario.
4. Work with municipalities to ensure that emergency shelters are adequately funded to meet the needs of their communities.

NOMINATIONS TO ELECTED POSITIONS

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

Ryan Carlsen, Chair (term 6)	Kate Werneburg (term 2)
Jonathan Batty (term 6)	David Burt (term 2)
Richard Heystee (term 2)	Heather Bennett (term 1)
Frances Humphreys (term 2)	Mary Reynolds (term 1)
Lee Shouldice, Vice Chair (term 2)	Marjorie Wrightson (term 1)
John Sutton (term 2)	Chris Ambidge (Advisory Board Chair)

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

Kathy Garrison (term 5)	Lyn Sibley (term 2)
Chris Ambidge, Chair (term 2)	Ann Cope, Vice Chair (term 1)

Members of Synod (4 to be elected; 3-year term) Alternate Members of Synod (1-3 to be elected)

Sheree Drummond (term 3)	Kate Werneburg (term 1)
Chris Ambidge (term 1)	Pamela Thomson (term 1)
Jim Burnham (term 1)	Mary Reynolds (term 1)
Chris Jones (term 1)	

