



VESTRY REPORTS
FOR THE
152ND ANNUAL VESTRY MEETING



25 FEBRUARY 2024
CHURCH OF THE REDEEMER
162 BLOOR STREET WEST, TORONTO, ON M5S 1M4

*We acknowledge with respect
that we gather today to celebrate on the traditional lands
of the Huron-Wendat, Haudenosaunee and the Anishinabek Nations,
and the Mississaugas of the Credit First Nation.*

*This territory was the subject of the
Dish With One Spoon Wampum Belt Covenant,
an agreement between the Iroquois Confederacy
and Confederacy of the Ojibwe and allied nations
to peaceably share and care for the resources around the Great Lakes.
This land is also covered by the Toronto Purchase.
Today, Toronto is home to many Indigenous people from across Turtle Island.*

*We pray that we may live more deeply
into the calls to action from Canada's Truth and Reconciliation Commission
as we seek reconciliation among all people who call this land home.*



Agenda for the 152nd Annual Vestry Meeting
Sunday, 25 February, 2024

- 12:30PM Opening Prayers
Adoption of Agenda
Appointment of Vestry Clerk
Appointment of Parliamentarian
Courtesies of the House
Reception of Bishops' Letter
Approval of the Minutes of the Annual Vestry Meeting—February 26, 2023
Reception of all Written Reports
Thank Yous
Recognitions
- 12:50PM **Financial Reports**

Presentation and Adoption of 2023 Financial Statements
Appointment of Public Accountant
- 1:45PM **Budget**
- 2:15PM **Elections**
Board of Management
Members at Large, Advisory Board
Members of Synod and Alternate Members of Synod
- 2:30PM **Further Business**

Bequest Policy
Social Justice Vestry Motion 2024
Annual Motions
- 3PM Concluding Remarks, Adjournment, The Doxology



Diocese of Toronto
Anglican Church of Canada

The College of Bishops Pastoral Letter to Vestries, 2024

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

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

Dear friends,

Followers of Jesus, inspired by the Holy Spirit, serve the world God loves.

Simple and elegant. These few words capture the essence of a Vision that we have been pursuing and discerning throughout the Cast the Net process, a visioning exercise that began while we were still in pandemic mode. Over the course of several consultations, we listened to one another, and for the leading of the Holy Spirit. With time, sifting and testing, 20 Calls were revealed at Synod, which were supported with enthusiasm. A final version of the Calls will be received by Synod Council in February. We continue to be grateful to the Steering Committee and consultants, who have led our work together over the past 18 months. And now the work begins to incorporate these Calls into the life and ministry of the whole Diocese. This is the time for parishes large and small, missions, ministries, committees and Synod Council to animate the Calls in our own contexts. It is almost impossible for one community to embrace all twenty, but by serving together from Mississauga to Brighton, Midland to Minden, and all points in between, we can!

We begin this journey with a Season of Spiritual Renewal. We embrace the Call to deepen our walk together as communities by immersing ourselves in prayer, reading and reflection on scripture, worship and sharing our stories of faith with one another. As we promised in our baptism: we will “continue in the apostles’ teaching and fellowship, in the breaking of bread, and in the prayers”. This Season will be supported by the Rev. Canon Dr Judy Paulsen, members of a steering committee and the College of Bishops. We hope that you will be able to join us for Diocesan worship events, learning opportunities, programs and fellowship that entice us all to walk more closely in the footsteps of Jesus.

We are delighted to reach across our borders to deepen our friendship with the Diocese of Brasilia. Brasilia is a relatively new diocese, birthed in 1985, with a small number of parishes, missions and ministries. We were delighted to welcome their Bishop Mauricio Andrade and his wife Sandra to our Diocesan Synod in November. We will learn from, grow with, and support one another as we strive to serve Christ in our unique circumstances. And we look forward to opportunities for delegations of our clergy and laity to visit back and forth, both in-person and online, as we deepen our affection for one another.

We are proud of and amazed at the ministry taking place across our Diocese, especially in the areas of youth, ecumenism, creation care, diversity, and faith formation. We encourage you to consider this year’s Diocesan Social Justice motion on housing, and to prayerfully support our Church’s advocacy for every person’s right to adequate shelter. We are convinced that the Holy Spirit is leading and guiding us, and challenging us to bravely find new ways to work and worship together, to increase in courage, to share our passion for the Good News of Jesus, and to seek and find new meaning as followers of Christ in the 21st century, where we are confronted with emerging economic and social challenges. We want to express our heartfelt thanks to all who make up our dynamic com-

munity of faith – lay people, deacons, priests – all helping to give a glimpse of the Reign of God as it unfolds in our midst.

As your bishops, we know the joy and privilege of serving the Church in this Diocese. We thank all those who have joined us in giving leadership over the past year. We have recently celebrated one year of our new diocesan leadership model, and we are immensely grateful to our new Territorial Archdeacons and Canon Administrator for stepping into their roles so effectively and with such faithfulness. The five of them have helped to ease the bishops' administrative load, allowing us to focus on some of the other work to which we have been called and ordained.

Whether your work is changing this year, whether you are stepping out of your role at this Vestry meeting, or stepping into a new ministry, or continuing on in your good work, please know that we are here to support you in every way we can. We want to encourage you in Gospel ministry, in the initiatives and relationships that you are building, as you cast your nets ever wider in a world that is hungry for Christ - for meaning, connection and belonging.

Our mission statement is simple and elegant. And it invites us, like the dismissal at the close of the Eucharist, to action. We invite you to incorporate these words in your liturgies on Sunday morning:

Followers of Jesus, inspired by the Holy Spirit, serve the world God loves.

Thanks be to God!

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



Minutes of the 151st Vestry Meeting *Sunday, February 26, 2023*

The 151st Vestry Meeting of the Church of the Redeemer took place on Zoom, with the Incumbent, Churchwardens, Treasurer and other members of leadership at the church. At 2 PM, The Venerable Steven Mackison, Incumbent, called the meeting to order and advised that it would be recorded.

Archdeacon Mackison remembered by name members of the community who have died: Stuart Lee, Ruth Hill, Nancy Langmuir, Jocelyn Allen, Joan Slamen, Carla Cassidy, Valerie Thompson and Sheila Connell. He then led the community in prayer.

- 1. Adoption of Agenda:** It was moved by Peter Bennett, seconded by Stephen Allen that the agenda on page 4 of the Vestry Reports Book be adopted. Carried.
- 2. Appointment of a Vestry Clerk:** It was moved by Finn Keesmaat-Walsh, seconded by Marg Creal that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 3. Appointment of a Parliamentarian:** It was moved by Dawn Lee, seconded by John Sutton, that Mary Pat Moore be appointed Parliamentarian. Carried. Archdeacon Mackison thanked Ms. Moore for serving in this capacity.
- 4. Attendance:** Attendees registered online ahead of the Zoom meeting. Archdeacon 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. The list of attendees is attached to these minutes.
- 5. Courtesies of the House/Reception of Pastoral Letter:** Archdeacon 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 18-19 of the Vestry Reports Book. It was moved by Pamela Thomson, seconded by Tony Crosbie 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. Carried.
- 6. Minutes of the Last Annual Vestry:** It was moved by Pamela Thomson, seconded by John Sutton that the minutes of February 27, 2022, be adopted as circulated. Carried.
- 7. Minutes of Special Vestry Meeting:** It was moved by Sylvia Keesmaat, seconded by Abigail Young that the minutes of April 3, 2022, be adopted as circulated. Carried.
- 8. Reception of All Written Reports:** It was moved by Chris Ambidge, seconded by Peter Bennett that all written reports on pages 20-45 of the Vestry Reports Book be received. Carried.

Archdeacon Mackison thanked all who had crafted reports and Laura Peetoom for putting them into the new Vestry Reports Book format.

- 9. Recognition and Thanks:** David Burt, Churchwarden, thanked clergy, musicians, and lay staff for responding to various challenges over the past year. He also thanked Frances Humphreys who was retiring from the Board of Management as well as stepping down as chair of the HR Committee. He expressed gratitude to members of both the Advisory Board and the Board of Management for their dedication and leadership as well as leaders of learning and pastoral care ministries and all volunteers at the Common Table. He added thanks to Susan Graham Walker for assuming an administration role, to John Selles for stepping up as treasurer, to Ann Cope for her attention to our worship experience, and to Marjorie Wrightson for taking minutes and advising on procedure. He concluded by inviting all in attendance to contact the leadership team regarding any suggestions or concerns.

Richard Van Delft, Churchwarden, noting that he had a list of at least 37 volunteers to thank, spoke about how proud he was to be amongst so many people who give so much. He thanked members of the boards, clergy, caretakers, office staff, kitchen workers, lay ministers, and honorary assistants. He thanked his fellow churchwarden, David Burt, with whom it had been a joy to work, as well as Susan Graham Walker, and his two Advisory Board vice chairs – Karen Visser and Craig Spielmacher. Finally, he added special thanks to Archdeacon Mackison, commenting that he didn't know how he held everything together.

Archdeacon Mackison remarked that so many people have worked hard to keep Redeemer running and focused on its mission. He wanted, however, to recognize and thank two individuals who had been central to supporting governance and worship, especially since the onset of the pandemic in March, 2020. As well as modest personal gifts, there will be symbols in the parish to express the gratitude of the community. To honour Ann Cope, a candle sandbox will be provided in the church. To honour Marjorie Wrightson, there will be an annual recognition at Vestry of someone whose ministry and support are quiet, capable, and humble.

- 10. Presentation and Adoption of 2022 Financial Statements:** John Selles, Interim Treasurer, pointed out that neither his name nor that of Richard Heystee was on the list for election to the Board of Management a year ago. Mr. Heystee's term was up, and a new treasurer had not been identified at the time of last February's annual meeting. Mr. Selles agreed to serve a one-year term and was appointed to the Board of Management in June, 2022. Mr. Selles thanked Mr. Heystee for all he had done as treasurer, especially during COVID, applying for government subsidies, setting up TelPay and establishing a Microsoft Teams site for financial matters. Mr. Selles also spoke about what a delight it was to work with the bookkeeper, Nasir Qamar, who is so reliable. He thanked Thomas Kriens, our auditor, who has joined us on Zoom. The audit was not carried out on site this year, with all materials being scanned and sent to Jeffry Ignatius, with whom we worked.

Mr. Selles shared his screen to reference pages from the financial statements (attached). Since some attendees might not be comfortable asking questions over Zoom, he encouraged people to email him afterwards with their queries.

Mr. Selles drew attention to page 15 of the financial statements, "Statement of Changes in Net Assets", which he explained was a combination of a balance sheet and the results of the income statement. There are five columns for funds:

- General Fund: Church operations for one year.
- Common Table Fund: Providing a clear view of the Common Table, especially for external donors, separate from church operations.
- Accumulation Fund: Capital for longer-term projects.
- Maintenance Reserve Fund: Carrying forward unused property expenses from unfinished projects that will be completed in the following year.
- Refugee Settlement Committee Fund: Only donations/expenditures for families Redeemer is sponsoring are reflected here. We are serving as trustee for a separate group sponsoring an Afghan family. We receive donations, hold them in trust and will administer expenditures when the time comes.

Details, one page per fund, for each of these five funds are provided on pages 7-13 of the financial statements.

Mr. Selles then referenced his Pro Forma Statement (attached) that removed gains/losses on investments from church operations totals and listed them separately.

Mr. Selles made the following comments on 2022 actuals:

- The total income for church operations plus the Common Table was \$75K below budget.
- Expenses were \$105K less than budget. Staff turnover resulted in lower personnel costs, and some property expenses were not incurred.
- Although combined there was just a deficit of \$3,715 in 2022, church operations had a \$50K deficit whereas the Common Table had a \$50K surplus.
- On a multi-year basis, the Common Table had a \$100K deficit in 2021 and a \$50K surplus in 2022. The Common Table is carrying a \$50K deficit into 2023.
- Contributing to the Common Table Donations & Grants income in 2022 being so large:
 - o A 250K donation from a residents' association in Yorkville that has been spread out over three years (\$100K in each of 2022 and 2023, and \$50K in 2024).
 - o A \$93K grant from the Gattuso Foundation.
 - o 10 very large donations. The top four were each between \$17K-\$20K.

It was moved by John Sutton, seconded by Abigail Young 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. Carried.

Archdeacon Mackison thanked John Selles, Thomas Kriens, Nasir Qamar and David Pabke for their help in closing out the year-end.

11. Appointment of Public Accountant: It was moved by John Selles, seconded by Denorah Regis 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. Carried.

12. Sustainability Principles: Prior to inviting Pauline Walsh to present sustainability principles, Archdeacon Mackison provided some context. At the February, 2022 Vestry meeting, we realized our operations were not sustainable unless some changes were made. A Sustainability Working Group was formed with the hope that we could present a balanced budget for 2023. The group first received presentations from two significant budget areas – Music (Dan Norman) and the Common Table (Angie Hocking) to help us understand what changes to those two areas would mean. Many discussions followed, resulting in principles to guide us working on the 2023 and future budgets.

Pauline Walsh referred to the list of five principles (attached) that had been adopted by the Board of Management and elaborated on each.

- **Basic Principle:** We are committed to bringing a balanced budget to Vestry and not relying on our investments. We also need a solid basis for undesignated donation numbers.
- **Identifying Core/Non-Core Positions:** Personnel represents about 2/3 of our total costs. We are not going to bring people into on-going positions unless they are core to church or Common Table operations. All non-core positions will be contract, giving us more flexibility to manage our personnel budget. We could choose to not renew these contracts if need be, but we could also add new contracts if new funding comes in.
- **Ministry Budgets:** We want to support changes in ministries and encourage new initiatives in the evolution of our ministries.
- **Common Table Expenses:** The Common Table uses church resources from utilities to staff time. Allocation of these costs will help with fundraising outside the community. By spelling out direct and indirect costs, external donors can be reassured that their gifts are going to support the Common Table, not Church of the Redeemer operations.
- **Mid-Year Vestry:** The Board of Management will monitor income and expenditures compared to budget. If things go off course, a revised budget will be brought to a special Vestry if needed.

A question was posed regarding possible CRA issues with contract positions. It was clarified that those issues are with independent contractors. Ours are employment contracts that are time-limited with the potential of renewal. This should not pose a CRA problem.

Peter Bennett offered two comments. While applauding the work that had been done, he noted that a budget is a mission and vision statement. Currently Redeemer doesn't appear to have a short-term or long-term plan for ministry. He was concerned that the principles would limit the parish's ability to pursue a change in ministry in the future. Archdeacon Mackison responded that we are planning to gather after Easter to discern our priorities after the pandemic. In the meantime, we need to pass an operational budget for this year. Second, Mr. Bennett wished the document acknowledged that sustainability was a two-way street between Redeemer and the diocese. Archdeacon Mackison didn't think this would change the five principles, but there could be a preamble outlining that we are connected to the diocese and vice versa.

Paul Pynkoski thought the framework was good, but he had reservations about contract work. In his experience, he has seen extended contracts that should really be permanent positions. He hoped there would be some kind of measure to determine if this is the case if we continue this approach. Archdeacon Mackison responded that we would make the transition as a matter of conscience if that were the case. Mr. Pynkoski also felt uncomfortable that the church was buying into the “gig economy”. In Canada and the US, some people only have the opportunity for part-time work that is not secure. Since Redeemer tries to help people in need, we don't want to contribute to the insecurity of others.

Others spoke about the “gig economy” and hiring practices designed to avoid paying benefits. Although we cannot speak to individual situations, in general we pay vacation pay to hourly and contract workers. Full-time staff are given the option to join the lay pension and benefits plans. Another concern is that workers are looking for long-term financial security and may not be willing to take short-term contracts.

Tom Evers suggested we needed a better term than “non-core” to describe those roles. He also asked if there was a cost savings goal, and how more flexibility was going to be measured. David Burt responded that principle #1 is not related to cost savings in any particular year. The commitment is to bring a balanced budget to Vestry every year unless there are extraordinary circumstances involved.

In response to a question about how principles would be implemented, Pauline Walsh explained that we are not going to take some permanent employees and make them contract. The principles will be adopted over time with careful consideration of where the money is coming from to pay for people. We need to have core staff for church and Common Table operations. We can grow, but if we don't have the money, we have the ability to back off.

13. Adjournment/Reconvening: Archdeacon Mackison adjourned the meeting at 3:10 PM for a five-minute break. He called the meeting back to order at 3:15 PM.

14. Final Sustainability Principles Comments: David Townsend was thrilled that we have had such a meaningful discussion regarding the ethics of employing people. He presented another side to short-term contract positions. In some cases, people need this in order to put something on their resume. Archdeacon Mackison thanked Mr. Townsend for his comment and also acknowledged remarks in the chat by Heather & Peter Bennett and Paul Pynkoski.

15. Presentation and Adoption of 2023 Budget: Prior to inviting John Selles to present the 2023 budget, Archdeacon Mackison addressed the fact that the personnel expenses in 2023 are less than in 2022. Some people have commented on this at pre-Vestry meetings. We know people have left. There are other changes upcoming that for reasons of confidentiality we cannot discuss now but will reveal in the next few weeks. Positions that were vacated by attrition are not allocated in the 2023 budget. A parish visioning conference will be held after Easter to discern our ministry needs and therefore staffing needs.

Mr. Selles thanked the Board of Management, staff, Pauline Walsh, and David Pabke for their help in creating a balanced budget as a starting point. We need to deliver results, and we will be carefully managing progress throughout the year.

He then referenced charts on two pages (attached) comparing church operations '22 actual to '23 budget for both revenue and expenses. By category, green indicates an increase over 2022 and red denotes a decrease. In addition to comments included with the charts, Mr. Selles observed the following:

- Revenue: The budget for space rentals is conservative. We are still ramping up after COVID, noting that our annual revenue for this line item before the pandemic was close to \$80K. As well, the number for undesignated donations for church operations is basically flat. For sustainability purposes, we realize that there is a fixed pool of donors.
- Expenses: Mr. Selles provided more detail regarding the Common Table budget. It represents about one-third of the church's total operating budget and includes direct expenses (personnel and program) and indirect costs (maintenance staff, a 50/50 split on property expenses based on how the building is being used) and general office expenses such as insurance. The \$573K expense budget for the Common Table is an increase of \$100K over 2022. After taking a cautious approach in assessing known donations, we have a gap of \$223,332. Since most Common Table funding is external, Bill Ryan and his team can take this information to potential donors to ask them to fill this gap.

Bill Ryan added that a fundraising committee of three parishioners and four other volunteers has been formed. They are excited at the challenge before them and bring energy, encouragement, and confidence to the task.

Archdeacon Mackison acknowledged the significant role David Pabke had played in developing the revenue side of the budget.

Mr. Selles summed up the issue by asking if the community would accept and charge the Common Table team to work within the guardrails of the budget as presented. Leadership would not let expenses get ahead of revenue and would course correct if required. He relayed two stories of support from the wider community. A Yorkville resident had a birthday party at which he asked attendees to donate to the Common Table instead of giving gifts. \$10K was raised. Second, the Common Table carts that go around the neighbourhood with coffee and sandwiches are a demonstration of living out our faith in the community. One day someone passing by gave us a \$100 donation.

It was moved by John Selles, seconded by Chris Ambidge that the Church's 2023 Operating Budget, showing total expenditures of \$1,469,852 and projected income of \$1,469,852 be adopted as circulated.

Discussion:

- Peter Bennett advised he would be voting against the budget. We are being asked to support a 3.6% increase, but to maintain current ministry we should be looking at more than that. He was disappointed that we were not being challenged enough.
- Anne Evers stated she would support the budget because it is reasonable in its expectations and income projections. We have been through year after year of aspirational budgets that we have not met. After year-end campaigns failed to fill the gap, we have had to dip into investments and then been criticized for doing so. We have all been through years of trauma. This is not the time to start the cycle again.

- John Sutton remarked that a budget is not an aspirational document. It reflects reality regarding what we can spend based on what we can reasonably expect to receive. A budget that does not stretch us enough is not practical in his view. Funds for other projects are raised through capital drives from time to time.

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

Archdeacon Mackison thanked all those who had worked so hard to put the budget together.

16. Elections: Archdeacon Mackison explained that 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 to provide continuity in leadership and property management.

It was moved by Lyn Sibley, seconded by Chris Ambidge 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. Carried.

Archdeacon Mackison explained that last year we had voted to extend Chris Ambidge's term as a Synod delegate. Since Synod didn't meet in 2022, we need to extend his term again so that he can attend General Synod 2023.

It was moved by John Sutton, seconded by Catherine Emerson that Chris Ambidge's term as a Synod delegate be extended so that he may attend General Synod 2023.

Discussion:

- Peter Bennett will not vote against this motion, and he acknowledged what huge asset Mr. Ambidge is to the parish, the diocese and the national church. He felt, however, it was wrong that we should have to extend Mr. Ambidge's term twice since Synods only meet every two or three years. This prevents others who might want to serve from being elected because we need to make sure Mr. Ambidge attends. He thought we should ask the diocese to look at the Canon that allows this to happen.

Mr. Ambidge responded that he agreed with Mr. Bennett's comments, had spoken to the former Chancellor and would speak to the new Chancellor about this. He added that since he had resigned in 2017 and hadn't attended Synod that year, he has not yet reached the diocesan Synod canonical limit. He is also currently a member of Synod Council that meets monthly, but he is not sure if he will continue with this.

- David Townsend stated he was in awe of Mr. Ambidge's patience, goodwill and ability to speak to people across deep divisions. He is grateful for Mr. Ambidge and can think of no one else better to represent Redeemer at General Synod.

It was moved by Chris Ambidge, seconded by Sylvia Keesmaat that the 2023 slate be received as circulated.

Amendments: Georgi Georgievski (term 1) needs to be added to the Advisory Board and Lyn Sibley (term 2) needs to be added to the Board of Management. The mover and seconder agreed to this friendly amendment.

There being no further nominations, the vote was taken on the amended list. Carried. For the record:

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

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

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

Richard Van Delft (term 4)	Christina Chang (term 1)
Craig Spielmacher (term 4)	Georgi Georgievski (term 1)
Karen Visser (term 4)	Dawn Lee (term 1)
Deborah Deacon (term 2)	Kim Mouldsdale (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)	Sheree Drummond (term 2)
Anne Christy (term 2)	Richard Van Delft (term 1)
Carol Ritter (term 2)	
Henry Krol (term 2)	

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

17. Social Justice Vestry Motion 2023: Raise the Rates: Archdeacon Mackison drew attention to the motion and background information in the Vestry Reports Book. He added that it had been discussed and links to videos shared in "Our Common Life" and at pre-Vestry meetings.

It was moved by Abigail Young, seconded by Carol Scovil that we, the 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.

Amendment: Pamela Thomson noted there should be a comma after "Redeemer". The mover and seconder agreed to this friendly amendment.

Stephen Allen commented that it would be helpful to hear back from the diocese after they have communicated with the Ontario government. It is important that parishes be advised what the government's reaction is.

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

15. Annual Motions: It was moved by John Sutton, seconded by Sylvia Keesmaat 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 John Sutton, 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:

- **Worship Experiment Feedback:** Although Archdeacon Mackison had hoped to have a discussion on our current worship experiment at this meeting and to come to some consensus on the way forward, he needs to have more time to digest all the data and feedback received. He thanked all who had participated in focus groups, responded to the parish survey and provided individual feedback. This discussion will happen at Staying Connected at the end of March.

Abigail Young thanked Archdeacon Mackison for being so careful and intentional in assessing our needs. She expressed concern, however, that this has been a long experiment, and the longer it goes on, that harder it will be to change it. Archdeacon Mackison responded that whenever we try something new, there is a tension between giving time to live into the experiment versus not taking too much time. He has not entered into this request for more time unadvisedly.

Anne Evers noted that experiments take time to live into the change and reflect on it. We have lived through so much change in the last three years that another month won't have a big impact on our willingness to change. Archdeacon Mackison recounted a remark made to him that all of us are "changed out" in our lives. For some, another change would break them. Others respond, "What's another change?".

Mary-Jane Wilson remarked that a lot at Redeemer has stayed the same, making us feel stable and safe at Redeemer.

David Townsend spoke about the creative and thoughtful changes implemented over the last six months. We are surprised by intelligent and prayerful changes when we come to church, and he hoped we never stop experimenting. Things need to be stable but also dynamic.

- **Visiting Indigenous Scholar:** Archdeacon Mackison advised that Dr. Douglas Sanderson, Assistant Professor in the Faculty of Law at the University of Toronto will be our Visiting Indigenous Scholar for a two-year term. He has graciously waived an honorarium. He will speak twice a year, the first being a session with his co-author Andrew Stobo Sniderman on their book *Valley of the Birdtail: An Indian Reserve, a White Town and the Road to Reconciliation*. Stephen Allen spoke about this as being a great opportunity for the parish. Pamela Thomson added that she hoped Dr. Sanderson would continue in two-year increments for many years. Truth has to come before reconciliation, and he will bring that. He has also said he will make himself available to speak to small groups like our youth.
- **Getting Our House in Order:** John Sutton first addressed two questions Pamela Thomson had raised from the 2022 minutes. With regard to whether we have looked at the issue of insuring the building as a heritage building, we would need to have an independent engineering study done. Given everything else that has been going on, this has not yet been done. As for the Tim Schmalz sculpture, we expect it to arrive this spring and be installed in the niche on Bloor Street in front of the church.

Mr. Sutton explained that although he expected the northwest chancel window to fail, he didn't expect a large sheet of protective glass from the west window by the choir stalls to fall

onto the public sidewalk during high winds. Over the last few months, a list has been compiled (attached) of work needed to get our house in order. He provided further detail on some of the items on the list and highlighted that one of them was replenishing the \$243K taken from our investments to fund the air handling project.

We have already raised through bequests and two specific donations \$190K. Parishioners who have been involved in discussions have been excited by the prospect of raising \$800K without the need for external fundraising consultants. Based on having \$190K in hand, we have signed a contract with Sattler's Stained Glass Studio for the northeast and northwest chancel windows in order to get onto their schedule. Mr. Sutton noted that we will be able to see the results of many of these projects such as the narthex kitchen upgrade and electrical improvements, reducing the number of cables in evidence.

It was moved by John Sutton, seconded by Pamela Thomson that this Vestry authorize a capital fundraising campaign in 2023 to raise approximately \$800K.

Discussion:

- Peter Bennett disagreed with the process. It appears that the list of priorities has been established, whereas he felt that parish should have been consulted about their priorities based on a long-term vision of ministry. Mr. Sutton replied that we cannot allow the building to fall apart and then deplete our investments to fix the place.
- Abigail Young expressed gratitude that some longstanding problems would be addressed. She added that not every fundraising campaign is about long-term ministry goals. Sometimes it is about having a place to stand. Based on past experience, we can be successful with a campaign like this.
- Tom Evers was in support of getting on with the work. In response to a question about how the option to contribute to this campaign would appear on CanadaHelps, Archdeacon Mackison replied that these details would be worked out later.
- Stephen Allen asked what was most important if we couldn't get all the work done in the next 12 months or if we didn't raise all the required funds. John Sutton thought our ministry of presence on our important corner is most important. Bringing our property up to a standard where it is duly honoured will lead to positive results. A priority list of items will be developed. Windows, frames and covering glass are a top priority because they represent a physical danger and significant cost. The windows and frames haven't changed since the 1920s. If any were to fail, we would be in an emergency situation, paying perhaps double to have them recreated. Mr. Sutton then shared his screen to show what the proposed new window frames would look like (attached).
- Lyn Sibley thanked John Sutton and the Property Committee for keeping the lights on over the last three years and for curating the list before us. Archdeacon Mackison noted that in no one except for John Sutton was there such a deep knowledge of the property combined with a deep passion for ministry. He thanked Mr. Sutton for all he has done.
- Pamela Thomson stated that if we have no building, we are an embarrassment to the neighbourhood and we have no ministry. We cannot wait.

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

- **FaithWorks Support:** Pamela Thomson asked as a follow-up to the 2022 Vestry minutes if we had found a motion to continue our 5% of givings commitment to FaithWorks. Archdeacon Mackison replied that there was a motion, and it is an ongoing commitment.

17. Concluding Remarks: Archdeacon Mackison thanked the Executive Committee for their tireless work; Morgan for handling the video and audio for the meeting; Mary Pat Moore for acting as Parliamentarian; Lyn Sibley for moderating on Zoom; and Marjorie Wrightson, the Redeemer scribe.

Archdeacon Mackison expressed his love for all and that he was glad to be priest and a member of this community.

18. Adjournment: There being no further business, all joined in the Doxology, and Archdeacon Mackison adjourned the meeting at 4:39 PM.

Respectfully submitted,

Marjorie Wrightson

Attachments to the Minutes:

Attendance at the meeting (please note that * indicates those ineligible to vote at Vestry.

Stephen Allen	A J Finlay	Nancy Luno	Carol Scovil
Chris Ambidge	Georgi Georgievski	Holly Mackison	John Selles
Amber Aulen	Anne Gircys	Steven Mackison *	Lee Shouldice
Heather Bennett	Garth Goddard	Avery MacLean	Lyn Sibley
Peter Bennett	Susan Goddard	Paul Maranger	Scott Suthren
Jim Boyles	Tim Hadwen	Luke McRae	John Sutton
Robert Brown	Susan Haig *	Mary Pat Moore	Rosalyn Sutton
Murray Bryant	Jennifer Heaton	Gloria Nafziger	Jonathan Tardif
Jim Burnham	Richard Heystee	Tania Natale	Pamela Thomson
Judy Burnham	Frances Humphreys	Daniel Norman *	David Townsend
David Burt	Grant Jahnke	David Pabke	Richard Van Delft
Alison Colvin	Edna-Mae Johnson	Robert Payne	Karen Visser
Ann Cope	Stephanie Jones	Paul Pynkoski	Ron Waldie
Marg Creal	Sylvia Keesmaat	Denorah Regis	Paul Walker
Tony Crosbie	Finn Keesmaat-Walsh	Margaret Reid	Susan Graham Walker
Audrey Danaher	Jenny Kerber	Robert Reid	Pauline Walsh
Janet Elliott	Charles Klassen	Carol Ritter	Carol Watson
Catherine Emerson	Thomas Kriens *	Margaret Rodrigues	Tim Watson
Anne Evers	Andrew Kuhl *	Bill Ryan *	Mary-Jane Wilson
Thomas Evers	Dawn Lee	Elizabeth Sanders	Marjorie Wrightson
Louise Fast	Penny Lewis	Andrew Scorer	Abigail Young
			Laurie Zinkand-Selles

The following documents are available online: <https://theredeemer.ca/governance/>

- Audited Financial Statements
- Vestry Report 2022 Additions, including
 - o Sustainability Principles
 - o Pro Forma Income and Expenses Spreadsheet
 - o Church Operations – '22 Actual to '23 Budget – Revenue
 - o Church Operations – '22 Actual to '23 Budget - Expenses

Capital Needs List

Note that Q = Quotation received, G = guesstimate

Windows - Chancel

NW Window stained glass restoration w/100% new lead	Q	25,110	
NE Window stained glass restoration w/100% new lead	Q	22,110	
Frame restore & covering quote (not able to perform)	Q	41,580	
Scaffolding	G	10,000	
Contingency	G	10,300	
Taxes (3.94%)	G	4,000	
Toronto carpenter to be found? (additional \$\$)	G	20,000	
			133,100

Windows - West wall

Cover off, scrape, rebuild, paint and recover	G	35,000	
Scaffolding or manlift	G	10,000	
Street permits, etc	G	8,000	
			53,000

Air Handlers - HVAC

Replenish Fierra Funds	Q	243,000	
Move #1 unit for improved access	G	8,000	
			251,000

Third Floor Accessibility

Chairlift in west stairwell	Q	29,977	
Electrical, permits, taxes, etc	G	6,000	
			35,977

Organ Rebuild - o/s for 7+ years

Pitman conversion to 20th century standards	Q	149,360	
Re-leathering Open Pedal Diapason	Q	8,250	
Casavant adjustable bench	Q	8,338	
Make console moveable	Q	8,711	
Taxes	Q	7,000	181,659
Change floor/platform for safety and movability	G	40,000	40,000

Upgrade Narthex Kitchen

Cabinets, flooring plumbing	G	12,000	
Appliances	G	5,000	
			17,000

Sound and Lighting

Service amps and restore hearing assist	G	5,000	
Add to upgrade speakers and system	G	8,000	
Wire management and AV proper install	G	6,000	
Upgrade lighting and controls to base stds	G	8,000	
Upgrade lighting to decent rental levels	G	15,000	
			42,000

Electrical

Add circuits for coffee urns & toaster in Parish Hall	G	3,000	
Add circuits for maintenance and music near Chancel	G	2,000	
Trace, repair and upgrade, Sacristy, front steps, Rose window	G	2,000	
Replace west side exterior lights	G	2,000	
			9,000

762,737

Proposed Window Design



Zoom Chat Log

- 15:05:36 From Paul Pynkoski to Everyone: I think what's required are principles/policy on how these are to be implemented.
- 15:09:43 From Heather and Peter Bennett to Everyone: The Sustainability principles mask the real problem which is that we have no clear policy on how we use our treasure (capital). I go into debt to do a kitchen renovation. My problem arises if I have no plan on how to repay that loan. If we dip into capital, how do we repay it?
- 15:10:27 From Paul Pynkoski to Everyone: good point
- 15:30:45 From Pamela Thomson to Everyone: Reacted to "The Sustainability p..." with
- 15:42:30 From Pamela Thomson to Everyone: I agree with Anne Evers 15:42:39 From Chris Ambidge to Everyone: so do I
- 15:43:25 From Louise Fast to Everyone: I too agree with Anne. We can always bring in more \$\$ than budget!
- 15:43:37 From Abigail Ann Young to Everyone: Thanks to Anne Evers for saying what I was thinking too!
- 15:43:56 From Pamela Thomson to Everyone: Reacted to "Thanks to Anne Evers..." with
- 15:57:50 From Pamela Thomson to Everyone: Business arising from 2022 Minutes. Have we looked at insurance as a Heritage building? (P.12) Did we find a Motion about giving 5% of our givings to Faithworks? (P.9) What is happening with the sculpture? (P.17)
- 16:21:32 From Abigail Ann Young to Everyone: This is a wonderful idea! A good time to put our house
- 16:32:15 From Karen (KC) to Everyone: I agree - having plywood on our windows and risking more failures puts the windows first
- 16:35:00 From Heather and Peter Bennett to Everyone: I am not one of those, but there folks in the parish who would like to see a brick thrown through the west window, because of it celebration of wartime sacrifice. This is why I think we need to have a conversation about what is important to us. Maybe we need to put plain glass in there.
- 16:37:18 From Catherine Emerson to Everyone: Ansley preached a sermon once about how that window DIDN'T celebrate wartime sacrifice, but was an attempt by grieving relatives to make some sense of the deaths -- a huge number of men in the congregation died in the war. Just another way to think about it.
- 16:38:38 From Karen (KC) to Everyone: That's the way I saw it too when I first came, it came from grief

There is a lovely night prayer with its origin in the New Zealand Prayerbook. I adapt two of the lines:

*It is Vestry after a long year,
What has been done has been done,
what has not been done has not been done.*

Here is a brief summary of what has been done and what has not been done that provides the plan for 2024.

Property

- A substantial decluttering on all three levels of our building
- Supporting the activities of Getting Our House In Order
- Preparing an 'evergreen' inventory of property maintenance tasks
- Reviewing many of the routine contracts we have

Operations

- Retaining a professional cleaning service that provides services to maintain a consistent standard of cleanliness and with the skills to undertake tasks like deep cleaning of carpets and floor polishing on a regular basis.
- Securing staff that support our Ministry.
We now have capable individuals in the following positions:
 - ✘ Facility Manager – **Craig Martin** – full time with responsibility for management of all matters related to our building including management the rentals ministry.
 - ✘ Custodian – **Nat Edwards** – full time with responsibility for the day to day care of our building and support of our varied ministries.
 - ✘ Donations Management – **Matthew Waterman** - full time until end of April (when Matthew will be ordained a deacon) revamping and updating our parish data base, Servant Keeper. This is the system that houses our parish list and monitors giving. Matthew's work ensures that it can be maintained by a future Administration team member.

Planning and Engagement

- Greater ability to support clergy and lay ministries in the community

For 2024

Prepare a staffing model for the administration support for our ministries:

- ✘ Human Resources and Health and Safety
- ✘ Supporting parish governance
- ✘ Staffing routine office hours
- ✘ Supporting administration needs of parish committees and Redeemer staff including The Common Table
- ✘ Maintaining the Safe Church requirements, The Oracle Calendar etc.
- ✘ Offering essential office supports like booking events; managing programs like Constant Contact, Zoom; manage office volunteers, mailings and rota management
- ✘ Providing communications support for the management of the website and other key communication vehicles

Renewing and documenting all operational processes.

Support the ongoing renewal of the various diverse ministries of the parish.

I look forward to continuing this part-time role until June when the above plans are in place and return to being an engaged member of the community supporting the mission and ministry on the corner.

ADVISORY BOARD—*Richard Van Delft*

Every time you peruse through Our Common Life, whether it appears in your email, or it was handed to you at church on Sunday, you are witnessing the hard work of all the ministries that make up your Advisory Board.

This past year for the Advisory Board was gladly welcomed with meetings that were once again attended in person, instead of a gallery of familiar heads needing to be reminded to unmute. The level of excitement and the willingness to take Redeemer by the hand was evident.

This year seemed to bring a greater intent to have ministries working more interactively, keeping an eye on each other's programs so as not to double-book key dates or to bring programs that highlight each other's activities and complementing themes. Being together seemed to make us even more aware of new ministries needing nurturing such as our new trans-ministries, our young adults group, and our existing Zoom community.

A recent Saturday workshop with every Advisory Board representative member present, began with an opportunity for each individual to say something about themselves. It was noted that no person introduced themselves by saying which service they used to attend. We always identified ourselves as 9:30ers or 11:15ers. In retrospect, this meeting's exercise showed a new unity in our Redeemer family.

For 2024

My two-year term as Chair has come to an end. To have been a part of this hard working team of people leaves me with an energy that I will draw on while continuing to get my hands dirty with whatever tasks I come across at Redeemer.

The role of Chair will be well filled by Craig Spielmacher. I have every confidence in his leadership skills because of his love for the Redeemer community. I encourage the community to stay tuned, the programs will only get better.



Caring for each other is an important part our lives as disciples of Christ. We journey with each other holding out our hands to be a compassionate presence. This is the foundation of the ministry of the Pastoral Care Team. It is a dynamic ministry that includes conversations over coffee or tea or a meal, by zoom or phone or text, or on a walk or in an office, that is scheduled or spontaneous.

The team underwent a significant change with the retirement of the Rev'd Canon Susan Haig. The team graciously welcomed the Rev'd Paige Souter into this ministry. It has been a wonderful time getting to know each other and learning the giftedness that each person brings to this ministry.

This year the team attended the Lay Anointer's training day offered by the Bishop's Committee on Healing Ministries. In addition to learning about this important ministry of the church, it was a time of fellowship with each other and connecting with members of other parishes throughout the diocese who are committed to healing ministries. In the Summer, anointing with sacred oil became a regular part of our Sunday services and in the Fall, three members of the team, Tony Crosbie, Georgie Georgievski, and Sharon Kirby were licensed by Bishop Kevin Robertson as Lay Anointers.

Redeemer's community-based eucharist services continued this year. These smaller and intimate gatherings are extensions of our Sunday gathering, inviting our community to stay connected through our sacred meal. The Garden Eucharist is hosted by Karen and Michael Visser. In their beautiful backyard garden, we worship in creation with the breeze flowing through the trees, and flowers in bloom. House Eucharist is hosted by Abigail Young and Catherine Emerson. They invite us into their home for worship and fellowship. We continue to provide monthly worship at local retirement communities, like Hazelton Retirement Community (Redeemer North) and Christie Gardens (Redeemer West). In the Fall, Belmont House invited Redeemer to return to providing Sunday evening services.

Pastoral care is often an invisible ministry that most often occurs beyond Sunday and beyond the gaze of others. This is especially true for the ministry of Francis Martin and Frances Humphrey's who lead a monthly support group for our parents who have children living with mental health challenges.

December was a particularly busy month. We held our annual Blue Christmas service in our new prayer chapel located in the east transept. In the quiet of the evening we sang, reflected on loved ones we have lost, and lit candles in their memory. Afterwards we gathered for fellowship and conversation.

Our tradition of Redeemer Gifts continued. With the support of thirty volunteers who wrote Christmas cards, purchased gift bags, prepared and wrapped cookies, picked up poinsettias all the way from St. Catharines, and delivered the gifts, forty-five gifts were given to members of the Redeemer community. Thank you to everyone who volunteered to bring Christmas joy to others!

Respectfully submitted,

Rev'd Paige Souter on behalf of the Pastoral Care Team

Tony Crosbie

Georgi Georgievski

Finn Keesmaat-Walsh

Sharon Kirby

Susan Scott

John Sutton

CHILDREN YOUTH AND FAMILY MINISTRY—*The Rev'd Paige Souter*

In 2023, Youth and Family Ministry continued the discernment and experimentation that began in 2022. No longer facing the challenges of COVID shutdowns and limitations, shifts in the staffing for the ministry, and the need to work towards a sustainable budget presented an opportunity to discern and experiment with different models for church school and youth group that would fit Redeemer at this moment in time.

During their respective tenures, the Assistant Curates, Rev'd Andrew Kuhl and Rev'd Paige Souter, worked with volunteers to provide church school and youth programming. In the winter and spring seasons church school met weekly. With curriculum developed by Rev'd Kuhl, the in-class leadership was provided by volunteers. A new rhythm for youth group was introduced. Youth Group met during the 10:30AM service on alternate weeks, and on the other weeks participated in worship either as fellow worshippers or in various roles.

During the summer months, children were invited to play outside out during the service. Blowing bubbles and writing chalk on the sidewalk became the activities of choice on Sunday mornings.

In September, the rhythm for both church school and youth changed. Church school gathered twice a month using Godly Play, storytelling and crafts to explore the Gospel. The second Sunday was led by Rev'd Paige and the fourth Sunday by volunteers which sometimes included a member of the youth group. Youth were invited to gather after the service on the second Sunday of each month. Except for one gathering, all meetings were cancelled because youth were not able to attend on the scheduled day.

It has been a challenging year. The ministry has faced a significant attrition of volunteers, a loss of youth engagement, a transition in assistant curates and as well as a lack of capacity of the curates to provide sustainable support. This experience affirms what we anticipated at the beginning of 2023, it is time to restore our Youth and Family Ministry.

Despite the challenges, we saw God's presence in the midst of our children and young people. Week by week we witnessed their faith in Jesus growing. It has been a wonderful time of learning and building friendships. Some of the highlights from this past year include:

The Good Friday All Ages Liturgy was led by the youth group.

The Backpack/Welcome Back Sunday was wonderfully attended.

The children became actively involved in the animation of the liturgy.

The youth group graciously wrapped cookies for Redeemer Gifts.

The Family Christmas Eve Service was wonderfully attended by families and two members of our youth group served as our readers. In addition, it was wonderful to see so many members of our youth group attending all of the Christmas Eve services.

I extend a deep gratitude to our families and youth for their continued support of this ministry and for your patience. And thank you to our volunteers. Without you, this ministry would not have been possible.

Respectfully submitted,
Rev'd Paige Souter



YOUNG ADULTS—*Carol Scovil*

The revival of the Young Adults group in 2023 saw the gathering a dynamic people who emit a warm, welcoming and diverse atmosphere where there is something for everyone.

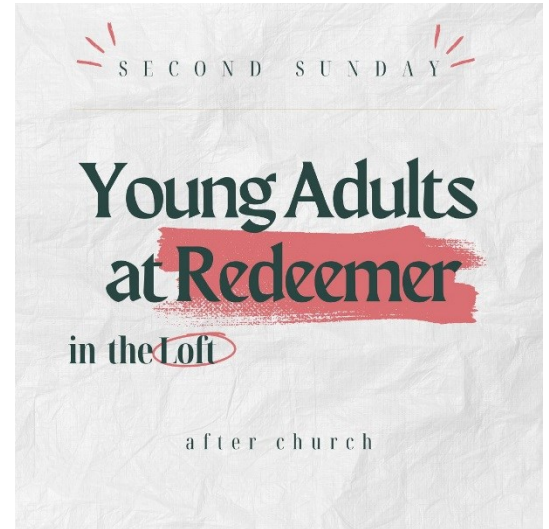
We host events that the young adults are interested in doing and also stay in touch through an active WhatsApp chat.

A few highlights from last year include:

- ✦ An initial kickoff pizza lunch where we collaborated, and connected to create a real foundation for the group
- ✦ A cookie making night in November for the Redeemer gifts at Christmas.
- ✦ A trip to the Distillery District to enjoy the Christmas Market.

For 2024

We are excited for what's in store for 2024! We plan to meet after church on the 2nd Sunday of the month in the third floor Loft after the service, as well as for other activities organized by the group. If you want more information about the group, connect with Craig Spielmacher or Carol Scovil at church, or watch out for announcements.



REDEEMER EXPLORERS—*David Townsend*

At the Redeemer, we know that asking deeper questions and exploring issues of faith help us grow both as individuals and as a community. Redeemer Explorers continues to offer variety of programs that complement other learning opportunities in the parish community.

Redeemer Explorers teamed up with Creation Matters during Lent 2023 to offer discussion groups focused on the book *Saving Us: A Climate Scientist's Case for Hope and Healing in a Divided World* by Kathryn Hayhoe. There were two groups, each of which encouraged participants to reflect on the personal implications of the material in the book.

In May 2023 we hosted a performance of the one-man play *Merton and Me*. The event was well-attended from within and outside the parish, and it prompted thoughtful reflection during the Q&A session.

Summer Readers discussion groups explored Joan Chittister's *An Evolving God, An Evolving Purpose, An Evolving God*. We also offered a guided gallery visit to the "Chagall and the Bible" exhibit at Wycliffe College in September 2023.

Beginning with a first event last June and regularly since September, we've coordinated a series of Sunday Exploration programs, downstairs in the boardroom at 9:30AM. These 45-minute programs focus on single-session topics rather than series over multiple weeks. They draw on the interests and expertise of Redeemer members. Biblical reflections, book talks, and discussions focused on a variety of issues and topics are all included. The sessions require no preparation, and offer opportunities for small-group discussion and participation. Attendance ranges between 10 and 25.

For 2024

A Lenten book study with multiple small groups for discussion, both in person and on Zoom, is now in progress. A three-session Zoom course on the Psalms is scheduled for April-May. Summer Readers will once again hold discussion groups in person and on Zoom in July-August.

CREATION MATTERS—*Grant Jahnke*

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.

Some of the highlights of the past year for Creation Matters can be summarized as a number of “deep dives” interspersed with some “high flights.”

The “deep dives” took the form of a series of profound conversations concerning how we make sense of our spiritual journeys in these perilous times. In a discussion series guided by the work of Christian climate scientist Katherine Hayhoe via her book *Saving Us: A climate scientist's case for hope and healing in a divided world*, we explored in depth what we actually mean when we speak of “hope”—if we use that word at all-- in our present global context and what living a hope-filled life asks of us.

During Advent we continued to explore what the familiar words of “churchland” actually mean to us in our own spiritual journeys. We dove into the Sunday readings—remember those prophetic warnings of apocalyptic urgency coupled with the promise of deliverance? We explored our personal responses on the question “Is it naïve and blind to cling to a hope that God will deliver us in the face of all the evidence to the contrary? What might these stories of apocalypse and “deliverance” mean in these times of escalating climate and geopolitical upheaval?” These discussions provided a rare opportunity to share deeply and ultimately to hear each other's evolving understanding of our place in the Creator's work.



The year also involved some high flights—or at least hanging out with some high flyers.

On an early May morning we gathered once again at Col. Sam Smith Park in South Etobicoke to do some birding with master birder, Kathryn Mills. We took in the captivating sights and sounds of many of the warblers and shore birds that pause here en route to more northerly destinations.

This excursion was followed by an encounter led by one of the burgeoning artists in Creation Matters on how to really **see** a bird—in this case a mallard duck....and to practice that “seeing” by capturing it in a drawing of the duck. *Yikes! But I'm not an artist. Right?* Well it turned out to be a delightful adventure for all as we dove in and splashed around and got to know our duck up close and personal. This encounter in turn led to a meditative reflection led by another member titled “Why I love birds.”

Once again, a major project for the year engaged in by some Creation Matters members, was to be part of planning the month-long *Season of Creation (SoC)* which took place between October 1 and 29. Among many highlights of SoC for us was the home made soup and bannock lunch followed by a drumming circle led by Sandra Campbell.

We trust that our activities in 2023 are 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.*

INDIGENOUS SOLIDARITY WORKING GROUP—*Stephen Allen*

We call upon church parties to the Indian Residential Schools Settlement Agreement (IRSSA) to develop on-going education strategies to ensure that their respective congregations learn about their church's role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary. (Truth and Reconciliation Commission, Call to Action # 59.) https://publications.gc.ca/collections/collection_2015/trc/IR4-8-2015-eng.pdf

Highlights and Notable Moments:

1. Book Groups

The ISWG organized two book groups in 2023. Both had two groups – in-person and via zoom.

The first book was *Valley of the Birdtail: An Indian Reserve, a White Town and the Road to Reconciliation* written by Douglas Sanderson (Amo Banishii) and Andrew Stobo Sniderman. Sanderson is a law professor at the University of Toronto. He is a member of the Opaskwayak Cree Nation. Sniderman is a lawyer, writer and a Rhodes Scholar from Montreal.

Valley of the Birdtail is about Waywayseecappo, a Cree community and Rossburn, a white town in western Manitoba and the relationship between the two communities over 150 years. This book of non-fiction continues to win book prizes.

The book groups met over several weeks in January. The meet the authors event took place in June, 2023.

The second book was *Our Home and Treaty Land: Walking Our Creation Story*, by Raymond Aldred, Director of Indigenous Studies at the Vancouver School of Theology and ordained with the Anglican Church of

Canada. Aldred is status Cree from Swan River Band, Treaty 8. Matthew Anderson is an Affiliate Professor in Theological Studies at Concordia University in Montreal.

Our Home and Treaty Land reminds us that we are all treaty people in Canada. "Treaty - what it meant to the First Nations and to the Newcomers who originally entered into it, and what it could and should mean for all of us today - lies at the heart of this book. Treaty is key to the shared narrative, shared spirituality, and shared respect for the land that Ray Aldred says are necessary for our peoples - Indigenous and non-Indigenous alike - to walk well, to live well together on the land because Treaty still is, or should be, a lived reality.

The book groups met in late October- early November. The meet-the-authors event also took place in November.

2. Visiting Indigenous Scholar

This was a new initiative. The recommendation to establish the initiative was submitted to the Advisory Board and was approved. The first Scholar is Professor Douglas Sanderson (Amo Banishii, Douglas' Cree name). This two-year appointment includes two talks a year. Douglas' first talk was the meet-the-authors event about *Valley of the Birdtail* in June, 2023. The second was in November. This talk was entitled *Grieving and Condolence: Reflections on Light, Past and Present*. Douglas' talk was deeply moving and is available on you tube.

3. Murdered & Missing Indigenous Women & Girls/MMIWG: Called to Remember and Honour

For the past several years, Church of The Redeemer has demonstrated a commitment to remember and honour missing and murdered Indigenous women and girls. In 2023, Redeemer's bell was tolled at noon on several Mondays in June. A red dress was hung at the church. Red Dress Day was inspired in 2010 by Jamie Black, a Métis artist based in Winnipeg, Manitoba. In 2023, the bell was tolled by students from a nearby primary school. Our thanks to Susan Graham Walker who contacted the school.

This is the link to the final report of the Public Inquiry into Missing and Murdered Indigenous Women and Girls. <https://www.mmiwg-ffada.ca/final-report/>

4. Sunday Services

The theme for two Sundays each year focuses on Indigenous people.

The first is **National Indigenous Day of Prayer** on a Sunday near June 21 (National Indigenous Peoples Day). This past year, our guest speaker was **Esther Wesley**, a member of Redeemer and former National Coordinator of the Anglican Fund for Healing

For 2024

The ISWG is planning a book group sometime in the fall of 2024.

Douglas will give his first talk of 2024 on Saturday, June 15.

The ISWG plans to have the bell tolled at noon hour on several Mondays in June. The ISWG has made efforts to invite downtown churches to toll their bell but few churches have taken up the challenge. We need to consider other strategies so that more Anglican and churches from other denominations join us in taking time to remember and honour murdered and missing Indigenous women and girls.

The ISWG has contacted a prospective speaker for June 2024.

and Reconciliation. Sandra Campbell, a member of Redeemer, opened the service with a prayer, a smudge and drumming.

On the second Sunday, Redeemer focuses on **Orange Shirt Day**. Our guest speaker was **Lori Ransom**, the Reconciliation and Indigenous Justice Animator with the United Church of Canada. Sandra Campbell opened the service with a prayer, a smudge and drumming.

Orange Shirt Day is an Indigenous-led grassroots commemorative day intended to raise awareness of the individual, family and community inter-generational impacts of residential schools. See <https://orangeshirtday.org/>

5. Pimatiziwini Nipi/Living Water

Pimatiziwini Nipi/Living Water is a national Anglican initiative to raise funds for the purchase of water trucks for First Nations communities that do not have safe drinking water. The program is managed by PWRDF. In 2023 members of Redeemer were invited to contribute to the purchase of a water truck for Kingfisher Lake, a First Nations community in northwestern Ontario. The donations were made directly to PWRDF.

A member of ISWG contacted PWRDF to inquire about the donations made by members of Redeemer. Since individuals do not necessarily indicate their parish when making a donation, PWRDF could only provide an estimate of \$ 3,600. from members of Redeemer. (PWRDF reviewed donations from the Diocese of Toronto in the time period when the appeal was made at Redeemer in coming to the estimate of \$ 3,600.).

The truck for Kingfisher Lake First Nation has been paid for.

6. The Mural Initiative

A contract was signed with Donald Chretien (<https://donaldchretien.com/>) before Christmas. Donald is a member of the Nipissing First Nation. He plans to finish the mural in June, 2024. Donald is not painting the mural. He is digitally designing it. The digital file will be sent to Club Ink, the company that will transfer the digital images onto the panels and mount the panels on the cement parking section of the west wall along Avenue Road.

7. Communications

The Indigenous Solidarity Working Group communicates its program activities via *Our Common Life and Our Common Worship*. A member of the ISWG continues to prepare and distribute (electronically) a bi-weekly newsletter with a focus on Ontario events and news about Indigenous issues from Ontario and Canada wide. The ISWG informs the parish about Indigenous events taking place in the Toronto area.

For 2024

The ISWG will be inviting a guest speaker. Members of Redeemer will be encouraged to wear something orange.

Pimatiziwini Nipi/Living Water is an on-going initiative. The ISWG would like to hold one further appeal to parishioners in 2024 – perhaps on a Sunday in June which is National Indigenous History Month. This will need to be discussed with the Finance Committee.

We will be informed which First Nation community would benefit from a water truck. There are at least 28 First Nation communities with long term drinking water advisories, some for over 25 years.

Assuming that the art can be mounted in July and August, the ISWG is recommending that a Sunday in September be set aside for a dedication ceremony of the mural.

When promoting Indigenous events such as pow wows, the ISWG will make every effort to coordinate a Redeemer presence at these events.

8. Indigenous Justice Coalition

For several years a member of the ISWG has provided leadership to a network of churches in the downtown area. Efforts are being made to encourage representatives from other churches to take on leadership responsibilities.

9. Being Present and Responding

A few weeks ago, human remains were uncovered at a construction sight in Riverdale (a neighbourhood in the east end of Toronto). According to an anthropologist with the provincial forensic pathology agency, they are Indigenous remains and have been there for at least 500 years. When Indigenous people learned about the remains, they responded. A tent was set up and Firekeepers kept watch over a fire. They were at the site twenty-four hours a day.

Sandra Campbell, a member of Redeemer and a pastoral care worker with the Toronto Urban Native Ministry approached Pamela Thomson for assistance. With the support of Steven Mackison, an appeal to provide some assistance to the Firekeepers was made at the service on January 14.

Just under \$600. was donated by parishioners. A propane heater was purchased for Toronto Urban Native Ministry and was loaned to the Firekeepers at the site. In addition, gift cards for food were purchased for the Firekeepers. The balance of unspent funds has been sent to the Toronto Urban Native Ministry.

Too often, Indigenous burial sights have been disregarded and not treated respectfully. Thankfully, there are now protocols in place. Indigenous elders have begun meeting with City of Toronto officials to ensure that the protocols are followed.

According to press reports, the response from neighbours near the site has been supportive.

Being present and responding is what we are called to do.

Concluding Comments:

The ISWG appreciates the support from the Redeemer community. The ISWG is grateful to Michael Cheena, a Peer Support Mentor. Michael is a Residential School Survivor. He keeps us informed of Indigenous events in Toronto and major issues of concern to Indigenous people. The ISWG welcomes new members to join us in the journey of reconciliation.



REFUGEE SETTLEMENT COMMITTEE

Over the past eight years, Church of the Redeemer has sponsored 19 refugees from four countries - The Gambia; Burma/Myanmar via Thailand; Eritrea via Sudan, Egypt, and Israel; and most recently, Somalia via Kenya. As is clear, these journeys were not easy or straightforward. They required courage and determination - the courage to leave homelands and all that was familiar, the determination to persevere through hardships and the entire process of relocating to totally different circumstances in order to find a better life in Canada.

In the late summer of 2022, the Refugee Settlement Committee received notice that Abdikadir, Asho, and their six sons had been granted clearance to begin the immigration process. In late fall, after months of uncertainty, we learned that they would be arriving on January 26, 2023. We had been searching for housing for these 8 newcomers, but to no avail. Suddenly, the week before Christmas, in response to a post on the Seaton Village Facebook page, there was an offer of a house to rent in the west end of the city. We were extremely grateful for this offer.

Over 90 members of the Redeemer community, and beyond, donated furniture, supplies, clothing, money, and labours of love in order to ready the house for the family. Thanks to all who contributed in so many ways.

Throughout 2023, the committee helped to set up banking and finance, registered the family for school, ESL, settlement services, and the myriad government and social benefits that we Canadians take for granted. Committee members found healthcare and a very generous dentist, helped the family learn to navigate the TTC, and provided guidance about life in Toronto.

Church of the Redeemer provides financial support to newcomers for one year. As we approached January 26, 2024, the committee, Abdikadir, Asho, and Zakaria, at 20 the eldest son, reviewed the year. While there has been much progress toward an independent life in their new country, the family members and the committee agreed that there were areas which would need continued advisory support, including finance, education (Zakaria is planning for post-secondary schooling), employment search, and finding permanent housing for this family of 8 – a major challenge in Toronto's market.

The Refugee Settlement Committee is made up of about a dozen dedicated members, with a depth of experience that has benefitted newcomers, as well as serving as a source of information and good practices for at least one other settlement group.

The committee and the newcomers all wish to express gratitude for the support of the Redeemer community in this ministry of welcoming the stranger.



As the Trans Ministry at Redeemer and in the Diocese continues to grow, it is the hope trans individuals, their families and allies will continue to feel supported at Redeemer .

The following are transgender ministry activities in which I anticipate being involved during 2023. While most are part of Redeemer's ministry program, some are carried out on behalf of the Diocese, since I am still the diocesan Transgender Ministry lead.

Redeemer Activities

- ✘ Consultation and advice to individuals and families on request
- ✘ Half day workshop in follow-up to the Redeemer Explorers three-part series in Fall, 2023
- ✘ Volunteering at the Common Table on Fridays (no transgender issues as yet)
- ✘ Fall, 2024 updating the booklet Selected Transgender-Related Services
- ✘ Trans Day of Remembrance service (TDOR) November 20
- ✘ Assisting Chris Ambidge with LGBTQ+ table at conferences or meetings as required

Diocesan Activities

- ✘ Organizing the Trans Anglicans group in the Trans Walk at Pride, Friday June 21/28
- ✘ Helping at the Pride Walk in June for Anglican participants
- ✘ Member of the Senior Pride Network (SPN) Advisory Committee at The 519
- ✘ SPN representative on the provincial Ministry for Seniors and Accessibility (MSAA) Seniors Liaison Committee
- ✘ Preaching and delivering trans-related workshops at other parishes on request.

Other Activities

- ✘ Bayview Hospital chaplaincy training program – member of transgender training workshop team 2-3 times annually.
- ✘ Liaison with other transgender-related ministry groups in other provinces, countries etc.

Respectfully submitted,
Rev'd M. Rodrigues



In 2023 the Music Ministry at Redeemer provided musical leadership for Sunday morning Eucharists, Taizé services, Bach Vespers, Rock Eucharists, Festal services, midweek services, Zoom services, House and Garden Eucharists, Catechesis events, and Common Table parties among other events.

Touchstones from 2023

In January we said goodbye to our long-time music leader Will Reid. Will was an integral part of Redeemer's worship experience for many years.

In March we helped Andrew Kuhl launch a contemporary worship service that preceded a pot luck supper and educational event for the catechesis group. Both the worship style and mid-week evening model were successes we hope to build on in the future.

In April we returned to a fulsome Palm Sunday procession with clergy, musicians, and community members from Taddle Creek park. The trombone and singing helped to keep us warm on the journey. April also saw our return to a full complement of Holy Week offerings, supported throughout by the Music Ministry.

In April and November Anne Evers crafted Sacred Harp Eucharists, digging deeper into the shape note style of encouraging congregational singing.

On Pentecost Sunday our choir welcomed Josh Slater, Ian Koiter, and the choir from St. Paul's Bloor street to help present a special Bach Vespers service.

In June we returned to weekly 7pm services on Sundays. Our Taizé services welcomed community members, seekers, and tourists throughout the summer.

In the warm months we reinstated the Step Choir, performing music on the front steps and encouraging community members to join in the singing, or shout out requests.

In September we partnered with Yeshu Satsang Toronto to deliver a worship experience underpinned by congregational singing from the Indian musical traditions.

Beginning in October and lasting through Advent we added music to the Prayers for Peace midweek services, giving voice to our desire for unity and peace in the world.

December saw the return of our Advent Carol Service. We partnered with the Cantabile Chamber Singers to prepare for our Advent journey together.

Dreams for 2024

In 2024 we plan to work hard to help the congregation find their voice; through education, encouragement, and experimentation. Every single community member can contribute to a vibrant liturgical expression full of a diverse spectrum of music.

In 2024 we hope to continue to grow our diversity of musical sources and genres, for both congregational music, and choral music.

In 2024 we hope to experiment with music, especially in worship services outside of the usual Sunday morning rhythm. Liturgical expressions on Sunday evenings and mid-week can be testing grounds for new ideas, new pieces, and new languages.

In 2024 we hope to finish, or come near to completion of the George Black Psalter Project; digitizing George's psalms and canticles and making them freely available to churches throughout the world.

In 2024 we hope to partner with musicians and musical groups connected to us through the Anglican church, through Sacred music in general, and through regional musical overlap.

Respectfully submitted,
Dan Norman (Director of Music)
Mike Daley (Assistant Director of Music)
Jill Daley (Musician in Residence)

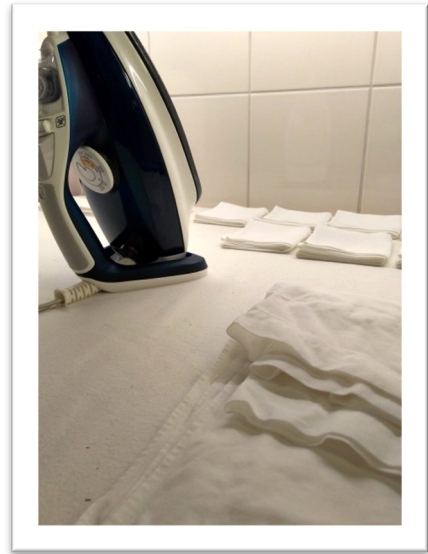
MARTHA LEAGUE—*Richard Van Delft*

All dinner parties start with a host. This particular host casts out an invitation with everyone's name on it and can't wait to see you at the table. He's been hosting it for over 2000 years.

The irons have been fired up once again by six dedicated people wanting everyone to know that the place mats and napkins don't wash and iron themselves. They are lovingly laundered every two weeks. This means each team member gets their turn once every 12 weeks.

We use the finest linens for our communion and even though the care instructions are precise, the work is not hard. They are not to be feared because they are blessed and used in church. They mean nothing without the invited guests (that's all of you) gathering around the table.

Why recall Martha? Because all she wanted from her beloved friend Jesus, was to have some help in the kitchen.



TUESDAY MEDITATION—*Lilian Junkin*

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.

The Tuesday Meditation Group met consistently in the church, usually in the chancel, throughout 2023. Usually we have six to 10 people participating each week. We gather between 12:15 and 12:45PM for silent meditation and prayer.

Prayerfully and respectfully submitted,

Lilian Junkin



WORSHIP TEAMS—*M J Wilson*

When asked, the vast majority of the volunteers said they were motivated to be Worship Team members because it gave them an opportunity to serve, “God’s call for me is in the simple act of offering and service”. It is good to see that spirit is still alive and strong in our team members.

Lots of people “take a break” in the summer, but the liturgical needs on Sunday morning at The Redeemer continue. During the months of July and August, an invitation to “sign up now” was posted at the narthex with roles and dates indicated and lines to “volunteer on the spot”. There was a great response from, not only current team members, but members of the community, as well as some visitors!

The “new” Sunday morning worship teams started in September 2022, with one team lead, the coordinator. With the addition of three new leads this past year, the leadership team grew to four. This gave the leadership flexibility to be away on some Sundays and an opportunity to share ideas.

About a year ago (Nov. 22, 2022), we had 30 team members. Since then, the number of team members has quickly risen to 40 members. This number has stayed quite steady with only two or three members leaving or joining. There is also a list of “back up” members who have offered to be “on call”

I look back to the feedback the team members provided for last year’s vestry report. When asked, the vast majority of the volunteers said they were motivated to be Worship Team members because it gave them an opportunity to serve, “God’s call for me is in the simple act of offering and service”. It is good to see that spirit is still alive and strong in our team members.

ZOOM MODERATORS GUILD—*Anne Lee*

For those who greet the gathered community each Sunday morning on Zoom, saying, “Good morning, I will be moderating this morning’s service. You are encouraged to participate in the responsive portions of the service and sing in your homes...” we give thanks.

Zoom Moderators Guild (ZMG) members provide technical support in running online worship services. Moderators host lively fellowship over coffee time post-Sunday services.

We are a small but mighty team of five members generously devoting their time and talent consistently to this ministry. In 2023, ZMG moderated 70 services and meetings, including Holy Week, Staying Connected, and Vestry. Janet, Jonathan, Lyn, and Sylvia dedicated their continuing support this past year. I am tremendously grateful for their commitment, suggestions, and support. We are also thankful to Marjorie for communicating changes and moderators’ bulletins our way to ensure a seamless flow to order of service.

We look forward to serving this ministry in 2024.

In service,
Anne Lee

GETTING OUR HOUSE IN ORDER

The Redeemer community makes it possible to get our house in order by investing in our spiritual Home as a place that brings joy, community, and service to our corner of Avenue and Bloor. We have much to celebrate, particularly the generosity of the members of the parish and their belief in our need to offer a welcoming space for worship and friendship to every face that graces the doors of our house.

Getting Our House in Order Team:

Richard Van Delft, Joan Robinson, John Sutton, Louise Fast, Steven Mackison

Launching the Getting Our House In Order Campaign

During Vestry 2023, a capital campaign was approved and Getting our House in Order (GOHIO) was launched. The goal was to raise \$1,000,000 to address key priority areas:

- ✘ Refurbish, restore and protect our beloved stained-glass windows, particularly in the chancel area
- ✘ Upgrade lighting, audio, video in the worship space to enhance the in-person and online worship experience and to attract rental income
- ✘ Restore and maintain the Casavant organ, an integral part of our worship experience
- ✘ upgrade electrical circuitry near the kitchen, Chancel, and outside westside lighting
- ✘ Upgrade the narthex kitchen for efficient use during church functions and rental catering
- ✘ Install a stairlift to the third floor to provide much needed accessibility
- ✘ Replace investment monies, taken from the Fierra fund, used for the emergency HVAC repairs.

As a result of a generous anonymous donor within our midst, a matching campaign was held in July. The goal was to raise \$100,000 in 30 days and the donor would match that 1.5 times for a total of \$250,000. The initiative was a huge success! The initial goal was easily met through a combination of individual gifts and pledges over three years.

In 2023, GOHIO raised a total of \$445,730: \$190,381 in pledged money and \$255,349 in non-pledged money. The pledged funds yet to be received total to date \$211,878. This brings the total raised to date for GOHIO to \$657,608. An additional \$100k bequest that we had anticipated to use for GOHIO projects was in fact earmarked for other Redeemer ministries.

For 2024

The GOHIO Team is counting on the continuing generosity of the community and is seeking additional gifts. The revised budget for the GOHIO campaign based on unexpected additional costs for the windows is \$1,147,000. Given funds already raised and the revised budget, the current fundraising GOHIO goal is: \$489,392.

In 2024 we are excited to finish the restoration of the stained-glass windows and proceed with other GOHIO projects.

Immediate projects

Exterior Projects

In the early Spring, the outside protective sheathing and tracery elements will be installed. Also in the early Spring, the west windows will have new protective sheathing installed. New outside lights for the west side of the church have arrived and will be installed as soon as the weather is warmer.

Interior Projects

We have received a quote for the Narthex kitchen remodel. It is \$36,000 versus our budget of \$17,000.

Stained Glass Repairs

In September the chancel windows were removed and replaced with images on vinyl panels. The windows were gone but not forgotten! In October the windows were returned, completely rebuilt with new leading and the vinyl panels were placed on the exterior of the building to protect the windows over the winter months.

The shockingly deteriorated exterior wood tracery has been repaired or replaced. Inside tracery is in the process of being repaired and will be painted early in 2024. Structural reinforcement is being installed across the inside of the frames.

Sound System Updates

We have purchased new cordless microphones and the system to support them. This is the first step in the sound light and wifi endeavor.

The Redeemer community makes it possible to get our house in order by investing in our spiritual Home as a place that brings joy, community, and service to our corner of Avenue and Bloor. We have much to celebrate, particularly the generosity of the members of the parish and their belief in our need to offer a welcoming space for worship and friendship to every face that graces the doors of our house.

The GOHIO campaign will run to the end of April and will feature a matching campaign with funds generously donated by an anonymous donor. A Special Vestry will be held to invite the community to decide how funds raised will be used to address the key areas outlined when the GOHIO Project was launched. All will be determined based on the total funds raised through individual gifts and legacy donations.

The GOHIO Team recognizes that projects will take time to fully plan out; get quotes and then get work done. All will depend on the availability of funds and the pledge cycle.

COMMON TABLE FUNDRAISING COMMITTEE—*David Burt*

*...the **immediate focus** will be on reconnecting with past donors, identifying and engaging new potential donors and providing all with regular news about Common Table activities, issues and successes.*

The Common Table Fundraising Committee (CTFC) was established in March, 2023. The current members include Peter Burgess, David Burt, Rob French, Edna-Mae Johnson, Anne Keyes, Dan Richards and Bill Ryan (Chair). The CTFC also has constant very valuable input from Steven Mackison, John Selles, Paige Souter, Susan Graham Walker and Matthew Waterman. We also thank Margaret Bangia for her past contributions to CTFC.

On February 2, 2024 the CTFC had a full afternoon planning session hosted by Dan Richards at the Rotman School of Business. It was recognized by all that, while the CTFC was successful in its efforts through the last half of 2023, a full year's fundraising campaign is needed to meet the Common Table's donation goals. Accordingly, the **immediate focus** will be on reconnecting with past donors, identifying and engaging new potential donors and providing all with regular news about Common Table activities, issues and successes.

Other efforts will include planning the Yorkville Run fundraiser and the Christmas in the City concert and expanding the very appreciated corporate sandwich making teams.

Many thanks to all who contribute time, talent or treasure to the Common Table, a thoughtful and worthwhile expression of our faith.

BOARD OF MANAGEMENT—*David Burt*

...None of these achievements could have been achieved without the commitment and energy of many volunteers, staff and clergy.

The Board meets monthly to manage the Redeemer's financial, human resource and property issues. All discussions and decisions are fed by thoughtful input from staff and the committees focused on those subjects.

Since the 2023 Vestry, the following have served on the Board: Murray Bryant, David Burt, Tony Crosbie, Jeremy Graham, Steven Mackison, John Selles, Lyn Sibley (Vice-Chair), John Sutton, Richard Van Delft, Susan Graham Walker, Pauline Walsh and Marjorie Wrightson. Susan Haig, Paige Souter and Dan Norman have also contributed to the Board's deliberations. Sincere thanks to all for their dedication.

The Executive Committee also meets monthly to consider immediate issues and make recommendations to the Board. In addition to Board members Burt, Mackison, Selles, Sibley, Graham Walker, Van Delft and Wrightson, the Advisory Board Vice-Chairs, Craig Spielmacher and Karen Visser, are members of the Executive.

2023 was a year with many challenges coupled with many blessings:

- ✘ Ongoing problems with the air-handling system were coupled with solutions successfully managed and solved by John Sutton and staff
- ✘ The Getting Our House in Order campaign was extraordinarily successful and enabled us to proceed with many urgent and vital building projects
- ✘ Imminent damage to our stained glass windows was staved off by extraordinary efforts by John Sutton, staff and contractors
- ✘ The sculpture is in place and the mural project is under way (with thanks to the ISWG)
- ✘ Challenges with caretaking staffing, rentals and data management have been resolved due to the diligence of Susan Graham Walker and the HR Committee and with the very welcome arrival of Nat Edwards, Craig Martin and Matthew Waterman (in each case supported by the steady presence of Nasir Qamar).
- ✘ Fundraising issues surrounding the Common Table have been addressed and there is now a blueprint for a full year of focused efforts by the Common Table Fundraising Committee.
- ✘ The needs and hopes of our community, as expressed in the 2023 parish survey, are being actively analyzed and will be addressed in the coming year.

None of these achievements could have been achieved without the commitment and energy of many volunteers, staff and clergy. Recognizing the perils of naming individual volunteers and leaving worthy folks off the list, particular thanks are due to Marjorie Wrightson, Ann Cope, John Selles and John Sutton for each of their extraordinary efforts for our vibrant place of worship and community.

***A ministry of presence:** At one of the most prominent intersections in Canada, we proclaim the Gospel just by being here. October 16, 2023 was the 145th anniversary of the setting of the cornerstone for the Church of the Redeemer building. On June 15, 2024, we will celebrate the 145th anniversary of the first service being held inside the building. Yes, it was built in eight months!*

A ministry of proclamation: This year, the Tim Schmalz sculpture “When I was sick” was installed facing Bloor Street. Later in 2024, the Donald Chretien mural will be added to the lower part of the west wall facing Avenue Road. Both of these installations required review and approval from Toronto Heritage Services. We remain vigilant in keeping our obligations as a designated heritage property. It requires dedication and resources to do so.

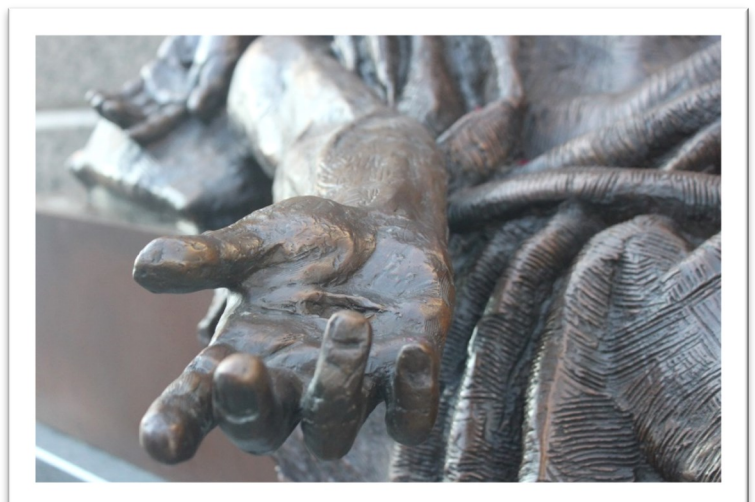
A ministry of service: Our building is well used seven days a week. The Common Table is serving inside once more. In addition, we serve “to-go” through the front doors and via two street carts. Add in four different choir rehearsals on four nights, U of T choirs on four afternoons, senior’s physio twice a week, three 12-step groups, theatre group rehearsals, music lessons, a big band practice every Saturday, sell-out Dr. Mike Daley Presents once a month, and a refugee Ukrainian special needs children’s group on Saturday mornings. Most of these activities are not related to our core religious observances but live out our Christianity.

A ministry of care and maintenance: With the inevitable wear and tear on such an old building, there is a lot to maintain. In 2023, we started using a contract cleaning service to free-up our in-house resources. The usual (but expensive) things like roof, plumbing and air conditioning keep coming up and that trades coordination is well handled. Nat Edwards, our custodian, and Nasir Qamar, our bookkeeper go way beyond their job descriptions to pitch in and proactively address the myriad issues that arise each week. Susan Graham Walker is the ever-watchful conductor for this merry band. Say thanks to them whenever you can.

A ministry of improvement: This year, in response to numerous acts of vandalism, we installed CCTV cameras around the property and upgraded our security and access control systems. Common Table staff are more secure and able to call for help when they need it. Early in 2024, Craig Martin joined the staff as Facilities Manager. He is a welcome addition. He is already making a positive difference.

A ministry of gratitude: With Getting Our House in Order (GOHIO) progressing, there is a lot of evidence of its impact. Especially, with our large Chancel windows. Your enthusiastic response to the campaign has been most heartening. Your continuing support to maintain our presence on the corner is necessary. For all of it, we say: Thank you. Thank you.

John T. Sutton
Chair - Property



STEWARDSHIP—*Ron Waldie*

We can summarize our mission in three words:

Inspire, Invite and Thank

From the perspective of the Stewardship Committee, the one thing that stands out in 2023 is our being in awe of the incredible generosity of The Redeemer community.

The prime exemplar of this generosity was the *Getting Our House in Order* campaign. Richard Van Delft, Joan Robinson, and John Sutton were an inspiration.

The fact that we raised over \$500,000 of the required one million dollars in a very short time this summer, with pledges for 2024 bringing us so close to our goal, is a testament both to their ability to inspire us, and to your overwhelming response to their invitation for support.

Thank you.

At The Redeemer, Stewardship means that our capacity to financially support all the wonderful things we do continues to be our top priority.

We can summarize our mission in three words:

Inspire, Invite and Thank

For us, the inspiration comes from each of you and from the wonderful work you support. The invitations will come as we track our financial progress and thanking you is the constant and most pleasurable core of our mission

HUMAN RESOURCES—*Mary Pat Moore*

The key focus for the Human Resources Committee is to advise on the right plan for staffing the Church of Redeemer.

Members: Mary Pat Moore, Chair, Avery MacLean, and Craig Spielmacher

Over the course of this year, the Human Resources Committee provided advice to the Board of Management, the Advisory Board, Venerable Steven Mackison and Rev. Paige Souter. Staff Support: Susan Graham Walker

The key focus for the Human Resources Committee is to advise on the right plan for staffing the Church of Redeemer. The Committee regularly reviewed draft plans prepared by Susan Graham Walker and assessed opportunities to recruit and retain effective staff in a financially sustainable manner.

The Human Resources Committee oversees the Responsible Ministry program. In addition, Craig Spielmacher prepared a Health and Safety plan to ensure compliance with the Ontario Occupational Health and Safety Act and its regulations.

We could not have done our work without the very fine support provided by Susan Graham Walker.

Mary Pat Moore

Chair, Human Resources Committee

PARISH REGISTER

Baptism

Mackenzie Douglas Whitmore Homuth
Elisa Du
Jerry Mak
Yimin Pearl Wang
Noemi Jing Ying Fung
Celine Chung
Ann Kristen Perry
Mini Singh

*We receive you into the household of God.
Confess the faith of Christ crucified,
proclaim his resurrection,
and share with us in his eternal priesthood.*

Confirmation

Osei Wesley Acheampong
Sandi Hill
Jerry Mak
Scott Cameron MacIntosh McLeod
James Victor Newman

*Strengthen, O Lord, your servant with your Holy Spirit;
empower them for your service;
and sustain them all the days of their life.
Amen.*

In Memoriam

Sheila Harriet Connell	Sean Eli Duck
David Scott	Graydon Lee

*Give rest, O Christ, to your servant with your saints,
where sorrow and pain are no more,
neither sighing, but life everlasting.*

ATTENDANCE

Average Sunday attendance on Zoom at 9AM	29	Easter Vigil	Zoom = 44	Church = 135
Average Sunday attendance at 10:30AM	133	Easter Day	9AM = 36	10:30AM = 268
Average Sunday attendance at 7PM	26	Christmas Eve	5PM = 101	7:30PM = 166
Average Sunday attendance at Compline	4	Christmas Eve	10:30PM = 164	
Average Weekday Mid-day Prayer attendance	8	Christmas Day	10:30AM = 92	

A YEAR IN PICTURES



*Saying farewell
Welcoming in*



*Preparing for the Journey
from Ashes to Palms*



*From a
Parade of Palms
to
the Cross
in our midst*



*From New Fire
and
the waters of baptism
to*



*Easter Proclamation
and bells*



Our year continues



*We say farewell
to Andrew*

*We get our
house in order*

*We welcome
our Bishop*

*We celebrate
the newly baptized
and
the newly confirmed*

*We take to the streets
to show that
God Loves Everyone*





*Organ Pipes
To the Street
Orange Shirts
New Sculpture
Creation Care
Newly Baptized
Ordination
Lay Anointers
Christmas Song*

*All of this is our
story of 2023*

Adoption of Agenda

"Moved by NN, seconded by NN" that the agenda on page 3 of the Vestry Reports book be adopted.

2. Vestry Clerk

"Moved by NN, seconded by NN" that Marjorie Wrightson be appointed Vestry Clerk.

3. Parliamentarian

"Moved by NN, seconded by NN" that Mary Pat Moore be appointed Parliamentarian.

4. Courtesies of the House

"Moved by NN, seconded by NN" that courtesies of the house be extended to those in attendance who are not eligible to vote.

5. Reception of Bishops' Letter

"Moved by NN, seconded by NN" that the letter from the College of Bishops be received.

6. Minutes of Last Annual Meeting

"Moved by NN, seconded by NN" that the minutes of February 26, 2023 on pages 6 to 19 be adopted as circulated/amended.

7. Reception of all Written Reports

"Moved by NN, seconded by NN" that written reports on pages 20-44 of the Vestry Reports book be received.

8. Financial Report: Church 2023

"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, 2023 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, 2024.

10. Church Budget 2024

"Moved by NN, seconded by NN" that the Church's 2024 Budget showing total expenditures of \$1,491,865 and projected income of \$1,500,980 be adopted as circulated/amended.

11. Elections and Appointments

"Moved by NN, seconded by NN" that the 2024 slate of officers be elected as circulated/amended.

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

Pauline Walsh (term 6)

John Selles (term 3)

Lyn Sibley (term 3)

Murray Bryant (term 2)

Tony Crosbie (term 2)

Jeremy Graham (term 2)

Anne Christy (term 1)

Tom Evers (term 1)

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

Craig Spielmacher (term 5)
Christina Chang (term 2)
Dawn Lee (term 2)

Karen Visser (term 5)
Georgi Georgievski (term 2)
Henry Krol (term 1)

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

Anne Christy (term 3)
Henry Krol (term 3)
Wesley Acheampong (term 1)
Karen Visser (term 1)

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

Sheree Drummond (alternate)
Richard Van Delft (alternate)

12. Bequest Policy

“Moved by NN, seconded by NN” that the bequest policy be adopted as circulated/amended.

13. Social Justice Vestry Motion 2024: *Protecting and Advancing the Right to Housing (see below for background information)*

“Moved by NN, seconded by NN” that we, the parish of Church of the Redeemer, Bloor Street, call on all levels of government to take the following measures to protect and advance the human right to housing:

We call on the Government of Canada to ensure that federal subsidies and incentives are targeted to those developers and projects that demonstrably address housing need and uphold the human right to housing by meeting clear conditions on affordable rents, non-displacement policies and eviction prevention measures.

We call on the Government of Canada to end the favourable tax treatment of Real Estate Investment Trusts (REITs) and tax them at the regular corporate rate, with resulting revenues being directed toward the creation and preservation of affordable housing.

We call on the Province of Ontario to enact rent controls and vacancy controls on all rental housing and put restrictions on Above Guideline Rent Increases.

We call on the Province of Ontario to work with municipal governments to enact and enforce restrictions on short-term rentals to protect rental housing stock.

14. 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 and 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.

SOCIAL JUSTICE VESTRY MOTION 2024—*Motion and Background*

We, the parish of Church of the Redeemer, Bloor Street, call on all levels of government to take the following measures to protect and advance the human right to housing:

We call on the Government of Canada to ensure that federal subsidies and incentives are targeted to those developers and projects that demonstrably address housing need and uphold the human right to housing by meeting clear conditions on affordable rents, non-displacement policies and eviction prevention measures.

We call on the Government of Canada to end the favourable tax treatment of Real Estate Investment Trusts (REITs) and tax them at the regular corporate rate, with resulting revenues being directed toward the

creation and preservation of affordable housing.

We call on the Province of Ontario to enact rent controls and vacancy controls on all rental housing and put restrictions on Above Guideline Rent Increases.

We call on the Province of Ontario to work with municipal governments to enact and enforce restrictions on short-term rentals to protect rental housing stock.

Canada has ratified the human right to housing in multiple international treaties, including the Sustainable Development Goals. The National Housing Strategy Act (2019) commits the federal government to the progressive realization of the right to housing. This does not mean that the government guarantees everyone a home. What it does mean is that the government must do everything in its power to realize the right to housing for Canadians, including removing obstacles and barriers to the realization of that right.

Three key aspects of the right to housing are **affordability**, **security of tenure** and **habitability**. Affordability is threatened when housing costs exceed 30% of a household's pre-tax income. Security of tenure is threatened when people are subject to eviction for no fault of their own, such as expropriation or arbitrary eviction. Habitability is threatened when units are not kept in an adequate state of repair.

Most recent government policy around affordable housing, at both the federal and provincial levels, has focussed on supply. Considering that both levels of government stopped creating non-market housing in the 1990's, we have a 30-year deficit in that supply. Worse, we are losing existing affordable housing faster than it is being built. For every new affordable rental unit created between 2011 and 2016, 15 units were lost in the private rental sector. (1) We cannot merely build our way out of the affordable housing crisis: we must also take measures to prevent the loss of existing affordable housing stock.

In the 1990's, as governments in Canada withdrew from investing in social housing, they also made several regulatory and legislative changes. These changes permitted the securitization of mortgages removed restrictions on the type and location of assets pension plans could hold, and enabled the creation of Real Estate Investment Trusts (REITS), which provide investors with access to real estate income at a preferential tax rate. These changes have accelerated the acquisition of existing rental housing by corporate investors whose primary purpose is to minimize costs and maximize profits for shareholders, rather than to provide housing at a reasonable rate of return. This trend is known as the *financialization of housing*, and "is associated with rising rent levels, displacement pressure, impacts on tenant quality of life, higher rates of eviction, and gentrification." (2)

The pressure to minimize costs while maximizing profits for shareholders has adverse impacts on affordability, habitability, and security of tenure for tenants of corporate landlords. Routine maintenance and upkeep of buildings is often neglected or deferred while money is invested in cosmetic improvements that allow landlords to apply successfully for above-guideline rent increases. Tenants suffer from neglect of needed repairs and upkeep, disruptive construction, repeated above-guideline increases, and both legal and extra-legal tactics, including harassment, that pressure them to leave their units. Indeed, financial firms strategically pursue "turnover" of tenants to benefit from vacancy decontrol (the opportunity to raise rents between tenancies.) This puts a strain on the mental and physical health of tenants while putting their security of tenure in jeopardy. These harmful effects are disproportionately experienced by people who are Indigenous, racialized, disabled, and newcomers to Canada, as well as those on low or fixed incomes – the same "vulnerable groups" that the National Housing Strategy is designed to assist. (3)

Some corporations buy up multiple rental units and divert them to the short-term rental market (i.e. AirBnB) This keeps these units from being accessible to local residents, and drives up rents in the area. It is happening in communities large and small, urban and rural alike.

Carol, a renter in Toronto, lives in a building recently acquired by a REIT. She describes "a real struggle getting any work done", with pest control, break-ins, and a non-functioning elevator being ongoing problems, while

the owner was granted back-to-back above guideline increases. "We are always on edge because they have all the power and money to win things. It's exhausting for us," she says. (4)

Whitney is a mother of three who has been renting a house for five years in a small town with a very low rental vacancy rate. While her rent has been increasing each year as her landlord makes upgrades and applies above guideline rent increases, her own income has not been getting upgraded. Whitney is worried: "If the rent goes up anymore, I don't think we'll be able to stay—where will we go?"

Nicole leads an outreach team in a small community, supporting people experiencing homelessness. She recently realized how precarious her own housing is. After over 10 years of renting a house, she and her husband were given sixty days to vacate as the landlord elected to put the property up for sale. Nicole and her husband could not afford to purchase it and so, with limited options, short notice, and high prices, they had to leave the community to find housing. While Nicole continues to lead outreach work in the community she loves, she now commutes to work. It turns out the landlord didn't sell the house after all - it is being rented again to new tenants at a new (higher) price. Nicole says, "Thankfully we were able to live with my parents for a few months until we could find a place. If it can happen to us, it can happen to anyone." (5)

Protecting and advancing the right to housing for people like Carol, Whitney, Nicole and their families means removing the barriers to housing that is affordable, habitable, and does not expose renters to arbitrary eviction. To make this happen, governments should ensure that public funds are targeted to the creation and preservation of housing that commits to those principles. Real Estate Investment Trusts, which have been shown to erode the right to housing, should be taxed at the regular corporate rate, which would make hundreds of millions of dollars in revenue available for creating and preserving truly affordable housing(6) The province must end the vacancy decontrol loophole, which gives landlords an incentive to evict tenants, and work with municipalities to create and enforce restrictions on short-term rental operators so valuable units are not removed from the rental market.

Scripture recognizes the human need for shelter, security and dignity. Isaiah 32:18 reads, "My people will abide in a peaceful habitation, in secure dwellings, and in quiet resting places." If Canada is a country truly committed to realizing the right to housing, our laws and policies must reflect this commitment.

(1) <https://www.focus-consult.com/why-canada-needs-a-non-market-rental-acquisition-strategy/>

(2) August, Martine. 2022. *The financialization of housing in Canada: A summary report for the Office of the Federal Housing Advocate*. The Office of the Federal Housing Advocate.

(3) August, 2022

(4) ACORN Canada. 2022. *The impact of financialization on tenants: Findings from a national survey of ACORN members*. The Office of the Federal Housing Advocate (5) These are the stories of real people living in our Diocese. "Whitney" and "Nicole"'s names have been changed.

(6) <https://www.pbo-dpb.ca/en/publications/RP-2324-001-M--cost-removing-tax-exemptions-real-estate-investment-trusts--estimation-couts-elimination-exemptions-fiscales-accordees-fiducies-placement-immobilier>

