



The Church of the Redeemer  
1871- 2020  
149<sup>th</sup> Vestry Report

# AGENDA

**Sunday, February 28, 2021**

(1 PM)	Opening Prayers Appointment of Vestry Clerk Courtesies of the House, Motions of Greeting, etc. Church School Vestry Presentation Approval of the Minutes of the Annual Vestry Meeting February 23, 2020 Approval of the Minutes of the Special Vestry Meeting November 8, 2020 Reception of all Written Reports  Recognitions and Thanks	Steven Mackison       Sheree Drummond/ Ann Cope
(1:20)	Presentation and Adoption of 2020 Financial Statements   Appointment of Public Accountant	Richard Heystee David Pabke  Richard Heystee
(1:35)	Presentation and Adoption of 2021 Budget	Richard Heystee David Pabke
(1:50)	Elections <ul style="list-style-type: none"> <li>• Board of Management</li> <li>• Members at Large of Advisory Board</li> <li>• Members of Synod and Alternate Members of Synod</li> </ul>	Steven Mackison
(2 PM)	Further Business <ul style="list-style-type: none"> <li>• Motion from the Bishop's Committee on Intercultural Ministry: Committing Ourselves to Anti-Racism</li> <li>• Property Update/Potential Capital Campaign</li> <li>• Annual Motions</li> <li>• Any other Business</li> </ul>	Ann Cope Anne Evers  John Sutton  Steven Mackison
(2:30)	Concluding Remarks, Adjournment, the Doxology	Steven Mackison

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**Church of the Redeemer**  
**Minutes of the Annual Vestry Meeting**  
**Sunday, February 23, 2020**

**1. Opening Business**

- 1.1. Greeting:** The 148<sup>th</sup> Vestry Meeting of the Church of the Redeemer took place within the context of Sunday worship. At 10:35 AM, The Rev'd Canon Steven Mackison, Incumbent, opened the meeting with prayer.
- 1.2. Appointment of a Vestry Clerk:** It was moved by Chris Ambidge, seconded by Abigail Young 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. 119 parishioners subsequently signed the attendance sheets.
- 1.4. Courtesies of the House/Greetings from the Diocesan Bishop and Area Bishop:** The Rev'd Canon Steven Mackison extended courtesies of the house to those not eligible to vote, inviting them to ask questions and participate in discussions. He also referenced the Rt. Rev'd Andrew Asbil's pastoral letter included on page 9 of the Vestry Reports Book and the Rt. Rev'd Kevin Robertson's letter on pages 10-11. It was moved by Paul Pynkoski, seconded by Mary Pat Moore that courtesies of the house be extended to those in attendance who are not eligible to vote and that the letters from Bishop Asbil and Bishop Robertson be received. Carried.
- 1.5. Approval of Minutes:** It was moved by Pamela Thomson, seconded by Rich Whate that the minutes of the Annual Vestry Meeting on February 26, 2019 on pages 4-8 of the Vestry Reports Book be approved as circulated and read. Carried.
- 1.6 Reception of all Written Reports:** It was moved by Stephen Allen, seconded by Andrew Duffy that all written reports on pages 12-29 in the Vestry Reports Book be received. Carried.

**2. Recognition and Thanks:** Chris Ambidge recognized staff and members of the community for their contributions in 2019 – clergy, staff, key volunteers, and retiring Synod members, Board of Management members, and Advisory Board members.

The Rev'd Canon Steven Mackison regretted to report that in early February Lee Shouldice had resigned as Chair of the Board of Management. Mr. Shouldice could not be at the meeting but sent a message in which he indicated it had been a privilege to have served Redeemer during a challenging period. He said it was time for a new warden and thanked parishioners for their support. He added his ongoing support for the direction Redeemer was currently moving in.

Canon Mackison noted that Chris Ambidge, whom he had known for over 20 years, was stepping down as Chair of the Advisory Board. He thanked Mr. Ambidge for his many gifts and presented him with a token of the community's appreciation.

**3. Financial Reports:** To set 2019 in context, Canon Mackison noted that Redeemer had experienced a bleak start to the year. The Incumbent had left under difficult circumstances and the parish was facing a large budget deficit. He thought that healing had begun in 2019 and that the community was going forward in a spirit of joy and openness. He noted

that the staff complement had stabilized, and he was grateful for the welcoming reception he and his family had received upon their arrival. We will always communicate broadly and deeply with one another. Our Strategic Plan has been revised and renewed to accommodate further growth. Canon Mackison congratulated the community for rising to the financial challenge in 2019 and ending the year with a small deficit. In conclusion, Canon Mackison affirmed his commitment to Redeemer and to serving with us the community around us.

**2019 Parish Financial Statements:** Chris Ambidge noted that our books for 2019 had been audited by Kriens-LaRose. He drew attention to pages 10-13 of the Financial Vestry Reports booklet. Our 2019 budget called for \$1,332,637 in revenue and \$1,447,637 in expenditures for a deficit of \$115,000. At year end, we had \$1,387,325 in revenue and \$1,429,676 in expenditures resulting in a deficit of \$42,351. This deficit was covered by withdrawals from our investments. Mr. Ambidge provided the following detail on actuals:

- **Subsidies (\$6,800):** This is from the York Rectory Fund, dating back to the days of Bishop Strachan.
- **Investments (\$25,621):** When we sold the rectory in 2000, the money was invested. Proceeds form part of Canon Mackison's housing allowance.
- **Grants (\$124,542):** Mostly from the Diocese and the City.
- **Personnel (\$929,182):** This is our largest expense. It is slightly below budget because we didn't have a full complement of clergy between Easter and August.
- **FaithWorks (\$28,987):** Decades ago, Redeemer pledged 5% of general revenues to FaithWorks, the Diocesan outreach program. We are the largest contributor to it in the Diocese. Of that amount, we retain 15% for our own outreach initiative, The Common Table. In 2019, parishioners designated approximately \$26,000 to FaithWorks, meaning that only the balance had to be topped up from operating funds.

Ryan Carlsen, Chair of the Stewardship Committee, provided further detail on donations. He began by thanking parishioners for their amazing support in 2019. Givings increased 11% from donors across the board. The Common Table raised \$175,000 last year, of which \$75,000 came from the Yorkville Run. Redeemer will be participating in it again in 2020. The "Inspired to Give" campaign at the end of the year featured Redeemer programming, and parishioners came through to support it. Mr. Carlsen noted that in 2017-18, a major source of income was bequests and that some had been used to fund operations. There weren't as many bequests in 2019, but donations by parishioners filled this gap.

Mr. Ambidge continued by providing additional explanations for some revenue and expense items on pages 11 - 13.

### **Revenue**

- **Designated Donations/Special Purpose:** Much of this is to support the music program.
- **Space Use:** The church is rented out often. For example, the University of Toronto uses the building a couple of afternoons a week for music classes.
- **Grants:** Redeemer received two from the Diocese (a curacy grant for Roshni Jayawardena and a youth ministry intern grant for Lyds Keesmaat-Walsh). The City of Toronto also paid for four Investing in Neighbourhoods positions (2-Common Table, 1-Caretaking, 1-Administration). Unfortunately, this program will change significantly in 2020.

### **Expenses**

- **Personnel/Music:** This includes section leads and musicians for special services as well as Dan Norman, Mike Daley, Will Reid and Jill Daley.
- **Personnel/Support Staff:** This includes Angie Hocking and Common Table staff as well as caretaking and administrative positions.
- **Common Table:** This program costs more than the \$36,991 shown for food and supplies. The majority of its costs are in personnel and utilities.

- **General Office Expenses/Legal & Accounting:** Most of this is for auditing fees.

#### **Questions on 2019 Expenses:**

- Was the Associate Priest compensated for acting as Priest-in-Charge from Easter to August? Answer: yes.
- What vandalism necessitated building repairs? Answer: Most vandalism is done by the Common Table population we serve. Mental health issues are involved. Since we cannot lock off the main floor, participants come upstairs. Sometimes they lock themselves in the washrooms. A sink was partially pulled off a wall and a door frame kicked in. Around Christmas a glass panel in the Avenue Road entrance was smashed as was one of the exterior light globes. Security issues are being addressed.

**Motion re Adoption of 2019 Audited Financial Statements:** It was moved by Henry Krol and seconded by Scott Werry that the Church's 2019 Financial Statements be adopted as circulated. Carried. A friendly amendment was offered to include the word "audited" in this motion so that it would read "... that the Church's 2019 Audited Financial Statements be adopted as circulated." Carried.

**Motion re Appointment of Public Accountant:** It was moved by Mary Pat Moore, 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, 2020. Carried.

Canon Mackison thanked Richard Heystee, Treasurer, for the countless hours he had spent pulling these statements together. The community responded with applause.

4. **Presentation and Adoption of the 2020 Budget:** Canon Mackison made some introductory remarks before asking Chris Ambidge to present the 2020 budget.

The 2020 budget has conservative projected revenue and cautious projected expenses. Although it is a deficit budget, this is not a regular approach to financial planning at Redeemer. In 2020 we have unforeseen challenges that we will meet.

A major challenge for us is that we have had four staff positions in the Common Table and administration fully funded by the City's Investing in Neighbourhood program. In 2020, we have been advised that we will only have one. In order to keep the office going and to maintain a safe environment in the Common Table, we will need to fund those positions ourselves.

On the opportunity side, we have hired Karen Chandler as the Director of Parish Operations to help us with reorganization so that we can offer more effective ministry without burning out staff and volunteers. Although she is a new hire, the budget impact is not significant. With Shirley Westmore's retirement after 20 years and Kiefer Shields' departure, we have been able to apply their salaries to the new position.

Mr. Ambidge explained the budget development process. Groups within the parish were asked to submit their estimates for 2020. The Diocese informed us that there should be a 2% increase for cost of living for clergy, and we decided to extend this to all staff. The Treasurer prepared a draft budget that went to the Finance Committee and then to the Executive Committee where some modifications were made. The draft budget was approved by the Board of Management last month and is now coming to Vestry for final approval.

Referring to the summary on page 10 of the Financial Vestry Reports booklet, Mr. Ambidge noted that we are budgeting revenue of \$1,447,752 and expenses of \$1,598,595, resulting in a deficit of \$150,843. The deficit will be covered from our investments that are currently just over \$1 million. This deficit is a one-year challenge mostly because of the disappearance of the Investing in Neighbourhoods program ("Grants" line item).

Ryan Carlsen spoke to the 2020 donations budget. An increase of approximately 10% is based on 2019's success.

- We are aware of a planned gift of \$80,000.
- \$21,500 has already been received to fund the George Black Fellow (Will Reid).
- Angie Hocking and Steven Mackison will be reaching out to Yorkville businesses for both awareness and financial support for the Common Table.
- Redeemer will be participating again in the Yorkville Run in support of the Common Table.
- Stewardship efforts will be ongoing throughout the year, not concentrated at year-end.
- Thank you calls and emails to donors will continue.
- "Inspired to Give" will return in November.

Regarding the 2020 expenses, Chris Ambidge added the following:

- Clergy salaries are higher because we have Steven Mackison for 12 months in 2020.
- Common Table expenses are up because of increased food costs.
- The \$10,000 "Special Projects" line item is for planning for Redeemer's sesquicentennial in 2021.

Questions/Comments:

- Who oversees the Common Table? Answer: Angie Hocking. In her absence, Steven Mackison received an envelope for her from the questioner.
- Who serves on the Finance Committee and the Executive Committee? Answer: Finance Committee – Richard Heystee, Ryan Carlsen, Chris Ambidge, Pauline Walsh. Executive Committee – Lee Shouldice, Chris Ambidge, Sheree Drummond, Ann Cope, Steven Mackison, Richard Heystee.
- We used to have a goal for FaithWorks. Suggestion: Everyone should take a look at their last year's donations and write a cheque for 10% of that to Redeemer for FaithWorks.
- Are we going to replace pews with chairs? Answer: This is on the agenda for the Executive Committee. There is a bequest pending that would cover a significant portion of the cost, but for such an important decision, the whole congregation would be involved.
- Are there plans to improve the sound system? St. Bart's in New York City is an example of a really good one. Answer: This has been noted and will be discussed by the Executive Committee.
- Is the whole Investing in Neighbourhoods program being cut back, or is it just Redeemer? Answer: The whole program.
- Have we made a case to the City about the value we bring to the neighbourhood? Answer: Yes.
- Why is the Synod expense line item so low? Answer: There is no planned Synod in 2020.

**Motion re Adoption of 2020 Operating Budget:** It was moved by John Sutton, seconded by Pamela Thomson, that the 2020 Operating Budget, showing total expenditures of \$1,598,595 and projected income of \$1,447,752 be adopted as circulated.

Discussion:

- Peter Bennett commented that he would be voting against the budget for two reasons. First, he did not want to vote for a deficit budget again. He thought our budget should reflect the true cost of ministry and that the loss of the City's Investing in Neighbourhoods (IIN) grants presented us with an opportunity to boldly ask people to support an increase in congregational giving more than what had been presented. Second, he disagreed with planned gifts being used for the operating budget. These are visionary gifts. Canon Mackison noted that Mr. Bennett had raised the issue of planned gifts at a pre-Vestry meeting. As discussed, no bequests would be used in 2020 for operating funds. As well, the Bequest Policy is being revised in a transparent and open manner and will be voted on by the entire community.
- Kate Werneburg explained that she would be supporting the budget. Having been a member of the Board of Management and participated in their discussions, she believes the sudden, unexpected loss of funding for IIN positions could cause great turmoil in the Common Table if we did not fund these positions ourselves. Ms.



Werneburg shares Mr. Bennett's concern with the long-term sustainability of deficit budgets but believes this is a reasonable budget for this year.

- As a member of the Stewardship Committee, David Pabke is committed to a new Bequest Policy based on dialogue around principles. When the new policy is brought to Vestry for approval, he hopes all will see it was developed seriously with thought to principles and consequences.
- Frances Humphreys commented that bequests were not our only visionary source. We are in a healthy position and vision is also reflected in our operating budget.
- Abigail Young will vote for the budget for two reasons. First, for the first time she can remember the Stewardship Committee is committed to raising money all throughout the year, not just in the last three months. Second, as a community we have come a long way from the time we regularly took money out of our investments to fund operations and didn't even try to raise the money we needed. We are weaning ourselves away from investment income towards donations. Dr. Young added that she agreed with Mr. Bennett that bequests and planned gifts should not be used for operations unless there was a catastrophe or emergency to address. She hoped this would be reflected in the new Bequest Policy.
- Jean Bubba agreed with Peter Bennett and will not support the budget. She noted that municipal taxes are going up 4.5%. There are a lot of older people in the congregation who rely on pension income, and the Ontario Public Service Pension Plan or OMERS increase is only 2%. Those individuals will be 2.5% behind. If food costs are increasing for the Common Table, then food costs will increase for everyone. These facts have not been taken into consideration in her view. Ms. Bubba quoted Jean Chrétien when he was Finance Minister: "You cannot spend what you do not have." She believes this budget represents spending other people's money and expecting parishioners to practise deficit financing to support Redeemer. In her view this has to be the main consideration. She stated: "You have to put your money where your mouth is". With respect, Steven Mackison commented that if Ms. Bubba's remarks were aimed at him, they should not be. We are Vestry, a community. And as a member of this community, Canon Mackison stated that he does put his money where his mouth is.
- A chartered accountant agreed with Mr. Bennett that we cannot continue with deficit financing. He said he had not heard that we had looked at cuts and asked when we would have a balanced budget. Canon Mackison replied that cuts, where possible, had been made to the original budget submissions and that future stewardship initiatives and funding for the Common Table were planned. We don't think the deficit will end up being as large as expected, but we have budgeted for the worst-case scenario.
- Pamela Thomson stated that this was a budget of hope. She referenced an article she had read that deficit financing wasn't all bad. Since we are a people of hope, light and love, we believe we will generate enough revenue. The only alternative is to budget an unrealistic number for givings.

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

Canon Mackison stated he was pleased that so many were attending this meeting. It is important that conversations take place with as many people as possible participating.

## 5. Elections

It was moved by Mary Pat Moore, seconded by Chris Ambidge, that the 2020 slate of officers be received as amended. Carried.

### Members of the Board of Management:

David Burt (term 4)

Richard Heystee (term 4)

Frances Humphreys (term 4)

John Sutton (term 4)

Marjorie Wrightson (term 3)

Sheree Drummond, Chair\* (term 2)

Pauline Walsh (term 2)

David Pabke (term 2)

Marg Creal (term 1)

Ann Cope (Advisory Board Chair)

\* Appointed as Rector's Warden by the Incumbent

Members-at-Large of the Advisory Board:

Ann Cope, Chair (term 3)

Richard Van Delft, Vice Chair (term 1)

Craig Spielmacher (term 1)

Karen Visser (term 1)

Max Uphaus (term 1)

Members of Synod

Chris Ambidge (term 2)

Kate Werneburg (term 2)

Mary Reynolds (term 1)

Anne Christy (term 1)

Alternate Members of Synod

Carol Ritter (term 2)

Henry Krol (term 1)

6. **Strategic Plan 2020-2022 – Resourcing for Mission:** Canon Mackison explained that the strategic plan was being discussed at this point in the meeting because it does not have any 2020 budget implications.

Chris Ambidge noted that the last strategic plan ran out in 2017. Workshops were previously held to solicit input from 75 parishioners, staff and leadership. During the interim period between Incumbents this plan lay dormant, but it has now been revived. The document on pages 31-41 of the Vestry Reports booklet has been recommended by the Board of Management and the Advisory Board. “Staying Connected” parish meetings were held on Sunday, January 26 to give parishioners an opportunity to see the document prior to this Vestry Meeting and to provide feedback.

- **Vision:** Canon Mackison led everyone in reading the vision statement on page 34. We believe this accurately reflects who we are and who we want to be as a community.
- **Our Values, Culture and Identity:** Chris Ambidge referenced the highlighted sections on page 35. As a parish we have grown and are moving from a program-sized church to a resource-sized one. We need to take our changing needs into consideration.
- **Strategic Priorities:**
  - **Governance:** Canon Mackison noted that we have not always been successful at this, leading to both staff and volunteers burning out. To address this, we have already hired a Director of Parish Operations, Karen Chandler, who will carry out or delegate many of the tasks currently directed or undertaken by clergy and senior lay leaders.
  - **Engagement:** Chris Ambidge referenced this second priority (page 38) and outlined some of the many initiatives currently underway at Redeemer. We also want to attract those who want to be part of the community, but not on Sunday mornings. To that end, a service “Between” will be offered on Wednesdays in Lent (after Ash Wednesday). There will also be an interfaith initiative to serve meals on the street. We are rebooting Welcoming @ Redeemer under the leadership of Heather Bennett with the assistance of Scott Werry. John Sutton is organizing an Information Centre as a new resource. We want to be sensitive to the emergence of younger leadership in the parish.
  - **Listening:** Canon Mackison explained it will be important to listen to the community to help us assess what ministries to continue and which ones to let go. He noted that “times of prayerful listening and reflection” referenced on page 40 were happening at this meeting.
  - **Discipleship and Missional Training:** Chris Ambidge elaborated that staff, leadership and volunteers will need to work together to ensure a renewed focus on Christian formation and discipleship.

Canon Mackison explained that the next step would be for an Implementation Committee to put concrete actions, goals and timelines to the words in this plan. He was thrilled to announce that Susan Graham Walker had agreed to head this initiative. Ongoing input from the community as we move forward is vital. If anyone is interested in participating, they are asked to let Canon Mackison or Susan Graham Walker know.

**Comments:**

- Pamela Thomson commended those who had worked on the strategic plan. She suggested a term of 3.5 years instead of 3 since we are already at the end of February of the first year. She also asked if there could be updates in the bulletin on what is happening. Canon Mackison responded that timelines will be adjusted as necessary and that bullet point updates can be published in the bulletin.
- Peter Bennett noted that Redeemer is an aging congregation. How do we continue to engage older members? He asked that the Implementation Committee look seriously at the ministry of our space. We are at capacity on the lower level, but the main level is under-utilized. We do not have enough programming during the day. We need to ensure we use the space to God's good purpose 24 hours/day.

It was moved by Tony Crosbie, seconded by Carol Scovil that the Strategic Plan be adopted as circulated. Carried.

**7. Diocesan Social Justice Motion 2020: Taking Action on Climate Change**

Pamela Thomson expressed disappointment that specific parish goals along the lines of those suggested by the Diocese were not included in the motion. Canon Mackison explained that this had been considered but that there was not enough time to formulate anything to include. He did commit to some of these issues being looked at over the next year.

It was moved by Grant Jahnke, seconded by Karen Turner that we, the Vestry of Redeemer, Bloor Street in the Diocese of Toronto, recognize that there is a global climate emergency. We acknowledge that all sectors of society, including government, business, churches and other non-profit organizations, and private individuals, have an obligation to do what they can to minimize their contribution to climate change.

We call on the government of Canada to commit to the following:

- End public financing of the fossil fuel industry (oil, gas, coal).
- Bring Canada's climate and energy policy into alignment with the Paris Accord emissions targets to do our part to limit the rise in global average temperatures below 1.5 degrees Celsius.
- Support a just transition to a low-carbon economy through investment in renewable energy sources and infrastructure, energy-efficient technologies, and skills development and retraining for high-quality, sustainable jobs in the renewable energy sector.
- Assist Indigenous, northern, and coastal communities, and other vulnerable populations, to adapt to and mitigate the impacts of climate change on their local environments.

Carried.

**8. Amendment to Article 21 of By-Law No. 1: The proposed amendment before Vestry reads:****21. Vestry Motions**

The Chairperson of a Vestry meeting may permit any motion to be made and voted upon at that meeting. However, any significant motion must be reduced to writing and delivered to the Chair of the Board no less than two weeks in advance of the Vestry meeting for inclusion in the Vestry Book or, should no Vestry Book be prepared, for inclusion with materials provided to parishioners for use at the meeting. Should the Chairperson of a Vestry meeting determine that a motion made at that meeting ought to have been delivered to the Chair of the Board in advance of the meeting, the motion may be disallowed by the Chairperson of Vestry, referred to the appropriate Board, or tabled for consideration at the next Vestry meeting.

Pamela Thomson, Mary Pat Moore and Abigail Young all questioned what "significant" means in describing motions. This would put the chair of Vestry in a difficult position. There was also concern that this amendment is meant to target

two specific parishioners. Canon Mackison commented that although he had not been involved in crafting this amendment to article 21, his understanding is that the intent was for parishioners to be intentional in matters they wished to bring before Vestry so that all would have time to consider them. His approach is to be open and transparent.

Mary Pat Moore moved, and Pamela Thomson seconded a motion to table the proposed motion for further consideration by the Board of Management and the Advisory Board.

Discussion: John Sutton pointed out that this action proves that we do not need the amendment. If something comes before Vestry that needs further consideration, a motion can be made to table it.

There being no further discussion, the vote was taken on the motion to table. Carried.

9. **Annual Motions:** It was moved by Abigail Young and seconded by Erika Bauder that any two (2) of the Churchwardens, Deputy Wardens, Treasurer, Chris Ambidge and Ryan Carlsen be authorized by Vestry to sign cheques for all parish accounts.

Discussion: Kate Werneburg questioned why Chris Ambidge and Ryan Carlsen were included. Chris Ambidge replied that they were present in the building most often and were here on the day cheques were printed. Abigail Young asked if the motion should refer to “counters” rather than named individuals. This was deemed not necessary as this was an annual motion. Heather Bennett asked if Chris Ambidge and Ryan Carlsen were also being authorized to approve Telpay electronic payments. Mr. Ambidge confirmed they were not.

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

It was moved by John Sutton, seconded by Ryan Carlsen that the Treasurer be authorized to sign official receipts for Income Tax purposes on behalf of the parish for the ensuing year. Carried.

10. **Closing Comments:** Canon Mackison thanked all for attending this meeting. It has been an experiment, including it in Sunday morning worship. He would welcome feedback on whether this format should continue or whether we should return to an evening Vestry meeting.

There being no further business, the meeting adjourned at 12:37 PM on a motion by Marg Creal, seconded by Andrew Drummond. Carried. Canon Mackison closed the meeting with prayer and the community returned to the Eucharist.

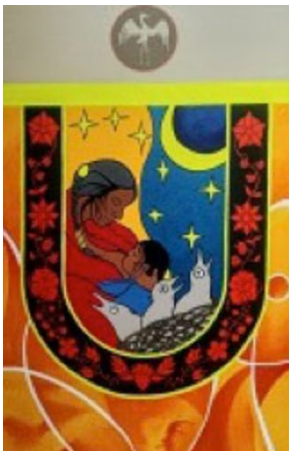
Respectfully submitted, Marjorie Wrightson

## 1. Opening Business

- 1.1. Greeting:** The Rev'd Canon Steven Mackison, Incumbent, welcomed everyone on Zoom at 1:02 PM and opened the meeting with prayer.
- 1.2. Attendance Sheet:** Given that the COVID-19 pandemic prevented an in-person meeting, the usual sheet could not be circulated for signature by those entitled to vote at Vestry. Instead, a list of attendees was compiled from the Zoom login information and indications in the chat where more than one person was sharing a connection. As well, the entire meeting was recorded and saved electronically.
- 1.3. Purpose of the Meeting:** Canon Mackison explained that this meeting has been called for one purpose only, to vote on the three motions on the agenda (attached) related to the Reconciliation Mural Project. No other business will be discussed.
- 1.4. Appointment of a Vestry Clerk:** it was moved by Mary Pat Moore, seconded by Henry Krol that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 1.5. Courtesies of the House:** it was moved by Tony Crosbie, seconded by Paul Pynkoski that courtesies of the house be extended to those in attendance who are not eligible to vote. Canon Mackison explained that to be eligible to vote someone must be a member of the Anglican Church of Canada and of this congregation for at least three months, have attended regularly scheduled services of worship with this congregation whether in person or on Zoom at least three times in the past year, be of at least 16 years of age, have not voted as a member of another vestry during the previous three months and not intend to vote in any other vestry during the ensuing year. He invited these people to ask questions and participate in discussions. Carried.

## 2. The Proposal

- 2.1. Overview:** Stephen Allen, Chair of the Indigenous Solidarity Working Group, thanked people for attending and welcomed the artist, Joseph Sagaj, who is Anishnawbe, a member of the Neskantaga First Nation and of the Sturgeon Clan. He referenced the summary document circulated prior to the meeting (attached) and gave a high level overview of its contents.
- 2.2. Joseph Sagaj's Works:** The artist has created seven paintings, "Seven Stages of Life", which are installed in the offices of the Ontario Attorney General at 720 Bay Street. Attendees were shown these paintings and then the artist provided some explanation.



The First Stage  
"The Good Life"



The Second Stage  
"The Fast Life"



The Third Stage  
"The Wandering Life"



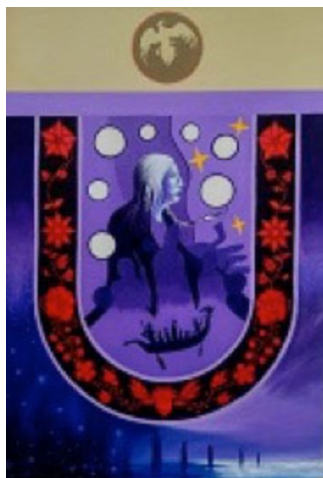
The Fourth Stage  
“The Truth Life”



The Fifth Stage  
“The Planning/Family Life”



The Sixth Stage  
“The Doing Life”



The Seventh Stage  
“The Elder Life”

Mr. Sagaj explained that for a long time, sharing Indigenous teachings was banned by the government. As part of “reconcili-action” Indigenous people are now welcome to share stories of their culture and ways with the whole world.

These “Seven Stages of Life” paintings are inspired by the “Seven Grandfather Teachings”. As part of the process, Mr. Sagaj participated in several feasts, teachings and sweats before receiving permission from elders to produce his paintings.

At the top of each painting is a clan symbol on white birch bark.

Encased in the U-shaped cradleboard in each image are representations of medicines.

At the bottom of the “U” is a strawberry, the only plant with seeds on the exterior.

Mr. Sagaj provided additional detail of the images represented in individual paintings.

Ruth Dale expressed appreciation to Mr. Sagaj for the beauty of his work and his generously sharing Indigenous teachings with us.

Kim Mouldsdale commented that she didn’t know strawberries were as old as they are and that she had read recently that they were used by Indigenous people for many reasons including medicines.

Pamela Thomson added that when the mural has been installed, the intent is to have a plaque on one or more pillars nearby with a QR code to take visitors to a web page with the artist’s statement, explaining the mural.

Mr. Sagaj explained that the mural on Redeemer’s wall would be on the creation theme. The Indigenous and Christian creation stories are in harmony and interconnected, including an emphasis on light.

Tom Evers asked Mr. Sagaj what he hoped the Redeemer community would get out of his artwork. After further discussion, Mr. Evers summarized the hope that the mural would not just be on display. Redeemer would recognize that the mural represents history, and it will be our responsibility to ensure the world can experience it. It will be an excellent teaching tool for our Youth Group.

- 2.3 Artist's Proposal:** Pamela Thomson walked the meeting through Mr. Sagaj's cover letter and proposal (attached) for a total of \$35,200. Mr. Sagaj added details of his consultations to date with Redeemer parishioners and members of the Indigenous community from which he had received helpful feedback. He intends to continue in the same spirit of collaboration.
- 2.4 Location of the Mural:** Dawn Lee referenced the photograph of the Avenue Road side of the church on page four of the summary document that had been distributed prior to the meeting. This image had been used to show the location of the proposed mural. The north facing wall represented by the digit zero is where the plaque explaining the mural could be mounted. Dawn noted that the church appears dark even though the photograph was taken on a sunny day. Redeemer sits in the shadow of surrounding buildings. The use of bright colours in the mural will enhance the appearance of the building, and edge lighting on top of the mural is also proposed to highlight it.
- Pamela Thomson noted that the Heritage Office at City Hall has indicated the mural can only be attached to the cement parking at the bottom of the wall, not on the stonework. A recent question has been raised regarding whether the mural could be taller if the extra height is not attached to the stonework.
- John Sutton added that he has been in contact with Heritage officials for the last 18 months. Nothing can be painted on the church building itself. Having the mural attached in aluminum panels is more acceptable. Still to be worked out is how far off the ground the bottom of the mural will be and how high it will be. Mr. Sutton hopes the mural will look like it is floating on the side of the building rather than being affixed to it. It is not anticipated to be a heavy installation.
- Still to be confirmed is what firm(s) will be involved in the installation and recommendation of coating material. Mr. Sagaj has worked with Club Ink before and "Larry the Builder", a friend of his has done work at subway stations. One example is the mural at the Woodbine station. We believe the two firms will collaborate well should they both be involved.
- The original mural will be displayed wherever we want. Panels will be printed, covered with two coats of a protective coating and installed in the aluminum frame on the outside of the building. Mr. Sagaj is not aware of any instances of graffiti on Indigenous murals in Toronto. Should this happen, though, we believe it would be easy to remove from the protective coating on top of the panels. Should another car crash into the church and damage the mural, this would be covered by insurance. Panels could easily be reprinted.
- 2.5 Ongoing Costs:** John Sutton responded to a question that had been submitted by David Pabke regarding Redeemer's continuing obligations. He noted that five years of maintenance costs had been included in the budget that will be submitted to the City with our application. Should it be necessary to reprint panels, the cost would not be significant. He estimated these expenses would be less than \$1,000 per year and could be less than \$500 and will only be incurred after the maintenance reserve within the funding grant is exhausted. Costs for regular maintenance such as cleaning would be absorbed by the church's Property budget.
- 3. The Motions:**
- 3.1** It was moved by Pamela Thomson, seconded by Mary Pat Moore that this Special Vestry of the Church of the Redeemer approve the submission to the City of Toronto's Street Art Partnership Programme for funding in 2021 according to the rules set out by the City for the proposal for a mural along the lower west (Avenue Road) wall of the church. Carried.
- 3.2** It was moved by Stephen Allen, seconded by John Sutton that no monies are to be paid from the budget of the church for this project.
- Richard Van Delft believed there should be a friendly amendment to clarify just what the church would be paying for – "... that no monies are to be paid except from an approved budget of the church." John Sutton agreed that in the future the church's Property budget would be the place to charge maintenance costs. Stephen Allen, mover of the original motion, did not agree with this amendment.
- Pamela Thomson pointed out that the original motion specified costs during the project. This refers to implementation and installation. After that, it is no longer a project.
- Peter Bennett explained his opposition. He believes a budget is a mission statement for the parish. For the parish to say it won't spend money on a mural would say we aren't committed to reconciliation.
- Pamela Thomson stated she had included this motion because she had understood the motion to proceed with the mural would be defeated if it cost the church any money.

A second friendly amendment was put forward – “... that no monies are to be paid from the approved budget of the church for the creation and installation of this mural.” The original mover and seconder, Stephen Allen and John Sutton, indicated they would agree to this amendment.

Tom Evers asked what would happen if the City changed the rules of the Street Art Partnership Programme so that Redeemer was responsible for a greater percentage of the cost of the project or if costs went up during the project. Canon Mackison confirmed that another Special Vestry Meeting would need to be called.

Dawn Lee noted that her greatest fear is increased costs during the life of the project. She stated that construction costs were 2.5 times higher this year than last. She questioned if we needed to put more money in the budget to cover possible increases in costs a year from now.

Stephen Allen responded that he didn't think the City would change the terms of the program. A change like that would affect every organization in Toronto.

Paul Pynkoski observed that should the City change the terms of the program to require Redeemer to absorb a greater percentage of project costs, it would not necessarily mean the extra money would need to come from the church budget. There could be other fundraising efforts.

Peter Bennett also could foresee problems with increased costs and urged withdrawal of the motion. Anne Evers supported moving ahead with the project, but she thought if a budget issue arises, we should deal with it then. She thought the motion should be withdrawn.

Stephen Allen explained that the motion was included because of feedback received over the last six months. There has been uncertainty about our financial status due to the pandemic.

It was moved by Stephen Allen and seconded by John Sutton that the original motion be withdrawn. Carried.

**3.3** It was moved by Peter Bennett, seconded by Craig Spielmacher, that all contracts required by the City be approved and signed by the appropriate officers of the Church. Carried.

**4. Concluding Remarks:** Canon Mackison thanked Joseph Sagaj for joining us and Stephen Allen and Pamela Thomson for their presentation. He further thanked Lyn Sibley for moderating the Zoom meeting and Marjorie Wrightson for taking minutes.

**5. Adjournment:**

There being no further business, Canon Mackison offered a prayer and adjourned the meeting at 2:51 PM.

Respectfully submitted,  
Marjorie Wrightson

Attachments:

1. Attendance Sheet
2. Agenda
3. Proposal Summary Document
4. Joseph Sagaj's Cover Letter and Proposal





**Diocese of Toronto**  
Anglican Church of Canada

## **Bishop's Pastoral Letter to Vestries, 2021**

To our Clergy, Churchwardens and Parishioners

Beloved in Christ, peace and grace be with you.

Grow! You may remember that in my letter to you last year, I invited each community to embrace the essence of our diocesan strategic plan, *Growing in Christ*. The invitation was simple...grow! Well, none of us could have imagined the scope with which we would have to adjust, change, turn, accommodate, and innovate in 2020. Almost every aspect of how we do Church would need to be transformed: from worship to administration, from pastoral care to sacramental ministry, from finance to stewarding buildings and property. On Sunday, March 15<sup>th</sup> we closed the doors of our buildings and we were jettisoned into another way of gathering and being the Church.

Parishes small and large, rural and urban turned to online worship, telephone ministry, driveway conversations, pre-recording and livestreaming. We thought we would be back in our buildings by Easter. My, how we were wrong about that. Maybe by Pentecost things would be normal again, we thought. Summer turned into fall. A partial opening under strict guidelines would give way to a second wave that would carry us through Advent and Christmas, Epiphany and now into Lent. Through it all we have learned to live outside our comfort zone and grow. Like being tossed into the deep end of the pool we are learning to swim.

The Jubilee offered by the Diocese in 2020 helped to shore up a faltering financial confidence. Many parishes report that online worship and programming is reaching a wider audience. Some parishes tell us that financial support and donations are holding steady. Clergy tell me that there is a growing trust, cooperation, and companionship with colleagues. Many parishes speak of collaborating with neighbouring communities. We have also been wrestling with how to serve those who are falling through the cracks of our social structures and safety nets, particularly those who live in precarious housing, grapple with food insecurity, mental health issues and domestic violence.

The murder of George Floyd on May 25, 2020 thrust us into the depths of confronting anti-black and systemic racism. Each year at vestry we ask you to consider supporting a social justice initiative. In 2021, we invite you to support the motion on [Committing Ourselves to Anti-Racism](#). The initiatives that are outlined give all of us the opportunity to be agents of dismantling racism in all of its forms. We are called to change. Throughout this time of pandemic, we are doing more than just treading water... we are growing. I believe we are growing in trust of one another, and deeper still, in trust that God has this whole situation in hand. And trust calls us to be faithful and to be prepared.

As you gather for your vestry meeting, likely online, I want to say two things. The first is to express my profound gratitude for your faithfulness, hard work, creativity, and innovative ways thus far in this pandemic. I am thankful for the tireless leadership of our clergy; bishops, priests, and deacons. I am moved beyond words by the ministry of our lay leaders who move mountains to keep the church moving. Thank you.

The second thing is, be prepared. We hear this summons often in scripture. *In the wilderness, prepare the way of the Lord*, cries the prophet. *I go to prepare a place for you*, Jesus says to his disciples. *Preach the word, be ready in season and out of season* writes Paul to Timothy. As circumstances begin to change, as the vaccine begins to take a hold for the better, I hope that you will take as much time planning for a return as you did when our doors closed in March of last year. Coming back will take a special kind of care and effort. It will take time to allay fears, it will take energy to coax the community to move forward in new ways. It will take a vision steeped in the Gospel of Jesus Christ to lift the eyes and hearts of a weary people.

*And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith. Galatians 6.9-10*

Yours in Christ,

+Andrew

The Rt. Rev. Andrew J. Asbil

Bishop of Toronto



January 18, 2021

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 have the privilege of writing once again as you gather for your annual Vestry meeting. Vestry is an important moment in the life of any parish. We are given the opportunity to look back with thanksgiving on the past year and look forward with hope as we catch a vision of what God is calling us to be in the year ahead.

Never before have we experienced a year like 2020. A year ago, we were just beginning to hear reports out of Wuhan, China of a virus that was spreading rapidly and making many people sick. Within weeks the virus was detected here in Canada. By mid-March our province was in lockdown. This meant that our churches were suddenly closed to public worship and most other activities.

Very quickly, Anglicans across our Diocese “pivoted” to begin doing mission and ministry in virtual ways in order to stay connected and keep the flame of the Gospel burning. Pre-recorded services, livestreams and Zoom worship sprang up to connect people from the safety of their own living rooms. For months, our church buildings remained shuttered, except for the important work of providing outreach to the most vulnerable in our communities. We hunkered down and sheltered at home. The Diocese was able to offer a Jubilee to all parishes for three months as a way of helping ministry continue. I know how well this was received, and I thank God that we had the resources to do it.

As COVID-19 cases decreased over the summer months, September brought new opportunities to begin gathering again. The Diocese’s amber guidelines were put in place, allowing parish communities to come together in-person once again. For several weeks, we were once again gathering in our sacred spaces, being fed at the Lord’s table, and enjoying fellowship with one another in familiar ways.

But no sooner had we begun, case numbers began to rise again, and news of more virulent strains of COVID from other parts of the world. In November, the City of Toronto - and Peel and York Regions - were in lockdown; by year end the whole province was essentially shut down. The effects have been devastating for so many: job losses, increases in addiction and mental health issues, a rise in domestic violence, loneliness due to isolation and separation from family members and friends. And yet you – the Church – have continued the life-giving work of the Gospel, by lovingly walking alongside those in greatest need. Thank you! And now several vaccines have been approved and are making their way into the arms of Canadians. Thanks be to God!

In the roller coaster of the past twelve months, we rose to the various challenges in ways many did not think possible. The necessary restrictions shifted almost everything we knew of church, yet the Gospel of Jesus Christ continued to be proclaimed and lived. I have been so proud of the ways that our parishes have been nimble in these difficult times. The Holy Spirit has indeed led us in this wilderness. Thank you to our clergy,

churchwardens, parish staff, lay leaders and tech savvy volunteers who have made this pivot possible. I believe our Church leapt forward several decades in just a few short months, and I hope we will hold onto the spirit of adapting to rapidly changing circumstances.

COVID-19 was not the only challenge facing our Church and society over the past year. In May, we watched in horror as news outlets showed the vicious murder of George Floyd in Minneapolis. The killing of a black man by a white police officer reminded us painfully of the toxic forces of anti-black racism not only in the United States but also here at home. The Gospel calls us away from any kind of hatred and discrimination, and in our baptism we commit to respect the dignity of every human being. Our Diocese is responding to the scourge of racism by offering anti-racism and anti-bias training this year. As the newly-appointed Diocesan Diversity Officer, I look forward to help lead this work forward over the coming year.

2020 was also a year of change in leadership within our Diocese. Bishop Peter Fenty retired after seven years of episcopal ministry, and Bishop Jenny Andison made the decision to return to parish ministry after serving as an area bishop for four years. We give thanks for Bishop Peter and Bishop Jenny and for the ways they have blessed our Diocese. In response to these changes, Bishop Andrew has struck an Episcopal Leadership Working Group to help shape the future of episcopal leadership going forward. In this interim period, I have been asked to provide oversight to deaneries in York-Simcoe and York-Credit Valley, in addition to the five deaneries in York-Scarborough. Please pray for the work of the ELWG as we discern the future of leadership in our Church.

In spite of the challenges, I look back on 2020 with joy and thanksgiving at the opportunities to visit many of the 56 parishes and ministries of York-Scarborough. I was with you for Sunday worship, celebrations of new ministry, anniversaries, meetings with parish leadership, and many other special occasions – and much of it by Zoom! We even ordained four new priests in York-Scarborough between October and December, one of the many signs that the Church in our Diocese is still very much alive and well! I want to thank the clergy and people of the area as I have travelled across the episcopal area. I have been grateful for your prayers, and your desire to be co-workers in the building up of God's Church.

As I reflect on my ministry over the past year, I realize that my work would not have been possible without the support of my amazing assistant, Sue Willoughby. Sue does a great job managing my calendar and correspondence and ensuring that I am able to keep up with a ministry that has an increasing number of moving parts. Sue works closely with our exceptional synod office staff. They are all 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 Canon Geoffrey Sangwine (St. James), the Reverend Shelley McVea (Toronto East) and the Reverend Nicholas Morkel (York Mills). The Reverend Heather Gwynne-Timothy continued her wonderful ministry as Chaplain to the Retired Clergy of York-Scarborough in 2020. Along with our area liturgical officers, our Regional Deans are excellent resources for parishes, and provide me with invaluable advice. I have also valued the support and collegiality of the other members of the College: Bishop Andrew, Bishop Peter, Bishop Riscylla, Bishop Jenny and Canon Mary Conliffe.

Our episcopal area is also blessed with many incredible youth leaders, who are ably led by our two York-Scarborough Youth Coordinators, Jillian Ruch and Ian Physick. In the midst of this pandemic, they have found creative ways of staying in touch with our youth and encouraging them in their own ministries.

Finally, I want to express my thanks to all those who exercise leadership in the parishes, missions, schools, fresh expressions and community ministries of the York-Scarborough area. 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. Please be assured of my prayers each day as you carry out your ministry in the name of Jesus Christ.

I am writing this letter on the Feast of the Confession of St. Peter. As our Church celebrates Peter's proclamation that Jesus is "the Christ, the Son of the Living God" (Matthew 16:16), please join with me in working for the vitality of the Church, built on Christ our cornerstone. Pray with hope for the year ahead.

Yours faithfully,

A handwritten signature in dark ink, appearing to read "Kevin Robertson". The signature is fluid and cursive, with a long horizontal stroke at the end.

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

# BOARD CHAIR REPORTS

## Advisory Board

Following Vestry, the first meeting for the Advisory Board was being planned with an eye to that meeting but equally to the work we would be doing over the year. The word pivot has been used a lot and the March meeting was the first of many times throughout the year that we, collectively, and as the groups and committees that form the board, had to change our way of meeting, gathering, planning, and serving God. Meeting by Zoom was quite the initiation. Throughout the rest of this Vestry Report, you will read about the amazing ministry that has unfolded as we continued to gather to worship God, to grow in faith, to serve and care for one another, to seek to learn how to be allies with those who seek justice often in new ways.

At each of our monthly meetings, we shared the ways each ministry area has continued to thrive, the challenges that were before us as a community, and to contemplate what the future holds as a community of faith and how the Church is being transformed by the pandemic. It has been good, thought-provoking, hopeful discussion.

Thank you to the members of the Advisory Board for their support this year: Richard Van Delft (Vice Chair), Sheree Drummond (Chair, Board of Management) Stephen Allen (ISWG), Heather Bennett, (Engagement and Welcome), Andrew Duffy (Children's Ministry), Anne Evers (Music), Susan Graham Walker (Strategic Plan), Grant Jahnke (Creation Matters), Henry Krol (Refugees), Craig Spielmacher (Member-at-Large), David Townsend/Amber Aulen (Learning@Redeemer), Max Uphaus (Member-at-Large), Karen Visser (Member-at-Large), Scott Werry (9.30AM Worship), and Marjorie Wrightson (Secretary). And thank you to Steven Mackison, Susan Haig, Roshni Jayawardena and Angie Hocking for your support, wisdom, and guidance.

Ann Cope

## Board of Management

The Board of Management is responsible for managing the financial and administrative functions of the Church. The Board is currently composed of ten parishioners: David Burt, Ann Cope (Advisory Board Chair), Sheree Drummond (Chair), Richard Heystee (Treasurer), Frances Humphreys, David Pabke, Marg Creal (Vice-Chair), John Sutton, Pauline Walsh, and Marjorie Wrightson (Secretary).

The key areas of responsibility handled by the Board are finance, budget management, investments, stewardship, human resources, and property management. The members of the Board meet monthly to discuss those issues, amongst others, and to make decisions that ensure the well-being of the Church.

The pandemic had a major impact on the work of the Board this past year.

Given the need to make time-sensitive decisions in the early days and months of the pandemic, the Executive Committee met frequently. The Executive Committee also met on an *ad hoc* basis over the summer to address emerging issues. The Executive Committee is composed of Marg Creal, Sheree Drummond, Richard Heystee, Marjorie Wrightson, Ann Cope, Richard Van Delft (Advisory Board Vice-Chair), Karen Chandler (Director of Parish Operations), and Steven Mackison.

The following are the major matters dealt with by the Board over the course of 2020:

1. Human resources and operations decisions as a result of the spring 2020 provincial lockdown.
2. Issues related to return to in-person worship in September 2020.
3. Multiple discussions of the ISWG Mural proposal, culminating in a recommendation for the matter to be considered at a Special Vestry meeting on November 8, 2020.
4. Regular discussions on how best to move forward with the implementation of Redeemer's Strategic Plan.

5. Strategic stewardship matters.
6. The Common Table matters, with specific attention to issues arising as a result of the pandemic.
7. Emerging and ongoing property matters (e.g., removal and storage of pews, roof repairs, exterior light fixtures, oven replacement, AV expenses).

The challenges faced by the Redeemer community arising from the pandemic have been significant. It is important to note that the work of the 2019 Board under the leadership of Lee Shouldice to put in place a human resources infrastructure to better support our mission, in particular the hiring of a Director of Parish Operations, was a major factor in Redeemer's ability to effectively navigate the challenges of this past year.

Redeemer is blessed in so many ways, not the least of which is the generosity of so many members of our community who give of their time and talents to serve as engaged and dedicated leaders of our parish. I am deeply grateful to all members of the Board for their hard work and commitment. Each member has brought their unique gifts and perspectives to bear on the Board's discussions and deliberations, and to the mission of our parish more broadly. I would also like to sincerely thank all members of the parish for your ongoing support.

Sheree Drummond  
Chair, Board of Management

## BOARD OF MANAGEMENT COMMITTEE REPORTS

### Human Resources Committee

The Human Resources Committee of the Board of Management is composed of Marg Creal (Chair), Carol Ritter, Frances Humphreys and Mary Pat Moore and Karen Chandler who joined staff when the pandemic struck.

This year the Committee has been busy responding to the necessary fiscal and program challenges and consequent staffing changes caused by the pandemic.

Twice the church was closed for worship and programming, except for the Common Table, which remained open as an emergency service but at reduced hours.

The Committee carefully assessed staffing, prudent use of financial resources, and overall, the fair and equitable treatment of staff. Anticipating a loss of revenue and reduced need for staff led to an elimination of administrative and nursery roles and hours, restraint in budgets and reduction of hours for staff. As the financial situation improved (with the assistance of the Jubilee provided by the Diocese) outreach, caretaking, administration, and music roles were restored. Persons whose roles had been eliminated were invited to apply.

Karen Chandler, and volunteers, performed all administrative tasks until the recent hiring of an Administrative and Communications Coordinator, Thomas Williams. Also added a part-time junior caretaker, and a full-time role split between the Outreach and Caretaking. Interviews are underway for Outreach staffing; an IIN position and a full-time Common Table and Outreach Coordinator.

The Committee has recommended the creation of a Common Table and Outreach Committee to support Angie Hocking in the further development of the outreach program offered by the Common Table and its governance.

Marg Creal, Chair

### Property

Unfortunately, 2020 was the year most of us did not actually visit our building after the middle of March. Thankfully, we were able to celebrate John Campbell's life on March 7 and use the just installed monitor on the west wall to enjoy a

slideshow of his years among our community. While we went into exile, our brick and stone building served as a haven of welcome, hope and respite.

With the Common Table still operating, food was prepared and brought in from nearby restaurants, heated downstairs and served from the Avenue Road door. Access to the washrooms at the front entrance was provided for folks who had nowhere else to go. Volunteers provided PPE and other necessities and had socially distanced conversations with our guests on the front steps. With many storefronts along Bloor Street boarded up, the church was a visible place of welcome and support. As time has gone along, the Parish Hall and boardroom have been converted into storage and staging areas for the mountain of PPE, warm clothing, medical supplies, and food distributed via the Common Table mobile outreach cart.



With this important work happening, our day-to-day expenses did not drop appreciably. During the year, major building issues arose. As we prepared for re-gathering for in-person services in the fall, our pews were removed to a storage facility to enable the required social distancing. Our internet infrastructure was found wanting to offer the hoped for, but abandoned, live-streamed services. New large media screens on stands were purchased to avoid handling bulletins. Cleaning protocols and the supplies to meet them amped up as sanitation and safety became watch words.

Most of our cooking and mechanical equipment is now over 20 years old. Near year-end, our vital-for-reheating-meals convection oven failed. We learned that our air conditioning system refrigerant is no longer legal and only three of the eight compressors now work. All four air-handling units must be replaced. We received a warning that broken roof slates were an immediate hazard. That has been taken care of requiring expertise and large, specialized lifts. In addition, our electronic sign needs repair and an upgrade. As a temporary measure to advertise our on-line presence, we have had a customized banner printed to cover it. The large decorative lamps on the Avenue Road side of the building were all smashed by a vandal. These have been replaced with less expensive, but still in-character, fixtures.

Looking forward, we will be enhancing our access controls and locks for our main doors. We will be moving forward with the chairs versus pews options on a decision by Vestry. Also, the air conditioning replacements must happen. And, we still have the issue of how to address the failing stained-glass windows. It is now three years since we were told this is an urgent matter.

Throughout 2020, Mark Keller, Justin LaFlamme and Karen Chandler were indispensable in learning all the health and safety protocols needed to care for all the spaces within the building and keep all the occupants and users of it safe. Their tireless efforts must be applauded and celebrated.

Living the Christian story with our doors open for limited times each day has not gone unnoticed by our neighbours. Our bell tolls every Wednesday to acknowledge the tragic deaths by overdose. We look forward to the time it rings again to announce *we are in the building* for worship!

John Sutton

Heather Bennett

Tom Evers

## Congregational Giving & Stewardship Ministry

The COVID-19 pandemic changed so many aspects of our communal life during 2020 – and the Stewardship Committee worked throughout the year to respond to the challenges of the pandemic. Our activities during the year included the following:



We invited you to generously support Redeemer’s pandemic response – with particular emphasis on the Common Table program. We note that the Common Table has continued its work throughout the year in various forms, and the Committee is deeply grateful for the outpouring of generosity that has been key to sustaining this ministry.

- We highlighted the various methods to donate to Redeemer, and we are thankful that many donors have switched from “in-person” donations to “online” donation methods such as Canada Helps.
- As Zoom worship services became the “new normal”, we worked with the staff to develop ways to include an Offertory in our Zoom worship.
- We streamlined the process of thanking donors for individual donations made throughout the year by sending out thank-you emails on a regular basis.
- We used the data stored in the parish’s donation management software to focus our yearend efforts on those donors who historically give at that time of year.

Redeemer ended the year in a strong financial position – thanks to our many generous donors from both inside and outside the parish. We can look forward with confidence as our parish celebrates its 150<sup>th</sup> anniversary in 2021.

I wish to personally express my deep appreciation for the ongoing, dedicated, work of the members of the Stewardship Committee – they are: Heather Bennett, Karen Chandler, Susan Graham Walker, and Steven Mackison. I also extend my thanks to Kate Werneburg for her ongoing work preparing and sending out thank-you notes to Canada Helps donors.

Respectfully submitted,  
David Pabke

## Septimus Jones Memorial Society

The Septimus Jones Society is named after our first Rector and is made up of parishioners who have made a tangible commitment to the future. Through a bequest or other planned gift, they ensure that this community will be a living presence in the lives of generations yet to come.

We benefit in many ways from the foresight of our predecessors. The building we worship in, our beautiful organ, basement facilities, plaques and stained-glass windows throughout the church are all legacies of the vision of previous generations for ministry at the corner. In this year of pandemic, the programs, liturgies, and ministries we offer, even in the absence of physical community, are tangible evidence of God’s love at work.

This work requires resources for ministry. The Stewardship Committee asks you to consider how you can help prepare the way for ministry yet to unfold, with your planned gift.

The parish encourages unconditional gifts for future ministry. If your planned gift needs to be more specific, please contact the church now, to ensure the gift meets your needs and ours.

In 2020, the following people or estates, to our knowledge, are members of the Septimus Jones Society. Please accept our apologies and let us know if your name has been omitted. We will do our best to correct these oversights. For more information on gift planning, please email us at [stewardship@theredeemer.ca](mailto:stewardship@theredeemer.ca).

Bryan & Carol Finlay  
Pamela Thomson & Gordon Hachborn  
Isobel Wettlaufer Estate  
John Gartshore Estate  
Mervyn Chin  
John and Roslyn Sutton

David & Donna Penhale  
Mary Bull  
Margaret Bremner Estate  
David Burt  
Sylvia McPhee

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

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

## Strategic Plan Update

While the trio working on Resourcing for Mission reported in November and received encouragement from the Board of Management we have not progressed with our plan.

We believe that the plan is sound - to be listening first and planning later. In the time since the last Board of Management meeting, the pandemic realities have forced a number of Church and other organizations to push off significant projects or events into late 2021 or even into 2022. (Canterbury Cathedral scaled back its commemoration of the 850th anniversary of the martyrdom of Thomas Becket until 2021 or 2022. What's two years after 850? Just a round number.)

So with all that is happening we, again, are uncertain when to begin: Before Vestry, after Vestry, as part of the 150th, after the 150th.

At a recent Executive Committee meeting we agreed to provide an interim report or note to the Board of Management, Staying Connected (if appropriate), *The Gathering*, the 2020 Vestry Book.

MJ Wilson, Joan Robinson & I welcome advice and suggestions from the parish leadership.

Susan Graham Walker

## DIRECTOR OF PARISH OPERATIONS REPORT

In 2020, the world turned upside down in the face of a pandemic that changed much of how we operated at Church of the Redeemer.



The Caretaking team changed gears from managing space, rentals, and custodial work to ensuring personal protective equipment (PPE) and proper disinfecting and cleaning procedures were in place to support The Common Table as an essential service. Processes were revised for in-person worship in September.

Staffing was decreased through termination and attrition. Two staff members had reduced hours for June through August, contract musicians were discontinued, and the hours for Honourary Clergy were reduced. Many were reengaged for in-person worship in September. Wednesday Reflections are a gift from our Honouraries for which we are thankful. With Roshni

Jayawardena's departure in June 2020, Nate Wall's hours increased. Krista Fry joined us full-time in March 2020, Justin Laflamme was hired full-time in October 2020, and a part-time Caretaker was hired.

The in-office Administration as well as Donations Management roles which had been left vacant were assumed by me. Marjorie Wrightson provided support to clergy in preparing for worship, and Ann Cope provided her Communications expertise in keeping the Parish informed. Thank you both for your immense support.

Richard Heystee (Treasurer) and Nasir Qamar (Bookkeeper) were extraordinary in gathering data for the various government subsidies. Expense processing was streamlined, and most reimbursements are now via TelPay which is a good practice.

I am amazed and in awe of our staff, volunteers and parishioners and their ability to adapt to this ever-changing environment.

Karen Chandler  
Director of Parish Operations

## REPORTS FROM MINISTRY AREAS

### Christian Education

#### Learning@Redeemer

Over the past year, the newly revamped Learning@Redeemer committee has creatively and dynamically bounced ideas off one another before ultimately executing various learning opportunities. The first of these was the “Poetry in Lent” series. Although we could not have foreseen the change that would be wrought in our world during that time, the reflections from a variety of parishioners helped tether many of us to this church community even as we were forced into physical isolation. The pivot to online offerings forced us to cancel the meditation series we planned to offer in Lent. We hope to revive this initiative once in-person meeting is once again possible.

Over the summer we provided another installment of Summer Readers, this time looking at *An Altar in the World* by Barbara Brown Taylor. In many ways, this the right book at the right time, as many of us sought ways to infuse our daily lives and routines with a sense of the sacred. With the backing of L@R, Craig Spielmacher and Melanie Stevenson launched a small group initiative, “Be You,” in the fall. This group has provided a welcoming space for people to connect richly and deeply. Also in the fall, L@R joined forces with the Season of Creation group to provide a 30-day challenge, encouraging people to be mindful and reflective of the way their actions could help creation flourish. The committee is looking forward to several new initiatives this year, including a book study during Lent, an additional small group after Easter, and an event focused on Julian of Norwich in the spring.

Submitted in love and gratitude,

David Townsend and Amber Aulen on behalf of the committee

#### Be You

*“Therefore encourage one another and build one another up, just as you are doing”*. [1 Thessalonians 5:11](#)

Learning together, teaching together, being together – the basic principle of “Be You”! “Be You” was a trial project by the Learning@Redeemer committee to bring together people to learn, share, teach and be themselves. As a group, the members met online to discuss topics that were relevant to them and to the greater community. Under the wonderful facilitation skills of Melanie Stephenson, topics such as Christian Poetry, Pilgrimage, Faith, Prayer, and the meaning of the word “God” were debated in a constructive and respectful manner.



Primarily the participants led the sessions but “Be You” was fortunate to learn from our own Susan Haig and to have the last session led by The Very Reverend M. Ansley Tucker, Rector and Dean of Columbia.

“Be You” was a success and fostered an enriching environment in this socially distant time! We are in the process of organizing two further groups in the beginning of 2021 to encourage growth and learning in our community. The real success of the program though, is in the creative, open, and dynamic participants of “Be You”:

John Deacon, Deb Deacon, Karen Visser, Richard VanDelft, Mary-Jane Wilson  
Susan Graham Walker, Jenny Li and Sharon Kirby.

***“You are you. Now, isn’t that pleasant?” – Dr. Seuss***

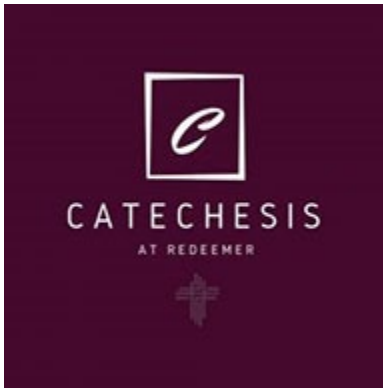
Craig Spielmacher  
Coordinator, “Be You”

#### Catechesis -- Celebrating and Learning as a Community

Catechesis 2020 was designed around the theme of community. It has been said that it is hard to be a Christian without a community; so, we had undertaken the task to bring together members of Redeemer through support,

encouragement, prayer, and leadership to assist the participants in finding their place within community and to help renew their relationship with God.

Catechesis is an opportunity to share. Whether as a catechumen or a sponsor, the journey that was taken gave participants the chance to reflect, debate and allow them to have a better understanding of their role in God's community.



The participants for 2020 were: Rishi Verma, Morris St Pierre, Finn Keesmaat-Walsh, Sophia Uruena, Jenny Li, Sharon Kirby, Karen Visser, Lynda Young, Erika Bauder, Richard Van Delft, Faris Nimry, Melanie Stephenson, Karen Chandler, Karen Turner and Heather Steeves.

We started to meet in person and were fortunate to do for several sessions, then the world changed. The program quickly reformatted to an online model and though not ideal, it suited the needs of those enrolled. The group continued to meet regularly and then agreed to meet regularly after the program officially ended for several months after.

Redeemer is fortunate to have a supportive leadership structure that helped during Catechesis. From our Clergy to Pastoral Associates; from staff to members; the Redeemer community came together to provide a unique journey to explore and strengthen relationships with God.

Within the Redeemer family, we were very thankful for the assistance of Steven Mackison, Susan Haig, Roshni Jayawardena, Angie Hocking, Nathan Wall, Susan Graham Walker, Paul Walker, Ann Cope, Marjorie Wrightson, Heather Bennett and Anne Evers.

From the Greater Community in which we live, we were greatly appreciative to:

Elin Goulden, Sylvia Keesmaat, Annette Brownlee, Joseph Mangina and The Most Rev. Linda Nicholls, Primate, Anglican Church of Canada

"Community is God's way of acting in us and through us. God draws us into community for our own well-being",

-- Br. Jonathon Maury

Craig Spielmacher

## Marginalia

After the long-running *Telling the Story*/series wrapped up in the spring of 2019, I experimented with Marginalia, a Sunday School for adults. For six months before the pandemic hit, we met in the Boardroom for back-to-back sessions on Sunday mornings. Members of the 11:15 community met at 10 AM and 9:30 folks attended after that service ended. This initiative was doing well on site. When the first lockdown hit, we moved immediately online. To my surprise the group has thrived digitally. Marginalia now meets by Zoom at 9AM Sundays before the 10:30 worship service. At least 40 people participate (sometimes up to 60) weekly, compared to 20 to 25 when we met in person at the church. I am grateful to all who have made the best of a less than ideal situation. Great conversations happen during our time on Zoom and frequently spill over into email. There is no shortage of energy in this program—a sign of life, and a testament to our community's hunger to learn and our willingness to ad-venture out together.

M a R G i n a L I A

Nate Wall

Scholar-in-Residence: Adult Christian Formation and Young Adults Ministry

## Church School & Nursery

2020 was a challenging, yet fruitful year for the kids of Redeemer. In the early months of year, the kids explored the stories of the life of David and created a detailed and thoughtful scroll depicting the key moments. This beautiful and collaborative piece of art was presented to the rest of the congregation at Vestry.

In March, the kids pivoted to virtual Church School. Every week, about 10 kids (and sometimes parents!) Zoomed into Church School where they shared stories, played games and explore the Bible. They did a unit of women of the Bible, welcomed Angie Hocking to talk about The Common Table's pandemic response, and learned from Abigail Young all about different translations and history of the Bible. The kids also created a powerful Easter Gospel using their beautiful artwork accompanied by the narration of the text.

In June, Roshni Jayawardena began her incumbency at Trinity St. Paul's, Port Credit, and Hilary Keachie became the Pastoral Associate for Children, Youth and Families.

In consultation and conversation with families, we decided to continue virtual Church School over the summer months. This proved to be an excellent opportunity to get to know the kids all while exploring the parables of Jesus. From August 11-15, 10-11am on Zoom, we hosted a very successful virtual Vacation Bible Camp focussing on the story of Daniel. We had 16 kids register, many of whom were new to Redeemer. We also had wonderful involvement from youth members, musicians, and Church School leadership.



We continued with virtual Church School in September, but managed to try a few creative and engaging activities including tie-dyeing monochromatic orange t-shirts for Orange Shirt Day, a virtual blessing of backpacks and a celebration and blessing of their pets (and stuffies!) on St. Francis Day. The kids participated in the Season of Creation with four wonderful guest speakers, including Rev. Dawn Davis, Norah L'Esperance, Frances Humphreys and John Paul Markides. In November, we began our unit on prophets, prepared by Paul MacLean and with artwork by Jennifer Miceli. We delivered the foam core panels and art supplies ahead of time and week by week, we explored the stories of Elijah and Elisha, mostly using the Kingstone Graphic Novel Bible, and then worked on our panels together. This unit will continue in 2021.

In December, we created beautiful Advent Wreaths together, and worked hard to put on a virtual Christmas Pageant, under the guidance of Barbara Grant and Jim Jones. Some live on Zoom, some pre-recorded, many songs, familiar costumes, guest appearances by parents and it came together into a beautiful and meaningful telling of the Christmas story.

In Advent, we also began a new programme called Pyjama Prayers for the really young in our community. This is a 15-minute virtual gathering on Friday evenings at 6:45pm and includes a Godly play style story, a song and a prayer. We have had great responses to this new initiative so far, with between 3-6 families each week, including a few new families.

We are blessed by the wonderful team of teachers at Redeemer. They are passionate, engaging and demonstrate such a deep love of these children. We are so grateful for their ministry.

## Youth Ministry

This has been a difficult year for our youth. Yet, in the midst of it, there have been some joyful and inspiring moments of learning, of community and of faith formation. In the early months of the year, the youth decided on a new name "The Wise Cherubs" and Margaret graciously designed an amazing logo for us!



In February, the youth prepared for the CLAY (Canadian Lutheran Anglican Youth) gathering which was set to happen in Calgary in August 2020. We planned and hosted a few fundraisers including making and selling eco-friendly beeswax wraps and hosting a bake sale at the end of Vestry Sunday. It was very disappointing that CLAY was cancelled. It is being planned as a three-day virtual conference for August 2021, and we are considering participating in some capacity.

In March we began virtual youth group over Zoom. The youth mostly shared their rose, bud, and thorns with each other, focussing in these early days on supporting each other and maintaining connections. We also explored different forms of prayer, including prayer in different faith traditions, and then did an in-depth exploration of cataclysms in the Bible following some youth members' suggestion. We looked at the flood, the plagues, the book of Daniel and then spent many weeks exploring the book of Revelation.

In May the youth worked hard to create a meaningful youth ministry Sunday on Pentecost. They recorded music, answered questions about the Holy Spirit and the Fruits of the Spirit for an interview-style homily, read scripture, wrote, and led the Prayers of the People and created artwork to accompany the music. The kids of Redeemer also participated in the service by filming short videos of them running, walking, riding, and dancing which we turned into a lively Pentecost parade!

In the spring, we had a youth member express the desire to be baptized. We began baptismal preparation before the lockdown, and continued to meet weekly, and then bi-weekly to share faith journeys, explore the baptismal covenant and discuss many, many Bible stories. She had hoped to be baptized at the Easter Vigil, and we hope that we will be able to have her baptism in 2021.

We continued to have virtual youth group over the summer. We had a very thought-provoking book club on *The Hate U Give*, played role playing games and tried to make animal origami. A few youth members also took on leadership roles in Vacation Bible Camp and in planning and creating lessons for Church School.

In September, we met in-person for 5 weeks in Philosophers' Walk. It was really great to be back in person together, and we had fun making tie-dyed t-shirts for Orange Shirt Day, learning about species of animals and trees and listening to residential school survivor's stories. By mid-October, we returned to virtual youth group following the Provincial guidelines.

In October we welcomed Pavani Paul as our Youth Ministry Apprentice through the Diocese. Although it has been a steep learning curve, especially trying to get to know the youth mostly over zoom, Pavani has risen to the challenge and created many thoughtful and engaging lessons for the youth. We are looking forward to the rest of the year with her.

In December, the youth took the initiative to make about 1000 cookies for the Redeemer Gifts and to be given out at the Common Table's Christmas lunch. They loved this opportunity, and we are looking for more ways that they can be involved in outreach for the coming year. Some youth members also took a leadership role in the Christmas pageant -- narrating, acting, singing, assisting with music, helping with rehearsals -- and we are so grateful for your enthusiasm and willingness to participate and your dedication to making it such a wonderful pageant.



It has certainly been a difficult year, and some of our youth members do not like Zoom which has made staying in touch more challenging. We have tried to stay in contact through emails, texts, a WhatsApp chat, book clubs, package deliveries and prayer, and will continue to work hard to support and uphold the wonderful youth of our community.

Finally, we are incredibly grateful to Tom Evers for his continued leadership and dedication with our youth! We cannot thank you enough for everything you do for the youth!

Submitted by Hilary Keachie  
Pastoral Associate for Children, Youth and Families

## Young Adults Ministry (20s/30s)

With Roshni Jayawardena's departure mid-year to assume her new role as Incumbent of Trinity-St. Paul's Port Credit, Hilary Keachie added children and family ministry to her work with youth and transitioned the young adults ministry to me. It is early days and I am still getting to know the group. During the late summer and fall we had some in-person events at a safe distance, but we are now meeting online as in the pandemic's early days.

Nate Wall  
Scholar-in-Residence: Adult Christian Formation and Young Adults Ministry

## OUTREACH

### The Common Table

#### **March through September: Responding swiftly to massive changes**

When the pandemic started in Toronto in March, we made the decision to remain open for our community, for as long as we possibly could. Our mantra was 'take it day by day', which thankfully, was a mantra that guided us eventually through *all* the days of 2020. Of course, 'open' didn't mean what it did before- we moved to outdoor food service, and connected with our folks outside on our large front steps. We offered regulated washroom and phone access, integrated resources and referrals, and support to folks that are housed and too high risk to venture out into social service programs for support.

As hard as the pandemic has been on everyone, our marginalized folks in our community are the ones whose life has been uprooted the most. The libraries abruptly closed, access to the shelter system changed significantly, most support programs closed, washroom access is dismal... this has COMPLETELY changed the daily lives of our folks in just about every way. And not to mention, they are for the most part, not able to shelter in place as suggested by our government and public health system.

Considering these circumstances, our outreach staff are continually blown away by the patience, resilience, and understanding by the community ongoing. But one must wonder- should they be so patient? Should they be so understanding? The city of Toronto promised 6,500 private and appropriate accommodations for people living on the street in April for the duration of the pandemic, but that promise continued to diminish as the months went on. While the city offered up to \$2,000 per month to folks that lost their jobs from CERB, people on Ontario Works (welfare) received a one-time government cheque of \$100. As the months go by, it has become apparent that keeping the marginalized safe and housed during this worldwide pandemic is not a priority. So, we delved deeper into advocacy efforts, co-hosting press conferences, speaking with political representatives regularly, and doing our best to bring attention in the media of the realities facing the poor in our city.



We continued to be open 5 days/week, serving meals at the side door. **Our numbers used to be around 80 each day, now during COVID, we serve 125-150 meals daily.** We have focused solely on lunch delivery at the door instead of breakfast and lunch (our serving time is now 10am - noon). We have continued to offer washroom access (of which are being cleaned and maintained after each use) and phone access. We are closely connected to the issues of poverty at hand during the pandemic in this city, and we remain at these tables ongoing as we engage with city leadership often, as well as continually explore creative partnerships with neighbourhood organizations.

#### **Fall 2020 to now**

After creating very elaborate re-entry plans and restructuring changes, we were just about to open indoors when the COVID numbers began to shoot up last month. We made the hard decision to postpone indoor re-entry, weighing the desire to offer folks a space inside, with potentially fostering a breeding ground for outbreak, as we are seeing in most of the shelters. It proved too dangerous for our folks with already compromised immune systems, to have yet another space where they might contract and spread this potentially

deadly virus. And the amount of staffing and volunteer support we would need on a daily basis to do things right was not realistic nor sustainable.

However, innovation in times of peril is a quality we have embraced time and time again, and we decided that this was the time to get creative.

#### **Street Outreach Programming 2020**

So with these new restrictions in place to indoor programming, we decided to get comfortable in our winter coats this year. We are now doing street outreach twice every week! This is new terrain for us, and we are learning a lot as we go, but thankfully have many years of community work under our belts to give us a good starting point. We have been doing it about 4 months now, but we are already seeing the incredible opportunity it is creating for us to be a vital neighbourhood community support in new and exciting ways. The cart carries tasty sandwiches (about 120 each day), fresh homemade muffins, water, snacks, toiletries, clothing, naloxone kits, winter gear, sleeping bags, resources, and much more.

Beyond being a support to the community living on the street first and foremost, we are also a resource to the larger community. During our outreach shift, we connect with local, street level businesses, and serve as a bridge of support to frontline folks that are unsure how to interact with those experiencing homelessness or marginalization. We seek to teach compassionate engagement techniques, and bridge folks needing support to the community to us and other agencies. Ultimately, our educational efforts exist to avoid unnecessary police calls and ongoing re-criminalization of the poor.



The Redeemer community (you!) has been nothing short of incredible. Financial support from the community greatly increased, in effort to ensure The Common Table could stay open during the pandemic. Those of you are comfortable to do so volunteer in various ways- some on site, others doing driving, shopping, making sandwiches from home, and assisting with various projects. Although I am not surprised at how this community stepped up, it is still incredible to bear witness to. And our partnerships continued to grow and expand in the neighbourhood, from a funding perspective, and in many other new and exciting ways.

We continue in perseverance in 2021, with the strength of this community always in the front of mind, and in solidarity with the poor in our community. Please keep us in your prayers, and thank you for your incredible ongoing support of this ministry.

Angie Hocking



## Newsletter



This year's publication schedule for the parish newsletter, The Gathering, became an uncertain thing. We discovered that with ever-changing guidelines for the pandemic, plans for the community changed in a moment and the information in the newsletter could easily be out of date within days of publication. Thank you to those who contributed articles and patiently waited to see their prose in print or offered articles in case having something on hand was helpful for whenever we could produce an issue. And helpful it was indeed. Thank you to Thomas Evers and Steven Mackison for all their work in helping to bring each issue to life.

As 2020 turned the corner to 2021, we made the decision to publish smaller issues more frequently for the next while. There will not be quite as many pictures, but the articles will be – as always – splendid reading.

Ann Cope

## Communications

The invitation to Redeemer's first Staying Connected meeting in January 2020 included these words: "Our desire to communicate more clearly and deeply says something about how we as a community care for one another. Since Redeemer is such a wonderfully complex and busy place, with a thriving and diverse ministry, it is even more important that we stay connected by communicating frequently and intentionally." Little did we know then just how vital communications would be in 2020. When the pandemic hit, keeping in touch with one another became even more essential.

We are so grateful to the many people who helped keep us connected in 2020. From the very first day, the Pastoral Care Team and additional helpers were phoning parishioners to keep in touch. Assistance was provided to some with technology challenges and bulletins and copies of the Gathering were mailed to people without computers.

Staff worked tirelessly to keep us together for worship on Zoom, and additional offerings were posted to Facebook and Redeemer's YouTube channel. The Common Table produced a daily newsletter for participants. Boards and committees continued their ministries virtually, and programming thrived online. Parishioners were kept in the loop with mailings, more frequent issues of eNews, social media posts and website updates. And yes, Staying Connected meetings moved to Zoom and have continued.

In addition to all the organized communications, there were countless acts of care and kindness amongst individual parishioners that helped to keep Redeemer connected during a difficult year. Thank you to everyone who contributed to our 2020 communication efforts.

Marjorie Wrightson

## Welcome & Engagement Ministry

A new Information Centre was completed in early March. This includes a wall-mounted monitor, a custom designed and made cabinet to house print material, a bulletin board for program and event promotion, and a surface for a tablet to facilitate processing donations and updating parishioners' information. It is a designated space for meeting with newcomers, visitors, and parishioners.

The monitor will enable us to showcase parish ministries in action; promote programs and events; show films; and project slideshows for weddings, funerals, and other receptions. The first use of this was for John Campbell's memorial service on March 7, the day before our last service was held in the building until September 2020.

During 2020 work began on a brochure to outline a history of the parish, describe its vibrant ministries, and invite participation in the life of the community. This was set aside given the pandemic and uncertainty about when and how we could re-gather. Similarly, an event was postponed that was envisioned to highlight the committees, guilds and ministries and ways to participate in these.

The closure of our building for worship meant moving welcome and engagement to our website, eNews, and to the weekly worship gatherings. To facilitate online worship and welcome those signing-on for services, a team of Zoom moderators, readers, leaders for the Prayers of the People, and coffee hosts was recruited and trained.

When we re-gathered for 8 and 10:30 am in-person services for a few weeks in the fall, a team of 32 greeters, readers and prayers of the people leaders stepped forward to learn and implement the rigorous protocols to make these happen safely.

As we meet virtually for services, programs, and events, we continue to extend a warm welcome to all who participate. An invitation to become involved in some way in the life of the community is extended! Go to [Serving@Redeemer](mailto:Serving@Redeemer.ca) on the website or send an email to [connecting@theredeemer.ca](mailto:connecting@theredeemer.ca).

Heather Bennett

## Indigenous Solidarity Working Group

### Calls to Action

The following Calls to Action are relevant to the Indigenous Solidarity Working Group's program:

- [No. 41](#): Concerns the creation of a National Inquiry into Murdered and Missing Indigenous Women and Girls.
- No. 45.ii Re: The Government of Canada enacting legislation to ensure Canada's laws are in harmony with United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- No. 48: church parties to the Settlement Agreement, (Indian Residential Schools Settlement Agreement) ...to formally adopt and comply with the principles, norms, and standards of UNDRIP as a framework for reconciliation. This would include: iii. Engaging in ongoing public dialogue and actions to support UNDRIP;
- No. 59: Churches develop ongoing education strategies to ensure that their respective congregations learn about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities are necessary.

Like other committees and more generally the community of Church of The Redeemer, the Indigenous Solidarity Working Group has had to adjust to the impact of COVID-19. Some planned activities have been cancelled, some postponed and others shifted to Zoom. Here is a recap of 2020:

### Learning & Acting

**National Indigenous Day of Prayer – June 21:** Guest preacher was Jennifer Henry, former executive director of KAIROS. Sandra Campbell, pastoral care worker with Toronto Urban Native Ministry opened the service with a smudge, an opening prayer and drumming. Two youth members who



participated in the 2018 Y2Y mission trip came to church school and shared their experience. Children and youth were sent an activity pack which taught about Indigenous solidarity, offered activities and links. Hilary Keachie's leadership in providing learning opportunities for children and youth about reconciliation is appreciated.

**Conversation with Drew Hayden Taylor – July 4:** Carolyn Bett organized a conversation (via Zoom) was held with Drew Hayden Taylor to discuss the CBC documentary he produced called *Cottagers and Indians* which included a focus on Indigenous people growing and harvesting wild rice and the tensions this is causing with some cottagers.

**Proposal for A Mural:** Pamela Thomson is providing leadership on this initiative. Meetings took place with the Executive, Advisory Board and the Board of Management regarding the proposal. There were two consultations with parishioners and one with Indigenous people in the Toronto area to generate ideas about possible themes for the mural. Joseph Sagaj, the artist, participated in all three consultations and attended the special Vestry meeting which took on Nov. 8. This meeting was called for the parish to decide if a proposal for funding the mural should be submitted to the City of Toronto's StART Committee. Vestry approved the proposal being submitted. The ISWG's web site included detailed information about the proposal. The proposal will be submitted by February 22. A decision is expected in May. The project must be completed by October 31, 2021.

**Orange Shirt Sunday – September 27:** Jim Boyles preached the sermon. Parishioners were invited to wear an orange piece of clothing. Thanks to a member of the ISWG who donated funds, t-shirts and other materials were bought for the children and youth to do orange tie-dye t-shirts. They read Phyllis Webstad's book *The Orange Shirt Story* (Orange Shirt Day while recognizing and honouring all Survivors is based on Phyllis Webstad's experience at a residential school). The youth listened to stories by Survivors of residential schools. Some of the youth shared their thoughts about Orange Shirt Day. A video was made and shared with the community following a service.

## Communications

**The Gathering:** Carolyn Bett submitted articles in each of the Gathering issues – all dealing with the theme of reconciliation.

**W.I.N.D.** Pamela Thomson compiles a bi-weekly e-newsletter of articles by and about Indigenous people as well as events.

**The year ahead:** The ISWG met earlier in January via Zoom to plan its 2021 program.

Stephen Allen

## Creations 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.

Creation Matters met monthly during 2020, for study, reflection, mutual support, and action planning. Once again, our major project for the year was to plan and facilitate a month-long *Season of Creation* which took place between Sept. 27 and Oct. 25. This included our now traditional evening launch service, "Earthsong: A Service of Music, Word & Prayer" as well as four Sunday morning services. Guest speakers and workshop presenters during the *Season* included Jennifer Henry, Executive Director of Kairos, Dr. Cynthia Wesley-Esquimaux and Dr. Sylvia Keesmaat. Our Incumbent Steven Mackison, Associate Priest Susan Haig, and Scholar in Residence Nate Wall completed the roster of superb preachers. Redeemer's outstanding musicians/videographers, and many individual members participated with enthusiasm in

various ways throughout the *Season*. The Season of Creation planning team worked in collaboration with Church School, Learning @ Redeemer and ISWG.

The significant challenge during the planning process was the need to shift from planning for an in-church Season of Creation, then “pivoting” to an online season and then ultimately, to creating *both* online and in-church celebrations!

This year a fifth Sunday was added to the Season—a “So what?” Sunday designed for reflection together on why this new *Season*, which is now part of Redeemer’s annual cycle of worship, is important for us. The coffee chat groups following this service functioned as debrief sessions, indicated that the third *Season* was well received. It affirmed the Redeemer community’s sense that continuing the observance of a Season of Creation is eagerly expected. This is especially so given the priorities of our Diocesan Bishop and Resolution C003, passed at General Synod 2019, encouraging all Canadian dioceses to make the Baptismal Covenant’s fifth Mark of Mission a priority.



Grant Jahnke, Chair, Creation Matters @ Redeemer.

## Refugee Settlement Ministry

The Refugee Settlement Committee strongly supports inter-faith outreach and connection as part of our ministry and are committed to welcoming the stranger.

Since 2016 the Refugee Settlement Committee has settled eleven people from three countries, the first, a young man from The Gambia. In the second sponsorship, we welcomed members of an extended family from Myanmar, who had been living in a refugee camp in Thailand for years. The latest sponsorship was for four young Eritrean men who had travelled through Sudan and Egypt to Israel, where they lived under threat of being returned to Eritrea. For this last sponsorship we partnered with two Eritrean-Canadian brothers.

In 2020, working with AURA (Anglican United Refugee Alliance), the Committee recommended to the Redeemer Board of Management that we sponsor a Somali family of 7 currently in a Kenyan refugee camp. This sponsorship was approved, and AURA put the application through. Of course, COVID-19 has slowed down all refugee application processes, and at the present time we do not expect the family’s arrival until 2022.

Through COVID-19, the committee continued to meet via Zoom to share our own circumstances and to exchange news and maintain hope that we will be able to welcome the family once travel restrictions are lifted. As always, we are grateful for the support of the Redeemer community.

Alison Colvin and Henry Krol, Co-chairs

## PASTORAL CARE

Throughout most of 2020, the challenge for pastoral care was how to keep the community connected and caring for one another while remaining apart to protect our physical health and well-being.

With assistance from many parishioners not on the team, the Pastoral Care Team began an intentional telephone ministry to maintain regular contact with parishioners who wished to receive calls. Over the course of the year, as many as 15 different volunteers assisted the team and Tony Crosbie with this important task.

The team considered the effects of the lockdowns and ongoing restrictions on the mental, emotional, and spiritual health of our community and creatively offered ways to meet some of the needs that it identified. Two team members, Francis Martin and Frances Humphreys, began hosting a support group for parents with adult children with mental health challenges, a group that may give rise to other similar small groups in the future. Another small group experience

with ancient roots in our tradition began when Karen and Michael Visser offered their garden as a venue for outdoor Eucharists; and thus, parishioners who were not able to join Zoom church or those most strongly feeling the pinch of disconnection were able to come together for a safe worship experience.

Initiated by Dan Norman and Will Reid, our colleagues from the Music Team, a singing e-card was created and sent to those grieving a death or other major loss, as we were aware that the normal comforts offered through physical circles of care were not available. Prompted by the wisdom of Heather and Peter Bennett, Susan spoke and wrote about planning for end-of-life issues (funerals, medical/legal), which in turn inspired many parishioners to turn their minds to these matters and have good pastoral conversations with clergy and family members.

In November, Frances Humphreys and Francis Martin proposed to the team that we could find connection and joy through a daily dose of music, and so the team offered the programme known as Yes-vember. The team organized a Zoom Blue Christmas service, with beautiful music and a thoughtful reflection by Anne Evers, giving those struggling with feelings of sadness and exile from the normal a safe place to lament, as well as a springboard for hope.



Redeemer Gifts happened despite all the organizational challenges posed by Covid, offering a gift or card to twice as many people as in previous years. Our youth and families became baking masters, sending delicious odours wafting across the GTA. One of our team members, MJ Wilson, and her husband David Pabke undertook the monumental task of putting together the gift bags in their own home. And the usual enthusiastic team of chauffeurs and walkers came through on delivery day -- as they always have -- to bring cheer to their fellow parishioners.

Quite spontaneously and organically, people also put pen to paper and wrote one another lovely cards or letters. (Sometimes these cards were the handiwork of our own artists like Joan Slamen.) People picked up the phone and called and asked, "hey, are you ok?" People emailed the clergy and said, "please keep your eye on so and so because I'm concerned." People drove their fellow parishioners to doctor's appointments, or offered each other tech support, or in one case ensured someone got a laptop and access to the Internet so they could attend Zoom church.

The members of the team this past year were:

Tony Crosbie – Co-leader  
Sharon Kirby  
Susan Scott

Susan Haig – Co-leader  
Francis Martin  
MJ Wilson

Frances Humphreys  
Marj Richings

As this report attests, the work of pastoral care is accomplished in part by the clergy, staff, lay leadership and members of the Pastoral Care Team; but it is also and always the work of the entire community. And for that we are so very grateful and humble.

Respectfully submitted,  
Susan Haig and Tony Crosbie, for the team

## WORSHIP & SPIRITUALITY

### Servers' Guild

The cross and the torches sit in the rack in the sacristy. The only time in almost a year that the server vesting room has been used was as the exit when we were able to gather in church for worship for a few short weeks this autumn. The albs wait in the cupboard. This is a time of waiting. The day will come again when albs are donned, when torches are lit and the cross lifted high; when the gospel book will be carried into our midst, when a table will be set. Thank you to the members of the Servers' Guild who so faithfully were part of our liturgies in 2020. I look forward to the day we gather and serve together again.

Ann Cope

## Martha League

The Martha League's year started so brilliantly with two teams eagerly setting our table with perfectly pressed linens, carefully counted wafers, and gingerly polished silver and brass. With a total of sixteen people making up the Martha League these tasks were not chores, they were a pleasure. The busy Marthas pushed irons over the fine linens while I coined a charming nickname for the Friday morning team that would enter the sacristy to go into the vault and organize the holy hardware to be ready for Sunday. They are now known as the Vault Divers.

Then a nasty little event occurred. Suddenly the parish gathered in little two-dimensional screens where linens had nothing to wipe, not a wafer needed counting, and no tarnish needed buffing out. Not only did this inconvenience upset the Martha League apple cart but it had the gall to start when I had just released two new schedules carrying our tasks through to the end of July. Remaining ever the hopeful, I continued sending weekly friendly reminders to each team member when their (job that did not have to be done) was coming up. The emails were an exercise in staying in touch with the team and hopefully giving them a reason to chuckle at my upbeat messages.

A brief break came when the Redeemer had a chance to meet in person albeit under very sterile conditions. Because of strict safety protocols we could not allow the holy linens and the holy hardware to be handled by the usual crowd of Marthas and Vault Divers. Also, the need to have a full roster of table setters did not exist at this time. I was more than happy to give the metal a wipe and take the few soiled linens home during this experiment in socially distanced worship. I have to say it was refreshing to see some of my team mates in 3-D at these Sunday services.

When the Martha League will be called back to action I do not know. Our irons are collecting dust and the lock on the vault must be getting sticky. It will be a happy day when we can once again prepare the table for our beloved family at the Church of the Redeemer. It's coming! Not fast enough but it's coming. My only fear is the stress the electric company will have to endure when all our irons are plugged in at once.

Richard Van Delft

## Readers and Intercessors

For the first 10 weeks of 2020, members of 9:30 worship teams and 11:15 guilds read scripture at services and led the prayers of the people as usual. Then everything changed.

We are very grateful to the many members of both communities who joined together and adapted to new circumstances during the last nine and a half months of 2020. From mid-March through mid-September, lessons were read live on Zoom or recorded for special services. Week by week new voices were heard leading the prayers of the people.

From September 13 until new restrictions in late November, in addition to Zoom services, we were able to worship at the church. Parishioners who felt comfortable attending in-person were seated safely in the chancel and served by reading two lessons and leading the intercessions from the lectern. Despite needed more people to cover both Zoom and in-person worship, we were never short of willing helpers.

Thank you to everyone who has helped with this ministry during a very difficult year.

Marjorie Wrightson

## Tuesday Meditation Group

The Tuesday Meditation Group met at Redeemer until the world changed on March 10. After that, the COVID-19 curtain came down, but until then, things were as described in my report for the previous year(s).



For the following weeks, it was basically let's wait and see. I stayed in touch with my "regulars" by email and text messages, and when we realized that this would be the new normal for some time to come, we decided to adjust the Meditation Group format. This is what we agreed would be the pandemic version of our meditation sessions:

We chose to do it in the morning at 9-9:20 am instead of at lunchtime. We decided against using Zoom and instead settled on an age-old non-digital platform known as the Holy Spirit to connect with each other while meditating. Physically apart but together in spirit. On Monday evening, I send a brief quote to the participants, by email or text, and on Tuesday after the meditation, usually at 9.25/9.30am, I send out a closing prayer.

This seems to be working well, and we have continued our weekly meetings in prayer space all through the pandemic with the exception of two Tuesdays in late December and early January. Some former participants, for whom I had contact information, have rejoined the Meditation Group now that they do not have to come to the Church mid-day. Some new persons have also joined over the months, one has left the group, and three have taken some "time out" from meditating with us. There are currently nine participants that I send the weekly emails/texts to. The three time-outers will contact me when they wish to start up again.

Lilian Junkin

## 11:15 Communion Ministers

Communion Ministers assist our priests in administering the sacrament of Holy Communion.

Celebration of the Eucharist allows Communion Ministers to be at the centre of the life of the Church as they share the consecrated bread and wine with each communicant in the most intimate moment of the liturgy.

Thank you to all those men and women who volunteered in this important ministry at Sunday services during the past year.

When we begin to once again worship together as a community, hopefully you will all return to serve again as Communion Ministers.

Tony Crosbie

## 11:15 Greeters

My thanks to all who helped welcome people through our doors over the past year.

At the beginning of 2020 those were the faithful volunteers on the 4 teams known as "The 11:15 Greeters". And then there was a long pause as Redeemer was closed for worship in March.



When in September we resumed services the task of greeting, while still welcoming, became quite different. From a small group of volunteers, I scheduled a few people each week. For those who came each Sunday being back in the church was important, and there were many protocols in place to deal with COVID restrictions. Thanks to all who were willing to step forward and help in these challenging times.

This ministry of hospitality is vital to our community, and we all look forward to the day when we can once again welcome people through our doors.

Janet Elliott

## Zoom Moderators' Guild

During the COVID-19 pandemic, most of our worship and fellowship as a community has taken place over Zoom. The Zoom Moderators' guild was established in October 2020, to support this new need of the parish. Each Zoom worship service – on Sunday mornings and other significant services – is supported by two Zoom moderators: a technical moderator and “the voice of the people” (who reads the responses on behalf of us all). Guild members also provide technical support for parish wide gatherings such as Staying Connected and vestry meetings.

The guild has met twice (via Zoom), for training, practice, and discussing issues that have arisen. Besides being informative, these meetings were an enjoyable opportunity for fellowship. Zoom training has also been provided to parish members who run smaller Zoom meetings for various committees and working groups.

There are seven members of the guild, however the ideal number is closer to 10 so that each person will only have to moderate at one service per month. Volunteers are always welcome and will be provided with training as needed. A couple of new volunteers would be particularly appreciated as Holy week and Easter draw near.

A big thank you to all the ZMG members for serving the parish in this new and unique way. A special thank you to our honorary member, Marjorie Wrightson, for all her work refining and producing the Zoom Moderators' Bulletin each week.

Our hope is that the life of the ZMG is short lived and we will be able to gather in-person again for the next vestry meeting!

In Service,  
Lyn Sibley

## Music

2020 saw many ups and downs within the music program at Redeemer. The music program continued 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. Evening and special services included Between: Where we live, Evensong, Taizé, Rock Eucharist, Bach Vespers, All Souls Requiem, Advent Carols, Earthsong, Blue Christmas, etc. This past year saw musical offerings both in person, live online, and pre-recorded online.

We are grateful to the music leaders; Daniel Norman, Mike Daley, Will Reid, and Jill Daley, who have all had to adjust, and add to their roles and responsibilities over the past year. Spring and Summer of 2020 saw a successful transition to online and hybrid musical offerings. Currently, the leadership team is researching and testing new ways to engage the song of the people in all venues, at all times.

We have a diverse and comprehensive music program at Redeemer that takes a great many people to implement. The 9:30 Music Group was combined with the 11:15 Music Group in March of 2020 to form one large Virtual Choir. Rehearsals have been held online since September and choral repertoire is performed through a series of virtual projects. The Virtual Choir is made of Mike Daley, Jill Daley, Will Reid, Peter Bennett, Andrew Scorer, Catharin Carew, Kathryn Mills, Stephen Allen, Laura Roth, Marjan Lahuis, Michael Broder, Michelle DeBaux, Nigel Fung, Joan Robinson, Lora Maroney, Carolyn Mackie, Paul Oros, Chase McMurren, Stewart Cruikshank, David Ozaki, Robert Brown, John Shepherd, John Castillo, Matthew Banfield, Brendan Roth, Chris Mayell, Mark Rainey, Alison Colvin, John Cowling, Ann Perry, Connie Easto, Cheryl Litwack, Tamara Mitchell, Anne Evers, Kate Werneburg, Sara Schabas, Sara Simon-Vermot, Kathryn Rowan, Anna Ierullo, Jane Irwin, Irene Courage, Karen Weigold, Maureen Clark, Mariea Extavour, Sandi Hill, and Daniel Norman.



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



## PARISH STATISTICS

In normal times, this page of our Vestry Reports book would list the average attendance at each of our Sunday services as well as the average total Sunday attendance and average total weekly attendance (which is used to calculate synod membership). The Diocese has advised that given the difficulty of calculating average weekly attendance during 2020, parishes will qualify for the same number of synod members as the previous year. In Redeemer's case that is four.

During 2020, Redeemer reached out to offer online worship not only to our own community but also to the wider world as well. Below is a window into our reach in 2020.

Count of worshipers in the church before the pandemic	3,163
Count of worshipers in the church during the brief regathering period in the fall	593
Count of worshipers at Zoom services	5,525
Note: This number will actually be larger since more than one person is online in several Zoom connections.	
Views of livestreamed services in the fall	1,156
Views of other pre-recorded services on Facebook and our YouTube channel	5,939
Views of other pre-recorded videos (music, etc.) on Facebook and our YouTube channel	2,867

	2020	2019
Total Number on Parish Rolls	911	970
Total Eligible to Vote at Vestry	604	630

### **Baptisms (1)**

Joshua Verma

### **Marriages (2)**

Theresa Kapusta and Jacques Bernier  
Rose Malden and Ashraf Dimitri

### **Burials (4)**

John Campbell  
Kent Frost  
William John Morgan  
Terry Sensabaugh

### **Deaths Not Yet Celebrated in Church Due to the Pandemic (4)**

Wilma Boyce  
Janet Gasparotto (Zoom memorial held)  
Paul Hearn  
Nancy Langmuir

## VESTRY MOTIONS 2021

1. Appointment of Vestry Clerk
  - “Moved by NN, seconded by NN” that Marjorie Wrightson be appointed Vestry Clerk.
2. Courtesies of the House/Reception of Bishops’ Letters
  - “Moved by NN, seconded by NN” that courtesies of the house be extended to those in attendance who are not eligible to vote and that the letters from Bishop Asbil and Bishop Robertson be received.
3. Minutes of Last Annual Vestry
  - “Moved by NN, seconded by NN” that the minutes of February 23, 2020 be adopted as circulated/amended.
4. Minutes of Special Vestry Meeting
  - “Moved by NN, seconded by NN” that the minutes of November 8, 2020 be adopted as circulated/amended.
5. Reception of all Written Reports
  - “Moved by NN, seconded by NN” that written reports on pages 18 – 36 of the Vestry Reports Book be received.
6. Financial Report: Church 2020
  - “Moved by NN, seconded by NN” that the audited Financial Statements of the Church of the Redeemer, including the Independent Auditors’ Report for the year ended December 31, 2020 be adopted as circulated/amended.
7. Appointment of Public Accountant
  - “Moved by NN, seconded by NN” 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, 2021.
8. Church Budget 2021
  - “Moved by NN, seconded by NN” that the Church’s 2021 Budget showing total expenditures of \$1,694,588 and projected income of \$1,523,273 be adopted as circulated/amended.
9. Elections and Appointments
  - “Moved by NN, seconded by NN” that the 2021 slate of officers be received as circulated/amended.

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

David Burt (term 5)	Sheree Drummond (term 3)
Richard Heystee (term 5)	Pauline Walsh (term 3)
Frances Humphreys (term 5)	David Pabke (term 3)
John Sutton (term 5)	Marg Creal (term 2)
Marjorie Wrightson (term 4)	

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

Ann Cope (term 4)	Karen Visser (term 2)
Richard Van Delft (term 2)	
Craig Spielmacher (term 2)	

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

Chris Ambidge (term 3)	Carol Ritter (term 3)
Kate Werneburg (term 3)	Henry Krol (term 2)
Mary Reynolds (term 2)	
Anne Christy (term 2)	

## 10. General Business

- Motion from the Bishop's Committee on Intercultural Ministry: Committing Ourselves to Anti-Racism

"Moved by *NN*, seconded by *NN*" that we, the parish of the Church of the Redeemer acknowledges that Anti-Black racism exists in our society and in our Church, and that it and all forms of racism against Black, Indigenous and other racialized people are a sin against God and against our neighbour. We commit ourselves to the recognition, dismantling, and elimination of Anti-Black and other forms of racism in our secular institutions, in our Church, and in ourselves, and to work for the full inclusion, participation and belongingness of Black, Indigenous and other racialized people in all sectors of our common life.

In light of this acknowledgment, and in keeping with this commitment, our parish undertakes to do the following:

- 1) We support the diocesan plan to provide anti-racism and anti-bias training for our clergy and staff and will seek to provide such training for lay leaders and volunteers in a timely manner.
- 2) We will address the issue of anti-Black language, and continue to address other exclusionary language, in our liturgical texts, music, imagery, and Scripture readings.
- 3) As a community we commit to find ways to take meaningful action to actively address racism and to hold ourselves accountable to this commitment, reporting to Vestry 2022.

- Motion re Investigating the Feasibility of Conducting a Capital Campaign

Whereas the Property Committee has reported the need for significant church repairs and equipment replacements including:

- significant stained glass window repairs
- replacement of air handling equipment
- possible replacement of church pews with chairs

This vestry requests that the Board of Management create a working group to investigate the feasibility of conducting a capital campaign to provide funding in support of capital expenditures including the items noted above. The Board of Management will report the results of the preliminary investigation to the parish during June 2021 – such report to include:

- Commentary on the level of the capital expenditures to be funded in whole or in part by the capital campaign
- Commentary on the estimated cost of engaging fund-raising consultants to perform a feasibility study for a capital campaign at this time
- A recommendation by the Board whether or not to proceed with a feasibility study by a consultant – the cost of which to be funded from the parish Capital Accumulation account

## 11. Annual Motions

- "Moved by *NN*, seconded by *NN*" that any two (2) of the Churchwardens, Deputy Wardens and the Treasurer be authorized by Vestry to sign cheques or authorize electronic payments for all parish accounts.
- "Moved by *NN*, seconded by *NN*" that the Treasurer be authorized to sign official receipts for Income Tax purposes on behalf of the parish for the ensuing year.

