

# 130<sup>th</sup> ANNUAL VESTRY REPORT

# St Clement's Church Toronto

## OUR VISION

### Transforming Lives

We seek to be a community that is easy to **ENTER**;  
where you can **DISCOVER** God and yourself;  
and **LIVE** a transformed life.

## OUR MISSION

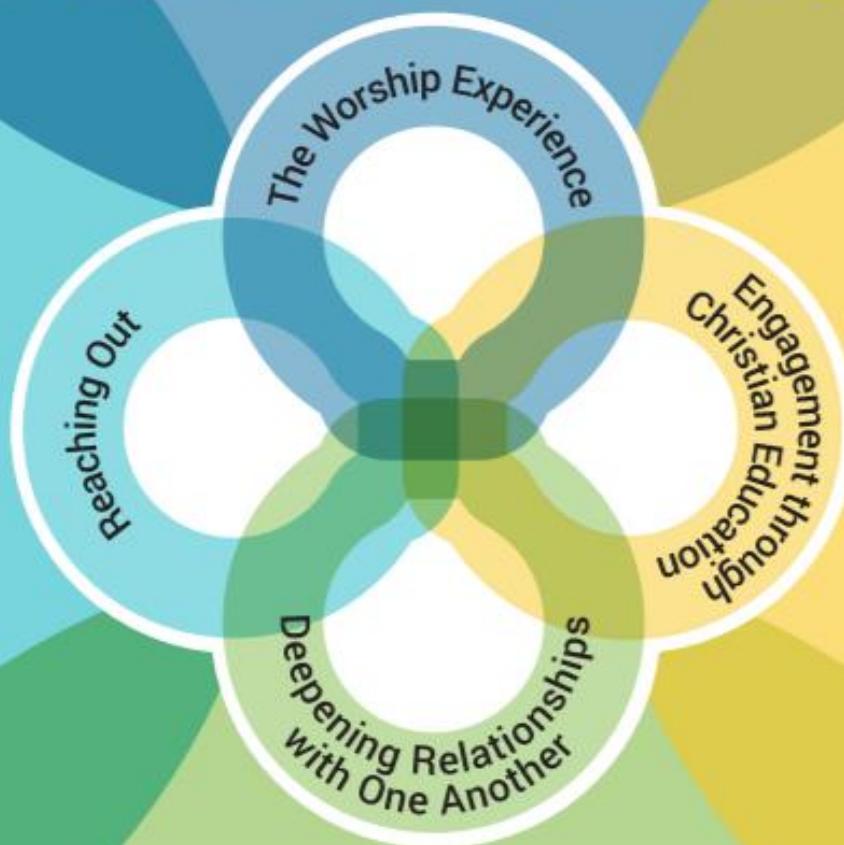
### Learning to follow Jesus Christ

## OUR VALUES



We are devoted to a *common life* shaped by the **Fruits of the Spirit**.  
(Galatians 5:22-23)

## Transforming Lives Through



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# THE COLLEGE OF BISHOPS PASTORAL

## LETTER TO VESTRIES

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

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

**Beloved Siblings in Christ,**

May the grace and peace of our Lord Jesus Christ be with you all.

As you gather today for the annual vestry meeting, we as your bishops wanted to write to you united as a College, to assure you of our prayers, gratitude and love for you in the face of the challenges facing our Church at this time. We want to encourage you and to assure you of our support, as we look back on the past year and anticipate the one that lies before us.

Our life together continues to be shaped by a little virus called COVID-19. Most of us had hoped that we would be back to our pre-pandemic ways by now. Yet we seem to be entering into the third year of this pandemic, and we are in the midst of an incredible fifth wave. We have learned to adapt, shift, change, open, close, move online, Zoom, sing through a mask, and much more. None of us could have imagined that we were capable of doing all of this, for as long as we have, when we closed our church buildings for the first time in March 2020.

To say that we are tired – worn out, fed up – would be an understatement. We wonder: how much longer? Unfortunately, while we may be finished with this pandemic, this pandemic is not quite finished with us.

***"Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go."***

***Joshua 1:9***

Just as the Lord commissioned Joshua to take on leadership from Moses and to lead the people forward into the land that had been promised, so God commissions us to be faithful even in the midst of this anxiety. As with Joshua, God promises to be with us wherever we go. And God's



Diocese of Toronto  
Anglican Church of Canada

faithfulness to Israel on the cusp of new life in a new land, renews our hope for our own deliverance.

In the crucible of this pandemic, there are signs of God's light and life all around us, and we have been so moved by the ways that strength and courage have been shown by the people of our Diocese this year. The movement to virtual worship, the leaving behind of our buildings for a time, the reliance on community that has been formed and nurtured online – these are all signs of the resilience born of our faith in Jesus Christ. They are reminders that the Lord our God is with us wherever we go – even through this season of deep challenge – and that God has not abandoned us.

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**God's accompaniment has been made known in other ways too. In the midst of this pandemic, we as a Church have been coming to terms with issues of systemic racism and bias. The rollout of anti-bias and anti-racism training in 2021 – and the participation of almost all our active clergy – is a sign of God's transformative work in us as a Church. We still have much to do to combat racism and bias, but these steps bring us closer to the Church we are called to be. The ABAR workshops will be rolled out at the parish level in the coming year, and we strongly encourage your support and participation. The apology to the LGBTQ+ community in June was a further step in the Gospel work of justice, dignity and inclusion. May Christ continue to be with us as we seek to be transformed in His likeness.**

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The Gospel of Christ has good news and hard news. The good news is that we have hope in Jesus, who is our unchanging rock and our constant salvation in the midst of the storms and tribulations of this life. The hard news is that we are called to serve others in Christ's name. Service is sacrificial. Service is rewarding. Service is at the heart of our faith. Thank you so very much for your service to the Church and to the glory of God this past year. We are speaking here to all the baptised: our hardworking churchwardens, treasurers, musicians, administrators, Sunday School teachers, ACWs, outreach workers, altar guilds, sextons, our now-indispensable tech volunteers, and so many more. To our beloved clergy, both priests and deacons: you pour your heart and soul into your God-given vocation, and we see you. We are grateful beyond words for the super-human effort you have tirelessly made to build up the People of God during this pandemic.

At such a time as this, when we are deeply unsettled, when we would prefer the comfortable to the challenging, Christ is calling us to look for the opportunities that are being presented anew: how can we partner with a neighbouring church to do more effective and robust ministry? Do

we need to have all the answers before we set out on the journey of missional exploring and engagement? What are we afraid of, and how can the good news of Christ allay our fears and embolden our hearts to venture into the unknown? How can we put “the movement of the Spirit” into words, phrases and invitations to which new disciples can respond?

Without a doubt, we are all tired; yet recently, we your bishops are also hearing something new. You are beginning to dream again. And we know that when the Church dreams...things change.

*“In the last days, God says, I will pour out my Spirit on all people. Your children will prophesy, your young will see visions, your elderly will dream dreams.”*

*Joel 2:28*

May you have a creative, hopeful and inspiring vestry meeting today, as we enter this new year with the strength and courage of the One who accompanies us on our journey. We are praying for you all.

Yours faithfully in Christ Jesus,

*+ Andrew Asbil*

The Right Rev. Andrew J. Asbil  
Bishop of Toronto

*+ Riscylla Shaw*

The Right Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

*+ Kevin Robertson*

The Right Rev. Kevin Robertson  
Suffragan Bishop of Toronto

# RECTOR'S WELCOME

In my home, we have one of those big, round, red plastic buttons from Staples with the word "EASY" stencilled in white. You press it and the robot voice responds: *"That was easy."* Makes me laugh every time.

In 2021, "easy" wasn't the only big, round, red button tempting us to press it. There was also...

- "on air" (for our Sunday livestream)
- "eject" (kids' online school)
- "panic" (omicron)
- "leave zoom meeting" (Church at Home)
- "unread messages in inbox" (Every. Single. Day.)

Easy? Not exactly.

*Come to me, all you that are weary and are carrying heavy burdens, and I will give you rest. Take my yoke upon you, and learn from me; for I am gentle and humble in heart, and you will find rest for your souls. **For my yoke is easy, and my burden is light.***

**Matthew 11:28-30**

To a worn and weary people, Jesus issues an invitation. Not to press a button but to shoulder a burden. Or rather to *stop* insisting on shouldering the burden ourselves, and to step into the harness of God's provision: shoulder to shoulder, two by two. There are fields to be plowed and there is work to be done, and, yes, there are burdens to be carried. And not even one of us needs to do it alone. For Jesus is in it with us. A burden borne with Jesus is not "light" because it's not heavy, but because God promises to do the heavy lifting. The "easy" that Jesus promises is not a life without hardship, but rest for our souls: come hell or high water, lockdown or liberation, God is with us and is for us.

I am incredibly proud of our St. Clement's community. The pages that follow tell stories from the journey we've been on, together, throughout this past year - told by some of the folks who helped lead the way. Facing a pandemic that was anything but easy, our community found a way to lean into the learning. Learning to follow the One who is gentle and humble in heart.

To all of you, I say thank you.

Yours truly in Christ,

**Andrew**

Rector

# LIST OF ST. CLEMENT'S MINISTRIES

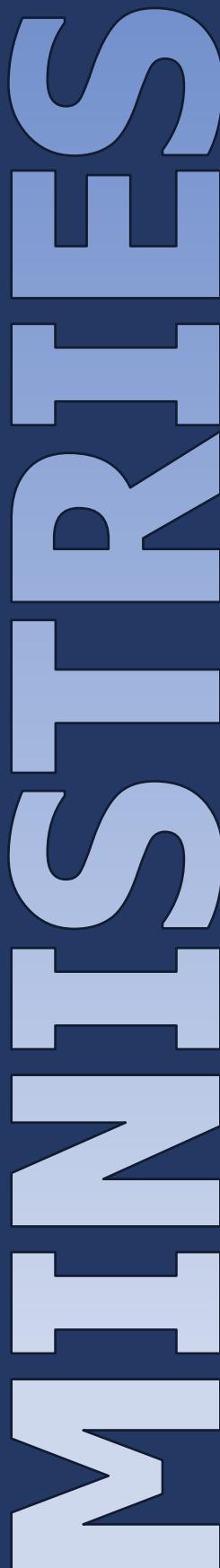
We give thanks to God for the many volunteers who give so generously of their time and skill to enable ministry to thrive at St. Clement's. In this pandemic time, some programs have developed in new and surprising ways, while others have needed to pause and therefore aren't discussed in detail on the following pages. We deeply appreciate the contributions of all toward our mission, vision, and values, and - in that spirit of gratitude - we wanted to name all our ministries here.

## Sustainable Operations

- Archives
- Finance Committee
- Lay Delegates to Synod
- Parish Council / Strategic Plan Implementation Team
- Property Committee
- Stewardship Committee
- Wardens

## The Worship Experience

- A/V Team
- Chancel Guild
- Communion Ministers
- Contemplative Prayer
- COVID Volunteer Coordinator
- Family Ministries
  - o Nursery Ministry
  - o Children's Ministry
  - o Youth Ministry
- Honorary Assistant
- Library
- Music
  - o 9am Band





- 9am and 11am Choirs
- Assistant Conductor & Composer-in-Residence
- Associate Music Director
- Youth Choir
- Readers & Intercessors
- Sacristans
- Theologian-in-Residence
- Welcome Ministry (including Sidesteams and Greeters, and Safe Welcome Team)

### **Engagement Through Christian Education**

- College of Preaching
- Small Groups
- Tuesdays at St. Clement's/OMG Tuesdays

### **Deepening Relationships**

- 9am and 11am Cookie ministry
- Connecting in Christ
- Newcomers
- Office volunteers
- Pastoral Care Team
- Prayer Shawl Ministry
- Screening in Faith
- Women of Faith
- Young Adults

### **Reaching Out**

- Angel Tree Christmas Gifts
- Food Delivery Programs
- Outreach Committee
  - Refugee Subcommittee
- Wednesday Community Lunch

# SUSTAINABLE OPERATIONS: WARDENS' REPORT

We have been honoured to serve as the wardens of St. Clement's for this past year, as our church has endeavoured to continue as a community of people who are learning how to follow Jesus Christ and seeking a deeper rhythm of life. As we enter a third calendar year of the pandemic, with all the limitations that that imposes and that call for creative responses, we can see that St. Clement's remains a community of hope, aware that much has been given to us and that we are called to generosity.

## Our Rector

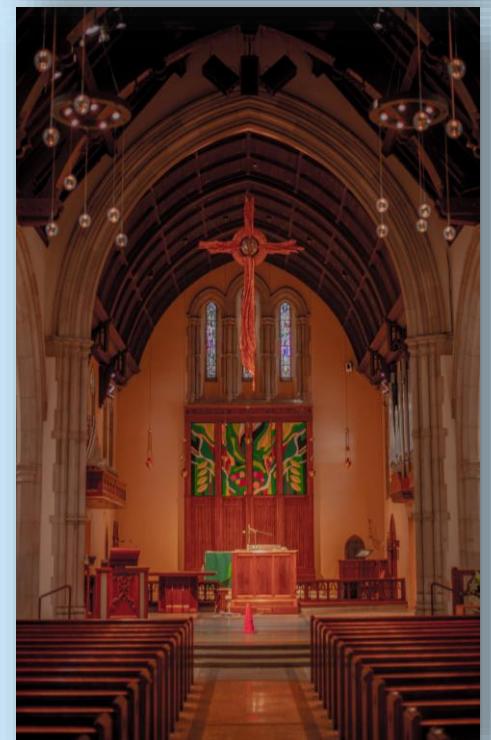
We are particularly grateful for Andrew's continued strong leadership, as he has continually adjusted and together with the wardens has made decisions that we believe are right for our community. We are also grateful for Andrew's clergy and staff team, who are invaluable in their support for him as he provides spiritual direction for our church.

## Financial Management

One of our top priorities remains the financial health of our church. We continue to be faced with very difficult decisions in light of the fact that our revenue remains down from budget. We have sought to be disciplined in our expenses and to be thoughtful about the timing of maintenance and similar expenses on our building.

## Administration

St Clements is so blessed with a team that is very strong, led by Grace Jinkinson, Manager of Finance & Administration. Lucie Presot, our new Bookkeeper, has been a valuable addition to the team, along with Jade Acuña, our Administrative Assistant and Digital Communications Missioner.



## Staffing

We continue to be thankful for having Pamela Rayment & Liska Stefko on the team. Both are passionate about their ministry. We also were very fortunate to welcome Mackenzie Bass-Simpson as our Youth Minister; in addition Mackenzie is leading our volunteers for our Children's Ministry.

## Technology

The investment in our AV system has done us well; in addition to ZOOM, we are now live streaming our 11 am service. This allows us to not only reach our community but the world at large. As we continue to use this medium it is our hope to reach a wider audience.

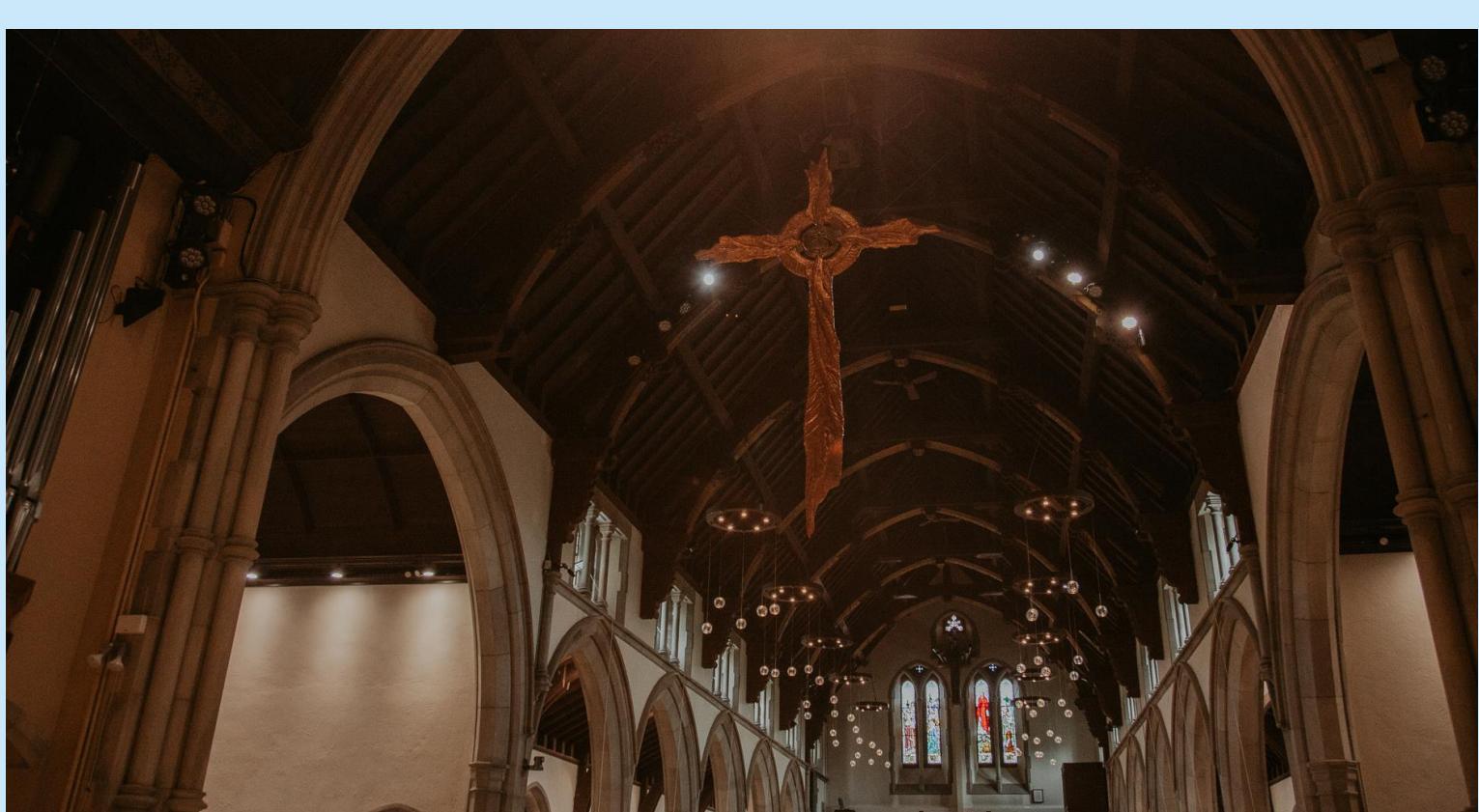
## Final thanks

Thanks to Christine Wilson (Past Rector's Warden) and Bill Appelbe (Past People's Warden) who have been great contributors at our wardens table over the past three years. Brett New, thank you for your dedication and guidance, especially as we have dealt with the unexpected for the past 2 years.

Sincerely,

**Rosalee Jackson**  
People's Warden

**Tim Andison**  
Rector's Warden



# TREASURER'S REPORT

While 2020 was a challenging year, in many respects 2021 proved to be even more challenging and we ended the year in a deficit position. Our expenses exceeded our revenues despite the generous donation of many people's time and treasure. Total unrestricted givings were approximately \$745,000, short of our budgeted amount of \$867,000 and down from 2020's \$837,000. A lack of 'bums in pews' and the associated decrease in envelope giving accounted for a large portion in the drop in unrestricted giving, although nearly every category of unrestricted giving fell short of budgeted levels.

In other areas, facilities' revenue was approximately \$6,000 ahead of budget. Our facilities' revenues come from outside organizations which rent our space, such as the Early Learning School, one of our two houses on St. Clement's Ave (the other being used, as intended, for clergy housing). This year we also welcomed the Canadian Children's Opera Company into our building. The rental of space and property typically brings a steady stream of income and visibility into future revenues.

St. Clement's has been fortunate to benefit from COVID related subsidies this past year, namely approximately \$45,000 from the CEWS (Canadian Emergency Wage Subsidy program). The government subsidy helped cover a portion of lay staff salaries. Unlike 2020, however, there was no Diocesan Jubilee to help cover clergy salaries as well as to reduce the assessment we pay to the Diocese. As a result, we received approximately \$120,000 less in 2021 than we did 2020 from these programs. We don't expect any material amounts to be available to us in 2022.

Our Rectory fund, which was created with the proceeds of the sale of our house on Latimer Ave, continues to perform well in the Diocesan Consolidated Trust fund (DCTF). We received \$52,500 of dividend income which is used to help fund our clergy housing. Over and above the current income that this fund

## An update from your Wardens: 2021 Financials at a glance

We are in the process of finalizing our 2021 financials and wanted to provide an initial high-level overview to our St. Clement's community.

When setting our 2021 budget, we looked to predict the impact of Covid to the best of our ability and are doing the same now as we look toward 2022. Unfortunately, COVID had a greater impact than predicted in many areas in 2021, and financials were no exception:

Total unrestricted giving came in \$123K short of budget at \$745k vs budgeted giving of \$868k. Of note was an overall reduction in envelope giving as our services remained virtual for longer than anticipated and this decrease was not offset by increases in other types of giving. 'Other' revenue (for example facilities use, Canadian Emergency Wage Subsidies) came in \$64k under budget at \$429k vs a budget of \$493k.

(cont.)

provides, it generated a gain of approximately 14%. The Investment Policy outlined by the Diocesan Investment Committee and our investments continue to provide sustainable income and growth to exceed long term inflation.

On the expenses side, the cost cutting theme embraced in 2020 was continued. In 2020, we cut operating costs by ~20%. In 2021, our total costs were down by another ~5%. Operating costs such as administration were down versus budget while building maintenance costs came in slightly higher than budget. We have done our best to deliver a first-class worship experience while being cognizant of expenses. The culmination of the above contributing factors resulted in a small operating deficit of approximately \$112,000, before fund transfers.

In late 2018, we transferred our endowment fund investments to the Diocesan Consolidated Trust Fund (DCTF). This ensures that our *Endowment Fund*, the *Don & Lillian Wright Music Endowment* and the newly formed *Gerald Loweth Endowment for Outreach* will be able to provide steady levels of income to support our ministries at St. Clement's and that the invested capital will keep pace with inflation to ensure their long term viability. These investments were transferred in November of 2018 and were invested by the Diocese on December 31 of 2018, and generated approximately \$13,000 of income in 2021, similar to 2020.

As we begin 2022, there is still uncertainty, particularly with respect to variants. The only real certainty we have is that we are unlikely to return to a world that exactly looked like it did pre-COVID. We will continue to remain prudent as a matter of good stewardship and are reliant as always on the generous contributions of our parishioners. Please reach out to the wardens if you have any questions.

Respectfully submitted,  
**Brett New**  
 Treasurer

## An update from your Wardens: 2021 Financials at a glance (cont.)

Through continued expense management, total Expenses came in at \$56k under budget at \$1.3M vs a budget of \$1.36M. This helped to offset the decrease in revenues and brought the overall deficit to \$112k for 2021.

As we look toward 2022 from a financial perspective, these are some of the high level goals we are looking to achieve in the budgeting process:

- To adequately fund and maintain the strong ministry we have here as we continue our Mission to learn to follow Jesus Christ
- Balance our budget, keeping in mind that Covid continues to impact our St. Clement's community which will require us to ensure we are keeping our expenses in line with our expected revenues

# PROPERTY COMMITTEE REPORT

In 2017 the Property Committee received two reports that had been commissioned: to conduct an energy audit of the energy efficiency of the church and to review the state of the church's systems and building along with their capital replacement cost over the next twenty years. The Committee's work continues to be guided by these two reports.

The major scheduled work during 2020 was related to improving the audio and introducing video capabilities in the worship space. Beyond this large project a number of smaller scale projects were completed over the year including dealing with a tree on the south-east corner of the property, repairing the terrazzo floor in the centre of the church, and extensive work at 65 and 67 St Clements Ave.

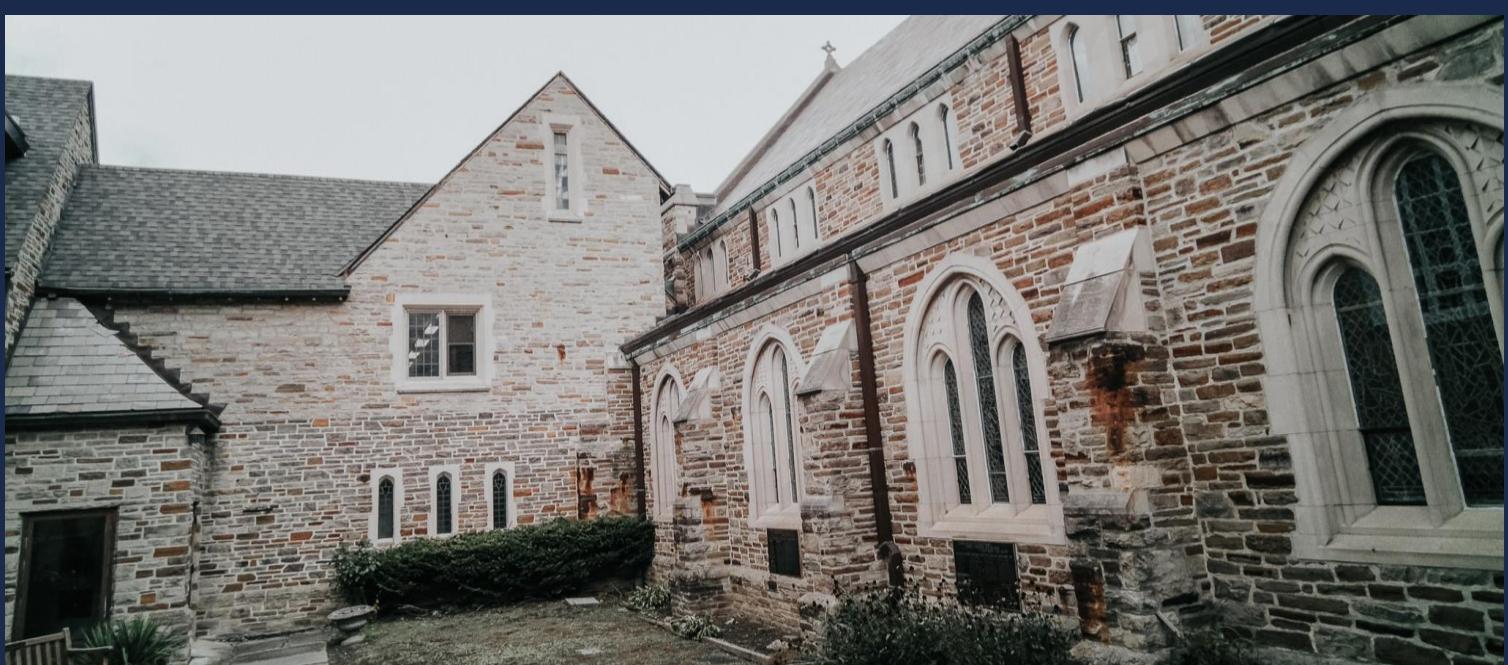
Beyond planned projects, the Property Committee also dealt with a number of issues associated with the flat roof structure of the building. St. Clement's roof consists of many smaller roofing sections and we had the misfortune to have issues with one of the roof sections again this year.

The global pandemic has forced the church to delay a number of large-scale maintenance items. Moving forward, it will be important to plan for revisiting these deferred items while dealing the items identified in the capital report.

Respectfully submitted,

**Michael Jenkin**

Chair



# ARCHIVIST'S REPORT

In the 21 years that I have been archivist, never before has it been so challenging to keep current with ongoing changes and unprecedented circumstances. Nonetheless, with people working from home, requests still came and were answered as promptly as possible.

Personal papers from the Reverend Stephen Melbourne Oliver were delivered to me at my home. After sorting them, most were deposited at the Anglican Diocesan Archives for permanent storage. A collection of Mr. Oliver's printed sermons was offered to Wycliffe and Trinity colleges at the suggestion of the Diocesan Archivist. A sermon delivered by his Grace, the Archbishop of Canterbury on August 16, 1963, recorded on a 5" reel at St. Paul's Church, was offered to the national Church Archives. Installation of a Rector at St. Mary's Church, Richmond Hill helped augment its record. The Oliver papers all predated the amalgamation of St. Margaret's and St. Clement's churches in 2009. As well, a donation of his clerical gowns has been donated to St. Clement's.

Questions about the founding of Camp Endobana by St. Clement's Church, the number of burials in the Courtyard Cemetery, whether or not St. Leonard's Church was a mission of our church—it was, and a query from a U of T professor about the stained glass window in memory of James Edmund Jones' son were among many I answered. Someone requested clarification about the large cross hanging from the ceiling "above the altar". From photos it appears as if that is its position, but the Russell Baron cross, installed on November 27, 2011, hangs well forward of the altar.

Some families requested leaflets of family members who died to use as templates for graveside burials.

In July 2021, I read the *Final Report of the Truth and Reconciliation Commission of Canada: Volume One: Summary*, then researched and compiled a report, at the request of our Rector Andrew Federle, on the role St. Clement's clergy and congregation played in the residential Schools from 1891 to 2021. Money was collected and clothing and goods were distributed in "bales" to numerous indigenous groups, clergy, and Dioceses of the 31 Anglican residential schools. A search of Vestry reports and group minutes revealed that of the 13 church groups identified, the Friendship and Service Club's sustained its contributions for fifty years. Some groups sponsored programs, speakers, and events to educate St. Clement's congregation

about Indigenous issues. One congregant, John Goodwin, was Chancellor of the Diocese of the Arctic, and a former Rector, Terence Finlay, led the Diocese of Toronto support of the Residential School Settlement Agreement and worked with Indigenous leaders to seek healing. He had a great heart and passion for the truth and reconciliation ministries.

Finally, several of my articles related to Indigenous issues were published in *The Anchor* this year. Contributions of historical significance to our church Archives are always welcome.

Respectfully submitted,

**Donald Holmes**

Archivist



# STATISTICAL REPORT: ATTENDANCE

Attendance at Worship*	2017	2018	2019	2020**	2021**
Average Sunday Attendance	328	315	291	280	288
Easter Day	902	849	705	461	411
Holy Week Services: Tenebrae, Maundy Thursday and Good Friday	482	509	497	n/a***	n/a***
Festival of Light	430	359	456	n/a***	n/a***
Christmas Eve and Christmas Day	1056	1314	1227	2259	688****
Mid-Week Eucharist (annual total)	632	609	588	31***	781
<b>Numbers per year</b>					
Baptisms	24	7	8	3	5
Confirmations	12	10	4	0	11
Marriages	3	3	6	1	1
Funerals	10	13	8	9	7
* Sunday mornings and 4pm services					
**2020 & 2021 attendance numbers include online services. Our numbers are arrived at by logins multiplied by 1.6, as per the Diocese's instructions.					
***these services were not always held due to COVID-19 lockdowns					
****all in-person services were cancelled for Christmas. There was one virtual service held on Christmas Eve, and the logins have been multiplied by 1.6 as per the Diocese's instructions					
<b>Tuesdays at St. Clement's</b>					
Winter session	9	46	58	51	72
Spring session	8	16	62	n/a***	55
Fall session	26	53	63	49	36
<b>Totals:</b>	<b>43</b>	<b>115</b>	<b>183</b>	<b>100</b>	<b>163</b>
<b>Small Groups (new)</b>					
Spring session					13
Fall session					44
<b>Totals</b>					<b>57</b>

# STATISTICAL REPORT: REVENUE

Revenue Statistics	2017	2018	2019	2020	2021
<b>PAG: Pre-Authorized Giving (incl. Credit Card)</b>	445,351	496,701	489,869	462,677	408,536
<b>Envelopes</b>	290,817	270,406	249,570	226,030	121,924
<b>E-Transfers</b>	n/a*	n/a*	n/a*	27,090	48,431
<b>Gifts of Stock</b>	15,408	37,559	25,521	8,427	40,646
<b>Totals:</b>	<b>751,576</b>	<b>804,666</b>	<b>764,960</b>	<b>724,224</b>	<b>619,537</b>
<b>United Way, Canada Helps, and Others</b>	36,406	43,244	40,847	91,850	87,515
<b>Open collection</b>	21,847	22,162	23,128	2,665	269
<b>Christmas Offering</b>	15,946	16,322	20,606	9,962	28,672
<b>Easter Offering</b>	13,663	6,149	7,211	5,976	5,896
<b>Facilities Use</b>	394,214	437,376	427,748	375,179	343,528
<b>Totals:</b>	<b>482,076</b>	<b>525,253</b>	<b>519,540</b>	<b>485,632</b>	<b>465,880</b>
<b>Grand Totals:</b>	<b>1,233,652</b>	<b>1,329,919</b>	<b>1,284,500</b>	<b>1,209,856</b>	<b>1,085,417</b>

\*- e-transfers started becoming a popular way to donate, and were documented starting in 2020

# THE WORSHIP EXPERIENCE

## A focus that is both deep and wide

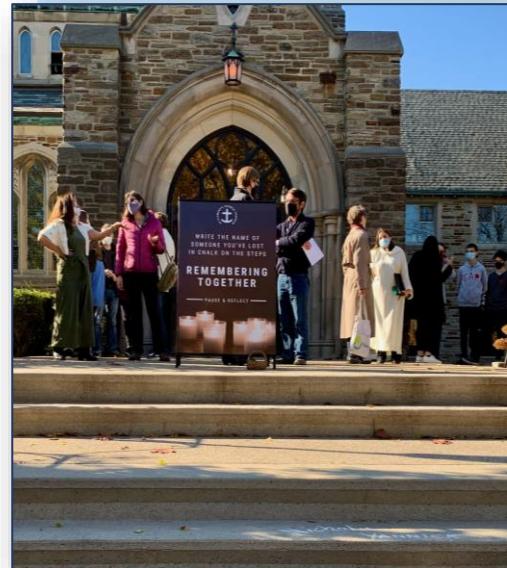
Our shift to pandemic worship has created both challenges and opportunities for us. In looking at the unpredictability and uncertainty of the last two years, St. Clement's lost no time in following Jesus in new and exciting ways. The promise of God to be with us in times of need has inspired our worship experience as deep, relevant and essential.

From January to September 2021, Church at Home was our key Sunday worship experience. Not only did a large number of our parishioners Zoom in, but we also welcomed those who were newcomers and some who even lived outside of our zone.

We were thrilled to offer an outdoor mid-week Eucharist beginning this past July, up to the end of September. This gave attendees the meaningful opportunity to share communion in the company of each other in the midst of the beautiful St. Clement's outdoors.

We also gathered online for mid-week Morning Prayer during Lent, Advent and at other times throughout the year and were happily surprised by the range of those participating, some retired and others logging on before work starting the day in prayer together.

With the go-ahead from the Diocese of Toronto and the Ontario Government, we were allowed to re-open at reduced capacity in September. We continued with Church at Home through Zoom at 9:30 am and opened our 11 am service in-person. With our new, sophisticated audio-visual system in place, the in-person service was live-streamed, highlighting the readings, music and choir participants, sermon and celebration of communion. When the omicron strain began to spread rapidly in December just before Christmas, in-person was suspended again. The live-stream continued with a minimum number of participants in the liturgy through Christmas and the rest of December.





We are extremely grateful for our new audio-visual system which has highlighted the worship experience in our beautiful sanctuary. And our gratitude goes out to the parishioners who volunteered to operate the live-stream while the services were in progress.



During 2021 we were fortunate to celebrate five Baptisms, as well as a visit from our Diocesan Bishop, Kevin Robertson, for the confirmation of 11 youth as well as receiving two adults into the Anglican communion.

### **Preaching**

Relevant and relatable preaching at St. Clement's is a key component in living into our mission of learning to follow Jesus. In 2021 we took time to explore themes of creation, remembering, and truth and reconciliation. We had the pleasure of welcoming significant guest preachers who were up to the challenge of hybrid and online preaching, namely Michael Buttrey, Claire Bramma and Mackenzie Bass-Simpson. We were blessed to have Bishop Kevin preach at St. Clement's twice in 2021. We continue to post our sermons online and some have upwards of 100 views!

### **Music**

***Sing to the Lord a new song, his praise in the assembly of his faithful people.***

***Psalm 149:1***

While for most of the year we have been unable to actually sing during in-person worship, we look to our Music Director, Daniel Webb, who has provided exceptional and inspiring music for both Church at Home and our live-streamed services. He has adapted amazingly well to all pandemic restraints, coordinating talented soloists and musicians, as well as our choir members during in-person services, all of which have provided heightened engagement with God.



*To find out more, please see Daniel Webb's music sub-report beginning on page 23.*

## **Go into the world, rejoicing in the power of the Spirit**

In 2021 we sought to take an expression of worship outside of the church in various ways. We worshipped outside in the summer, youth ministry happened outside in the fall while the weather was good. Children's ministry gathered outside for prayer and play. We also engaged with the wider community through art and activity. We marked Orange Shirt Day in the fall by tying orange ribbons to the stair rail on the Duplex Ave. entrance. In November, we invited people to write the names of those they've lost or were missing in an act of remembrance. During Advent, modern images inviting people to ponder the birth of Jesus were placed on the lawn near Duplex and Briar Hill.

It was hopeful to witness people participate and engage in new ways – both those connected with St. Clement's and people from the neighbourhood. Also, our relationship with St. Clement's School provided an opportunity to invite students to connect with clergy around some of these 'outdoor worship installations' in person at a time where our connection has been primarily online.

## **Children and Youth Experience**

While the past year has been a time of transition for children's and youth ministry we remain committed to fostering faith among the youngest at St. Clement's. For much of 2021 we maintained a Sunday Children's Ministry time via zoom. In July we ran a virtual Vacation Bible School that had online and asynchronous components so that our kids could participate in the way that worked best for them. With the departure of our Children's Minister, Vivia Kay Kieswetter in August, we were grateful to continue to offer weekly online children's ministry with the dedication of our incredible volunteers! Thank you!

As the fall began, we recognized that participation in online CM was significantly down and we reached out to parents and learned that





our kids were zoomed out. We made a pivot in December and for the moment have moved to having outdoor prayer and play opportunities for children and parents until our families feel safe returning to indoors, in-person worship. Our December outdoor time was incredible, and we look forward to announcing our next opportunity to connect. Our Youth Minister, Mackenzie Bass-Simpson, has been incredible stepping-up to help with our outdoor events, keeping in touch with volunteers and creating engaging weekly activity sheets for kids and families.



We are pleased to say that in addition to her role as Youth Minister, Mackenzie has now taken on the role of Children's Ministry Liaison. Speaking of Mackenzie, we were so happy to welcome Mackenzie to role of Youth Minister in 2021. Mackenzie has moved into this role with commitment and enthusiasm and has fostered a space for youth to explore faith both online and in-person when possible. In less than a year in this role and in the midst of the pandemic, she has built up a team of dedicated youth ministry volunteers (thank you!), has engaged in creative activities like making Anglican prayer beads with the youth as part of exploring prayer together, and developed a unique Advent curriculum for the youth complete with a workbook! We're excited to see what's next for our youth with Mackenzie at the helm.



### **Thank you to worship-related volunteers**

While the pandemic has limited the participation of our worship volunteers, we want to express our gratitude to each one of you for the time and dedication you have continued to provide when it has been possible, before and during the pandemic. On behalf of our clergy, thank you to the Welcome Team, the Lectors and Intercessors, the Sacristans and Chancel Guild. You are major components of our worship experience and your contributions and faithful support will always be a cornerstone of our community.



Respectfully submitted,  
**Patricia Crawford**  
 Chair, The Worship Experience

*"For almost 70 years, I have been singing and making music at St. Clement's, so having 18 months away was a real void in my life. It was exhilarating to get back to singing in-person with others and in the church in October after so many months away. Sundays felt like Sunday again."*

(Lee Harmer)



## Music

Reporting back on any normal year as the custodian of our church's priceless musical tradition is an easy gallop through Pauline attributes: just think about things that are honourable, just, pure, pleasing, commendable, excellent and worthy of praise, and there it is, in a nutshell. But to remember the first nine months, and the final two weeks, of 2021 as a church musician is to risk summoning a much less cheery adjective dump. What about when you think of retreating from communal music-making in our beautiful, resonant space and instead mixing audio tracks assembled from recordings people made with their phones in their living rooms? Or about the sustained loss of human connection through the shared experience of singing? Or the enforced abandonment of our musical instruments? Or the bulldozing of livelihoods? When one remembers the departure from our community of my peerless colleague and friend Jenna Gallagher and only being able to thank her over a computer screen? If you're not careful, you end up a very bad Philippian, thinking only on such things as are frustrating, painful, disappointing and demoralizing, of which my ministry area served up a continuous stream last year.

But if 2021 began and ended in despondency, the gradual acceptance that choral and congregational singing could be safely and responsibly practised amid an aerosolised virus meant it was also a year that offered me a dose of that most Christ-like medicine: hope. Hope that the Choir could meet together and sing together in the same space became a reality on October 21, after 587 days apart. Hope that worshippers could sing along with our hymns was answered with a further relaxation of Diocesan restrictions in November. The pipe dream of reviving our cherished service of remembrance at All Souls came true. Improbable as it was, the service of Lessons & Carols for Christmas on December 19 is a documented historical event that I, and other sentient beings, personally experienced.

As I write, those eight weeks of relative normality appear hazier than a mirage of an iceberg off the coast of British Columbia, but they really happened and they stand for many things. They stand for the willingness of your musicians to adapt – to snatching breaths while inhaling 3-ply PPE, to co-ordinating hard consonants with people sixty feet away, to harmonising with the companionable whirr of a HEPA filter. They stand as proof that your choristers' desire to serve is indestructible, since everyone came back and no one sat out, however uncomfortable the experience. And, if you were there at All Souls, enveloped in sound as we sang Byrd's *Justorum Animae* – "the souls of the righteous are in the hand of God; they are at peace" – you will know that those weeks of in-person singing stand for the transcending power of music to console, to enrich and to lift our thoughts heavenward. If, during that same service, you heard Cam Finlay's *Nunc Dimittis*, written to the memory of George Arinobu, you might agree with Victor Hugo that "*music expresses what cannot be said and what cannot be silenced*", words which, incidentally, articulate the reason my ministry exists at all.

Nor were the early months of 2021 a musical or spiritual wasteland, owing in large part to the artistry and adaptability of our team of professional singers and instrumentalists, who maintained a paranormally excellent supply of songs and motets for *Church at Home*. Meanwhile, relationships continued to deepen and kindness itself was not locked down, as I discovered in how the parish responded to my wife's cancer diagnosis. Though I pray that this is the last time I am called upon to write a such a difficult retrospective, I find that 2021 offered far more hope than despair, and that it revealed the importance of music and the strength of togetherness in ways that can illuminate our future.

Respectfully submitted,

**Daniel Webb**

Director of Music



# ENGAGEMENT THROUGH CHRISTIAN EDUCATION

*My sheep hear my voice, and I know them, and they follow me.*

*John 10:27*

Sometimes it is tough to listen and follow. We have all been there. We had plans for 2021 for *OMG Tuesdays* to be back in the church, we had plans to launch 4 small groups face to face. God had other plans and we needed to listen and follow Him.

Claire Bramma who had been a great support, left our team after the winter *OMG Tuesdays* session. We were blessed that Michael Buttrey was able to step in and join our working group. Teamwork is very New Testament. Paul calls his team fellow soldiers, co-worker in the gospel, fellow servants. Jesus sent out teams. Teams have energy and produce creativity.



*.... side by side with me in the gospel together with Clement and the rest of the fellow workers, whose names are in the book of life.*

*Philippians 4:3*

Our team of Andrew Federle, Michael Buttrey, Heather Lenk, and Claus Lenk met frequently on Zoom and we developed insight as to how we might move forward with our mandate of:

- Cultivate Tuesdays at St. Clement's with an increase of 30 % in participation and
- Launch 4 small groups by Fall.

## **OMG Tuesdays**

All sessions were on Zoom and Zoom works. People have adapted. There is a desire to learn and meet people, share ideas, and make friends. Facilitators and our team were able to learn from surveys after each session. With it came ideas for themes for future sessions.

During our Winter Session “Hello my name is Jesus,” 75 people met every Tuesday for 4 weeks. They would listen to teaching before being placed in 8 virtual breakout rooms. Each Tuesday we dealt with a different encounter teaching from the gospel.

During our Spring Session “**Psalms, Songs of Redemption,**” participants and facilitators explored 5 Psalms for 5 weeks. After listening to teaching, each of the 6 virtual groups studied, shared, and heard music paired with the Psalms. There was a new appreciation for our musicians who performed and composed. All of this in a time when we cannot be in Church physically.

- 1. [Psalm 1 Righteousness vs wickedness](#)
- 2. [Psalm 46 Refuge and strength in time of trouble](#)
- 3. [Psalm 22 Lament, abandonment](#)
- 4. [Psalm 91 Protection, fortress, \(pandemic\)](#)
- 5. [Psalm 27 The house of the Lord.](#)

Fall 2021 (September/October) **Finding God in the Dark.** This was a tough one, so it seemed.

***“I will give you the treasures of darkness and riches hidden in secret places, so that you may know that it is I, the LORD, the God of Israel, who call you by your name.”***

***Isaiah 45:3***

## **Quotes from participants**

### **Winter (January/February)**

#### **Hello my name is Jesus**

- *“We need another OMG - This has been wonderful - so grateful for the connection with small groups.”*
- *“I will miss you. Let's do it again VERY soon.”*

### **Spring (April/May)**

#### **Psalms, Songs of Redemption**

- *“I learned that this is more than poetry”*
- *“I like the entire structure of the sessions with the teaching time, then the discussion and with the music. As well as meeting new people”*
- *“Appreciated the consistency in communications, with links and slides”*

### **Fall (September/October)**

#### **Finding God in the Dark**

- *“I learned to think and be more mindful in the dark, sit with it, and find ways to go further into the dark losing some of my fear”.*

## Takeaways from Small Groups

*"I found the group gave me a much deeper understanding of the scriptures that we studied. The other members of my group provided insights that deepened my knowledge. I always left the sessions with so much to think about."*

We learned to practice a rhythm of

**Prayer** - centering silence, short prayer by leader

**Check-in** - via mutual invitation

**Discussion** - scripture & wisdom

**Practice** - practical application,

**Worship** - could include mutual prayer, Psalm

We learned how to share about the darkness we have experienced ourselves or helping someone who had. We are God's beloved children, that we are family, brothers, and sisters. It is OK to cry out to God and ask "how long?". How to deal with grief, even collective grief and that Jesus comes beside us. We learned how to find treasure in secret places and that God is there in the darkness.

We now have a committed group of trained facilitators. Many participants return for the next session. When we thought this had to be in Church and with a meal, God has done a new thing, Zoom.

### Small Groups

Our mandate was to start 4 groups in the Fall. In the Spring Andrew led a group of potential leaders in a 8 weeklong small group. This was a wonderful experience for us. There was learning, sharing, praying. There was getting to know each other in a very meaningful way. All of us were well prepared to take on leadership.

In the Fall (October/November) we launched 4 groups for a 6-week period. Participants were able to choose which weeknight or afternoon worked for them. There was one afternoon and 3 evening groups. Each session would last for 90 minutes and included prayer, sharing, unpacking the scripture assigned for the following Sunday, worship/prayer. So, every week 4 groups of 10 learned from each other, and there was bonding and friendship. In the survey most stated that they wanted to continue and with the same group.

### Where do we go from here?

Four small groups will start in February and will continue for 10 weeks through to Holy Week. We will listen and then follow to plan for the rest of the year. Jesus said "follow me." We are truly grateful for this opportunity to serve.

Respectfully submitted,

**Heather and Claus Lenk**

Co-Chairs, Engagement through Christian Education

# DEEPENING RELATIONSHIPS WITH ONE ANOTHER

In 2020, we learned how to pivot our church activity to primarily online. And, despite our desires to connect more frequently in-person, in 2021 we continued our online adaptations for the safety, love and care for each other.

The Pastoral Care Team continued to sustain contact with **over 60 senior parishioners** through regular calls or emails. When possible (in light of public health restrictions), there were contact-free deliveries of items like prayer shawls, Advent or Lent reflection books, cards, or even a printed copy of a service bulletin or church newsletter. And, in the warmer months, some outdoor visits were even possible in gardens and on porches. We are so grateful to Pastoral Care team members who creatively established and nurtured such faithful connections with parishioners, especially those in retirement residences and long-term care homes. In addition to these organized efforts, we are also aware of the many informal ways in which parishioners reached out to one another to stay connected over this past year.



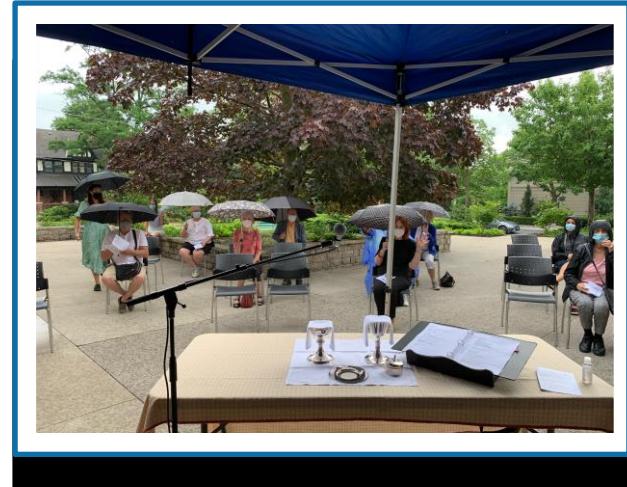
*OMG Tuesdays* continued online for both afternoon and evening sessions with wonderful reception. Knowing the importance of praying and learning to follow Christ together brought us into each other's living rooms, virtually. Breaking out into small groups for deeper conversation was the best segue for our Small Groups sessions that began taking place in October. Diving into these small groups was a goal that we named for 2021 that we are living into and loving. The faithful connections made in these small groups are vital to the people who have been truly isolated during this pandemic. It provided an opportunity for something positive that could be counted on as the virtual platform is always open despite lockdown. These small groups–intergenerational by design– were a true lifeline for many providing connections and an opportunity

to talk, listen and pray together. The efforts of Claus and Heather Lenk to coordinate the facilitators, as well as sending the communications for our friends participating in these groups, is valued and deeply appreciated.

We tried a virtual coffee hour after service in May titled Pentacoffee hour! This was much fun as we broke out into groups after service for in-home coffee and fellowship and connected virtually with parishioners that we may not have had a chance to meet during regular in-person service as they may be typically attending a different service time.

An important opportunity for midweek connection has been Wednesday morning prayer times—at times online, at times in person. For Lent and Advent online morning prayer, we prayed together through a simple morning liturgy, connected for a few minutes of chat, and shared selections from books we read together as a parish (e.g., The Little Book of Lent, Honest Advent). These books formed the basis for us to read and pray along together at home. Many of us found the electronic format convenient, while others preferred a hard copy. During the summer months, we joyfully gathered—masked and distanced—for Eucharist at Church Outside on the Briar Hill terrace.

Connecting with fellow parishioners and being able to see friends was a welcome and wonderful experience, even if smiles were obscured by our masks. In October, the Church Outside team made the seamless pivot to online as the anticipation of inclement weather was looming. And, just before Christmas, we offered an outdoor opportunity to receive communion: Church in the Car!



The girls at the St. Clement's School lovingly created Easter greeting cards for our guests which brightened even the gloomiest and draggiest of spring days. Additionally, from January through June, the Grade 3 girls at St. Clement's School conducted an intergenerational pen pals program with 20 St. Clement's senior parishioners. The teachers, students and seniors faithfully navigated ongoing shifts

from in-person to online learning format, as they shared stories and notes of encouragement that brightened the days of all participating.

Though diocesan restrictions have continued to limit the use of the church building to worship services only, we have continued to connect as we can, with small faithful connections and kind gestures being lived out in ways that positively impact all involved. In June we conducted a small Newcomers' Night on zoom. Being able to warmly welcome people who are new to church or exploring the joy in following Jesus is something that we will always embrace no matter the platform. And though our ability to gather in-person was in constant flux, there was always much rejoicing when we were able to do so.

The Wednesday lunch program continued to facilitate outdoors with take away lunches and when the weather was more reliable, we were able to set up seating and tents outside the St. Clement's entrance, creating a bistro-like effect! We were met with smiles and joy as guests were able to share a meal together and connect in ways that were not possible previously. Our tireless group of volunteers led by Jean Lee and Barbara English, made casserole, chopped salads and assembled sandwiches in shifts to ensure safety in the kitchen. We were also able to form a wonderful community partnership with local restaurant La Vecchia, who once a month, provided beautiful pasta dishes for our grateful guests. November 2021 saw the first guests dining in Canon Nicholson Hall since March 2020, though the onset of omicron would soon once again require a shift to the outdoors. A commitment to maintaining both safety and hospitality were essential in keeping the lunch program open, be it indoors or out.

Respectfully submitted,  
**Jennifer Scully**  
Chair, Deepening Relationships with One Another



# REACHING OUT

While the ongoing pandemic in 2021 continued to limit our ability to reach out as we would have wished to, we continued to focus on using our presence to make a difference in the community and move to transforming strangers into guests. Specifics actions in the past year included:

- Supporting the crucial COVID vaccination program - St. Clement's assistance was offered to the city and diocese. We focused on gathering and providing up to date information to parishioners as the program began to roll out focusing on accessing the many resources that were available in the community.
- Being more visible and offering support to those coming into our midst by taking advantage of our outdoor space. This has proven to help in sharing the good things offered in this parish and enabling ministries and programming to expand neighborhood engagement. Activities throughout the year included improving visibility to and participation of the many people passing by using the Duplex entrance, stairs and sidewalk as well as the lawns to hold events as well as displays. Examples included the orange ribbons tied in September in recognition of the many victims of the residential schools and the need for reconciliation with our Indigenous people as well as the invitation in November to write the names of those being remembered during All Souls and Remembrance Day.
- Cataloging our Community Partners - captured the nearly 50 external groups and agencies that St. Clement's connects with across all ministries. This has identified opportunity areas to expand the relationships and provides a great starting point for finding ways to better serve these partners. One example of a community group where we are building a presence is CycleTO. St. Clement's hosted a CycleTO Midtown community event in the summer which was a big success. All were much appreciative of the support from St. Clement's and feedback from many was that it was great to have the church be more



involved in community events. Through this exposure some participants have begun to attend Sunday worship. Also through participating in this event and other activities in the neighbourhood we are now increasing our relationship with other local community member groups.

The Outreach and Refugee Committees continued to serve the most vulnerable among us by continuing to run programs, dispersing funds and donations received by parishioners as quickly as possible and finding innovative ways to make a difference through actions and education. The details of this are outlined in separate reports below.

In 2022 we will continue to focus on sharing God's love and finding ways to connect directly with all those in our community. There is much we can do to share our gifts. We will look to engage more people, nurture the opportunities we already have in our midst and make a difference in more lives.

Respectfully submitted,  
**Susan Colacitti**  
 Chair, Reaching Out



# OUTREACH COMMITTEE

***For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me....Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.***

***Matthew 25: 35-40***

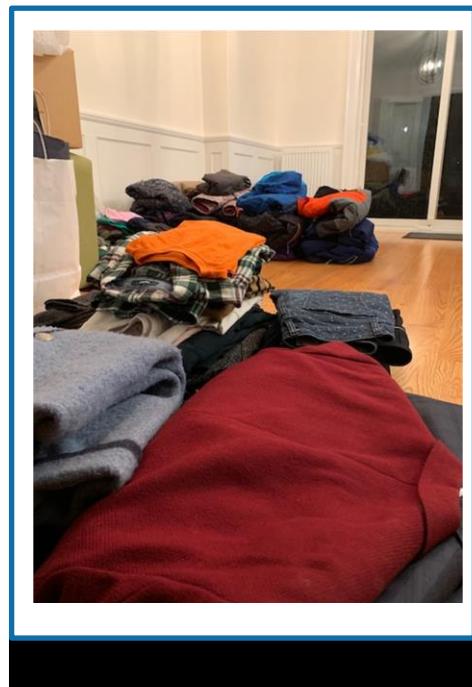
Every day the news of the world bombards us with information on human suffering, injustice and deprivation: wars, famine, disease, poverty, oppression. How can one person contribute to making the world a better place? As a parish, St. Clement's provides opportunities for each of us to contribute our talents, our time and our resources to show God's love to our neighbours. Collectively, we can and do make a meaningful impact.

The Outreach Committee is a key component within the Reaching Out Strategic Opportunity. As we learn to follow Jesus, your committee is committed to transforming lives through kindness and social justice locally, nationally and internationally. Its objective is to provide tangible, hands-on, meaningful opportunities, with measurable impact, for people of all ages to serve those in need, particularly those who have been disadvantaged through life's circumstances.

In spite of COVID-19 restrictions and closures, the Outreach Committee members met monthly during 2021. We continued our fundraising activities, ran programs, continued our Wednesday community lunch program and distributed funds to designated agencies. We wanted to increase our communication to the parish and were able to place announcements in almost every edition of the Anchor in 2021.



Last February 2021, just prior to Lent, we mailed a brochure to all parish households to highlight a number of initiatives we had decided to support: the Primate's World Relief and Development Fund, Food Security, Haitian Student Scholarships, INDSPIRE (post-secondary scholarships for Indigenous students), LOFT and Matthew House. Other fundraising initiatives in 2021 included specific appeals for Indigenous agencies and Refugee Resettlement. We held very successful drive-through, drop-off events for backpacks and school supplies, food for Flemingdon Park Ministry and warm clothing for Afghan refugees, our Wednesday lunch guests and Flemingdon Park Ministry. The parish supported 114 children this year through Prison Fellowship's Angel Tree program, coordinated brilliantly by Heather Goodall. A hot take-out Lunch was served most Wednesdays by a coterie of very committed and dedicated volunteers coordinated by Barbara English and Jean Lee.



We were delighted and grateful for the support for our food drive by the St. Clement's Early Learning School and St. Clement's School. As a result, we were able to deliver 3 full carloads of food to Flemingdon Park Ministry. It is important to acknowledge the wonderful support from our own Youth group and St. Clement's School volunteers. These young people brought enthusiasm, energy and fun to our events in spite of the isolation experienced by many during Covid. Thank you.

We also want to acknowledge and thank the owners of La Vecchia Restaurant who provided hot casseroles each and every week to be shared between our Wednesday Lunch guests and seniors living in Flemingdon Park.

The generosity of St. Clement's parishioners ensured we were able to support a number of agencies with impactful donations. We received an estimated 300 specific donations ranging from \$5. to the average of \$125. for each of the "causes" we highlighted. Of particular note, we

received large designated donations for Haiti student scholarships (\$60K) and Faithworks (\$25K). In total you contributed approximately \$42K through the Outreach allocation from the operating budget plus another \$157K in designated donations for Outreach initiatives. People gave what they could...in time, talent and resources...and it all added up to a significant collective positive impact for the homeless, the hungry, the impoverished and the disadvantaged. A full list of the agencies we supported is outlined in the financial report or available from a member of the Outreach Committee. Thank you all.

Last year we brought a motion to Vestry regarding Anti-racism. In 2021, the Diocese provided training to our clergy. This training will be rolled out further to staff and volunteers in 2022. There remains a great deal to do to address past and current injustices. We look forward to working together to bring about an inclusive and just society.

My term as Chair of the Outreach Committee ends with this Vestry. It has been a great gift for me to be able to serve in this way. I am very grateful for the support, confidence and feedback so many of you have provided. However, I would be remiss in not acknowledging the hard-work, and passionate dedication of the Outreach Committee members and volunteers who all made the little that I have done easy and so much better! I trust and know that St. Clement's will continue to support those in need and as generously as you have this past year into the future... as Jesus commanded us.

Respectfully submitted,  
**Nancy Hood**  
Chair, Outreach Committee



## REFUGEE SUB-COMMITTEE

St. Clement's has a long history of sharing the time, talents, and resources of our parish community with those who are less fortunate, both at home and abroad. Our community responded to the Syrian refugee crisis by sponsoring the Brimo family and Mariam Moussa who have embraced life in Canada and continue to remain in touch with members of the parish. In 2019 we welcomed Mahari who escaped to Israel from a military dictatorship in Eritrea. Our formal sponsorship of Mahari ended in December 2020. Mahari was to be accompanied by his cousin Maharatab, but the deferred processing of Maharatab's application due to the pandemic has delayed his arrival. We are hoping to welcome Maharatab in 2022.

In 2019 we established a community sponsorship with a Jewish group in the neighbourhood under which the Church will provide administrative and spiritual support in connection with the community group's sponsorship of an Eritrean family. The family arrived in December 2021, and members of the Church shared a Hanukkah celebration and the carol service at the Church with the family and their community sponsors. We are sharing our experiences with the community sponsors and helping with resources, such as clothing and tutoring.

The current crisis in Afghanistan is causing widespread displacement and Canada has committed to resettle up to 40,000 Afghans through different programs. We are pursuing ways to assist with the resettlement of refugees and vulnerable Afghans in Canada. Some actions have been taken by the Church to support resettlement including donations to organizations such





as AURA (Anglican United Refugee Alliance) and providing clothing and toiletries to newcomers. Additional initiatives will be undertaken in 2022.

The support of newcomers to Canada has only been possible through the generosity of the people of our parish, who have variously contributed their time, talents, and financial support as they have been able. Significantly, our parish has stepped forward to give back to God with funds raised to finance the sponsorships and through this outreach we have changed peoples' lives and enabled new hopes.

On behalf of the Refugee Sub-committee, thank you to all of you for helping to make this happen. Every single person who prayed, supported, and volunteered has been instrumental in making it possible to successfully support newcomers.

Respectfully submitted,  
**Linda Kurdydyk**  
Refugee Sub-Committee



# APPENDIX

## 129<sup>th</sup> Annual Vestry Minutes - Sunday, February 28, 2021

**Quorum:** "Public notice on two previous Sundays." (Canon Law)

**Attendance:** Quorum

### A. Call to Order

The Rector, The Reverend Andrew Federle, called the 129<sup>th</sup> annual vestry meeting to order at 10:25am online via Zoom.

The Reverend Liska Stefko opened the meeting with prayer.

### B. Appointment of Vestry Clerk, and Announcement of Parochial Tribunal and Scrutineers

After brief opening remarks, Andrew Federle introduced the following:

1. Appointment of Vestry Clerk—Katheryn Trainor.
2. Announcement of Parochial Tribunal—Peter Ricketts and Heather Jenkin. Moved by Andrew Federle and seconded by Bob Boeckner. **Motion polled and carried** with 100% in favour.
3. Announcement of Scrutineers—Heather Jenkin and Peter Ricketts.

### Approval of Minutes of 128<sup>th</sup> Vestry, February 23, 2020

It was moved by Bob Boeckner and seconded by Caroline Helbronner that the minutes of the February 23, 2020 vestry be accepted as read.

**Motion polled and carried** with 100% in favour.

No business arose from the 2020 Vestry minutes.

### D. Finance Report

Brett New, Treasurer, provided a review of the 2020 financial objectives:

1. Sustainable operational costs – achieved.
2. Fund capital requirements – not completely achieved.
3. Sufficient liquid/cash reserves – achieved.

4. Repay debt (interfund loans for 2020 renovations) – achieved.

Brett outlined the key financial takeaways from 2020:

- 2020 was a more challenging year than 2019, due to the pandemic. Unrestricted gifts were \$41,000 short of budget, and revenue from facilities rental was down \$59,000.
- These decreases were offset by a total of \$165,000 received in subsidies from the government (CEWS) and through support from the Diocese (Jubilee Fund).
- Operating costs were also reduced by  $\pm$  17% (affected areas included staffing, building maintenance, property and administration costs, education and hospitality expenses).

Brett then provided highlights of the 2021 financial plan:

- Budget includes anticipating a 2% increase in donations/unrestricted gifts.
- Expenses are forecast to increase by approximately 13% as church operations begin to return to normal.
- Legacy fund and Rectory fund continue to provide supplemental income.
- Outreach expense budgeted at 3% of the operating costs.

Brett's presentation was followed by a question and answer session.

- Nancy Hood asked: The budget for Outreach seems small at 3% of operating costs. Where did this number come from? Why is the amount budgeted for Outreach less than in 2020?
  - Brett offered to follow up with reasoning behind this calculation, and to confirm why the amount budgeted decreased from 2020.
- Katie Larson and Lance Wiliford asked: Where did the idea come from that Christmas donations will see an increase in 2021?
  - Brett clarified that it is their best guess based on government information on vaccination plan.
  - Andrew added that they don't expect complete normalcy by fall, but that they do expect to see an increase for Christmas.
- Carolyn Appelbe asked: Where are the larger single/onetime gifts (ie for the Communications Missioner) and matching donations showing in the 2020 report?
  - Grace Jinkinson: These are captured in "Envelope Donations" figure.
- Roger Dickhout asked: It would be helpful to see more detail in the total amounts spent on Outreach.
  - Brett offered to provide a summary that reflects more accurately where money is coming from and going to for Outreach activities.
  - Andrew added that the Outreach committee and Wardens will be asked to report on donations in and out.

- John Swinden added that Note 10 in the Auditor's report gives additional detail to the Outreach programme's expenses.
  - Janet Dickhout asked for clarification regarding the request that donors consider a 2 or 5% increase in giving.
- Brett responded that in 2020 the request was for 5% but due to the strain of the pandemic they decreased the requested increase in 2021 to 2% (to match the rate of inflation).

**Brett then presented three motions for vote:**

1. Motion that the audited financial statements for 2020 be accepted as presented. It was moved by Brett New and seconded by Christine Wilson. **Motion polled and carried** with 99% in favour.
2. Motion that Grant Thornton be appointed as auditors of St. Clement's Church for 2021 with remuneration to be determined by the Wardens. Moved by Brett New and seconded by Bill Appelbe. **Motion polled and carried** with 100% in favour.
3. Motion that the budget for 2021 be accepted as presented. Moved by Brett New and seconded by Tim Andison. **Motion polled and carried** with 99% in favour.

Andrew Federle then thanked Brett for his tremendous work and for bringing us through this difficult time.

**E. Sustainable Operations: Wardens' Report**

Andrew Federle called upon Christine Wilson and Bill Appelbe to deliver the Wardens' Report.

Christine provided a summary of the Wardens' Report:

- A year ago, the Strategic Plan was ready for roll out when the pandemic hit and everything got locked down.
- St. Clement's pivoted the ways through which we deliver our mission.
- The key areas that were focused on included the following (details covered in the Vestry Report):
  - Supporting Andrew
  - Financial management
  - Administration
  - Property committee
  - Focus on technology, providing church services online
- Outreach continued despite the lockdown, with new ways to gather groups together.

Bill Appelbe added regarding the focus on technology:

- Much effort was put into providing and improving on Zoom church.
- Investing in upgrading our technology AV/IT, installing new high speed wiring, new audio equipment, thanks to a donation of capital for technology for online delivery of church.
- We anticipate being able to stream services by Easter, with multiple cameras, improved reliability, high performance.
- We recognize the importance of accessing church services wherever people are located; people will now be able to come to church via multiple formats.

Gratitude was expressed to Bob Boeckner and Caroline Helbronner for 3 years of service, and new incoming Wardens Janine and William Luke were welcomed.

**Andrew Federle then presented three motions for vote:**

1. Motion that the Wardens' Report be approved (written and oral). Moved by Brett New and seconded by Pamela Rayment. **Motion polled and carried** with 100% in favour.
2. Motion that all written Vestry Reports be received. Moved by Rosalee Jackson and seconded by Brad Faught. **Motion polled and carried** with 100% in favour.

**Thanksgiving, Election and Appointment of Officers**

Andrew Federle acknowledged and thanked the following three groups:

1. All Volunteers
2. All Staff
3. All Wardens

Andrew Federle appointed the following officers:

1. Tim Andison as the Rector's Warden.
2. William Luke as the Deputy Rector's Warden.
3. Christine Wilson as the Past Rector's Warden.

**Andrew Federle presented the nominees for People's Warden, Deputy People's Warden and Past People's Warden.**

1. Motion that nominations for elected officers be closed. Moved by Allison Uys and seconded by Nancy Hood. **Motion polled and carried** with 100% in favour.
2. Motion to elect Rosalee Jackson as People's Warden. Moved by Nancy Hood and seconded by Pat Crawford. **Motion polled and carried** with 100% in favour.
3. Motion to elect Janine White as Deputy People's Warden. Moved by Robin Harmer and seconded by Leslie McKinley. **Motion polled and carried** with 100% in favour.

4. Motion to elect Bill Appelbe as Past People's Warden. Moved by Sean Martin and seconded by Margaret Shawyer. **Motion polled and carried** with 99% in favour.

### **Parish Council and Lay Delegates to Synod**

Parish Council meets quarterly to advise the rector and wardens on important matters pertaining to the future health and vitality of the parish.

**Andrew Federle confirmed that the Lay Delegates to Synod will continue in their role as previously elected:** Ben Harris, Margaret Shawyer, David Smith, Naomi St. John, with Paul Robert as our alternate.

### **H. Vestry Motion: Social Justice**

Nancy Hood spoke in support of the Diocese's Motion for Anti-Racism. The Diocese has asked each parish to consider adopting the following motion at its 2021 Vestry meeting. By adopting the motion, in addition to our own commitments as a parish, we support the Diocese in advocating against racialized discriminatory practices and attitudes in our society and working towards justice and equality for all. The motion reads as follows:

*The parish of St. Clement, Eglinton, acknowledges that anti-Black racism exists in our society and in our Church, and that it and all forms of racism against Black, Indigenous and other racialized people are a sin against God and against our neighbour. We commit ourselves to the recognition, dismantling, and elimination of anti-Black and other forms of racism in our secular institutions, in our Church, and in ourselves, and to work for the full inclusion, participation and belongingness of Black, Indigenous and other racialized people in all sectors of our common life.*

Our Diocese will be implementing anti-racism and anti-bias training for Diocesan staff and clergy starting in early 2021. An Anti-Racism/Anti-Bias Pod will be created to carry this work forward among volunteers and lay leaders and over the long term. Associate Priest Pamela Rayment has accepted the Bishop's invitation to serve on this pod for the diocese.

**Nancy made the motion to adopt the Diocesan Motion for Anti-Racism vote:**

1. Motion to adopt the Diocesan Motion for Anti-Racism. Moved by Nancy Hood and seconded by Susan Colacitti. **Motion polled and carried** with 100% in favour.

## I. Other Business

Robin Harmer requested that, as in previous years, a complete list of leaders at St. Clement's be shared. Andrew Federle confirmed that a list will be distributed.

Mike Newbury extended his thanks to Andrew for his work in 2020 dealing with a host of issues "not addressed in seminary", and commended him on his great leadership.

## J. Adjournment

The **closing prayer** was delivered by The Reverend Pamela Rayment.

The Reverend Andrew Federle adjourned the 129<sup>th</sup> annual vestry meeting at 11:50am online via Zoom.