



Church of the Redeemer
Minutes of the Annual Vestry Meeting
Monday, February 26, 2018

1. Opening Business

- 1.1. Greeting:** After thanking Justin Laflamme for providing supper, the Rev'd David Giffen, Incumbent, called the meeting to order at 7:10 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 146th Vestry and then opened the meeting with prayer.
- 1.2. Appointment of a Vestry Clerk:** It was moved by Pamela Thomson, seconded by Chris Ambidge 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 and Area Bishop:** The Rev'd David Giffen extended courtesies of the house to those not eligible to vote, inviting them to ask questions and participate in discussions. He also referenced the Most Rev'd Colin Johnson's pastoral letter included on page 12 of the Vestry Report and the Rt. Rev'd Kevin Robertson's letter on pages 13-14. It was moved by John Sutton, seconded by Sara Lawson that courtesies of the house be extended to those in attendance who are not eligible to vote and that the letters from Archbishop Johnson and Bishop Robertson be received. Carried.
- 1.5. Approval of Minutes:** It was moved by Pamela Thomson, seconded by Tony Crosbie that the minutes of the Annual Vestry Meeting on February 6, 2017 be approved as printed on pages 6-11 of the Vestry Report. Carried.
- 1.6. Reception of all Written Reports:** It was moved by Chris Ambidge, seconded by Heather Bennett that all written reports on pages 15-37 in the Vestry Report be received with two changes: (1) The Septimus Jones Memorial Society report will be amended to list names of members, and (2) The date "June 2016" in the third paragraph of the Youth Group report be corrected to "June 2017". Carried.

For the record, the members of the Septimus Jones Memorial Society are Bryan & Carol Finlay, Pamela Thomson & Gordon Hachborn, Isobel Wettlaufer Estate, John Gartshore Estate, Mervin Chin, Donna & David Penhale, Mary Bull, Margaret Bremner Estate, David Burt, Roy Hogg & Ann Jarvis, Peter & Heather Bennett, Donald Uttley Estate and Susan Graham Walker.

- 2. Recognition and Thanks:** Ryan Carlsen and Paul Pynkoski recognized staff and members of the community for their contributions in 2017 – clergy, staff, departing ministry area leaders and committee chairs, and retiring Synod members, Board of Management members, and Advisory Board members.

The Rev'd David Giffen thanked retiring Advisory Board Chair Paul Pynkoski for his commitment during a personally difficult year and added that it had been a pleasure working with him. Paul Pynkoski responded by thanking the team and highlighted the collaboration he had seen amongst ministry areas over the last year.

Ryan Carlsen, Board of Management Chair, thanked John Selles for his seven years of dedicated service as Treasurer. John kept his sense of humour despite the workload overseeing the operating budget, the *Step into the Future* campaign and investments.

Both Paul Pynkoski and John Selles were given gifts of appreciation from the parish.

- 3. 2017 Parish Financial Statements:** John Selles, Treasurer, thanked Paul Pincete, 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 2017 financial statements on pages 44-47 of the Vestry Report.

John Selles reviewed the status of our four funds (General, Capital, Maintenance and Refugee) from 2012 to 2017, referencing the chart on page 41 of the Vestry Report. He noted that during that period Redeemer had received revenue of almost \$9,000,000. Other observations were:

- A separate line item "Bequests" records income from Septimus Jones Memorial Society members.
- Our balance sheet shows that we have retained earnings of \$2,130,613.
- We ended 2017 with a \$22,230 deficit.
- There is still \$48,391 in the Refugee Fund for future activity.

Motion: It was moved by John Selles, seconded by Richard Heystee 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. Carried.

- 4. Appointment of Public Accountant:** It was moved by John Selles, seconded by John Sutton, 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. Carried.
- 5. Presentation and Adoption of the 2018 Budget:** The 2018 budget is located on pages 48-52 of the Vestry Report.

John Selles, Treasurer, explained:

- The increase in "General Envelopes" represents the same percentage increase we saw in 2017. With *Step into the Future* and the Refugee Settlement campaigns complete and attendance rising, we believe this is an achievable goal.
- Space rentals are a challenge. The revenue is welcome, but they do reduce the available space for programming.
- Of \$153,396 in bequests received in 2017, \$30,000 will be used as operating budget undesignated income in 2018.
- A placeholder figure of \$5,000 has been entered for advertising expenses. The Board of Management will look at all aspects of communications to ensure all related expenses are centralized under this account.
- Digital Services: Expansion expenses represent the balance of expenditures against the *Our Faith-Our Hope* grant received in 2017 plus an additional \$15,000 of operating funds to complete required work, including the replacement of our church management software system.
- Our diocesan assessment has been reduced from last year.
- The budget shows a proposed deficit of \$26,544 in 2018.

Motion: It was moved by John Selles, seconded by Chris Ambidge, that the 2018 Operating Budget, showing total expenditures of \$1,224,437 and projected income of \$1,197,893 be adopted.

Comment: Pamela Thomson noted (a) there were typos in the budget, (b) slides did not follow the flow of the Vestry Report, making following the presentation difficult, and (c) the dishwasher in the narthex kitchen needs to be replaced. The Rev'd David Giffen replied that the Board of Management would take the dishwasher request under advisement.

Comment: Peter Bennett referenced the insurance policy line item. Redeemer has been named the beneficiary, but the donors continue to pay the premiums (income). He questioned where the offset should be recorded. John Selles replied that the expense item represented the expense of the policy, not its value.

Comment: Peter Bennett stated that he was opposed to the budget for two reasons. First, he believed that there was a story behind the \$30,000 withdrawal from "Legacy Gifts", but without a Narrative Budget the parish doesn't know what that is. Second, he believed the fact that a legacy gift could be received one year and spent the next was sending the wrong message about how legacy gifts are being stewarded. The terminology used to reference these gifts/withdrawals in the budget was also questioned.

Regarding the first comment, the Rev'd David Giffen explained that a Narrative Budget was a new concept to him, but that he was willing to work with others to make this happen next year. Addressing the second concern, the Incumbent noted that older parishioners are able to be more generous in regular givings. When they die, these people realize this will leave a void in revenue in the annual operating budget. The intent of drawing down on legacy gifts over a period of many years is to help replace these lost regular givings. The terminology used in the budget can be further discussed. Currently, almost \$1,000,000 has been pledged to the Septimus Jones Memorial Society. The Incumbent added that capital assets aren't just to be held for a "rainy day". If there is work God is calling us to do, we should be prepared to spend some of this money.

Peter Bennett replied that in 2008/2009, a large donor (\$10,000/month) stopped donations mid-year. This was a challenge for the parish, but people stepped up and replaced this lost income. Therefore, he did not believe the age of parishioners excuses us from giving generously.

There being no further discussion, The Rev'd David Giffen called for the vote. Carried.

6. Elections

6.1. It was moved by Paul Pynkoski, seconded by Ryan Carlsen, that the following be elected as members of the Board of Management:

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)
	Chris Ambidge (Advisory Board Chair)

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

6.2. It was moved by Ryan Carlsen, seconded by Paul Pynkoski, that the following be elected as members-at-large of the Advisory Board:

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

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

6.3. It was moved by Paul Pynkoski, seconded by Ryan Carlsen, that the following be elected as members of Synod – Sheree Drummond (term 3), Chris Ambidge (term 1), Jim Burnham (term 1), Chris Jones (term 1) – and that Kate Werneburg (term 1), Pamela Thomson (term 1), Mary Reynolds (term 1) be elected as alternate members of Synod.

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

7. **Strategic Plan Update:** Ryan Carlsen, Chair of the Board of Management provided an update on creation of a new strategic plan. The current leadership team developed a foundational strategy in the fall of 2017 and then engaged a facilitator, Bill Bickle, to work with the them. Three visioning sessions were held in November, December and January to solicit parish input. More than 75 people attended to discuss the present situation, where they see God working at Redeemer and what might put the mission at risk.

Under the topics discussed at the visioning sessions, we heard the following:

- **Present:** community, welcoming, relevance, people, belonging, faith and growth
- **God working:** community, people, Drop-In, pastoral care
- **Risks:** aging congregation, burnout, volunteers, support, physical plant & space, needs of the surrounding community shifting and limited resources
- **Future state:** grow parish's capacity for missional listening, multiple access points beyond Sunday & Drop-In, discipleship, governance and organizational structures and policies

Following the three visioning sessions, a Strategic Planning Committee was struck to include the leadership team, members of the Governance Task Force and three former board chairs. We affirm that our strategy should encompass:

- **Engagement:** Ensure parishioners are engaged throughout the process.
- **Listening:** Grow capacity for listening to the community beyond Redeemer.
- **Governance:** Ensure all ministry & mission have a "seat at the table"; staff and volunteer burnout.
- **Discipleship/Leadership/Missional Training:** Leadership development.
- **Alignment:** Ensure all strategies in progress align with the overall strategic plan.

The Strategic Planning Committee held an initial meeting on February 10 and have a second meeting scheduled for March 10. A draft strategic plan should be available to share with the parish in the May/June time frame.

Question: Who are the members of the Strategic Planning Committee and how were they chosen?

Answer: Members are:

- 2017/18 Leadership Team: David Giffen, Ryan Carlsen, Paul Pynkoski, Lee Shouldice, Chris Ambidge
- Governance Task Force: Carol Ritter, Marg Creal, Abigail Young, Susan Graham Walker
- Former Board Chairs: Mary Pat Moore, Audrey Danaher, Ann Cope
- Facilitator: Bill Bickle (Fordelm Strategic Growth Planning)

The Governance Task Force did a lot of work in 2016 that is relevant to current discussions, and the former board chairs were added to bring their experience to the table.

Comment: There was still a concern about lack of transparency in this process.

Comment: Karen Turner echoed her concern about a lack of transparency in general, not only with the Strategic Planning Committee but with names on the slates for election to the Board of Management and Advisory Board. Others may have wanted to contribute to these bodies had they known about them. Pamela

Thomson pointed out there had been a call for nominations to the boards, and that if anyone is interested in serving in a ministry area, they should volunteer.

Comment: Peter Bennett noted that this is Redeemer's 146th Vestry, meaning that 150 is coming. He stated one of the components of the strategic plan should be marking our sesquicentennial.

The Rev'd David Giffen thanked Ryan Carlsen for his update on the strategic planning process.

8. **Drop-In Visioning:** Angie Hocking, Pastoral Associate for Outreach, provided an update on 2017, which was a year of planning and revisioning for the Drop-In Meal Program. Aided by the Saben Group, a professional revisioning consultant for Toronto faith-based programs and non-profits, eight focus groups and one-on-one interviews were held with all stakeholders during May and June. By November, results had been presented to the Advisory Board and the Board of Management and the final revisioning report had been approved.

Key recommendations in the report are:

- Clarify Purpose
- Create a Program Model of Support
- Create a Program Plan
- Construct a Resource Development Plan
- Create a Clear Path towards Effective Fundraising
- Create a Sustainable Staffing Structure for Growth

These recommendations will be implemented over the next two to three years. One exciting initiative to take place after Easter, 2018 is naming our space. The whole community will be involved in this.

Angie Hocking also drew attention to the Resource Development Plan showing that to meet an annual budget of \$374,800, we would only have to raise \$140,000 because \$238,000 of in-kind donations would be received.

There is growing awareness of the Drop-In Meal Program in the neighbourhood. Both Angie Hocking and David Giffen spoke at a local residents' association annual meeting about the program. \$10,000-\$15,000 was raised that evening.

In conclusion, Angie Hocking thanked the parish for their support and expressed how grateful she was to be part of the Redeemer community.

Comment: Pamela Thomson said God had sent Angie Hocking to Redeemer and that she is one of His greatest gifts.

Question: Peter Bennett asked if consideration had been given to establishing a foundation so that the Drop-In could qualify for more grants than it does as part of the church.

Answer: There has been some conversation about this, and it is a great idea.

Comment: Peter Bennett added that Redeemer ministry is paid for through the plate. The Drop-In is only one of those ministry areas.

The Rev'd David Giffen thanked Angie Hocking for her update.

9. **Social Justice Motion 2018: Affordable Housing and Homelessness:** The community passed a slightly modified version of the diocesan 2018 social justice motion.

Motion: It was moved by Pamela Thomson, seconded by Marg Creal that:

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 and municipal governments 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.

Carried.

10. Other Business:

10.1.Motion from the Floor: It was moved by Peter Bennett and seconded by John Sutton that this Vestry asks the Board of Management to develop or amend the policy for honouring clergy and staff who are departing from the parish, or who may be honoured on special occasions, including major liturgical festivals. This policy may be developed or amended in consultation with the Diocesan Human Resources Department.

Mr. Bennett then proceeded to provide the rationale for this motion.

Comment/Motion to Table: Lee Shouldice pointed out that since people need time to evaluate motions before being asked to vote on them, they should be brought forward in advance. Therefore, he moved, seconded by Pamela Thomson that the motion be tabled for review. The Rev'd David Giffen noted this would be reviewed by the Board of Management.

10.2.Primate's Statement: Kate Werneburg referenced a [statement](#) from the Primate, the Most Rev'd Fred Hiltz, dated February 21 concerning the tragic shooting death of Colten Boushie in 2016. Included were several calls to action that Kate hoped the parish would pass a motion to support. Pamela Thomson offered to work with Kate to word this motion so that it could be brought back to a future meeting for a vote. The Incumbent will work with Kate to ensure it is brought before the Board for review when it has been drafted.

10.3.Sound System: In response to a question about a note at the bottom of page 51 of the Vestry Report, the Incumbent confirmed that Redeemer does now have a paid sound technician at Sunday 9:30 and 11:15 AM services to provide consistency.

11. Final Thanks: The Rev'd David Giffen expressed thanks to Ann Cope for cover designs for the Pre-Vestry and Vestry Reports and to Marjorie Wrightson for compiling the Vestry Report and taking minutes at the meeting. He also expressed his appreciation to all staff.

There being no further business, the meeting adjourned at 8:57 PM on a motion by Pamela Thomson. The Rev'd David Giffen closed the meeting by leading all present in the Doxology.

Respectfully submitted, Marjorie Wrightson