



Church of the Redeemer
Minutes of the Annual Vestry Meeting
Sunday, February 25, 2024

The 152nd Annual Vestry Meeting of the Church of the Redeemer took place both in the church and on Zoom on Sunday, February 25, 2024. At 12:30 PM, The Venerable Steven Mackison, Incumbent, called the meeting to order and advised that it would be recorded.

After a moment of silence, Archdeacon Mackison remembered by name members of the community who have died since the last meeting: Sheila Connell, David Scott, Ann Moore, Keith Pankhurst, and Graydon Lee and Sean Eli Duck from the Common Table community. He then led the community in prayer.

- 1. Adoption of Agenda:** It was moved by Chris Ambidge, seconded by Dawn Lee that the agenda on page 3 of the Vestry Reports Book be adopted. Carried.
- 2. Appointment of a Vestry Clerk:** It was moved by Henry Krol, seconded by John Sutton that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 3. Appointment of a Parliamentarian:** It was moved by Anne Christy, seconded by Sylvia Keesmaat that Mary Pat Moore be appointed Parliamentarian. Carried.
- 4. Attendance/Eligibility to Vote:** Attendance sheets were circulated for those in the church to sign. Zoom attendees registered online ahead of the 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:** Archdeacon Mackison extended courtesies of the house to those not eligible to vote, inviting them to ask questions and participate in discussions. It was moved by Chris Ambidge, seconded by Paul Pynkoski that courtesies of the house be extended to those in attendance who are not eligible to vote. Carried.
- 6. Reception of Pastoral Letter:** Archdeacon Mackison referenced the pastoral letter from the College of Bishops included on pages 4-5 of the Vestry Reports Book. It was moved by Anne Evers, seconded by John Jemmott that the letter from the College of Bishops be received. Carried.
- 7. Minutes of the Last Annual Vestry:** It was moved by Tony Crosbie, seconded by Pamela Thomson that the minutes of February 26, 2023, be adopted as circulated. Carried.
- 8. Reception of All Written Reports:** It was moved by Nancy Luno, seconded by Henry Krol that all written reports on pages 20-44 of the Vestry Reports Book be received. Carried.

Archdeacon Mackison expressed thanks to those who had submitted reports and for the hard work the ministry behind them represented.

- 9. Recognition and Thanks:** David Burt, Churchwarden, spoke about all the activities represented by reports in the Vestry Reports Book and thanked the numerous volunteers who are actively involved in ministry. The number of both parishioners and others who serve at the Common Table is inspiring. He singled out Ann Cope, John Selles, John Sutton and Marjorie Wrightson for their extraordinary efforts. Mr. Burt also expressed gratitude to Redeemer's dedicated clergy, musicians and staff. Susan Graham Walker and Mary Pat Moore have pulled together a strong administrative and caretaking team. In conclusion, he thanked all whose contributions add value to the life of the community.

Archdeacon Mackison expressed thanks to the two outgoing board chairs. David Burt has served as chair of the Board of Management as well as being a tireless volunteer at the Common Table and working diligently with the Common Table Fundraising Committee. Richard Van Delft was on vacation and not able to attend the meeting. Archdeacon Mackison noted that Mr. Van Delft had served as chair of the Advisory Board, had spent countless hours at the Common Table and headed up the Martha League. He expressed thanks and praise on behalf of the community for their contributions.

Archdeacon Mackison reminded the community that at last year's Vestry meeting, two exceptional volunteers were recognized. As well as modest personal gifts, we arranged for lasting gifts to ourselves to express the gratitude of the community. To honour Ann Cope, a liturgical candle stand has been 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. The award this year goes to Mary-Jane Wilson. Ms. Wilson thanked the members of Sunday morning worship teams for their ministry. Ms. Wilson was presented with flowers and a photo was taken with Marjorie Wrightson. Archdeacon Mackison then added that a donation would be made to Moorelands, formerly the Downtown Churchworkers' Association, in Ms. Wilson's honour.

- 10. Presentation and Adoption of 2023 Financial Statements:** It was moved by John Selles, seconded by Lyn Sibley that the audited Financial Statements of the Church of the Redeemer, including the Independent Auditor's Report for the year ended December 31, 2023, be adopted as circulated.

Mr. Selles began with four expressions of gratitude. He thanked Nasir Qamar, bookkeeper, who is a pleasure to work with. Among the many tasks he has undertaken, Mr. Qamar has set up scanning so that all documents are available online. Mr. Selles then thanked Kriens~Larose, auditors. The audit was done offsite with files shared electronically. Mr. Selles also thanked committee members who provided him with information. Finally, Mr. Selles was grateful for participation by parishioners at Staying Connected and the pre-Vestry meeting. It is important that people's voices are heard.

Mr. Selles shared his screen, first referencing the Audited Financial Statements (attached). He drew attention to page 15 "Statement of Changes in Net Assets" that shows the status of our

various funds. He pointed out that the auditor organizes things a little differently in the financial statements than he does in his pro forma reports that are used to make decisions on managing the operations of the church.

Mr. Selles then referenced his PowerPoint presentation (attached). After giving an explanation of the five funds – Church Operations, Common Table, Capital, Maintenance Reserve, and Refugee – he added that the Common Table is like a business sponsored by the church that is getting off the ground. Although it has an annual budget cycle, it is building momentum and will need longer to become a self-sustaining undertaking. As Archdeacon Mackison mentioned in his Charge to Vestry, the Common Table is working at building relationships outside the parish in the wider community.

Mr. Selles added the following comments:

- The auditor included a \$20K bequest for Youth Ministry in the Audited Financial Statements as 2023 income. Mr. Selles has deferred this amount to 2024 in his Pro Forma Budget when a Youth Worker will be hired.
- Although we had a \$129,087 unrealized capital gain on investments in 2023, we can't always count on this. A cautious approach has been taken in budgeting for 2024 revenue.
- A “Developer Grant” of \$250K for the Common Table was received in 2022. This was the first half of a \$500K commitment. Although our plan was to recognize \$100K per year over five years, we didn't realize that the Financial Statements recorded the entire \$250K as revenue in 2022. The auditor explained that the Common Table is a restricted fund, and funds cannot be restricted within a restricted fund. Although \$100K of that grant did not show up in 2023 Common Table revenue as we originally intended, receipt of a \$80K bequest helped to make up most of the difference.
- Undesignated donations for Church Operations dropped off in the fourth quarter of 2023, whereas Common Table revenue finished the year strongly after a slow start. Both funds did not make their 2023 revenue budget targets. Graphs and data analysis slides were reviewed to explain what happened. Ron Waldie, on behalf of the Stewardship Committee, confirmed that the drop in donations during the fourth quarter was a surprise, but he believed we are well positioned with a plan and monitoring systems for 2024.
- In 2023, there was strong individual financial support for the Common Table.
- Church Operations and the Common Table are broken out as separate funds. This helps Common Table fundraising efforts with outside organizations that do not want to fund churches. We are able to reassure them that their donations will feed the hungry, not go to fundraising costs or church salaries.
- Looking ahead to the revenue goal for the Common Table in 2024, Bill Ryan added that their strategy would include increased promotional material, contacting current and recent donors and foundations, researching potential contributions from organizations that fund initiatives like the Common Table, the Sandwich Making Club, creating a database of donors, undertaking special events and investigating government funding.

Questions/Discussion:

- In response to a question about who the “ABC Residents’ Association” was as a Common Table donor, Archdeacon Mackison explained that they had facilitated a \$500K donation

from a developer, intended to staff the Common Table for five years. \$250K was received in 2022, and we expect to receive another \$250K this year.

- In response to a question about bequests, John Selles responded that we received two bequests in 2023 for a total of \$249K. One bequest was for capital and was used for the Getting Our House in Order project. The other was split between the Common Table and Youth Ministry.
- Pamela Thomson expressed thanks to Anne Keyes for her work on grant applications for the Common Table.
- Susan Graham Walker added that fundraising for the Common Table is a cooperative effort shared by members of our own community and others.
- David Burt noted that the division of Church Operations and the Common Table funds necessitated the creation of the Common Table Fundraising Committee. It only really got off the ground mid-year and began to produce results in the fourth quarter. A very productive planning session was held on February 2, 2024. The team has a roadmap for achieving goals this year.
- Archdeacon Mackison explained that we have had challenges with our Servant Keeper database. Matthew Waterman has cleaned it up so that it will help us more appropriately target donors, both for Church Operations and the Common Table.
- Peter Bennett expressed concern about pursuing government funding for the Common Table. He believed we shouldn't be asking for funding for something that the government should be doing themselves if we had proper government policy. John Selles referenced the benefits of the Investing in Neighbourhoods funding we have received in the past. Bill Ryan added that he would be looking at one-time funding for special projects rather than ongoing general funding from the government.
- Referencing the overwhelming need in society, Karen Visser pointed out that the Common Table is doing relatively well compared to larger organizations such as the Daily Bread Food Bank.
- John Sutton asked that the minutes note our gratitude to XYZ Storage for their generosity in gifts we do not see in our financial statements. They provide at no cost two storage lockers for our use, freeing up space in our building. This represents approximately \$10K per year. The owners of that company are great advocates for the Common Table and not only donate the storage lockers but are also behind the ABC Residents' Association and Yorkville Run support.

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

Archdeacon Mackison thanked John Selles for all his efforts.

- 11. Appointment of Public Accountant:** It was moved by John Selles, seconded by Craig Spielmacher 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. Carried.

Archdeacon Mackison thanked John Selles, Thomas Kriens and Nasir Qamar for all their hard work on closing our year-end.

12. Recess: It was moved by Chris Ambidge, seconded by Henry Krol that we recess for 10 minutes. Carried. Archdeacon Mackison declared the meeting in recess at 1:40 PM and called the meeting back to order at 1:50 PM.

13. Presentation and Adoption of 2024 Budget: It was moved by John Selles, seconded by Tony Crosbie that the Church's 2024 Operating Budget showing total expenditures of \$1,491,865 and projected income of \$1,500,980 be adopted as circulated/amended.

It was moved by Peter Bennett, seconded by Francis Pillman that we move into Committee of the Whole to discuss the proposed budget. Archdeacon Mackison noted that the motion was already on the floor and that our normal process of a presentation and then discussion would allow for proposed amendments. Mary Pat Moore, Parliamentarian, thanked Mr. Bennett for the motion but stated moving into a Committee of the Whole was not common in meetings like this. She recommended keeping to our regular process. Motions for amendments could be made as appropriate. There being no further discussion, the vote was taken. The motion was defeated.

John Selles displayed a report showing 2023 Actuals and the proposed 2024 Budget (attached). He added the following comments:

- The 2023 budget for undesignated donations was \$770K and the actual was \$660K. The budget for 2024 is \$720K, between the two 2023 numbers.
- The goal for the Common Table is to reduce their current deficit.
- Based on experience, Church Operations will probably end up close to a balanced budget. Typically, \$25K is unspent at the end of each year.

Mr. Selles referenced the staffing plan in his PowerPoint presentation. Personnel represents two-thirds of our expense budget. Last year, there were more transitions and stabilization of our staffing. The 2024 budget includes moving Nat Edwards and Craig Martin to full-time employees. Susan Graham Walker has done a remarkable job creating policies and procedures to make Redeemer easier to operate. It is anticipated that she will be able to step back mid-year with Craig Martin taking on much of her role.

Although the Street Nurse and Youth Worker are "to be determined" at this time, there is \$50K in the bank for the former and \$20K for the latter. They will be added into the staffing plan if/when they are hired and are implicit in the passing of this budget.

With regard to expenses, since there will not be a Synod in 2024, there is no cost for that. Property expenses may be higher as we have a lot of deferred maintenance to address.

Questions/Discussion:

- Susan Graham Walker explained the roles of Nat Edwards and Craig Martin. Mr. Edwards is the custodian and cares about the building. He supports the Common Table and prepares the church for worship. He thinks ahead and anticipates needs. Mr. Martin is responsible for managing the whole of the facility including contracts and relationships with renters. In the future, there may be other areas of administration he may have the skills and interest to take on, but this has not yet been discussed. Archdeacon Mackison added that Mr. Martin would be a valuable resource for the Property Committee.

- Archdeacon Mackison confirmed the Street Nurse and Youth Worker are considered part of the budget. They will be revenue neutral since we have funds on hand for both positions.
- In response to a question about why the Personnel budget wasn't increasing more given the addition of people and moving two from contract to full-time. Mr. Selles explained the importance of showing the monthly breakdown. Susan Graham Walker will be leaving mid-year, and Matthew Waterman will be done at the end of April. These savings will help offset the 3.5% COLA increase for all staff and the additional benefits for two new full-time staff. Mr. Selles expressed concern for maintaining sustainable Personnel costs in 2025 if we need to add staff.
- David Pabke referenced the 2023 Pro Forma Actual summary at the bottom of John Selles' report, showing actual revenue excluding the \$129K of unrealized capital gains. In order to provide an apples-to-apples comparison of 2023 budget vs actuals, Mr. Pabke believed that the \$35K in realized gains should also be removed, resulting in a \$210K deficit. Mr. Selles responded that the realized gain was part of the operating fund per the auditor. He questioned how the Board of Management would make decisions going forward if this amount is stripped out. It would mean the revenue goal would need to be higher if the assumption was made that this money was not going to be there in the future. Mr. Pabke's position was that with this amount stripped out, the fundraising goal would be more objective.
- David Pabke referenced the Diocesan Consolidated Trust Fund (DCTF) unrealized gains, believing we could never offset operating expenses out of those gains. The parish receives dividends, but the DCTF controls the capital. He believed changes in its market value should be shown outside the operating fund. John Selles agreed and explained that was why he showed it as he did. The \$129K of unrealized gains includes those from both the Fiera Fund and the DCTF. In clarifying what the DCTF is used for, Archdeacon Mackison added his belief that we would have access to the DCTF money if we wanted to buy a rectory. Mr. Pabke disagreed, and this was left as an unresolved academic question.
- Pamela Thomson asked who was going to take on administrative tasks to support ministry areas after Susan Graham Walker steps down mid-year. Susan Graham Walker explained that she was not leaving Redeemer and that she had yet to discern what her ongoing role would be in the parish. John Selles highlighted three line items in the staffing plan that could cover what Susan Graham Walker has been doing in this regard. Sara Lawson has taken on bulletin preparation. In addition, there is an unnamed Admin Support position and Contract Caretakers that could be called in as needed to help. These three line items are accounted for in the budget. Archdeacon Mackison added that we have no clear sense yet of what requirements will be when Susan Graham Walker transitions out.
- Peter Bennett expressed concern about how a Youth Worker would be funded in the future. Currently, it depends on one single bequest. In his Charge to Vestry, Archdeacon Mackison referenced our vision and that it would shape our budget. Mr. Bennett cited the disciples by the seashore who were taken out of their comfort zone by Jesus. Abraham and Sarah were invited to something new and unknown. He noted that undesignated donations were down in 2023, and he believes they will continue to go down. He believes the only thing keeping our budget at a reasonable level is that our diocesan assessment is also going down. He did not believe we were being challenged as a parish with a vision of ministry.

Peter Bennett moved an amendment to increase our undesignated donations for 2024 by \$30K and that we increase our Personnel budget by the same amount. Seconded by Pamela Thomson.

Discussion of the Proposed Amendment:

- John Selles referred to the setting of aspirational budgets that had been done in the past. Last year, the parish spent a lot of time on sustainability principles since we realized aspirational budgeting wasn't sustainable. He felt bound by these sustainability principles in crafting the 2024 budget. Mr. Selles suggested taking Mr. Bennett's comments and having a goal of overachieving the \$720K target this year, looking to 2025 when we need to address the fact that we are down a half clergy position and that other staff have been stretched to keep Redeemer going.
- Archdeacon Mackison added that if we want to adjust the revenue budget, we need to hear what the Stewardship Committee thinks. Addressing the future funding of a Youth Worker, he noted that of course we would want to maintain the position in 2025, but we do budgeting one year at a time.
- Ron Waldie provided a Stewardship Committee perspective. We did not do well in 2023, and this year we want to be successful in meeting the \$720K goal so that we will be confident of success in the future. He did not want to set the parish up for failure by setting an aspirational goal this year.
- Chris Ambidge pointed out that the question of funding a Youth ministry position in 2025 is a question for the 2025 Vestry, not this one. He also reiterated that we failed to meet our goal in 2023 and that the 2024 budget number is a significant increase over the 2023 actual. He stated he would oppose the amendment and encouraged others to do the same.
- Louise Fast noted that we have yet to study the results of last fall's parish survey. It would be hard to put personnel in place until we have done that review.
- Margaret Rodrigues commented on a helpful financial administrative assistant in the office. She didn't see that person on the staffing chart and wanted to ensure she was in the budget. Susan Graham Walker explained that our practice has been to invite people to work on contract in order to determine if they are a good fit for us and vice versa. That is the reason there are line items without names at the moment because we still need to determine who the right people are to take on those roles.
- Steven Mackison addressed the reference to vision and budgeting in his charge. We need to have a coherent and consistent vision for Redeemer. We need to study the survey results, revisit the 2020 strategic plan and consider feedback from parishioners in order to come up with a vision and a budget for 2025.
- Sylvia Keesmaat noted that at the pre-Vestry meeting we understood that a Youth and Children's Ministry was raised as a priority in the parish survey. Also expressed was the sense that we were rudderless, and she wondered if this was also a contributing factor to the drop off in donations at the end of last year. She asked that in fundraising this year the Stewardship Committee highlight that Youth and Children's Ministry is part of our vision going forward despite the fact that we only have funding for one year at this time.

- Christina Chang noted that we are still going through the process of Getting Our House in Order this year as we emerge after the three years of challenges related to COVID. We need to be conservative in our budgeting this year so that we meet our goals. At the same time we need to be aspirational in our vision so that we can be more aspirational in our budgeting in the future.
- Dawn Lee stated it was commendable that we are moving two contract employees to full-time. She was disheartened, though, to learn that Susan Graham Walker, who is indispensable, plans to leave her staff position mid-year. Ms. Lee hoped that whatever Redeemer's future is, it will include Susan Graham Walker. Steven Mackison echoed the sentiment that Susan Graham Walker is indispensable.

Before the vote was taken on Peter Bennett's proposed amendment to increase our undesignated donations for 2024 by \$30K and that we increase our Personnel budget by the same amount, John Selles commented that the current budget meets our staffing needs for the time being. He suggested taking Mr. Bennett's amendment under advisement today. By the time of the mid-year review, the Stewardship Committee will have had a chance to assess results year-to-date and visioning work will have been done to inform our review of staffing needs. At that time a special Vestry could be called to present a revised budget.

There being no further discussion on the proposed amendment, the vote was taken. The amendment was defeated.

Archdeacon Mackison highlighted that as a community we care about our ministry and value what we do. He acknowledged the last couple of years have been difficult for all staff, making sacrifices to keep going while needing to stay within the parameters of a sustainable budget.

There being no further discussion of the original motion to adopt the 2024 budget, the vote was taken. Carried with one abstention.

John Selles provided a brief overview of assets in the Capital Fund. After the upcoming final GOHIO fundraising, we will determine how much money we have to spend, and a special Vestry will be held to decide priorities and timelines. John Sutton added that we will only spend what we have. Funds are on hand to finish the window project. It is hoped that the upcoming final GOHIO fundraising push will generate more funds so that we can expand what we can do. He also noted that the amount in the capital accumulation account does not include amounts pledged to GOHIO that still have to be received.

David Pabke asked John Selles to confirm that based on 2023 financials, we have \$264,676 left to spend in the Capital Fund. Confirmed.

Mr. Pabke noted that the Operating Fund owes the Capital Fund \$157K and asked what the plan was to do this. Mr. Selles replied that in an ideal world there would be separate bank accounts for all funds. In reality, people give lump sums that they want distributed amongst various funds. To separate these on a regular basis would involve unnecessary bookkeeping and is a housekeeping issue. We can think of the Capital Fund as long-term source of cash and the Operating Fund as short-term.

Peter Bennett asked how the decision was made to spend money on stained glass windows when no money has yet been spent on the organ, AV equipment or lighting. Archdeacon Mackison responded that work on the windows was a priority so that they didn't fall out. When the final GOHIO fundraising push has been completed, the GOHIO team will provide options for future work. A special Vestry will then be held to agree on next steps. Mr. Selles added that \$30K has already been spent on AV equipment.

Archdeacon Mackison thanked John Selles at the conclusion of his presentation.

- 14. Elections:** It was moved by Chris Ambidge, seconded by John Sutton that the 2024 slate of officers be elected as circulated/amended. Archdeacon Mackison explained there would be an opportunity to add names.

Archdeacon Mackison thanked all who have served and explained that Karen Visser, who has been a vice chair of the Advisory Board is stepping down, although she will remain as a member of that board. In the normal course of events, vice chairs would step up to be chairs. Craig Spielmacher will be the new Advisory Board chair and Lyn Sibley will be chair of the Board of Management. Henry Krol is the new Advisory Board vice chair and Anne Christy will be the new Board of Management vice chair. These positions will be ratified at the first meetings of the boards.

Archdeacon Mackison asked three times if there were any further nominations. There being none, the vote was taken on the circulated list. Carried. For the record:

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

Pauline Walsh (term 6)
Lyn Sibley (term 3)
Tony Crosbie (term 2)
Anne Christy (term 1)

John Selles (term 3)
Murray Bryant (term 2)
Jeremy Graham (term 2)
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)

Archdeacon Mackison welcomed the new slate.

- 15. Bequest Policy:** Archdeacon Mackison referenced the draft Bequest Policy (attached) that the Stewardship Committee had been working on for a couple of years and that had gone to the Board of Management for review several times. This document is coming to Vestry with the recommendation of the Executive Committee and the Board of Management.

It was moved by Ron Waldie, seconded by Sylvia Keesmaat that the bequest policy be adopted as circulated.

Discussion:

Peter Bennett explained that he had been consulted about the policy and had made some suggestions, but they were rejected. He stated that there had been an unspoken policy since 2005 or 2006 that 10% of an undesignated bequest would go to the wider church. As a parish, Redeemer has been blessed by generosity, but this policy doesn't reflect the same generosity. Donors must consult the church about restricted or conditional bequests, but we don't say anything about our being an Anglican Church, part of the wider Anglican Communion and our mission and vision.

Ron Waldie, on behalf of the Stewardship Committee, thanked Peter Bennett for his comments. The 10% issue is a complex one. In consultation with parishioners, the Stewardship Committee heard many times that we don't tell donors what to do with their money. They tell us. The policy as it stands reflects the will of the parish.

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

16. Social Justice Vestry Motion 2024: Protecting and Advancing the Right to Housing:

Archdeacon Mackison drew attention to the motion and background information in the Vestry Reports Book.

It was moved by Anne Christy, seconded by John Jemmott 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.

Discussion:

Peter Bennett was opposed to the motion because of the call to end favourable tax treatment of Real Estate Investment Trusts. Many people's pensions or social benefits rely on the tax structure for REITs. He did not think this motion had been thought out as carefully as it should have been and might have an impact on people trying to save for retirement.

Sylvia Keesmaat supported the motion but said a human right (housing) should not also be an investment. This is a contradiction and the two need to be uncoupled. People can invest in something other than REITs.

Stephen Allen supported the motion. He assumed the diocesan staff had done the necessary research in framing the motion. He found the background information helpful and supported the work of diocesan staff in preparing the background information and the specific aspects of the motion.

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

- 15. Annual Motions:** It was moved by Tony Crosbie, seconded by John Sutton that any two (2) of the Churchwardens, Deputy Wardens and the Treasurer be authorized by Vestry to sign cheques or authorize electronic payments for all parish accounts.

In response to a question about the difference between Churchwardens and board chairs, Archdeacon Mackison explained that Redeemer operates both under its own by-laws and the Constitution and Canons of the Diocese. We ended up with a Board of Management when we were disestablished and then reestablished as a parish. The board chairs function as Churchwardens, and that legal term is used because the Churchwardens with the Incumbent form the Corporation, which is the entity authorized to act legally on behalf of the parish.

With regard to electronic transactions, John Selles advised that the months-long problem with e-transfers had been resolved and were working again.

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

It was moved by Henry Krol, seconded by Craig Spielmacher 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:

- **Getting Our House in Order:** Archdeacon Mackison expanded on comments he had made in his Charge to Vestry. The GOHIO campaign will be closed out in March and April in two phases. In March, there will be a matching campaign of \$20K for donations up to \$1,000. This could generate \$40K. In March and April, the GOHIO team will ask for targeted donations from individuals who have expressed an interest in specific items on the project list.
- **AV Technician:** Sylvia Keesmaat offered a vote of thanks to Morgan Yew for his AV support of Sunday morning services and meetings such as this.
- **Incumbent:** John Sutton stated that Redeemer is a complex place with complex challenges for the Incumbent. He added that Archdeacon Mackison is diligent in his time management and scrupulously honest in how he spends his time, likely to the detriment of himself and his family. Attendees responded with a standing ovation. Archdeacon Mackison thanked Mr. Sutton for his kind words and added that he loved being at Redeemer.

- 17. Concluding Remarks:** Archdeacon Mackison thanked those who helped with the sandwich lunch before the meeting and the clean-up afterwards, all presenters and those who offered

comments and contributed to healthy discussions, Susan Graham Walker for moderating the Zoom session, Marjorie Wrightson for taking minutes, Mary Pat Moore for serving as Parliamentarian and Morgan Yew for AV assistance.

Archdeacon Mackison added that he cares for us as a community and enjoys being our Incumbent.

18. Adjournment: There being no further business, it was moved by Chris Ambidge, seconded by Christina Chang that the meeting be adjourned. Carried. All joined in the Doxology at 3:25 PM.

Respectfully submitted,
Marjorie Wrightson

Attachments:

- Vestry Reports Book
- Attendance
- Audited Financial Statements
- Treasurer's PowerPoint Presentation
- 2023 Pro Forma Actuals and 2024 Pro Forma Budget
- Bequest Policy