



CHURCH OF THE

# REDEEMER

## Annual Report for VESTRY

Prepared for the 151st meeting of  
Vestry of the Church of the  
Redeemer, Toronto  
February 26, 2023

# C Contents

Agenda for Annual General Vestry, February 26 2023 .....	4
Minutes from Vestry Meetings in 2022 .....	5
Annual Vestry February 27 2022 .....	5
Special Vestry April 3 2022 .....	13
Bishops Pastoral Letter to Vestries 2023 .....	18
<b>Our Year</b>	
<b>... of Caring</b> .....	20
Common Table & Outreach Committee .....	20
The Common Table .....	20
Creation Matters .....	22
Indigenous Solidarity Working Group .....	23
Pastoral Care .....	24
Refugee Settlement .....	26
<b>... of Serving</b> .....	28
Advisory Board .....	28
Board of Management .....	29
Diocesan Synod .....	30
Human Resources Committee .....	30
Property Committee .....	31
Parish Operations Manager .....	32
Stewardship Committee .....	33
Sustainability Working Group .....	33
<b>... of Learning</b> .....	34
The Becoming Pilgrims Committee .....	34
Church School & Youth Group .....	36
Curacy Report .....	37
Racist and Exclusionary Language in Liturgy Working Group .....	38

Redeemer Explorers .....	39
<b>... of Worship</b> .....	40
Martha League .....	40
Music .....	41
Report from the Margin .....	43
Tuesday Meditation Group .....	44
Worship Teams — Sunday Mornings .....	44
Zoom Moderators Guild .....	45
Parish Statistics .....	46
Social Justice Vestry Motion 2023: Raise the Rates Background Information .....	48
Vestry Motions 2022 .....	50

**Vestry:**

Rooted in the Latin “vestiarium”, meaning “wardrobe.” Mid-fifteenth century Anglo-French has “vesterie” referring to a room for vestments or a dressing room. This room was customarily used by church leaders as a meeting area for the transaction of church business; hence, the word “vestry” became the name for meetings in which the business matters of a congregation are discussed.

# AGENDA

Sunday February 26 2023

(2 PM)	Opening Prayers Adoption of Agenda Appointment of Vestry Clerk Appointment of Parliamentarian Courtesies of the House, Motions of Greeting, etc. Approval of the Minutes of the Annual Vestry Meeting February 27, 2022 Approval of the Minutes of the Special Vestry Meeting April 3, 2022 Reception of all Written Reports Recognitions and Thanks	Steven Mackison
(2:20)	Presentation and Adoption of 2022 Financial Statements  Appointment of Public Accountant	John Selles David Pabke  John Selles
(3:15)	Presentation and Adoption of 2023 Budget	John Selles David Pabke
(3:45)	Elections <ul style="list-style-type: none"><li>• Board of Management</li><li>• Members at Large, Advisory Board</li><li>• Members of Synod and Alternate Members of Synod</li></ul>	Steven Mackison
(4 PM)	Further Business <ul style="list-style-type: none"><li>• Social Justice Vestry Motion 2023: Raise the Rates</li><li>• Annual Motions</li><li>• Any Other Business</li></ul>	Steven Mackison  Steven Mackison
(4:30)	Concluding Remarks, Adjournment, the Doxology	Steven Mackison

# MINUTES

## of Vestry Meetings 2022

**Church of the Redeemer  
Minutes of the Annual Vestry Meeting  
Sunday, February 27, 2022**

The 150<sup>th</sup> Vestry Meeting of the Church of the Redeemer took place on Zoom. At 2 PM, The Rev'd Canon Steven Mackison, Incumbent, called the meeting to order and led the community in prayer.

1. **Appointment of a Vestry Clerk:** It was moved by John Sutton, seconded by Marg Creal that Marjorie Wrightson be appointed Vestry Clerk. Carried.
2. **Appointment of a Procedural Advisor:** Canon Mackison explained that this was a new role at the Vestry meeting. This individual would ensure we were adhering to Robert's Rules and provide advice to the chair when requested. It was moved by Pamela Thomson, seconded by Abigail Young, that Mary Pat Moore be appointed Procedural Advisor. Carried. Canon Mackison thanked Ms. Moore for serving in this capacity.
3. **Attendance:** Attendees registered when they signed into the Zoom meeting. Canon Mackison explained who was eligible to vote: 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 (including on Zoom), 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. Of the 80 attendees, 72 were eligible to vote. The list of attendees is attached to these minutes.
4. **Courtesies of the House/Reception of Bishops' Letters:** 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 pastoral letter from the College of Bishops included on pages 29-30 of the Vestry Reports Book and the Rt. Rev'd Kevin Robertson's letter on pages 31-33. It was moved by Abigail Young, seconded by Chris Ambidge that courtesies of the house be extended to those in attendance who are not eligible to vote and that the letters from the bishops be received. Carried.
5. **Minutes of the Last Annual Vestry:** It was moved by Tony Crosbie, seconded by Pamela Thomson that the minutes of February 28, 2021, be adopted as circulated. Carried.
6. **Minutes of Special Vestry Meetings:**  
It was moved by Pamela Thomson, seconded by Stephen Allen that the minutes of July 27, 2021, be adopted as circulated. Carried.  
It was moved by Ron Waldie, seconded by John Sutton that the minutes of October 17, 2021, be adopted as circulated. Carried.
7. **Reception of All Written Reports:** It was moved by Chris Ambidge, seconded by Karen Visser that all written reports on pages 34-60 of the Vestry Reports Book be received. Carried.
8. **Recognition and Thanks:** Ann Cope thanked clergy and lay staff – Steven Mackison, Susan Haig, Angie Hocking, Andrew Kuhl, Hilary Keachie (who is on parental leave), Nate Wall, Dan Norman, Mike Daley, Jill Daley (and Mister, their cat), Will Reid, Krista Fry, Kelly Bouchard, Thomas Williams, Genet Abraham, Paul Wasswa, Nasir Qamar, Mark Keller, Justin Laflamme, Ann Jervis, Jim Boyles, Paul MacLean, Katy Waugh and Andrew Wesley. They committed themselves to the parish in ways that far exceeded their job descriptions and what might be deemed reasonable hours of work, and they would all say "it's just what you do" in times such as these. She also thanked Karen Chandler, who resigned in January as Director of Parish Operations, for her care, support and vision. Finally, she thanked Sheree Drummond whose term as Board of Management Chair concludes

# MINUTES

## of Vestry Meetings 2022

this date. She was the right person for the role at this difficult time of pandemic.

Sheree Drummond thanked Redeemer volunteers who constantly responded and adapted as needed during the pandemic. She expressed gratitude to the members of the Board of Management and especially Richard Heystee, outgoing Treasurer; Marg Creal, outgoing Vice Chair and Human Resources Committee Chair; and Marjorie Wrightson, Secretary. She thanked members of the Advisory Board and especially Ann Cope, Chair who had gone above and beyond during the pandemic. She thanked those who serve on committees and working groups, Church School and Youth Group volunteers, Zoom moderators, PowerPoint operators, and homily sound editors. Finally, she thanked Common Table volunteers.

Steven Mackison acknowledged departing members of the Executive Committee – Sheree Drummond, Ann Cope, Marg Creal and Richard Heystee – who had been so faithful in dealing with the unexpected during the pandemic. They will be dearly missed.

9. **Presentation and Adoption of 2021 Financial Statements:** Richard Heystee, Treasurer, shared his screen and led the community through a series of slides. That presentation is attached to these minutes for reference.

The financial audit took place between January 26 and February 9, 2022. Although there is always room for improvement, Mr. Heystee remarked that this was the best audit in the last four years. He noted the following key findings:

*“Based on the work performed, there were no findings with respect to illegal acts, fraud, intentional misstatements or errors.”*

*“We are not aware of any significant unusual transactions recorded by the Church...”*

Mr. Heystee then discussed net assets, revenue and expenses. Additional detail was provided to explain the difference between total revenue on page 7 of the audited financial statements of \$1,859,056 and total operational revenue of \$1,124,615 shown in table 3 of Mr. Heystee’s report on page 12 of the Financial Vestry Book.

Accounting Item	Amount (\$)
<b>Total Revenue in Financial Statements (pg 7)</b>	<b>1,859,056</b>
Realized gain on 2021 sale Fiera Fund units	-176,139
Unrealized gain in Fiera Fund in FY 2021	-70,485
Removal current assessment liability **	-141,316
Forgiveness of deferred Diocesan assessment on 1993 gain**	-346,501
<b>Total 2021 Operational Revenue</b>	<b>1,124,615</b>

\*\* In December, 2021 Redeemer reached an agreement with the Diocese that we no longer needed to show unpaid assessment on parish operational income as a liability on our statement of financial position, and that unpaid assessment on the 1993 financial gain is no longer payable to the Diocese. This signed agreement is attached to these minutes as reference.

Since these items had originally been on the books as liabilities, there had to be corresponding revenue entries when the liabilities were removed. They do not actually reflect increased cash received in 2021. After some discussion about whether these should have been revenue items, Thomas Kriens, Auditor, noted that they needed to be shown as income. Members expressed gratitude to Richard Heystee and David Pabke for resolving the issue

# MINUTES

## of Vestry Meetings 2022

from 1993 and to Thomas Kriens for taking the extra step of explaining the situation.

It was moved by John Sutton, seconded by David Burt that the audited Financial Statements of the Church of the Redeemer, including the Independent Auditors' Report for the year ended December 31, 2021, be adopted as circulated. Carried.

- 10. Appointment of Public Accountant:** It was moved by David Pabke, seconded by Mary Pat Moore 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, 2022. Carried.

Canon Mackison thanked Richard Heystee and David Pabke for resolving the 1993 issue with the diocese and Thomas Kriens and Nasir Qamar for their help in closing out the year-end.

- 11. Presentation and Adoption of 2022 Budget:** Richard Heystee, Treasurer, shared his screen and led the community through a series of slides addressing expenses. That presentation is attached to these minutes for reference.

Mr. Heystee began by thanking all the members of the Finance Committee for their great support and offered special thanks to Pauline Walsh and David Pabke.

The budgeting process began in October, 2021. Since budget submissions would have led to a large deficit (\$220K), staff, ministry areas and the Board of Management worked through January and February to achieve a smaller deficit budget for 2022. This \$105K deficit, however, on top of the 2021 deficit of \$317K (80% higher than the budgeted deficit of \$171K) represents about 40% of the Fiera Fund, our only source of money to cover any shortfall. Continuing to rely on this fund for operations is not sustainable.

In 2022, Personnel, Property, Church Programs and the Common Table will have increases above 2021 actuals, whereas there is a slight decrease from last year for General Office Expenses, Diocesan Assessment and FaithWorks.

The personnel budget is based on filling the Director of Parish Operations role in May and providing a 2% COLA increase for all staff. Our 2022 staffing plan is for 24 positions. When taking into consideration part-time staff, this is the equivalent of 16 full-time positions. Mr. Heystee noted that probably few churches in the diocese would have this many employees.

The 2022 property budget does not include major capital projects such as the air handling project or repairs to stained-glass windows.

The Common Table budget in 2022 includes a one-time cost for nursing services. \$52K has been received from a donor and will be transferred to Holy Trinity, Trinity Square when a nurse has been hired. This individual will serve both Holy Trinity and Redeemer. This budget line item does not include direct costs of the Common Table (personnel and support from other staff) as well as indirect costs for administrative support and building costs (gas, water etc.).

Mr. Heystee noted that to his knowledge ever since the Fiera Fund (previously the Sceptre Fund) was established in 1993, we have only made withdrawals, not deposits. Most of the redeemed units have been used to fund operations. This is not sustainable and would deplete the fund within a very few years.

Mr. Heystee provided an update on restricted funds – the Refugee Settlement Fund, the Maintenance Reserve and the Capital Accumulation Account. Capital expenditures from the Capital Accumulation Account in 2021 were for

# MINUTES

## of Vestry Meetings 2022

bank fees, roof repairs, organ repairs and initial payments for the air handling project and new seating.

David Pabke, Stewardship Committee Chair, shared his screen and led the community through a series of slides addressing revenue. A copy of his presentation is attached to these minutes for reference.

For the year 2021, Mr. Pabke explained two key differences between the budget and actuals. First, undesignated donations were budgeted at \$800K, based on \$754K having been received in 2020. The 2021 actual number, though, was \$698K. Second, designated donations to the Common Table came in at \$177K compared to a budget of \$345K. This was partly due to significant 2020 donations not being repeated in 2021. 2020 could have represented one-time pandemic support. As well, only \$62K in grants was received compared to a budget of \$205K. This can be explained by delayed and deferred grants to 2022.

Mr. Pabke then outlined seven giving goals for 2022. Six are considered achievable, but there is concern about the \$750K undesignated donation figure. This would mean existing donors would need to increase givings by 9%, or Redeemer would need to increase the number of contributors who could make up the difference. 2022 is also the year donors will be invited to contribute to a capital campaign.

Mr. Pabke also outlined individual grants and major donors to the Common Table.

In conclusion, Mr. Pabke thanked the more than 60 named volunteers in the Vestry Reports Book for their gifts of time and talent and the 450 donors who contributed treasure in 2021.

Canon Mackison thanked Mr. Heystee and Mr. Pabke for their presentations.

It was moved by Chris Ambidge, seconded by Catherine Emerson that the Church's 2022 Operating Budget showing total expenditures of \$1,595,864 and projected income of \$1,490,718 be adopted as circulated.

### Discussion:

Peter Bennett referenced the degree of destruction of property mentioned in the Property Committee report. He asked why there was no reference to insurance claims. As well, given the change in use of the church building, he asked if there should be an insurance audit. John Sutton, Property Committee Chair, responded that most of the damage was below our deductible level of \$5K. Redeemer is insured through a diocesan insurance program. The building is insured for \$13,153,635 and contents for \$2,499,844. We should look at the actual replacement costs for a heritage building and seek financial support from heritage organizations to help with the increased premium. Canon Mackison suggested that since this topic didn't relate to the 2022 budget, there be no further discussion at this point and the matter referred to the Board of Management for review during 2022. He thanked Mr. Bennett and Mr. Sutton for their comments.

Paul Rodger posed a question about memorials asking which fund they went to and how the money was spent. David Pabke noted that donors often select a fund for their donation such as the Common Table or sustaining ministries.

Catherine Emerson commented that 450 donors in 2021 was wonderful but asked how that compared to previous years. David Pabke replied that donations from active members had decreased. Perhaps their financial situations had changed dramatically. Some may have seen a large increase in investment earnings, but others may have lost jobs.



# MINUTES

## of Vestry Meetings 2022

Ruth Dale asked if there had been any decision about continuing to withdraw funds from the Fiera Fund. Canon Mackison replied that the Board of Management would do a deep analysis of all expenses and revenues in order to provide a sustainable budget for 2023. How we use the Fiera Fund will be part of that conversation.

Peter Bennett advised he would be voting against the budget because of the decision to reduce Redeemer's commitment to FaithWorks by \$3K. He noted it was a longstanding policy of the parish to devote 5% of givings to FaithWorks, and Redeemer has been a leading supporter of FaithWorks in the diocese. David Pabke responded that the \$3K represented a top up of designated donations by parishioners based on our not reaching our 5% target. This could be reviewed later in the year based on donations since we don't actually make our submission to the diocese until early 2023. He also noted that we are entitled to hold back 15% of our submission for our own outreach work, which we do. Other parishioners spoke in support of topping up 2022 donations to the 5% level.

John Sutton spoke about the amount Redeemer spends on its outreach at the Common Table and suggested we should be a recipient of FaithWorks funds rather than a contributor to it.

Ann Cope offered to work on raising the profile of FaithWorks within the community and asked for others to join her in this initiative.

There was discussion about whether there had been a Vestry motion years ago about the 5% commitment to FaithWorks and, if so, whether it was binding on future Vestries.

After much further discussion, Mary Pat Moore as Procedural Advisor noted that there was no consensus about what had occurred at past Vestries. The Board of Management will be asked to review this question and report back to the whole community.

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

Canon Mackison thanked everyone for taking the time to work through the issue. He also thanked Richard Heystee and David Pabke for the immense amount of work they had done on the budget.

- 12. Elections:** After a five-minute break, it was moved by Edna Mae Johnson and seconded by Sylvia Keesmaat that the 2022 slate of officers as printed on pages 64 and 65 of the Vestry Reports Book be received.

In response to a question, it was noted that the chair of each board is an *ex officio* member of the other board.

Canon Mackison added two amendments to the members and alternate members of Synod. Anne Christy will be an alternate member of Synod rather than a member. Since Chris Ambidge needs to be a member of Synod from his parish in order to be a delegate to General Synod and to serve on the Diocesan Council (Diocese of Toronto), there must be a motion to allow him to serve an additional year beyond his three year term. In response to the suggestion that the bishop could appoint him as a bishop's representative to Synod, Mr. Ambidge noted we could not presume the bishop would do that. He added that since he'd taken a break in 2017, he was still eligible.

Since Chris Ambidge needs to be a parish member of Synod in order to be a delegate to General Synod and to serve on the Diocesan Council of the Diocese of Toronto, it was moved by Peter Bennett, seconded by Marg Creal that Chris Ambidge serve as a member of Synod for 2022. Carried.

Canon Mackison asked three times if there were any further nominations. There were none. There being no further

# MINUTES

## of Vestry Meetings 2022

discussion the vote was taken on the motion as amended:

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

David Burt (term 6)

David Pabke (term 4)

Frances Humphreys (term 6)

Lyn Sibley (term 1)

John Sutton (term 6)

Avery MacLean (term 1)

Marjorie Wrightson (term 5)

Susan Graham Walker (term 1)

Pauline Walsh (term 4)

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

Richard Van Delft (term 3)

Karen Visser (term 3)

Craig Spielmacher (term 3)

Deborah Deacon (term 1)

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

Chris Ambidge (2022)

Sheree Drummond (term 1)

Mary Reynolds (term 3)

Anne Christy (term 1)

Carol Ritter (term 1)

Henry Krol (term 1)

Carried.

Canon Mackison thanked all who were willing to serve in these leadership capacities.

- 13. Social Justice Vestry Motion 2022: Justice for Workers:** David Burt summarized the intent behind this motion. Many workers in essential workplaces such as health care, farms and grocery stores are in precarious employment that has harmful effects on their physical, emotional and mental health. The diocese wants to provide some compassionate support for these workers for paid sick days, minimum number of hours per week and equal pay for equal work. Mr. Burt believes it is important that Redeemer aligns itself with the diocese in bringing these concerns forward, especially with an upcoming spring election in the province when it is hoped these issues will be a prominent part of the conversation. Many of these provisions were tabled in the legislature by a previous government but removed by the current government.

It was moved by David Burt, seconded by Carol Scovil that we, the vestry of the Church of the Redeemer, urge the provincial government to support Ontario's most vulnerable workers by passing legislation to implement the following measures:

10 days of employer-paid sick leave per year for all workers, without requiring workers to submit doctor's notes, with an additional 14 days' sick leave during public health emergencies.

Require employers to give workers a minimum number of hours per week (based on the job) and to give reasonable advance notice of work schedules.

Require employers to provide equal pay and benefits to all workers doing the same work, whether they are part-time, temporary, or contract workers, and regardless of immigration status."

Discussion:

Peter Bennett stated he would support the motion, but he mentioned "... regardless of immigration status" in the third point. He asked if the same protection would apply to someone here illegally. David Burt responded based on background information provided by the diocese that people here illegally have the same rights for

# MINUTES

## of Vestry Meetings 2022

protection up to the point when they might be deported. As seconder, Carol Scovil agreed.

Pamela Thomson pointed out it was not up to the church to determine if someone was illegal. Everyone has human rights.

Sylvia Keesmaat noted in the Zoom chat that no one is illegal.

David Pabke questioned whether as an employer Church of the Redeemer was following the policies in the motion:

- 24 days of sick leave (because we are in a public health emergency)

- Minimum numbers of hours of work

- All employees receive equal pay and benefits for doing the same work.

Mr. Pabke would find it difficult to support the motion if Redeemer as an employer was not following through.

Marg Creal responded on behalf of the HR Committee. They have not yet looked at this question and hadn't seen the motion at the time of their last meeting. Redeemer does have a long-term sick leave policy. Although we don't have a short-term sick leave policy, the HR Committee and the Executive over the last year has tried to walk with Jesus in dealing with these situations. This is not an easy question to answer. Informally individuals who were sick have made up their hours so haven't lost money. As for application of the principles contained in the motion, we are there or close to there. Frances Humphreys added that the HR Committee has many draft policies in the works. They have been dealing with many competing high priority issues. This issue is important, and the committee will address it.

Gloria Nafziger stated we should not use the language "illegal" to reference people. They are either documented or undocumented. Those who are undocumented still have the same worker rights and human rights as those who are documented. Stephen Allen suggested that live-in care workers and agricultural migrants should be added to the list of the most vulnerable doing essential work.

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

Canon Mackison thanked everyone for the rich discussion and for clarifying language definitions.

- 14. Mural Motion:** Steven Mackison asked permission of Vestry to amend the agenda to introduce the mural motion. Granted.

Stephen Allen, Chair, Indigenous Solidarity Working Group (ISWG) provided context. When he wrote the ISWG report for the Vestry Reports Book, the next step in the mural project process was to have a contract signed by the Incumbent, Churchwardens and Joseph Sagaj. This hasn't happened. It has been difficult, and Mr. Allen commented on the amount of time Pamela Thomson had spent working with Mr. Sagaj. This is a setback and disappointing, but we will get over it. Redeemer learned a great deal from Mr. Sagaj. We consider this a gift and are grateful for it.

It was moved by Stephen Allen, seconded by Pamela Thomson that the ISWG identify and retain an Indigenous artist to proceed with the Mural Project.

As seconder, Pamela Thomson added that it was also a gift to be looking for another Indigenous artist. She spoke about other programs. The diocesan Synod has passed a motion stating that 10% of the proceeds from the sale of church property will be dedicated to Indigenous issues. The trust fund already has several million dollars in it.

# MINUTES

## of Vestry Meetings 2022

There will be a separate FaithWorks campaign to seek pledges for supporting Indigenous organizations and ministries in the diocese, including Toronto Urban Native Ministries. She also referenced the more than 7000 children identified by name or remains found on the grounds of former Anglican Residential Schools. Sadly, more will likely be found. Returning to the mural project, Pamela Thomson confirmed it is fully funded. She cited Mr. Sagaj's work at Paul Martel Park near Spadina and Bloor. The process to finalize the contract took from July to December, and that was too long for Mr. Sagaj. He backed out with no resentment towards Redeemer, and we have none towards him. We hope to find another Indigenous artist in Toronto with whom we will share what we have discussed in charettes and meetings.

Canon Mackison thanked Stephen Allen and Pamela Thomson for their comments.

John Sutton explained that early on he had thought this was going to be a rather colonial-type attempt to place something Indigenous on an institutional structure on a prominent corner. He learned that Joseph Sagaj as well as other Indigenous artists were willing to embrace the concept and discuss it with Indigenous elders who saw great validity in the initiative. Mr. Sutton has been supportive ever since and stressed it is important what we say on this corner.

Mary Pat Moore asked if donations to the mural project were in a restricted fund and whether it would take another six months to get a contract with a new artist. Pamela Thomson has the contract and will use the same one for a new artist. Richard Heystee confirmed donations are in the Capital Accumulation Account, segregated from operating funds.

Anne Evers reiterated comments she had made at an Advisory Board meeting. She has been in full support of the project and has donated to it. She wants it to proceed as quickly as possible. Her support is for the project itself, not a particular artist or design.

Canon Mackison elaborated on the process and length of time it took. The Diocesan Trust Committee needed to approve this since it was an unprecedented arrangement. All legal and canonical issues had to be addressed. We are only trustees of the church that is held by the diocese. We anticipate no further delays.

David Pabke asked if the \$62K budget would still be sufficient. Pamela Thomson replied in the affirmative. There being no further discussion, the vote was taken. Carried.

- 15. Annual Motions:** It was moved by Chris Ambidge, seconded by John Sutton 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. Carried.

It was moved by Carol Scovil, seconded by Sylvia Keesmaat that the Treasurer be authorized to sign official receipts for income tax purposes on behalf of the parish for the ensuing year. Carried.

- 16. Any Other Business:** None.

- 17. Concluding Remarks:** Although the following positions still have to be voted on, Canon Mackison advised the following were proposed for their respective positions:

Chair, Board of Management	David Burt
Vice -chair, Board of Management	Lyn Sibley
Chair, Advisory Board	Richard van Delft
Co-Vice-chairs, Advisory Board	Craig Spielmacher, Karen Visser

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# MINUTES

## of Vestry Meetings 2022

Canon Mackison thanked Lyn Sibley for moderating, Marjorie Wrightson for taking minutes and Mary Pat Moore for keeping the meeting in order. He thanked all staff, lay leaders, volunteers and members of the community. We are the body of Christ, and Canon Mackison is grateful for all that people give.

Chris Ambidge thanked Canon Mackison.

**18. Termination:** There being no further business, Stephen Allen moved to terminate the meeting at 4:36 PM.

Respectfully submitted, Marjorie Wrightson

### ON FILE

Attendance

Presentation: Audit of 2021 Finances

Signed agreement with the Diocese (December, 2021)

Presentation: 2022 Budget (Expenses)

Presentation: 2022 Budget (Revenue)

Zoom Chat Log

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### Minutes of the Special Vestry Meeting

Sunday, April 3, 2022

#### 1. Opening Business

**Greeting:** The Rev'd Canon Steven Mackison, Incumbent, welcomed everyone on Zoom at 2 PM and advised that the meeting would be recorded. He then gathered the community in prayer.

**Adoption of the Agenda:** It was moved by Chris Ambidge, seconded by Richard Van Delft that the agenda be adopted specifying one item of business only – the Sculpture Proposal. Carried.

**Appointment of a Vestry Clerk:** it was moved by Heather Bennett, seconded by Sylvia Keesmaat that Marjorie Wrightson be appointed Vestry Clerk. Carried.

**Purpose of the Meeting:** Canon Mackison explained that this meeting is for one purpose only, to receive the Sculpture Proposal and to vote on the motions moved by John Sutton and seconded by Anne Evers. No other business will be discussed.

# MINUTES

## of Vestry Meetings 2022

**Attendance/Courtesies of the House:** Given that the meeting was being held on Zoom, the usual sheet could not be circulated for signature by those entitled to vote at Vestry. Instead, a list of attendees was compiled from Zoom boxes by Heather Bennett and has been attached to these minutes.

It was moved by Chris Ambidge, seconded by Richard Van Delft 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. Sculpture Proposal:** Canon Mackison invited John Sutton, Property Committee Chair, to provide details of the proposal.

Mr. Sutton explained that last year Canon Mackison had been approached by Tim Schmalz, the sculptor. A benefactor had offered to donate one of Mr. Schmalz' sculptures, "When I was Sick", to a church in downtown Toronto. Mr. Schmalz thought of Church of the Redeemer and our "Ministry of Location" (as Mr. Sutton calls it) and approached Canon Mackison, who then asked Mr. Sutton to meet with him and Mr. Schmalz. The concept of the sculpture donation moving forward was born. Since we were in the midst of the COVID-19 pandemic and pursuing the Indigenous mural project at the time, however, we thought it would be inappropriate to take on so much at once. Now that we are in a better place with the pandemic and the mural project is taking a new path, it is time to consider the sculpture project.

Mr. Sutton has seen the same sculpture proposed for Redeemer outside a hospital in Hamilton. He has also had a couple of conversations with Mr. Schmalz about the installation. The proposed height for the base is 48.3 cm (19"), which Mr. Schmalz considers the ideal height for people to interact with the sculpture's outstretched hand. "When I was Sick" is 207 cm long (81.5") and 77 cm wide (30").

The proposed location is in the niche in front of the wall topped by the rectilinear sign. It will fit into the space comfortably so that people can walk all the way around it. Since it will sit closer to the ground than the two notice boards on the wall, people who stop to look at the sculpture will also see the posters. The original location considered was on the octagon on the Avenue Road/Bloor Street corner, but there it would be subject to different relationships. In the niche, it would be tucked in where it would not suffer damage and would not be a counterpoint to the adjacent Indigenous mural.

Mr. Sutton stated his belief that the sculpture would be a wonderful expression of who we are and what we do. He added that Thomas Evers had provided a mock-up image of what the sculpture in the niche would look like.

Canon Mackison thanked Mr. Sutton for his presentation and invited questions for clarification of the proposal.

Charles Klassen asked how wide the niche was and for confirmation that there would be space to walk all around the sculpture. Mr. Sutton replied that he believed it was approximately 11 feet wide. He anticipates there will be at least two feet free on either end, and it is slightly wider than it is deep. The sculpture should fit quite well.

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# MINUTES

## of Vestry Meetings 2022

Jonathan Batty noted that he had been on the Board of Management when the redesign of the front steps was done. The challenge for anything outside was that space was at a premium. His recollection was that the original concept for the niche was a place for people to get together or seek shelter. Mr. Batty has concerns about the amount of real estate the sculpture would take up, and that it could be an impediment to seeing what is on the notice boards.

- 3. First Motion:** Canon Mackison noted that since we were entering into an area of debate, he wanted the first motion to be read and then to invite discussion.

It was moved by John Sutton, seconded by Anne Evers that this Special Vestry of the Church of the Redeemer gratefully accepts the generous anonymous donation of the bronze sculpture “When I was Sick” by artist Tim Schmalz.

From an insurance and liability perspective, Brian Walsh asked if anyone fell on the sculpture or was otherwise injured, if there would be a concern. John Sutton replied that our insurance policies from a liability perspective cover all typical property issues including slip and fall. The sculpture would not add to our risk profile and would not affect our insurance. The sculpture would be on private property and hence covered.

Anne Evers noted that she doesn’t use the front steps at the east side to enter the church and doesn’t imagine many people do. If the sculpture had to be moved a little closer to those steps, she didn’t think it would pose a problem. Based on Tom Evers’ rendering, it appeared there would be lots of room to access posters on the wall behind the sculpture.

Heather Bennett asked whether there would be room for someone using a walker to get around the sculpture to read posters. Mr. Sutton replied that there would be approximately two feet on either end, and how legible the posters would be would depend on the size of the font used. Ruth Dale added that the width of a walker is 18”.

Jonathan Batty asked if our insurance was provided by the diocese. John Sutton replied he thought it was named Ecclesiastical, arranged through the diocese with AON as the broker.

Mr. Batty noted that the sculpture would represent a material change on church property and that it would be a good idea to talk to our insurer. Canon Mackison added that when initial research was done, he spoke to people at St. Paul, Bloor Street and St. Stephen’s in-the-Fields who have similar sculptures by the same artist outside their buildings. They notified their insurer prior to installation. No riders were necessary, and the sculptures were added to the value of their policies.

Ruth Dale wanted to ensure our insurance company was notified. John Sutton replied that someone from the parish would do that.

Tom Evers remarked that the team had looked at several pictures of the sculpture in place with various kinds of bases. They know space is tight, and when the plan is finalized for the base, it will be optimized for the niche, allowing for accessibility around it. If it had to be moved a couple of inches towards the steps to fit properly, there would be negligible aesthetic difference.

John Sutton added that the base provided outside the Hamilton hospital detracted from the sculpture itself. He



# MINUTES

## of Vestry Meetings 2022

reported that at 4 PM this afternoon he would be talking to Tim Schmalz about measurements. He assumed Mr. Schmalz would provide the size of the copper part of the base to achieve the desired height of 48.3 cm. Mr. Sutton was not sure what margins Mr. Schmalz would like to see around the edge of the exact dimensions of the base, but he would prefer one inch all around, with two or perhaps three inches at the ends.

Tom Evers explained that when doing the mock-up of the sculpture in the niche he had photos of the niche and of the sculpture at different angles. He thought that the concrete base would not stick out as much as it appeared to in the mock-up.

John Sutton responded to a question in the chat about snow removal. He believes there would be enough room to shovel behind the sculpture. Sylvia Keesmaat added that their widest shovel was 24", but they had others that were smaller.

John Sutton explained that the base would be cast on a "slip sheet" so that it is separate from the granite pavement. There will be a layer of thin plastic, pinned from underneath with stainless steel pins. This, plus the 3,000-pound weight of the sculpture, will ensure it won't move. Lifting eyes will be permanently installed in the top of the base so that if the sculpture does need to be moved, it can be done with a front-end loader, forklift or crane. We already have the lifting eyes. Canon Mackison thanked Mr. Sutton for coming up with the lifting eyes solution.

Chris Ambidge recalled there had been discussion at the March Staying Connected meeting about providing somewhere for people to sit near the sculpture's hand. He asked Mr. Sutton to speak to Mr. Schmalz about this idea.

Mr. Ambidge noted that this proposal would need to go to the diocese. since they will ask the same questions about insurance that have been raised at this meeting, that issue will be addressed.

Mr. Ambidge added that there is a planter on the sidewalk in front of the niche. People will be able to see the sculpture from the sidewalk on the north side of Bloor Street, but not from the south side. Ann Cope noted in the chat that Redeemer had asked for the planter to be placed there. Originally it was to have been in front of the steps, a space that needs to be clear for moving caskets in and out of hearses.

John Sutton explained that he had been in touch with Heritage Toronto about this proposal. Heritage Planning has reviewed it and had no comment. If they received an application, it would be cleared.

Canon Mackison did not think this proposal would be so onerous as the mural project for the diocese to consider because it involves a donation, not a contract.

In response to Pauline Walsh's question about a time frame for the project, both Mr. Sutton and Canon Mackison thought at least a couple of months. They would be in touch with both Mr. Schmalz and the diocese to try to expedite the process, but a lot would depend on which foundry Mr. Schmalz will use and dates of diocesan meetings.

In response to comments from Sonny Yeung, Canon Mackison explained that the sculptures outside nearby churches are different ones from the Matthew 25 Collection. He also clarified that the reason Redeemer turned down an earlier offer was that it was for a larger sculpture that would have been too big for our space.



# MINUTES

## of Vestry Meetings 2022

With regard to the planter on the sidewalk in front of the niche, Tom Evers thought that if there were no plants in it, people on the south side of Bloor Street might be able to see the top of the sculpture. With plants, the sculpture would be blocked.

Anne Evers commented that part of the value of these sculptures was that they are interactive, not displays just to be glanced at. Canon Mackison added that it is also a proclamation piece. Like the Indigenous mural, it is a visual, permanent representation of one of the meaningful parts of our ministry to the community.

Heather Bennett asked if there was a protective coating that could be put on the metal to ensure we could remove spray paint graffiti if need be. John Sutton replied that coating on metal tends to degrade over time with bits peeling off. A product called “Goof Off” can remove spray paint. This would work better than if we tried to put a coating on the sculpture.

There being no further discussion, Canon Mackison read the first motion again and called for the vote. Carried.

4. **Second Motion:** It was moved by John Sutton, seconded by Anne Evers that this Special Vestry of the Church of the Redeemer will provide a concrete base for this sculpture at an approximate cost of \$5,000. funding has been secured through another anonymous donor.

John Sutton added that he thought this should be an easy concrete pour. The cost will probably not exceed \$1,000-\$1,500, but a buffer has been included given construction costs in Toronto.

Ruth Dale asked if the sculpture would be at street level. Mr. Sutton confirmed the top of the base would be 18-3/4” from the pavement level with the sculpture sitting above that.

Charles Klassen added two comments. First, we did ask the city to move street furniture from in front of our steps because we needed the space available for weddings and funerals. Second, fonts used on posters are large enough that people can read them without needing to be up close.

There being no further discussion, Canon Mackison read the motion again and the vote was taken. Carried unanimously.

5. **Third Motion:** It was moved by John Sutton, seconded by Anne Evers that this Special Vestry of the Church of the Redeemer approves the installation of this sculpture in front of the wall clad with granite veneer and topped with the LED sign facing Bloor Street, subject to approval by the City of Toronto.

Heather Bennett questioned whether the motion should include reference to needing approval from the diocese. A friendly amendment was proposed.

It was moved by John Sutton, seconded by Anne Evers that this Special Vestry of the Church of the Redeemer approves the installation of this sculpture in front of the wall clad with granite veneer and topped with the LED sign facing Bloor Street, subject to all necessary approvals.

John Sutton, mover and Anne Evers, seconder, were in favour of the friendly amendment.

The vote was taken on the amended motion. Carried unanimously.

6. **Concluding Remarks:** Canon Mackison thanked John Sutton for today’s presentation and for all his hard work over

# The College of Bishops

## Pastoral Letter to Vestries, 2023

(...Minutes)

the last 18 months. He also thanked all who asked questions or contributed comments. He expressed his gratitude to Heather Bennett for recording attendance, Sharon Kirby for moderating, and Marjorie Wrightson for taking minutes.

There being no further business, the meeting adjourned/terminated at 2:52 PM and all joined in the Doxology.

/mlw

### ON FILE

Agenda  
Attendance  
Image of Sculpture “When I was Sick”  
Mock-Up of Sculpture in Niche  
Zoom Chat

### To the clergy, churchwardens, and parishioners of the Diocese of Toronto:

Dear friends,

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

As we come to our Annual Vestry Meetings, it is a good time for us to reflect with thanksgiving on the past and look with a sense of hopefulness to the year ahead.

The past year was significant in many ways in the life of our Diocese. First, we have been returning to some sense of normalcy after two years of Covid lockdowns and restrictions. While we continue to urge parishes to exercise caution, many of our communities have returned to something that resembles our pre-pandemic life together. We thank God that the worst of the pandemic now seems behind us.

Of course, parishes are continuing to grapple with the effects of Covid. Many of our churches continue to experience a decrease in Sunday attendance, fewer volunteers to fill key parish roles, and a diminished number of regular financial givers. Clergy and lay leaders also continue to experience a deep sense of fatigue and anxiety about the future. In that light, we continue to encourage a gentleness with one another and a renewed commitment to self-care as we navigate post-pandemic realities. Over the past year, we have been pleased to offer a mini-Sabbatical opportunity for clergy. These ten days – taken together or broken up – are intended for rest and renewal. We have been delighted to hear that many clergy have already taken a mini-Sabbatical or have made plans to do so in 2023.

The past year also saw the launch of “Cast the Net”, a strategic visioning process for our Diocese. Ably led by the Very Reverend Peter Elliott, Canon Ian Alexander and Dr Anita Gittens, ODT, the Cast the Net team has surveyed the clergy in the Diocese in various consultations, and is now engaging lay people from every parish across the Diocese. Based on John 21, this Biblically-grounded initiative is seeking to help us chart



Diocese of Toronto  
Anglican Church of Canada

of path forward as a Diocese. We eagerly anticipate a full report from the Cast the Net team at our Synod next November.

Our restructuring of episcopal leadership also continued through 2022. The Episcopal Leadership Implementation Team followed up the good work of the Episcopal Leadership Working Group and brought forward a model for raising up and deploying territorial archdeacons and canon administrators to assist the bishops in their work. Interviews took place in November, leading to the appointment of four new archdeacons and one new canon administrator. Many of you were present at the Cathedral on January 15 as Archdeacon John Anderson, Archdeacon Theodore Hunt, Archdeacon Steven Mackison and Archdeacon Cheryl Palmer and Canon Laura Walton were collated. They have now begun their work and are already helping to share ministry with the College of Bishops.

After twenty years of service, Canon Clare Burns also retired as our Chancellor and is now Chancellor Emeritus. We are grateful for Clare's ministry and are also delighted to welcome Marg Creal our new Chancellor. Those of you who were present at the New Year's Levee on January 1 will remember the joy of Chancellor Creal's installation.

Our work in the area of anti-bias and anti-racism (ABAR) also continued in 2022. The workshops for clergy concluded last year and we began to roll out the parish-based program. Clergy and lay facilitators are now trained to visit parishes and lead this important work. The ABAR Pod has also been formed to lead the ongoing work of dismantling bias and racism in our structures. May God continue to bless our efforts and encourage us in this vital work.

As we look ahead to a new year, we do so with a sense of great hope. Our beloved Church has changed dramatically over the past few years and will continue to change. But God is present and faithful, and our proclamation and sharing in the redemptive love of God in Christ continues to be the mission to which we are

called.

Be assured of our prayers for each of you as you meet for your Annual Vestry Meeting. We want to express our profound thanks to all who exercise leadership in the Diocese of Toronto. Whether you are stepping down from a particular ministry, or continuing on, or taking up a new role this year, thank you for your commitment and faithfulness. You are a blessing to the Church in our Diocese.

We write this letter on the Feast of the Conversion of St. Paul. As the Church celebrates the beginning of Paul's evangelistic ministry to the Gentiles, please join us in praying and working for the extension of the Gospel in every place, and for the renewal of the Church in our midst.

Yours faithfully in Christ Jesus,

The Right Rev. Andrew J. Asbil  
Bishop of Toronto

The Right Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

The Right Rev. Kevin Robertson  
Suffragan Bishop of Toronto

## COMMON TABLE & OUTREACH COMMITTEE

The Common Table and Outreach Committee (CTOC) was formed in 2022 to provide a forum for discussion and decision-making related to the Common Table, outreach and community engagement. Its mandate is to meet at least quarterly.

The group is comprised of Thomas Evers, Krista Fry, Edna-Mae Johnson, Steven Mackison, Mary Pat Moore, Bill Ryan, Richard Van Delft, Susan Graham Walker and Marjorie Wrightson.

Three meetings have been held. At each meeting Bill Ryan has delivered a detailed report covering Common Table current operations, future plans for the program, donations and fundraising status, volunteer recruitment and training, case management for guests and other matters such as the status of nursing services for guests.

Many thanks are due to Bill for his thorough updates and to the rest of the group for very thoughtful participation in ensuing discussions.

*David Burt, Chair*

## THE COMMON TABLE

2022 proved to be a pivotal year for The Common Table. Learning to live with and serve in the midst of Covid; changes in staffing; reclaiming programs and restructuring our administrative systems — all had to be addressed. From Monday to Friday, each day The Common Table serves forty to eighty people who are living on the edges of the city's general populace. Our goal is to remind each person that they are beautifully and wonderfully made in God's own image and beyond value in our sight as well. We want to share life, laughter and love and see transformation take place in their lives.

### Program



*"Go to the street corners and invite to the banquet anyone you can find." (Matt.22:9)*

For the two previous years we had adjusted the program to respond as best as we could to living in a pandemic. That curtailed much of what we used to offer. Over this past year, we determined that we would work to restore the program as much as possible. In November, we began offering coffee and soup indoors from 10 am til 11:30 while meals were being served outside, as a way to invite our community back on a limited, trial basis,. In January we opened earlier, at 9:00. Due to the cold weather, starting in February, we now open at 8:00. All of this meant upping the number of volunteers by 20 per cent, which we were able to do. We still want to bring back some of the extracurricular programs such as art classes, computers, writing groups, and health awareness groups. Jane Brushey-Martin offers professional psychotherapy at no cost and we have another volunteer who hopes to start as well. Nasir Qamar, the church bookkeeper, offers free income tax service. Also, the pastoral staff join in the drop-in, engaging people in conversation, and the maintenance staff do their best to make the community members feel at home.

### Staffing

It was a year of change regarding the staff positions at CT. After ten years of providing vision and growth, Angie Hocking resigned as Director of The Common

Table. Her trifold vision of providing as much support as possible for individuals, educating our neighbours in the community, and networking to see systems transformed was an inspiration to all. She continues to offer her gifts to another grass-roots community ministry in the Regent Park/Cabbagetown district of the city.

Also leaving was Outreach Coordinator Kelly Bouchard, who oversaw the daily program coordination and management of the team of volunteers. Kelly set up systems that enabled the program to operate in a smooth, efficient way.

With much of the program based on food, the decision was made to give one of the vacant positions that priority. Bev Galandzy, a long-time volunteer as a kitchen lead, stepped into the role in April. Her enthusiasm for the work, skills in working with volunteers and love for the community make her a perfect fit. She also oversees the weekly volunteer schedule and finds time to listen to the concerns of individuals.

In March, Angie told me of her plans to leave and suggested that I consider applying for the Director position. I was aware of The Common Table as a viable ministry and it intrigued me, so I acted on her suggestion. I first began in an interim role and found that the community had wiggled their way into my heart and I wanted to stay. I began the full-time permanent position in November. One of the key factors was the way that The Common Table was integrated into the fabric of the church. The members of Redeemer really do own the ministry and the people of the community are truly welcome.

Meanwhile, Krista Fry continues to work with individuals on achieving their goals towards seeing transformation in their lives. She works them to get health and legal services, keeping their housing, guiding them through the bureaucracy of government paperwork and ensuring they receive the rights due them.

## Volunteers

At the core of The Common Table stands the work of the volunteers. These are people who want to make a difference in Toronto and are willing to give of themselves. They come from various backgrounds, including from the community we serve, all offering their gifts and time. They are often very willing go the extra mile and do it with a smile. In order to reopen the drop-in, we needed to increase our number and we now have 67 volunteers. The roles are as varied as the personalities: some make sandwiches at home, some work in the kitchen, others serve the food, mingle and socialize with community members or sort and distribute clothing and personal hygiene products. Still others drive around picking up supplies, offer professional counseling or assist in raising funds. Together they provide close to 10,000 hours of service. That is the equivalent of *five* full-time staff positions!

## Funding

We realize that in order to accomplish all of the above, it take a commitment of time, perseverance, dreaming and resources, including financial. At the beginning of 2022, The Common Table received a substantial gift from ABC Residence Association to go towards staffing needs. We also received gifts from six foundations, five businesses and over one hundred individuals. Added to this were all the gifts in kind — food, sandwiches, clothing, toiletries, gloves, hats and a myriad other supplies. This goes far in meeting needs, and we are truly thankful.

For 2023, we have formed a Fundraising team with representatives from the church and Common Table volunteers. We will be developing a strategic plan on how we will reach the targets needed to keep The Common Table as a viable ministry.

*Bill Ryan, Director*



## CREATION MATTERS

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.

2022 has been a rich year in the life of Creation Matters. We met monthly on Zoom for study, reflection, mutual support, and action planning, and enjoyed three memorable excursions:

- On an early May morning we gathered at Col. Sam Smith Park in South Etobicoke to do some birding with master birder Kathryn Mills. We were treated to the captivating sights and sounds of many of the warblers and shore birds that pause here en route to more northerly destinations.
- In June, we enjoyed a day of retreat at The River Cabin on the shore of the West Credit River near Belfountain at the home of Ann Seymour of the Coalition for the West Credit River.
- In October a group of us gathered at Tommy Thompson Park, aka The Leslie Spit, for an autumn exploration of the shoreline where the autumn colours were still very much on display.
- In November we welcomed burgeoning climate scientist Declan Taylor, whose family were formerly members of Redeemer, to show us his amazing photos and speak to us of his six-month sojourn doing research on Ellesmere Island in the High Arctic. More than 30 Redeemer folk attended.

Once again, a major project for the year was to plan the month-long liturgical Season of Creation which took place between October 2 and 30. This included the evening launch event, "EarthSong: A Service of Music, Word & Prayer," four Sunday morning services, and two special evening services — a Bach Vespers and a Rock Eucharist, both inspired by creation themes.

Our guest speaker at EarthSong was Ms Elizabeth May, MP for Saanich-Gulf Islands. Bishop Andrew Asbil

chaired a panel discussion on the topic, "What if the Diocese of Toronto took the climate crisis seriously?" Panelists included The Right Honourable Adrienne Clarkson, PC, CC, CMM, COM, CD; The Rev'd Alison Hari Singh; Paige Sutor, a postulant in the Toronto Diocese; and Dr. Brian Walsh, author and theologian.

Another highlight of the Season of Creation was the "Farmer for a Day" experience at the Common Table Farm located adjacent to the Church of Our Saviour in Don Mills. This is an urban farm and market project of Flemingdon Park Ministry. Sylvia Keesmaat provided activities to give us awareness of the deep knowledge Indigenous people would have had to prepare adequate foodstuffs for the winter. Lead farmer Melodie Ng and her team put some of us to work clearing garden beds, turning the compost and preparing for garlic planting. The Rev. Katy Waugh provided art activities for the kids and Dr. Chase McMurran filled the air with the sounds of his harp. Some walked the labyrinth on the property.

Throughout the Season of Creation, Redeemer's outstanding preachers (joined this year by Hannah Johnston, a member of the Bishop's Committee on Creation Care) and our sensational musicians offered rich food for reflection. Thank you to the many "Redeemerites" and to our support staff who pitched in to make the Season an inspiring time for the community.

We trust that our activities 2022 have been true to our mission statement: Our purpose is to grow in reverence for creation: [...] We aim to develop and express this reverence in our spiritual lives, our intellectual lives, and our lives of action in the world. We aim to support reverence for creation in the larger community of The Redeemer, among all its members, and throughout its practices.

*Grant Jahnke, Chair*

# ... of Caring

## INDIGENOUS SOLIDARITY WORKING GROUP

Members of the Indigenous Solidarity Working Group (ISWG) were invited to submit their suggestions to this report. The writer has made every effort to include these suggestions.

### About the ISWG

Our mandate is expressed in [a message from then-Primate Michael Peers](#) and [Call to Action #59 of the Truth and Reconciliation Commission](#) (TRC). We meet via Zoom every four to six weeks except in the summer. Meetings are generally 1.5 to 2 hours and they begin and end with prayer.

### Key Accomplishments

In March, it was a pleasure to welcome Professor Douglas Sanderson to Redeemer, to speak to us about wampum belts and treaties. His presentation was an important reminder that we (Indigenous people, settlers, newcomers) are all treaty people. Professor Sanderson is Associate Professor, the Prichard Wilson Chair in Law and Public Policy, and Decanal Advisor on Indigenous Issues, Faculty of Law, U of Toronto.

In June (National Indigenous History Month), the ISWG acknowledged Murdered and Missing Indigenous Women & Girls by tolling the bell each Monday at noon. It was very special to integrate two key observances into our liturgical cycle: National Indigenous Day of Prayer (always the Sunday closest to National Indigenous Peoples Day, June 21) and Orange Shirt Day (Sept. 30), which we observed on Sunday, September 25. Jim Boyles preached at the former service and Andrew Kuhl at the latter, while Sandra Campbell opened each service with a smudge, a prayer and drumming.

In November, we held an in-person workshop entitled “Mapping the Ground We Stand On,” facilitated by Suzanne Rumsey (PWRDF staff member) and Esther Wesley, who before retirement served as National Coordinator of the Anglican Church of Canada’s Healing Fund.

### Mural



Photo by T. Evers

Our plan to commission a mural was a learning experience. The jostle of different perspectives amongst the team, and artist Diane Montreuil’s decision to withdraw from the project, was painful, but we felt the presence of God in the midst of it, helping us to deal with one another with respect and care, and we learned that it is important to share as clearly as possible Redeemer’s vision of the mural with the artist. It took some time for the diocese to approve the mural project and in the interim artist Joseph Sagaj moved on to other projects. We’ve given this project a rest for now but will take it up again in the coming months.

### Looking Forward

Imagine an Indigenous Reconciliation Animator at the Redeemer, working with us and neighbouring churches to understand the Anglican Church of Canada’s role in colonization; the history and legacy of residential schools; and why apologies to former students, their families and their communities were necessary.

(... ISWG)

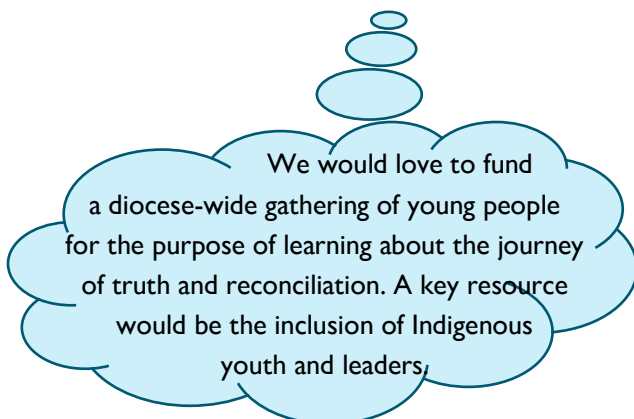
Our study of *Valley of The Birdtail: An Indian Reserve, a White Town and the Road to Reconciliation* had good attendance. The culminating visit of the authors to Redeemer had to be postponed; however, we can announce that the Advisory Board has approved the appointment of a Visiting Indigenous Scholar. Professor Douglas Sanderson has agreed to fill the role, serving a two-year term, during which he will present two lectures a year. Professor Sanderson has waived any honorarium. His first lecture will be when he and co-author Andrew Stobo Sniderman talk about their book.

A member of the ISWG continues to put together W.I.N.D. (Weekly Indigenous News Digest), articles by and about Indigenous people and events local, regional and national. We are grateful for the continuing participation of Michael Cheena, who is a residential school survivor. He brings much wisdom to the ISWG and keeps us informed of events hosted by Indigenous organizations in the GTA.

## Thanks

The ISWG takes this opportunity to thank Carolyn Bett, a long-standing member of the ISWG, who is stepping back from her involvement in the ISWG. Carolyn coordinated the Travel for Learning Program and was also a regular contributor to The Gathering. The ISWG welcomes new members. Please contact Stephen Allen or Tony Crosbie if you would like to join.

*Stephen Allen*



## PASTORAL CARE TEAM

The provision of pastoral care to our members is one of the most essential aspects of our community life. And yet, to paraphrase the wisdom of St. Antoine d'Exupery's Little Prince, what is most essential is invisible to the eye. To put it another way, most of the most important work of this team is paradoxically about that which we cannot report. Our tender mission takes place offstage and very privately, as we lend an ear or attend to another with simple, loving presence. It happens in times of sorrow, loss, anxiety or other need; in the lives of our members and those outside our community; on the telephone and by Zoom; in hospital or LTC facility; on a park bench, in a garden, over a cup of coffee or tea. And it is assisted in so many unofficial ways by all of you, the Redeemer community.

What this team *can* report we do joyfully. This past year, we continued the "tradition" begun in 2021 and offered Resurrection Gifts the week after Easter to those folks in our midst in need of some support or a loving gesture, or to whom we wished to express our gratitude, or just because the Spirit told us to.

Throughout the year, the Garden Eucharists continued in the beautiful backyard of Karen and Michael Visser, so that those folks who were not able to join for worship in the church could nevertheless celebrate and receive the Eucharist in the company of God's people. While this congregation ebbs and flows with the weather (surprise, surprise!) it numbers just over 20 people at most. After Andrew Kuhl's ordination to the priesthood, he shared this ministry with Susan. On one April Saturday – mud season – we celebrated on the terrace just outside the church, thus witnessing to the Resurrection to the passersby on Bloor Street. We are hoping to do this again in 2023.

In December we held our annual Blue Christmas service, during which Dennis Duffy offered a beautiful reflection on the importance of finding light in our moments of grief through the presence and companionship of one another. We sang "Holy Light,



## ... of Caring

warm our night, warm the time of winter,” and lit candles to remember our dear loved ones.

Shortly thereafter, Mj Wilson, David Pabke, Tony Crosbie and the team, assisted by so many caring Redeemer members (such as Heather and Peter Bennett, who drove to St. Catharines to pick up the unusually gorgeous poinsettias) assembled Redeemer Gifts again. They were distributed by cheerful Redeemer Santas on Saturday, December 17, so that Christmas cheer could be spread throughout our community.

Our team was smaller during this year and so our challenge has been to find ways to continue to care for a community whose needs were are growing. We all remarked over and over that we were tired, our community was tired, and at times the well seemed a little dry. (Just before I sat down to compose this, I read an email from an long-standing parishioner who observed simply: “There is more to be done everywhere than there are people to do the doing!”) With this truth before us, the team did some blue-sky thinking and discerning in the summer, and concluded that we would ask folks to help us, on an informal basis without necessarily committing to joining our team. To date, four people have stepped up to help with the pastoral work from time to time. For their learning and for the refreshment of those of us on the team, we are holding a workshop on the skills necessary for hospital and home visiting. This will take place on Saturday February 25 at the church, and will be led by hospital chaplain and friend of Redeemer, Jo Davies.

Another event we hope to sponsor and organize soon is a Death Café at Redeemer. These are forum discussions on death, dying and grief, which provide folks with safe and caring spaces to share their feelings and stories and find support and hope in so doing. If our initial one goes well, this may be an ongoing ministry of our team. Stay tuned!

Every year I remark and remind that the ministry of

pastoral care is a common one, shared by all the baptized. Please keep this in mind as we journey together in faith. And know how deeply grateful the team is for your part in caring for one and all, here on the corner of Avenue and Bloor.

*Respectfully submitted by Susan Haig, Associate Priest, for the Team: Tony Crosbie – Co-leader; Sharon Kirby, Francis Martin, Marj Richings, Susan Scott, MJ Wilson*

### Encouraging Growth

Continuing to address the pastoral needs of folks who find it difficult to worship at the church, we experimented with a home eucharist in January, hosted by Catherine Emerson and Abigail Young. It was a huge success and we will be announcing it in our eNews and bulletins going forward, so that anyone who wishes may join.



Along with Frances Humphreys, Francis Martin leads a monthly support group for our parents, many of whom are dealing with their children's mental health challenges. Numerous new members joined over the course of the year and it may be that two groups will emerge in 2023.

## REFUGEE SETTLEMENT

The work of this ministry is to “welcome the stranger” from across the world, so that refugees fleeing desperate circumstances become newcomers to Canada. To tell the story of the committee’s work in 2022, it is useful to review its history.

When Paul and Sally-Beth MacLean arrived at Church of the Redeemer in the fall of 2014, they had already been involved in refugee settlement and wanted to continue this work here. Through a process of discernment led by Andrew Asbil, it was determined that the church could take on this additional ministry without disrupting the ongoing important work of The Common Table. By the early summer of 2015 many members of the congregation had expressed interest in supporting the work of refugee settlement, and a committee of about a dozen people began meeting.

Over the past almost eight years, the church has sponsored four groups of newcomers, for a total of 19 people. Nearly four years ago, Paul was approached by Sharon Tiessen, who had been to Dadaab refugee camp in Kenya in 2000, and had met Abdikadir. They had kept in touch, and as the situation grew more dangerous, with the potential of his sons being kidnapped and taken into terrorist groups, Abdikadir reached out to Sharon to help him come to Canada. He had already fled his native Somalia as an adolescent when his parents and sister were killed in the ongoing war there, but was prepared to make another move to ensure his family’s safety.

Sharon had contacted friends and, together, they had raised a substantial amount of money to bring Abdikadir, his wife Asho, and their six sons (19, 17, 13, 7, 4, 10 months) to Canada. They needed an established group to help with the sponsorship, and that was when Sharon contacted Paul.

Paul approached the committee co-chairs, Alison Colvin and Henry Krol, and they called for a committee meeting to determine if we felt called to support this settlement. The committee agreed and the process was set in motion. Then came COVID.

Finally, after many years of waiting on the part of the family, and now several years of waiting on the part of



the committee, in late summer 2022, promising news began trickling in – that the family had had their interview and passed security and medical checks. In August, we began the search for housing, asking for help through the church communication systems. With no arrival date in sight, offers of furniture and clothing donations were coming in steadily. There was a welcome back-up plan for housing, when Sharon and her husband Nevin offered to rent a house they own as temporary housing for the family. The committee began making plans for that to be the “landing spot”, while still searching for permanent housing. Committee members continued the search, from apartments at Danforth and Main and Victoria Park, where previous newcomers had been housed, to Weston Road, where there are Somali social services. An Anglican rectory was in the mix at one point, but did not work out. In the midst of collecting clothing and furniture for an unknown space at an unknown arrival date, a fundraising effort with a dedicated link for Abdikadir and family was launched, with generous response. Finally, on December 10, AURA (Anglican United Refugee Alliance), the Settlement Agreement Holder under whose auspices the committee works, informed the committee that the family would be arriving on January 26. There was still no permanent housing!

Christmas week, co-chair Alison Colvin placed a note in the Seaton Village Facebook page and within five minutes had a response. An architect named Joanne

## ... of Caring

Lam and her partner own a house in the west end that they plan to renovate sometime in the future. Joanne had been a member of a Group of Five sponsoring Syrian refugees and was happy to rent the house to a refugee family. Several committee members went to see the house and agreed that it would suit the family. A huge sigh of relief for all.

Though the family was not to arrive until January 26, 2023, all committee members were busy making preparations during the fall of 2022. The month of January 2023 must be included in the report of activities of 2022. The list of responsibilities includes over 50 items. Key among them have been:

- securing housing
- ensuring sufficient furniture, household supplies, and clothing, including winter clothing and boots
- organizing move of furniture, supplies, and clothing to house
- planning and managing airport arrival and transport to house
- developing and reporting on budget
- confirming documentation at the airport and safe storage of all documents
- registering for OHIP and all government benefits, including Canada Child Benefit
- setting up bank appointment to open accounts, orientation to banking, currency, credit cards
- orienting to sponsor group and roles
- orienting to community, local area, public transit
- orienting to life in Canada (laws, discipline, police, fire safety, recycling, etc.)
- accessing family doctor, dentist, eye exams
- arranging English language assessment, ESL enrolment
- enrolling children in schools, special programs (e.g. LEAP for teenagers with minimal schooling)
- obtaining library cards and identifying nearby recreation programs
- instructing in appliance and laundromat use

- setting up internet, assisting with phone arrangements

This is what the committee has been accomplishing during the fall of 2022 and January 2023. It has been a busy time. This is likely to continue for a few months, until the family has its feet on the ground. Both Abdikadir and Zakaria, the eldest son, are fluent in English, which gives them an enormous advantage as newcomers to Canada. The biggest challenge foreseen at this time is the younger teenagers and mother learning English. Volunteer tutors and committee members will assist with schoolwork and the acquisition of English.

Of the thirteen members of the committee, eight have been members since its beginning, almost eight years ago. This stability has led to a strong base of experience. New members will be welcome when Church of the Redeemer sponsors more refugees and helps them become newcomers to Canada. As always, the Church of the Redeemer community has provided many kinds of support, from financial and in-kind donations to volunteering labours of love, proof of our call to put our faith into action. Thanks to all!

*Susanna Jacob, Co-chair on behalf of the Committee:  
Co-chairs: Alison Colvin, Henry Krol Members: Anne Christy, Micky Fraterman, Bill and Mary Horan, Susanna Jacob, Theresa Kapusta, Paul and Sally-Beth MacLean, Gloria Nafziger, Zeenat Remtulla, Sharon Tiessen*

## ADVISORY BOARD

A parishioner gave me one of the best descriptions of the Advisory Board's role at the Church of the Redeemer: "The group that takes the people by the hand and guides them on their spiritual journey." It's a role with a more than a truckload of responsibility, but I think it is fair to agree we play a huge part in Redeemer's collective journey.

The Advisory Board is made up of representatives of our hard-working ministries and the wisdom of members-at-large. The Board meets a minimum of 10 times a year. These gatherings will hear updates from ministries, clergy, and the Board of Management. They include healthy discussions of matters touching the needs of the parish and issues on which we feel we can advise others. Two hours on a Tuesday evening gives us a terrific view what's happening in our church.

I do not want to take the air out of anyone's sails by listing the many accomplishments of our separate ministries. (I encourage you to read their reports.) But I can speak to the energy of Advisory Board participants and their commitment to our Redeemer family.

At our final meeting of 2021, there was a sense of tiredness because of Covid, and yet, in spite of that, a real sense of hope. Comments spun around the Zoom gallery: amazement at how tight a community we remained on cold little computer screens; eager anticipation for getting together in person for a party; disappointment at being too old for Pyjama Prayers on Zoom.

Going into 2022, I could feel the excitement rising as the church opened to in-person activity, with music, with singing, with communion — with community. But we did not forget our members at home and their need for connection. If there is one thing we learned in the last two years, it's that technology can help us touch one another. It's far from perfect, but we are still learning.

An idea for a tone-setting exercise came my way from one of the members: we would open each meeting by reflecting on where each of us had been over the past month and picking a situation where we had seen God

at work. I felt this put God in the centre of our vision, allowing God's presence to guide our decisions.

Speaking of decisions (and giving you a glimpse into a Tuesday evening), three things from the past year come to mind. We had a discussion on our language and how to cherish the ancient words we use in our worship while not confusing newcomers. We addressed the concern of how hard-to-come-by employees are, post pandemic, and advised the other Boards to reconsider hiring parishioners. We heard the plea of an outside group requesting our help to sponsor a family fleeing Afghanistan. With the other Boards, we welcomed their funds and the sponsorship was begun.

Let me introduce you to the team of individuals making up your Advisory Board:

- Stephen Allen (Indigenous Solidarity Working Group)
- Amber Aulen and David Townsend (Redeemer Explorers)
- David Burt (Chair of Board of Management)
- Deb Deacon (Member at Large)
- Anne Evers (Music)
- Grant Jahnke (Creation Matters)
- Henry Krol (Refugee Settlement Committee)
- Susan Graham Walker (Interim Administrator)

My two fantastic vice-chairs were Craig Spielmacher and Karen Visser. Also, thanks to our clergy Steven, Susan, and Andrew, and our communications expert, Laura Peetoom.

A little guide was emailed to all who are writing reports for Vestry. One suggestion was to look at a rainbow and pick a colour you would use to describe your committee. I thought about it for some time and came to the conclusion that the rainbow colours show up when light passes through a prism. This committee is not one colour, it is the prism.

*Richard Van Delft, La Chaise D'Advisory*

# ... of Serving

## BOARD OF MANAGEMENT

The Board of Management (Board) meets monthly and manages the finances, human resources and property of the Redeemer, always based upon insightful advice of the committees dedicated to those areas. We are very grateful for their thoughtful input.

The Board is composed of David Burt, Frances Humphreys, Steven Mackison, Avery MacLean, David Pabke, John Selles, Lyn Sibley, John Sutton, Richard Van Delft, Pauline Walsh and Marjorie Wrightson. Susan Graham Walker, Susan Haig and Andrew Kuhl also attend meetings. The discussions are thorough and spirited and result in good decisions for our community!

Our Executive Committee (Executive) includes David Burt (Board Chair), Steven Mackison, Lyn Sibley, Craig Spielmacher (Advisory Board Vice-Chair), Richard Van Delft (Advisory Board Chair), Karen Visser (Advisory Board Vice-Chair), Susan Graham Walker and Marjorie Wrightson. The Executive also meets monthly, more often if necessary, to consider immediate issues and make recommendations to the Board.

The past year has been a challenging one for our wonderful community as we continued to adjust to pandemic concerns. These items in particular have been addressed faithfully by the Board and Executive, with the advice of dedicated sub-committee members and the leadership of our clergy:

**1. Issues related to worship** – Support for our clergy and music team as they have adapted to pandemic restrictions constantly and extraordinarily, discerning optimal ways to provide worship opportunities to our community.

**2. Human Resources matters** – Following the very regretted resignations of Karen Chandler (Administrator) and Angie Hocking and Kelly Bouchard (Common Table), working with our dedicated Human Resources Committee to fill those positions. As a result, we have been blessed by the dedicated contribution of Susan Graham Walker in the office and

the arrival of Bill Ryan and Beverley Galandzy as Common Table leads.

**3. Sustainability** – To address the concerns expressed at our 2022 Vestry about our need to stop drawing on capital funds to finance any annual deficit, the Board established a Sustainability Working Group. The Group's report and recommendations, as approved by the Board, are included separately in this Vestry Report.

**4. Financial issues** – Monitoring revenues and expenses based upon detailed input from the Stewardship Committee and the Treasurer.

**5. Property matters** – Prioritizing and addressing property matters including HVAC replacement, reorganizing the Parish Hall, seating in the Sanctuary, mural and sculpture projects and day-to-day repairs and maintenance.

Huge thanks are due to John Selles, who on short notice stepped in this year as Interim Treasurer. As well, bless all the people named above who contribute to our community in so many ways.

We also rely on, and are grateful for, the time and talents of so many other parishioners who are dedicated to this vibrant parish.

*David Burt, Chair*



## DIOCESAN SYNOD

Diocesan Synod meetings were held on November 18 and 19. The theme of this year's Diocesan Synod was guided by the Diocese's new visioning process to meet the challenges and opportunities of the next five years: "Cast the Net." Rather than metaphorically fishing in familiar waters, we as a Church must cast the net on the other side of the boat. As Bishop Andrew Asbil wrote, "After the disruption of Easter, the disciples' instinct is to return to the familiarity of fishing. But everything has changed, and the old way of doing things doesn't work. Our instinct, too, may be to go back to what's comfortable – what we know we're good at. But God is calling us to do things in a new way. What will happen if we cast our nets on the other side of the boat?"

Many of the motions brought forward by members reflected that commitment to make tangible changes for more positive, sustainable, inclusive outcomes. Synod passed a number of environmental motions whose overall effect is to manage our properties in environmentally sustainable ways and, wherever possible, to extend the use of our properties to create more affordable and deeply affordable housing.

*Henry Krol*

## HUMAN RESOURCES COMMITTEE

The HRC is an advisory committee supporting the human resources work of the Incumbent, the Parish Operations Manager (POM) and both the Executive Committee (EC) and Board of Management (BOM). The HRC writes and reviews policies, contracts, and job description, may assist in the hiring of staff and the solving of employee issues, and is concerned with the safety of all employees, volunteers, Common Table guests, and parishioners.

Members Frances Humphreys (chair), Susan Graham Walker (POM), The Ven. Steven Mackison (Incumbent), Mary Pat Moore and Carol Ritter meet monthly year-round and additionally as needed. The HRC usually meets for two hours, beginning with prayer. Much of the HRC's work is confidential. Members work respectfully, valuing one another's contributions.

Zoom was used most of the year with a return to in-person and hybrid meetings in the fall. COVID has taught the HRC it can make progress without being in one room, but the HRC may engage more deeply and effectively with issues when face to face.

**This has been a very full and complex year for the HRC.** Significant staff changes — replacing Angie Hocking and Kelly Bouchard in The Common Table (TCT), and Thomas Williams in communications — meant the re-distribution of work and the re-working of job descriptions.

- 2022 began with reviewing the Director of Parish Operations job description. After surveying staff and volunteers, a managerial job description was posted. When no suitable applicants came forward, the HRC recommended the Redeemer hire Susan Graham Walker as interim, part-time POM.
- The HRC assisted in hiring Bill Ryan to direct TCT and moving Beverley Galandzy to a new role as Kitchen Coordinator.
- The HRC is grateful to Ann Cope and Marjorie

## ... of Serving

Wrightson for their invaluable assistance with communications work until Laura Peetoom was hired and able to increase her hours early in 2023.

- As the use of the church building expanded, caretaking needs changed. As recommended by the HRC, the caretaking team added a City of Toronto Investing in Neighbourhoods (IIN) custodial position.
- The HRC's revision of Redeemer's Workplace Misconduct policy was approved by the BOM in November. It is located on Redeemer's website.
- In September, the EC asked the HRC to examine Redeemer's unwritten policy regarding the hiring of parishioners. After a thorough process, a policy was drafted and approved by the BOM in January 2023. Please speak with David Burt, BOM chair, if you would like to read the policy.
- In November and February, the HRC consulted with Bill Ryan and Audrey Danaher regarding the hiring of an Outreach Nurse for TCT. A grant has been secured for this role, which will be shared with Church of the Holy Trinity.
- The HRC will be consulting again with Bill Ryan this winter to discuss the development of a safety plan for TCT.

As chair of the HRC, I was asked to name a colour to represent the committee. I've chosen white, which is made up of the whole rainbow. White is fitting because the range of topics the HRC deals with is extremely diverse yet they are all part of Redeemer's mission — like all the different colours combining to make white light. As the committee moved into the new year it reflected on what it means and looks like to democratize, de-colonize, "change culture" to better align with our shared values and mission. May God guide the HRC in this ongoing transformation as it works to serve our Redeemer community and neighbourhood.

*Frances Humphries*

### PROPERTY COMMITTEE

The Property Committee is concerned with the usage, maintenance, and improvement of the building and its equipment. Hence, we interact with many other ministries.

2022 was challenging, like the year before it. As their use transformed in many ways, our spaces bore the joys and frustrations of our diverse community. The Parish Hall became a storehouse to serve The Common Table's constituents. The front entranceway welcomed thousands to pick up meals and use the washrooms and telephone. The north end was torn apart for four new air handlers to improve ventilation, heating and cooling throughout the building. A number of times the east transept became a respite area; that did not gain much traction and we gave away the inflatable cots we'd used.

The exterior of the building has suffered damage, perhaps reflecting the frustrations of some in the area: broken windows, a smashed lightbox on the

*When was the exterior last painted? (Photo by T. Evers)*



**Redeemer's very building is a ministry: at the intersection of government, academia, culture and commerce, it proclaims the Gospel without the necessity of words.**

Bloor Street granite wall, broken light fixtures, even small fires in our basement stairwell. We now have Heritage Toronto permission to install CCTV cameras around the property, in hopes of understanding what is going on. We will address the issues revealed with compassion and grace.

The pews have been replaced by chairs, and reactions have been overwhelmingly positive. The flexibility, the comfort, the look and feel add to our worship experience. This has enhanced our rental usage. Hundreds of new folks have entered our doors — many to hear Mike Daley give his increasingly popular lectures. Making our worship space even more attractive as a venue one of the goals for 2023.

Our house shows its age, requiring repairs to many of its parts. When the exterior window frames were last painted is beyond our current collective memory. The recent collapse of the outer glass on the largest stained glass window in the west wall needs immediate attention. An ad hoc group of dedicated parishioners has started planning to address the needs and you will hear more about that at our Vestry meeting.

The committee is grateful for the conscientious service provided by the custodial team. Special thanks to Mark for his leadership and to Justin for his skill, creativity and care. My thanks go to Heather Bennett, Tom Evers, Charles Klassen and Susan Graham Walker as members of this most important committee.

*John Sutton (Chair)*

## PARISH OPERATIONS MANAGER

What a surprise 2022 has been! The invitation in June to step in as the temporary part-time Operations Manager was a happy surprise for me. It is more than a cliché that this is a critical time in the life of our parish. This is a moment of great opportunity, and I am delighted to be playing a part in moving us into our new future.

My mandate from the parish leadership is in three interlocking areas:

### Operations

- Renewing and revising all operational processes, including the consistent use of programs we have invested in – ServantKeeper and SharePoint, for example
- Reviewing our staffing model and reconfiguring the positions to be both sustainable and better serve the focus of our ministry at this time.
- Other human resources support, especially in the area of health and safety.

### Property and Space Allocation

- Raising all maintenance standards for each level of the building for Redeemer programs, including The Common Table, worship and other gatherings.
- Refreshing the building rental program

### Planning & Engagement

- Working with others in the community to renew our engagement with the Redeemer community; for example, how we offer hospitality and worship support on Sunday and our weekly “Open Doors”

I am grateful for the opportunity to support the remarkable team of Redeemer staff and volunteers. While much has been accomplished there is much more to do in 2023! Stay tuned.

*Susan Graham Walker*



# ... of Serving

## STEWARDSHIP COMMITTEE

The Stewardship Committee was pleased to support the Redeemer community as we entered our *second* 150 years as a parish. Some highlights of the Committee's work in 2022 are as follows:

- We expanded our "thank you" process during the year, going beyond thanking our financial supporters to include those who give of their time and talent in service to the Redeemer community. Hundreds of thank-you notes were mailed out over the course of the year, many of them written by Chris Ambidge and Mary-Jane Wilson. Thank you both for your work on this important ministry of gratitude.
- We invited our regular monthly donors (those who use PAR or Canada Helps) to consider increasing their monthly financial commitment to the work of the parish.
- We continued to take advantage of the parish's donation management software tool to focus our efforts when encouraging donations at the end of the year.

The many generous donors from inside and outside the parish were steadfast in their continuing support of Redeemer – and the Stewardship Committee is deeply grateful for all the gifts of time, talent, and treasure that sustained the community during 2022.

Lyn Sibley has stepped down from the Committee – thank you, Lyn, for your contributions as a member of the Committee! We welcomed two new members during 2022 – Edna Mae Johnson and Mary-Jane Wilson – and I am so grateful for your participation in the ongoing work of the Stewardship Committee. Along with continuing members Steven Mackison, Ron Waldie, and Susan Graham Walker, we will work together on key Stewardship 2023 initiatives. Respectfully submitted,

*David Pabke, Chair*

## SUSTAINABILITY WORKING GROUP

The Sustainability Working Group (SWG) was established in response to the concerns expressed at the 2022 Vestry about the financial sustainability of our parish. In particular, the consensus was that we must plan to move forward without deficit budgets in order to avoid drawing down investments.

The mandate of the group was to propose to the Board of Management guidelines for the ongoing financial stability of the Redeemer.

The SWG was comprised of Angie Hocking (prior to her departure), Frances Humphreys, Steven Mackison, Dan Norman, David Pabke, John Selles, Lee Shouldice, Lyn Sibley, John Sutton, Richard Van Delft, Susan Graham Walker, Pauline Walsh and Marjorie Wrightson.

We met eight times in 2022, our work culminating in five recommendations that were adopted by the Board of Management in November. Along the way, we were blessed by detailed reports and thoughtful input from all members. There were spirited discussions (and email flurries between meetings!) as the SWG worked to distil our debates into simple recommendations.

The recommendations are annexed to this Vestry Report. Heartfelt thanks to all who participated with such passion!

*David Burt, Chair*

## THE BECOMING PILGRIMS COMMITTEE

*The genesis of this new committee at Redeemer was embedded in hope and desire.* Thus began our report to Vestry last year; it is our joy to announce that our hopes and desires were fulfilled beyond measure in 2022. We became pilgrims.

The committee had four goals for 2022: to cultivate understanding of and passion for pilgrimage in the parish; to walk locally on pilgrimage to give everyone a taste of the experience; to walk as a church community a portion of the Camino de Santiago de Compostela; and, in doing all of the above, to nourish our sense of community.

We accomplished the first two goals through meetings and activities over the course of the year. These included an in-person and Zoom presentation on March 9 by Camino veteran and *hospitalera* Michele Miller. Michele spoke about a typical pilgrims' day, how to prepare for the rigours of the road, and all you need (not want!) in your backpack. An enthusiastic Q-and-A followed, and then Lee presented the preliminary planning from the tour operator we had engaged to support us. On Trinity Sunday in June, Susan preached a homily entitled "The God With Feet," by way of a deeper introduction to the theology and spirituality of pilgrimage; and, to inspire and educate at the Diocesan level, Susan and Joan wrote [an article for \*The Anglican\*](#).

The committee's efforts produced six local pilgrimages for the parish, on which we began to learn something about "praying with one's feet," and the difference in intention and purpose between a hike and a holy journey.

- May 7: Around 35 parishioners and friends gathered to walk the Wilket Creek Park loop. After a meditation about the importance of walking with the "three-mile-an-hour God," we strolled companionably but silently beside the bubbling waters until we stopped for rest and refreshments at Charmaine Sweets. A dogwalker who observed and was inspired by our dynamic of prayerful,



*The walking begins (Photo by H. Krol)*

silent togetherness, remarked with great longing that she needed to find a new church home.

- June 4: We set out along the Etienne Brule Park trail after a wonderful historical introduction offered by Carol Ritter. It was glorious to walk alongside the Humber River and perhaps even more glorious when we arrived at the ice cream truck in a parking lot near Eglinton Avenue.
- June 10: Andrew Kuhl and Susan led a group of a dozen parishioners in "beating the bounds" of our parish, praying for our neighbours and ourselves at significant venues and locations.
- July 23: We walked from the Distillery District to the ferry docks on a very muggy day, and then followed a trail on Ward's Island, stopping for lunch at the Island Cafe.
- August 6: After meeting at Castle Frank subway station, we made our way through the verdant cool of the Don Valley, Mount Pleasant cemetery, and the Beltline, not stopping until the Allan Expressway was in sight.
- Later in August, more than 20 parishioners and friends lunched at the Brickworks and then around the ponds, stopping at one for a meditation on Jesus calming the storm on the Sea of Galilee.

Meanwhile, those bound for the Camino increased our kilometres, became acquainted with our new equipment, and made to-do and packing lists. Several weeks before our departure, Andrew Kuhl taught us some basic Spanish.

## ... of Learning

And then the big day arrived! We gathered at the foot of the chancel steps at Redeemer on Sunday September 18, and Steven gave us God's blessing – and yours. It was a thrilling and holy first step. The next evening we boarded a plane bound for Madrid. One special backpack held the prayers of the Redeemer community, inscribed on small pieces of paper.

Early on a misty morning, September 23, high in the mountains of Galicia, our group of 15 pilgrims gathered outside the church in O'Cebreiro to begin our journey of faith to the tomb of St. James. As we would do every morning hereafter, we reflected on

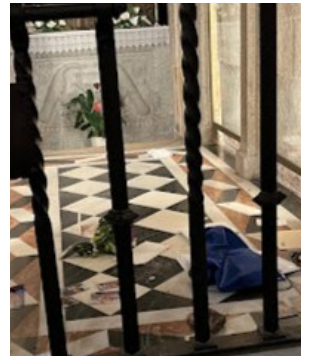


our purpose, prayed for ourselves and all of you, and received Susan's priestly blessing. Then we were off, walking for the next eight days, through the mountains to patchwork fields and rural landscapes, then through eucalyptus forests, towns and hamlets, to the great, ancient cathedral of Santiago.

The experience of pilgrimage is different for every pilgrim. Our roses-and-thorns conversation at the end of each day included the exhilarating feeling of adventure on the open road; the random acts of kindness received from other pilgrims and the Galician people; the building of friendship amongst us. The thorns were all too physical: our callused, bruised and blistered feet; our aching shoulders or hands. And there were other thorns too — some spiritual, some emotional, some relational, as we leaned more deeply into what it means to be a loving community.

On Friday September 30, we arrived in Santiago. What rejoicing! What relief! Looking back on it now, two memories shine: the privilege of carrying the bright blue backpack with all of Redeemer's prayers and petitions, and the early, before-dawn journey to the cathedral to pray, offer our thanks and praise, and place the backpack of hopes and fears into the crypt.

The Camino experience and that of pilgrimage in general is a gift that keeps on giving in so many ways – to us individually and to us as church community. On Sunday January 8, we hosted a wonderful fiesta, with Spanish food for lunch and a fabulous video prepared by Melanie Stevenson, followed by a panel discussion in which we described our pilgrimage experience and answered questions. Over 80 people attended and it was clear that we had lit a spark.



Our experience of the Camino is ongoing and unfolding, just as our Christian discipleship is ongoing and unfolding. This is perhaps the brightest, fullest bud on the pilgrimage plant. It is not just the journey, nor reaching journey's end. It is Becoming Pilgrims: living as pilgrims following the itinerant rabbi, our three-mile-an-hour God, walking slowly and together in radical trust. It is having learned and continuing to learn that wherever and whenever we walk with God, we are changing the world we inhabit and welcoming the Kingdom.

*Submitted by Susan Haig, Associate Priest, for the Committee: Tony Crosbie, Susan Haig and Henry Krol (co-chairs), Joan Robinson, Lee Shouldice*

## CHURCH SCHOOL AND YOUTH GROUP

Church School and Youth Group create spaces for the youngest members of our community, to connect, grow, and have fun as they discover God. Success for these ministries is counted not in the numbers of children or youth on any given week but in how we are building relationships and supporting their relationship with God.

Each of these ministries has undergone significant changes in 2022, a year filled with challenges and difficulties, in which we have experienced joy in what God is doing. The shifts in Covid accommodation during the winter pushed us toward more digital groups and a new pattern of worship. Our program of “pajama prayers” wrapped up as we entered the summer months, mostly due to irregularity in attendance. At the end of October, we blessed and said farewell to Hilary Keachie as she finished her maternity leave and decided not to return to Church of the Redeemer. We are deeply grateful for her ministry to these ages and communities. As we move onward from vestry into 2023, both church school and youth group are entering into a season of conversation and discernment about future steps.

### Typical Meetings

Children begin worship with their families, and at the Collect gather to go downstairs to the activity room (the former nursery). They share the good and the hard things from the past week, a check-in that’s part of building relationships. We move into reflection on a story or piece of scripture, and then engage through questions, crafts or activities to unpack the theme or ideas of the week. All of this lasts about 30 to 35 minutes. Church school closes in a time of prayer and the kids return to their parents for the Eucharist.

Youth Group has gathered in a variety of places: the board room, the third floor, even the parish hall from time to time. They gather together for “rose, thorn, bud”; sometimes this leads down rabbit holes and ends up in the discovery of the unique (odd!) things we each delight in. Following the check-in, there’s a

brief lesson focusing on some aspect of life, scripture, or faith, which opens into discussions or questions. Generally, the youth group meets for about an hour; we close with a time of prayer.

### 2022 in Retrospect

I am grateful for the families who faithfully leaned into the experiment of having Church School and Youth Group before services, and then adapted when we realized this was not working. Since September we have been running Church School during the 10:30 am service, and now Youth Group is experimenting with alternating between Sundays of separate activity and participating as a group in worship.

In both of these ministries we have realized how hard digital church life is on our families and our youth. We use Zoom and other digital forms of engagement as creatively as we can, but it is clear that being together in person is very important for our Church School and Youth Group. As we move forward into 2023 we are going to focus on relationship-building through these programs to build up our community and energy as a ministry area. We dream of

- Rebooting youth outings
- Having more family/intergenerational events
- Doing fancier arts projects with the youth — though we do create beautiful things (prayer beads, finger labyrinths) using the best quality materials we can reasonably afford
- More volunteers, to make the load easier and to forge more connections between our younger members and other people in the church community

I have seen God at work in the faithfulness of our current volunteers, showing up and working to connect and be present with the children. I have seen God’s grace present in the feelings of safety and inclusivity in our youth ministry. I have seen the joy of the Holy Spirit as we create and delight in intergenerational worship — a spirit of reverential



# ... of Learning

play.

*Andrew Kuhl, Assistant Curate*

## 2022 HIGHLIGHTS

### Church School

- Blessing of Backpacks! It was so great to send them on their way with the customized backpack tags we'd made together.
- The incredible All-Ages Messy Christmas Pageant with almost 100 (!! ) in-person participants
- Faithful volunteers showing up and connecting, loving and learning with our wonderful kids

### Youth Group

- Completing [The Way of Love](#) through the winter of 2022
- The gifts, skills and life our youth brought to the pageant and our Good Friday service
- Youth Group's willingness to try new ways of gathering and their incredible feedback, helping to shape the ministry. I am glad that you all took the chance to experiment as we tried new patterns this fall!



*Photo by T. Evers*

Church of the Redeemer, Toronto

## CURACY REPORT

What does a day look like as a curate; a year, a season, a week? It can vary so much, but I'll try to give you a snapshot.

Part of my role as a curate is to be formed through a period of priestly work and learning. I work closely with Steven to explore and discuss my ministry experiences; I spend time in prayer and reflection; I have regular meetings with my fellow curates; and I serve various ministries and tasks both within the parish of Redeemer and the broader church.

One of the year's highlights was being ordained at the end of June by Bishop Andrew Asbil. Another is the privilege of doing pastoral care in this community, which arises naturally in accompanying parishioners and others through various concerns and challenges. It is true joy to to serve God along with you in our work and in our worship together.

Week to week, month to month, that work is leading worship, preaching, meetings and committees, praying and bring present, answering the phone, embracing interruptions. It is learning that particular mixture of being faithful to the tasks at hand while being open interruptions and surprises. Some of the best moments have been the conversations around the edges, like when someone pops into the church after a service. Then again, sometimes it is intentional conversations that go somewhere surprising; and again, sometimes those moments in the middle of an ordinary day where you wonder where God is and try to wrestle it out.

My curacy at Redeemer has involved communications — from renewing our signage to revamping connection cards and trying to get us to dream of communications not as a checklist of tasks but a way for us to be in conversation with our neighbours. It has involved encouraging and supporting colleagues and grappling with what it looks like when something doesn't work. It is being faithful in discerning where I can help, and where I should step back and allow others to shine.

In worship and prayer, curacy is being faithfully

*(...Curacy)*

involved in ministry with the Wine Before Breakfast community, praying regularly with our community on Midday Prayer, taking my turn with the compline community, and serving at the altar as a priest or a deacon. It is praying the daily office alone or with others; it is singing and learning music.

In connection to the broader Church, some days curacy is working with colleagues in the deanery or sitting with colleagues across the diocese contributing to the Diocesan Visioning process. It is wondering and dreaming with friends and co-ministers ; it is participating in a virtual synod along with lay members and clergy from around the diocese.

The shape and work and ministry of a priest, as I am learning here, is as much about being faithful with the ordinary elements of ministry as being attuned to what God is doing in this place. It is about being present at the edges and seeing ways in. It is about holding these things in prayer to see how we are partnering with God. It is a joy and a privilege, and a weight to carry. It is a life lived in partnership with God who also takes that load and is at work among us all.

And what is success? Success in priestly ministry is seeing others learn and try and become more like Christ, to see the fruit of the Spirit grow even in the middle of difficulty. It is learning and growing and finding ways to grow into the fullness of the stature of Christ. It is being moved to tears, and compassion in caring for another. It is in the joy and laughter of sharing in this work. It is learning to gather up all these things and offer them up in thanksgiving to God, through worship, prayer, and praise both on Sundays and on everyday in between.

*Andrew Kuhl, Assistant Curate*

## **RACIST & EXCLUSIONARY LANGUAGE ...**

This working group was formed in response to the 2022 diocesan social justice motion. It was given a mandate to find, and explore ways to address, racist and exclusionary language in our liturgy. It was co-chaired by Andrew Kuhl and Nate Wall and included members John Deacon, Sandra Campbell, Karen Weigold, and Steven Mackison. We have met eight times and our discussion has explored big-picture questions about goals, specific concerns and possible principles.

We typically gather on Zoom for about an hour, with an agenda themed around the mandate of our group. In the early days of our gathering, we spent time gathering examples of racist and exclusionary language and discussing how they are problematic and ways we could resolve or address those problems. As we entered into the fall, we began taking a more systematic approach, examining Eucharistic liturgies and musical choices and discerning what sort of awareness training those who work in these areas might need.

Throughout this work we have tried to tease out essential values and ways in which we can and should make decisions around our language. Many of us struggle to see where problems lie. We bump into our own issues and problematic ways of thinking and we work to allow ourselves to be challenged by one another. There is both struggle and joy in building the trustful relationships necessary for changing our own hearts and minds.

One early accomplishment of this group began as a conversation among staff about a bulletin cover, which led to the selection of a different image, less likely to be read in a hurtful way. The discussion that followed in the working group reflected the wideness of the task ahead of us. Another accomplishment has been in growing openness to unpack and explore our own biases in our conversation. Learning to receive criticism in a way that fosters curiosity and openness to being changed is a significant step in equipping

# ... of Learning

## ... IN LITURGY WORKING GROUP

ourselves to deal with racist and exclusionary language in our liturgies. A third accomplishment has been in our eucharistic prayers, where we are beginning to shift around certain constructions of gender and patriarchal and overly binary language. The work of the group is leading towards a deeper intentionality and awareness of our own biases, and we would strongly encourage all leaders and creators of liturgical language to take the Diocese's Foundations of Anti-Bias and Anti-Racism course when it becomes more broadly available.

The work of inclusion and anti-racism is a continual and far-reaching process. There are limits to be worked through, not just personal but those of institutional bias. How far, canonically and theologically, can we go in adjusting the language of scripture and liturgy? The measure for success that I hold onto is about how we conduct our conversations. Can we hear criticism and make changes in our actions and in our inward motivations and intentions? Are we open to being transformed and changed in the work we do together?

I have begun to see the glimpses of how God is calling us to be faithful and to be repentant in our use of language and in our liturgy. There is a lot of work to still be done in this regard, which requires each of us to do our part to build relationships that will challenge and change us. As we continue this work, we look forward to sharing some of the principles that we have discerned; to developing practical steps for training and teaching those involved in our liturgy; and finding ways to receive feedback and make further adjustments to our liturgy and language in worship.

*Andrew Kuhl, Assistant Curate*

## REDEEMER EXPLORERS

This past year the Learning@Redeemer committee changed the name of the group to Redeemer Explorers in order to more accurately reflect our vision of who we are and what we offer to the parish. The current members are David Townsend (co-chair), Amber Aulen (co-chair), Deb Deacon, John Deacon, AJ Finlay, Ann Jervis Paul Pynkoski, Joan Robinson, Richard Van Delft, and Sylvia Wang. Following a discernment meeting facilitated by Ann Cope at the beginning of the new year, the committee took a step back from ambitious planning to honour our collective need for rest and rejuvenation. The initiatives we undertook over the course of the past year were

- Tasting God: The Last Supper in Medieval Art — A presentation by Sylvia Wang about medieval representations of the Last Supper
- Summer Readers — Book groups discussed *Freeing Jesus* by Diana Butler Bass
- Advent Walks

After a year of reduced activity, we are feeling more energized and have begun imagining ways we can connect parishioners and explore our faith together.

*Amber Aulen, Co-chair*



*Advent Walk (photo by T. Evers)*

## MARTHA LEAGUE

In 2018, Richard van Delft took on responsibility for the Altar Guild. Braving the Guild's past as a group of elderly ladies not to be trifled with, and hoping to attract those curious about how we "adorn the table with finest linen and silver to celebrate the most cherished activity that unites us in Christ's love," he explained how important this behind-the-scenes work is to our experience of communion, taking away the notion it was difficult or onerous. He ended up with a League of ten people to care for the linens used for communion.

The League hibernated through the pandemic because a virus kept them from their holy chores. However, not long ago Richard sent out an email to the Martha League, inviting them to take up their task once again. Here's the email:

Hello "Itchin' to iron" Marthas:

Would it be fair to say that we, as a united front against wrinkled linens, are itching to fire up the irons, fill the soaking tubs, and dress the communion table with the most pristine corporals and purificators any callous-free fingered priest (that's what happens when others do the ironing) could ever be witness to? Don't worry, we aren't talking about our priests behind their backs, I've happily cc'd them on this message.

(Hi Steven, Susan, and Andrew!)

Yes, it is time to revive the Martha League after this brutal Covid hibernation. I have missed connecting with you. A message from me is long overdue so allow me to greet you all with a warm heart and wish you all a blessed 2023.

Let me first thank everyone for your service on the Martha League. I have included everyone in this message knowing that life has changed for some of you, such as moving to Halifax (makes the linen delivery a little tricky), not being ready to return to the church just yet (fully understandable, you must feel at ease), or perhaps moved on somewhere else (bringing your fabulousness to others is a good thing). Please know that you are appreciated and accept this message with my affection. If you want to use this email as a chain to relay messages to each other, please do!

I have spoken to Anne Cope about our holy laundry situation. When we first came back into the church there were very few dirty linens to be dealt with, so she washed them periodically and sent me home a few times with a small care package to feed my lonely iron. Then our services grew and a few more linens got dirty (thanks to the priests eavesdropping right now) but still not a great amount. Now we are at a place where we can share the love and perhaps start a roster once again. This is a fine price to pay when I see people fully sharing in our Eucharist on a Sunday morning.

Being down to one service on a Sunday morning and having fewer communion ministers handling the chalice, the laundry can be collected once every two weeks. That will give the holy launderer just enough of a job without being overwhelmed.

All of you who would like to renew your laundering vows at this time, please let me know. Include any times you prefer to be scheduled. Also, include any holiday times so I don't put you in the position of having to tell your iron it has to skip a turn. The first batch of linens will be going out this Sunday. Would any of you like to be the first in line for this Sunday? The first to jump on the REPLY button gets the chance to dance the iron dance. Then, I would like to create a new roster next week and get this party started.

I look forward to hearing from you!

Cheers,  
*Richard Van Delft*

P.S. The REPLY button was hit in no time at all. We have a healthy team of six, and are eager to welcome any newcomers equipped with irons ready to be pushed across a freshly cleaned linen! So pull up your extension cords and join the team!





# ... of Worship

## MUSIC

In 2022 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 Rock Eucharist, Bach Vespers, All Souls Requiem, Earthsong and Blue Christmas. This past year saw musical offerings in person, live online, and pre-recorded online.

The music leaders Daniel Norman, Mike Daley, Will Reid, and Jill Daley, have all had to adjust their roles and responsibilities over the past two years. Will Reid left Redeemer in January 2023 and his eclectic expertise will be sorely missed. We will wait to discover our long-term liturgical offerings before hiring a replacement for Will. In the meantime, tasks covered by the George Black Fellowship role will be covered in the aggregate by our diverse musical team and by occasional guest musicians.

The Fall of 2022 saw a transition from two morning hybrid offerings to one dedicated service on Zoom and another in the church, livestreamed on YouTube. The Zoom service includes pre-recorded hymnody and songs that include a mix of congregational, choral, and solo singing. All services are now more blended musically, drawing on ancient and modern musical traditions across the spectrum of our former 9:30 and 11:15 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.

In 2023 the music program at Redeemer will strive to develop a comprehensive musical offering, including new material. We plan to develop and administer a music curriculum for church school as needed; incorporate volunteer and paid singers and instrumentalists into weekly liturgies; administer music for adult learning events as needed; and research and implement new ways to pair music with technology to accommodate online ministries and



*The congregation blesses Will Reid (Photo by T. Evers)*

events.

Music expenses include salaries and benefits for the Director of Music, Assistant Director of Music and Musician-in-residence, as well as honoraria for choir section leads, instrumentalists and guest musicians. The narrative below captures our wholistic approach to the music ministry at Redeemer.

### Director of Music

*In 2023, Dan Norman will work approximately 30 hours a week and he plans to focus his ministry in the following ways:*

- Research and liturgical planning - Independent 40%
- Liturgical planning with the incumbent 15%
- Committee work and liaising with local artistic partnerships 15%
- Rehearsals and worship services 30%

### Assistant Director of Music

*In 2023, Mike Daley will work approximately 20 hours per week and he plans to focus his ministry in the following ways:*

- Liturgical planning with the Director of Music 50%
- Committee work 30%
- Rehearsals and worship services 20%

### Musician-in-Residence

*In 2022, Jill Daley will work approximately 8 hours per*



Photo by T. Evers

Ann Perry, Anna Ierullo, Anne Evers, Andrew Scorer, Bard Swallow, Brendan Roth, Catharin Carew, Connie Easto, Jane Irwin, John Castillo, John Cowling, Karen Weigold, Laura Roth, Lois Bennett, Marc Potvin, Marcel d'Entremont, Mariea Extavour, Marjan La Huis, Mark Rainey, Maureen Clark, Michael Broder, Nico Cassidy, Nigel Fung, Paul Oros, Peter Bennett, Robert Brown, Sandi Hill, Sara Schabas, Sara Simon-Vermot, Stewart Cruikshank, Tamara Mitchell.

Dan Norman

*week and she plans to focus her ministry in the following ways:*

- Liturgical planning with the Director of Music 15%
- Committee work 5%
- Rehearsals and worship services 80%

### **Covering Gaps Left by Will Reid's departure**

*Administering music for church school and adult education events*

- This work will be spread across the team in 2023.

*Curating the George Black Psalter project, including digitization of psalms and other music, and managing the online database*

- This work will be covered by Redeemer musician Michael Broder for the near-to-mid future.

*Choral conducting and arranging/transcribing of music*

- Dan is working to reinstate our working partnership with the UofT choral program, which saw student conductors participating at Redeemer for several years prior to the pandemic.

### **Redeemer Music Program Team**

We have a diverse and comprehensive music program at Redeemer that takes a great many people to implement. In 2022, we fluctuated between one large choral group and distinct choirs for the 9:30 and 11:15 services. Rehearsals have been held in person with aid from our multimedia technician when needed. Members of our choirs include Alison Colvin,



Photo by T. Evers

# ... of Worship

## REPORT FROM THE MARGIN

Radical hospitality! No more do we have to take a word like “eucharist” to a complete stranger on Bloor Street only to receive the response “gesundheit.” No more do we have to mention a word like “asperges” to a doctor because it sounds like something that needs to be removed. No more do we read a word like “sanctus” and call a plumber to relieve a nasty drain blockage. No more do we wonder, “What the aitch-double-hockey-sticks did I just say?” No more do we take for granted that every bum in every church seat will understand our Anglican language.

Anglican language: so rich in history. A language that links us to our Christian siblings of the past. A language that begs us to be responsible for its survival and relevance as we not only welcome newcomers to our worship experience, but help all of us oldcomers that assumed we knew what these words kind-of sort-of meant. Radical hospitality.

Deb Deacon and I were thrilled to be brought into this project of decoding all the Latin, Greek, and medieval vocabulary we find in our liturgical lives. Suddenly, it is not foreign at all. The simplicity of these terms and the practicality of their meanings only adds to the richness of Redeemer’s worship.

Deb Deacon, Marjorie Wrightson, Steve Mackison, and I make up the team of margin etchers. Dan Norman gives notes on music history and origins, and Andrew Kuhl and Susan Haig shower us with theology until we drown. We have a terrific time wordsmithing the margins. (I once excitedly suggested that we put our work in the centre of the page with the liturgy in the margins, but that idea did not go over well.)

We hope this scheme of ours does nothing more than enhance your worship experience. We hope that rendering the titles and directions you have always seen, or never *seen*, make you feel like the recipe is as delicious as the meal.

*Deb Deacon and Richard Van Delft*

### Eucharist

(Greek for thanksgiving) is a Christian ritual in which bread is eaten and wine is drunk as a way of showing devotion to Jesus Christ. Also known as “communion,” it is central to our life of faith and is practised in most Christian churches in different forms.

### The Sanctus

(from the Latin word for holy) is an ancient hymn that is always sung during the Eucharistic Prayer. It is adapted from Isaiah 6:3, which describes the prophet’s vision of the throne of God, and from Matthew 21:9, where the people called out: “Hosanna!” when Jesus entered Jerusalem.



**Asperges** (Photo by T.Evers)

## TUESDAY MEDITATION GROUP

In 2022, after the Omicron lock-down in most of January and February, the Meditation Group started meeting on the first of March. The group then met every Tuesday throughout the rest of the year, except for a two-week break in late September, when I was overseas. Just before that we marked my 10th anniversary of taking over as leader of this group. A couple of those attending have been participating for all these years, while most have joined more or less recently.

Usually, we are six to eight persons gathered between 12.15 and 12.45 for silent meditation and prayer. Approximately 15 people participate either regularly or from time to time. Some attend other activities at Redeemer, while some only come for the Meditation Group on Tuesdays and may attend Sunday worship at other churches.

*Prayerfully and respectfully submitted by Lilian Junkin*

Service is part of a full life

God's call for me is in the simple act of offering and service

Walking the path of Christ's ministry

Sharing love

A practical way to say "thank you" for all that I receive from the Redeemer community

## WORSHIP TEAMS — SUNDAY MORNING

When writing the Vestry report for the Sunday morning Worship Teams, it would be easy to focus on the who or the what. After all, there are forty-three members on the team directory, and another half-dozen on the "as needed" back-up list.

Every Sunday morning, these fine folks fill the following roles, which assist the clergy and community in celebrating the liturgy: **greeting** and welcoming people who come through the church doors; offering **hospitality** from the kitchen (serving coffee and treats both before and after the service); helping to proclaim the word by **reading** the lessons, as well as

- leading the Prayers of the People
- passing the offering plate
- presenting the gifts of bread and wine for the eucharist
- administering the bread and wine to the people during communion.

Impressive!

But I think this report gets much more interesting and inspiring when we ask the team members themselves to account for *why* they want to take on a volunteer role on Sunday mornings. What motivates them and what is their experience like?

Overwhelmingly, they are motivated by the invitation to SERVE.

They like to CONNECT with members of the community.

Gives you a feeling that you are part of this community and makes you feel at home

A chance to say hello and engage in conversation

A way of getting to know people...meet people I don't know

I feel I am included in a unique way in the life of our



# ... of Worship



Communications technology has become integral to worship and other events at the Redeemer (Photo by T. Evers)

Worship Team members like to enable well-supported LITURGY.

*I view liturgy as one of the core attributes of Redeemer's mission...a well-supported worship team inspires team members to reach out and exercise welcome and hospitality*

Members appreciate the opportunity to LEARN and

*Communion ministry is an important moment...I am reminded that all are welcome to God's table*

*I enjoy reading scripture and prayers of the people...I will read the passages and prayers several times and reflect on what I think scripture is saying*

A final observation from my favourite team was: "Don't have to attend meetings, not that I mind meetings." I thank the team members for their faithfulness, good cheer, and commitment to our community. They inspire me every Sunday, make me smile, and lead me to ponder in my heart the goodness of people.

Mary-Jane Wilson, Co-ordinator

Church of the Redeemer, Toronto

## ZOOM MODERATORS GUILD

Zoom Moderators Guild (ZMG) members provide technical support in running online worship services and other parish-wide gatherings. Moderators host and engage in lively fellowship over coffee time after Sunday services.

2022 has been a busy year for us. At the beginning of the year, there were two hybrid Sunday services online. In March, Prayers for People was added, bumping the Sunday service offerings up to three. Holy Week was a busy period, consisting of daily online services. By the summer, we had switched back to two hybrid services. As of September, we converted to 9 am online worship. We also hosted Blue Christmas, Christmas Eve, and Christmas Day services to wrap up the year.

We are blessed to have seven ZMG members in 2022 gracing the community with their talents and generosity. **Together we have moderated 129 online services and meetings.** Janet, Jonathan, Lyn, Peter, Sharon, and Sylvia: thank you so much for all your input, patience, and support. Also for staying cool and collected when technical challenges arise! Many thanks, too, to Marjorie – for crafting the moderators' bulletins and ensuring a seamless flow to order of service.

*Zoom has been, and continues to be, an important channel of life-sustaining and enhancing gifts. We, as a community of faith, ate and drank together. We had fellowship with God and one another, even as we each sat wherever it was that we sat. Even during the loneliest journey of life — the death of a loved one, when the primary channel of expression is presence — Zoom helped expand our perspectives on both presence and the compassion of God.*

—Jannie Henkelman

## LIFE EVENTS IN 2022

### Baptism (4)

Nora Cushman Wood Ceruti  
Rebecca Violet Clair Kuhl  
Sarah Beatrice Olive MacLeod  
Conner Avery Williams

### Confirmation (2)

Madeline Mackison  
Georgi Georgevski

### Reception into the Anglican Communion (3)

Paige Cowan  
Deb Deacon  
John Deacon

### Marriage (2)

Sara Ann Russel and Devon James Read Lafond  
Paul Elgin Maranger and Robert Dartnell Brown

### Funeral (7)

Stuart Bruce Lee  
Ruth Hill (died 2021, service 2022)  
Nancy Joanne Langmuir (died 2020, service 2022)  
Jocelyn Terrell Allen  
Joan Slamen  
Carla Cassidy  
Valerie Greenfield Thompson



Photos this page and next by T. Evers. Pilgrim pass photo courtesy S. Haig



# Statistics Life



# Social Justice Vestry Motion 2023:

**We, the parish of \_\_\_\_\_ call on the Province of Ontario to double social assistance rates for both Ontario Works and the Ontario Disability Support Program, and thereafter to index these rates to inflation, so as to provide a safety net that enables people to meet their most basic needs.**

Since 1995, when the provincial government of the day cut social assistance rates by 21.6% for recipients considered employable (a program now called Ontario Works or OW), to live on social assistance in this province has been to live in increasingly deep poverty. The modest rate increases applied to both Ontario Works and the Ontario Disability Support Program between 2003 and 2018 did not even keep pace with inflation over that period, and after a 1.5% increase in fall of 2018, rates for both OW and ODSP were frozen for the next four years. Thus, even before the COVID-19 pandemic, single people receiving ODSP were 40% below the poverty line, while those receiving OW were more than 60% below the poverty line. Both rates fall well within what is considered “deep poverty”, or an income 75% of (25% below) the official poverty line.

As inflation has climbed, the poverty gap has only widened. In September 2022, the current provincial government followed through with its campaign promise to raise ODSP rates by 5%. While this is a welcome step after a four-year rate freeze, it is still far from adequate. The increase will only give single ODSP recipients \$59 more per month, nowhere near enough to lift them out of deep poverty.

Meanwhile, those on Ontario Works receive no increase at all. While people receiving Ontario Works are considered employable, the abysmally low rates of assistance drive them deeper into destitution, making it more and more difficult for them to lift themselves out of poverty. Nowhere in Ontario is the \$733 per month received by a single person on OW adequate to meet their needs for food, shelter, and clothing. It is hardly surprising that homelessness is increasing everywhere in our Diocese, with shelters overflowing from Peel to Peterborough and Collingwood to Cobourg, while food banks and other food security programs are reporting a huge spike in the numbers of people accessing their services for the first time. In 2019, the Daily Bread Food Bank, which distributes food to nearly 200 programs in Toronto served 60,000 clients per month across Toronto. That number doubled to 120,000 during the pandemic. Now, 182,000 clients use their services every month - and if current trends continue, the number is expected to rise to 225,000 by March 2023.<sup>1</sup>

Some ODSP recipients have even sought medical assistance in dying (MAiD) – not because they are dying of their disabilities, nor because they do not wish to live, but because their income is too meagre to allow them to live with their disabilities in dignity.<sup>2</sup> For such people, the recently expanded access to MAiD may at least allow them to die with dignity. We recognize that MAiD is meant to enhance personal agency and freedom of choice. However, when people who would rather live are put in a position where their lives are intolerable to them not because of their condition, but because society refuses to provide adequate levels of support, choosing assisted death in such circumstances is the opposite of a free decision. As Canon Douglas Graydon has noted, this is an

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1 <https://www.thestar.com/news/gta/2022/10/08/daily-bread-food-bank-ceo-says-2023-is-looking-grim.html?fbclid=IwAR3vNg8fsJLmGwd4zwMh1GumMsd5gXeY0iCON5p8Br-rJn6rhzSgAecp0zw>

2 Doctor-patient confidentiality means that we do not know how many social assistance recipients have sought MAiD due to a lack of adequate income and other supports, beyond those cases which have been reported in the news. However, the UN special rapporteur on the rights of people with disabilities has expressed “extreme concern” that disabled people seeking MAiD are not always able to access viable alternatives, including adequate social supports. <https://www.thestar.com/2022/assisted-death.html>

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# Raise the Rates

indictment against a society that has “determined that [disabled people] are not worthy of sufficient resources to ensure a quality of life.”<sup>3</sup>

This past summer, the Income Security Advocacy Centre (a branch of Legal Aid Ontario) released an open letter calling on the provincial government to double social assistance rates and index them to inflation.<sup>4</sup> This letter has been endorsed by more than 250 community organizations and social service providers, including food banks and legal clinics across the province, faith communities such as the Salvation Army and Mennonite Central Committee – Ontario, and coalitions such as the Interfaith Social Assistance Reform Coalition (ISARC), of which our Diocese is a member. A number of our FaithWorks partner ministries, including the Orillia Christian Centre – Lighthouse and the Dam, have also endorsed the letter.

It is true that doubling the rates of social assistance would present a significant cost outlay. However, the provincial government is already in an advantageous financial position. Lower social assistance caseloads during the pandemic have resulted in a savings of nearly \$800 million for the Ministry of Children, Community and Social Services, and the provincial government currently has a \$2.1 billion surplus.<sup>5</sup> The province can thus readily afford a significant increase in social assistance rates, if not the full cost of doubling the rates. Moreover, a substantial increase in social assistance rates would reduce the externalized costs of poverty – the increased burdens on our healthcare, emergency services and criminal justice systems, which Ontarian taxpayers are already shouldering. Indeed, even before the pandemic it was conservatively estimated that poverty costs Ontario between 27 and 33 billion dollars per year.<sup>6</sup>

This year’s Vestry Motion offers our parishes the chance to add our voice to this growing call for income support levels that allow people on social assistance to meet their most basic needs.

This is surely one of our most fundamental obligations as a society. Disabled people on social assistance should not be driven to seek “death with dignity” because we fail to provide them with enough to live life with dignity. Those who are down on their luck should be supported to rise out of poverty rather than pushed deeper into destitution.

More importantly, it is one of our obligations as followers of Jesus to care for the most vulnerable in our society. To fail to respond to the needs of the poor in our midst is to be like the rich man in Luke 16, who enjoyed the good things of life while ignoring Lazarus at his gate. We are called instead to recognize in our neighbour the face of Christ, and to work together to ensure all have enough.

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3 <https://anglicanjournal.com/justice-and-the-new-assisted-death-aid-is-now-easier-to-get-should-anglicans-be-concerned/>

4 <https://incomesecurity.org/open-letter-premier-ford-double-social-assistance-rates-now/>

5 <https://budget.ontario.ca/2022/fallstatement/pdf/2022-fall-statement-en.pdf>.

6 <https://feedontario.ca/wp-content/uploads/2019/09/Feed-Ontario-Cost-of-Poverty-2019.pdf>



# Vestry Motions

1. Adoption of Agenda  
“Moved by *NN*, seconded by *NN*” that the agenda on page 4 of the Vestry Reports book be adopted.
2. Appointment of Vestry Clerk  
“Moved by *NN*, seconded by *NN*” that Marjorie Wrightson be appointed Vestry Clerk.
3. Appointment of Parliamentarian  
“Moved by *NN*, seconded by *NN*” that Mary Pat Moore be appointed Parliamentarian.
4. Courtesies of the House/Reception of Bishops’ Letter  
“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 letter from the College of Bishops be received.
5. Minutes of Last Annual Vestry  
“Moved by *NN*, seconded by *NN*” that the minutes of February 27, 2022 be adopted as circulated/ amended.
6. Minutes of Special Vestry  
“Moved by *NN*, seconded by *NN*” that the minutes of April 3, 2022 be adopted as circulated/ amended.
7. Reception of all Written Reports  
“Moved by *NN*, seconded by *NN*” that written reports on pages 20 – 45 of the Vestry Reports Book be received.
8. Financial Report: Church 2022  
“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, 2022 be adopted as circulated/amended.
9. 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, 2023.
10. Church Budget 2023  
“Moved by *NN*, seconded by *NN*” that the Church’s 2023 Budget showing total expenditures of \$1,469,852 and projected income of \$1,469,852 be adopted as circulated/amended.
11. Elections and Appointments  
Motion to extend the terms of David Burt and John Sutton on the Board of Management Redeemer By-Law #1 specifies a maximum term of six years for Board of Management members. It is the will of the Board in a motion passed on January 17, 2023 that David Burt and John Sutton remain for an additional year.  
“Moved by *NN*, seconded by *NN*” that this Vestry waive this condition of By-Law #1 and extend the terms of David Burt and John Sutton on the Board of Management from six to seven years.

## ... 2023

"Moved by *NN*, seconded by *NN*" that Chris Ambidge's term as a Synod delegate be extended so that he may attend General Synod 2023.

"Moved by *NN*, seconded by *NN*" that the 2023 slate of officers be received as circulated/amended.

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

David Burt (Extended term)	David Pabke (term 5)
Jeremy Graham (term 1)	Tony Crosbie (term 1)
John Sutton (Extended term)	Murray Bryant (term 1)
Marjorie Wrightson (term 6)	Pauline Walsh (term 5)
John Selles (term 2)	

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

Richard Van Delft (term 4)	Dawn Lee (term 1)	Craig Spielmacher (term 4)
Deb Deacon (term 2)	Karen Visser (term 4)	Christina Chang (term 1)
Kim Mouldsdales (term 1)		

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

Chris Ambidge (Extended term)	Carol Ritter (term 2)
Anne Christy (term 2)	Henry Krol (term 2)
Richard van Delft (alternate)	Sheree Drummond (alternate)

12. Social Justice Vestry Motion 2023: Raise the Rates

"Moved by *NN*, seconded by *NN*" that we, the parish of Church of the Redeemer call on the Province of Ontario to double social assistance rates for both Ontario Works and the Ontario Disability Support Program, and thereafter to index these rates to inflation, so as to provide a safety net that enables people to meet their most basic needs.

13. 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.



We are in the heart of downtown Toronto, and we gather to celebrate on the traditional lands of the Wendat, Haudenosaunee, and Anishinaabe Nations, including the Mississaugas of the Credit First Nation. Our beautiful building connects us to the rich heritage of our city while also drawing us deeper into the roots of our Anglican tradition. Just as the streetscape around us has evolved over the years, our members have changed to reflect the growing, vibrant and progressive Christian community found at the Redeemer today. We come from a variety of faith traditions (and sometimes no faith tradition at all) and we like it that way. We are students, workers, retired, homeless, not limited by sexual orientation, gender identity or personal history. We are at the very beginning of our life with Jesus, and we are deeply steeped in a life complicated by faith. We open our doors to worship God and to learn about Jesus, and how all of this might just transform our lives.



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