



VESTRY REPORTS  
FOR THE  
154TH ANNUAL VESTRY MEETING



22 FEBRUARY 2026  
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 154th Annual Vestry Meeting

## *Sunday, 22 February, 2026*

- 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 23, 2025  
Reception of all Written Reports  
Zoom Community Report  
Thank Yous and Recognitions
- 12:50PM      **Vision Statement**
- 1:20PM        **Financial Reports**  
  
Presentation and Adoption of 2025 Financial Statements  
Appointment of Public Accountant
- 1:50PM        **Budget**  
Presentation and Adoption of 2026 Budget
- 2:20PM        **Report of the Financial Management Task Force**
- 2:35PM        **Elections**  
Board of Management  
Members at Large, Advisory Board  
Members of Synod and Alternate Members of Synod
- 2:40PM        **Further Business**  
  
Motion to Accept the Vision Statement, Aspirations and Values  
Social Justice Vestry Motion 2026  
Annual Motions  
Any Other Business
- 3PM            Concluding Remarks, Adjournment, The Doxology

## The College of Bishops Pastoral Letter to Vestries, 2025

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



**Diocese of Toronto**  
Anglican Church of Canada

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

Beloved Siblings in Christ,

*“So they cast [the net], and now they were not able to haul it in because of the quantity of fish.” – John 21:6*

God’s goodness to the Diocese of Toronto amazes us every day. As your bishops, it is our joy and privilege to bear witness to the rich blessings, the varied gifts, the talents and skills, the sacrificial generosity, and the deep faithfulness of the Body of Christ in this Diocese. Every parish and community, and the many devoted Anglicans who make them up, inspire us. It has been a natural response for us to “Lift Up Our Hearts” in a spirit of gratitude and encouragement in 2025.

The very first Call of our [Cast the Net visioning process](#) was a Season of Spiritual Renewal. We heard over and over again that our Diocese is hungry to know and love God more deeply. During the season, more than 40 workshops were offered, geared to priests, deacons, lay leaders and people desiring to deepen their spiritual lives, hone leadership skills and discern God’s call. We held five “Lift Up Our Hearts” worship services: at St. James Cathedral; All Saints, Whitby; Trinity, Streetsville; St. James, Orillia; and St. Paul, Bloor Street. Large crowds gathered to worship, sing and pray for the renewal of the Church. Each one was a moment of grace and joy. The Season of Spiritual Renewal officially draws to a close with the end of the season of Epiphany 2026. Now a small group gathers to discern how we continue to grow disciples, enhance ministry and form servants of the Gospel, building on the foundation of what has been offered. Stay tuned!

The Netminders is a group of clergy, lay leaders and staff who continue to help parishes engage with the Cast the Net Calls and to bring them to life in each community. Every parish was invited to choose three or four Calls from the 20 – those that reflect the ministry that they are a part of now or hope to be in the future – and to bring them to Synod for discussion and mutual encouragement. With each part of the Body engaging our common Calls in different ways, we move as one.

At the annual clergy conference last May at Trent University, our speaker, the Very Rev. David Monteith, Dean of Canterbury, offered reflections based on Jesus the Good Shepherd, an image that resonated with our clergy, particularly in this time of disruption and uncertainty. Our clergy work so hard at hauling in the nets, and we say to them now, to all our priests and deacons: we see you, and we are grateful to God for the ministry that you do. The annual clergy conference is always a wonderful opportunity to renew friendships and make new ones, and this year was no exception. It was also our joy to host smaller clergy retreat days in the spring and fall. These were opportunities for clergy to gather in deanery groups for Bible study, to hear from their bishop and archdeacons, to deepen fellowship with one another and to share a meal. We want to respond to Call #12 to “continue and enhance support for all ordained people” as they engage in vital ministry.

Regarding shared ministry, our partnership with the Diocese of Brasilia continues to flourish, now entering our third year of seven. Our motto, “Partners in Christ, united in mission” (*Parceiros em Cristo, unidos na missão*) is grounded in Calls #4 and #13 regarding our participation in God’s healing work and ministries of service in the world. Dr. Paulo Ueti from Brasilia and the Rev. Canon Dr. Christopher Brittain from Toronto offered an online bilingual study day on liberation theology for clergy and lay leaders of both dioceses last March. The Rev. Dr. Ro-

drigo Espiuca from Brasilia invited us to seek signs of resurrection in his keynote address at the Outreach Conference in October. Bishop Mauricio Andrade participated in our bishops' Advent series in December. Looking ahead, we will welcome Dr. Paulo Ueti as our guest speaker at this year's clergy conference, and we can't wait to receive a delegation of Brazilian youth for the ReCharge Youth Retreat. We also hope a small group of Toronto Anglicans can visit Brasilia this year.

We are pleased to be moving ahead with our work on equity, decolonization, diversity and inclusion with the hiring of our new EDDI Advisor, Dilesha Stelmach. Dilesha brings a strong experiential and educational background in this ministry, centered around Ephesians 4: 4-6: "there is one body, one Spirit, one hope of your calling, one Lord, one faith, one baptism, one God and Father, Creator of all, who is above all and through all and in all." With support from our HR department and the Bishop's Committee on Intercultural Ministries, Dilesha is mindfully engaging, both practically and theologically, with our people – volunteers, staff, clergy – and with our infrastructure – policies, practices and the constitution and canons of the Diocese. She will be helping us to see the familiar in unfamiliar ways as we build up the ministry of every single beloved child of God in our Diocese.

To all our faithful people in so many vital ministries in our Church: thank you. To our hard-working churchwardens and treasurers, children and youth ministry workers, parish musicians, office administrators and envelope secretaries, altar guilds and custodians, ACW and outreach volunteers, and countless committee members: thank you. To our diocesan volunteers, members of Synod Council and participants on bishop's committees: thank you. To the staff team at the Synod Office: thank you. Together we all make up the strong net of the Diocese of Toronto, and together, by following the ways of Jesus, we receive "more than we can ask or imagine" – so many blessings collected in our net that we are barely able to haul it in.

When the nightly news seems especially dire, when anxiety is pervasive and the future seems uncertain, God's reign can feel far away. Yet our commitment to our baptismal covenant, our tenacious acts of faith, persistent resistance to the powers of evil, small but powerful acts of kindness towards our neighbours, and a deep, unshakable, unwavering belief that "the earth is the Lord's and all that is in it" (Psalm 24) will carry us through troubled times.

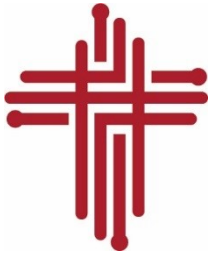
Please pray for us, as we pray daily for you.

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 153rd Vestry Meeting

*Sunday, February 23, 2025*

The 153<sup>rd</sup> Annual Vestry Meeting of the Church of the Redeemer took place both in the church and on Zoom on Sunday, February 23, 2025. At 12:31 PM, The Venerable Steven Mackison, Incumbent called the meeting to order.

After a moment of silence, Archdeacon Mackison remembered by name members of the community who had died since the last meeting: Ann Moore, Keith Pankhurst, John Stevenson, Pat McMeekan, John Pabke and Ryan Wolff. He then led the community in prayer.

Reference was made in several motions to pages in the Vestry Reports Book. It has been attached to these minutes for reference.

- 1. Adoption of Agenda:** It was moved by Paul Walker, seconded by Paul Pynkoski that the agenda on page 3 of the Vestry Reports Book be adopted as circulated. Carried.
- 2. Appointment of Vestry Clerk:** It was moved by Anne Christy, seconded by John Sutton that Marjorie Wrightson be appointed Vestry Clerk. Carried.
- 3. Appointment of Parliamentarian:** It was moved by Peter Bennett, seconded by Marg Creal that Mary Pat Moore be appointed Parliamentarian. Carried.
- 4. Attendance/Eligibility to Vote:** Attendance sheets were circulated for those in the church to sign. Online attendance was tracked by Zoom. 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 Paul Pynkoski, seconded by Paul Walker 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 John Sutton, seconded by Kent Ackerman that the letter from the College of Bishops be received. Carried.

Peter Bennett noted that the bishops had referenced the 20 Calls in the "Cast the Net" strategic vision in their letter, challenging each parish to select two or three to answer. Mr. Bennett asked how Redeemer was planning to identify the ones it would select. Joan Robinson replied on behalf of the Visioning Committee. Several sessions will be held during March when members of the community can explore who we are and what we are being called to be. After that process, we will look at what our important priorities are.

- 7. Minutes of Last Annual Vestry Meeting:** It was moved by Joan Robinson, seconded by David Burt that the minutes of the Vestry Meeting on February 25, 2024, as printed on pages 6-15 of the Vestry Reports Book be adopted as circulated. Carried.

- 8. Minutes of Special Vestry Meeting:** It was moved by Joan Robinson, seconded by Tom Evers that the minutes of the Special Vestry Meeting on May 26, 2024, as printed on pages 16-22 of the Vestry Reports Book be adopted as circulated. Carried.
- 9. Reception of Written Reports:** It was moved by Carol Scovil, seconded by Tom Evers that the written reports on pages 23-49 of the Vestry Reports Book be received. Carried. John Sutton expressed thanks on behalf of the community to all who had prepared these reports.
- 10. Thanks and Recognition:** Lyn Sibley, Board of Management Chair, thanked clergy, staff and volunteers for their dedication and commitment to the community. She acknowledged the contributions of Board of Management members who were stepping down – Murray Bryant, Tom Evers and Pauline Walsh. Henry Krol, incoming Advisory Board Chair, added his thanks to clergy and cited the focus Steven Mackison and Paige Souter had put on “Cast the Net” with the Advisory Board. He expressed appreciation to all members of the Advisory Board, both ministry area representatives and members-at-large, for all their contributions, to Craig Spielmacher, who has stepped down as Advisory Board Chair, to super-volunteers Susan Graham Walker, Ann Cope and Marjorie Wrightson, and finally to his sons and his wife for their support. Mr. Krol invited members of the community to give their time to areas of parish life that interest them.

Archdeacon Mackison reminded the community that at Vestry two years prior, two exceptional volunteers, Ann Cope and Marjorie Wrightson, had been recognized. As well as modest personal gifts, the parish arranged for lasting gifts to remember their contributions to ministry at Redeemer. To honour Ann Cope, a liturgical candle stand has been provided in the church. To recognize Marjorie Wrightson, Redeemer developed the Marjorie Wrightson Volunteer Award to honour an exceptional volunteer whose efforts are quiet, capable and humble. Archdeacon Mackison announced that this year's recipient is John Selles. Lyn Sibley, Board of Management Chair, thanked Mr. Selles for his dedication over 11 years during three different terms as Treasurer.

- 11. Presentation and Adoption of the 2024 Financial Statements:** It was moved by Richard Heystee, seconded by John Sutton that the audited Financial Statements of the Church of the Redeemer, including the Independent Auditor's Report for the year ended December 31, 2024, be adopted as circulated.

John Selles, Treasurer, began his presentation by expressing thanks to Nasir Qamar, Redeemer's Bookkeeper and so much more, to the auditors from Kriens~Larose, to those who had worked on budgets and to the community at large for their support.

Mr. Selles proceeded to walk attendees through a series of slides.

- **2024 Actual Results:** Mr. Selles highlighted page 15 from the audited financial statements, showing the change in net assets. The balance of all funds grew \$235,851 in 2024. Both the audited financial statements and the Treasurer's presentation are attached to these minutes for reference.

A parishioner noted that the numbers on page 15 of the audited financial statements did not match the numbers on the slide presentation. Mr. Selles explained the slide reflected an adjustment that had been made for interfund transfers between the General Fund and the Common Table Fund.

Total revenue for 2024 was \$1.882 million, with almost \$200,000 raised in the last two months of the year.

Expenses were on budget.

The Common Table revenue issue is mainly around external fundraising. The plan for 2024 included an expectation of the second installment of the \$250,000 grant from a Yorkville development (related to its density bonus arrangement with the City.) At year end, however, we learned that the project had been put on hold, and the earliest this would be paid out, if at all, was 2027. This led to a significant gap for 2024 Common Table fund results and an approximate \$145,000 shortfall for the year. When Bill

Ryan's successor as Director of the Common Table is hired, included in their job description will be to develop a strategy for making the Common Table sustainable.

We noted that the Grants and Subsidies line item includes \$5K from the Diocese to compensate Redeemer for the time Archdeacon Mackison spends on the West Archdeanery. Several members expressed the opinion that this was insufficient compensation. Archdeacon Mackison explained he spends the equivalent of one day per week on these duties. Were he not doing this, as a priest in the Diocese of Toronto he would be doing something else for which he would not be compensated. A recommendation was made that the Board of Management advise the Diocese this matter had been raised at Vestry.

- **Questions/Comments:**

- **Basis for Qualified Opinion:** A parishioner referenced the section headed "Basis for Qualified Opinion" on page 1 of the audited financial statements and asked if the Church's accounting policy with respect to equipment was a concern. Input from John Selles and Thomas Kriens indicated that this was not an issue and that this note had been included on previous audited financial statements too.
- **Fiera Fund:** A lengthy discussion took place concerning whether investments in this portfolio are ethical. Fiera is a pooled fund and were Church of the Redeemer to want its own investment strategy, it would cost the parish a lot given the relatively small size of our investment. It was also noted that sometimes funds invest in industries they do not consider responsible in order to influence behaviour.
- **General Fund/Common Table Fund:** These have been shown separately to provide clarity on income and expenses for each, but at year-end, they are combined in the church's results.
- **Music/Pastoral Care Expenses:** A parishioner pointed out that no expenses were shown on page 14 of the audited financial statements for music or pastoral care. John Selles replied in the past these have been for such things as parking, and Archdeacon Mackison added sometimes they could be for hospitality. John Sutton clarified that piano and organ tuning are charged to the property budget.

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

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

- 13. Appointment of Public Accountant:** It was moved by John Selles, seconded by John Sutton that Kriens~Larose, LLP, be appointed public accountant to perform an audit of the general operating statements of the Church of the Redeemer for the year ending December 31, 2025. Carried.
- 14. Recess:** Archdeacon Mackison declared the meeting in recess at 1:50 PM and called the meeting back to order at 2 PM.
- 15. Presentation and Adoption of 2025 Budget:** It was moved by John Selles, seconded by Anne Christy that the 2025 Operating Budget for Church Operations and the Common Table be adopted as circulated. Prior to discussing the 2025 budget, Mr. Selles provided some background information for several areas.
  - **General Fund Revenue:** In 2024, we received \$30K in dividends from the Diocesan Consolidated Trust Fund (DCTF). \$110K in Fiera Fund dividends were reinvested in additional units, and we had an unrealized capital gain of \$80K. The only actual cash we received was the \$30K from the DCTF.

The three-year average of undesignated donations to the general fund is going up, a positive trend after COVID. Undesignated donations in 2024 increased 23% over 2023. Individuals giving less than \$10K during

the year account for 61% of General Fund donations. Pre-Authorized Remittance (PAR) and CanadaHelps represent 72% of General Fund donations and provide important steady income flow throughout the year. In discussing donations by channel, Mr. Selles advised that in 2024 we paid \$35K in service charges to PAR and CanadaHelps. There is no service charge for eTransfers.

The budget for undesignated donations in 2025 is \$800K, which is an increase of 8% over 2024. The rationale for this number is that attendance has increased and post-COVID engagement is up. This figure is still down 16% from 2019, and we identified an international trade-induced recession as a risk. If we fall below a \$53K per month run rate, we will need to receive more in December to catch up.

- **Staffing Plan:** A staffing plan showing weekly budgeted hours by month by position was shared. The Cost-of-Living Allowance for 2025 is 3.1%. The plan includes transition from an Assistant Curate to an Associate Priest, the hiring of a new Administrative Assistant starting in March, a Common Table Director hopefully starting in April and the retirement of Krista Fry in May. Staffing represents 60% of the total expense budget.
  - **Questions/Comments on the General Fund/Staffing:**
    - **Undesignated Donations:** The \$800K budget figure was questioned based on a sustainability principle of basing it on the prior three years' average. John Selles stated it was a challenging number, but we are presenting an aspirational budget. If our target were lower, our deficit would be greater, and we would need to reduce staff. Archdeacon Mackison added that we have 30 new members this year. We will monitor the situation month by month and update the parish at the mid-year review. In response to a question, Mr. Selles noted \$800K was only the budget for undesignated donations. In addition, people can give designated donations for such things as FaithWorks, the Common Table, the music program etc. We also receive subsidies from the Diocese. We anticipate receiving a large undesignated bequest in 2025, which will be applied to Getting Our House in Order (GOHIO).
  - **The Common Table:** We know we need to continue building up strong relationships with the community and may consider engaging a third party for fundraising. We need revenue of \$550K annually for optimal program delivery (direct expenses of four staff plus food and supplies, as well as allocated expenses for caretakers, property and administration). Of this amount, we need to raise \$200K-\$300K from external sources. We never thought the money from the Yorkville developer would be the answer to our Common Table budget needs, but it would buy us time to develop a sustainable approach. Mr. Selles highlighted the support of local organizations for the sandwich cart initiative, which is outreach for Redeemer and is doing the right thing. He also encouraged promotion of the Common Table [video](#) to encourage more people to support the program.
    - **Questions/Comments on the Common Table:**
      - **Developer Grant:** In response to a question, Mr. Selles and Archdeacon Mackison explained that the developer had not breached the contract by not paying us the second half of the \$500K donation. The second installment would only be due when the building reached grade. Since the project is on hold, this has not yet happened.
  - **Capital Fund:** Mr. Selles reviewed the status of GOHIO and other capital projects. Dedication of the Indigenous mural will be on Indigenous Solidarity Sunday (June 19).
  - **Refugee Fund:** Mr. Selles explained an accounting issue that needs to be cleaned up. The total in this fund is now \$21K and will be carefully monitored throughout the year.

- **Questions/Comments on the Capital and Refugee Funds:**

- **Replenishing the Fiera Fund:** A large undesignated bequest of approximately \$250K will be received in 2025. A member of the community asked if that money would be used to replenish the Fiera Fund for units cashed out to pay for the air handling project.

As a matter of governance, Archdeacon Mackison explained that at the Special Vestry in May 2024, a motion was passed that future undesignated bequests would be applied to Getting Our House in Order (GOHIO) projects. All projects were approved to go forward, with the GOHIO Committee tasked to set priorities. At their first meeting, they agreed bequests received would go first towards replenishing the Fiera Fund. The anticipated bequest should cover this replenishment.

From an accounting perspective, Mr. Selles noted that at some point in the year, the church might need investment money to address cash flow issues. He questioned whether it would make sense to hold some of the bequest money back rather than put it into Fiera, only to immediately take it out again. The Board of Management and the Treasurer would need to determine the appropriate use of cash. The Board of Management was urged to be very clear and transparent in updating the parish at the mid-year review whether bequest funds had been transferred to Fiera or withheld, including reasons for decisions made.

Mr. Selles presented the 2025 budget numbers. Under "Income", he highlighted the \$800K budget for undesignated donations for church operations and \$450K for donations and grants to the Common Table. Total expenses are just 2.6% greater than last year. Mr. Selles described this as a budget of restraint. He believed it is responsible and achievable without cutting to the point of danger.

There being no further discussion the vote was taken. Carried. David Pabke abstained.

Mr. Selles noted that this was his last act as Treasurer. Archdeacon Mackison thanked John Selles for all he does for the parish as a man of faith, and Mr. Selles thanked everyone for making Redeemer such a special place to be.

- 15. Elections:** It was moved by Joan Robinson, seconded by Peter Bennett that the 2025 slate of officers be elected as circulated. Archdeacon Mackison asked three times if there were any further nominations. There being none, he called for the vote. Carried.

For the record, those elected as printed on page 51 of the Vestry Reports Book are:

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

Lyn Sibley (term 4) – chair	Jeremy Graham (term 3)
Anne Christy (term 2)	Sheila Crummey (term 1)
Susan Graham Walker (term 1)	James Newman (term 1)
Carol Scovil (term 1) – vice-chair	Ron Waldie (term 1)

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

Karen Visser (term 6)	Christina Chang (term 3)
Dawn Lee (term 3)	Henry Krol (term 2) – chair
Deb Hinton (term 1)	Susanne Hunter (term 1)
Scott MacLeod (term 1)	Salome Pinto (term 1) – vice-chair

**Members of Synod**

**(4 to be elected; 3-year term)**  
Wesley Acheampong (term 2)

**Alternate Members of Synod**

**(1-3 to be elected)**  
Chris Ambidge (alternate)

Karen Visser (term 2)  
Peter Bennett (term 1)  
Lyn Sibley (term 1)

Richard Van Delft (alternate)

Archdeacon Mackison thanked all who will be serving in 2025 and those who are stepping down from their roles.

**16. Board Chair Team Structure Change:** Archdeacon Mackison invited Anne Christy to provide context before the motion came to the floor.

When she was approached to serve a year ago, Ms. Christy was asked for a four-year commitment – two as vice-chair and two as chair. She had reservations about this length of time and spoke to people in other parishes who expressed surprise at anything more than three years. She also consulted a neighbour, Archbishop Colin Johnson, who thought three years was standard. The proposal is for one year as incoming chair, the second as chair, and the third as outgoing chair to provide continuity. Archdeacon Mackison added that this proposal had been discussed with both boards and has their support.

It was moved by Anne Christy, seconded by Karen Visser that the Revision to the Team Structure for Board Chairs be adopted as circulated. For the record, the full proposal is:

**Whereas**, the current term structure for board leadership consists of a four-year commitment, including two years as Vice-Chair and two years as Chair;

**Whereas**, a three-year term structure, consisting of one year as Incoming Chair, one year as Chair, and one year as Outgoing Chair, would provide greater flexibility, encourage broader participation, and enhance leadership succession planning;

**Whereas**, reducing the term length would allow for a more dynamic leadership cycle, bringing fresh perspectives to board leadership more frequently while maintaining continuity through the Outgoing Chair's advisory role;

**Therefore, be it resolved that**, a revised board leadership structure be adopted, wherein the leadership team shall consist of a total of three years, structured as follows:

- **Incoming Chair** (Year 1): Serves as a preparatory and support role, gaining insight into the responsibilities of the Chair.
- **Chair** (Year 2): Assumes full leadership responsibilities and presides over board meetings and organizational matters.
- **Outgoing Chair** (Year 3): Provides continuity and advisory support to the new Chair while concluding any ongoing initiatives.

With the understanding that a term may be extended at the request of the board.

**Be it further resolved that**, this amendment shall take effect February 23, 2025, and transitional provisions shall be established to ensure a smooth implementation of the new term structure.

#### **Discussion/Comments:**

In response to a question, Henry Krol explained the request to extend a term would come from the board and would have to be mutually acceptable to both the board and the chair.

Archdeacon Mackison confirmed this does not change Redeemer By-Law #1. There is nothing in it or in the canons about term limits for churchwardens/board chairs.

A friendly amendment was moved by Jonathan Batty, seconded by Marg Creal that the motion be reworded so that "extended" be replaced by "changed" in the sentence "With the understanding that a term may be **changed** at the request of the board.

Marg Creal recommended that both boards look at Redeemer's entire governance structure and term limits and also monitor how this new structure is working. All these should be documented in one place.

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

Archdeacon Mackison thanked those who had prepared the motion and all who had contributed to the discussion.

- 17. Diocesan Social Justice Vestry Motion 2025: Protecting and Expanding Harm Reduction in Ontario:** It was moved by Wesley Acheampong, seconded by Sheryl Kennedy that we, the parish of Church of the Redeemer, Bloor Street, in the Diocese of Toronto, urge the Province of Ontario to reverse the planned closure of safe consumption sites in Ontario, and to lift the ban on the creation of new sites, in order to expand life-saving harm reduction services to Ontarians.

**Discussion/Comments:**

In response to a question, Paige Souter confirmed that the provincial law would not prohibit the Common Table from providing safe injection disposal.

Based on the wording of the motion, various interpretations were expressed about where the results of our vote on this motion would go. Some thought the Diocese and others thought the Ontario Government. The Diocesan website noted that results should be reported to them. Archdeacon Mackison added that he reports whether the motion passed or not when he submits his annual Incumbent's Return to the Diocese in March.

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

- 18. Related Social Justice Motion:** It was moved by Peter Bennett, seconded by Sheryl Kennedy that in addition to reporting the results of the social justice motion to the Diocese, the Corporation communicates these results to our local Member of Provincial Parliament (MPP) along with urging the Ontario government to reverse its decision.

**Discussion/Comments:**

Since we are in the midst of an election campaign, there is no one to send this to right now. As well, parishioners live in many different ridings, not just the one represented by whoever wins the election where Redeemer is situated. Concern was also expressed that this may be part of a larger relationship strategy that the Diocese is undertaking with the province on this issue. Since there may be things we are not aware of, our approaching the province separately might not be helpful.

Given the feedback, Peter Bennett withdrew the motion.

- 19. Annual Motions:** These two motions refer to signing authority for the church and issuing tax receipts.

It was moved by Anne Christy, seconded by Paul Walker that any two (2) of the Churchwardens, Deputy Wardens and the Treasurer be authorized to sign cheques and authorize electronic payments for all parish accounts.

In response to a question, Archdeacon Mackison clarified that the motion refers to the role of Treasurer and will not be impacted by the fact that John Selles' term as Treasurer ends this date.

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

It was moved by Peter Bennett, seconded by Jeremy Graham that the Treasurer be authorized to sign official receipts for Income Tax purposes on behalf of the parish for the ensuing year.

An issue was raised during discussion. Given the lengthy postal strike at the end of 2024, the federal government will allow charitable donations in January and February 2025 to count as 2024 donations on

income tax returns. That means a second tax receipt for those two months will be issued at the end of February when John Selles is no longer Treasurer, and currently there is no successor. The Board of Management can appoint an acting Treasurer for this. The motion is also not clear about whether a vestry or calendar year is meant.

A friendly amendment was moved by John Selles, seconded by Anne Evers that the motion be reworded to replace "... for the ensuing year" with "... within the ensuing year". This will cover situations where more than one tax receipt is issued. The vote was taken on the amendment. Carried.

The vote was then taken on the original motion, now amended: It was moved by Peter Bennett, seconded by Jeremy Graham that the Treasurer be authorized to sign official receipts for Income Tax purposes on behalf of the parish **within** the ensuing year. Carried.

**20. Other Business:** None.

**21. Announcements:** Archdeacon Mackison provided three staff updates:

- A new Administrator will start on Monday, March 10.
- Interviews are being conducted this week for a new Common Table Director. We hope for an April 1 start date.
- A committee will be formed in March to begin the search for an Associate Priest. Interviews would be conducted in April with a start date within the May-August time frame, depending on Paige Souter's situation.

A parishioner expressed concern that the flexible start date for the new Associate Priest would impact Archdeacon Mackison's holiday plans. The Archdeacon confirmed it would not.

**22. Concluding Remarks:** Archdeacon Mackison expressed gratitude to:

- Those who helped with the sandwich lunch before the meeting and all who will help with clean-up after the meeting
- All presenters
- Lyn Sibley for moderating the Zoom session, as well as participating as a churchwarden
- Morgan Yew for AV assistance
- Mary Pat Moore for serving as Parliamentarian
- Marjorie Wrightson for taking minutes

Lastly, Archdeacon Mackison expressed how much he cares for the community and enjoys being Redeemer's Incumbent. He also stated that he enjoyed Vestry meetings and thought the process of hearing one another out in a respectful manner was so important for a Christian community.

**23. Adjournment:** There being no further business, it was moved by Sylvia Keesmaat that the meeting be adjourned. Carried. All then joined in the Doxology at 3:35 PM.

Respectfully submitted,  
Marjorie Wrightson

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

- Vestry Reports Book
- Attendance
- Audited Financial Statements
- Treasurer's Presentation
- 2025 Budget

*As leadership of a congregation seeking to become the body of Christ, we strive to ensure that all parts of that body are working together in a coordinated manner.*

One of the key achievements of the Advisory Board this year was to discern and articulate a Vision Statement that will guide Church of the Redeemer's ministry over the next number of years. We did not work alone. Our discernment was informed by the parish survey of a couple of years ago and the parish fora of the past year, the data from which was analyzed and synthesized by a working group led by Jim Boyles and Joan Robinson. Then, at the Advisory Board, Heather Bennett of this parish and Walter Deller of Trinity College helped us to give shape and voice to the Vision that we as a community share, assisted in the wordsmithing by Steven Mackison and Scott MacLeod.

We hope that Vestry will adopt the vision that we at Redeemer are *Becoming the Body of Christ at the Corner of Bloor & Avenue Road and beyond*.

As leadership of a congregation seeking to become the body of Christ, we strive to ensure that all parts of that body are working together in a coordinated manner. The Advisory Board is made up of our Clergy, our Wardens, representatives of various ministry areas at Redeemer, and members-at-large who aim to hear and represent the concerns of the full diversity of our community. We meet monthly to share our plans, actions, dreams and concerns, and to see how the various parts of our community can help each other, can work together towards our shared vision, and can serve the people both within and beyond the bounds of our shared space.

I'm very grateful for the steady, thoughtful and compassionate leadership of our Clergy, Steven Mackison and Liska Stefko. I'm tremendously indebted to our outgoing Advisory Board Vice-Chair Salome Pinto, and to our Board of Management Chair Lyn Sibley who has contributed so much, not only to that board but also to the Advisory Board and to Church of the Redeemer as a whole. I'm thankful for the profound commitment of our Ministry area representatives, Stephen Allen (Indigenous Solidarity Working Group), David Townsend and Deb Deacon (Redeemer Explorers), Grant Jahnke and Andrew Scorer (Creation Matters), Anne Lee (Zoom moderators), and Henry Krol and Susanne Hunter (Refugee Settlement Committee). I'm also very appreciative of our Members at Large, Christina Chang, Deb Hinton, Dawn Lee, and Scott MacLeod, who do such a tremendous job of listening to the concerns of our community and bringing them to the Board. To Anne Evers and Karen Visser, who have had to step away from the Advisory Board to pursue other commitments, I thank you for all you have done for us.

In 2026, we will aim to test ourselves against our newly invigorated Vision Statement. We know who we want to be and how we want to be. We've set ourselves a lofty goal. We'll aim to ensure that we as individuals, as ministry areas, and as a whole are living out our vision and mission as fully as possible.

Henry Krol

*Through the rhythm of the liturgical year, the children continue to learn and to grow in their faith. With questions, discussions, leadership in the worship life of the community and plenty of laughter, they are building the foundations of their own faith life and discovering what it means to live that faith within community.*

In 2025, the children and youth continued to learn and grow in their faith and express this learning through curiosity and questions, animated discussions, creativity and godly play, participating in liturgy, and the love and care they show for the church and one another. We continued to see an ebb and flow in high school-aged participation in line with the rhythm of the school year.

## Highlights

- ✘ Redeemer Kids fell into **the rhythm of the liturgical year** and also life at Redeemer (Celebrating Black History, Lent/Easter, baptisms, Pride, National Indigenous Day of Prayer, Season of Creation) and continued to feel loved and welcomed by the community
- ✘ the children continued and affirmed their love of **participating in liturgy** alongside liturgical animator Ann Cope, increasing their responsibilities as appropriate with age (e.g. oldest taking on server roles, youngest beginning to serve wafers for the first time)
- ✘ transformed the “kid zone” into **an intentional space** in the east transept that at once provides privacy and security and places our children and youth at the heart of worship
- ✘ continued to enjoy **steady attendance** with the addition of several new infants and toddlers
- ✘ established **weekly youth group** before afternoon service with small core membership in the first half of 2025; interrupted by school year in September
- ✘ Redeemer sent youth to attend **ReCharge Youth Retreat** at Muskoka Woods and also **Regular Synod** in October/November
- ✘ saw **an increase in volunteers** working with the children's program (thank you!) and families continue to play an active and foundational role in their children's faith journeys (thank you!!)
- ✘ following consultation with the children, Redeemer Kids **continued the hybrid model of learning** through discussion, art and drama, and participating in liturgical animation

## For 2026

- ✘ **Good Friday** – revitalizing and reworking 9:30 service in cooperation with choir and other members, and incorporating kids' contributions (if not presence) into the noon service to avoid overtaxing families
- ✘ looking into the possibility of an **open-door community event** (e.g. after-school craft night?)
- ✘ opportunities for structured faith formation beyond weekly Sunday programming, such as **youth catechesis** or confirmation
- ✘ **Cozy Christmas 2026** – reworking some logistics in case of larger audience, and also planning for data capturing and having program materials available for visiting families
- ✘ following requests from the children (and agreement from Dan and Mike), looking into more ways to **integrate music** into regular programming
- ✘ **continue to meet with high school cohort** to find times and methods of engagement that work for them
- ✘ continue **ongoing discussion with growing 9-12 youth cohort** (the tricky age!) and consider possibility of tiered programming (logistics pending)

- ✘ kids and youth continued to follow the story of Jesus in the Gospels, **study the sacraments and tenets of faith**, the “who”, “how” and “why” of what we believe, and ask (many) questions
- ✘ continued to discuss and **focus on meaningful, liturgical, faith-forward practices** when engaging children and youth in the worship service, rather than performance or “cute factor”
- ✘ for baptisms, we brought the children close around the font, both **as witness to and participants** in the sacrament
- ✘ children and youth continued their **stewardship of the pollinator garden** (continued thanks to Nancy Luno!), with fall and spring planting and year-round caretaking and learning
- ✘ **Pancake Sunday** – a family-focused Sunday morning extravaganza with food and fun
- ✘ in Lent, created **Lent in a Bag** with at-home activities for parish families and those who cannot make it to the building for regular services during Lent/Holy Week
- ✘ for **Maundy Thursday**, children increased their responsibilities during the service as appropriate with their growing comfort and maturity – this will continue into 2026
- ✘ due to lack of time / clarity around the 9:30 AM **Good Friday service** and various logistics difficulties, offering that service in 2024 was put on hold for a year with a focus on the noon service
  - ✘ children and youth discussed the Passion story and created art for icons during Lent which were used during the Way to the Tomb (our variation of the Stations of the Cross)
- ✘ all year but with focus points alongside national observances in June and September, the children and youth continued their work on **Indigenous solidarity, creation care** and the legacy of Truth and Reconciliation
- ✘ as well, following a proposal by Sandi Hill, the children & youth created a **Heart Garden** honouring survivors of the residential school system
- ✘ older youth from Redeemer and St. Clements met with Chris Ambidge and others to help with striping the stairs for **Pride**
  - ✘ Redeemer teens marched in the Pride parade along with members of Proud Anglicans
- ✘ created **care packages** for Redeemer's high school cohort during final exam season
- ✘ collaborated with Redeemer Explorers for liturgical drama, fun and games at the second annual Toronto **Island Retreat**
- ✘ in Season of Creation, the children created an art piece for **Litany for the Planet** through a series that deepened their understanding of our responsibility toward creation / each other
- ✘ December: **Cozy Christmas**
  - ✘ during Advent, following a similar model to last year, children read the Christmas Story and engaged in discussion and finally, dramatic interpretation
  - ✘ this year, one of the youth provided camera operation, and everyone took a turn as narrator (thank you Morgan for editing!)
  - ✘ on Christmas Eve, the story was played on screens, combined with congregational music led by Dan and Mike, the Gospel reading, a live nativity scene involving Redeemer Kids and visiting children proclaiming the birth of Jesus to the audience, and the Eucharist
  - ✘ 2025's attendance increased by an unprecedented 60% over 2024, resulting in logistical challenges and on-the-fly switch-ups to account for the unexpected larger audience – plans are in place to reduce chaos (however welcome the reason) for 2026



## CATECHESIS

Redeemer responded to the Diocesan Season of Renewal in 2025 by offering a new Catechesis program called *Living in God's Love*.

In the first half of the program, *Longing for More*, participants were invited to deepen their relationship with God, one another, creation, and the Church.

The second half of the program, *What We Believe*, was a formational process for people wishing to receive the sacraments at the Easter Vigil. This was a time of deepening the awareness and learnings that emerged in part one, as well as explore what it means to live in God's love as an Anglican. A Palm Sunday retreat offered by Paige Souter and Katy Waugh was part of that formational time.

### For 2026

A robust Catechesis program is planned for 2026 culminating in baptism, renewal of baptismal faith, confirmation or reception into the Anglican Communion at the Easter Vigil when Bishop Kevin Robertson will be with us.

Youth Catechesis will be explored for the coming year.

## REDEEMER EXPLORERS—*David Townsend and Deb Deacon*

*Redeemer Explorers focuses on small-group engagement and experiential learning as well as larger events. We try to coordinate with the diverse educational initiatives of other parish ministry areas.*

The Redeemer Explorers committee currently has nine active members: Deb Deacon (co-chair), John Deacon, AJ Finlay, Ann Jervis, Paul Pynkoski, Joan Robinson, Lisa Rumble, David Townsend (co-chair) and Richard Van Delft. We meet monthly to review recent past programming and plan in advance.

Our principal initiatives include Sunday Explorations, a series of individual drop-in discussion programs offered in the Board Room 9:30 to 10:15 AM, before the 10:30 AM Eucharist. The topics are widely varied, including scriptural reflection, conversations about core ideas in Christian belief and spirituality, presentations by authors of books, and more. No preparation is required. Attendance generally ranges from 20 to 25 participants, and the chance for small group conversation is a major hallmark of the series.

We generally offer one to two group reading projects a year, one in Lent and another during the summer. (We are not offering a reading selection this Lent.) In-person and online options are available, in groups of ten to twelve participants, each with its own facilitator.

We offer several larger public events on various topics per year, and collaborate with the Common Table on the Compassionate Communities series. Recent programs included a book talk with Maggie Helwig on *Encampment*, a book talk with David Townsend on his novel *The Ram in the Thicket*, and most recently, the panel discussion "Face to Face with the People of Palestine." It is committee policy always to offer these events in a hybrid format with an online option for attendance.

*The Young Adults value that Redeemer is rooted in scripture alongside a deep commitment to social justice.*

### 2025 Highlights and Milestones

- ✘ Ministry reinvigoration (November 2): Following a lunch with Liska Stefko and nine parishioners at L'Espresso Bar Mercurio, we held a focused discussion on revitalizing the Young Adults group at The Redeemer, which I volunteered to help lead. We discussed our group's meeting frequency, location and types of activities.
- ✘ Initial fellowship gathering (November 16): Eight participants gathered in the nursery room for an open discussion. Joined by Steven Mackison, we shared our individual faith journeys in a circle of fellowship.
- ✘ ROM expedition (December 7): Six members attended an outing to the Royal Ontario Museum. We explored the sharks special exhibit along with the prehistoric life and dinosaur galleries, blending social connection with educational exploration.
- ✘ Prayer board workshop (December 28): We closed out the year with a creative 2026 prayer board building session to visualize our intentions for 2026. Six attendees participated in this arts and crafts activity, sharing a meal of pizza and pop provided by the church.
- ✘ On January 25, we intended to go to the Textile Museum of Canada, but the museum shut down that day due to the snowstorm. We plan to reschedule this trip as people expressed interest in this outing.
- ✘ Outing to MOCA (February 8): Five members visited the Museum of Contemporary Art to view the works of Canadian artist Jeff Wall, engaging with Canadian cultural works.



### Looking Forward to 2026

In the coming year, our primary goal is to deepen the sense of belonging among young adults, ensuring they view The Redeemer as a pillar of their community. To achieve this, we are focusing on three key areas:

- ✘ **Deepening our faith:** We want to ensure our time together also nourishes our Christian faith. We plan to incorporate intentional moments for prayer, theological discussion, and reflection on how our faith intersects with our daily lives as young adults in the city.
- ✘ **Consistency in gathering:** We aim to move toward a regular schedule of meeting every three to four weeks to maintain momentum and keep the group active.
- ✘ **Exploring our city:** Our members have shown a strong affinity for Toronto-based outings. We will continue to use the city's museums and cultural landmarks for building fellowship and shared experiences.
- ✘ **Hospitality:** We would like to continue offering church-funded snacks during meetings. Providing food is an appreciated form of hospitality that lowers barriers to attendance and allows us to treat our young adults, making them feel valued by the parish.

*“The whole earth is a living icon of the face of God.”*

*St. John Damascene (7<sup>th</sup> C)*

Through the past two years, our learning at Creation Matters has focussed on mitigating the impacts of our ever deepening awareness of environmental devastation even as such concerns seem eclipsed by escalating geopolitical turmoil. For inspiration we have focussed on the lives of humans who are choosing to remain vibrant and creatively engaged in the face of this challenging chapter of Earth's story.

Through the present year we are seeking inspiration through greater awareness of God's wisdom revealed to us in creation. We have shifted our reflections to a teaching Jesus offered when his followers were distracted by worry and insecurity. “Look at the birds of the air” he said. “Consider the lilies and how they grow...” he counselled. (Mt. 26,28) “Pay heed to ‘all our relations’” he might have said. “There is wisdom there for us in these times.”

So it is that we have been exploring, month by month, what we might learn from the wisdom of other beings and from the complex interactive systems that maintain the delicate balance of life on our planet. This might be described as leaning into a more Indigenous world view—one that is grounded in understanding the reciprocity of beings--the elegant give-and-take between the creatures and our planet.

We have been immersing ourselves through films, readings, guests and conversations in such wonders as the mysterious and medicinal world of “fantastic fungi” or the complex, life sustaining inner communities of the gut biome with scientist and humourist Ed Yong. We look forward to considering just and sustainable economic systems modeled by the reciprocity of the natural world as taught by the serviceberry, with Indigenous scientist Robin Wall Kimmerer. We are anticipating our annual festival of migratory birdsong by the shores of Lake Ontario.

Jesus' invitation to “Consider the lilies” is echoed throughout the teachings of Christian tradition. From the earliest days we are bidden to look to creation to experience the wisdom, the very face, of the Creator. “The whole earth is a living icon of the face of God,” wrote St John Damascene in the 7<sup>th</sup> century. More recently, Martin Luther offers, “God writes the Gospel, not in the Bible alone but also on trees, and in the flowers and clouds and stars.”

A Creation Matters member was recently asked “What are you guys up to these days?” After a brief pause, the member responded, “You could say we're huntin' God.”

That pretty much sums us up. Join us on the third Thursday of every month, September through June. All are welcome! Details each month in Our Common Life e-News.



*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](https://publications.gc.ca/collections/collection_2015/trc/IR4-8-2015-eng.pdf)

## Highlights and Notable Moments:

### 1. Honour to Senator Murray Sinclair:

The ISWG showed this film by acclaimed director Alanis Obomsawin on May 4. The film explores the late Senator's contributions to truth and reconciliation and includes testimonies by Survivors of residential schools.

### 2. ReconciliAction: 10 Years After the TRC's Calls to Action, Where Do We Go from Here?

This Symposium took place on May 24 and explored how Canada is doing in implementing the Calls to Action from the Truth and Reconciliation Commission. We were blessed by three gifted resource people:

- 1) **Douglas Sanderson**, Visiting Indigenous Scholar at Redeemer who spoke on the Spirit of Reconciliation.
- 2) **Douglas Sinclair**, creator of *Indigenous Watchdog*, a newsletter which monitors the implementation of the TRC's Calls to Action [<https://www.indigenouswatchdog.org/about-indigenous-watchdog/>]
- 3) **The Ven. Rosalyn Kantlaht'ant Elm**, Coordinator, Indigenous Ministries, Anglican Church of Canada, summarized the key points by Sanderson and Sinclair, facilitated the Q & A and closed the Symposium with prayer.

## For 2026

At an upcoming meeting, the ISWG will discuss a film showing. As at previous showings, the film will be shown following the 10:30 AM service.

The ISWG will give some attention to reflecting on how effectively Church of The Redeemer is implementing the Calls to Action that are directed at congregations (such as # 59 above). Members of the parish will be invited to share their views on how the parish is doing. The ISWG will also consider those Calls to Action that may need more attention from the parish.

### 3. Douglas Sanderson – Visiting Indigenous Scholar:

Douglas Sanderson spoke on the Spirit of Reconciliation at the Symposium the ISWG hosted in May, 2025. The feedback on his lectures has been very positive. Church of The Redeemer is blessed by Mr. Sanderson so generously sharing his considerable gifts. Here are the themes of his talks to date: June 10, 2023: talk with Andrew Stobo Sniderman on their book *Valley of The Birdtail*; November 2023: *Grieving and Condolence - Reflections on Light, Past & Present*; June 15, 2024: *Indigenous is the New Orientalism - Identity, Ambiguity and the Creation of Pretendians*; May 24, 2025, *Symposium, The Spirit of Reconciliation*.

### 4. Honouring Murdered and Missing Indigenous Women and Girls/MMIWG:

As the ISWG has done for several years, a red dress was hung on the front door of the church and the church bell was tolled in June on Mondays at 12:00pm. In a small way perhaps, these actions are a tangible way of honouring murdered and missing Indigenous women and girls.

### 5. Healing Garden:

In June 2025, an Indigenous Healing Garden was planted in the garden at the front of the church. Cedar, sage, sweetgrass and tobacco were planted in a ceremony led by Andrew Wesley.

### 6. National Indigenous Day of Prayer:

The Rev'd Canon Andrew Wesley gave the homily on the National Indigenous Day of Prayer, Sunday, June 22.

### 7. Orange Shirt Sunday:

Redeemer marked Orange Shirt Day on Sunday, September 28.

Orange Shirt Day is on September 30, and was initiated by Phyllis Webstad, a member of the Stswecem'c Xgat'ten First Nation in British Columbia and a residential school Survivor. <https://orangeshirtday.org>



### For 2026

In 2026, Douglas Sanderson is completing the three year commitment he made to Redeemer. His final talk will take place at Redeemer on Saturday, May 9. It will also be available over the internet.

The church bell will be tolled at noon on Mondays in June. This initiative will be promoted through the Indigenous Justice Coalition (Toronto coalition of congregations from different denominations), the bi-weekly W.I.N.D. (a newsletter compiled and distributed by a member of ISWG of events led by and about Indigenous issues).

The ISWG will consult with Andrew Wesley about the use of these sacred medicines when they are harvested.

In consultation with Steven Mackison, a speaker will be invited to preach the homily on Sunday, June 21, the National Indigenous Day of Prayer.

In consultation with Steven Mackison, a speaker will be invited to preach the homily on September 28.

## 8. The Mural:

The journey of the mural has been challenging. For reasons explained elsewhere and for different reasons, the first two artists, Joseph Sagaj and Diane Montreuil did not do the murals as planned. The third artist invited to do a mural, Donald Chretien, will soon be sending the files to the company that will print the artwork on panels. The panels will be mounted on the cement parging along Avenue Road.

## 9. Grassy Narrows First Nation:

At the Diocese's Conference on social justice in the fall of 2025, participants learned about the impact of mercury poisoning on the community of Grassy Narrows in northwestern Ontario. Between 1962 and 1970 over 9 tons of mercury was dumped into the English Wabigoon river system. Mercury was used in the production of paper at a pulp and paper factory. The mercury poisoned fish that members of Grassy Narrows ate. The mercury poisoning is one of the worst cases of environmental poisoning in Canadian history.

The consequences of mercury poisoning include: tremors, memory loss, headaches and cognitive dysfunction. It is estimated that 90% of the community of Grassy Narrows is affected.

## 10. IDEAS (how we can begin the walk of right relations):

Michael Cheena, a residential school Survivor is a member of ISWG. He brings much wisdom to ISWG. He has circulated a short document called IDEAS. (I-Invite; D-Devote; E-Engage; A-Aboriginal Sovereignty; S-Support).

## 11) Supporting Indigenous Led Initiatives:

The ISWG informs the parish about Indigenous events taking place in Toronto and in southern Ontario. 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 elsewhere in Canada.

## For 2026

The mural is scheduled to be installed for a dedication on Sunday, June 7. The Most Rev. Chris Harper, National Indigenous Anglican Archbishop will officiate at the service.

While some compensation has been provided, the community of Grassy Narrows believe that the compensation is inadequate. Members of Grassy Narrows will be in Toronto in the fall of 2026 to draw public attention to the need for justice, more than 50 years since mercury was dumped into the English Wabigoon river system.

The Indigenous Solidarity Working Group will inform members of the parish about events when members of Grassy Narrows are in Toronto. The ISWG will also research the gaps in compensation and invite parishioners to write to their provincial and federal representatives calling for just compensation to Grassy Narrows.

Members of ISWG will discuss this document at one of its meetings. Parishioners wishing a copy of this document should contact Stephen Allen.

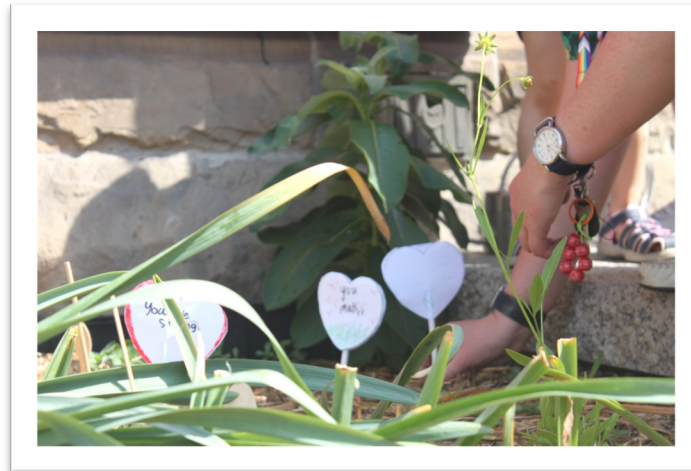
When promoting Indigenous events such as pow wows, the Mohawk Landing Ceremony near Tyendinaga (usually in May) and other events, the ISWG will make every effort to coordinate a Redeemer presence at these events.

## 12. Indigenous Justice Coalition:

For several years a member of the ISWG has provided leadership to a network of churches in the downtown area. The Coalition offers opportunities for congregations from several denominations to share ideas and to offer mutual support. Efforts are being made to encourage representatives from other churches to take on leadership responsibilities.

### Concluding Comments:

The ISWG appreciates the support from the Redeemer community. The ISWG is grateful to Michael Cheena, a Peer Support Mentor with Council Fire. 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—*MJ Wilson*

*As Christians, we are called to welcome the stranger.*

### Refugee Settlement—The Big Picture

117,300,000. As cited by The UN Refugee Agency, this is the number of people in our world displaced by violence, conflict and persecution. Most refugees want to return to their homes. Tragically, for some, home is dangerous or life threatening.

Many countries are increasingly less welcoming, and even hostile, to refugees and are introducing much more restrictive settlement policies.

As Christians, we are called to welcome the stranger. Here at The Redeemer, the Refugee Settlement Committee (RSC) is committed to continuing the work of sponsoring and welcoming refugees to Canada.

## **Refugee Settlement—The Redeemer Responds**

Much of the RSC's work in 2025 was focussed on: planning; welcoming (on March 4, 2025); and supporting Lemlem – a refugee recognized by the Government of Canada. Specifically, Lemlem came to Canada under the Blended Visa Office-Referred (BVOR) program. This program matches refugees with sponsors (like The Redeemer). The Government of Canada provides some direct financial support for BVOR refugees during the one-year sponsorship period.

Throughout the sponsorship process, the RSC's work is supported and overseen by the Anglican United Refugee Alliance (AURA). AURA is a Sponsorship Agreement Holder with Immigration, Refugees and Citizenship Canada – one of the other signatories to this particular Agreement is the Anglican Diocese of Toronto.

How does the RSC ensure that Lemlem is able to complete all the important tasks required of newcomers to Canada? The RSC uses a settlement plan template provided by AURA – [here is a link](#) to the sponsor resources it provides. After you have reviewed the settlement plan you can see why “it takes a team of people to provide the supports needed to successfully settle in Canada”.

Lemlem has accomplished so much in this first year in Canada – the RSC has shared some quick updates in eNews about the sponsorship journey. Important milestones included: finding a home; enrolling in language classes; completing all of the registrations required of a newcomer to Canada; connecting with healthcare providers and settlement agencies; learning about community services, banking and the rights and responsibilities of Permanent Residents; as well as assistance in securing employment and preparing for the end of the sponsorship.

Even as the RSC worked through the settlement plan, the foundation of our relationship with Lemlem is personal – a relationship based on respect. We listened actively and carefully to her needs and desires, then provided support to her as she strived to reach her goals.

## **Refugee Settlement—The Redeemer Supports an Independent Sponsor Group**

Many of you will already know of the work the RSC has done during our sponsorship of Lemlem. However, The Redeemer is doing more to help refugees. We have agreed to be the Support Church for an Independent Sponsor Group who will be sponsoring five young adult members of the persecuted Hazara ethnic group in Afghanistan. Because all of the fundraising and sponsorship work will be undertaken by the Independent Sponsor Group, we at The Redeemer might be completely unaware that it is happening and that we will have had a role in making it possible. But it's good for all of us to know the various ways we collectively seek to make a positive difference in the world.

## **Refugee Settlement—The Redeemer Community Learns More on Refugee Sunday**

On Sunday, October 19, 2025, the RSC was delighted to welcome Marin Lehmann-Bender, the Director of AURA to give the homily at the morning service. In AURA's 30+ year history, they have facilitated sponsorships of refugees from over 20 countries. They make possible every refugee sponsorship involving any parish in the Anglican Diocese of Toronto, including every sponsorship our RSC has undertaken. Marin – thank you for coming to speak to The Redeemer community!

## **Refugee Settlement—The RSC Makes Financial Plans for Future Sponsorships**

One of the Government of Canada requirements for every sponsorship is that the sponsor have sufficient funds on hand - before the sponsorship is approved – to appropriately support the refugee(s) throughout the one-year sponsorship. The funds raised by the RSC for this purpose are held in a separate restricted fund within The Redeemer's parish accounts. Any donations remaining in this restricted fund after one sponsorship has been completed remain in the fund for use in future sponsorships.

The RSC would like to thank The Redeemer community for its past generous support of our work! Please consider supporting our ongoing work by making a designated donation to the Refugee Settlement restricted fund.

### **Refugee Settlement Committee Thanks You!**

The Redeemer community has supported the RSC efforts through your financial support. But you have also supported Lemlem by welcoming her into our faith community and praying for her safe arrival on her journey to Canada. Thank you!

RSC Members: Alison Colvin and Henry Krol (co-chairs), Celine Cheung, Micky Fraterman, Susanne Hunter, Anna Ierullo, Susanna Jacobs, Paul MacLean, Sally-Beth MacLean, Gloria Nafziger, David Pabke, Francis Pillman, Zeenat Remtulla, Mary-Jane Wilson

## TRANS MINISTRY—*The Rev'd Margaret Rodrigues*

*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 2025 transgender ministry activities in which I hope to continue to be involved during 2026. Some will be carried out at the specific request of the Diocese, since I have retired as the diocesan trans ministry lead as of January 2025.

### **Redeemer Activities in 2025**

I provided consultation and advice to individuals, families and groups on request. In addition, I have been volunteering at the Common Table. In November, the annual Transgender Day of Remembrance service was held. This year, The Rev'd Liska Stefko, Lor Maroney and Dan Norman envisioned a different expression for this service that was musical, reflective and peaceful without a speaker. Further updates were made to the booklet *Selected Transgender-Related Services* and is being distributed to agencies and churches during the fall.

### **For 2026**

I hope to:

- ✦ Assist Chris Ambidge with the LGBTQ+ table at conferences or meetings as required.
- ✦ Continue to organize the Trans Anglicans group in Trans Walk at Pride
- ✦ Help at the Pride Walk in June for Anglican participants
- ✦ Support the Trans Day of Remembrance service on November 22
- ✦ Preach and deliver trans-related workshops at other parishes on request
- ✦ Liaison with other transgender-related ministry groups in other provinces, countries, etc.



What does it take to 'make liturgy happen' in a year at Redeemer?

80 – the number of people who are greeters, moderators, hospitality team, readers, intercessors, gift bearers, offertory gatherers, communion ministers, prayer writers, altar servers for our online and in the church services (and a whole host of preachers and presiders, in addition!)

60 – the number of bottles of wine used in our services

260 – the number of rice wafers offered

800 – the number of wafers consecrated

5.5 and 11 and 23 – the number of kilograms of flour, pounds of butter and cups of honey, respectively, used to bake communion bread

570 – the number of times that we gathered online or in the church for worship

I didn't tally the number of hymns and songs sung, prayers offered, readings read, or homilies preached because that I think that would have required a spreadsheet and formulas! Nor does this calculate the hours spent crafting the liturgies, writing homilies, preparing bulletins, moving furniture or the myriad other things that go on behind the scenes.

Numbers are one way of measuring what happens in a parish. But perhaps there is another way to have a sense of how we add up who we are as a community. From the glorious song of the community to the sound of children saying 'Jesus for you' as they serve communion for the first time; from the word of God read into our midst and opened up for us in the homily to the pauses for silence as we lift up our prayers – sometimes sighs to heavy for words; from the welcome as we arrive on Zoom or climb the steps to the door of the church building to the "Go forth..." at the end of the service; from the expectation of the birth of the babe in the manger to the weight of the cross before us to the exuberant *Alleluia Christ is Risen* ringing through the air. All of this takes all of us. Whether we gather day by day at noon for mid-day prayer or Sunday evenings for compline; whether we join Worship on Zoom at 9AM or in the Church or on YouTube at 10:30AM; whether we pause in the midst of the day for Wednesday Eucharist or come to Be Still on Sundays at 4PM; whether Rock or Bach is the song we sing...we are God's beloved called together.

If you are one of the many people who greeted, welcomed, read, prayed, offered bread or wine, carried a cross, preached, presided, sang, and brought the gifts of the community forward,

## What is on the horizon for 2026?

The prayer writers will be added to the regular worship rota so that they are more consistently scheduled to prepare the intercessions for our community

The altar servers group will grow as we welcome more members of the community who want to don an alb and lift high the cross

The opportunities for more parishioners to join the worship team and offer their gifts in leadership will continue to flourish

And as always, when we gather to sing, to pray, to hear scripture and to be fed at the table, we are sent back out into the world to proclaim the Good News. Thanks be to God.



wrote prayers , ironed linens– thank you. And a few more words of thanks because I don't always say thank you often enough – thank you to:

Brianna Davies who puts together the rota with all the variables that are before her and then redoes it when plans change and sometimes one more time after that; and to the team leads who ensure everyone is ready on Sunday morning

Dan Norman, Mike Daley, Jill Daley and the choir for helping us to make a joyful song

Craig Martin, Jim Willis and Lloyd Simangan – for making the worship space ready for us Sunday by Sunday and throughout the week and for always being willing to move the chairs. Again. And again.

Steven Mackison, Liska Stefko, our honorary assistants and members of the community who break open the word for us and invite us more deeply into the stories of our faith

Lor Maroney for encouraging the children to ask big questions and supporting them as they take their first steps in liturgical leadership

Thank you to each of you for helping us to find our voice and our way.



*Every single community member can contribute to a vibrant liturgical expression full of a diverse spectrum of music.*

## Touchstones from 2025

In 2025 the Music Ministry at Redeemer provided musical leadership for Sunday morning Eucharists, Zoom services, Be Still services, Bach Vespers, Rock Eucharist/Vespers, Festal services, midweek services, House and Garden Eucharists.

- ✘ The music ministry worked with community partners, the Cantabile Chamber Singers and the Mozart Project, to enhance some of our worship experiences. We also welcomed in musical communities to help lead services like Sacred Harp Eucharist, and Yeshu Satsang.
- ✘ We continued to innovate special services like Advent carols, and the Holy Week services that lead us to the Triduum.
- ✘ Be Still (chanting and contemplation with congregational song and music from Taizé) occurred on a regular basis on Sunday's at 4pm.
- ✘ The choir partnered with the music program at St. Paul's Bloor St. at a special fund raising performance in December.
- ✘ We completed the digitization of the George Black Psalter availability for free use on our website.



## Dreams for 2026

In 2026 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 2026 we hope to continue to **grow our diversity of musical sources and genres**, especially for congregational singing. We hope to promote growth in numbers and in spirit through music and art in worship.

In 2026 we hope to **experiment with music**, especially in worship services outside of the usual Sunday morning rhythm. Liturgical expressions on Sunday afternoons and mid-week can be testing grounds for new ideas, new pieces, and new languages.

In 2026 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.*

Have you ever been invited to a dinner party and been blown away by the care put into the dressing of the room waiting to lovingly receive the guests? All the settings are clean, polished, and ready to serve for the invitees to come to the table. The host of this party, ever so excited to see us!

Ever thought of the freshly set table we come to? How we share the bread and wine of the eucharist as an ultimate dinner party where the host welcomes everyone with nothing but excitement? If Jesus is the host, the excitement must be real—and the Martha League loves nothing more than readying the table for the guests.

For the preparation of this meal, there is work to be done. The Church of the Redeemer has a team of seven dedicated napkin folders busy with laundry soap and irons, who take the linens home to wash, press, and fold. With a healthy amount of volunteers on the team, everyone takes their turn once every two months.

The linens you see wiping the chalice and covering the altar are the Redeemer's Sunday best. The process of laundering is precise, but not particularly difficult. Martha may have been distracted by the details when hosting Jesus and her friends, but the effort was worth it when the guests arrived.

## TUESDAY MEDITATION—*Lilian Junkin*

Throughout 2025, the Tuesday Meditation Group has been meeting at 12:15 to 12:45PM, mostly in the Chancel but at times in the Boardroom downstairs. I am grateful to Tony Crosby for stepping in and leading the group whenever I was unable to do so.

During 2025, the Meditation Group attendance has remained much the same as in the previous year, and most Tuesdays, there are 15 persons I consider regular attenders and another 5 or so that join us from time to time. As before, some come to Redeemer for other church services as well, while others worship at other churches in the city.

The format for the meditation group sessions remains much the same as before, with my reading a quote to start us off and gather our thoughts, then silent meditation for 20 to 25 minutes, and finally we close with a prayer. The books from which I select the quotes differ, however, and that can at times add a different focus or flavour to the meditation experience.

As always, new participants are welcome whether they have previous experience as meditators or are new to the practice. To those who come to try it for the first time, I provide some helpful hints before we start, even though there are really no "shortcuts". As with so much else in life, meditation is learned by meditating.

Prayerfully yours,

Lilian Junkin

*We give thanks for the engagement of our online community, trusting that 2026 will continue to be one of growth, fellowship and joyful service.*

In 2025, the Zoom Moderator's Guild continues to support the church's worship and fellowship, maintaining a steady presence in the life of our congregation. Over the year, we moderated 52 services, ensuring smooth and meaningful virtual worship experiences. We also provided support for Staying Connected, pre-vestry and vestry meetings, alongside other online gatherings.

One of the highlights of 2025 has been the evolution of our post-service coffee hour. What once lasted for 20 minutes has now blossomed into a full 45 to 60 minutes fellowship period. Regular attendees, along with new faces joining the group, engage in rich conversations, offering reflections on sermons, sharing insights on books, articles, videos, and discussing current events, science and community matters. Our newly created Discord channel has become a central hub for logging these discussions, providing continuity and connection throughout the week beyond Sunday gatherings. The online services continue to attract an average of 30 participants per week, who find in this space a place for thoughtful dialogues and mutual support.

Looking ahead to 2026, we hope to continue in nurturing this fellowship. Our goal is to ensure that this ministry provides a place of meaningful connections, conversations and spiritual growth, while deepening pastoral care and remaining responsive to the evolving needs of our congregation.

We also wish to acknowledge changes in our moderator team this year. We said farewell to Janet Read and Sylvia Wang as they moved on to new chapters, and welcomed new members. We give heartfelt thanks to all our moderators: Lyn Sibley, Jonathan Tardif, Sara Lawson, Sylvia Keesmaat, and Christina Chang for their dedication and service.

We give thanks for the engagement of our online community, trusting that 2026 will continue to be one of growth, fellowship and joyful service.

In service,

Anne Lee



*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 Pastoral Care Team of ordained and lay members, carry out a ministry of presence with members of the Redeemer Community.

During this past year, Pastoral Care Team members were trained to serve as pastoral visitors who bring Holy Communion. Later in the year these team members were then Commissioned, during a church service, as lay visitors for Home Communion.

Celebration of Holy Eucharist also continued throughout the year in the community as Abigail Young and Catherine Emerson welcomed people into their home.

In response to a spiritual presence in the community, clergy and Honorary Assistants, took cards created and written by the children of Redeemer, and gave them to parishioners who faced difficult circumstances.

A Pastoral Care retreat took place as a summer event at Holy Trinity. All Redeemer parishioners were invited to come.

A Quiet Christmas service was held just before the holiday, for those wanting to take some time, from the season's rush, to stop, think and pray.

On two occasions during the year, lay anointers from the Pastoral Care team were invited, by the Diocese, to be guest anointers. One such event took place at St. James Cathedral and the other at St. Paul's Anglican Church.

Please keep the Pastoral Care Team in your prayers.



In 2025, I continued to refine how worship is experienced both in-person and online at Redeemer. Graphic overlays for our livestream were improved, giving those participating from home a clearer and more polished experience. We also produced another round of community testimonies in collaboration with the stewardship committee, capturing the voices of parishioners sharing what Redeemer means to them.

Beyond Redeemer, I was invited to bring what we've developed here to the wider church. Between March and October, I helped produce services for the Diocese's Season of Spiritual Renewal. Three of the five events required me to stage technology similar to what I use at Redeemer, but adapted to work with each parish's existing systems and the way they operate. The experience reinforced how much easier it is to produce events and maintain systems you know well compared to one-time setups in unfamiliar spaces — and it deepened my understanding of the challenges we face at Redeemer as we look to finally move forward with the upgrades I had hoped to initiate in 2025. Working beyond Redeemer's walls gave me a wider field of view — not just of the technical challenges other parishes face, but of the passion and leadership in communities across Ontario. It also means we have more to offer other parishes when the time comes.

Also new in 2025, I joined the Online Mission and Ministry Working Group, participating in conversations with members of other churches to explore digital tools and online ministry and create resources for parishes looking to improve or expand their online presence.

One of the highlights of the year has been welcoming Minu as a volunteer. Minu showed a great aptitude for the technical side of production and has been learning how we produce the livestream, even filming our Cozy Christmas with Lor. Having a second person who understands the system is a meaningful step forward.

Our Zoom worship community has continued to deepen in ways that go well beyond what we might have imagined when it began as a COVID pivot. What started as a way to keep people connected has become a genuine community of care — members know each other's stories, support one another through difficult seasons, and engage in substantive conversation about faith, sermons, and the issues they carry with them. The coffee time after the service has become something more like a fellowship group than a casual chat. People join from across the country and beyond, and for many, this is their primary connection to Redeemer — not as a second-best alternative to being in person, but as a different and equally rich form of worship and belonging. To capture this in the community's own words, I was provided reflective recordings from coffee hour to edit into a short video. That will be shown during Vestry and during a presentation with OMMWG to demonstrate the value of different formats of online ministry to other parishes.

### **In 2026**

I am looking forward to:

- ✘ Developing a presentation for the Diocese based on what we've learned from our online ministry — including the Zoom worship community, livestream production, and the tools we've built around them — sharing how intentional hybrid ministry can foster genuine pastoral connection, not just broadcast a service
- ✘ Continuing to build on the momentum of having Minu involved in production
- ✘ Further improving how worship is experienced online as we explore the possibility of a new liturgical offering on Sundays
- ✘ Revisiting the sound and hearing assist improvements that were deferred from 2025, as this remains a priority for accessibility in the building
- ✘ Finding new approaches to supporting Redeemer's stewardship efforts with digital media

# GETTING OUR HOUSE IN ORDER

*The gifts you brought to the Getting Our House In Order campaign have made it possible to meet the goals we have set to lovingly give new life and maintain this house of welcome, worship, and community.*

The latest improvement, and a visually glorious one, is the new light cast on the dome of the chancel bringing the images to awesome life. The gifts you brought to the Getting Our House In Order campaign have made it possible to meet the goals we have set to lovingly give new life and maintain this house of welcome, worship, and community.

Here is a breakdown of the GOHIO finances and a glimpse of where your generosity went in 2025:

## Donations:

- ❖ 99.9% of **pledges** are completed. One outstanding pledge will be completed in June 2026. All other pledges have been paid in full.
- ❖ An **undesignated bequest** in the amount of \$303,000 (gross) was originally projected. We have received \$170,000 so far. The will was contested and we expect to receive an additional amount. Unlike other beneficiaries, we were not bequeathed a specific amount, but a percentage of the remainder of the estate.
- ❖ Two additional undesignated bequests totaling \$175,000 were received.
- ❖ The combination of pledges and undesignated bequests put GOHIO total funds to more than \$1,068,014.

## Disbursements:

- ❖ **Air handlers**—We repaid the \$227,000 that was “borrowed” from the investment account anticipating the GOHIO campaign
- ❖ **Windows**—A small amount was expensed to address lighting from the outside.
- ❖ The **narthex kitchen** was finished for \$52,500 (budget was \$46,000). We had quotes for almost double these amounts. Thank you to Tania Natale and David Pine (Paul Pynkoski's son).
- ❖ **Organ**—a new adjustable bench was installed and the console is now movable.

## For 2026

### Pledges:

One outstanding pledge will be completed in June 2026 and the funds to come in this year will be approximately \$1700.

### Audio/Visual:

we expect to replace amplifiers and mixing board, add hearing assist system and continue to add small equipment items to make it all function better.

### Organ:

Pitman conversion to be completed. Ask Dan Norman what that really means. It is complicated!

- ❖ **Lighting**—two LED split flood lights were added. You can now see our wonderful Chancel ceiling. This was achieved for less than \$1,000.
- ❖ **Audio/Visual**—we have the new lavalier mikes that you may or may not notice are put to good use each week. Many other mikes have been added particularly to support our video and zoom streaming.
- ❖ **Total Expenses**—are \$721,787 including the Xtra Mechanical expense, leaving \$346,226 available for GOHIO projects.

Church of The Redeemer is a place of hope, joy, community, and service on the corner of Avenue and Bloor. The generosity of the parish and the belief in our need to provide a nurturing and sustainable space makes it possible to continue to offer worship and welcome to every person who graces the doors of our spiritual home.

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



# COME AND SEE: VISIONING WORKING GROUP

Come and See Group: Joan Robinson, Steven Mackison, Susanne Hunter, Louise Fast, Jim Boyles (Paige Souter and Susan Graham Walker also contributed to this work)

In response to concerns raised in the 2023 Vestry Meeting, a small group of Redeemer members gathered to explore how to involve the parish in developing a vision statement to describe what we as a community are called by God to be and do.

"Come and See" was taken from Jesus's invitation in John's Gospel:

In the first chapter of John's gospel some followers of John the Baptist saw Jesus and followed him. Jesus asked them, "What do you seek?" and they said "Rabbi, where are you staying? He said to them Come and see"

Like the followers, we are invited by Jesus to discover, discern, and answer his call.

- ✘ The process began with an online and hardcopy survey in fall of 2023 with 84 responses.
- ✘ Survey results were analyzed and summarized in four areas: who are we, what we do well. Struggles, who is God calling us to be.
- ✘ Visioning Groups were held in spring of 2025 inviting participants to respond to: How is God calling us to be with ourselves, with our neighbours, and in the world and society?
- ✘ Common Table staff, volunteers and guests were consulted in spring 2025.

## **Four Characteristics of Redeemer**

The results of the survey and consultations are summarized under four characteristics:

- ✘ Redeemer is called to be a caring, welcoming, inclusive and loving community
- ✘ Redeemer is called to be a listening community
- ✘ Redeemer is called to engage with its neighbours, reaching out through the Common Table and other ways, serving, sharing and inviting
- ✘ Redeemer is called to work for peace and justice, with prayer, action, generosity.

In a joint meeting of the Board of Management and the Advisory Board on September 16, 2025, findings and recommendations were proposed and accepted. The boards took responsibility to move forward with the visioning process:

- ✘ Request the boards to take this report and develop a vision statement and goals for the parish
- ✘ Consider finding a facilitator to work with the Boards on this task.
- ✘ We recommend that this report be released to the parish by October 1.
- ✘ Request the boards and staff to develop a communications strategy
- ✘ Request the Boards to review the Diocese's Cast the Nets program
- ✘ Request the boards to consider over the coming year the various areas for improvement, innovation, review engaging the appropriate parish groups and communities.

*...together we can build a stronger, more compassionate community*

The Common Table has had an exciting and promising year with the addition of a new director, clarified direction, and expanded no-cost services. Starting in April of 2025, Tom More came on board with a vision of crafting a platform for Common Table to work towards becoming a self-sustaining ministry, while maintaining their high standard of service to our community. In 2025 we served 32,000 meals to over 500 neighbours, with the help of over 80 weekly volunteers.

Early on in this process, Common Table underwent a restructuring to move towards a sustainable model that fits our highest vision. Our goal was to go beyond the warm, inviting drop-in space and high-quality food, still the two most critical aspects of our work, and look towards offering life-transforming services. The most critical aspect of this new structure was prioritizing a new outreach and case management worker, Jim Willis. His care for the community, coupled with a background in social work and experience in our community has made him an invaluable addition.

Our programs have expanded this year at no cost to both our community members and our ministry. The addition of addictions and recovery counselling and classes have provided several people the platform to pursue wellness. A man asking us to help check him in to a rehab bed told us, "I've been waiting forty years to do this. When I get clean I'm going to direct a movie and start helping others at the Common Table the way they helped me." We also started an onsite PAID ID clinic so our community could obtain the needed documentation to apply for things like housing and social assistance.

Another aspect of Common Table's growth was in education and critical community relationships. This year we forged deeper relationships with the ABC and Greater Yorkville Residents Associations as well as the Yorkville BIA. In partnership with Redeemer Explorers, we also launched our Compassionate Communities educational series, with our first speaker Maggie Helwig who spoke about the nature of encampments in the city. These things together speak to our goal of broadening education and community effort in caring for the vulnerable in Yorkville.

We had a uniquely positive year financially as well. With the ongoing support of Church of the Redeemer parishioners as our primary donors, success with several foundations, and large one-time gifts from the Hyatt Family Foundation and La Fondation Emmanuelle Gattuso, we finished in a much better position than the years of recovery through the pandemic. While this may not be immediately reproducible year to year, this shows a positive trajectory in our path towards sustainability. Our very ambitious goal this year is an aspirational budget, and while we will work hard to achieve that goal this year, it represents our long-term plan of being breakeven in two to four years.

**Looking forward to 2026**, we hope to see even more community partnerships and free services such as legal, housing, and employment support, that can help with the transformational work that's done here. Our cart program that goes through Yorkville with food has only ever gone east, but will for the first time look west to support more neighbours on the street and allow for more group volunteering. Most excitingly, Redeemer has continued to embrace the vision of being a church that welcomes the most vulnerable, including during the Sunday worship service. The support, training, and supplies required to make this happen will be developed further this year. The Common Table wishes to express their thanks to all the members of Redeemer and reinforces our belief that together we can build a stronger, more compassionate community.

## BOARD OF MANAGEMENT—*Lyn Sibley*

*The Board of Management, which meets monthly, is responsible for overseeing the finances, property, and personnel of the parish.*

The Board of Management, which meets monthly, is responsible for overseeing the finances, property, and personnel of the parish. This year, the board members were: Anne Christy, Sheila Crummey, Jeremy Graham, Susan Graham Walker, Henry Krol, James Newman, Carol Scovil, Lyn Sibley (Chair), and Ron Waldie.

The Executive Committee, consisting of Anne Christy, Henry Krol, Salome Pinto, Carol Scovil, and Lyn Sibley, and Steven Mackison, also met monthly. The Executive Committee considers matters of immediate concern and brings recommendations to the Board.

### **Highlights of 2025 include:**

- ✘ **Hiring a full-time Associate Priest.** After a thoughtful search and discernment process, the Board was pleased to support the hiring of Liska Stefko as full-time Associate Priest. We are grateful for the energy and leadership Liska brings to our ministry and parish life.
- ✘ **Strengthening stewardship and generosity.** In addition to their ongoing work to encourage and grow regular monthly giving, the Stewardship Committee led two successful fundraising campaigns this year and introduced a TipTap giving device, expanding the ways parishioners and visitors can make financial gifts while in the building. Their creativity, steady optimism, and sustained effort continue to strengthen the financial health of our parish. Thank you to Ron Waldie and Laura Boast for their dedication and leadership in this important ministry.
- ✘ **Financial governance review.** Despite considerable effort, we were unable to identify a new Treasurer this year. In response, the Board struck a Financial Management Task Force to analyze the responsibilities of the Treasurer role and recommend changes to make the position more sustainable and manageable. We are grateful to the members of the Task Force for their careful and thorough work; their report is attached for your review. We also extend our very heartfelt thanks to John Selles, who graciously agreed to continue serving as Treasurer for an additional year following his retirement from the position. His generosity, steadiness, and deep knowledge have been an extraordinary gift to the parish.
- ✘ **Caring for our home on the corner.** In addition to the regular maintenance and ongoing repairs required to care for a building of our age, significant property work was undertaken this year to steward our historic home responsibly. Major repairs included work on the slate roof, repairs to the boiler, and replacement of the convection oven in the downstairs kitchen. We also transitioned to a new HVAC maintenance company with deeper experience caring for buildings of our age and character, and we are very pleased with the quality of service they have provided and the confidence this brings in maintaining our facilities well. This work was made possible through the steady oversight and leadership of our property team, and we are deeply grateful to Craig Martin, our Property Manager, and Susan Graham Walker, Chair of the Property Committee, for their dedication and care.
- ✘ **Continued progress on Getting Our House in Order (GOHIO).** Work under the GOHIO initiative has continued, with ongoing completion of items on the GOHIO project list and careful stewardship of our building and resources. (see report below) The Board is grateful to the members of the GOHIO Committee — Richard Van Delft, Joan Robinson, John Sutton, Louise Fast, Steven Mackison — for their diligent oversight and sustained commitment to advancing this important initiative.

- ✦ **Strengthening the Common Table ministry.** In recognition of the importance and growth of this ministry, the Board approved moving two contract employees at the Common Table into full-time positions, providing greater stability and support for this vital work.
- ✦ **Adoption of a Parish Mission Statement.** With gratitude, the Board approved the Mission Statement presented by the Advisory Board. Many members of the parish contributed thoughtfully and prayerfully to its development, and we give thanks for the shared discernment that shaped this guiding statement for our life together.

As always, this work would not be possible without the dedication of our staff, volunteers, and fellow parish leaders. We are deeply grateful for the collaborative spirit that continues to sustain our parish.

This year we also recognize and thank those who are stepping down from the Board: Lyn Sibley, Anne Christy, and Jeremy Graham. Their leadership, commitment, and care for the parish have been deeply appreciated.

It has been a privilege to serve in this role, and I am grateful for the trust placed in the Board as we continue to steward the life and ministry of our church.

In Service,  
Lyn Sibley  
Chair, Board of Management

## STEWARDSHIP—*Ron Waldie*

*We can summarize our mission in three words:*

*Inspire, Invite and Thank*

This has been a very busy year for The Stewardship Committee. We've had rejuvenation of membership on the committee this year. We were sorry to say goodbye to four long-time members:

Susan Graham-Walker stepped down after more than three years of stalwart support to the committee. We also lost the invaluable insights of Paige Souter, who assumed the role of Humphrys Chaplain at Trinity College. We also said goodbye to Murray Bryant and Edna Mae Johnson. We salute all the former members of the Stewardship Committee, and thank them for their time and their contributions.

At the same time, we welcomed Laura Boast, whose energy and talents — particularly around our TipTap initiative — have had a welcome impact. Also, as everything we were doing seems to have a direct impact on her work, we invited Ann Cope to join the committee. In the fall of 2025, to ensure that our communication and outreach initiatives were in sync with those of The Common Table, we welcomed Anne Keyes who is responsible to for their outreach and communications. So we are now an engaged and focused body.

In 2025, we built two fundraising campaigns: Building on the success of the 2024 *My Redeemer* campaign, we named our spring campaign, which opened right after Easter, *My Redeemer Lives*. Building on the theme of renewal, its focus was on new members and its aim was to stress the message of the importance of sustainability as an ongoing issue for the entire congregation. While it had mixed success, we learned some valuable lessons which will be incorporated into this year's *My Redeemer Lives* Campaign which will, again, start right after Easter. One of the lessons we learned last year was that we needed to inform people of the importance of stewardship both in terms its principles and its mechanics. So, during the 2026 season of Lent, we will be presenting a program of Stewardship Education. Our hope is that this year's *My Redeemer Lives* campaign will be grounded in the context we have shared during Lent. We also look forward to its success.

In the fall of 2025, we launched *My Redeemer Gives*. Because of circumstances that literally fell into our laps, at the same time we launched our campaign, The Common Table received a \$75,000 matching grant offer from the Hyatt Family Foundation. This campaign was a great success and it helped the Common Table meet its budget challenge. Unfortunately, with the fundraising focus on The Common Table in November, and our committee's decision to abstain from fundraising requests during Advent, our *My Redeemer Gives* campaign fell short of its fundraising goal. Having Anne Keyes with us to help us co-ordinate our mutual efforts will help us avoid these situations going forward, as will our plan to stagger our year-end fundraising campaigns. The Common Table will do year-end fundraising in November and we will do our year-end Redeemer fundraising in December.



Also in September, we launched our TIP TAP donation stand. In the six months of its trial, we have generated well over \$4,000\* in donations, from both visitors and parishioners. We are delighted with its success and have renewed our contract for an additional two years. (\*corrected at Vestry)

As well designing and executing the two fund-raising campaigns and our TIP TAP stand, we have also made progress with the Legacy Giving initiative. Last October, we hosted Wine Wisdom and Generosity, a program provided by the Anglican Diocese Toronto. A dozen people came out to attend the Estate Planning seminar and learn not only about the importance of legacy planning but how to include the church as part of planned giving.

Later this spring, you will be hearing more about The Redeemer's Legacy Giving Initiative and will learn how you can make a meaningful legacy gift to The Redeemer.

In closing I would like to thank every member of our committee who has contributed so much time and talent to our work. I would also like to thank and pay tribute to Morgan, whose Audio/Video contributions added so much to everything we did last year.

The Stewardship Committee's mission statement tells us to *inspire, to invite and to thank*. While I sincerely hope that our work has inspired you, I again find myself being inspired by everyone who calls The Redeemer Home.

Thanks again for your time your commitment and your presence.

Ron Waldie, Chair

## HUMAN RESOURCES—*Tim Hadwin*

*We sought to have the right people in place to serve our community well...*

The Committee advises management on human resources matters. Our main focus was Common Table and administrative staffing. We sought to have the right people in place to serve our community well, with the skills needed to do meaningful work and fair compensation for their efforts. Job descriptions and interview guides were developed to support recruiting team members who share our mission. Another priority was establishing a performance appraisal cycle to help our staff thrive in their roles, including a three and six month probationary review, annual goals and objectives setting, and an annual performance review. Management has made good use of the Committee's advice. That advice is informed by the legal framework and broader public sector best practices.

*PS: Pest control, as always, is in hand.*

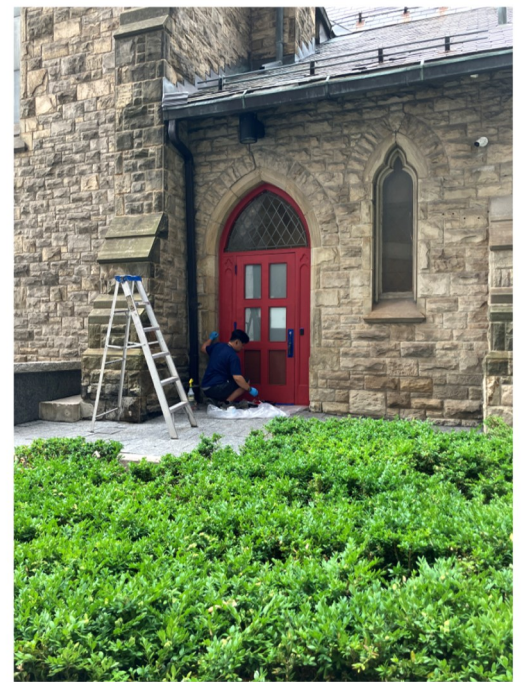
The Redeemer property - which is everything from the walls inward and from the roof down - is the multi-purpose home for our worship, our ministry and our community life. The care of this historic and precious resource is a co-operative venture between volunteers and staff. Facilities Manager Craig Martin manages the day to day matters, which are considerable given the number and variety of uses the building supports. He is ably supported by Jim Willis who is also The Common Table Community Support Worker, and Lloyd Simangan who offers handyman skills on top of routine duties. Both Jim and Lloyd give their energy and commitment with skill and care. Susan Graham Walker works closely with Craig and reports to the Board of Management on Property matters.

When specific expertise beyond the skills of these individuals there are members of the Redeemer community who readily offer their expertise and advice.

## **What did we do?**

In 2025:

- ✘ Lloyd went on a painting spree, lightening the Narthex wall, freshening the exterior doors in Redeemer Red and repainting some basement/stairwell walls;
- ✘ There were repairs done to the roof (new slate, eavestrough cleaned and repaired);
- ✘ Our new HVAC providers (HFS Air Systems) discovered many deficiencies and delinquencies from the previous company (whose name need not sully this report) and they effected many significant repairs. While the system is not completely whole, relief has been provided to the lower floor and the Common Table kitchen volunteers. Options for getting the cool air to 100% are being investigated;
- ✘ General wear and tear. The building gets a lot of use and damage happens. Things like toilets (three of them) broke and were replaced, ovens stop ovening, graffiti, refiling (thank you John Sutton), thorough deep cleaning of the Common Table area, and a lot more. The building is still standing;
- ✘ GOHIO can tell you all about their successes of 2025 but of interest to fans of the property committee: The Kitchenette by the Narthex was renovated and it looks really nice (thank you Tania Natale) and the Chancel received new lighting to illuminate the ceiling (thank you, John Sutton).



## Who is using the building?

Along with hosting the many active church committees, study groups and lectures, Redeemer regularly welcome renters into the building and is thankful for the ongoing relationships with these organizations: There are the frequent groups such as newchoir, Cantabile Chamber Singers, UT choirs, Dr. Mike Daley's lecture and concert series, NAGS Players, Rosedale Day School; and community groups such as AA, GA (Gamblers Anonymous) ACA (Adult Children of Alcoholics) and seniors' physio. Also, Redeemer was a polling station for the provincial and federal elections.

The Property team would like to thank the people that act as staff hosts (mainly from Redeemer's choir) for the groups that hold public events on weeknights and weekends. Much appreciated.

## Acknowledgements

Thanks to the group that spent a November Saturday evaluating/tossing/keeping items and a general re-organization of...things in the Loft (3<sup>rd</sup> floor).

Excessive thanks to Lloyd Simangan and Jim Willis, Redeemer's part-time custodians, and Brianna Davies (Administrative Assistant) for her help.

To discuss property matters please contact Craig Martin or Susan Graham Walker

## For 2026

As we move into 2026 our priorities are to:

- ✘ Continue improvements to the HVAC system;
- ✘ Continue working with ISWG on the Indigenous Mural project;
- ✘ Further investigation of concerns such as peeling of the paint in the nave
- ✘ Review of rental contracts;
- ✘ Review of contracted services such as cleaning, elevator maintenance;
- ✘ Work with the Diocese of Toronto on long-term maintenance issues and life expectancy of equipment/structures;
- ✘ Maintain and increase rental groups.

## PARISH REGISTER

*This report is based on parish registers in 2025*

### *Baptism*

Sydney Walker Vermeersch  
Jamie Sword  
Elio Neville Assee Virk  
Hugo Kafumbi

*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.*

### *In Memoriam*

Lilian Patricia Ross McMeekan  
John Gibsone Pabke  
Esme Maris (Molly) Robbins  
Peter Ackerman Allen  
Shelagh Quelch Stevenson  
Paul Couillard

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

### *Marriage*

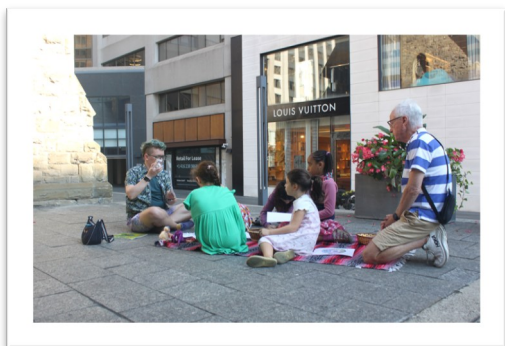
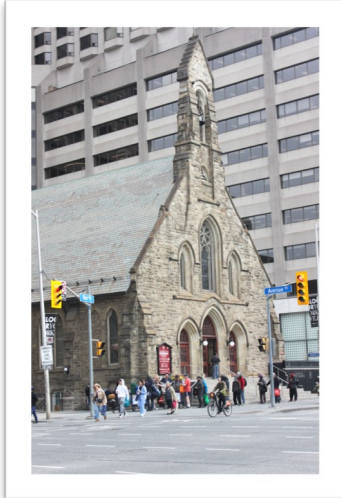
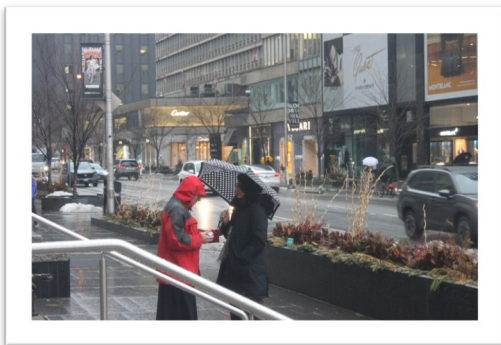
Xinyi Huang and Yan Di  
Basak Karslioglu and Pablo Gomez Moreno  
Laura Mary Cecilia Roth and Scott Cameron MacIntosh MacLeod  
Trenton James MacDuff and Daniel Richard Francis Bain

*May they so live together that the strength of their love  
may enrich our common life and become a sign of your faithfulness*

## ATTENDANCE

Average Sunday attendance on Zoom at 9AM	30	Easter Vigil	Church = 109
Average Sunday attendance at 10:30AM	152	Easter Day	9AM = 23      10:30AM = 252
Average Sunday attendance at 7PM/4PM	18	Christmas Eve	3PM = 165      7:30PM = 121
Average Sunday attendance at Compline	3	Christmas Eve	10:30PM = 155
Average Weekday Mid-day Prayer attendance	7	Christmas Day	10:30AM = 69
Average Weekday Mid-week Eucharist attendance	6		

## A SNAPSHOT OF OUR COMMUNITY



# OUR VISION

## OUR VISION

### *Becoming the Body of Christ at the corner of Bloor & Avenue Road and beyond*

Guided by commitment to our shared values, we seek to become the body of Christ, nurturing a lively faith, a persistent hope, and an ever-expanding love for God's world.

We seek to - open our doors and hearts, embracing all who seek a sacred space. We offer worship in many forms, touching the hearts of those yearning for spiritual connection, in-person or online.

We seek to - listen deeply, hearing the stories of Jesus and of one another with open minds and hearts. Through faithful questioning, reflection, and shared learning, we grow together in wisdom and grace.

We seek to - serve with generous hospitality, gathering at the table with our physical and spiritual hunger. We walk alongside one another with compassion in the seasons and conditions of life, sharing our needs and thanks.

We seek to - embody Jesus' teachings that all people are God's children, worthy of love, and that all of creation is interconnected. Where structures or attitudes threaten or diminish, we advocate for justice, peace, equity and ecological responsibility.

We seek to - reach out in-person and virtually to the world around us. We dare to love in word and action so that others see something of God in their midst.

### *Our Values*

**Compassion:** meeting every soul with tenderness and dignity

**Openness:** welcoming questions, embracing differences, and following the movement of the Spirit

**Respect:** honouring each person's unique story and gifts, and the inherent worth of all Creation

**Inclusion:** making room for all to enter, find a place, and participate fully

**Stewardship:** nurturing respect for our resources and partnerships for long-term vitality



*Christ has no body now but ours, no hands, no feet on earth but ours.*

*Ours are the eyes with which he looks compassionately on this world.*

*Ours are the feet with which he walks to do good,*

*Ours are the hands, with which he blesses all the world.*

Teresa of Avila (Adapted)



## Report from the Financial Management Task Force

Submitted to the Vestry of Church of the Redeemer – February 22, 2026

### Background

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After more than a decade of dedicated service as Redeemer's treasurer, John Selles announced his decision to step down from the role. Despite reaching out to several individuals with strong financial backgrounds, the search for a new treasurer remains ongoing. The taskforce expresses deep gratitude for John Selles' ongoing support throughout the transition period, as efforts continue to identify a suitable successor.

Recognizing the substantial commitment required by the position, the nominating committee concluded that restructuring and reducing the treasurer's workload may be key to encouraging more volunteers to step forward. The Financial Management Task Force, consisting of past Redeemer treasurers and others with financial management gifts and experience, was struck to make recommendations about how best to restructure the responsibilities of the Treasurer, and to reduce their workload.

The FM Taskforce met on two occasions to review the duties of the current Treasurer and discuss how the work could be redistributed or changed to reduce the workload of the Treasurer. Further discussions of the Task Force were carried out over email. In addition to these discussions, the Task Force reviewed the relevant canons and bylaw to ensure that the recommendations are consistent with these regulation (see Appendix 1 – Review of Canons and Bylaw).

Based on their consultation the Financial Management Task Force, makes the following recommendations (see below for further detail).

1. Establish a **Finance Committee**.
2. Treasurer not be required to be a member of the **Executive Committee** and the **Board of Management**.
3. That members of the Finance Committee share in the responsibility of providing **financial reports** to various committees and ministries.
4. Make some **operational changes** to have Redeemer staff perform additional functions to support the finance committee.
5. Over the next year we conduct a **review of church operations** to explore other ways that we can meet the financial management needs of the congregation.

## Finance Committee

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A key recommendation of the Task Force is that a Finance Committee be established to support the parish of the Church of the Redeemer by providing informed advice and oversight on financial matters ensuring responsible and transparent management in accordance with diocesan and CRA requirements.

The Finance Committee will consist of 4 to 6 members, including the Treasurer who will chair the committee. The specific duties recommended for the Finance Committee include:

- **Oversight and Advice:** Regularly review parish finances, offer strategic advice, and ensure compliance with all relevant policies and regulations.
- **Reporting:** Assign committee members to specific ministry areas (e.g., Stewardship, Human Resources, Refugee group) to provide tailored financial updates and act as liaisons between the committee and these groups.
- **Support for the Treasurer:** Take on some of the Treasurer's routine duties, such as reconciliation, preparation of financial statements, and reporting to various ministry areas, to reduce the Treasurer's workload.
- **Custom Reporting:** Oversee the design and implementation of custom financial reports in QuickBooks, making it easier to generate and share relevant data with stakeholders.
- **Governance Participation:** Ensure that at least one member of the Finance Committee serves on the Board of Management, maintaining a direct link between financial oversight and church governance.

For more details see Appendix 2 – Finance Committee Terms of Reference.

## Role of the Treasurer in the Governance Structure

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According to By-law #1, the General by-law of the Board of Management of the Church of the Redeemer, the Treasurer is required to be a member of the Executive Committee and the Board of Management. This means that in addition to their other duties, they are also required to attend at least two meetings per month – adding an additional regular meeting of the finance committee brings this up to at least three meetings per month.

The Task Force recommends that:

1. The Treasurer not be required to be a member of the Executive Committee, but be available to attend Executive Committee meetings as needed.
2. The Treasurer not be required to be a member of the Board of Management, but that there be a member of the Board of Management on the Finance Committee. This could be the Treasurer or a member at large.
3. These changes be tried for two years and evaluated before being made permanent.

See Appendix 3 – Motion to Vestry to temporarily waive the requirement to have the Treasurer as a member of the Executive Committee and Board of Management.

## Reporting

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One of the primary roles of the Treasurer is reporting. This includes:

- monthly financial statements for the Executive Committee and Board of Management;
- regular reporting on revenues and donors for the Stewardship Committee and the Common Table; and
- area specific financial statements for the Human Resource Committee, Refugee group, and other ministry groups as needs.

To reduce the workload of the Treasurer, the Task Force recommends the following:

1. Members of the Finance Committee be assigned specific areas that they are responsible for providing the relevant financial updates and acting as liaison between the Financial Committee and the respective area.
2. To reduce the workload of both the treasurer and the bookkeeper, hire someone to design custom reports in QuickBooks that can be easily output and shared with the relevant areas.

## Operational Changes

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There are a number of tasks that are currently carried out by the treasurer that would be more suitable assigned to Redeemer staff. The Task Force recommends the following:

1. That the parish signup for a Docusign account to be used for signing financial documents as well as other contracts and agreements that are signed by the wardens, incumbent, staff, and treasurer.
2. That the office administrator be responsible for coordinating the signing of cheques, and communications regarding credit cards and other finance related administration.
3. *With Nasir Qamar, the bookkeeper, being expended to retire by the end of the year. The Task Force recommends that Nasir create a procedures manual to be passed along to the new bookkeeper.*

## Review of operations

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With the establishment of the Finance Committee and adjustment of the treasurer role, the anticipated retirement of the bookkeeper, and the parish's affirmation of their mission and vision for the future, we are presented with an opportunity to conduct a review of church operations and consider changes that could be made to how administrative and financial tasks are carried out. Some possibilities to consider are:

- Establish a paid finance manager position, potentially shared between nearby parishes (e.g. Church of the Messiah, St Thomas')
- *Consider changes to Redeemer's operational structure, such as to the role of bookkeeper that would be advantageous, or consideration of adding a role similar to the previous director of operations.*

- *Investigate if there are resources available from the Diocese to help facilitate the operational review.*

See Appendix 3 – Motions to Vestry to conduct an operations review.

## Focus Group members

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Respectfully submitted by:

- Peter Bennett
- Murray Bryant
- Maureen Clark
- Stewart Cruickshank
- Richard Heystee
- Sheryl Kennedy
- James Newman
- David Pabke
- John Selles
- Lyn Sibley (Chair of Board of Management)
- Carol Scovil (Incoming Chair of Board of Management)

## Appendix 2 -- Terms of Reference of the Finance Committee

Updated: February 8, 2026

### Purpose

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The Finance Committee supports the Parish Corporation (Incumbent and Churchwardens) of the Church of the Redeemer by providing informed advice and oversight on financial matters. The Committee ensures that parish finances are managed responsibly, transparently, and in accordance with the Canons of the Diocese of Toronto, diocesan financial policies, and CRA requirements for registered charities.

The Committee is advisory, not decision-making. All authority rests with the Parish Corporation and, where required, Vestry.

### Mandate

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To provide oversight of the financial affairs of the parish, and to provide financial reporting and advice to the Churchwardens and the Board of Management.

### Tasks and Responsibilities

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#### **Budgeting & Financial Planning**

- Preparing the annual operating and capital budgets for review and approval by the Board of Management and Vestry.
- Monitoring budget performance throughout the year and recommending adjustments when necessary.
- Ensuring budgets reflect the parish's mission, ministry priorities, and long-term sustainability.

#### **Financial Oversight**

- Reviewing monthly or quarterly financial statements, including income, expenses, cash flow, and variances.
- Preparing monthly financial statements for the Executive Committee and Board of Management.
- Providing regular reporting on revenues and donors for the Stewardship Committee and the Common Table.

- Preparing area-specific financial statements for the Human Resource Committee, Refugee group, and other ministry groups as needed.
- Monitoring designated funds, trust funds, and endowments in accordance with donor intent and diocesan policies.
- Ensuring appropriate internal controls are in place (segregation of duties, counting procedures, signing authorities, etc.).

### **Compliance & Reporting**

- Ensure parish financial practices comply with:
  - Diocese of Toronto Canons, Policies, and Procedures
  - CRA requirements for registered charities
  - Parish bylaws and Vestry-approved practices
- Review the annual financial statements before presentation to Vestry.
- Support the annual audit, ensuring recommendations are addressed.
- Ensure timely submission of diocesan forms (e.g., Parish Annual Return, Financial Statistics).

### **Parish Reporting**

In addition to the reporting requirements of the diocese and CRA, the Finance Committee is also responsible for:

- monthly financial statements for the Executive Committee and Board of Management;
- regular reporting on revenues and donors for the Stewardship Committee and the Common Table; and
- area specific financial statements for the Human Resource Committee, Refugee group, and other ministry groups as needs.

### **Property & Capital Planning**

- Review financial implications of property matters, including:
  - Capital repairs and maintenance
  - Accessibility upgrades
  - Insurance coverage
  - Long-term asset planning
- Ensure compliance with diocesan requirements for property approvals (e.g., Canon 6).

## *Authority*

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- The Finance Committee advises the Parish Corporation.
- It does not approve expenditures, enter contracts, or make binding financial decisions.
- The Churchwardens retain canonical responsibility for parish finances

# Membership

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## Composition

- Incumbent (ex officio)
- Churchwardens (ex officio)
- Treasurer (Chair)
- 4–6 parishioners with relevant skills (finance, accounting, administration, fundraising)

## Skills & Qualifications

- Experience in financial management, budgeting, accounting, or governance
- Understanding of Anglican parish operations and diocesan structures
- Commitment to confidentiality and ethical stewardship

## Term

- The Treasurer serves a renewable three-year term.
- Members serve a renewable two-year term, recruited by the Nominating Committee in consultation with the Treasurer

# Meetings

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- Meets monthly or at minimum quarterly.
- Additional meetings may be called by the Chair or Churchwardens.
- A simple majority constitutes quorum.

# Confidentiality & Screening

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Members must maintain strict confidentiality regarding parish financial information, donor records, personnel matters, and any sensitive information governed by diocesan privacy expectations.

According to the Diocese of Toronto's Responsible Ministry: Screening in Faith Policy, in most cases membership on the Finance Committee is defined as a medium risk ministry since the duties and responsibilities permit access to a moderate amounts of financial resources or sensitive and confidential information – and as such need to comply with the diocesan screening requirements for medium risk positions.

# MOTIONS

## **1. 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 23, 2025 on pages 6 to 13 be adopted as circulated/amended.

## **7. Reception of all Written Reports**

"Moved by NN, seconded by NN" that written reports on pages 13 to 43 of the Vestry Reports book be received.

## **8. Motion to Accept the Vision Statement, Aspirations, and Values**

"Moved by NN, seconded by NN" that the Church of the Redeemer Vision Statement, Aspirations, and Values "Becoming the Body of Christ at the corner of Bloor & Avenue Road and beyond" be adopted as circulated in order to provide a framework for ministry priorities.

## **9. Financial Report: Church 2025**

"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, 2025 be adopted as circulated/amended.

## **10. 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, 2026.

## **11. Church Budget 2026**

"Moved by NN, seconded by NN" that the 2026 Operating Budget for Church Operations and Common Table be adopted as circulated/amended.

## 12. Financial Management Task Force

Moved by James Newman, seconded by NN

**Whereas** By-law No. 1, the General By-law of the Board of Management of the Church of the Redeemer, requires the Treasurer to be a member of both the Executive Committee and the Board of Management; and

**Whereas** this requirement means that, in addition to their other duties, the Treasurer is required to attend at least two meetings per month, and the addition of regular Finance Committee meetings increases this commitment to at least three meetings per month; and

**Whereas** reducing the workload of the Treasurer may make it easier to recruit volunteers.

### **Be it moved that:**

1. The Treasurer not be required to be a member of the Executive Committee, but be available to attend meetings of the Executive Committee as required.
2. The Treasurer not be required to be a member of the Board of Management, provided that at least one member of the Board of Management serves on the Finance Committee.
3. **These changes be implemented on a trial basis for a period of two years and be reviewed prior to any decision to make them permanent.**

## 13. Elections and Appointments

"Moved by NN, seconded by NN" that the 2026 slate of officers be elected as circulated/amended.

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

Carol Scovil (term 2) - chair	Ron Waldie (term 2) - Stewardship
Sheila Crummey (term 2)	Jonathan Batty (term 1)
Susan Graham Walker (term 2) - Property	Laura Boast (term 1) - vice chair
James Newman (term 2) - Finance	Wesley Acheampong (term 1) - HR

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

Henry Krol (term 3) - chair	Scott MacLeod (term 2)
Susanne Hunter (term 2) - incoming chair	Alanna Zorgdrager (term 1)
Christina Chang (term 4)	Louise Grieg (term 1)
Dawn Lee (term 4)	Mark Ebden (term 1)
Deb Hinton (term 2)	

### **Members of Synod (5 to be elected; 3-year term)**

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

Wesley Acheampong (term 3)	Richard Van Delft (alternate)
Karen Visser (term 3)	
Peter Bennett (term 2)	
Lyn Sibley (term 2)	
Chris Ambidge (term 1)	

#### **14. Social Justice Vestry Motion 2026: Recommitting to “protect, sustain, and renew the life of the earth”** *(see below for background information)*

“Moved by NN, seconded by NN” that we, the parish of Church of the Redeemer, Bloor Street, in the Diocese of Toronto,

- Pledge to honour our baptismal commitment to “safeguard the integrity of God’s creation” and
- urge the Government of Canada to honour its commitments to the Paris Accord, 2015: to reduce greenhouse gas (GHG) emissions by 40-45% below 2005 levels by 2030 and to achieve net-zero emissions by 2050.

#### **15. 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 2026—*Motion and Background***

Social Justice Vestry Motion 2026:  
Recommitting to “protect, sustain, and renew the life of the earth.”

**We, the parish of The Church of the Redeemer in the Diocese of Toronto,**

- **Pledge to honour our baptismal commitment to “safeguard the integrity of God’s creation” and**
- **urge the Government of Canada to honour its commitments to the Paris Accord, 2015: to reduce greenhouse gas (GHG) emissions by 40-45% below 2005 levels by 2030 and to achieve net-zero emissions by 2050.**

\*\*

**In our baptismal covenant, we pledge to “safeguard the integrity of God’s creation and respect, sustain, and renew the life of the earth.”** This is part of our duty of care for our neighbour, particularly those who are most vulnerable to the ravages of climate change, and for whom Christ had a preferential bias.

Over 88,000 peer-reviewed scientific studies on the damage caused by CO<sub>2</sub> point in the same direction: that the planet is warming at a rate that poses significant threats to Creation.

The consequences of the warming include:

1. More frequent and more severe weather events (hurricanes, floods, fires, tornadoes)
2. Increased desertification of land and acidification of the oceans
3. Reduced food production capability from the land
4. Rising sea levels from glacial melt
5. Loss of freshwater resources
6. Loss of habitat and sustainability for plants, animals, and other organisms.

Secondary consequences of global warming are already massive.

1. Wars over resources

2. Increased numbers of people displaced by climate impacts
3. Diminished biodiversity
4. Increased numbers of invasive species of plants and insects due to the changing climate zones
5. Increased economic inequality (the most vulnerable nations and people will suffer the most.)
6. Increased health issues from heat, smoke, and water scarcity.

Our lived experience of 2025 offers independent confirmation of the science. It was the hottest summer on record (following the previous hottest summer of 2024) It was the second most destructive forest fire season in Canada, with attendant smoke hazards for much of the country. While harder to quantify, we have also experienced many significant floods following torrential rains.

Despite these growing impacts, and the overwhelming scientific evidence, the amount of CO<sub>2</sub> has increased every year. Scientific data alone has failed to persuade governments and industry to protect the most vulnerable and future generations by ensuring a livable planet. As Christians, we must embody our faith commitment with actions that show our care for those whom we may not know, but who will be most susceptible to the climate emergency.

Our faith informs the way we act. We proceed in hope – not fantasy, not wishful thinking – but Christian hope, which means living 'as though' we already dwell in the kingdom of God. Consistent with living this way, we celebrate all of creation, and protect woodlands and animals, birds and sea creatures, oceans watersheds, clean air and the rains, thanking God for their variety and working to ensure their vitality.

If we live this way, we will plant more forests, not chop them down. We will use less energy, particularly in transportation, industry and agriculture. We will not consume more than our basic needs. We will recycle and repurpose, sharing more with our neighbours who have less.

We will also advocate for governments to honour their climate commitments. In 2015, 196 countries adopted the landmark Paris Agreement, a legally binding international treaty on climate change. The goal of the Paris Agreement is to limit global warming to well below 2 degrees Celsius, preferably to 1.5 degrees Celsius, relative to pre-industrial levels. According to the Intergovernmental Panel on Climate Change, to achieve this goal and a net-zero-emission world by 2050, countries must significantly reduce their greenhouse gas emissions without delay. **Yet, current global commitments fall far short of this, leading to projections of warming by 3 degrees Celsius by 2100.**<sup>3</sup>

Since 1990, the Government of Canada has made many domestic and international commitments to address climate change, including commitments to reduce its greenhouse gas emissions and reach net-zero emissions by 2050.. Yet Canada's greenhouse gas emissions have decreased by only 8.5% in the 19 years since then. Oil production from the tar sands generates as many CO<sub>2</sub> emissions as all Canada's other human-generated sources combined. Canada is the worst performing of the G-7 countries in terms of meeting its targets.

In June 2025, the General Synod of the Anglican Church of Canada passed Resolution A200 endorsing the Fossil Fuel Non-Proliferation Treaty, and urging the federal government to:

- **End expansion of any new coal, oil or gas production** in line with the best available science as outlined by the Intergovernmental Panel on Climate Change (IPCC) and the United Nations Environment Programme;
- **Phase-out existing production of fossil fuels in a manner that is fair and equitable**, taking into account the respective dependency of countries on fossil fuels and their capacity to transition; and
- **Ensure a global just transition to 100% renewable energy globally**, support dependent economies to diversify away from fossil fuels, and enable all people and communities, not least the Global South, to flourish.

This vestry motion, which urges the government of Canada to honour its commitments to the 2015 Paris Accord, aligns with General Synod's Motion. Moreover, it aligns with our Diocesan Cast the Net Call #8 "Intensify advocacy and action in response to the climate crisis," and our own baptismal commitments.

There are many ways in which we can bring action and advocacy to bear on the climate crisis. To learn more, please refer to the additional resources in support of this motion,

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<sup>1</sup><https://news.cornell.edu/stories/2021/10/more-999-studies-agree-humans-caused-climate-change>

<sup>2</sup><https://www.cbc.ca/news/science/risky-heat-climate-central-1.7636309>

<sup>3</sup><https://www.cbc.ca/news/climate/wildfire-season-2025-1.7606371>

<sup>4</sup><https://www.theweathernetwork.com/en>

<sup>5</sup><https://ourworldindata.org/co2-emissions>

<sup>6</sup><https://www.toronto.anglican.ca/diocesan-life/social-justice-advocacy/creation-care/communion-forest-movement/>

<sup>7</sup><https://www.canada.ca/en/services/environment/weather/climatechange/climate-plan/climate-plan-overview/healthy-environment-healthy-economy.html#toc14>

<sup>8</sup><https://www.canada.ca/en/environment-climate-change/services/environmental-indicators/greenhouse-gas-emissions.html>

<sup>9</sup> Nature Briefing, January, 2024

<sup>10</sup>[https://www.oag-bvg.gc.ca/internet/English/att\\_\\_e\\_43947.html](https://www.oag-bvg.gc.ca/internet/English/att__e_43947.html)

<https://fossilfuel treaty.org/faith-letter#faith-letter> laying out a binding global plan to:

## **Additional Resources** (Ctrl + mouse click to open on the links)

Watch our 2026 Vestry Motion Q&A video [here](#).

Follow up your Vestry vote with action! Browse our list of [Action Ideas](#).

Use this [template](#) to send a letter to the Prime Minister, Minister of the Environment, and your local MP. (Find contact information for Members of Parliament [here](#)) Letters may be sent by e-mail, or mailed postage-free to any Member of Parliament at their House of Commons address.

Explore the Scriptural and theological foundation for creation care [here](#)

Watch [this video](#) of Anglicans and other people of faith speaking out against fossil fuels at Environment Minister Julie Dabrusin's office, November 10, 2025.

### **For further reading:**

[In an unprecedented warning, leading climate think-tank says Canada won't meet 2030 climate target](#)

[Canada's 2030 climate target far out of reach, according to federal data](#)

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