

VESTRY REPORT

For the year ending December 31, 2020



Christ Church Deer Park

Annual Vestry Meeting
February 28, 2021



**Christ Church Deer Park
Annual Vestry Meeting**
February 28, 2021

AGENDA

10 minutes	Call to Order Opening Prayer Appointment of Vestry Clerk Opening Remarks <ul style="list-style-type: none">• Adoption of Agenda• Announcements	Cheryl Palmer Cheryl Palmer Cheryl Palmer Cheryl Palmer
10 minutes	2020 Minutes Approval of minutes of February 23, 2020 Business Arising from the Minutes	Cheryl Palmer Cheryl Palmer
	Reports	
5 minutes	Acceptance of written reports	Cheryl Palmer
10 minutes	Rector's Report	Cheryl Palmer
10 minutes	Wardens' Report	Andrew van Nostrand
55 minutes	Finance Presentation/Adoption of Audited 2020 Financial Statements Appointment of Auditors for 2021 Presentation and Adoption of the 2021 Budget Investment Committee Reorganization of Funds	Nick Strube Nick Strube Nick Strube Michael Butler Stephen Clark
15 minutes	Election and Appointment of Officers Acknowledgement of outgoing officers Appointment of Rector's Warden Appointment of Treasurer Election of People's Warden Election of Deputy Wardens Election of Members of Synod	Cheryl Palmer Cheryl Palmer Andrew van Nostrand Andrew van Nostrand Andrew van Nostrand Cheryl Palmer
10 minutes	Other Motions Diocesan Social Justice Motion 2021 – Committing Ourselves to Anti-Racism	Cathy Gibbs
20 minutes	Other Business Items from the floor Service of Commissioning for Lay Ministries Concluding Prayer Adjournment	Cheryl Palmer Cheryl Palmer Cheryl Palmer

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Bishop's Pastoral Letter to Vestries, 2021



Diocese of Toronto
Anglican Church of Canada

To our Clergy, Churchwardens and Parishioners

Beloved in Christ, peace and grace be with you.

Grow! You may remember that in my letter to you last year, I invited each community to embrace the essence of our diocesan strategic plan, *Growing in Christ*. The invitation was simple...grow! Well, none of us could have imagined the scope with which we would have to adjust, change, turn, accommodate, and innovate in 2020. Almost every aspect of how we do Church would need to be transformed: from worship to administration, from pastoral care to sacramental ministry, from finance to stewarding buildings and property. On Sunday, March 15th we closed the doors of our buildings and we were jettisoned into another way of gathering and being the Church.

Parishes small and large, rural and urban turned to online worship, telephone ministry, driveway conversations, pre-recording and livestreaming. We thought we would be back in our buildings by Easter. My, how we were wrong about that. Maybe by Pentecost things would be normal again, we thought. Summer turned into fall. A partial opening under strict guidelines would give way to a second wave that would carry us through Advent and Christmas, Epiphany and now into Lent. Through it all we have learned to live outside our comfort zone and grow. Like being tossed into the deep end of the pool we are learning to swim.

The Jubilee offered by the Diocese in 2020 helped to shore up a faltering financial confidence. Many parishes report that online worship and programming is reaching a wider audience. Some parishes tell us that financial support and donations are holding steady. Clergy tell me that there is a growing trust, cooperation, and companionship with colleagues. Many parishes speak of collaborating with neighbouring communities. We have also been wrestling with how to serve those who are falling through the cracks of our social structures and safety nets, particularly those who live in precarious housing, grapple with food insecurity, mental health issues and domestic violence.

The murder of George Floyd on May 25, 2020 thrust us into the depths of confronting anti-black and systemic racism. Each year at vestry we ask you to consider supporting a social justice initiative. In 2021, we invite you to support the motion on *Committing Ourselves to Anti-Racism*. The initiatives that are outlined give all of us the opportunity to be agents of dismantling racism in all of its forms. We are called to change. Throughout this time of pandemic, we are doing more than just treading water... we are growing. I believe we are growing in trust of one another, and deeper still, in trust that God has this whole situation in hand. And trust calls us to be faithful and to be prepared.

As you gather for your vestry meeting, likely online, I want to say two things. The first is to express my profound gratitude for your faithfulness, hard work, creativity, and innovative ways thus far in this pandemic. I am thankful for the tireless leadership of our clergy; bishops, priests, and deacons. I am moved beyond words by the ministry of our lay leaders who move mountains to keep the church moving. Thank you.

The second thing is, be prepared. We hear this summons often in scripture. *In the wilderness, prepare the way of the Lord*, cries the prophet. *I go to prepare a place for you*, Jesus says to his disciples. *Preach the word, be ready in season and out of season* writes Paul to Timothy. As circumstances begin to change, as the vaccine begins to take a hold for the better, I hope that you will take as much time planning for a return as you did when our doors closed in March of last year. Coming back will take a special kind of care and effort. It will take time to allay fears, it will take energy to coax the community to move

forward in new ways. It will take a vision steeped in the Gospel of Jesus Christ to lift the eyes and hearts of a weary people.

And let us not grow weary of doing good, for in due season we will reap, if we do not give up. So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith. Galatians 6.9-10

Yours in Christ,

+Andrew

The Rt. Rev. Andrew J. Asbil
Bishop of Toronto

The Right Reverend Kevin Robertson
Area Bishop of York-Scarborough
Bishop Suffragan of Toronto



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January 18, 2021

The Feast of the Confession of St. Peter

Dear friends in York-Scarborough,

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

I have the privilege of writing once again as you gather for your annual Vestry meeting. Vestry is an important moment in the life of any parish. We are given the opportunity to look back with thanksgiving on the past year and look forward with hope as we catch a vision of what God is calling us to be in the year ahead.

Never before have we experienced a year like 2020. A year ago, we were just beginning to hear reports out of Wuhan, China of a virus that was spreading rapidly and making many people sick. Within weeks the virus was detected here in Canada. By mid-March our province was in lockdown. This meant that our churches were suddenly closed to public worship and most other activities.

Very quickly, Anglicans across our Diocese “pivoted” to begin doing mission and ministry in virtual ways in order to stay connected and keep the flame of the Gospel burning. Pre-recorded services, livestreams and Zoom worship sprang up to connect people from the safety of their own living rooms. For months, our church buildings remained shuttered, except for the important work of providing outreach to the most vulnerable in our communities. We hunkered down and sheltered at home. The Diocese was able to offer a Jubilee to all parishes for three months as a way of helping ministry continue. I know how well this was received, and I thank God that we had the resources to do it.

As COVID-19 cases decreased over the summer months, September brought new opportunities to begin gathering again. The Diocese’s amber guidelines were put in place, allowing parish communities to come together in-person once again. For several weeks, we were once again gathering in our sacred spaces, being fed at the Lord’s table, and enjoying fellowship with one another in familiar ways.

But no sooner had we begun, case numbers began to rise again, and news of more virulent strains of COVID from other parts of the world. In November, the City of Toronto - and Peel and York Regions - were in lockdown; by year end the whole province was essentially shut down. The effects have been devastating for so many: job losses, increases in addiction and mental health issues, a rise in domestic violence, loneliness due to isolation and separation from family members and friends. And yet you – the Church – have continued the life-giving work of the Gospel, by lovingly walking alongside those in greatest need. Thank you! And now several vaccines have been approved and are making their way into the arms of Canadians. Thanks be to God!

In the roller coaster of the past twelve months, we rose to the various challenges in ways many did not think possible. The necessary restrictions shifted almost everything we knew of church, yet the Gospel of Jesus Christ continued to be proclaimed and lived. I have been so proud of the ways that our parishes have been nimble in these difficult times. The Holy Spirit has indeed led us in this wilderness. Thank you to our clergy, churchwardens, parish staff, lay leaders and tech savvy volunteers who have made this pivot possible. I believe our Church leapt forward several decades in just a few short months, and I hope we will hold onto the spirit of adapting to rapidly changing circumstances.

COVID-19 was not the only challenge facing our Church and society over the past year. In May, we watched in horror as news outlets showed the vicious murder of George Floyd in Minneapolis. The killing of a black man by a white police officer reminded us painfully of the toxic forces of anti-black racism not only in the United States but also here at home. The Gospel calls us away from any kind of hatred and discrimination, and in our baptism we commit to respect the dignity of every human being. Our Diocese is responding to the scourge of racism by offering anti-racism and anti-bias training this year. As the newly-appointed Diocesan Diversity Officer, I look forward to help lead this work forward over the coming year.

2020 was also a year of change in leadership within our Diocese. Bishop Peter Fenty retired after seven years of episcopal ministry, and Bishop Jenny Andison made the decision to return to parish ministry after serving as an area bishop for four years. We give thanks for Bishop Peter and Bishop Jenny and for the ways they have blessed our Diocese. In response to these changes, Bishop Andrew has struck an Episcopal Leadership Working Group to help shape the future of episcopal leadership going forward. In this interim period, I have been asked to provide oversight to deaneries in York-Simcoe and York-Credit Valley, in addition to the five deaneries in York-Scarborough. Please pray for the work of the ELWG as we discern the future of leadership in our Church.

In spite of the challenges, I look back on 2020 with joy and thanksgiving at the opportunities to visit many of the 56 parishes and ministries of York-Scarborough. I was with you for Sunday worship, celebrations of new ministry, anniversaries, meetings with parish leadership, and many other special occasions – and much of it by Zoom! We even ordained four new priests in York-Scarborough between October and December, one of the many signs that the Church in our Diocese is still very much alive and well! I want to thank the clergy and people of the area as I have travelled across the episcopal area. I have been grateful for your prayers, and your desire to be co-workers in the building up of God's Church.

As I reflect on my ministry over the past year, I realize that my work would not have been possible without the support of my amazing assistant, Sue Willoughby. Sue does a great job managing my calendar and correspondence and ensuring that I am able to keep up with a ministry that has an increasing number of moving parts. Sue works closely with our exceptional synod office staff. They are all just a phone call or email away.

I want to acknowledge the excellent work of our five Regional Deans: the Reverend Ian LaFleur (Eglinton), the Reverend Greg Carpenter (Scarborough), the Reverend Canon Geoffrey Sangwine (St. James), the Reverend Shelley McVea (Toronto East) and the Reverend Nicholas Morkel (York Mills). The Reverend Heather Gwynne-Timothy continued her wonderful ministry as Chaplain to the Retired Clergy of York-Scarborough in 2020. Along with our area liturgical officers, our Regional Deans are excellent resources for parishes, and provide me with invaluable advice. I have also valued the support and collegiality of the other members of the College: Bishop Andrew, Bishop Peter, Bishop Riscylla, Bishop Jenny and Canon Mary Conliffe.

Our episcopal area is also blessed with many incredible youth leaders, who are ably led by our two York-Scarborough Youth Coordinators, Jillian Ruch and Ian Physick. In the midst of this pandemic, they have found creative ways of staying in touch with our youth and encouraging them in their own ministries.

Finally, I want to express my thanks to all those who exercise leadership in the parishes, missions, schools, fresh expressions and community ministries of the York-Scarborough area. Whether you are stepping down from a particular ministry, or continuing on, or taking up a new role at this annual Vestry meeting, thank you for your commitment and faithfulness. You are a blessing to the Church in our Diocese. Please be assured of my prayers each day as you carry out your ministry in the name of Jesus Christ.

I am writing this letter on the Feast of the Confession of St. Peter. As our Church celebrates Peter's proclamation that Jesus is "the Christ, the Son of the Living God" (Matthew 16:16), please join with me in working for the vitality of the Church, built on Christ our cornerstone. Pray with hope for the year ahead.

Yours faithfully,

A handwritten signature in dark ink, appearing to read "Kevin Robertson", with a stylized flourish at the end.

The Right Reverend Kevin Robertson
Area Bishop of York Scarborough
Bishop Suffragan of Toronto

THE RECTOR

*By the rivers of Babylon— there we sat down and there we wept when we remembered Zion.
On the willows there we hung up our harps. For there our captors asked us for songs,
and our tormentors asked for mirth, saying, “Sing us one of the songs of Zion!”
How could we sing the Lord’s song in a foreign land? (Psalm 137:1-4)*

2020: The year of singing the Lord’s song in a strange and foreign land.

It was a mere two weeks after our annual meeting when we worshipped for the last time in our church before a six-month lockdown, due to the Covid-19 pandemic. In those six months, our parish life, along with all other aspects of our public and personal lives, changed drastically. Unless we were frontline workers, the world was suddenly thrust into conducting our entire lives from home, even worshipping from home. Without warning the building at Yonge and Heath was closed to us... a eucharistic fast was declared... the temple in which we had gathered regularly for 150 years for worship and fellowship was shuttered. But though the coronavirus drove us from our building, it did not drive us from our faith.

Christ Church Deer Park never even stumbled as we entered the strange and foreign land of pandemic living. The lay, clergy and administrative leadership of our parish immediately rose to the task making sure that worship, pastoral care, outreach and business management continued with little disruption. The Church is so much more than a building – in fact it is not at all a building – and we saw that clearly this past year, as ministry continued throughout lockdown:

- Two worship services were available each Sunday – a pre-recorded online service and an interactive conference call worship. As well, church school was conducted via Zoom each week. And by the second lockdown in November, we were two months into livestreaming the Sunday liturgy. Christ Church quickly and adroitly used various digital means to worship together and welcome new people.
- It was odd celebrating Holy Week and Easter in lockdown, but daily reflections by the staff and exquisite music organized by Matthew Otto, helped us observe these important holy days.
- Seven study groups/discipleship courses, including a Lenten series and Alpha, were held on Zoom with lively participation. This platform allowed people without computers to join the study groups and engage in the discussions via telephone.
- Bishop Asbil asked parishes and organizations of the diocese to keep offering “critical outreach ministries to vulnerable and marginalized communities”, and Christ Church jumped on this request. Not only did we continue serving our regular Saturday morning breakfast to the needy of our neighbourhood and beyond, but we added a second meal on Wednesdays and fund-raised for Churches-on-the-Hill Foodbank.
- A Reopening Committee was struck, and this group of people eagerly and responsibly met weekly throughout the summer to prepare us for re-entering the building for in-person worship last September, as well as planning access for Oriole Nursery School.
- With the departure of Matthew Otto, our talented Music Director, and Andrew Colman, our dedicated Coordinator of Children and Youth Ministry, two new staff people were hired in the midst of this pandemic. Christina Labriola joined us as the new Music Director and Bridget Poole is the new Coordinator for Children and Youth Ministry. It is an odd time in which to begin a new position, but these two people have been diligent in their effort to become integral to our community life.

- With Molly Finlay's departure in early November, to be Priest-in-Charge of St. John's Norway, critical pieces of her work were picked up by the remaining staff. Early 2021 will therefore see the search for a new addition to the pastoral team.
- In an effort to maintain our relationships with each other, further build community, and deepen our faith, small groups (Community Connection Groups) were established in November with 55 people across six groups. Facilitated by lay leaders, the groups are flourishing and are already vital in our parish. Members attend weekly gatherings on Zoom where they read scripture, have faith discussions and develop friendships.
- By Christmas we were all tired of lockdown, but that did not prevent the CCDP community from celebrating this joyous season. With a pre-recorded Carol Service, a livestream Christmas Eve liturgy and an informal service via Zoom on Christmas Day, music resounded in our community and Christ Church rounded out the year with faithful and creative worship.
- And supporting all this ministry was the Management Team. In lockdown the lay leaders of this group met online for frequent (3-4 times per week) briefings and planning. Because of their deep commitment to Christ Church, their management skill and tireless efforts during the pandemic, we were able to reopen safely in September for a few weeks, hire two new staff, fare financially well in 2020 and remain generally on track with all our ministries. Throughout this period the Management Team was dedicated to the safety and well-being of the staff and thus asked us to work from home, as well as maintained the salaries of all our employees. The ministry of this team has been invaluable these last several months.
- On a more informal level, but equally important, parishioners called each other and cared for each other without ceasing. There are wonderful examples of our parishioners developing telephone ministries during this time in which many people are isolated and lonely.

As I look over the past months, I am astounded by how much we addressed and accomplished in these disturbing Covid days when our life together was fractured, and we were displaced. The spirit of the community is abundantly blessed by the Spirit of God, and thus our resolve, vitality and deep faith shone forth in 2020 – the year of being Church at Home. The exile from our temple did not stall or deter us, and so we faithfully sang the Lord's song in a strange land.

*Seek the welfare of the city where I have sent you into exile,
and pray to the Lord on its behalf, for in its welfare you will find your welfare.
Jeremiah 29:7*

Respectfully submitted,

The Rev. Canon Cheryl C. Palmer

MANAGEMENT TEAM

Recent Wardens' Reports to Vestry have focused on the state of and any progress achieved on the priorities established by your Management Team over the preceding year. These priorities are typically established shortly after Vestry when the Management Team meets for a daylong offsite to plan for the year ahead. However, due to COVID-19 this year, things took a very different path. Looking back, it is hard to fathom that it was only two weeks after our 2020 Vestry that Ontario was put into our first state of lockdown. This necessitated a move for the Management Team to become much more tactically focused for 2020.

With the March implementation of the lockdown and the corresponding announcement from the Ontario House of Bishops suspending in person worship until September, the Management Team increased our frequency of meetings from monthly to every other day as we grappled with our new reality. Our focus transitioned to the safety and wellbeing of our staff, parishioners (including refugee families), tenants, and those in our community who are reliant on outreach programs. While working with the clergy to establish a plan for remote worship we evaluated our ability to continue to provide essential services to our community including hosting AA meetings and running the Community Meal Program. We mandated that all staff, where possible, would work from home. By the end of March, the only remaining in church operations were the Community Meal Program and the basic financial operations necessary to keep the business aspects of the parish functioning.

March was prior to the announcement of any government financial support programs, and as such, the Management Team was focused on mitigating the impact of the potential loss of nearly all revenues related to the rental of our premises while balancing the financial reality of our employer responsibilities.

In April, the Anglican Diocese of Toronto announced a jubilee for the months of April and May; effectively the Diocese would be forgiving our monthly assessment payments in addition to clergy payroll submissions. The jubilee, combined with several government announcements on wage subsidies and rent relief programs, provided the Management Team with a palpable sense of hope and relief. These programs allowed us to pivot from investigating significant austerity measures to address budget shortfalls, to working through the complex eligibility and application requirements for these programs. Management Team also worked with the Outreach Committee to confirm the needs of both our refugee community and those who rely on our Community Food Program. We approved an extension to the support for our refugee family and confirmed our support for the addition of a Wednesday lunch meal to our Community Meal Program. The Wednesday lunch was to replace a lunch program normally delivered by St. Clement's which they shut down due to COVID-19.

June saw the occurrence of Management Team meetings move to weekly meetings as we shifted our focus to the anticipated easing of lockdown restrictions. In the midst of the first round of lockdown restrictions, CCDP celebrated its first gay marriage as John Monahan and Michael Charles exchanged vows at CCDP. In July we established the Reopening Committee which was charged with ensuring the necessary policies, processes, and training in place for not only the safe resumption of worship services, but also the limited return of CCDP tenants as the Oriole Daycare resumed operations in early July. During the summer, in addition to the ongoing support of our parishioners, the Community Meal Program was generously sponsored by several businesses including Maple Leaf Sports and Entertainment (MLSE) which provided individual serving size frozen meals, allowing us to provide take-home meals to our guests, in addition to the warm meals we provided. The ongoing support of our dedicated band of volunteers ensured we were able to provide lunch to our program guests on Canada Day and which was provided by The Burger Shack, located at Eglinton and Oriole Parkway, and generously included burgers, salad and beverages

allowing us to provide an impromptu yet subdued and socially distanced Canada Day BBQ celebration. In July with the energetic prompting of Molly Finlay, the Management Team committed to bring live streaming to CCDP, such that, with our anticipated return to the pews in September, we could provide those who were unable to join us in person with the option of participating in worship from home.

September 13th saw the resumption of in-person services at CCDP, with a limit of 50 people allowed in church. Several new protocols were introduced including having to obtain an event ticket to enable a record of all on site worshipers, as required by Toronto Public Health. The Management Team also approved the resumption of AA meetings using the nave to maximize the number of participants while also maximizing social distancing. St. Clement's Church resumed their Wednesday lunch program enabling our Community Meal program to move back to Saturday breakfasts only. Christian Education programs moved back into full swing and are meeting virtually. Management Team deferred deciding on when to resume Jazz Vespers, Wednesday Eucharists, and Church on Tap to gain experience with Sunday worship before adding more services.

The joy of in-person worship was short-lived as after only 11 weeks Toronto and Peel regions were plunged back into lockdown on November 23rd forcing us back to virtual worship exclusively. CCDP closed again with the only active areas being the Oriole Daycare, Community Meal Program, and essential office functions.

The close of 2020 saw CCDP in a strong financial position largely due to the ongoing generous giving of our parishioners combined with the Diocesan jubilee and government wage and rent subsidy programs.

Many faces changed this year: Rev. Molly Finlay left CCDP to become Priest-in-Charge at St. John the Baptist Norway, Matthew Otto stepped down as our Music Director to focus on his PhD dissertation, Robert Dixon's part-time contract as Associate Director concluded, and Andrew Coleman finished his placement at CCDP as he prepared to be ordained Deacon in September. We are grateful for their many contributions to CCDP and will miss them. CCDP has also been blessed as we have welcomed into our presence Dr. Christina Labriola as our Acting Director of Music and Organist, and Bridget Poole as our Coordinator of Children and Youth Ministry.

2020 has been a challenging year for everyone however despite the challenges and hardship CCDP continues to be an active and compassionate presence in the Deer Park Community. This would not be possible without the commitment, dedication, and love for Christ among our CCDP parishioners. On behalf of the Management Team, I would like to extend our gratitude as well as special thanks to our clergy, employees, volunteers, and parishioners. Thank you

On behalf of the parish, I would like to extend our thanks and gratitude to the retiring members of the Management Team: Debbie Wilkinson, Ward Lindsey, and Ben Kizemchuk. We have benefited from their wisdom, guidance, and commitment especially during this exceptionally challenging year.

P.S. For those wondering what happened to one of the pair of pine trees that framed the Yonge Street entrance, the northern tree blew down during a strong windstorm in March. It stretched across the sidewalk and came to a rest on Yonge St. Fortunately, due to COVID-19 nobody was nearby or injured when the tree fell. We have saved three pieces of the trunk. If you have a passion for wood carving and would like to turn one into an item to celebrate or commemorate CCDP, please let me know.



Respectfully submitted,

Andrew van Nostrand, on behalf of Wardens Debbie Wilkinson, Katherine MacDonald, Michael Butler, Ward Lindsey, and Ben Kizemchuk.

PARISH ADVISORY BOARD

The Management Team recognized that during COVID maintaining the Advisory Board was critical to ensure two-way communication with the parish. To that end, the Advisory Board met online via Zoom in May and December 2020. The Board received reports from the clergy, churchwardens and treasurer, as well as various committees regarding ongoing work being done to sustain the community during the COVID pandemic.

In May 2020, the Property committee reported on priority areas for capital repairs, although it was acknowledged that the immediate focus of the Management Team was to keep parish operations running smoothly in these exceptional times. The Christian Education committee reported on progress made to restart and expand education programs and to discern what kind of education parishioners are looking for. The Christian Education committee affirmed that Christian education should be viewed as a means to equip and enable people to be a blessing in the world.

At the December 2020 Advisory Board meeting, there was discussion of the use of church real estate assets and the need to determine the land use and building framework for transformational projects. It was suggested that a research committee be formed to determine the possibilities for developing the whole church property, including the land immediately to the north. A substantive discussion amongst the Management Team and the Board members took place enabling the Management Team to carry the Draft Budget to the February 2021 Financial Forum stage.

Respectfully submitted,

Debbie Wilkinson, Chair

FINANCE COMMITTEE

COVID-19 has put all plans on hold until the pandemic has passed, and we are at full operational capacity. The first step will be to assess how each lessor has weathered the pandemic and what will be their needs going forward. We will revisit the building's use and new opportunities to increase incremental revenue through an adjustment in rents and the opportunity to make use of other rooms that are not currently part of the available rental roster.

Respectfully submitted,

*Cheryl Bedard
Chair*

STEWARDSHIP COMMITTEE

Whoever brings blessing will be enriched, and one who waters will himself be watered.

– Proverbs 11:24-25

2020 was certainly not the year any of us likely anticipated or envisioned, either for ourselves or for our city. The pandemic and shutdown of Toronto has had a direct impact on both the finances and operations at Christ Church Deer Park.

The 2020 Stewardship Committee was comprised of myself, Carolyn Kearns (Vice-Chair), George Lewis, Cheryl Bedard and Nick Strube. The committee met virtually after March, with time and focus on developing the fall appeal mailed in December to those included on our parish list.

Many CCDP parishioners responded to our letter: we heard from 50 people, with 23 among them increasing their giving. This small but generous group contributed an additional \$16,138 to parish revenues. Unfortunately, near the end of 2020, CCDP also lost a generous major donor, who left our parish. This fact lessened the net impact of the increases actualized by the year end mailing.

The physical separation required for everyone's health and wellbeing, and consequent closure of the CCDP building for much of the year, meant we were unable to stage our annual revenue generating events, including our twice annual rummage sales, and the Holy & Holly Christmas Festival, which in the past had accounted for approximately \$30,000 in parish revenue. Additionally, we were unable to rent out space for most of the year, resulting in an additional loss of revenue.

On the positive side, the parish applied for and received government grants and payments to support our operations and, like all parishes in the Diocese of Toronto, received special dispensations to cover significant parish clergy costs for a period of months.

Looking at 2021, the Stewardship Committee has identified the following possible sources to raise much needed funds to support the operations of Christ Church Deer Park during this unusual time:

- **Recurring donations from parishioners** – 2019 saw a notable increase in recurring givings, and a more modest increase in 2020, and we're grateful to all those who give this way, which allows us to plan and know what revenue we can expect.

- **Significant individual donations** – As we closed 2020 with a modest budget surplus – \$28,000, largely as a result of special COVID funding and expense forgiveness – we didn’t do any individual outreach at year end to donors who have invested in CCDP’s financial health. (Considering the financial outlook for 2021, however, we will likely need to turn to select donors and invite them to kindly offer what support they can);
- **Grant seeking** – this has not been an area of endeavour for us previously, but may need to become one – involving submissions to foundations and agencies which support community need projects – to fund CCDP’s continuing outreach efforts and support of those who come to CCDP and the Churches-on-the-Hill food bank, etc. in need.
- **Virtual fundraising events** – this would also be a new effort, but could be a good way for us to experience community, participate in an activity together while each paying a nominal amount to participate. *(Please, if anyone has any ideas or would like to volunteer to organize something – think online games, paint nights, book club, etc. – please reach out to me at caroline@vannostrand.ca)*

While in the past our main goal has been to bring CCDP to a balanced budget or, with God’s grace, create an operating surplus, we also have need for funding to enable a number of capital expenditures and projects. This is a key goal to be realized. Please pray that our Management and Stewardship Committees will be able, in time, to build up CCDP’s coffers to fund needed capital initiatives.

Let me close by acknowledging the extraordinary support we receive from so many members and supporters of Christ Church – gifts of time, talent and treasure advance our parish as well as each of us who are fortunate enough to be part of this fine and supportive community. We are, as always, truly and greatly blessed at CCDP.

On a related note, the Stewardship Committee is hoping to recruit new members, if any parishioners are interested – if so, please reach out to any of our committee members, thank you.

Fundraising takes time and focus and, while progress is steadily accruing, 2021 will require creativity and ingenuity for us – together – to raise the revenue needed to support CCDP in its continuing operations and growing community impact and support.

A gift opens the way and ushers the giver into the presence of the great. – Proverbs 18:16

Respectfully submitted,

*Caroline van Nostrand
Chair*

INVESTMENT COMMITTEE

The CCDP Investment Committee (“the Committee”) oversees the investments of the various funds (the Funds”) of CCDP. The Committee consists of five parishioners appointed by Corporation, and ex-officio members.

In July Franck Perrin and Robert Morrow resigned from the Committee. Corporation and the Committee wishes to thank them for their contributions and years of service on the Committee.

The current members are:

Michael Butler, Chair; George Elliott; George Lewis; Ben Kizemchuk; Bruce Langstaff

Ex officio: Reverend Canon Cheryl Palmer: Nick Strube, Treasurer: Paul Marritt, Director of Parish Operations.

During the year the Corporation decided to end the practise of managing the Funds by parishioners and to engage a discretionary Investment Manager. In September four Investment Managers were invited to submit proposals to CCDP. Following receipt of the proposals and presentations from the four firms the decision was made to appoint PH&N Investment Counsel, a subsidiary of the Royal Bank of Canada to be discretionary Investment Manager. The transfer to PH&N will be completed during the first quarter of 2021.

The change to a discretionary Investment Manager provided the Committee the opportunity to review its investment policy (last undertaken in 2012) and a new Investment Policy Statement (the “Statement”) was written. The Statement has been approved by Corporation. There are several significant changes. First it defines the responsibilities of the Investment Manager. Second it directs that the Assets be invested in a manner that gives consideration to socially responsible investing principles. The Investment Manager is expected to invest in instruments that have adopted adequate environmental, social, and governance (“ESG”) principles. Finally it provides for investment in alternative investments, including direct investments in real property, infrastructure projects (including but not limited to renewable power generation), private equity, and private credit.

The Investment Objectives of the Funds are:

- a) to preserve the purchasing power of the Assets over the long term;
- b) to provide regular cash distribution to the Church; and
- c) to generate a rate of return that exceeds the rate of Canadian CPI inflation by 3% over the most recent 4 year period

The Funds of CCDP

1. Endowment Fund \$1,563,483
The Endowment Fund was established by Vestry in 1963 fund to be a perpetual fund available to the Church. All income was to be used for the operating expenses of the Church. Any income not so used in any year would be added to the capital.
2. 1870 Fund \$136,136
The 1870 fund was established by special Vestry in October 2007. All income was to be used for the operations of the Church. Corporation may access up to \$35,000 of the capital. Any amount in excess of \$35,000 requires Vestry approval.
3. Ministry Fund \$56,413
A fund created with a donation from a parishioner. The funds are to be held pending agreement between the Rector and the donor.
4. Re-Imagining Church \$256,338
The Diocese conducted the Our Faith –Our Hope: Re-Imagine Church campaign several years ago. CCDP participated in this campaign and funds provided by parishioners are available to the Corporation if they are used for any of the following purposes: i) strengthening local parishes; ii) building the church for tomorrow; iii) revitalizing our inheritance; or iv) giving to others.
5. St Andrew’s Group \$11,955
Formerly known as ACW the St Andrew’s Group is active in several Church activities. Monies raised are used for selective projects and to support church operations.

6. Funds performance in 2020

+Deposits			\$31,269
-Withdrawals			\$244,757
+Change in market value			\$81,480
Closing Market Value (December 31, 2020)			\$2,076,842
	2020	3 Years	5 Years
Average Annual return	3.89%	5.30%	6.71%

7. Rectory Fund \$1,214,138

The Rectory Fund was established with the sales proceeds of the rectory. The funds are held and managed by the Diocese on behalf of CCDP. The income generated is forwarded to the Corporation for operating and other programme expenses. The payout, currently 4.25%, is reviewed on an annual basis by the Diocese. In 2020 the Rectory Fund had a return of 9.2%.

8. A proposal to reorganize the Endowment Fund and the 1870 Fund will be presented at Vestry. The proposal combines the two funds into one to be known as the Investment Fund (the "Fund") and establishes the terms and conditions under which the Fund will operate. Motions to approve these changes will be submitted to Vestry.
9. The Chair would like to thank the Investment Committee members and Stephen Clarke for their ongoing support and commitment during this transition to a discretionary Investment Manager and in the reorganization of the Church's Funds.

Respectfully submitted,

Michael J. Butler, Chair

ADULT EDUCATION AND DISCIPLESHIP

2020 was an exciting year for Adult Education. Not only did we deliver 7 courses, but midstream, because of the pandemic, we were forced to offer all classes on line. It was a steep learning curve for many. Without exception, parishioners were kind and generous and flexible and patient and above all, committed throughout the bumpy transition.

As well, we had many people volunteer to be small group leaders in the courses, making the learning deep and meaningful. None of our efforts could have happened without them. Gratitude must be showered upon Nick & Liz Gan, Peter & Jan D'Angelo, Melissa Walter, Sandra Caldwell, Bridget Poole, Cheryl Palmer, Rebecca Wells-Jopling, Barbara Johnston, Andrew Harding, Sandra Geddes, Tony van Straubenzee, Annie Lawton Scurfield, Carl Wehniainen, and Andrew Coleman.

Thank you to everyone for making adult education possible and significant during these trying times.

Pilgrim

January 28-February 11

This course was offered to those who wanted to continue with their Alpha experience. With 2 group leaders, 10 people continued to explore their faith.

Signs of Life – Why Church Matters - Lenten Study

March 3-March 31

Using the curriculum from the Society of St. John the Evangelist, we explored the various aspects of church life through the themes of light, water, food, shelter, and community. It was during this course that we suddenly had to go on line with all the classes because of the pandemic.

We had 38 people sign up with 3 small group leaders.

Alpha

April 27-June 1

Some people had not been able to engage in the Alpha experience when first offered. This time, 27 people signed up watching videos and sharing thoughts and ideas in one of the 6 small groups.

Be Transformed!

April 27-June 1

This course was introduced as a follow-up to our successful Alpha courses from last year. We looked at the harder questions such as Why did Jesus die? Does God answer prayer? Why do bad things happen? What role do sin and atonement play in our faith journey? Twenty four people were divided into 3 small groups for discussion.

Unwrapping God's Gifts—Living a Life of Gratitude

June 15-July 6

Through scripture, questions, and prayer, we recognized and gave thanks for four gifts we have received: God in Creation, God in our lives, God in Jesus and the opportunity of always starting again. We discussed the importance of gratitude for these gifts.

Monday's class had 17 people and Thursday's class had 4 people

Community Connection Groups

October 18-November 22

As a result of the pandemic, parishioners were missing regular connections with friends. In response to this, every parishioner was invited to join a Community Connections Group. Each group reflected on the Sunday reading, the sermon, and ended with a time of prayer. Six small group leaders ran the meetings at different times throughout the week. A total of 55 people participated.

The Journey – Advent Study

December 1-22

We explored our journey of faith through the lens of friendship, community, and the world. There were 16 participants working in 4 small groups .

Comfort and Joy – Epiphany

December 26-January 2

People were invited to download the app from the Church of England containing daily reflections that expounded on the hope that Epiphany “would bring joy and celebration after a uniquely difficult year with an acknowledgement that – for those who have lost loved ones or livelihoods, or who are potentially still not able to be together with loved ones – it may be the Church's role, both nationally and locally, to provide consolation, rather than assume everyone will be ready to join in jubilation.”

Respectfully submitted,

Cathy Gibbs

Director

CHILDREN & YOUTH

2020 began with a lot of trial and hardship, and from it we learned perseverance, creativity, and faith, along with a “spirit of flexibility.” The Covid-19 pandemic strengthened our creativity when it comes to reaching and ministering to our young people. The pandemic hit during the transition between the Children and Youth Ministry Coordinators. Andrew and I (Bridget) worked together to create a smooth transition during my initial two weeks, and then Andrew pursued other ministry endeavours.

I first want to thank the volunteer leaders who continue to show dedication, love, and hope for our children and youth ministry, when most churches would give up. Thank you to Ann Atkins, Annie Scurfield, Katherine MacDonald, and Sharilyn Robinson. I appreciate you all so much! Please thank them when you see them, and please continue to uphold them in your prayers.

While the pandemic prevented us from meeting regularly in person, or gathering in any large groups, we persevered under trial and adapted to the situation. Like many churches, we began doing ministry online, creating new ministries and expanding on ones we had started prior to the pandemic. We expanded our social media presence, growing our Instagram (@ccdpyouth) from 1 follower to 70 followers, which include families from our own congregation, as well as other churches, near and far. We created a MailChimp account to create better monthly/bi-weekly e-mails and to track them, staying connected with our families and keeping them updated on events and happenings of both the youth ministry and the wider church. We have also begun a “Children and Youth” page on our website, where families can find materials and resources for fostering the faith at home, including videos, podcasts, and books. On this website page, we have also included resources for our leadership team to both cultivate faith and promote leadership skills in the context of youth ministry.

The pandemic brought many changes - some which were hard, but necessary. Rev. Molly left our church for her own parish, taking with her one of our leaders (her husband, Sam - so we can forgive her for that). It was an exciting opportunity for them, and so we blessed them as they left. Another big change is that, although we maintain a good relationship with St. Paul's Bloor St., we have stopped outsourcing our youth ministry to them. Instead, we focus on the abundance with which God has blessed us: our own team of amazing, dedicated, and hardworking leaders, and the gift of our own wonderful children and families. Instead of having two of our youth meeting on Wednesdays with St. Paul's (and getting lost in the shuffle of their ministry), we meet as our own youth group, averaging a mighty five, on Fridays from 7 p.m. – 8 p.m. on Zoom. On Fridays, our group consists of those aged 11-13. We sing worship songs that the kids love, and play games which are fun and inclusive for everyone. Fridays have been online throughout the pandemic. On Sundays, we have changed and adapted, as needed. We began on Zoom from 10 a.m. to 11 a.m. When churches were allowed to re-open in September, we also safely re-opened our kids' ministry (for those over the age of 10), following all the social distancing and sanitization protocols. Unfortunately, in-person worship did not last, and so when the church had to close again (in Advent) we switched back to online Zoom programs for Sundays, changing the time to 9 a.m. – 10 a.m. (which has remained the case presently). We changed the time of our meeting to account for the church's livestreamed Sunday service and the online coffee hours which follow (at 10:30 a.m.). We follow the Whirl Lectionary curriculum, which the kids enjoy and learn the same Bible passages as the rest of the church, so parents and kids can discuss what they learned when they get home. We read the Bible together, learning how to find the passages either in our own Bibles or online, and we discuss what we read together. We sing fun worship songs, and we pray for each other.

We haven't been able to have many in-person events this year, but we managed to have a kick-off event in September where kids could have their (safe, socially distant) fellowship in person and when I could finally meet some of the parents in person, as well. We had about 10 people attend, nobody got sick, and it was a lot of fun! We had scheduled an outdoor video game night shortly after, but not before outdoor gatherings were prohibited, and therefore we unfortunately had to cancel it. Apart from that, our events have had to be online, with varying success – most folks, including our kids and teens, have “zoom fatigue” and so we have had to account for that. We began doing a combination of ministry online and giving families things to do at home which foster the faith. We sent the kids home with Advent calendars they could make and paint, as well as Advent wreaths to use at our “Advent Event” online. Each Saturday of advent, families would join us online on Zoom for half an hour to light the candles of our wreaths, sing a few advent carols, read the Bible passage for that week, and pray together. The first week we had about 8 families join us, which was a lot of fun. The subsequent weeks were a last-minute decision, so the number of families who could join us varied. But we were excited to see whoever could make it, and God blessed us! Our Christmas pageant looked a little bit different this year, but in many ways was better than an in-person pageant: we had parents film their kids telling their version of the Christmas story (the Jesus one – not Rudolph)! We made it accessible to watch through our website. They did an amazing job!

We look forward to celebrating Pancake Tuesday where I will livestream making pancakes in the shape of whatever the kids request. We also look forward to our Lenten and Easter events, including a Passion play, so make sure that you are signed up for our newsletter if you want to participate in the fun!

2020 had its challenges, and I'm sure 2021 will, too - but God remains steadfast and faithful, so let us all continue to pray for this ministry, for the kids and families in it, and for those who lead it.

Respectfully submitted,

*Bridget Poole
Coordinator*

MUSIC @ CCDP

In sitting down to prepare this report, I was struck by the drastically changed situation at Christ Church Deer Park compared to the lively picture of “business as usual” provided in last year's Vestry Report. Yet while the COVID-19 pandemic and nearly a full year spent in varying levels of lockdown have undoubtedly had a marked impact on the musical and liturgical landscape of CCDP, the integral nature of music to the community's spiritual life, and the value placed upon maintaining a robust music program, remain as consistent as ever. The church's commitment to a high level of liturgical music-making, and a recognition of the importance of music in worship in shaping and giving voice to faith, were immediately evident to me, a newcomer to the Christ Church Deer Park community, as I took up my duties as Interim Director of Music in September 2020.

When Matthew Otto, CCDP's former and much-beloved musical director, announced that he was leaving his position in order to be able to focus on the completion of his doctoral studies, the Pastoral and Management Teams immediately set to work searching for a replacement who would serve to oversee the parish's musical activities on an interim basis. I am honoured to have been invited and brought onboard to fill this role. As an experienced and versatile liturgical musician and scholar in music and theology, I hope to navigate the CCDP community in their musical praise and faith expression safely and deftly through the turbulent seas of the pandemic.

In addition to Matthew's departure, the church bid farewell over the last year to Associate Director of Music Robert Dixon, tenor lead Jacques Arsenault, and pianist at the 9:15 service, Cara Halpin. I have been working closely with Nick and Liz Gan (musicians heading up the 9:15 contemporary service), as well as our 5 remaining professional choral leads, Kelsey Taylor, Sonya Harper Nyby, Julia Barber, Bradley Christensen, and Peter Warren, to provide music for Sunday worship each week. Adaptability and creativity have been called for as we adjust to what seems to be a constantly changing situation in light of pandemic-related precautions and regulations around gathering and singing together. I am grateful to my fellow musicians for their collegiality, flexibility, and dedication.

The restriction on singing, which has effectively forbidden congregational and choral singing altogether during this time, has admittedly been a huge hurdle to overcome. We have responded to this challenge in a number of ways:

Pre-Recorded, Live-Streamed, and Zoom Liturgies: The suspension of in-person worship during the spring and summer of 2020 meant that a creative approach to worship needed to be embraced in a hurry. CCDP began offering dial-in worship services as well as pre-recorded liturgies available online, complemented by diverse musical offerings which represented the variety of musical genres normally part of CCDP's 8 AM, 9:15 AM, and 10:30 AM liturgies. Matthew and the (then) 6 choral leads provided hymns, solos, and duets in the traditional and classical idiom, Nick and Liz Gan performed selections from the contemporary/praise-and-worship repertoire, and Cara Halpin provided piano accompaniment to congregational "over-the-phone or -internet" singing.

In September, the church was able to re-open and return to an altered form of in-person worship, with limited attendance. During this period, as the choir was not yet permitted to return, the choral leads were invited to act as cantors/soloists on a rotating schedule at the 10:30 AM liturgy, accompanied by myself. I also provided organ music for the conclusion of the 8 AM service, while Nick, Liz, and Cara enlivened the 9:15 service. At this time, the 9:15 was live-streamed in an effort to reach out to those who were not able to attend in person.

At the beginning of Advent 2020, with restrictions firming up once again, the church moved to an entirely online, live-stream model for Sunday liturgies with a combined musical complement, for a hybrid-style service at 9:15 AM merging elements from all three of our liturgies. I am grateful to our audio engineer and live-stream producer James Finnerty for his help in guiding those of us involved in the transition to live-streaming. At the time of this writing (January 2021), we are still entirely online, providing a combination of live-streamed and pre-recorded content for Sunday worship, together with occasional "Zoom liturgies" for a more spontaneous, real-time experience.

Taizé Worship: In an effort to provide alternative opportunities for communal worship and prayer, we have begun a new initiative of monthly Taizé liturgies, held over Zoom. A contemplative style of prayer rich in complementary silence and song, Taizé worship incorporates repetitive musical chants intended to prompt a peaceful quieting of the heart. Music is at the heart of this form of worship: participants are invited to join in the singing from home.

Diverse Musical Repertoire: While choral music cannot normally be included in worship for the time being, we have incorporated a diversity of sacred song into our liturgies, often balancing diverse genres within the same service, including solo organ literature, traditional and contemporary hymnody, oratorio arias, jazz-inflected mass settings, praise and worship songs, eclectic psalm settings, and spirituals. Further to enrich the music at our liturgies and add interest and variety, we have continued to engage guest instrumentalists (non-wind players) on an occasional basis, including Christmas Eve, and monthly Taizé worship.

Virtual Choir Projects: The choral world at large has suffered as a result of the restrictions on singing. Virtual Choir projects, which involve singers recording their parts individually and creating an edited-together final result, is one way of addressing this dilemma. I am grateful to our leads, guest singers, and video/audio editor, Kai Leung, for taking up these projects for our pre-recorded services and executing them beautifully. They have provided special opportunities for the inclusion in worship of the much-loved choral repertoire that has traditionally been CCDP's musical "bread and butter."

Virtual Choir Rehearsals and Lessons: In order to continue the spirit of conviviality and ensure musical engagement among choristers, we have moved to an online monthly rehearsal format over Zoom. These Virtual Rehearsals, led by myself with sectional support from the leads, provide an opportunity for ongoing musical pedagogy, vocal development, faith expression, a sense of community, as well as a chance to engage with sacred choral music from our treasury of repertoire. To complement this, our talented leads have also been able to offer one-hour vocal coaching sessions/lessons to interested choristers, further refining their vocal production and musicianship, and providing a sorely needed opportunity for both teacher and student alike to "flex their musical muscles," especially in these days of postponed or cancelled concerts, recitals, and performances.

While this year represents a disruption to CCDP's normal operations in so many ways, I continue to be encouraged and moved by the remarkable ways that what is essential has come to the fore and continued to flourish, undaunted. While formidable, the challenges of this past year have called forth ingenuity, creativity, adaptation, faithfulness, and new approaches to service from those involved in liturgical ministry at CCDP. At a time when most musicians are unable to practice their craft to the full, I am especially grateful to Rev. Canon Cheryl Palmer, the Pastoral Team, and my fellow musicians for their collaboration and support, and above all for the opportunity to continue to serve the church even in these troubled times through the precious ministry of music.

Respectfully submitted,

*Dr. Christina Labriola
Interim Director of Music*

DIOCESAN SYNOD

There is no report this year as a Synod meeting was not schedule in 2020.

Respectfully submitted,

*Su Laine Varkey
Lay member of Synod*

HOSPITALITY

I would like to thank all of the wonderful volunteers who have helped with all aspects of hospitality in the winter of 2020 at Christ Church Deer Park. In particular, thank you to Ryan Davy and Gordon Schmidt for stepping up with coordinating in-person Coffee Hour.

It's hard to imagine that our 2020 Shrove Tuesday Mardi Gras party was a year ago on February 25th. It was such a fabulous evening complete with a photo booth, bead making, craft beer, and even a slime station. A wonderful event showing how much Christ Church Deer Park is welcoming and open to having a really good time!

And then everything changed. Celebration together was replaced with parish phone chains checking in on one another through the spring and summer. Easter egg hunts were replaced with music streaming from our doors offering warmth and hospitality to our community. We launched Festive Fork sharing a Christmas meal with someone who was in lockdown on their own. And coffee hour became a virtual meeting in the summer and Advent season. Sundays at 10:30 our parish was invited to join together on a zoom call which meant that we could all be safe apart and still be together.

"Contribute to the needs of the saints; extend hospitality to strangers". Romans 12:13

Respectfully submitted,

Debbie Wilkinson

CONGREGATIONAL CARE TEAM

The members of the CCT met only once in person in the past year. We kept in contact by phone and email. Our team of 9 volunteers and clergy continue to be in touch with approximately 15 of our parishioners who are in special circumstances. This year we did so mostly over the telephone or emails, in person where only possible due to the Covid-19 restrictions. We work closely with the clergy, to exchange information on those of our parish in need. The need for confidentiality continues to guide all we do.

We were sorry to see Dorothy Lancaster step back from her excellent work with our group and David Moore has retired becoming an "Honourary Member". We are always on the lookout for new members, so please contact me to find out more.

My heartfelt thanks to the to the following:

Margo Bowen, Maggie Symons, Edna Quammie, Bob Reeves, Anne Larkin, Bob Shea, and our wonderful clergy.

Respectfully submitted,

William Jackson
Chair

SPIRITUS

The first issue of our parish newsletter, *Spiritus*, came out in September of 2015, and by November 2020, we had produced 20 issues. For over five years now it has been my pleasure to serve as editor and to collaborate with those members of the parish who like to express themselves in writing.

Spiritus, currently available in electronic form for obvious reasons, remains an important way for parishioners to connect and share their thoughts. It publishes opinion pieces, educational notes, book reviews, ministry & committee reports, notices, and other miscellaneous items, without demanding conformity of thought or opinion.

In 2020, three regular issues were released—Lent, September, and Advent—and when a special online Easter issue was offered in April, parishioners enthusiastically contributed material. Now, three regular issues are planned for 2021, and the 2021 Lent issue is in production.

Henry Zaluski, who is a pleasure to work with, continues to volunteer his creative skills and makes each issue look professional and appealing. Paul Marritt, our director of parish operations, guarantees that *Spiritus* comes out on time and ensures that the newsletter is uploaded to the Christ Church Deer Park website. Past issues can be found at <https://christchurchdeerpark.org/spiritus-archive/>.

All members of the parish are invited to write for *Spiritus*. Many can be counted on to cheerfully oblige, so the publication continues to live up to its name. *Spirit*; that's *us*!

On behalf of the parish, I once again recognize and thank all those who have contributed to the success of *Spiritus*. I am grateful for the privilege of serving as editor.

Respectfully submitted,

Genevieve Chornenki
Publisher

CLIMATE ACTION COMMITTEE

The climate action committee continues to study the issues and actions to address them. We scan readily accessible online newsletters: the *Energy Mix* (<https://theenergymix.com/>); *The Tyee* (<https://thetyee.ca/>); and the Ontario Clean Air Alliance (cleanairalliance.org) and exchange relevant articles. As individuals we continue to live a green lifestyle where possible. Several members contributed material on climate action to *Spiritus* to foster awareness of the climate crisis. See the November 2020 issue, p.4, Brad Lennon and Lizzie Nyburg, "Are you responsible for fixing climate change?"

Respectfully submitted,

Phyllis Creighton
Chair

TRUTH AND RECONCILIATION COMMITTEE

CCDP's Truth and Reconciliation Working Group was established in 2017 and has continued to work towards a better relationship between this parish and Indigenous peoples, with a focus on reconciliation as outlined in the Truth and Reconciliation Commission's reports and calls to action. The Truth and Reconciliation Working Group did not run any events or activities in 2020, in large part because of the COVID-19 shutdown. However, we are looking forward to planning at least one educational opportunity in 2021.

Respectfully submitted,

Melissa Walter

REFUGEE SUPPORT COMMITTEE

The Committee has seen first hand how the unwavering commitment of CCDP has enabled two families* to move from a refugee camp in Jordan to Toronto where they now thrive and call Canada home. We also have seen the array of organizations providing refugee support and newcomer settlement services in Thorncliffe Park where the families live. The Anglican United Refugee Alliance (AURA) has guided us at every milestone in the resettlement of our two families. With the pandemic taking an especially devastating toll on refugees, the Committee believes that we have the necessary community support to continue our much needed work

The generous donations of CCDP parishioners, and their gifts of furniture and housewares, have enabled the two families to set up home. With the safety of a home and the warm welcome of our community the adults in both families have been able to focus on learning English and securing employment. The children have embraced school, new friends, soccer teams and piano lessons. Now that the pandemic has halted so many of these activities, we have been inspired by all the smiles and good cheer we see on our regular Zoom calls with the families.

Not only do the families show enviable resilience in these challenging times, they also show determination. Both parents in Family#1 have continued to work through the pandemic. The father of Family#2 found work after six months. This along with Family#2's persistent and successful search for a less expensive apartment rental in November has enabled them to build up a healthy balance in their savings account.

The Committee, made up of seven members, four of whom are CCDP parishioners, is buoyed by the stories of these two families. Even though our 12-month sponsorship for both families ended on January 31, 2021, we look forward to continuing to support them and sponsor other families. With the help of AURA we have completed the settlement application for a Syrian couple living in the United Arab Emirates. Waiting times for these applications has lengthened so it could be two to four years before the Canadian government approves this application. In the meantime the Committee continues to discuss other opportunities and welcomes ideas and comments from CCDP community.

**Family #1 arrived in February 2016 and has three children, one in high school, one working and one at community college. Family #2 arrived in October 2019 and has four children, one in primary school, one in middle school and the two oldest in highschool. The mother of Family #1 and the father of Family #2 are siblings.*

Respectfully submitted,

The CCDP Refugee Support Committee

OUTREACH AND SOCIAL JUSTICE/ ADVOCACY

So. What a year it has been.

Community Meal Program

The community breakfast program continues to run, every Saturday, 8-9:30am either here or at Calvin Presbyterian. We serve over 50 breakfasts, each week. All are welcome, all walks of life, all parts of the city, to enjoy a hot meal and fellowship, in a safe environment. At each breakfast, our guests are provided with a hot meal (scrambled eggs, sausages, toast), cheese, yogurt, fruit and a take away bag with fruit and a snack bar. Come March, the menu changed as did the take away bag, which now included cheese, yogurt, cutlery, napkins, snack bar, juice box, baked good; we moved outside (the weather co-operated) and served our guests outside. The hot breakfast included sausages, a frittata with vegetables, toast, coffee and tea. We set up chairs, all physically distanced, on the south lawn. We continued to engage with our guests, checking, noting if we were 'missing' someone. A very strong community. As we were outside, more 'locals' came as they did not know we existed until we moved outside; some coming for food, all for fellowship, due to isolation. As the meal program was considered an essential service and with the blessing of the Bishop we were able to continue serving our guests throughout. A breakfast has been available at either Calvin or here every Saturday since March; we usually only had 2 a month in the summer.

With the pandemic, although we knew there were a number of programs within the Anglican community, an Anglican Outreach Services group was formed. We 'met' weekly through the summer and now 'meet' biweekly to reflect, discuss issues, be a resource within outreach. A wonderful support group. There is so much going on.

As St Clements closed their lunch program, we picked it up and offered a hot lunch on Wednesdays for 30-40 people, from May to September. The meal was some kind of casserole (chicken, mac and cheese, tuna), a salad, a baked good, coffee or tea and again a take away bag. On Canada Day, a Wednesday, we had a barbeque, sponsored by Burger Shack, with hamburgers, Greek salad and potato salad. The lunch program returned to St Clements in September.

Our guests are so grateful we continued to serve breakfast, throughout. As with any program the volunteers make it possible, make the difference. Some of the long serving volunteers are on leave of absence and we welcomed some new 'younger' ones. A fantastic group, so committed. Thank you

Churches on the Hill Foodbank

In the olden days (February 2020) our clients came inside, had a coffee, talked, collected their food hamper. They were given a shopping list off which they choose from various categories. Since March, our guests remained outside and have been given a prepacked bag of staples, fresh produce, eggs, yogurt, bread and milk. Our numbers have increased significantly, approx 60%, due to the pandemic. Long serving volunteers had to leave and we welcomed new ones. The Community Information Centre is all by phone, continuing to do intake for all new clients and helping with non food related issues (medical, dental, clothing, housing, social services questions). They are reporting an increase in referrals for mental health concerns.

We now receive fresh food, weekly, from Second Harvest and another program, Good Neighbours, make weekly deliveries to approx 20 clients, who due to mobility issues or health concerns cannot come. The Spring Food drive was cancelled but we are well supported by the community and a number of local food drives have been held on our behalf (Upper Canada College, Bishop Strachan, Longos, Brentwood Towers, Oriole Park Public School, real estate companies). The City Carol Sing was held virtually, with selections taken from previous concerts edited in with music from The Jim Cuddy Band and Mesha Bruggergosman.

Respectfully submitted,

*Anne Larkin & Ann Atkins
Co-Chairs*

PROPERTY COMMITTEE

The Property Committee is responsible for providing guidance to Management with regard to property issues, and to ensure that approved work is properly implemented.

The current members of the committee are Andrew van Nostrand, Paul Marritt, Andrew Harding, Brad Lennon, Arthur Huycke and Walter Blackwell.

Due to the Covid-19 pandemic, 2020 was not a very satisfactory year with regard to property issues. To a large extent, Management was occupied in keeping the parish functioning during the closures and resolving budget issues resulting from the effect of the pandemic. Therefore, many of our proposed projects for 2020 were not completed.

Other than routine maintenance issues, the following property projects were completed:

- 1) Roof leak at the Bell Tower
 - a) A leak at a small roof area on the west side of the Bell Tower caused water egress into to the chapel. This resulted in plaster and paint damage at the rear of the chapel.
 - b) It was found that this roof was flooding due to a plugged downpipe, causing this leak. The obstruction was removed and there have been no signs of leakage since.
 - c) At the same time, a bad condition was found at the roof of the Bell Tower. This condition was rectified.
- 2) Roof leak in the Narthex
 - a) Moisture damage at the ceiling in the Narthex indicated that there was a roofing problem. It was found that the flat roof over the Narthex was in need of replacement.
 - b) This roof was replaced and there have been no signs of leakage since.

The committee has prepared a list of capital projects proposed for 2021, including estimated costs and priorities. This list has been submitted to Management for their consideration. The most important projects included are:

- 1) Repairs to the handicap elevator. Hopefully this work can be completed while the building is still closed due to Covid-19.
- 2) Replacement of the carpets in the basement corridor and in the ground floor office and hallway leading to the Rector's office. The deteriorating carpet has become a safety issue.

- 3) Various minor repairs, including:
 - a) Replacement of the hood over the stove in the basement kitchen as required to comply with the Building Code.
 - b) Removal of some known roots partially blocking roof drains.
- 4) Plaster repairs, repainting and replacement of the floor finishes in the basement chapel.
- 5) Various cosmetic repairs to walls and ceilings in Elliott Hall, the basement corridor, the main Chapel and the Narthex.
- 6) Repairs to the roof of the North-East stairwell and repair of the interior finishes.
- 7) New pavement at the old coal storage room and new sloping pavement along the south side of the parking area including new curbs.
- 8) Two items that will be covered by the funds from the Our Faith – Our Hope:
 - a) Handrails at the single step at the Yonge Street Entrance.
 - b) A “Green Audit” as propose by the Climate Action Committee.

In addition to the above, the committee will be looking into having a building inspection done in 2022. This is required by the Diocese every 10 years. Following this, the committee will be looking into the best way to develop a new 10-Year Capital based on this building inspection.

All members of the committee are thanked for their contributions throughout the year.

Respectfully submitted,

Walter Blackwell
Chair

Christ Church Deer Park

The 150th Annual Vestry Meeting for the year ending December 31, 2019 Held on: Sunday, February 23, 2020

MINUTES

1. Cheryl Palmer as the Incumbent acted as Chair of the meeting and Bob Hutchison was appointed to act as Vestry Clerk. The Chair opened the meeting with a prayer, welcomed donations to cover the cost of the lunch being served and thanked Paul Marritt for his work in organizing the meeting. Motion to adopt agenda:
Moved: David Thornton
Seconded: Caroline van Nostrand
Motion carried.
2. Motion to adopt minutes of Annual Vestry meeting of Sunday, February 24, 2019.
Moved: Bob Reeves
Seconded: Wendy Lawson
After comments received from Phyllis Creighton with respect to Item 5 of the minutes relating to the investment policies of the Diocese and Ann Atkins stating that written reports relating to outreach that had not been recorded, the Motion carried. There was no business arising from the minutes.
3. Motion to accept 2019 Annual Vestry Report, as printed.
Moved: Elizabeth Nyberg
Seconded: Walter Blackwell
Motion carried.
4. Verbal report in addition to written report in the Vestry Report made by the Incumbent,
 - a. Summarizing that 2019 was a “great year” for CCDP
 - b. Thanking parishioners as well as clergy and staff: Molly Finlay, Cathy Gibbs, Andrew Colman, Matthew Otto, Robert Dixon, Paul Marritt, Elisabeth Lunder, Denis Delisle and the other custodians and the honorary assistants including Robert Gorham, Peter Slater and Dorothy Lancaster
 - c. Reminding parishioners that 2020 would be the 150th anniversary of the Parish and indicating that further information and planning would be made available. It would be a time for prayer and coming together including recognizing our ancestors in the Parish as well as re-dedicating ourselves to CCDP and recommitting to Yonge and St Clair as a place of worship open to all.
5. Report made by the Rector’s Warden, Andrew van Nostrand began by noting that 2019 had been a fantastic year for CCDP exemplified, in particular, by the introduction of the Alpha program, and
 - a. Reflecting on his appointment 4 years ago and his wish to be part of positive change for CCDP by executing on a vision including the introduction of a 9:15 service and moving towards a community hub role

- b. Fostering a sense of community by numerous events and the participation of smaller communities and groups within the parish and neighbourhood
 - c. Thanking all parish volunteers and staff on behalf of the management team noting the growth of Christian education by Cathy Gibbs, the youth and children's program and an outreach and social justice focus including three refugee initiatives
 - d. Reporting on developments in Parish governance with the increase of meetings by the Advisory Board and work by the Finance Committee is looking for other sources of income for the Parish.
- 6. Financial Report for 2019. Nick Strube as Treasurer made a report on Parish finances that highlighted what had been presented at the Financial Forum two weeks previously. In particular he noted that the Parish had begun the year with a projected deficit of \$99,000 but ended the year with only a \$12,000 deficit
- 7. Motion to accept the December 31, 2019, financial statements as audited by Maureen A. Parry, CPA, CA.
 Moved: Nick Strube
 Seconded: William Jackson
 Motion carried.
- 8. Motion to appoint Maureen A. Parry Professional Corporation as auditor for the 2020 fiscal year.
 Moved: Nick Strube
 Seconded: Franck Perrin
 Motion carried.
- 9. Operating Budget for 2020. The Treasurer introduced the operating budget for 2020, highlighting what had been presented at the Financial Forum two weeks previously and indicating that it represented best estimates for revenue and expenses in the upcoming year. In response to a question, he explained the current and expected Diocesan assessment amount and process
- 10. Motion to accept the 2019 Operating Budget as presented in the 2019 Narrative Budget.
 Moved: Nick Strube
 Seconded: Caroline van Nostrand
 Motion carried.
- 11. Motion to terminate the Woodcock Fund and transfer its assets to the 1870 Fund as set out in the Vestry Report. Moved: Nick Strube
 Seconded: Franck Perrin
 Motion Carried
- 12. Stewardship Report. Caroline van Nostrand reviewed the activities of the Stewardship Committee and referred to highlights of the Committee's report. She noted in particular the shift from the previously adopted Growing Healthy Stewards program and that revenue increases were encouraging although a conservative estimate of the 2020 deficit was \$120,000. At the same time there were opportunities and priorities for 2020 including focus on the 150th anniversary, successful Parish events, growth in visitors and new members. Various revenue initiatives were being considered as well growing the planned giving program

13. Acknowledgement, thanks, and farewells given to Don Bedard as an outgoing member of management team as well as to Maggie Symons who is retiring as Chair of the Chancel Guild after long and dedicated service
14. Appointment by the Incumbent of the following parishioners
 - a. Andrew van Nostrand as Rector's Warden
 - b. Nick Strube as Treasurer.
15. Nomination of by the Parish nominating committee of Deborah Wilkinson as People's Warden, and Ward Lindsey, [Michael Butler and Ben Kizemchuk] as Deputy Wardens. In addition, [Catherine MacDonald] was nominated from the floor as a Deputy Warden.
Motion to close nominations.
Moved: William Jackson
Seconded: Su Laine Varkey
Motion carried. Election by acclamation of Deborah Wilkinson as People's Warden, and Ward Lindsey, [Michael Butler, Ben Kizemchuk and Catherine MacDonald] as Deputy Wardens.
16. Nomination of Su Laine Varkey, Ann Atkins and George Lewis as Lay Members of Synod.
Moved: William Jackson
Seconded: David Thornton
There being no other nominations, election by acclamation of Su Laine Varkey, Ann Atkins, and George Lewis as Lay Members of Synod.
17. Nomination of Melissa Walter as alternate Lay Member of Synod who would attend in the absence of one of the elected members.
Moved: William Jackson
Seconded: David Thornton
There being no other nominations, election by acclamation of Melissa Walter as alternate Lay Member of Synod.
18. Motion on Diocesan Social Justice regarding Taking Action on Climate Change as set out in the Vestry Report was introduced by Phyllis Creighton.
Moved: Phyllis Creighton
Seconded: Brad Lennon
After discussion, the Motion was defeated.
19. Motion on Same Sex Marriage in the Anglican Diocese of Toronto as set out in the Vestry Report was introduced.
Moved: Su Laine Varkey
Seconded: Bob Hutchison
After discussion, the Motion passed.
20. The agenda having been completed, the meeting terminated with a concluding prayer by Molly Finlay and Bubbly Toast by Debbie Wilkinson in recognition of the Parish's 150th anniversary.

2021 MOTIONS

FINANCIAL MOTIONS

Motion #1

Moved by: Nick Strube

Seconded by:

That the Vestry accept the Audited 2020 Financial Statements as prepared by Maureen A. Parry Professional Corporation.

Motion #2

Moved by: Nick Strube

Seconded by:

That the Vestry appoints Maureen A. Parry Professional Corporation as Auditors for the 2021 Fiscal Year.

Motion #3

Moved by: Nick Strube

Seconded by:

That the Vestry accepts the 2021 Operating Budget as presented.

FUNDS REORGANIZATION MOTIONS

Moved By: Stephen Clark

Seconded By:

Resolved That:

1. The Endowment Fund and the 1870 Fund of Christ Church Deer Park be merged into a single fund to be known as the Investment Fund.
2. The newly merged Investment Fund have the terms and conditions as set forth in the proposed terms and conditions for the Investment Fund dated February 28, 2021 and presented to Vestry today.

Proposed terms and conditions for the Investment Fund

The Investment Fund was created by the Vestry of Christ Church Deer Park (the “Church”) and is administered by the Corporation of Christ Church Deer Park. The following are the terms and conditions of the Investment Fund:

1. The purpose of the Investment Fund is to provide the Church with a reliable source of funds for the ongoing general operating expenses of the Church (which expenses include ongoing expenses related to the operation of Church buildings (the “General Operating Expenses”) as well as expenses related to the acquiring, upgrade and maintenance of Church buildings (“Capital Expenditures”).
2. In any year, the Corporation may, in its sole discretion, make withdrawals from the Investment Fund for both General Operating Expenses and Capital Expenditures in any amount not to exceed 5% of the value of the Investment Fund as at December 31 for the preceding year (the “Maximum Annual Withdrawal Amount”) provided that the Corporation may, with the approval of Vestry, exceed the Maximum Withdrawal Amount in any year as a result of withdrawals from the Investment Fund. In determining the amount to be withdrawn from the Investment Fund in any year, such withdrawals will be without distinction as to whether such funds being withdrawn, constitute investment income or gain (realized or not) within the Investment Fund or a withdrawal of capital from the Investment Fund.
3. The Corporation may, at any time, borrow funds from the Investment Fund (the “Investment Fund Advance”) up to the Maximum Annual Withdrawal Amount, provided that the Investment Fund Advance is shown in the financial statements of the Church as a loan payable to the Investment Fund, which Investment Fund Advance may be repaid from a subsequent permitted withdrawal from the Investment Fund.
4. Vestry may amend or vary the terms and conditions of the Investment Fund at any time.

Moved By: Stephen Clark

Seconded By:

Resolved That:

In accordance with the terms and conditions of the Investment Fund, in addition to the annual amount permitted be withdrawn from the Investment Fund without Vestry approval, the Corporation of Christ Church Deer Park be and it is hereby authorized to withdraw from the Investment Fund, in one or more withdrawals at any time up until December 31, 2021, an additional aggregate amount not to exceed \$35,000.

Background Document - Reorganization of Funds Motion and 2021 Funds Withdrawal Motion

1. Two motions will be presented to the annual Vestry meeting of Christ Church Deer Park to be held on February 28, 2021 one dealing with a reorganization of its funds and the other dealing with a permitted withdrawal from its funds for 2021. The following is the background to these two motions.
2. Christ Church Deer Park has two major funds – the Endowment Fund and the 1870 Fund.
3. Both of these Funds were created by previous Vestries with the visionary goal of ensuring that CCDP had a pool of capital which would generate significant investment income each year so as to form the cornerstone of the annual budget for the Church each year.
4. These Funds were created at a time when interest rates were sufficiently high so as to produce an annual investment return that met this goal and each year the Wardens were, as part of their financial planning, able to have a predictable source of income each year.
5. Where we have found ourselves for at least the past decade, and expect to be for the foreseeable future, is in a low interest environment which has meant, and will in the future continue to mean, that the amount of investment income available for the annual budget of the Church is no longer meaningful and therefore one of the objectives in having these Funds i.e., a source of funding for the Church, is no longer being attained.
6. Wardens are currently unable to access the capital in the Funds with the result that the capital, particularly in the Endowment Fund, is completely locked in and will, without a change in terms, never be available to the Church – a result that was never intended by those who created these Funds as they always intended that these Funds form a source of funding for the Church.
7. As a result – a reorganization of these two Funds is proposed.
8. The underlying goal of the reorganization is to solve for these issues by moving away from having the Church reliant on only investment income each year and instead, adopting one of the core principles found in trust fund regulation, permitting an annual withdrawal of capital up to a maximum amount in any one year, based on the overall value of the Fund at the time of withdrawal.

9. To get there, the first step of the reorganization is to merge the Endowment Fund and the 1870 Fund into one fund to be called the Investment Fund. Merging the two Funds makes investing and managing the Fund easier going forward.
10. Secondly, the terms and conditions of the new merged Investment Fund will permit an annual withdrawal of up to 5% based on the then current value of the Investment Fund as at December 31 of the prior year. This value will include accumulated investment income over the year but the withdrawal will no longer be restricted purely to investment income generated over the previous year.
11. Finally, the terms and conditions of the new merged Investment Fund will contain an authority that will be given to the Corporation to make an additional withdrawal from the Investment Fund but only with the prior approval of Vestry.
12. Accordingly, the first motion to Vestry this year includes is a motion to approve the merger of the Endowment Fund and the 1870 Fund into one fund to be named the Investment Fund and the terms and conditions of the Investment Fund.
13. The second motion to Vestry this year is a motion providing the authority to the Corporation, in accordance with the terms and conditions of the Investment Fund, to withdraw from the Investment Fund, in one or more withdrawals at any time up until December 31, 2021, an aggregate amount not to exceed \$35,000. These funds, if withdrawn, would be available to the to cover potential financial requirements for 2021 given the uncertain times we are in.

DIOCESAN SOCIAL JUSTICE MOTION 2021

Moved By: Cathy Gibbs

Seconded By:

Resolved That:

The Black Lives Matter movement in 2020 was worldwide and powerful—it was impossible to avoid. Because of what I was hearing and seeing, I committed myself to reading as many of the recommended books as possible during the first lockdown: I attended Anti-Racist courses and webinars, I listened to podcasts, and I watched videos. I even managed to run an afternoon workshop with some white people based on Robin D’Angelo’s book “White Fragility.” It was all a very steep learning curve, difficult and humbling. I came to see that it is an important experience for all followers of Jesus who believe in the Gospel and to bring about the Kingdom of God here on earth.

To that end, I submit to this vestry, the Social Justice Motion, from the Diocese of Toronto. I move that...

“The parish of Christ Church Deer Park 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 our neighbour and against God. 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 engagement of Black, Indigenous and other racialized people in all sectors of our common life.”

In keeping with this commitment, our parish undertakes to do the following:

1. CCDP will assemble a group whose goal is to create an action plan for Christ Church Deer Park. To recognize, dismantle and eliminate racism, this may include learning about the history of racism in our Anglican church and the contributions of Black Anglicans thereto, what we can do to promote diversity and inclusiveness in our church, and how we might engage the local community in our church as we proceed. Resources may include books, articles, podcasts and webinars, including resources and stories from Black Anglicans of Canada, we will work to understand institutional racism and the part we play in it and work to dismantle it.
2. CCDP will participate actively in the Diocesan anti-racism program.

Background Document – 2021 Social Justice Vestry Motion

The vision of God’s Kingdom is one where all races, tribes and nations are welcomed and made one in Christ Jesus (Galatians 3:28), where barriers are broken down and all are full citizens of the household of God (Ephesians 2:17-21) and where all are invited to contribute the gifts and glory of their heritage (Revelation 21:26). Yet, as racialized members of our communities can attest, and as has been made painfully visible in the events of this past year, our society and even our Church fall far short of this goal.

Canadians, particularly those of European decent, may be tempted to look at racial tensions in the U.S. and congratulate ourselves that we live in a comparably diverse and tolerant society, but the experiences of racialized people in Canada do not bear out this assumption. A recent study by the Ontario Human Rights Commission (OHRC) has found that, although Black people make up less than 9% of the population of Toronto, they are “grossly overrepresented” in cases of discretionary arrests for low-level offences, as well as in police use of force, including fatal shootings. Another report from the OHRC found that between 2013 and 2017, a Black person was nearly 20 times

more likely than a white person to be fatally shot by police in Toronto.¹ Indigenous people make up only 5% of Canada's population, but more than 30% of incarcerated individuals in Canada.² Several school boards in the GTA have faced inquiries into their systemic inequitable treatment of racialized students. These are all present realities within the most racially-diverse region of Canada.

Nor can we claim that our Church is free of racist attitudes and the systems that entrench and perpetuate them. Black clergy in our Diocese can attest not only to being racially profiled in shops but to encountering surprise and discomfort when people realize they are the senior cleric in charge. Nor does our leadership fully represent the ethnic and racial diversity of our Church. The first bishop of African descent in the Anglican Church of Canada, Bishop Peter Fenty, was only elected in 2013 – less than a decade ago. Nearly 30 years have elapsed since the Rev. Dr. Romney Moseley's report "No Longer Strangers" was presented to General Synod, and many of its recommendations have yet to be implemented. We have a long way to go before we fulfil God's vision of a people "from every language, tribe and nation" (Revelation 7:9) where all are fully welcome.

However, there are signs of positive change. In our Diocese, ethnic and linguistic-based congregations are centres of growth and vitality. Our recent ordinands and postulants represent a wider range of ethnic and racial backgrounds. Indigenous Anglicans in Canada are taking steady steps toward self-determination, while this past year has seen the formation of the group Black Anglicans of Canada, whose mission is to improve the participation, representation, empowerment and inclusion of Black people in lay and ordained leadership roles within the Anglican Church of Canada. 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.

In his letter to the Diocese of July 17, 2020, Bishop Andrew wrote: "It is time to challenge and to question how structures shape our attitudes, beliefs, assumptions and bias. We must understand and confront white privilege, institutional and systemic racism that so many of us have been blind to for too long. And we must not be afraid to become agents of transformation. To dismantle racism in all of its forms takes commitment, community and faith in order to realize progress and change. It means becoming comfortable with being uncomfortable. It means taking a very long look in the mirror and understanding the part that we each play."

Some of this work has already begun. Just as many Anglicans in our Diocese and beyond have committed themselves to education and action as part of the process of reconciliation with Indigenous peoples, Anglicans in our Diocese have started to examine their own attitudes, beliefs, assumptions, and bias. Virtual study groups have sprung up around books such as Robin diAngelo's *White Fragility*, Desmond Cole's *The Skin We're In*, or the late Rev. Dr. James Cone's *The Cross and the Lynching Tree*. Many signed up for the Black Anglicans of Canada's summer roundtable series (still available on YouTube) and workshops on anti-racism at the Diocesan Outreach Conference.

In the September 2020 issue of *The Anglican*, the Rev. Canon Dr. Stephen Fields wrote: "The compassionate Church cannot be an observer on the sidelines, reluctant to judge the values by which racism is allowed to take root. It must be disposed to listening, open to being transformed by reality, and accountable for being contributory to the situation, where that is the case." In the second part of his column, published in October 2020, Canon Fields discussed the parts we must all play – from the institutional to the individual level - to grapple with systemic racism and make our Church and our society a place of mutual healing. Let each member of our Church take up this work with intention and goodwill.

¹ <https://www.thestar.com/news/gta/2020/08/10/black-people-more-likely-to-be-arrested-charged-shot-and-killed-by-toronto-police-ontario-human-rights-commission-report-finds.html>

² <https://www.canada.ca/en/public-safety-canada/news/2020/01/indigenous-people-in-federal-custody-surpasses-30-correctional-investigator-issues-statement-and-challenge.html>

Service of Commissioning for Lay Ministries

Priest Brothers and Sisters in Christ Jesus, we are all baptized by the one Spirit into one Body, and given gifts for a variety of ministries for the common good. Our purpose is to commission these persons in the Name of God and of this congregation to a special ministry to which they are called.

Sponsors We present to you these persons to be admitted to the ministry of Warden/Committee members/ Member of Synod in this congregation.

The priest addresses the assembly

Priest Is it your will that these people fulfil these ministries?

People It is.

The priest addresses the candidates.

Priest You have been called to a ministry in this congregation. Will you, as long as you are engaged in this work, perform it with care, to the honour of God and the benefit of the Church?

Answer I will.

The priest addresses the assembly.

Priest Will you uphold these people in this service?

People We will.

Antiphon

Priest *The Lord gives wisdom; from his mouth come knowledge and understanding; he stores up sound wisdom for the upright; he is a shield to those who walk in integrity.*

Priest I am your servant; grant me understanding:

All That I may know your decrees.

Priest Let us pray.

Priest *Blessed are you, gracious God, our creator and redeemer. In every age you call people to minister in your name. May the work of these your servants so build up your Church, that they may faithfully serve you and show your love in all the world. Blessed are you, O God, now and forever. Amen.*

O Eternal God, the foundation of all wisdom and the source of all courage: Enlighten with your grace the Wardens, Committee members and Members of Synod of this congregation, and so rule their minds, and guide their counsels, that in all things they may seek your glory and promote the mission of your Church; through Jesus Christ our Lord. Amen.

All O Lord, without whom our labour is lost: We beseech you to prosper all works in your Church undertaken according to your holy will. Grant to us, your workers, a pure intention, a patient faith, sufficient success on earth, and the blessedness of serving you in heaven; through Jesus Christ our Lord. Amen.