

# St. Philip, Etobicoke Vestry Report 2021

For Consideration, Reception, and Action

Saturday, February 26, 2022



## *Our Vision...*

St. Philip's is a faith community  
where followers of Christ journey together  
in love, peace, acceptance and faith in the grace of God.

## *Our Mission...*

St. Philip's lives out the Gospel call of Christ  
by worshipping, praying, asking questions,  
learning together and loving one another  
as we offer ourselves in service to the world  
in Jesus' name.

St. Philip's, Anglican Church, Etobicoke – Vestry 2022 -- Saturday, February 26, 2022  
Agenda and Table of Contents

TIME	TOPIC	PRESENTER	PAGE
9:30	1. Call to Order, <i>In Memoriam</i> , Opening Prayer	Father Mike	pp. 1-4
9:35	2. Online Meeting Procedures	Father Mike	
9:45	3. Appoint Vestry Clerk – Joan Bartrop	Father Mike	
9:47	4. Elect Parochial Tribunal – Pearl Blanchard and Derek Lillywhite	Father Mike	
9:49	5. Appoint Scrutineers – Ashani, Dhammika, and Josh Weerasinghe	Father Mike	
9:50	6. Approval of Previous Vestry Minutes – February 27, 2021	Father Mike	
9:55	7. 2021 Annual Financial Statements		pp. 5-7
	a) Presentation	Greg Nicholson	
	b) Motion to Receive	Rosalind Chahal/Ashani Weerasinghe	
	c) Appointment of Auditors	Ashani Weerasinghe / Rosalind Chahal	
10:20	8. Rectory Kitchen Renovation		
10:30	9. Presentation of the Parish Budget for 2022		
	a) Budget Presentation	Greg Nicholson	pp. 8-11
	b) Motion to Adopt the 2022 Budget	Rosalind Chahal/Ashani Weerasinghe	
10:55	10. Incumbent's Report	Father Mike	

**11:05 BREAK**

11:20	11. 2021 in Pictures		
11:25	12. Church Wardens' Report	Ashani Weerasinghe / Rosalind Chahal	pp. 11-12
11:35	13. Cemetery Report	Dirk Albishausen	pp. 12-13
11:45	14. Reception of Reports	Father Mike	
	a) Parish Ministries and Organizations		
	i. Worship ( <i>Fr. Mike</i> )		pp. 13-14
	ii. Music ( <i>Tracy Stuchbery</i> )		p. 15
	iii. Screening in Faith ( <i>Janet Churchill</i> )		p. 15
	iv. Ministry with Children and Youth ( <i>Michele Parkin</i> )		p. 16
	v. Lay Pastoral Care Team ( <i>Greg Lane</i> )		pp. 16-17
	vi. Property ( <i>Ashani Weerasinghe</i> )		p. 17
	vii. Finance ( <i>Joan Bartrop</i> )		pp. 17-18
	viii. Fund Raising ( <i>Team</i> )		p. 18
	ix. Vegetable Garden ( <i>Peter Lee</i> )		p. 18
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	xi. Parish Statistics ( <i>Fr. Mike</i> )		pp. 18-19
	b) Nominations Report and Elections	Father Mike	pp. 19-20
12:05	15. Diocesan Social Justice & Advocacy Motion	Michele Parkin	pp. 21-22
12:20	13. Thanks	Rosalind Chahal/Ashani Weerasinghe	
12:30	14. Other Business, if any		
12:40	15. Adjournment and Closing Prayer		

## St Philip's Anglican Church, Etobicoke

### Minutes of the Vestry Meeting held via Zoom on Saturday February 27, 2021

**Members present via Zoom :** Marlyn Armstrong , Chiagozie Azuh , Dirk Albishausen, Jacquie Atherley , Joan Barltrop, Pearl Blanchard , Janet Churchill , Frances Clarkson, Donna Farrell, Sylvia Giovanella, Dorothy Heggum, Lumia Heyno ,Audrey Jacques, Patricia Jensen, David Kidd , Kathleen Kidd, Susie Lawrie , Mandy Mabee, Stephen Mabee, Renee Mabee, Cailin Mabee, Malynda Montgomery, Leslie Morrell, Ruth Nagy, Greg Nicholson Mieke Nicholson , Valerie Parkin, Zachary Parkin-Trudeau , Margaret Peter, Ralph Peter, Laura Ross , Penny Seymour, Brenda Spencer Rachel Sunda, Tracy Stuchbery, Jean Ward , Ashani Weerasinghe, Dhammika Weerasinghe, Joshua Weerasinghe, Constance Williams , Denise Williams, Nigel Weaver

Members present in the church: Jocelyn Barrows, Rosalind Chahal, Peter Lee, Michele Parkin, and Mike Stuchbery

- 1 Father Mike Stuchbery called the meeting to order at 10.00 a.m. with Acknowledgement of this Traditional Territory followed by a reading of In Memoriam for parishioners who have died in 2020 , and concluding with an opening prayer.
- 2 Father Mike outlined the on-line meeting procedures.
- 3 Father Mike appointed Joan Barltrop as Vestry Clerk
- 4 Derek Lillywhite and Pearl Blanchard together with the two wardens and the Incumbent, were appointed as Vestry Tribunal Members, and Ashani, Dhammika, and Joshua Weerasinghe as Scrutineers.
- 5 An amendment was made to the Financial Vestry minutes of February 23, 2020. The name of the audit firm should read as Wallington Chong LLP. An amendment was made to the minutes of the Special Vestry of September 13, 2020 to add the name of Joan Barltrop to the list of participants. Moved by Michele Parkin seconded by Rosalind Chahal, that the amended minutes of the February 23, 2020 Financial Vestry and the amended minutes of the September 13, 2020 Special Vestry be approved. CARRIED
- 6 Father Mike expressed his gratitude to the congregation, the wardens, and the staff for their support in what was a very stressful and exhausting year due to COVID 19. His 2020 Incumbent's Report was included in package distributed prior to the Vestry meeting.
- 7 Churchwardens Michele Parkin and Rosalind Chahal expressed their thanks to all who volunteered their time, talents, and resources to enable the church to move forward on the Vision 2022 plan. The Wardens Report, distributed in package, covers the specific activities.
- 8 (a) No questions were raised from the Parish Ministries and Organization Reports.

Moved by Rosalind Chahal, seconded by Michele Parkin, that the Incumbent's Report, the Wardens Report and the Parish Ministries and Organizations Reports be received.  
CARRIED

(b) Father Mike named his appointments:

Rector's Warden - Rosalind Chahal ( 2<sup>nd</sup> year of 2 year term)  
Deputy Rector's Warden - Chiagozie Azuh, Sr.

Lay Members of Advisory Board

Greg Lane ( re-appointment to a 1-year term )  
Peter Lee (re-appointment to a 1-year term)  
Stephen Mabee (1-year term)  
Laura Ross (1 year-term )

Elected by Vestry

Peoples' Warden – Ashani Weerasinghe (2 year-term)  
Deputy Peoples' Warden – Margaret Peter (1 year-term)

Lay Delegate to Synod

Jacquie Atherley (3<sup>rd</sup> year of 3-year term)  
Substitute Lay Delegate  
Janet Churchill (1 year term ) (re-nominated )

Lay Members of the Advisory Board

Ralph Peter (re-nominated for a - year term)  
Catherine Blake (re-nominated for a 1-year term)  
Michele Parkin (1-year term)

Moved by Jean Ward, seconded by Kathleen Kidd, that the Nomination Report including those added at the Vestry, be approved. and that any open positions for the Advisory Board be nominated and approved by the Advisory Board. CARRIED

- 9 Father Mike gave a preamble to the next agenda item, The Social Justice Vestry Motion for 2021 as offered by the Bishop's Committee on Intercultural Ministry with the full support of the Social Justice & Advocacy Committee. He requested that in our discussions we listen to one another with respect in the spirit of compassion and love. He pointed out that approximately 30 % of the congregation were on non-Caucasian background.

Michele Parkin discussed some of the aspects of the motion citing examples of racism. She felt this topic was a challenging one, "Love your neighbour as yourself" is not easy.

Peter Lee spoke to the motion maintaining action steps must be able to measure the quality of outcomes. He pointed out that despite being only 30 % of the congregation, people of colour over the last 25 years have filled the position of warden 50 % of the time.

Moved by Michele Parkin, seconded by Jocelyn Barrows, that the following motion be approved.

"The parish of St. Philip in Etobicoke acknowledges that Anti-Black racism exists in our society and in our Church, and that it and all forms of racism against Black, Indigenous and other racialized people are a sin against God and against our neighbour. We commit ourselves to the recognition, dismantling, and elimination of Anti-Black and other forms of racism in our



secular institutions, in our Church, and in ourselves, and to work for the full inclusion, participation and belongingness of Black, Indigenous and other racialized people in all sectors of our common life. In light of this acknowledgement, and in keeping with this commitment, our parish undertakes to

\*continue our adult education through Healing Circles on Racism, e.g. Race to the Starting Line; Cracking Open White Identity; the Kairos Blanket Exercise,

\*commit to creating space within our St. Philip's community so all our youth feel supported and free to share their experiences of racism,

\*ensure opportunities for all members of St. Philip's diverse community to take an active part in the organization and leadership of our common worship, offering our unique cultural contributions. “

CARRIED

The meeting took a lunch break at 12 noon and reconvened at 1:00 p.m. Frances Clarkson and Rachel Sunda morning attendees did not participate in the afternoon.

- 10 (a) Dirk Albishausen spoke to his report. Moved by Jocelyn Barrows, seconded by Rosalind Chahal to receive the report. CARRIED

(b) Moved by Michele Parkin, seconded by Jocelyn Barrows, that the price list plus HST as outlined on the document submitted by the Cemetery Manager as part of the vestry be approved. CARRIED

- 11 (a) Greg Nicholson expressed his appreciation to all specially for their continuing financial support throughout the year. He reviewed the financial statements highlighting the impact of COVID 19.

(b) Moved by Michele Parkin seconded by Rosalind Chahal that the 2020 Annual Financial Statements of St Philip's Anglican Church for the year ending December 31 2020 be approved. CARRIED

(c) Moved by Greg Nicholson, seconded by Jocelyn Barrows that Wallington Chong LLP be reappointed as Auditors for the year ending December 31, 2021. CARRIED .

- 12 Greg Nicholson presented the Budget for 2021 highlighting the budget notes as outlined on page 29 of the vestry package. Moved by Greg Nicholson seconded by Jocelyn Barrows that the 2020 Parish Budget be approved. CARRIED

- 13 Thanks for above and beyond volunteerism in 2020. On behalf of the Parish

Deputy Warden Jocelyn Barrows expressed her thanks and a token of appreciation to Property Committee members Michael Cormie and Wilf Giovanella.

Warden Michele Parkin described the trendous contribution of the COVID Choir during our social isolation days while presenting a token of appreciation to The Stuchbery family.

Warden Rosalind Chahal presented Greg Nicholson and Peter Lee with similar tokens of appreciation for all the hours Greg spent as Parish Treasurer and Peter for all his work enabling our Parish to reach 2020 IT standards.

Warden Michele Parkin , following a 3 year term , and Deputy Wardens Zachary Parkin-Trudeau and Jocelyn Barrows , each after a 1 year term , are retiring. Father Mike spoke of the strong passion with which each contributed their time and talents to the Parish. He presented each with an envelope on behalf of all of us.

- 14 On behalf of all participants Leslie Morrell thanked the Weerasinghe family for so professionally coordinating the Zoom Vestry meeting.
- 15 At 2:20 p.m. Greg Nicholson moved and Ashani Weerasinghe seconded that the meeting be adjourned.

## Financial Reports to Vestry

### Agenda Item

7. 2021 Annual Financial Statements
- a) Presentation
  - b) Motion to Receive
  - c) Appointment of Auditors

Will be distributed at a latter date

St. Philip's Anglican Church, Etobicoke  
2022 Budget - Summary - Vestry Feb 26th 2022

	2021 Estimate (Excl. Cap. Exp.)	2021 Budget	2021 Variance	2022 Budget
<b><u>REVENUE</u></b>				
Church	175,102	205,000	(29,898)	260,000
Cemetery	275,523	278,000	(2,477)	278,800
<b>TOTAL REVENUE</b>	<b>450,625</b>	<b>483,000</b>	<b>(32,375)</b>	<b>538,800</b>
<b><u>EXPENSES - CHURCH</u></b>				
Personnel	134,331	152,000	17,669	170,600
Diocesan Allotment	26,258	26,300	42	26,000
Buildings of the Church	80,694	106,800	26,106	131,600
Mission of the Church	12,913	24,200	11,287	27,000
Business of the Church	23,986	20,700	(3,286)	24,000
<b>SUBTOTAL EXPENSES - CHURCH</b>	<b>278,182</b>	<b>330,000</b>	<b>51,818</b>	<b>379,200</b>
<b><u>EXPENSES - CEMETERY</u></b>	<b>153,183</b>	<b>153,000</b>	<b>(183)</b>	<b>159,600</b>
<b>TOTAL EXPENSES</b>	<b>431,366</b>	<b>483,000</b>	<b>51,634</b>	<b>538,800</b>
<b><u>EXCESS/(DEFICIT)</u></b>				
Church	(103,080)	(125,000)	21,920	(119,200)
Cemetery	122,339	125,000	(2,661)	119,200
<b>TOTAL EXCESS/(DEFICIT)</b>	<b>19,259</b>	<b>-</b>	<b>19,259</b>	<b>-</b>

*Personnel - Expenses related to all staff of the parish*

*Diocesan Allotment - Payment made to Diocese*

*Buildings of the Church - Expenses related to the buildings including utilities, taxes, maintenance, projects, monitoring services and fire inspection.*

*Mission of the Church - Expenses related to the ongoing mission of the church including Christian education, music, chancel and outreach.*

*Business of the Church - Expenses related to banking, government and all other other business*

St. Philip's Anglican Church, Etobicoke  
2022 Budget - Summary - Vestry Feb 26th 2022

	2021 Estimate (Excl. Cap. Exp.)	2021 Budget	2021 Variance	2022 Budget
<b><u>Church Revenue</u></b>				
1 Envelopes	138,064	138,000	64	140,000
2 Open Offering	7,333	-	7,333	1,000
3 Festivals	13,035	13,100	(65)	13,000
4 Other Offering	4,300	7,200	(2,900)	4,000
5 Usage of Parish Hall/Church	3,651	4,000	(349)	4,000
6 Fundraising	2,081	10,000	(7,919)	10,000
7 Interest Income	1,542	1,100	442	2,000
8 Miscellaneous	850	600	250	1,000
9 Designated - Other	600	-	600	-
10 Designated - Outreach	3,180	6,000	(2,820)	5,000
11 Designated - Renovation	467	-	467	-
12 Fund Raising Capital Needs	-	25,000	(25,000)	-
13 Church Capital Fund	-	-	-	80,000
<b>14 Total Church Revenue</b>	<b>175,102</b>	<b>205,000</b>	<b>(29,898)</b>	<b>260,000</b>
<b><u>Church Expenses</u></b>				
<b>Personnel</b>				
15 Cleric Stipends & Benefits	77,844	85,640	7,797	90,150
16 Personnel Salaries & Benefits	54,110	62,860	8,750	76,950
19 Other Personnel Expense	2,377	3,500	1,123	3,500
<b>20 Total Personnel</b>	<b>134,331</b>	<b>152,000</b>	<b>17,669</b>	<b>170,600</b>
<b>Diocese</b>				
<b>21 Diocesan Allotment</b>	<b>26,258</b>	<b>26,300</b>	<b>42</b>	<b>26,000</b>
<b>Mission of the Church</b>				
22 Other Exp.	232	4,000	3,768	-
23 Outreach Exp.	7,501	8,300	799	10,000
24 Christian Education	2,220	6,500	4,280	9,000
25 Music	1,660	2,000	340	3,000
26 Special Events	1,300	1,400	100	2,000
27 Vespers Exp.	-	2,000	2,000	3,000
<b>28 Total Mission of the Church</b>	<b>12,913</b>	<b>24,200</b>	<b>11,287</b>	<b>27,000</b>
<b>Buildings of the Church</b>				
29 Utilities	16,931	19,400	2,469	16,600
30 Insurance	10,451	9,000	(1,451)	10,000
31 Property Taxes	2,458	2,400	(58)	2,000
32 Maintenance	48,755	49,000	245	17,000
33 Projects	-	25,000	25,000	80,000
34 Monitoring Services	2,099	2,000	(99)	6,000
<b>35 Total Buildings of the Church</b>	<b>80,694</b>	<b>106,800</b>	<b>26,106</b>	<b>131,600</b>
<b>Business of the Church</b>				
36 Office Supplies & Equipment	9,914	6,000	(3,914)	10,000
37 Internet Service	2,404	2,200	(204)	2,000
38 Advertising & Signage	-	2,000	2,000	-
39 Audit & Legal Fees	3,000	3,000	-	3,000
40 Bank Charges & Interest	1,045	1,500	455	1,000
41 HST/Miscellaneous	7,623	6,000	(1,623)	8,000
<b>42 Total Business of the Church</b>	<b>23,986</b>	<b>20,700</b>	<b>(3,286)</b>	<b>24,000</b>
<b>43 Total Expenses</b>	<b>278,182</b>	<b>330,000</b>	<b>51,818</b>	<b>379,200</b>
<b>44 Excess/(Deficit)</b>	<b>(103,080)</b>	<b>(125,000)</b>	<b>21,920</b>	<b>(119,200)</b>

St. Philip's Anglican Church, Etobicoke  
2022 Budget - Summary - Vestry Feb 26th 2022

	2021 Estimate (Excl. Cap. Exp.)	2021 Budget	2021 Variance	2022 Budget
<b><u>Cemetery Revenue</u></b>				
1 Sale of Plots & Niches	129,600	110,120	19,480	129,000
2 Sale of Interments	34,135	48,680	(14,545)	34,000
3 Interest	40,060	42,600	(2,540)	40,000
4 Sale of Foundations	8,970	10,600	(1,630)	9,000
5 Taxes (HST)	7,758	8,000	(242)	8,000
6 Miscellaneous	55,000	58,000	(3,000)	58,800
<b>7 Total Revenue</b>	<b>275,523</b>	<b>278,000</b>	<b>(2,477)</b>	<b>278,800</b>
<b><u>Cemetery Expenses</u></b>				
8 Personnel & Contracts	51,011	44,340	(6,671)	52,000
9 Maintenance Fund	51,840	43,210	(8,630)	51,600
10 Burial Expenses	21,600	25,070	3,470	22,000
11 Foundations	6,030	1,500	(4,530)	6,000
12 Surcharges/Licenses	2,033	1,380	(653)	1,000
13 HST Expense	3,124	3,500	376	3,000
14 Flowers/Sodding/Trees	11,020	13,000	1,980	8,000
15 Other Maintenance	3,483	17,500	14,017	13,000
16 Office Supplies	42	500	458	-
17 Audit & Legal Fees	3,000	3,000	-	3,000
<b>18 Total Expenses</b>	<b>153,183</b>	<b>153,000</b>	<b>(183)</b>	<b>159,600</b>
<b>19 Excess/(Deficit)</b>	<b>122,339</b>	<b>125,000</b>	<b>(2,661)</b>	<b>119,200</b>

## Program Reports to Vestry

### Incumbent – Fr. Mike Stuchbery

2021 has been yet another strange year of pandemic living as we have moved from wave to wave and variant to variant of COVID-19. It has been a hard year that has taken its toll on us all. As the year came to a conclusion, we were hit with yet another variant: omicron. It almost prevented our plans for in-person Christmas services, but in the end we held three sparsely attended services and many more joined us online. As I write this on February 12<sup>th</sup>, we have now been online only since December 26<sup>th</sup>. Yet (to misquote the funeral rite in the Book of Common Prayer), in the midst of death we are in life. Thanks be to God, there is life everywhere around us, and that includes St. Philip's. It has been a busy and rich year, from property maintenance and worship to Christian education and prayer. Here is my summary of the year. You will find more detailed information about much of this in other reports.

On the administrative front, it has been a busy year supporting and enabling the life of the parish. Perhaps the two most significant issues that required a lot of administrative leg-work were our sign project, and coping with the ever-shifting COVID situation. Many meetings, informal conversations, calculations, financial paperwork, and grant applications are just some of what was involved in these items. Another important administrative task was hiring our new verger, Charles Ling. Charles has a history with St. Philip's going back more than 20 years, and it has been wonderful to welcome him onto our staff team.

In addition to the items above, the usual day-to-day running of the parish continues with an amazing team of staff and volunteers. Our Advisory Board has been incredibly helpful to the wardens and I in steering us through this strange year, and our team of two wardens and two deputy-wardens have accomplished so much in this year of constant change and uncertainty. Our new Fundraising Committee have had a challenge with all the restrictions, but nevertheless held a very successful yard/bake sale and Tealess Tea. Our Finance Committee is now assembled and has already begun work that will help us with both the everyday and long-term finances. We now also have a Property Committee who have been very busy this year. Please read their report to find out what they've been up to. The Cemetery Committee continues to meet about four times a year to support our cemetery manager and make policy decisions related to the maintenance, regulations and profitability of the

cemetery. On top of all that, there are the routine matters of managing a parish that mainly falls to our Parish Administrator and myself. It takes a lot of people to run a parish!

Like the previous year, our worship life has been radically changed by the pandemic. Thanks in no small part to Peter Lee, we have been able to gather as a community on Zoom every Sunday using our new professional-grade audio/visual system. When we have been able to meet in-person, we have also maintained our presence online enabling more people to participate. We were just getting used to our PowerPoint bulletin and singing through masks when we were forced to go entirely online again at the end of the year.

Over the course of the year we have gathered both online and in-person at different times for the Service of the Word, the Eucharist, Compline and Evening Prayer. We have sung together on Thursday evenings over Zoom. We celebrated Ash Wednesday, Holy Week and Easter online. In July we held an outdoor service (the first in-person Eucharist since March 2020). From Thanksgiving through Christmas day, we were able to hold in-person services for both 8:30 & 10:30 on Sundays while simultaneously continuing on Zoom, and we reinstated our in-person mid-week Eucharist & Bible study in November and December. Attendance at our services has maintained itself well and it has been a pleasure to welcome people from across the country and from around the corner.

Community life has been a real challenge during the pandemic – especially so for our children, youth and those who have not felt safe going out due to COVID. Under the leadership of Rachel Sunda, our youth group continued online for the first half of the year with a small group meeting on Zoom. This was not a sustainable model over the long term. With the ongoing pandemic and diminishing interest in continuing on Zoom, we have officially put our youth program on hiatus and have not renewed Rachel's contract (happily, Rachel and her family continue to be parishioners). Over the next few months we will work toward building a new model for our youth programming and then find the right leadership for this time. We haven't been able to run our Sunday School program, but during Lent, we were able to put on an outdoor children's program that culminated with a huge, beautiful wooden cross covered in prayers and flowers that formed a backdrop for the online Easter service.

Due to the pandemic, there have only been a couple of periods during which I have been allowed to visit anyone, so I am particularly grateful to Greg Lane and



our Lay Pastoral Care Team who continue to keep in touch with those who are unable to get out or who are having a particularly challenging time. Keeping up with each other and letting people know they are not forgotten is so important right now.

At the 2021 Annual Vestry Meeting, we passed the diocesan social justice motion on racism in which we committed to: continue our adult education through Healing Circles on Racism; to create space within our St. Philip's community so all our youth feel supported and free to share their experiences of racism; and to ensure that opportunities for all members of St. Philip's diverse community can take an active part in the organization and leadership of our common worship, offering our unique cultural contributions. The pandemic hasn't made it easy to accomplish all of that, however, we have accomplished a lot. Our Healing Circle has met and learnt a lot about racism, especially anti-black and anti-indigenous racism. We have not managed to get very far in terms of our goals for youth, but with Rachel's leadership, racism has been a topic for discussion on Zoom. For the broader church community, there is much more work to be done. However, let's celebrate our successes: acknowledging our obligations as treaty members on this land week by week; marking National Indigenous month; holding a Blanket Exercise led by Michele Parkin; and with Tracy's leadership, broadening our musical repertoire to include hymns from many different cultures and in languages other than English. I spent two days in November with other clergy at an anti-bias anti-racism workshop, which I am hoping we can bring to St. Philip's in the near future.

In 2019, we undertook an ambitious project: our Vision 2022 covenant. The covenant and accompanying action plan took us over six months of prayerful parish discernment to pull together. The plan focuses on three areas: "Loving One Another and Growing Together in Christ", "Living with Gratitude: Stewardship", and "Reaching Out with Good News: Outreach & Social Justice". With the end of 2021, our covenant comes to a conclusion. There are many goals we have reached and there are many that we haven't completed. In between 2019 and now, much has happened that has both helped us make progress and has hindered us. Some of our goals are no longer relevant, and there are others we might still want to accomplish.

A full report on Vision 2022 will be completed over the next couple of months and made available to everyone. Once we are able to safely and comfortably gather again, we will have a chance to look at it together and then begin a process that will help us chart our way forward

for the next few years. One thing I can tell you about Vision 2022 is that it has helped us accomplish many goals that strengthen our life and mission. We have a lot to be thankful for!

One of the joys of parish life is welcoming new people into the congregation. Before the pandemic, we had held the first of what was to be an annual get-together in the rectory of all the newcomers in the past year. It was a wonderful afternoon. Due to the pandemic, we haven't been able to do it again. However, once all the health restrictions are gone, I am looking forward to welcoming all those who have joined us since the beginning of 2020. In the meantime, I want to offer a warm welcome to JP & Rosanna Ferron, Vanessa Houghton and joining us from St. Matthias, Alexander & Mary Campbell, Bill and Shirley Humphries, Sheila Matte, Jean Smyth and Irene Thompson. I am looking forward to getting know you all better when we can actually meet together.

So, what have I been up to this past year? Here is a short summary:

- Attending Area and Diocesan Council meetings, clergy retreats, workshops and conferences, clericus meetings, pre-synod and synod meetings (everything online)
- Presiding at funerals – mainly with limited numbers gathered outside around the grave
- Preparing for and presiding at parish services, having to switch from online to in-person, to hybrid – adjusting and making changes on the way.
- Teaching a course online on the Bible, leading Bible study, preparing sermons, attending Lent and Advent series led by Ralph Peter (Thank you Ralph!), being a part of the Healing Circle
- Lots of phone calls and Zoom meetings. Who knew you could run a parish from your desk!
- We hosted a Rectory Recital Series concert online from the church in May
- Working with our parish Faithworks reps (Janet Churchill and Margaret Peter) to promote the 25<sup>th</sup> anniversary of Faithworks. We invited two speakers, sent out a mailing and as a parish we did well.
- Continued to offer spiritual direction on Zoom.

In my personal life there have been some ups and downs. For the first half of the year, the rectory was filled with pandemic refugees (all my family, plus one friend), and I got to spend a lot of time with my grandson, Charlie. It was a real gift to share such a challenging time with them

all, and I am very grateful for their help in providing music for our online services. Unfortunately, I had emergency surgery to remove my appendix in April and that took a lot out of me, contributing to exhaustion by the end of the year.

We spent some of our holiday time in Montreal, where we celebrated our son Ben's ordination in early September. I was back in the parish in October when we re-launched in-person services at Thanksgiving, but soon found myself having difficulty getting through each day. The challenges of running a parish during the pandemic, and the lingering effects of the surgery made the status quo untenable. With the incredible support of our wardens, bishop and my spiritual director, I have been able to remain at work at reduced hours, while recovering. I am now much better and by the time we have our vestry meeting, I hope to be firing on all cylinders once again. While this has been a difficult time for me, it has also been a very rich and humbling spiritual experience.

My energy and passion for my vocation as a priest are returning and I am looking forward to what 2022 will bring us, trusting that God is already there waiting for us. I am very grateful for the support of our four wardens whose prayer and care have been a large part of my recovery.

I want to finish with a few words of appreciation. This has not been an easy year on parish life, nevertheless, St. Philip's continues to be a dynamic, faithful and loving community thanks to all of you. In particular, there are a few specific "thank yous" I want to offer:

- Rosalind Chahal for being such an incredibly supportive, generous and caring incumbent's warden; for your passionate faith, your ability to get things done and to get people to do things in an encouraging way
- Ashani Weerasinghe for the calm, confident and compassionate way you have taken on the role as Peoples' Warden; for your support and care in this challenging year and the creativity and skill that you so generously share.
- Chiagozie Azuh, my Deputy Incumbent's Warden, for your strong faith and generous heart, the compassion you have shown me and for the critical thinking you bring to our meetings and the dedication you have to the Church.
- Margaret Peter, our deputy Peoples' Warden; for the gentle and thoughtful way you contribute to the

leadership team, for your compassion, care and commitment.

- Greg Nicholson our treasurer for giving so much of your precious time to ensure that our financial picture is accurate, compliant with outside authorities and that funds are in the right place at the right time; and for your faith which underlies all that you do for St. Philip's in such a caring manner.
- Peter Lee for giving the parish so much of your time this past year, working on the audio/visual system, the sign project, the vegetable garden, Property Team and more...
- Greg Lane for your continuing leadership of our Lay Pastoral Care Team, while also juggling school and work. Your faith in God and your compassion for the vulnerable will serve you well should the bishop choose to ordain you as a deacon now that you have completed all the requirements.
- Dirk Albishausen, you continue to bring your skill, eye for detail and good business sense to the job of cemetery manager. I really appreciate the many hours you put into the job: ensuring that the cemetery continues to both support the broader ministry of St. Philip's and that it remains a place of peace and beauty for those who come to visit their loved-ones graves.
- Rachel Sunda for all you have done over the past few years as our Youth Minister. You have the amazing ability to share your own deep faith with the young people you have served at the same time as drawing them into rich conversations about their own faith. Thank you for the love and dedication you have shown our youth and blessings to you and your family.
- Nigel Weaver for you continuing ministry in our parish office. It is a real blessing to have someone in the office who really knows how a church functions and how liturgy works. The bulletins and PowerPoint always look great, the bills get paid on time, people are served with warmth and care and you bring your wonderful pastoral presence and your faith to the job.
- Finally, to my wife and our parish music director, Tracy. You are my biggest support and are also a real gift to the parish. You have served us all well with your love and joy in what has been a very hard year.

Your music has lifted our spirits, your leadership in both the Healing Circle and at Centering Prayer have helped us to open our hearts before God and one another, and you have given me strength and love when I have needed it the most. Thank you for sharing so much of yourself with all of us.

May God continue to bless this parish, and may we continue to be Christ for one another and for our neighbours as we look ahead to another year.

### **Wardens – Rosalind Chahal, Rector's Warden Ashani Weerasinghe, People's Warden**

As we end a second year of the pandemic, we give thanks for all the blessings our Lord has bestowed on us at St. Philip's: an incumbent who works tirelessly to care for and support us; a talented and dedicated staff team; the technology that has allowed us to continue to worship "together" even while needing to stay apart...

We remember all those members of our congregation that have died this past year, and even as we mourn their loss, we give thanks and celebrate their lives knowing God has received them to their eternal rest.

This has been a time of great change in the Church. We have had to change the way we do almost everything, from worship to study groups and bake sales to caring for one another. We have weathered the storm well, but we won't really know the full and long-lasting effects of the pandemic on our parish until we are together again and can fully resume activities in person. We look forward to the day that we can get together as one body in the church building to celebrate all of the good things that God has graced us with.

Parish life continues and there are many ways to be a part of it: join the fundraising committee, the finance committee, the choir, the readers & intercessors, the sidespersons & greeters, the sacristy/chancel guild, etc. We encourage and welcome everyone to get involved to help and serve, meet new friends, develop new skills and stay connected.

As Wardens, our job is to manage the financial and business activities of the parish, ensuring St. Philip's can meet your needs now and in the future. Regular Wardens meetings and Advisory Board meetings continued through 2021 albeit virtually. Our focus is to ensure that the parish finances are correct and sustainable and to encourage all of you in your work to improve the life of the parish, from worship to outreach to fellowship.

While the church building has been closed due to the pandemic, we were busy dealing with building issues, and prioritizing and planning for a number of property items:

- The installation of the new audio video system in the church has enriched our online worship services.
- At long last the digital signs were installed so we can now let the neighbourhood know of our upcoming services and events.
- Painting of the church exterior including the bell tower gave the church a much-needed facelift.

More details about the projects undertaken can be found in the Property Report.

We were delighted to re-open in the fall and approached Christmas with much anticipation especially with congregational singing being reintroduced, but Omicron took hold with incredible speed, and right after Christmas we had to revert once again to online only worship.

We had some staff changes in 2021 – Sadly, we had to say goodbye to Rachel Sunda, as our Youth Minister. Our youth program was yet another victim of the pandemic and we reached the difficult decision that we would not be able to renew Rachel's contract. We are very grateful to Rachel for the many years she devoted to the children and youth of our parish. Rachel has assured us that she will continue to be very much a part of St. Philip's and looks forward to being able to bring her own children to Sunday School in the future!

We welcomed Charles Ling as our Verger. Charles joins the staff team on a part time basis and brings with him a great deal of experience in requirements for the daily maintenance of our buildings and we have seen many improvements over the past few months.

Our sincere thanks to Tracy Stuchbery, Nigel Weaver & Dirk Albishausen who have gone over and above in ensuring that the work of the church continued uninterrupted. We would be lost without you all!

To our Children's Ministry team, Mieke & Greg Nicholson and Michele Parkin, you have brought an imaginative and creative children's time to our Sunday Worship which is enjoyed by our children and adults alike. Thank you for your efforts during these trying times when Sunday School cannot meet in person.

A special word of thanks to Peter Lee who has taken the lead on many of our projects this year and provided us with his insights and wisdom.



We also want to thank our deputy wardens, Margaret Peter and Chiagozie Azuh for their support, wisdom, and friendship throughout this past year.

Most of all we thank each of you for your fellowship to one another and your participation in our community. We cannot build the parish without the support of each of you through your donations, your fundraising and your ministry to one another. As they say, "the Church is not a building it is the people". We will continue to gather, and we will continue to worship, and we will continue to seek to grow in our love for God and our neighbour.

## Cemetery – Dirk Albishaussen Cemetery Manager

### Interments

While the Cemetery continues to feel the effect of the COVID-19 pandemic, the number of interments started to show a positive up-tick again, exceeding 2019 and 2020 numbers. With a total of 45 interments (25 traditional casket burials, 20 cremated remains) numbers were right back up with averages seen in the early to mid-2010s. Of 20 cremated remains, the Cemetery interred 15 in cremation plots, 1 in the columbarium, and facilitated 4 scatterings (interments 2020: 39 total, 23 burials, 11 in-ground cremations, 2 in niches, 3 scatterings).

### Prices

The Cemetery's three major service providers remained unchanged from the previous years: CemeCare Inc. (gravesite preparation), Four Seasons Tree Care (arborist), and J. de Boer Landscaping (grounds keeping, leaf and snow removal). As was to be expected, their fees have all increased to some degree.

For the first time in 20 years the Bereavement Authority of Ontario (BAO) announced an increase in contribution amounts to the Care & Maintenance fund as per January 1, 2022. These mandatory contributions are paid into a trust fund held by the Diocese of Toronto and cover expenses for general maintenance once a Cemetery cannot generate income anymore and becomes inactive.

Last year's vestry approved price increases averaging 12.1% for 2021. In December the Cemetery Committee approved a new interim price list as of January 1, 2022 only to reflect increases announced by the BAO.

For 2022, the Cemetery seeks approval for a price increase of 6.5%, simply to keep up with inflation, remain competitive, and to pass on higher contractor fees. This

more moderate increase will give consumers a break from higher but necessary price hikes over the last three years. As in the past, St. Philip's parishioners may purchase plots and niches at 2021 prices until August 31, 2022.

### Sales

In 2021, the Cemetery sold 16 plots and niches (12 traditional burial plots, 1 cremation plots, and 3 niches in the columbarium), matching last year's 16 (11/4/1). If compared to sales numbers of the previous decade (2011 to 2019), only three out of nine years actually saw sales exceed 18 plots. Sales of all other years averaged 16 plots, equal to the Cemetery's 2021 number.

### Instalment plans

The Cemetery collected close to \$20,000 in receivables from previous plot sales and approved just under \$6,400 in payment plans to new rights holders in 2021. The option of making monthly payments over a maximum period of 24 months under strict terms is well received by rights holders.

Communicating outstanding balances at the beginning of each year proved a valuable reminder to rights holders to continue their regular payments until the plot is paid in full. This practice has also contributed to a significant reduction in receivables and improved the Cemetery's cash flow.

### Expenses - Arborist (*tree population*)

Four Seasons Tree Care have been under contract for three years now. While Four Seasons Tree Care have increased their fees slightly over the years, the Cemetery still enjoys a 20% discount on all services.

I continue to meet with the arborist at least once a year, generally in the fall, when we look at the overall health of the Cemetery's tree population, review the work that had been carried out during the year and discuss tree maintenance to focus on for the following year. After three years of coordinated tree care, it became very obvious this year that the overall health and appearance of our trees had much improved.

In the past, our Cemetery grounds were littered with smaller dead branches after every storm. Stronger winds almost always resulted in the loss of larger limbs or trees that were completely destroyed. For the first time this year we did not once need to call for an arborist on an emergency basis. This is a direct result of the work and money we invested and indicative of stronger and

healthier trees. The Cemetery will continue to work with Four Seasons Tree Care in 2022.

Due to a misunderstanding, the BATTERY family's memorial tree was not replaced in the spring as discussed. The replacement Ginkgo tree will now be planted in the spring of 2022, along with two other memorial trees.

#### **Expenses - Site preparation (*graves*)**

CemeCare Inc. have been under contract since the fall of 2020. Thanks to the company's professional and reliable approach, we have established an excellent work relationship.

While CemeCare's service fees may appear higher at a first glance, their fees are all-inclusive with only very few surcharges. CemeCare do not only open and close a grave but also manage the extra soil, bring in high-quality top soil, level sunken graves and re-seed in the spring where necessary. Such services are all chargeable with other providers.

The Cemetery regularly receives positive feedback on CemeCare's work, both from families and funeral homes, which is invaluable for St. Philip's image and reputation. The Cemetery will continue to work with CemeCare Inc. in 2022.

#### **Outlook**

The Cemetery shows an inventory of 316 burial plots as per December 31, 2021 (2020: 328). Based on rolling 5-year and 10-year averages, this inventory is projected to last for the coming 20 years. Also available for sale are 129 cremation plots (2020: 130) and 58 niches in the columbarium (2020: 61). Similarly, these inventories are also expected to meet sales for the next 20 years.

Over the short term, the Cemetery Committee will continue to focus its efforts on the up-keep and overall appearance of the Cemetery, which includes a new budget item for the maintenance and repair of monuments/headstones and a pro-active approach to tree care.

The parish's administration will move the accounting software into the 'cloud' after financial statements 2021 have been audited and approved. This will provide the Cemetery with more direct access to relevant accounting numbers in dollars and cents versus a simple count of plots. Ultimately, I hope to be able to generate even more meaningful reports which not only summarize income and expenses, but will introduce profitability numbers. This will mainly add transparency to the price finding

process, but is also expected to support sales and other functions of the Cemetery office.

Over the long term the Cemetery Committee will focus on the strategic development of the Cemetery: a redesign and possible relocation of the columbarium, landscaping, etc.

#### **Acknowledgements**

My thanks go out to the Cemetery Committee for their valuable input, not only during meetings but throughout the year. Secondly, I would like to take the opportunity to welcome St. Philip's verger, Charles Ling, who joined the team in September of 2021. Within less than six months Charles has already proven to be very handy around the church and in the Cemetery. After some more hands-on training in the Cemetery and introduction to basic administrative processes, Charles will represent the Cemetery during interments when I am not available.

Last but not least, I would like to thank the many volunteers of the gardening crew who again helped maintain Cemetery grounds and gardens in 2021. Rights holders and visitors alike frequently comment on the natural, park-like look and the urban oasis we have created over the years.

This 'feel' is a highly desirable quality that sets St. Philip's Cemetery apart from our immediate competition down the road, but also from many other cemeteries across the city. I have noticed personally that the number of families considering St. Philip's Cemetery, who are not affiliated with the Church or the Cemetery, is increasing.

Thank you everyone for your commitment throughout the year. I look forward to serving you, St. Philip's and the Cemetery again in 2022.

#### **Worship – Fr. Mike Stuchbery**

The year 2021 was another year of pandemic worship, which found us online for most of the year. As we began the year we were all very used to the technologies of Zoom at home and our superb quality audio visual system in the church. We still had a few bugs to work through, but for the most part things went smoothly. The technology gods did throw us the odd curve ball, like on Christmas Eve when the website worship button failed, Zoom crashed, we had a power failure in the church and the fire alarm went off (a false alarm).

Our Sunday worship is a precious thing, as indicated by our continuing strong online attendance. There are some members of the congregation for whom the technological

aspect has been impossible. Sadly, except for the brief periods we were able to gather together, they have been unable to worship with the rest of us. It will be a real joy when we can put pandemic restrictions behind us and join together as one family in Christ on Sunday mornings. On the positive side, there are a few members who would not usually be able to join us due to age or infirmity, who have been able to join us online. In addition, we now have a few regular attendees from across the country.

Before I go over what this past year has looked like in point form, I want to offer a few words of thanks. In no particular order, thank you to:

- Donna Durdle for looking after chancel guild duties and decorating the church for our festivals;
- Janet Churchill for scheduling our volunteer readers, intercessors, Zoom hosts, and children's talks;
- Tracy Stuchbery for continuing to sensitively offer beautiful, worshipful music for our Sunday worship, special services and Let My People Sing; and to the rest of my family who stayed at the rectory at varying periods of the year for their voices and instrumental offerings;
- Michele Parkin, Mieke & Greg (Priscilla) Nicholson and Rachel Sunda for their wonderful children's talks;
- Nigel Weaver for producing and running the PowerPoint slides for the liturgy, and to Charles Ling for assisting with it;
- Peter Lee for continuing to work hard at tweaking our audio-visual system and for operating it during in-person services; and to Zachary Parkin-Trudeau and Ashani Weerasinghe for learning to operate the system and being on a roster with Peter;
- Ashani, Zachary, and Aiden Blair for hosting our Sunday services on Zoom;
- Our readers and intercessors, who faithfully appear on the screen at the right time and show up when we are in-person;
- Our sidespeople, greeters and COVID cleanup team who have each helped make it possible to hold safe and welcoming services when we have been in person.

A few reflections on our worship in 2021:

- Online Service of the Word from January – March
- Compline on Sunday evenings on Zoom from January – June
- Holy Week services: Sunday evening through Good Friday (all online)
- The Diocese permitted us to hold the Eucharist online, with the inclusion of "spiritual communion". Our first Eucharist of the year was on Easter Sunday.
- While not strictly a worship service, our online Thursday evening "Let My People Sing", started by Tracy, has been a huge success, providing a joyful, fun and spiritually rich time during the week for many of us.
- We held a well-attended in-person Easter Sunrise service in the cemetery.
- From Easter through June we held a monthly Eucharist service, with the Service of the Word on the other Sundays.
- On July 11 we held an outdoor Eucharist service in the rectory backyard. It was the first in-person Eucharist of the year.
- In July and August, we cautiously re-opened for in-person worship with an 8:30 service. The 10:30 service remained online only.
- While I was on holiday in September, we reverted to one online service at 10:30.
- Thanksgiving Sunday saw us back in-person for both 8:30 and 10:30, and we were able to reinstate a mid-week Eucharist on Thursday mornings. We were able to continue in-person right through Christmas, but with the omicron variant of COVID in the community, we ended the year back online.
- In spite of omicron, it felt really good to be together on Christmas Eve. We were even allowed to sing Christmas carols together!

All in all, it has been a weird and wonderful year of worship at St. Philip's as we have switched back and forth between online and in-person, continued to adapt to new rules, re-introduced our choir for a short while and learned to find meaning and holiness in it all. As we move forward, we will continue to adapt and find new ways to worship that speak to who we are as a people post-pandemic. We will continue to have an online presence and at the same time re-gather again as followers of Christ as soon as we are able.



## Music Ministry – Tracy Stuchbery, Music Director

As I reflect on the past year in my position as music director at St. Philip's I would have to characterise it as a 'start and stop' sort of year. Despite all the shifts and changes, our communal song remains strong and vibrant. We are getting very good at "singing together apart".

In January of 2021, I initiated a weekly zoom hymn sing called "Let My People Sing" where we joyfully and prayerfully sing hymns that are planned for that coming Sunday, others that fit the theme of the readings as well as requests for favourite hymns that come from parishioners. Attendance at these weekly hymn sings ranges from 12 to 25 and people have joined us from Montreal, Kingston, Vancouver Island, and New York State.

I am grateful to my family who helped enrich the musical offerings for most of the first half of 2021 and especially for our Holy Week and Easter services. Thank you, Jonathan, Emily, Ben, Erica, and Maddy, for your beautiful voices, and, of course, our grandson Charlie for adding the cute factor.

While our worship for most of the year was online, we did have two beautiful outdoor services in the summer hosted in the Rectory backyard. Singing in groups was still not permitted, sadly, so I relied on my family once again to enliven the singing for us and the use of sign language to enable people to participate in the music while not singing. I am grateful to Ralph Peter for lending us his voice, guitar playing, and songs for these services as well.

We opened the church for in person worship on Thanksgiving Sunday. It was a joy to see people back in the building. Congregational singing was still not permitted so planning the music for these in person and zoom hybrid services was a unique challenge. Gradually we were permitted to have a small choir and I am deeply grateful to Azuh, Jean, Nigel, Ros, Patricia, Kathy, Greg, Kathleen, and Peter who volunteered to sing with masks and socially distanced; not exactly ideal conditions for singing. We met on Saturday afternoons for 45 minutes to rehearse the music. On the first Sunday of Advent, congregational singing was permitted. Hallelujah! We hung on through the Christmas services, but by Boxing Day we were back to online services only with Omicron sweeping through our communities.

Our first Sunday in Advent we welcomed violinist, Elise Wiesinger, a second-year violin performance major at U of T to enliven our music. It was a soulful and beautiful

addition to our music for that Sunday. Many thanks to Elise for joining us.

Eric Hanbury, a local organist, has been practicing at St. Philip's throughout the pandemic and he offered to play for our late service on Christmas Eve as a way of thanking us. His playing was a real treat for us and added so much vibrancy to our Christmas celebration. Thank you, Eric, for your invigorating and exuberant organ postlude and hymn accompaniments.

Thank you to the wardens, to Nigel, and to Fr. Mike for your continued support of the music ministry in this parish. I would also like to thank Peter Lee for all the work and care he puts into our audio and visual set up, ensuring that we can be seen and heard across Zoom.

And finally, thank you to the whole St. Philip's worshipping family for your engagement and appreciation of the music that I strive to facilitate for our community. I hope that it brings you into a place of communion with each other and with the overflowing, restorative love of God.

## Screening in Faith – Janet Churchill, Screening Coordinator

As Screening Coordinator, I assist the Wardens and Father Mike with ensuring that all volunteers and paid employees are screened in accordance with the Diocesan policy.

*The Responsible Ministry: Screening in Faith* initiative was launched in February 2003 to help parishes ensure their places of ministry were safe and healthy, especially for vulnerable children and adults who come to them in trust. It is the means by which the Diocese of Toronto responds to our call to offer our best to those we serve.

I did not hold a screening workshop in 2021, but police checks were completed for new volunteers and those who needed a new police check. Once we are able to gather again, I will be hosting a screening workshop for those who need it.

To learn more about Screening in Faith or for further information, please visit:

<https://www.toronto.anglican.ca/parish-administration/screening/>

## Ministry with Children and Youth – Michele Parkin, Children and Youth Support Team Member

Our younger members have had another challenging year as they helped to protect everyone from the Covid-19 pandemic. From Kindergarten to university ages, kids have had to give up learning with teachers and friends in school and instead have had on-line classes. All clubs and extracurricular activities were cancelled and unfortunately that meant cancelling any in person activities for children and youth at St. Philip's.

Our older kids were fortunate to have the leadership of Rachel Sunda for "zoom" gatherings. With Fr. Mike's encouragement, they directed donations to groups in need within our parish. Rachel will not be continuing as a member of staff in the coming year. We thank her for her enthusiastic ministry and support for our youth. We look forward to seeing her in the congregation along with her own young children.

Rachel, Mieke and "Priscilla", Michele and Fr. Mike continued to share Children's Talks at the beginning of our on-line services each Sunday and by email and post. Members of our Youth Team created a Lenten Scavenger Hunt for families in the churchyard. As Easter Week approached a cross was placed at the front door to encourage everyone to share prayers and then on Easter Sunday to decorate the Cross with flowers. Our families shared in these activities and were able to take part in the outdoor service on Easter Sunday.

As we began to open St. Philip's for services, the Team set up the Children's Room and prepared for creating a nursery area which would have enough space and adult assistance to ensure safety and comfort for the children. Individual activity bags were created and are available for all our younger members to pick up each Sunday. Fr. Mike wrote a wonderful Christmas story for us to perform in small scenes but it wasn't yet time. Unfortunately, the pandemic situation never became stable enough for us to return to Children's Church but we pray that soon we will be able welcome all our children and young people back for Worship and Good Times together.

Please keep all our young members and their families in your prayers as they continue to face the challenges of this uncertain time.

## Lay Pastoral Care Team – Greg Lane, Coordinator

The Lay Pastoral Care Teams (LPCT) mission to the parish is to provide, "a high quality of pastoral care to those members of our congregation who are sick, lonely, going through a time of crisis, or are unable to participate in the regular worship and community life of the parish." We visit people at home, in long-term care or by telephone visiting. We have an active card ministry (get well, thinking of you, sympathy, and birthdays) that keeps those in need in touch with the parish. Furthermore, we have a telephone tree ministry to meet the needs of the parish. We maintain confidentiality of all visits, and all members must agree to do so to be part of the team. The team is responsible to Father Mike Stuchbery for all pastoral care matters. The people we visit can and do ask for communion to be brought to them by Fr. Mike. Also, anointing with oil can also be requested for healing. The team also participates and assists in monthly worship services at Humber Heights Retirement home on Lawrence Ave.

The pastoral care team is made up of the following members: Rosalind Chahal, Janet Churchill, Frances Clarkson, Susie Lawrie, Ruth Nagy, Mieke Nicholson, Connie Williams, and Greg Lane as coordinator. 2021/22 has been a difficult and demanding year for the team due to the Covid-19 crisis, and the team members are tired but resilient. There have been no in-person visits now since the beginning of the pandemic. The team is now calling by phone to those isolated and not able to attend services and are serving the needs of 25 parish members. The team has been responding to the needs and concerns of those we visit and this has meant helping others with feelings of isolation, fear and anxiety, loneliness, grief, and loss. The team has been meeting bimonthly for reflection, prayer, training, feedback and encouragement through zoom meetings. Also, the team greatly appreciated the training given by Angela King, on November 20, 2022 on her workshop on Dementia for pastoral care givers. Further, thank you to Frances Clarkson for managing our card ministry. Our team has sent over 50 cards to members of the parish in the last year as part of our card ministry for sympathy, birthdays, get well, and encouragement, Easter, and Christmas, and other needs. This is a much-appreciated ministry for our parish. As well, thanks to Rosalind Chahal, who coordinates the much valued and appreciated telephone tree ministry that has provided significant needed connection for parish members during this difficult time.



The team looks forward to serving the parish and providing high quality pastoral care to any member or family of the parish who requests it. Thank you to all team members for their excellent and hard work and dedication during this difficult and challenging time, and to this challenging ministry, as well as to Fr. Mike for his leadership and guidance. If anyone is interested in joining the team please speak with Fr. Mike or myself and we would look forward to you on the team. Thank you.

## **Property Committee – Ashani Weerasinghe, People’s Warden (Property)**

We undertook a number of projects in 2021 including:

### **Outdoor Signs**

A committee was formed to oversee this project which included the installation of the LED signs. We commissioned the refurbishing of the old wooden signs around the premises. These were in need of some upkeep being almost 20 years old. The 3 main signs by the parish hall, on the corner of Dixon & St. Phillips and next to the church were fitted with LED inserts. We have had very positive feedback since the signs have been functional and we are very pleased with the end product.

### **Painting**

The exterior of the church was really starting to show signs of disrepair, so we moved forward with getting the woodwork around the roof line repaired before having everything painted. The bell tower painting was a big project which involved the rental of a lift to allow the painters to reach the top without putting any weight on the church roof, especially the slate tiles. We chose to match the existing colours. A huge thanks to Jocelyn Barrows (former deputy Peoples’ Warden) who had done a lot of the leg work on this project before handing it over to the present team of wardens.

### **Audio Video System**

We installed a new AV system and upgraded the internet in the church in order to improve our online worship experience during the pandemic. It has become obvious that even when we return to full capacity in-person worship, we are looking at a hybrid worship service and this was a necessary investment in the life of the church. We also installed internet facilities in the parish hall which will allow us to easily move the camera from the church to the parish hall and broadcast live from there.

### **Chimneys**

The chimneys on both the parish hall and church were in danger of collapsing and since they are no longer in use, we went ahead with the removal of these chimneys. In addition, repairs were made to the chimney on the rectory.

### **Parish Hall Furnace**

We replaced the 17-year-old furnace in the parish hall after it failed and led to a cracked pipe and some minor flooding.

### **Locks on Main Church Doors**

The lock system on the main church doors had been giving us trouble for many years now. It was finally acknowledged that the locks in place could not handle the weight of the doors and this was creating a security risk. We changed the lock system in the summer and the doors have been functioning well since then.

### **Rectory Backyard Patio**

The pavers were replaced thanks to a very generous donation from a parishioner.

With the hiring of Charles Ling as our verger, the general repair and maintenance has improved significantly. Charles is a tremendous help around the premises, taking on many of the odd jobs that kept getting postponed. Thank you, Charles, for all the work you have put in. We are very lucky that you agreed to join our team!

My sincere thanks to Peter Lee, Sylvia & Wilf Giovanella and Michael Cormie for their hard work and expert advice throughout the year.

## **Finance Committee – Joan Barltrop, Incoming 2022 Chair Finance Committee**

Vision 2022 goal of setting up a Finance Committee was achieved in 2020. A structure was set in place with Terms of Reference, 3 to 5 year financial plan, and a successful strategy to update the audio -visual equipment. The parish has been benefiting from the purchased equipment. Together we have been able to participate in Sunday services followed by a virtual coffee hour. Many other examples of the use of Zoom — educational sessions, Lenten series, meetings, even congregation hymn sings. The parish can be proud of how our leadership members adapted to life under COVID. Many thanks to Peter Lee for leading us into the IT world.

Unfortunately, due to various circumstances, the Committee only met once in 2021 so further progress on the action plan did not take place. On the positive side a rejuvenated Finance Committee is looking forward to working together to fulfil additional Vision 2022 strategies and action steps in 2022.

## Fund Raising – Fund Raising Team

In 2021 the Fundraising Team hosted four events. The financial results for the spring Virtual Bake Sale and the late fall Virtual High Tea exceeded our expectations. Our thanks go to the parishioners who so generously supported these two events.

In the summer we rented tables at the *Legion Tailgate Sale* which proved to be disappointing. St. Philip's members certainly came but the surrounding community were few in numbers. We did advertise St. Philip's by using our canopy tent over two of the tables. Perhaps our enthusiasm was damped by the tree ants on overhead trees. The ants fell into our hair, on our clothes, on the tables and into every uncovered container and box.

The October garage sale and bake table was financially more successful. Thanks to advertising the local community supported this event. It was wonderful to observe the animated conversations amongst those present.

Using their experiences of the past year the Team has documented their 2021 procedures in a How To Do Manual for the future Team Members. Notes were made as to what worked well plus areas in which improvements could be made.

## St. Philip's Vegetable Garden – Peter Lee

Many of you may have noticed the two wooden vegetable beds that have been installed in the front of the Rectory. In the spring of this year we put in another cubic yard of top soil and sowed some seeds. This included lettuce, radishes, spinach, peas, rapine, and cucumber. We also bought some Tiny Tom tomato plants from the local nursery and somewhat later in the season we purchased two soaker hoses and an on/off timer. Prior to that time, Tracy did the watering for us. Thank you. We were able to do this with a \$800 grant from the diocese.

During the summer we were able to make our first WAES delivery July and continued weekly (approx.) until early September. The tomato crop was amazing. I

want to take this opportunity to thank Tracy, Ros and Charles for helping, they were great. WAES were very appreciative. We are hoping this coming spring to get the Youth Group involved.

## St. Philip's Live Streaming System – Peter Lee

Following up on decisions made at the 2021 meeting of Vestry, we installed an *Epiphan Pearl Mini* two camera Audio/Video Live Streaming System in the church, together with four flat TV screens. To assist us in the cost, we obtained \$7,000 grant from the diocese.

The system allows us to film services, and other events, and stream them directly to the internet. It also enhances the sound and picture qualities of our ZOOM gatherings. Installing this system allowed us to make some long overdue improvements in our audio system within the church.

The *Epiphan Pearl Mini* and one of the cameras are portable. That allowed us to share the Rectory Garden services online. We hope that we will also use it for future for events in the Parish Hall

## Parish Statistics

### Weddings, Baptisms, Confirmations

None this year

### Funerals

Irene Slade

Betty Ashdown

Ian Clarkson

Noreen Crocker

Winnifred Wright

Gertrude Bruhm

Elisabeth Rotondo

### Attendance

Year	Sunday Average	Weekly Average
2021	71*	76*
2020	70*	81*
2019	76	95
2018	84	107
2017	99	112

\*Unofficial numbers, as they include online estimates

In 2021, we had a total of 38 in-person services (Sundays, Thursdays and Christmas), 68 online only services (Sundays, compline, special services), and 15 hybrid services (mainly in the Fall).

The largest single service of the year was online on April 4 (Easter) with 100 attendees.

Average Sunday Attendance includes both in-person and online numbers for Sunday morning services and Compline.

Average Weekly Attendance includes the Sunday services, plus all midweek Eucharists, Home Communions and other special services.

In 2021 we welcomed new members into our community here at St. Philip's. Alexander & Mary Campbell, Bill & Shirley Humphries, JP & Rosanna Ferron, Vanessa Houghton, Sheila Matte, Jean Smyth, and Irene Thompson

## Nominations and Appointments - 2022

### Wardens and Advisory Board

#### *Appointed by Incumbent*

Rector's Warden

Rosalind Chahal

Deputy Rector's Warden

Chiagozie Azuh, Sr.

Lay Members of Advisory Board

Greg Lane

Stephen Mabee

Vacancy

#### *Elected By Vestry*

Peoples' Warden

Ashani Weerasinghe (2<sup>nd</sup> year of 2-year term)

Deputy Peoples' Warden

Margaret Peter – *nominated for 1-year term*

Lay Delegate to Synod

Currently Jacquie Atherley (3<sup>rd</sup> year of 3-year term)

Substitute Lay Delegate

Janet Churchill

Lay Members of Advisory Board

Catherine Blake

Michele Parkin

Connie Williams

### Parish Ministries

#### *Appointed by Incumbent*

Funeral Reception Contact

Malynda Montgomery

Coffee Hour Coordinator

Donna Durdle

Sunday Ministry Schedule

Janet Churchill

Screening Coordinator

Janet Churchill

Chancel Guild Leader

Donna Durdle

Flower Convenor

Donna Durdle

Sidespeople Coordinator

Donna Farrell

Volunteer Coordinator

Rosalind Chahal

## Special Ministry Teams

### Lay Pastoral Care Team

Greg Lane (chair)  
Rosalind Chahal  
Janet Churchill  
Frances Clarkson  
Susie Lawrie  
Ruth Nagy  
Mieke Nicholson  
Connie Williams

### Fund Raising

Sylvia Giovanella (chair)  
Connie Williams  
Kathy-Bignell Jones  
Donna Durdle  
Denise Williams

### Finance Committee

Joan Barltrop (chair)  
Greg Nicholson  
Mandy Mabee  
Ashani Weerasinghe  
Catherine Blake

### Youth & Children's Ministry Support Team

Greg Nicholson  
Mieke Nicholson  
Michele Parkin  
Kathleen Cormie  
Fr. Mike Stuchbery

### New Comer Team & Greeters

Janet Churchill (co-leader)  
Margaret Peter (co-leader)  
Jacquie Atherly  
Ashani Weerasinghe

### Property Committee

Peter Lee (chair)  
Sylvia Giovanella  
Stephen Mabee  
Jocelyn Barrows  
Rosalind Chahal  
Peter Schubert  
Charles Ling  
Reg Thornton (Advisor)

## Cemetery Committee

Fr. Mike Stuchbery  
Dirk Albishausen (staff)  
Ashani Weerasinghe (Warden)  
Margaret Peter (Deputy Warden)  
Stephen Mabee

## Staff and Treasurer

Cemetery Manager - Dirk Albishausen  
Parish Administrator - Nigel Weaver  
Verger - Charles Ling  
Music Director - Tracy Stuchbery  
Treasurer - Greg Nicholson



## Diocesan Social Justice Motion

“We, the vestry of [name of parish] urge the provincial government to support Ontario’s most vulnerable workers by passing legislation to implement the following measures:

- 1) 10 days of employer-paid sick leave per year for all workers, without requiring workers to submit doctor’s notes, with an additional 14 days’ sick leave during public health emergencies.
- 2) Require employers to give workers a minimum number of hours per week (based on the job) and to give reasonable advance notice of work schedules.
- 3) Require employers to provide equal pay and benefits to all workers doing the same work, whether they are part-time, temporary, or contract workers, and regardless of immigration status.”

The Social Justice & Advocacy Committee of the Diocese, with the support of the College of Bishops, commends the above motion for parishes to consider and present at their upcoming Vestry meeting.

The Bible calls us to justice for those who are most vulnerable, including vulnerable workers in our society. After God’s people were brought out of slavery into freedom, they were reminded to treat their hired labourers – including “sojourners in the land” – with fairness and dignity (Deuteronomy 24:14-15). Likewise, Paul’s letter to Timothy repeats the adages “You shall not muzzle an ox while it is treading out the grain” and “The labourer deserves to be paid.” (1 Timothy 5:18)

The COVID-19 pandemic has shown us that many workers in essential workplaces – from health-care and long-term care facilities to manufacturing, warehousing, and logistics, farms, food processing industries and grocery stores – are precariously employed. This means that they are not only low-paid but that their employment is also characterized by uncertain hours and/or a lack of workplace benefits and protections. For instance, workers who make less than \$33,000 per year are also those least likely to have paid sick days. Part-time workers not only are frequently excluded from workplace benefit programs, but face uncertainty about their hours of work from week to week, making it difficult to plan their lives, arrange for childcare, or accept other employment to be able to make enough income to meet their needs.

Precarious work has a harmful effect on the physical, mental, and emotional health of workers, and their families, with repercussions felt in the wider community. During the pandemic, we have seen many workplaces become hubs of COVID-19 transmission. When the employment laws allow employers to hire people at sub-poverty wages and in dangerous working conditions without adequate protection, these workers pay for this with their health and even with their lives.

Low-wage workers who lack employment benefits and face erratic schedules are also overwhelmingly likely to be vulnerable due to gender, racialization, immigration status (such as newcomers and migrant or undocumented workers) and disability. Decent work is thus not just a matter of economic justice, but a matter of gender and racial justice as well.

The 2017 Changing Workplaces Review examined the growth of precarious work in Ontario and recommended measures to level the playing field for vulnerable workers. Many of these measures were included in Bill 148 brought in by the previous provincial government. However, after a new provincial government was elected in 2018, many of the provisions of Bill 148 were repealed or reduced.

**Paid Sick Days** allow people to stay home and not pass on illness to co-workers and customers. They also allow parents to stay home with a sick child without jeopardizing their income or job security. A recent study found a 40% reduction in flu transmission when paid sick days were introduced. Had Ontario had paid sick days before the pandemic hit, our rates of workplace-related COVID transmission would have been significantly reduced.

In April 2021, after months of pressure and with COVID case numbers soaring, the provincial government finally brought in a temporary provision for three paid sick days in certain circumstances. This provision not only does not provide enough days; it is only available for certain reasons related to COVID, requires the worker to apply for the benefit, and is set to expire in July 2022. Also, this measure entitles the employer to be reimbursed by the government for providing the benefit. In other words, public funds are being used to subsidize those employers unwilling to provide this benefit while those who already do so have been covering the cost themselves. This is not fair to the good employers.

While 10 sick days might be enough in ordinary times, during public health crises like the COVID pandemic, additional days are needed to allow workers to comply with testing and self-isolation requirements, which can quickly use up a worker’s allotted sick days.

**Fair Scheduling:** Uncertainty over the number of hours of work and what one’s schedule will be makes it difficult for workers to know how much money they will make, or to arrange childcare, never mind supplementary income-earning opportunities or additional education and training to help them find better jobs. This creates mental stress, jeopardizes the health of workers, and keeps them from being able to give their all to their work. Having to juggle more than one job because hours are uncertain at one workplace is one reason that COVID-19 was so easily spread in long-term care homes during the first wave, due to care workers working in multiple facilities. Allowing workers to know the minimum hours number of hours they can expect from a particular job, and giving them reasonable advance notice of their schedules, would help them plan their childcare and other work or study arrangements, bringing greater stability into their lives.

**Equal Pay for Equal Work:** Allowing discrimination in pay and benefits between full-time workers and those who are part-time, temporary, or contract workers makes employers more likely to create precarious jobs. It can even create situations where workers earn less than minimum wage, because of what is taken off by the temp organization or subcontractor. Bill 148 abolished these distinctions, but that provision was repealed after the current government came to power. It’s time to treat these workers equally for doing equal work.

In addition, migrant workers and others who do not have permanent residency status are at risk of deportation if they speak up about dangerous working conditions or unjust treatment. These are some of the most vulnerable workers in Ontario, and they must be able to enforce and exercise their rights as well.

The pandemic has taught us that when workers are protected, all of us are better protected. More importantly to us as Christians, we need to realize that when we advocate for justice and dignity for workers, we are re-aligning ourselves with God’s desire for our life together.

Thoughts:

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## The College of Bishops Pastoral Letter to Vestries, 2022

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



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

**Beloved Siblings in Christ,**

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

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

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

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

*“Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.” (Joshua 1:9)*

Just as the Lord commissioned Joshua to take on leadership from Moses and to lead the people forward into the land that had been promised, so God commissions us to be faithful even in the midst of this anxiety. As with Joshua, God promises to be with us wherever we go. And God’s faithfulness to Israel on the cusp of new life in a new land, renews our hope for our own deliverance.

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

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

The Gospel of Christ has good news and hard news. The good news is that we have hope in Jesus, who is our unchanging rock and our constant salvation in the midst of the storms and tribulations of this life. The hard news is

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

At such a time as this, when we are deeply unsettled, when we would prefer the comfortable to the challenging, Christ is calling us to look for the opportunities that are being presented anew: how can we partner with a neighbouring church to do more effective and robust ministry? Do we need to have all the answers before we set out on the journey of missional exploring and engagement? What are we afraid of, and how can the good news of Christ allay our fears and embolden our hearts to venture into the unknown? How can we put "the movement of the Spirit" into words, phrases and invitations to which new disciples can respond?

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

*"In the last days, God says, I will pour out my Spirit on all people.  
Your children will prophesy, your young will see visions, your elderly will dream dreams." (Joel 2:28)*

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

Yours faithfully in Christ Jesus,

**+Andrew Toronto**

The Right Rev. Andrew J. Asbil  
Bishop of Toronto

**+Riscylla Shaw**

The Right Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

**+Kevin Robertson**

The Right Rev. Kevin Robertson  
Suffragan Bishop of Toronto