



133rd ANNUAL VESTRY REPORT

Mission

Learning to follow Jesus Christ.

We're all learners and everybody's welcome, across age and stage, questions and doubts, race and ethnicity, sexual orientation and gender expression, nationality and religious background, economics and ability.

Vision

Transforming lives. In an age of distractions and self-promotion, we seek a different rhythm.

We are choosing authenticity & embracing the unexpected over achieving the illusion of perfection.

Values

Living the fruits of the Holy Spirit.

We are devoted to a healthy common life shaped by: love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.

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THE COLLEGE OF BISHOPS' PASTORAL LETTER TO VESTRIES, 2025



Diocese of Toronto
Anglican Church of Canada

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

Beloved Siblings in Christ,

“...be renewed in the spirit ...” – *Ephesians 4:23*

In this Season of Spiritual Renewal, the Diocese of Toronto is exhibiting a burgeoning health and vitality that inspires us daily. To God be the glory! As your bishops, as we travel around to visit our parishes, we have witnessed the Holy Spirit engaging in marvelous ways with people, groups and ministries right across this Diocese – from Mississauga to Minden, from Cobourg to Collingwood. The Season of Spiritual Renewal, this invitation to spiritual growth, has been enthusiastically received in so many ways, including the sharing of prayer resources, participation in online workshops, and our bishops' Advent study online. We are also looking forward to #LiveLent: God's Story, Our Story, a daily Lenten resource with a helpful guide for small group use.

We are excited that the next phase in this Season of Spiritual Renewal is called “Lift Up Our Hearts.” Over the coming year, large worship services will take place across the Diocese on five Saturday afternoons at 2 p.m. Each celebration of the Eucharist will feature excellent music, moving testimony, and preachers from within our own Diocese, each with their own unique approach to spiritual renewal. We hope you will plan to join us for one or more of these marvelous gatherings. Come on your own, bring a friend, or hire a bus! We will see you there:

- **March 22 – St. James Cathedral** (*preacher: the Rev. Molly Finlay*)
- **March 29 – Trinity Church, Streetsville** (*preacher: the Rev. Canon Stephanie Douglas*)
- **May 31 – All Saints, Whitby** (*preacher: the Rev. Gerlyn Henry*)
- **September 27 – St. James, Orillia** (*preacher: the Rev. Dr. Rob Hurkmans*)
- **October 25 – St. Paul's, Bloor Street** (*preacher: the Rev. Dr. Alvarado Adderley*)

The call to spiritual renewal, however, was just the first of 20 Calls articulated in the Cast the Net strategic vision adopted by Synod and this Diocese in 2023. Over the coming year, you will hear us repeatedly emphasising the need for each congregation to review and consider all of the 20 Calls and then choose which two or three your

parish will focus on. As you gather today for Vestry, this could be the perfect opportunity to start considering the question. A small group – the Netminders – has prepared resources to help you, which you can find on the [Cast the Net web page](#). While it's important to remember that no congregation could possibly answer all 20 Calls, we strongly believe that each congregation can consider two or three. Leading up to our diocesan Synod in November, we hope that every parish will be able to identify which of the Calls they are living into.

We are pleased to welcome our new Executive Director, Varun Balendra ODT. A familiar face around the Diocese, Varun has served in many volunteer capacities over the years, and we look forward to working together in this new capacity. By the time of our diocesan Synod on Friday, Nov. 7 and Saturday, Nov. 8, we expect that we will be introducing a new Secretary of Synod and a new full-time Diversity, Equity and Inclusion Advisor, whose primary focus areas will be supporting the work of the Anti-Bias, Anti-Racism (ABAR) and other DEI training, and supporting individuals and parishes to grow, build community, educate and engage.

Some other new faces at Synod may include guests from the Diocese of Brasilia. This past June, at the Cathedral Church of the Resurrection in the city of Brasilia, the two diocesan bishops of Brasilia and Toronto signed the covenant that brings our two dioceses into a companion relationship. Since the signing of our agreement, a small representative group from each diocese has been meeting monthly – in both Portuguese and English – to pray together and to plan events. For example, clergy from both dioceses will gather online for a joint study day on liberation theology on March 25. In the fall, a youth delegation from Brasilia will join our own youth at the Re-Charge youth retreat at Muskoka Woods camp. And we anticipate sending a delegation from Toronto to Brasilia in 2026. We have even developed a shared logo for our relationship that combines elements of each of our own logos: our Diocese of Toronto dove springing from their Ipe Tree. You can expect to hear more about this companion partnership as we enter into the second year of it.

Closer to home, the partnerships within our own Diocese continue to flourish. When we speak of casting the net, we are referring to the supportive, creative and collaborative ministry that occurs in each deanery and regionalization, between parishes and congregations, amongst church neighbours and colleagues. We are grateful to our hardworking and devout clergy and our dedicated lay leaders, especially churchwardens, treasurers, administrators, musicians and the countless church staff and parish volunteers who are Christ's hands and feet of ministry in our communities. We are so grateful for all of your faithful work in our parishes and beyond.

We have embarked on a feasibility study to discern if this is the right time for the Diocese to conduct a major financial campaign. Over the next six months, M&M International, a Toronto-based fundraising firm, will listen to parishes large and small,

soliciting feedback on a case for support. It is proposed that if a campaign does go forward, the majority of funds raised will remain in the parishes, with a smaller portion supporting the 20 Calls at the diocesan level. Your feedback and commitment will make the difference as we look into this additional way of working together.

Lastly, we want to encourage each Vestry meeting to consider this year's social justice motion: "Protecting and Expanding Harm Reduction in Ontario." The Church has a role to play in calling on government for responsible actions in caring for our most vulnerable neighbours, to ensure life-saving protections for those experiencing addictions and other challenges. Please consider how your parish can speak up, and out, for those who require advocacy. As we anticipate going to the polls in the coming year – federally and provincially – let us remember our baptismal promises as we cast our ballots, choosing candidates who align with our values. And let us pray for them.

For it is in praying that we are drawn ever deeper into relationship with the Triune God and become more attentive to the will of our Heavenly Creator. In this Season of Spiritual Renewal, we ask every reader of this letter to commit more deeply to a life of prayer, that it may infuse your every day with Grace as you witness to the Love of Christ in your life and to the world.

In your prayers, please pray for all three of us, your College of Bishops, both in your personal daily devotions as well as your parish's weekly intercessions. Know that we are praying for you too, giving thanks for our common life together across our wonderful diocesan family.

Yours faithfully in Christ Jesus,

A handwritten signature in blue ink that reads "+ Andrew Toronto". The signature is written in a cursive, flowing style.

The Right Rev. Andrew J. Asbil
Bishop of Toronto

RECTOR'S WELCOME

2024 marked the beginning of my twelfth year serving St. Clement's Church. I count it a gift to be a part of this community, alongside one of the most gifted staff and lay leadership teams in the country.

Last year our community marked a number of important milestones:

- Launching and executing an incredibly successful \$5M fundraising campaign, *Giving for Growth: anchored in hope, building community*
- Hiring our first Digital Pastor
- Hiring our first dedicated Audio/Visual Production Coordinator
- Initiating major renovations & improvements to our physical plant toward our pursuit of an accessible, net-zero building
- Repaying the entirety of our internal \$525K debt

The pages of this Vestry Report help to tell our story through words & images.

Our mission remains learning to follow Jesus Christ. Thank you for all the ways you are a part of this beautiful story.

The Rev. Canon Andrew P. Federle
Rector



LIST OF ST. CLEMENT'S MINISTRIES

We give thanks to God for the many volunteers who give so generously of their time and skill to enable ministries to thrive at St. Clement's. We deeply appreciate the contribution of *all* toward our mission, vision and values, and in that spirit - gratitude - we wanted to name all our ministries here.

Sustainable Operations

- Archives
- Creation Care
- Lay Delegates to Synod
- Parish Council
- Property Committee
- Giving for Growth Financial Campaign Team & Ambassadors
- Wardens

- **Our Renters**
 - Saint Clement's Early Learning School (SCELS)
 - Canadian Children's Opera Company (CCOC)
 - AA
 - Al Anon
 - Making Music Together
 - Rainbow Songs
 - Scouting Groups - Cubs & Scouts

MINISTRIES

The Worship Experience

- A/V Team
- Chancel Guild
- Communion Ministers
- Confirmation
- Digital Ministry
- Family Ministries
 - Nursery Ministry
 - Children's Ministry
 - Youth Ministry
- Honorary Assistant
- Music
 - 9:30am & 11am musicians and soloists
 - 11am Choir
 - Music Search Committee
- Readers & Intercessors
- Sacristans
- Welcome Ministry (including Sidesteam and Greeters)

Engagement Through Christian Education

- College of Preaching
- OMG Tuesdays
- Small Groups

Deepening Relationships

- 9:30am & 11:00am Refreshment time
- Getting Connected
- Hospitality Team
- Mardi Gras
- Office volunteers
- Pastoral Care Team
- Prayer Shawl Ministry
- Safe Church
- Start the Conversation
- Women of Faith

Reaching Out

- Angel Tree Christmas Gifts
- Clothing and Food Drives
- Food Delivery Programs
- Outreach Committee
 - Refugee Subcommittee
- Wednesday Community Lunch
- Creation Care

SUSTAINABLE OPERATIONS: WARDENS' REPORT

Sustainable Operations: Wardens' Report

Serving as a warden is both a great honour and a responsibility, and this has been at the forefront of our minds over the last year. With every decision, we have been mindful of the trust placed in us as we have tried to help nurture the growth of this community, and we continue to be amazed by all we have achieved together as a church community.

The Clergy Team

St. Clement's is fortunate to be led by a clergy team demonstrating incredible depths of compassion and understanding. Their spiritual leadership is what primes everything we have been able to accomplish as a community, and the quality of the sermons they have delivered over the last year has been truly remarkable. We are thankful for their invaluable support over the last year and the spiritual guidance they have provided.

Financial Management

The financial management of St. Clement's has been our foremost priority, and we have endeavoured to do so, mindful of the trust that has been placed in us. This year has indeed been a year of peaks and valleys, with the great success of the Giving for Growth campaign and some greater-than-forecast financial challenges that we now need to address. Throughout this process, we have done our best to be disciplined in our expenses and thoughtful in our decisions to protect our church for the future.

Administration

A special thanks go to the administrative team for supporting our clergy and community: Lucie Presot, our Bookkeeper; Ariel Brookes, Administrative & Communications Associate; and Attila Kiralyfalvy, our Property Manager. Their support and advice are critical to the ongoing work being done at St. Clement's, and we are appreciative of all their assistance.

Final Word

Finally, our entire Wardens' table extends its deepest appreciation to Catherine Nicholson (Past People's Warden) and Bay Ryley (Past Rector's Warden) for the energy, insight and effort they have brought to the Wardens' table. Their wisdom and compassion have been a tremendous asset to our church and will be missed. We are grateful for their leadership and thank them for their service to St. Clement's.

Leonard Wong
People's Warden

Neil Zacharjewicz
Rector's Warden



Archives Report for 2024

This year, 2025, marks my 25th year as Archivist, and 2024 has been the highlight for two reasons—a book published about the stained glass windows and transcription of 70 years of baptisms.

The book detailing the stained glass windows in the sanctuary took three months to assemble twenty-three years of research. *In Partnership With The Sun, Let There Be Light* contains complete photos of the 27 windows accompanied by a description of each window's religious symbols, dedication, and installation date. In addition, some information about the person in whose memory the window was given is included. Initially, this was intended as a niche project appealing to the older, long-established congregation, but young and new congregants also requested copies. History is evidently important as people enquired about the history of this church. To my surprise, the book's second appeal was to a wider audience. When it became evident that the history of six companies that both manufactured and installed the windows was included [Mackey Stained Glass, Cowan and Hollister, Luxfer Studios, Robert McCausland Limited, Peter Haworth, and Yvonne Williams], I was invited to make PowerPoint presentations to the Richmond Hill Historical Society on April 15 and the North Toronto Historical Society on September 29. Finally, the Toronto Public Library [Call Number: 283.71354 CHU HOL] and the Anglican Diocese of Toronto bought copies for their records.

A digital transcription, *The Church Baptism Register (St. Clement's Anglican Church, Eglinton) Alphabetical Index, 1925-1994*, was a project begun in 2019 that was interrupted by the Covid pandemic. The purpose was to transcribe the baptisms and arrange them alphabetically by surname in the year of baptism. This product facilitates rapid retrieval of baptismal records by the Diocesan Archivist and avoids the time-consuming task of reading every line to find a specific baptism. What would appear to be an easy task was immediately complicated as I tried to decipher British handwriting (clergy up to the end of WWII were frequently from UK), and honouring unusual spellings of names, the deliberate choice of parents. Eventually, after dutifully copying and rechecking non-conventional spellings, the computer's autocorrect message "too many

misspellings to copy file” had to be overridden. A digital copy is in the Anglican Diocesan Archives and digital and paper copies are in the St. Clement’s Archives.

In September, Wayne Halliwell, a retired Pentecostal minister from Belleville forwarded to St. Clement’s documentation including a *Song Book of the Aura Lee Club*, dated 1928. It states that the Aura Lee Club was founded in 1887 by campers on an island in Lake Joseph, Muskoka, Ontario, not at the Church of the Redeemer as previously recorded. Wayne’s father is listed among the club members.

Other requests included church records regarding land use, deeds, and land transfers. I gave a tour of our sanctuary to Nick Renaud, Associate Minister from Knox Presbyterian Church, who worshipped with us during the summer. In May, I created a quiz for the Seniors’ Luncheon. David Weind donated a Karl Wilhelm Organ to St. Clement’s Church and submitted a written copy of its features to our Archives. The organ, built in St. Hyacinthe, PQ in 1989, was formerly owned by Janet Ann Peaker and is installed in the St. Margaret’s Chapel.

Articles in *The Anchor* include *The Church Baptism Register*, *Cork Wine Stopper*, and *We Remember* for Remembrance Sunday. Later in November, the article *Clement of Rome* highlighted historical detail about our patron saint for our annual Patronal Festival. The article included names of the 16 men who gave their life in WWI and the 27 who made the sacrifice in WWII.

Finally, on November 29, I made a presentation to the Women of Faith who requested a history and accomplishments of some influential women at St. Clement’s Church. The group started in 1998 by Rhonde LeSueur and Reverend Cheryl Palmer continues today. Documents of any aspect of our church history are welcome at any time.

Donald E. Holmes
Archivist

TREASURER'S REPORT

2024 was a busy year for St. Clements in the financial side with the *Giving for Growth* campaign as well as regular operations.

The Operating Funds section of the financial statements reflects the majority of the Church's regular activities: remuneration of clergy, maintenance and use of the building, administration and all of the worship, music and education programs. The operating side the budget approved at Vestry for 2024 included a 6.5% increase in donations that was needed to achieve a break even result at the end of the year. Unfortunately, this increase did not materialize. Current year donations were \$178K (20%) lower than budget and \$124K (15%) lower than 2023. We can speculate as to why the drop occurred. Certainly parishioners were extremely generous in the year as we have received over \$2 million of the amount pledged for the Giving For Growth campaign. They have also contributed to fund direct programs such as Outreach. We may have been too hopeful that they could increase their regular givings as well.

Our donations tend to be heavily weighted to the end of the year. In 2023 27% of our regular donations were received in December and a similar trend was expected for 2024. Due to the mail strike we were unable to send out our usual Christmas appeal, nor were people able to mail in donations which many traditionally do. While donations were below budget by about 10% every month during the year they were down 46% in December.

The church was able to control expenses well. There were some unexpected property expenses incurred due to some heating and plumbing problems and some unusual personnel costs. This was somewhat offset by lower gas expenses due to a warm winter and a delay in filling a few salaried positions. We were also able to bring in administrative costs substantially below budget partially due to a project which reduced IT costs.

Our surplus cash and long term restricted and endowment funds have been prudently invested and continue to help fund several programs while overall maintaining or increasing in value. See the notes to the financial statements for more details.

The net result is that there was a current year operating deficit of \$175K. Fortunately, we have a surplus from prior years that is able to absorb the loss and still have a surplus operating fund of just under \$400K. If you look at the Statement of Financial Position you will see that the Church does have significant financial resources although many of them have specifically designated purposes. Our goal continues to be to cover our operating expenses with parishioner donations.

Respectfully submitted,

Margaret Martin
Treasurer



GIVING FOR GROWTH



2024 was a banner year for the Giving for Growth Campaign. We launched the campaign on Easter Sunday and wrapped up the formal process on our Patronal Festival on November 24, 2024. Over that time, we raised \$4,658,955 and visited, or otherwise contacted, 315 families.

There were numerous side benefits to the campaign, in addition to the funds raised and the projects they will enable. We were surprised to realize that asking people for money also became a very effective way to strengthen the relationships among our parishioners. We heard about your issues and concerns and what you value most about St Clements and our community. We identified several people who needed pastoral support and passed this information on to our clerical team. We worked to revive the Seniors' lunches and we worked with concerned parishioners to improve deficiencies in the courtyard. One of our volunteers brought blueberry muffins to a campaign visit; all of our volunteers brought news, cheer and fellowship.

Our efforts are ongoing. We will continue to receive funds as the pledges made during the campaign come due. We will also continue to raise funds. Our goal was to raise \$5 million, with another \$945,000 identified as “nice to haves”. If you have not yet joined the Giving for Growth campaign – please do so! We will continue to seek pledges for the campaign throughout 2025 and through to 2029, the five-year life of the campaign. We have raised 93% of our goal. Please help us achieve and exceed this goal!

The generosity of our community was inspiring and humbling. Our Case for Support identified five main areas of focus: The Worship Experience, Engagement through Christian Education, Deepening Relationships with One Another, Reaching Out, and Sustainable Operations. We began work in 2024 to address some of these initiatives. At a Special Vestry meeting on May 26, 2024, parishioners approved expenditures for 2024. The motion



restricted expenditures to undesignated cash received. We complied with this restriction. We received \$2,001,464 in cash during the year which we temporarily invested to earn income of \$30,483 and, as at December 31, 2024 we had \$1,213,048 cash on hand. We spent \$818,899 during 2024.

We are pleased to report that the internal debt has been completely repaid. Other major accomplishments include the installation of new windows and significant improvements to drainage and safety.

A Property Committee has been formed to identify priorities for capital expenditures from the funds raised through Giving for Growth. They have spent a great deal of time identifying maintenance deficiencies and managing the expenditures undertaken in the year. They have provided a separate report about their work, included below. We are very grateful for their very significant efforts during 2024.

This chart identifies the expenditures approved at the Special Vestry meeting on May 26, 2024, and the amounts spent in the year.

2024 Expenditures	Approved by Vestry	Spent
	\$	\$
Engineering Study ²	50,000	
AV coordinator	15,000	7,420
Debt Repayment	525,000	523,941
Capital ¹		
Organ repair	30,000	31,156
CNH Kitchen ²	200,000	22,341
Early Learning School washing kitchen ⁴	10,000	17,495
Lift Repair	110,000	25,562
Sanctuary microphones ³	50,000	
AV Equipment ³	25,000	
Early Learning School upgrades ^{3,5}	100,000	
Other Capital	320,000	13,174
Windows		105,272
Exterior concrete, catch basins, flagstones		66,534
Other administrative	-	6,004
	<u>1,435,000</u>	<u>818,899</u>
1 For accounting purposes, some of these items were capitalized		
2 Begun in 2024. To be completed in 2025		
3 Included in the 2025 Giving for Growth Budget		
4 This item was over budget due to regulatory requirements for a school		
5 These items are under discussion with the Early Learning School		

We are enormously grateful to all the volunteers who assisted with the campaign. There were over 60 of you – your tireless efforts are the reason we were able to complete the active phase of the campaign with such success. Thank you – thank you!!

Respectfully submitted by the Giving for Growth Stewardship Continuation Committee: Susan Colacitti, Marsha McEachrane Mikhail, Anne Brace, Andrew Federle, Pamela Rayment



Property

The Giving for Growth campaign funds have enabled the Church to begin addressing the significant maintenance backlog. Our approach with each project is to use three criteria: Health and Safety, Reserve Study comments, and Energy Audit assessments. This ensures that we address both immediate issues and long-term concerns. For example, one of our first priorities was to fix roof and foundation leaks. At the same time, we changed the roof drainage to direct the water away from the flat roofs and the building, ensuring the integrity of the building envelope and directing water straight into the sewers.

Each project creates an opportunity to impact multiple areas positively. For example, the St. Clement's Early Learning School (SCELS) brought several basement leaks to our attention. Correcting the drainage issues allowed us to address tripping hazards highlighted in the Accessibility Study by replacing concrete walkways. The new windows that were installed also addressed our Net Zero initiative by reducing gas consumption. At the same time, they improved the user experience (no more wasps in the schoolrooms) and enhanced the church's appearance inside and out.

There have also been a considerable number of minor repairs and fix-ups that have improved the aesthetics of the church and have reduced the probability of more extensive repairs being required in the future.

2024 Projects

The projects we addressed in 2024 were:

- Organ repairs (also improved the building's fire safety)
- New Windows (reducing our energy costs)
- Canon Nicholson Hall Kitchen (design and contractor selection)
- Accessibility Study (Completed an extensive assessment of the Church)
- Briar Hill Kitchen upgrade
- Refinished Exterior Doors
- Exterior walkways (reducing tripping hazards)
- Catch Basins (cleaned out along with downspouts and underground pipes)
- #67 St. Clements Ave Foundation waterproofing

Projects in progress

- Lift Repair – (assessed and repair awaiting delivery of parts) to be completed soon
- SCELS Washing-up Station (to comply with regulations)
- CNH Kitchen (construction commenced)

Respectfully Submitted by the Property Committee: Michael Newbury, Lindsay Hunt, Peter Ricketts, Bill Clark, Roger Dickout and Mark Jackson.

STATISTICAL REPORT: ATTENDANCE

Attendance at Worship	2020	2021	2022	2023	2024
Average Sunday Attendance	280	288	351	396	407
Easter Day	461	411	1707	773	965
Holy Week Services (midweek)	N/A*	N/A*	516	853	1522
Christmas Eve and Christmas Day	2259	688**	1859	1,400	1563

Numbers per year					
Baptisms	3	5	4	4	10
Confirmations	0	11	2	9	0
Marriages	1	1	1	1	2
Funerals	9	7	17	11	10

OMG Tuesdays	2020	2021	2022	2023	2024
Winter session	51	72	50	37	45
Spring session	N/A	55	48	35	43
Fall session	49	36	48	37	35
Totals:	100	163	146	109	123

Our numbers are arrived at by logins multiplied by 1.6, as per the Diocese's instructions.

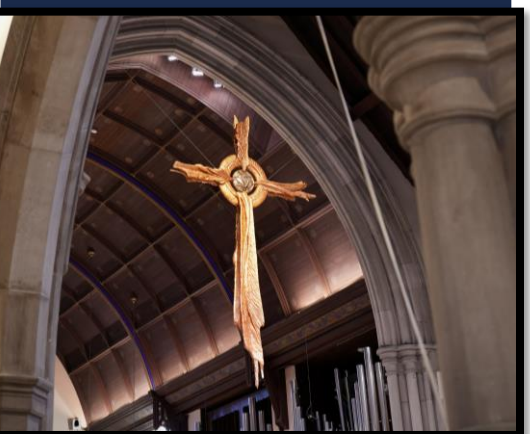
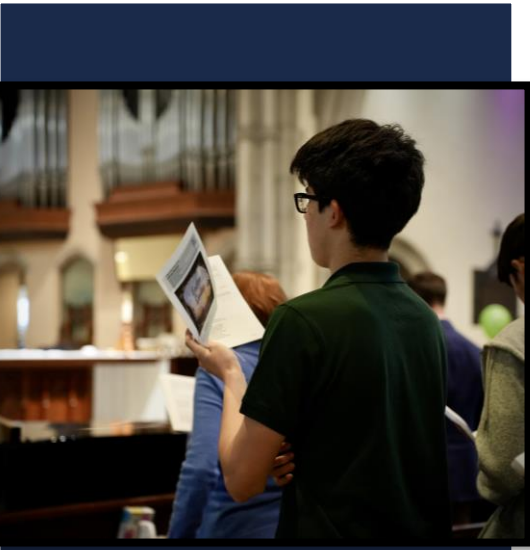
*these services were not always held due to COVID-19 lockdowns

** in-person services were cancelled for Christmas.
There was one virtual service held on Christmas Eve, and the logins have been multiplied by 1.6 as per the Diocese's instructions

STATISTICAL REPORT

FIVE YEAR REVENUE SUMMARY

	2020	2021	2022	2023	2024
DONATIONS					
Unrestricted	\$ 875,610	\$ 799,406	\$ 839,587	\$ 849,572	\$ 708,450
Giving-for-Growth	-	-	-	-	1,508,885
Internally restricted	5,955	45,048	8,000	50,000	116,000
Externally restricted	94,933	151,622	146,360	142,514	84,502
Endowments	30	137,639	7,500	26,988	200,364
Capital	70,845	46,145	20,710	365	2,136
Total Donations	1,047,373	1,179,860	1,022,157	1,069,439	2,620,337
FACILITIES	375,177	340,478	382,262	430,540	478,055
INVESTMENTS	149,251	264,908	(82,659)	319,084	345,892
OTHER	190,853	52,021	28,516	41,446	86,958
	\$ 1,762,654	\$ 1,837,267	\$ 1,350,276	\$ 1,860,509	\$ 3,531,242



THE WORSHIP EXPERIENCE

The Worship Experience at St. Clement's anchors us, and worship over the past year has brought us together for prayer, song and reflection as those building community and learning to follow Jesus. Here are but a few of the highlights from 2024.

Holy Week and Easter were wonderful expressions of worship, with a joyful procession of the palms on Palm Sunday, an engaging and moving service led by youth on Maundy Thursday, a dramatic reading of the Passion of Christ on Good Friday, with a vibrant Good Friday experience for children. Saturday evening we gathered for Service of the Easter Light, complete with the lighting of the new fire and two adults and one youth were baptized at this growing service. Easter Sunday we packed the church as we celebrated the resurrection of Jesus and kicked off the Giving for Growth campaign. Our combined in person and online Holy Week and Easter attendance was over 2400!

From Easter through to Reign of Christ, the Giving for Growth campaign, and the theme of being anchored in hope and building community, was woven throughout worship. In our weekly prayers and in special Campaign Sundays. We encourage you to read the Giving for Growth vestry report to learn more.

In the Summer of 2024 our Rector, Andrew Federle was on sabbatical, but that didn't slow things down! We were grateful to welcome Kate Anderson as our Theological Intern in July and August. Kate, who worshipped at St. Clement's for many years, came to us after just having finished her studies in Philosophy and Theology at the University of Oxford. Over the summer Kate assisted with preaching, worship preparation and pastoral care. It was a joy to have Kate as part of the team.

We fine-tuned our focus on Creation Care in the fall, leaning more fully into the Season of Creation, an ecumenical global movement. Our readings, preaching, liturgy and music helped us to consider that God's creation is deep and wide and involves all living things, our environment, the water that gives us life, the land we walk on, and the air we breathe.



As we ushered in Advent, we did so with renewed involvement of St. Clement's kids. Each week, as a family lit the candles on the Advent wreath, all the children were present. A lantern was also lit and the children brought the light of Advent with them into Children's Ministry. A meaningful and worshipful experience for children and adults alike.



We moved slowly into the Christmas season with our Quiet Christmas service on December 17. An in-person only worship experience, this service more than doubled in size from last year. This is a unique time of prayer, scripture and music that offers a space for those who are looking for a quiet, reflective moment amid the hecticness of the season, for a variety of reasons.



As we got closer to Christmas, we gained momentum with a combined morning service of Lessons & Carols on December 22nd. This truly is a service where our talented music teams shine. Both the 9:30 am musicians and the 11 am choir bring their best as they lead us through a service filled with music that always delights. This year was bittersweet however, as this service also served as our time to wish Daniel Webb, Director of Music at St. Clement's for the past decade, a fond farewell. Daniel was presented with a token of appreciation from the congregation - a beautiful book of photos and memories from staff and parishioners who were able to share some of their favourite musical memories and what Dan's ministry has meant to them.



Our three Christmas Eve services began with the 4:30 pm pageant with many children participating in the pageant, telling the Christmas story. It was the fullest service of all three and offered lots of holy chaos! The 7 pm and 9 pm Candlelight services which followed were highly traditional with the candlelight and music. The experience of Christ being in our midst was an experience of wonder. The Christmas Day morning service celebrated the joy of the birth of Christ and gave an engaging way to spend Christmas morning.

The attendance for all the Christmas services was over 2,000, both in-person and online, with much stronger in-person numbers than last year.



Throughout the year, namely during Lent and Advent, we continued to offer online only mid-week Morning Prayer as a way to ground ourselves in the seasons. These services were an opportunity to connect from home or work to begin the day in prayer and reflection.

We continue to mark times of significance through worship and prayer marking both National Indigenous Day of Prayer in June and National Day for Truth and Reconciliation & Orange Shirt Day in early October. We continue to hold Black History Month (February) and Pride Month (June) in prayer.

Children & Youth Experience

This was a year of transition for Children's and Youth ministry. Mackenzie Wolf was with us in the role of Pastoral Associate for Children and Youth through to Holy Week, when she went on maternity leave. Since then, she's become a mother and been ordained a Deacon. Soon thereafter, Claudia Kajuma, who served as our Nursery Minister, also went on maternity leave, which left a huge gap in Children's and Youth ministry. Our children's ministry volunteers rallied and were able to continue offering regular Sunday Children's ministry through to the end of June. Thank you to them all for their dedication and creativity!

At the end of August, we welcomed Allison Marcaccini in the role of Youth and Children's Minister, and Paula Lantadilla as Nursery Worker. Both have been doing an incredible job!

Children's Ministry

We kicked off the new school year with a special ***Back to School Sunday***, where we celebrated the start of the school year by gathering the children and their backpacks for a heartfelt Blessing of the Backpacks. It was a beautiful reminder that God walks with us through all of life's adventures, whether in the classroom, at home, or on the playground. Everyone was invited to bring their backpacks and work bags forward to receive a blessing of strength, wisdom, and courage for the year ahead. It was a wonderful way to begin the school year with the confidence that we are never alone in our journey.

Every Sunday, our children's ministry embraces the ***Godly Play*** method of teaching, which invites children into the stories of our faith with open hearts and curious minds. Using simple materials like wooden figures, cloth, and a desert box, the Godly Play





approach allows our kids to experience biblical stories in an interactive and hands-on way. The children are encouraged to wonder and explore, asking questions and discovering new layers of meaning as they journey through the stories of the Bible. This method helps the kids connect more deeply with the stories of our faith, sparking creativity and building a solid foundation for their spiritual growth.



We held a **PD Day Camp**, a new initiative, in late November, where children from our church community, along with some new faces, gathered for a day filled with adventure and learning. The focus of the day was Advent, and through songs, stories, and games, the kids were immersed in the joy and anticipation of Christ's coming. They learned about the symbols of Advent, the importance of waiting and preparation, and how the season points us toward the hope and light that Christ brings into our world. The camp was a wonderful way for the children to explore the Advent season while having a blast with friends old and new.



Another highlight was our **Advent Party**, where the children worked together to create their own nativity scenes using graham crackers, candy, and frosting. It was a creative and delicious way to anticipate the birth of Jesus! But the fun didn't stop there. The children used a life-sized cardboard stable, built by the kids during the PD day camp, which became the backdrop for a special time of storytelling. As they worked together with their families and other grown ups to complete the stable and set up the nativity scene, they were able to act out and tell the story of Christ's birth in a way that was meaningful and memorable. It was an event filled with laughter, creativity, and a deep sense of community.



As we move forward into the new year, we look forward to more opportunities for our children to grow in their faith, build friendships, and experience the love of God in joyful and creative ways. Our Children's Ministry is a place where kids are not only taught about God, but also encouraged to encounter God for themselves. We are so grateful for all of our volunteers and families who make this ministry possible, and we look forward to all the ways we'll continue to see our children grow in their faith and love for Jesus.

Youth Ministry

At St. Clement's, our youth ministry continues to provide a space for young people to grow in their faith, build lasting friendships, and serve our church community in meaningful ways. Whether gathering on Sunday mornings, celebrating with special events, or volunteering in the church, our youth play a vital role in the life of our church. Here's a glimpse into what our youth have been up to and what's ahead!

Sunday mornings from 9:50-10:20 AM, our youth gather upstairs in the Youth Room for a time of **connection and community**. These meetings are an opportunity to catch up on the week, pray together, and reflect on the ways God is at work in our lives. It's a time for sharing stories, asking questions, and building relationships with one another. Whether we're laughing together or having deep conversations about faith, these Sunday morning meetings are an essential part of our youth ministry, where community is built, faith is nurtured, and fun is always encouraged!



Our Halloween Party this past fall was a memorable one! The youth came dressed in their best costumes, ready to enjoy a night of creativity, games, and fun. We kicked off the festivities with haunted picture painting and glow-in-the-dark slime making, which was a messy (but exciting) hit. Of course, no Halloween party would be complete without games, so we had a thrilling round of water pong and a huge game of hide and seek in the dark that left everyone laughing and having a blast. We wrapped up the evening with plenty of pizza, bonding over good food and great company. It was an unforgettable night full of laughter, creativity, and plenty of memories!

Our **youth continue to play a critical role in the life of St. Clement's**, serving in various ministries and making an impact on the church as a whole. Many of our youth are actively involved in Children's Ministry, volunteering their time and energy to help lead younger children in their faith journey. They also serve on our Sides Teams, helping to create a welcoming atmosphere for everyone who enters our church, and are regularly seen reading in service, sharing their gifts and participating in the worship experience. Their involvement goes beyond just Sundays—they are an integral part of our church's mission and ministry, and we are grateful for all they do to serve and contribute to our community.

Our **Christmas Party** on Friday, December 20th was a festive and fun-filled night, with a mix of old favourites and new activities. We played hide and seek in the dark, built gingerbread houses, and of course, hung out together, celebrating the joy of the season. The Christmas Party is a special time for the youth to come together, have fun, and celebrate the love of Christ as a community.

The youth at St. Clement's continue to make a significant impact both in our church and in each other's lives. Through their Sunday morning gatherings, their involvement in church ministries, and the special events we celebrate together, our youth are growing in faith, building community, and sharing the love of Christ in amazing ways. We're excited to see how God will continue to work in their lives and in our church in the months to come!

Thank you to all of the youth who contribute so much to the life of St. Clement's. We look forward to all the opportunities ahead to grow, serve, and have fun together!

We continue to partner with St. Clement's School and very much enjoy the SCS services at St. Clement's. We also have a lot of fun with the Grade one September visits to the church. There are always lots of questions and for some students, it's their first time in a church. We are grateful for this enduring friendship. Read more about our partnership with SCS in the Reaching Out report.

Preaching

We give thanks for the ongoing commitment to relevant and relatable preaching at St. Clement's. This past year Michael Buttrey, in his role as Digital Pastor, has been added to the regular preaching compliment at St. Clement's. We have been blessed by our student and guest preachers: Kate Andison and Roberto Chiotti.



Music

As mentioned elsewhere in this report, the music at St. Clement's is an outstanding and essential part of our Worship Experience, giving us the language to express praise and worship to God. That St. Clement's is able to offer two services with distinct and different music styles is a gift. Of note is the theological integrity and depth of the music that we experience at St. Clement's, thanks to the direction and care of Music Director, Daniel Webb and the immense talent of all our musicians and singers. Daniel's last service as Music Director was on Christmas Day, and we already miss him incredibly. We are grateful for our Interim Music Director, Kai Leung, and for Interim Organist/Pianist, Matthew Coons, both of whom have had experience as part of the music team at St. Clement's. We hold the Music Director Search committee in prayer as they seek out our next Director of Music. *For more about music ministry at St. Clement's please see Daniel Webb's music sub-report.*

Digital Ministry

Digital Ministry continues to develop and grow at St. Clement's. The addition of our Digital Pastor, Michael Buttrey, and our Audio Visual Production Coordinator, Gloria Cao help to round out the digital experience team, which includes the work of Ariel Brookes, our Administrative and Communications Associate, who oversees our website and social media. *For more about developing digital ministry please see the included sub-report.*

Worship Experience Volunteers

St. Clement's is extremely thankful for all of our Worship Volunteers. They play a vital role in the life and growth of our congregation with their many talents and gifts of time. Our volunteers are meaningful and essential to the St. Clement's community with a welcoming environment, supporting our mission and highlighting our church's values.

Respectfully Submitted,

Richard Austin
Co-Chair, The Worship Experience

Patricia Crawford
Co-Chair, The Worship Experience

Pamela Rayment
Staff Lead, Worship Experience

Allison Marcaccini
Youth and Children's Minister



Digital Ministry

In 2023 and 2024 we saw 50% of our worship engagement happening online and have sought to build out our “Digital Parish.” In 2024 online engagement remained strong with an average of 224 people tuning in each Sunday.

GROWING OUR TEAM

In 2024, funded through a one-year grant from the Diocese of Toronto, we initiated a brand new digital pastor role, among the first of its kind in the country.

As part of our *Giving for Growth* campaign, **we invested in amplifying the worship experience, both online and in-person.** These investments included hiring A/V Production Coordinator, Gloria Cao.

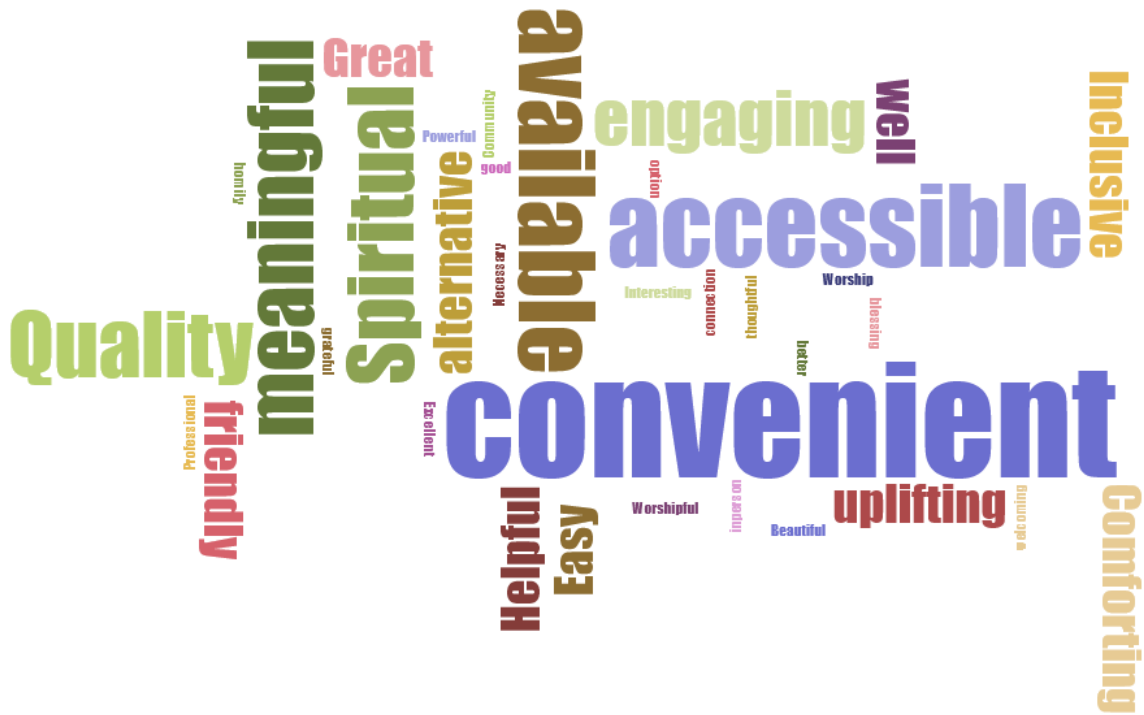
In addition to securing additional microphones and A/V equipment we have also grown our A/V volunteer team with many new faces behind the soundboard. Gloria is developing a training program for new volunteers and documenting practices and procedures, making it easy for new volunteers to join the team.

DISCOVERIES

In February 2024, Digital Pastor Michael Buttrey conducted an **online survey** circulated among the St. Clement’s community. **We received more than 100 responses and here are some of the highlights:**

- Half of those who responded attend in person “about once a week”
- Half engage a St. Clement’s service online at least once a month
- The 9:30 and 11 am services are equally popular
- 76% agree or strongly agree that they feel connected to the St. Clement’s community
- 65% are age 65 or older
- 63% are in Toronto or the Greater Toronto Area
- 87% describe themselves as a practicing Christian, 21% as spiritual searching, and 17% as curious about faith.

Some of the most common words used to describe the St. Clement's live streams are:



EXPANDING OUR NETWORK

In July we started distributing our sermons on Apple podcasts, Spotify, and 15 other podcasting platforms. Since launch our downloads per month have grown from 10 to 80:



We have also seen impressive geographic reach, with podcast listeners in Vancouver, California, New York, Tennessee, Italy, and Iran!

YouTube Stats

- 2023 had 18,880 views, 3,761 hours of watch time
- 2024 had 17,517 views, 3,543 hours of watch time
- Even with the drop from 2023, 2024 still had 10% more views and hours than 2022.

Thank you to those who continue to join us online each week!

Ariel Brookes
Administrative and Communications Associate

Michael Buttrey
Digital Pastor

Gloria Cao
Audio Visual Production Coordinator



Music



January brings the annual duty to report on the previous year and so I find myself at work on this professionally posthumous task some three weeks after standing down as Director of Music at St Clement's. The temptation is strong to expand the limits of the brief and to reflect more broadly on nine and a half years of music-making with you all; equally, I am drawn to express my hope for the church's musical future. Mindful that such observations lie, strictly speaking, outside the scope of this report, I will confine myself to the following two introductory remarks. First, I wish to acknowledge with profound thanks the support given to me during my time as Director of Music, as well as the kind messages and comments I received last month. Next, I would like to place on record my view that the position I have vacated is currently the most attractive role in church music in the Diocese. This is because of the calibre of the musicians in your midst, amateur and professional; and the quality of the keyboard instruments (enhanced by the addition of the wonderful new Karl Wilhelm organ, a gift from David Weind); and - most crucially - the keen appreciation among the community of the importance of good music, together with the willingness to support it, financially and in goodwill. Such a role ought to attract superb candidates, which is what the church deserves. It was my tremendous good fortune to work in such an environment and it was a great pleasure and privilege to do so.

Though I hope it brings fulfillment, satisfaction and joy to its members, as well as a sense of community, the robed choir at St Clement's exists for one purpose: to enrich the worship at our 11am services with the best possible music. It is thus rare for it to perform outside of the liturgy but it did so at the invitation of the Royal

Canadian College of Organists, whose Bach Walk arrived (on foot, naturally) at St Clement's in March last year. For this occasion, the choir took on the immense challenge of J.S.Bach's double-choir motet *Komm, Jesu, komm*. It was enthralling to explore this mighty work, from its imploring opening gestures to its later intricacies, and the appreciation and admiration of the audience was warm and sincere. It was also fun to be a concert choir, just for once, though I will add that we performed the piece in church the next day as well for good measure and for spiritual brownie points.



I have always aimed to seek out the very best music from across various traditions, and 2024 was a high water mark in that regard for our 11am choir. With Bach's resplendent music still reverberating, we were quickly at Easter Day for what I'm claiming as one of the great liturgical *coups de théâtre*, though I was but an onlooker as Princewill Chinasa Ezerioha led us in the irresistibly euphoric *Hallelujah Chimle* by Chinedum Nathan Osinigwe, our second foray into a Nigerian language (Igbo, this time). No less

special, though certainly less bonkers, were performances of two works by neglected masters during Lent - *Clamabant autem mulier* by Vicente Lusitano (neglected because he was black) and *Shir hama'alot* by Salamone Rossi (neglected because he was Jewish). It was a privilege to perform this glorious music but it was painful to consider the prejudice that had consigned it to obscurity for over four hundred years. You can add Church Slavonic to last year's linguistic discoveries as we explored the work of the eighteenth-century Ukrainian composer Artemy Vedel in November. His setting of a paraphrase of Psalm 22 - *My God, my God, why have you abandoned me?* - is a piece I've wanted to perform for years but the arrival in our community of Rostyslav Tkachenko facilitated an approach to the Kyiv Chamber Choir that yielded a transliterated score. Please cherish all those who shared their precious cultures with us in 2024.

Solidly within the usual territory of our beloved choral tradition lies the music of C.V.Stanford and Gabriel Fauré, who both died in 1924 and were therefore especially celebrated in church music circles last year. We marked each anniversary in grand style, with an Evensong dedicated to Stanford's music in October - featuring two mighty works: the muscular anthem *For lo, I raise up* and the exceptionally challenging *Magnificat for Double Chorus* - and with a quasi-liturgical performance, with orchestra, of Fauré's *Requiem* at All Souls.

Music at the 11am service is sustained in large measure by a group of volunteer singers whose dedication to their craft does great credit to your church. In principle, they and not the professional singers make the choir good. A Section Lead ought to do exactly what the job title implies - lead their section, model good musicianship, accelerate mastery of the music - without dominating or merely disguising the imperfections of the less accomplished. In that context, it should be a source of pride to know that your choir would be very good without its section leads. Of the volunteers, particular thanks go to Irene Buttrey for her immaculate work as a solo and collaborative pianist and to Sally Sparrow for maintaining the Choir Library. Please continue to cherish your volunteer singers.

And, yes, the section leads are integral to the success of your musical programme; they carry out their duties exactly as described above, always exhibiting conspicuous excellence as well as good humour and empathy. Please continue to cherish Ineza, Maciej, Maureen, Monica and Rob, and please join me in thanking Owen Phillipson for his work at St Clement's until his departure in September last year.

It was my great privilege last year to preside over music at the 9.30 services but I really must define "preside". I take credit for choosing most of the music that was performed at the flourishing early service and I did play the piano for some of it too. That really is where my influence ended and the point at which I became a (generally incredulous) spectator. What I heard and saw, like many of you, was artistry of the very



highest order from your team of professional instrumentalists and vocalists. Like you, I witnessed the effortless brilliance of their work in dreamily suave preludes and exceptionally polished (though micro-rehearsed) post-Sermon songs. You will have noticed how their work spoke not only of exemplary professionalism and fondness for our community but of a tangible sense of fun. Please continue to cherish Daev, Emily, Jillian, Joseph, Peter and Sam.

When I was appointed to St Clement's Church, I benefited not only from Tom Fitches' extraordinary legacy of excellence in, and unconditional support for, music but also from his gracious understanding that change is healthy and that I must follow my own path. Change can be difficult and unsettling but church music has never stood still, nor should it. Though I did not serve for nearly as long as Tom, nor with a fraction of his distinction or grace, I hope to emulate his acceptance that new approaches to the position we were both privileged to hold for over half a century in aggregate are to be welcomed, embraced and celebrated. I can only recommend that you all try to follow his example as well at this transitional moment.

Daniel Webb
Director of Music, 2015-2024



ENGAGEMENT THROUGH CHRISTIAN EDUCATION

From my heart I will say it again this way: When two or three have gathered together on earth to represent me, I will be there in spirit to guide you.

Matthew 18:20
First Nations Version

This verse beautifully illustrates the importance of gathering in community within the church. When we come together in faith, even in small numbers, we create a space where Christ's presence is uniquely felt. These intimate settings provide opportunities for deeper connection, openness, and spiritual growth. During Small Groups and OMG Tuesdays, we connect with and pray for one another, while we study God's word in a supportive environment, knowing that Jesus is present in our midst, guiding and strengthening us as we learn to follow Jesus together.

We remain committed to these importance ministries at St. Clement's Church.

Our team of Andrew Federle, Michael Buttrey, Paul and Katherine Hicks met on a regular basis to develop themes for OMG Tuesdays and continue developing the structure and leadership of the Small Group ministry.



OMG Tuesdays

OMG Tuesday is for those who would like to study the word, discover practical expressions of our faith, and share with others, without making a huge, long-term commitment. There are three sessions each year that run during the Fall (October/ November), Winter (January/February) and Spring (April/May). Sessions run for three to five weeks, and focus on a specific theme.

Afternoon sessions are done over Zoom, evening sessions are in person at the church. Evening sessions start at 6:30pm with a light meal, followed by 15 minutes of teaching and then a 45 minute breakout session to share insights and questions.

Our Fall 2024 session was titled “*Wisdom of the Earth*” led by Roberto Chiotti. We explored how theologians and other thinkers are looking back at religious texts and traditions for wisdom about how humans should interact with the natural world. We discussed how scripture and the Earth itself both teach us about God and are sources of spiritual lessons.

Winter 2025 session was about “The Bible Jesus Read” as we explore the connection between the Old Testament and New Testament scripture. This topic was suggested by several members when we asked for feedback through our survey.

After each session of OMG we ask for feedback so we can meet the evolving needs of our OMG community.



Here are some words people used to describe their OMG experience:
Challenging, surprising, informative, friendship and life changing.

OMG Tuesday has become a well-established ministry at St. Clement’s. If you like to meet new friends and unpack some truths from scripture, check out the next session.

A HUGE thank you to our facilitators for making OMG an incredible experience for all.

Small Groups

In the Fall of 2021 (October/November) we launched four groups for a six-week period. Participants were able to choose which weeknight or afternoon worked for them. This resulted in one afternoon and three evening groups. Each session was for 90 minutes and included prayer, sharing, unpacking the scripture assigned for the following Sunday, and worship/prayer. So, every week, four groups of ten learned from each other, and there was bonding and friendship. In the survey most stated that they wanted to continue with the same group.

We are now in our 5th year of this ministry, and we have five groups meeting weekly throughout the year except for the summer months. This is the Book of Acts at St. Clement's. This is truly community. Friendships have developed, people pray for one another, friends communicate and share outside of the weekly get-together. Nobody is expected to teach, groups follow a process of discovery through the scripture passage that will be preached on the following Sunday. Each week Michael Buttrey provides background and context to the scripture passage along with a few starter questions to get the conversation going.

It's never too late to join a Small Group. This is an opportunity for everyone to learn together how to follow Jesus while developing new friendships. We learned to practice some of those spiritual disciplines of caring, compassion, truth-telling and being present. If this is something that would be of interest to you, contact Andrew to participate in one of the groups. It is OK just to test the waters.

The plan is also to increase the participation and further increase the number of groups. We are trusting in God to lead us.

We learned to practice a rhythm:

Prayer centering silence, short prayer

Check-in via mutual invitation

Discussion scripture context & wisdom

Practice practical application

Worship could include prayer,

Thank you to all the Small Group Leaders for their commitment to this ministry and their respective participants. Small Groups are a vibrant community because of you.

The current leaders are:

- Heather and Claus Lenk – Wednesday afternoon Zoom
- Susan Joyce, Bea Ingram, Joanne Akai – Wednesday evening on Zoom and once a month at in-person at Church
- Paul and Katherine Hicks – Thursday evening Zoom
- Heather Goodall – Wednesday evening Zoom
- Nancy Hood – Thursday evening in-person at the church

We are truly grateful to have had this opportunity to serve in this capacity and can't wait to see what God does through these ministries in 2025.

Katherine and Paul Hicks
Co-Chairs, Engagement through Christian Education



DEEPENING RELATIONSHIPS WITH ONE ANOTHER

As our parish community continues to grow and thrive, we are mindful that relationships take shape over time: through countless everyday exchanges, thoughtful conversations, and acts of kindness. Here are a few ways we've seen the Spirit at work in 2024:

Our *Getting Connected* evenings gave us a chance to become acquainted with some of our newest members. We held four informal supper gatherings over the course of the year, welcoming a total of 31 newcomers. The gatherings were a delightful mix of newcomers and longer-term parishioners, sharing in lively and thoughtful conversations about our paths to St. Clement's. To gain further inspiration and resources for this ministry, several lay ministry leaders represented St Clement's at a spring diocesan formation day called *Invite Welcome Connect*.

The *Pastoral Care Team* continues to sustain contact with many parishioners at home, in hospital, or in long term care. These connections might take the shape of phone calls or emails, or visits, and include items like prayer shawls, cards, or a printed copy of a service bulletin or church newsletter. These quiet links have been a source of encouragement to many, especially in times of illness and bereavement. In addition to these organized efforts, we are also grateful for the many informal ways in which parishioners reached out to one another to stay connected over this past year.

A *monthly Wednesday afternoon Eucharist at the Dunfield* retirement residence has been established in partnership with Christ Church Deer Park. This gathering provides a vital opportunity to connect with a congregation of about 25 people: a number of long-time St Clement's parishioners, as well as with residents who worship online with other neighborhood churches, or still others who may not have a current church affiliation but are curious about faith.

A new series called *Start the Conversation* provided a gentle introduction to some important end-of-life considerations, such as advance care planning and planning a Christian funeral. We recognize the pastoral value of engaging in these conversations in the framework of our Christian faith, in advance of a crisis, and in the context of a caring community. 15 participated in the series.

Sunday coffee hour has been a significant place of connection, for newcomers and long time parishioners alike. We are grateful for the core team of faithful volunteers who shepherd this ministry from Sunday to Sunday, and who have worked especially hard over this past year to recruit new volunteers as well. A few other special occasions for hospitality included the Mardi Gras pancake supper in February, Welcome Back Sunday in September and Remembrance Day in November.

OMG Tuesdays continued to be a vital midweek gathering point for conversation, connection and community. Afternoon sessions took place online, providing an opportunity for those who prefer to connect from home, while evening sessions took place in-person over a meal.

Small group ministry provides the opportunity for groups of 8-12 parishioners to meet online for study, prayer and community. These small groups—intergenerational by design— have been a significant place to explore and deepen our faith together.

The virtual realm has continued to be a vital way for many people to make contact with St Clement's, either as an initial point of exploration, an occasional bridge when away from home, or in a sustained way if health or distance prevent regular in-person attendance. We are grateful for the excellent live streaming of our Sunday services provided by our audiovisual teams.

Wednesday online morning prayer (during the seasons of Lent and Advent) has provided a valuable bridge to connect with those who may find it challenging to go out in the winter months. Average attendance was 15.

The Baptismal Journey was a Lenten series for adults interested in baptism. We gathered around the supper table for several evenings of faith sharing. This journey culminated with the baptisms of three adults and one youth at the Easter Vigil service.

Two *seniors' luncheons* were held this year, at Easter and at Thanksgiving. Thanks to the efforts of some wonderful volunteers, over 100 senior members enjoyed these special opportunities to come together and catch up with longtime friends, and to meet some new ones.

We are grateful for all of these ways that the Spirit continues to weave meaningful connections among us.

Catherine Nicholson and Liska Stefko
Deepening Relationships with One Another



REACHING OUT

Showing God's Love in the Neighbourhood

In 2024 Reaching Out continued to expand our relationships with those in our midst and finding ways to have a greater impact in the community. Specific examples of this include:

St. Clement's School (SCS) and St. Clement's Early Learning School (SCELS) are both long standing and valued members of our community. The students, families and administrators have embraced participating in our events providing much needed items for the Lenten Oil, Back to School Supplies, and Thanksgiving Food donation drives. Students from SCS also supported the Wednesday Lunch program specifically making a difference at the Christmas lunch where they made cards, baked goodies, donated warm gifts, and entertained the guests during the lunch. The ties between SCS and St Clement's Church are deep with Rev. Pamela Rayment serving as chaplain and sitting on their board while being involved in many of their activities with the school. These include being part of strategic planning days, working with the school's Director of Equity, Diversity and Inclusion to explore ways of partnership in a multifaith and multicultural environment, participating in a school assembly that explored the practices of prayer and fasting among various faith traditions, and in the annual St. Clement's Day assembly. And of course we welcomed SCS Alumni to a church service on the weekend of their Annual Spring Reunion

Supporting other churches programs seeking to share God's love – in 2024 this included providing funding for household and personal care kits to help Christ Church St. James in Etobicoke meet the higher demand and costs for these kits that they provide to refugee families sheltered at a nearby motel.



Community refugee sponsorship – St Clement’s supports a community group in sponsoring two families to come to Canada, one of which arrived in early 2025. This collaboration builds on the relationship that began with the church supporting a neighbourhood Jewish group in helping a family arrive safely and settle into life here back in 2021. These recent sponsorships are structured very similarly in that the community group is responsible for the financial and the settlement requirements while St Clement’s provides the administration of the funds. Our involvement allows this group to access the support and expertise from AURA (Anglican United Refugee Alliance.)

Flemingdon Food Bank – For the past few years we have provided food through parishioners’ weekly food drop-offs and donation drives as well as topping up their shelves throughout the year.

Flemingdon Park Ministry – FPM was thrilled to have our sponsorship and help in serving a warm meal and providing an opportunity for fellowship at their semi-annual community dinners, held in June and December. St Clement’s provides funding as well as volunteers to help serve and welcome guests to this important community event.

Flemington Public School – We continued to build a connection with the school to fill the needs of the children for school supplies, school dress code items, warm clothing and footwear.

At St Clement’s we are blessed with many gifts provided to us by God so that we can share with those in our midst.

Susan Colacitti

Chair

Reaching Out



OUTREACH COMMITTEE

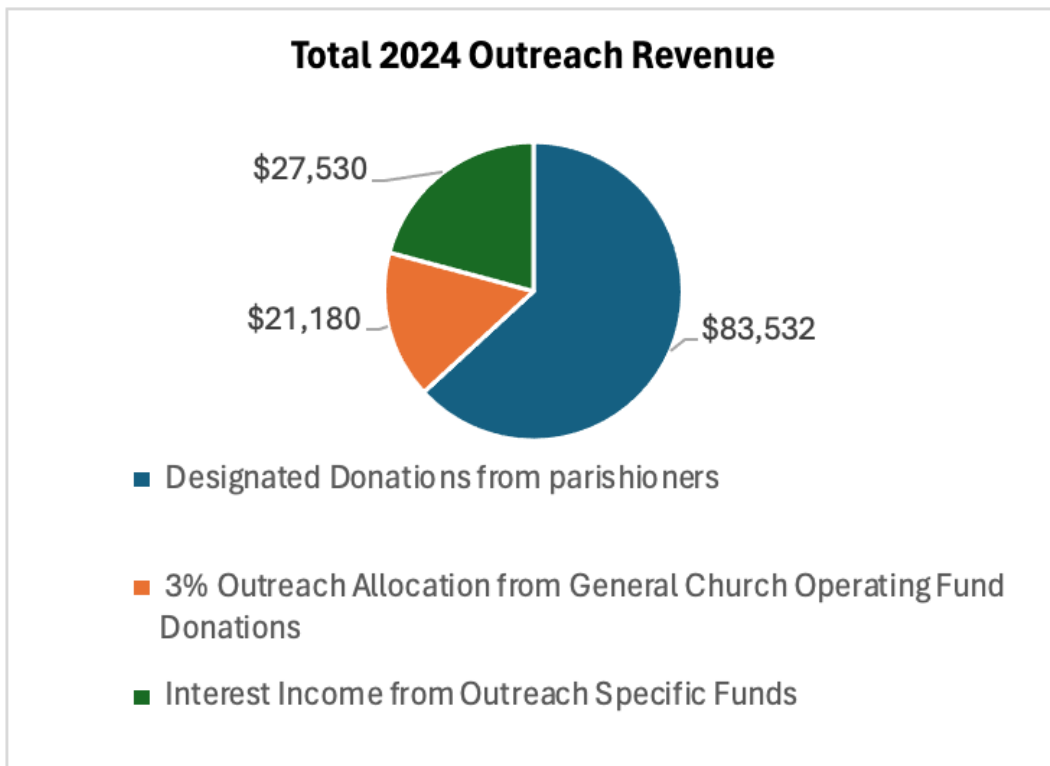
“Carry each other’s burdens, and in this way you will fulfill the law of Christ”. Galatians 6:2

As a parish, St. Clement’s provides opportunities for each of us to contribute our talents, time and resources to share God’s love with those in need. Outreach is a key component within the Reaching Out Strategic Pillar. As we learn to follow Jesus and live through the fruits of the Spirit, our Outreach efforts are focused on putting these teachings into action to help transform lives in tangible ways through kindness and social justice. In 2024 this was done through hands-on connections, gathering and distributing much needed items, and in funding programs to alleviate hardship experienced by people who have been disadvantaged through life’s circumstances.

The Outreach Committee met monthly throughout the year reviewing and planning activities, ran specific campaigns, and distributed funds to selected agencies. The designated Outreach givings contributed by close to 100 parishioners, along with the funding from the church’s operating budget and interest income from Outreach specific restricted funds, allowed St. Clement’s to support a number of important causes and agencies. Through the 2024 Lenten Giving Campaign, donations were received to provide for student scholarships at Ecole St Barthélémy in Haiti, Food Programs, INDSPIRE (four post-secondary scholarships for Indigenous students), Homelessness and Housing, and for the first time, Wildlands League to address the new focus on Creation Care. Other donation drives included specific appeals for drop-off events; food for Flemington Food Bank; clothing, backpacks and school supplies for clients of Flemington Park Ministry, children attending Flemington Public School, and our very own Wednesday Community Lunch guests. The Parish provided Christmas gifts for 118 children, locally and in remote communities, through Prison Fellowship’s Angel Tree program, coordinated passionately by Heather Goodall. 78 people helped to make this year’s program the biggest yet by donating gifts and money, organizing and packing up all the shipments, delivering to people’s homes and arranging the mailings which this year was especially challenging due to the postal strike. In 2024 the Outreach committee also responded to the need to help support the refugee kit program that Christ Church St James in Etobicoke provides to those housed in temporary shelter at a local motel. St Clement’s welcomed a growing number of community members every Wednesday for hot lunch, take-out food and fellowship provided by very dedicated volunteers all organized by Barbara English and Jean Lee.

The generosity and caring of St. Clement’s parishioners ensured that we were able to support a number of agencies with impactful donations and programs. It is important to acknowledge the many volunteers that helped to make the 2024 programs a success. Throughout the year people gave what they could...in time, talent and resources and it all made a difference for the homeless, the hungry, the impoverished and the disadvantaged as well as the world around us.

Outreach Disburseals	% of Total Disbursement	Donations to Specific Agencies
International Focus	22%	
Haitian student scholarships		\$11,000
Advancing Hope (formerly The Primate's World Relief and Development Fund)		\$10,000
Anglican United Refugee Alliance (AURA)		\$5,000
National Focus	17%	
Indspire - Indigenous youth scholarship		\$10,000
Creation Care - Wildland League		\$10,000
Local and Parish Focus	62%	
Food programs	16%	
Flemingdon Park Ministry - Food		\$5,100
Community lunches		\$11,213
Flemingdon Park Food Bank		\$1,400
St. Bartholomew Food Bank		\$1,250
Homelessness and Housing	22%	
LOFT		\$8,000
Matthew House		\$8,000
The Neighbourhood Land Trust		\$10,000
Flemingdon Park Ministry - General Fund	5%	\$5,400
Faithworks	16%	\$19,500
School Supplies	1%	\$950
Refugee family support	2%	\$2,950
General Outreach	0%	\$165
Total Disbursements		\$119,928



The success of our Outreach initiatives is due to engagement from within our Parish but also the wider community. We are once again very thankful for the support for the back-to-school supply and Thanksgiving food drives by the St Clement's Early Learning School and St. Clement's School. With their participation the Parish was able to deliver more than 10 carloads of food to Flemington Food Bank as well as school supplies to students attending Flemington Public School in the Lawrence Heights neighbourhood. We want to acknowledge and thank La Vecchia Restaurant for generously continuing to providing pasta dishes each week which were shared between our Wednesday Lunch guests and seniors living in Flemington Park.

As I end my three year term as Chair of the Outreach Committee I give thanks for the passion and commitment of our Outreach Committee. Having a common purpose of serving others and making an impact in the community has deepened our relationships with one another. This has been such a fulfilling experience over the past three years. I am very grateful for the support and confidence of this group as well as the wider Parish. Thank you to Nancy Hood, Margie Martin, Sam Kaharabata, Barbara English, Heather Goodall, Bernard West, Linda Sparling, Nancy Audley, Paul Morse, Carey Austin, Marsha McEachrane, Caroline Helbronner and many more volunteers who helped in the successes of 2024. And a big thank you to the Clergy, Administration and Wardens at St Clement's for their partnership and help in delivering on all these very important Outreach initiatives.

"It's never enough but we are trying to help those who God puts in front of us."

Respectfully submitted,
Susan Colacitti

WEDNESDAY COMMUNITY LUNCH

“For I was hungry, and you gave me food, I was thirsty, and you gave me drink, I was a stranger and you welcomed me.”

Matthew 25:35

Memory is a funny thing. Who can remember what they made for dinner last week? Which grandchild loves potatoes? Who only eats vanilla ice cream? What do we remember about the Wednesday Lunches this year? It is the people.

First the volunteers who remember who takes double sugar in their coffee, who never eats a roll, and who can't chew salads.

Then there is the guest who asks about a volunteer's holiday, and remembers where she went. There are shared memories of delicious Asian casseroles made by Angela or Wendy and the favourite cheesy chicken and broccoli casseroles made by Pat. There is the guest who says, "excellent chili, needs a little more spice", and the guest who, the same day, says "great chili but a bit too spicy"

There is the moment we each learned that Sheila, who had come for years, had died in hospital. And we remembered that it was a volunteer who had pushed for an ambulance to take her to hospital.

There were snowstorms and beautiful days, and Easter, Thanksgiving, and Christmas with special meals. We remember all the people, guests and volunteers, who shared and created a supportive community.

Finally, we remember to thank the community who generously support and encourage us: St Clement's Girls School, who donated hats and gloves, baked Christmas cookies and entertained us at the Christmas lunch. A shout out to local businesses like La Rocca and La Vecchia. Most of all, we thank our fellow parishioners who encourage us and support the lunch program so generously. We wish you could all see the happy expression of each guest as they received a warm new hat or gloves at the Christmas Lunch. You are each welcome to drop in on a Wednesday and share our memories.

Respectfully submitted,
Wednesday Lunch Volunteers

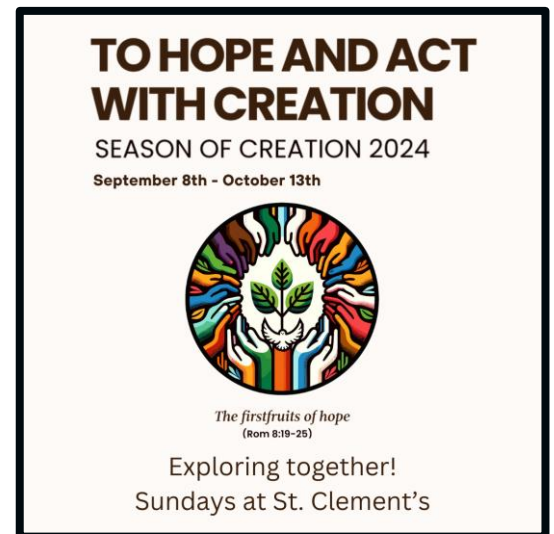
CREATION CARE

The Anglican Diocese of Toronto initiated the Season of Creation. In response to the Diocesan call and to the commitment of a number of parishioners to “love the whole of creation” as God does, St. Clement’s continued exploring how we are learning to follow Jesus.

Three years ago, this coming April, we initiated our Creation Care journey with an OMG series led by Christian conservation organization *A Rocha*. Since then, the various areas of the church have explored what the implications of that more expansive, generous view of Christian love means in their areas of leadership. 2024 witnessed expanding engagement on many fronts:

Worship

Pam and Liska led us through the 5-week Season of Creation. The parish fully embraced this global ecumenical movement – under this year’s theme “To Hope and Act with Creation”. Pam challenged us to begin by “noticing” the amazing natural world in our own backyards, and experience awe as we appreciate the symbiotic relationship between all creatures within God’s amazing creation. She also brought to life our “broken ways”. They are born from arrogance - not appreciating that we and the rest of creation are interdependent and there is much that we can learn from Indigenous interpretations of what it means to follow “Creator Sets Free”. Liska asked us to “Draw a Picture of God”. The hierarchical view of creation – with God far away in heaven, with angels under that, then people and then everything else underfoot – begat the tyranny of the doctrine of discovery. She contrasted that picture to a more horizontal view where all creation is sacred and imbued with the Holy Spirit - seen through the eyes of infinitely curious children. The immersive experience of the Season of Creation was complemented with the hymns, prayers and the peace greeting that were seamlessly integrated into our regular worship throughout the year.



Professional Development

Andrew was on sabbatical, continuing his education in permaculture – a philosophy and set of design principles that syncs with rather than competes with nature. Andrew has described his education in permaculture as his most profound spiritual development since seminary.

Christian Adult Education

Roberto Chiotti, an architect and ecologist specializing in design of sacred spaces, served as a guest preacher during the Season of Creation, and then led a mind-expanding series on the “Wisdom of the Earth”. Roberto contrasted the “Dominion Paradigm” that is credited by many as creating a basis for rampant over-exploitation of the natural world, with other worldviews. These included the “Stewardship” interpretation of the Genesis creation story, nature centric messages from the Psalms, and first millennial theologians and saints, and Indigenous philosophies and governance practices that emphasize the sacrality of creation. Finally, he expounded on how modern advances in cosmology, quantum physics, and biology inform a new creation story – one that confirms that creation is ongoing and profoundly sacred – and in which a conscious, spiritual human race has an important role play.

Reaching Out/Outreach

The outreach committee conducted due diligence on creation conservation initiatives that the parish could support. They recommended Wildlands League’s efforts to conserve the globally significant peatlands and water in Northern Ontario’s Hudson and James Bay regions - known to the local Indigenous stewards as the “Breathing Lands.” Parishioners donated approximately \$10,000 to the cause. Representatives also attended an event in Toronto to build awareness and participated in an advocacy effort to governments.

St. Clement’s supported the Flemington Park food bank and community common garden and participated in a dinner with residents.

Representatives from the church participated in a session hosted by A Rocha with other churches in Toronto to share lessons learned about the Creation Care change process. They also participated in the monthly Earth Keepers zoom calls of churches across North America, hosted by A Rocha to do the same.

During the Season of Creation, the creation care efforts of various parishioners were profiled in the Anchor to share lessons learned and stimulate individual initiative taking.

Stewardship Committee/ Giving for Growth

The Giving for Growth campaign created the opportunity for much reflection and discussion about our responsibility to work toward reducing the environmental footprint of our sprawling 40,000 square foot building complex (with emissions equivalent of 50 houses). The Parish rose to the challenge with major collective commitments in part dedicated to this purpose - as we followed in Jesus’s footsteps.

Property committee

The property committee has implemented some improvements to secure the building envelope including the replacement of all windows which will also have energy efficiency benefit. They are in the process of commissioning an engineering study to evaluate the pathways to Net Zero emissions and plan a first phase of activity.

Youth Ministry

Creation Care is high priority for the parish's youth. They are active in this area in their lives in general and it is a topic of discussion that comes up regularly.

Taken together these initiatives represent a critical mass of activity across the various ministries of our parish and create a sense of momentum in our journey to follow Jesus in caring for creation. With a passionate clergy team and supportive and engaged parish members - we look forward to continuing to learn and expand our impacts in this important dimension of our ministries.

Respectfully submitted,
Roger Dickhout and Nancy Hood



APPENDIX: SOCIAL JUSTICE MOTION

Diocesan Social Justice Vestry Motion 2025 Protecting Harm Reduction in Ontario

Throughout the history of this Diocese, bishops and church leaders have spoken out on issues impacting our society. Our bishops and other faith leaders regularly communicate with governments including being asked for their comments on budgets and legislation. For more than a decade, the Social Justice and Advocacy Committee has drafted annual vestry motions on concerns with which our Diocese is connected.

This year the Diocese has asked us to consider and vote on a motion with respect to providing safe drug consumption sites (SCS). Ontario is currently in the midst of a deadly overdose crisis, which claims an average of seven lives every day. Safe consumption sites in the province are on the front lines of this crisis, having saved more than 21,000 lives through reversing overdoses between March 2020 and January 2024. The sites offer a supervised space for people who use drugs to do so safely and ensure proper handling of used needles. They also have staff on hand to reverse overdoses, address other health issues, and connect people to other supports, including treatment. No death has occurred within an overdose prevention site since they were opened.

In 2018, the province put in place a cap of 21 such sites in Ontario, but over time many have had to close due to lack of funding leaving many communities in need without this vital support. In August 2024, the provincial government announced a ban on supervised drug consumption sites within 200 metres of schools and childcare centres and in November introduced Bill 223, the “Safer Streets, Stronger Communities Act,” which, in addition prohibits municipalities or any other organizations from starting up any new sites regardless of location. As a result, ten SCS are slated to close by March 31, 2025, five of which are in Toronto and in addition the Moss Park site on Sherbourne St., will have to close as the location is subject to redevelopment and a move to another venue would count as a “new” site under the ban.

Concerns about SCS causing increased crime rates in local neighbourhood safety issues is not reflected in the Toronto Police services data analysis. The external review commissioned by the province in the wake of the 2023 tragic shooting death from a stray bullet, while making recommendations concerning safety, security, and community engagement, did not recommend the closure of the site, noting that there is “a clear need for the services” in that location and recommended that the site continue to receive provincial funding.

Supervised consumption sites take a harm reduction approach to drug use. These are located where there is already high levels of drug use. Closing the sites will likely lead to more public drug use, more discarded needles and drug paraphernalia in public spaces, more blood-borne disease from the sharing of needles, and more likelihood of people overdosing and dying in public. This does not equate to greater safety for anybody in the community and is not viewed as a medical best practice.

Recognizing that some people use drugs, and may not be ready to stop doing so

“Jesus met people on the margins where they were, with compassion and respect,” says Keren Elumir, an Anglican who works as a nurse at the Moss Park site. “Everyone we meet is made in the image of God and loved by God. Harm reduction is holy work.”

entirely, harm reduction focuses on meeting people where they are. By offering a place of support and respecting the inherent dignity of each human being, these sites not only keep people alive to get treatment, but offer a place of community and compassion. These sites should not be seen in opposition to much needed addiction treatment, but as part of a continuum of care available across our province.

The 2025 Diocesan Vestry Motion for consideration

We, the parish of St Clement’s, Eglinton in the Diocese of Toronto, urge the Province of Ontario to reverse the planned closure of safe consumption sites in Ontario, and to lift the ban on the creation of new sites, in order to expand life-saving harm reduction services to Ontarians.

By supporting this motion, St. Clement's will be joining with other parishes to strengthen the bishops' voices in advocacy with the governments that people of faith are concerned about the crisis of dangerous drug use in Ontario and in particular our Diocese of Toronto. We are advocating that our governments address this matter and provide the support necessary to save lives in real time.

Our parish mission is learning to follow Jesus Christ, in whose footsteps all are equal. As we walk this journey together we use our voice and prayers in such a way that lives are transformed and the fruits of the Spirit are lived out in a shared common life.

For Bishop Andrew and other faith leaders' letter to the Premier and the background information for this motion, please visit:



[Faith Leaders letter to Premier](http://www.toronto.anglican.ca/wp-content/uploads/2024/09/faith-leaders-statement-on-closure-of-safe-consumption-sites-September-10th.pdf) - www.toronto.anglican.ca/wp-content/uploads/2024/09/faith-leaders-statement-on-closure-of-safe-consumption-sites-September-10th.pdf



[Diocesan Social Justice Vestry Motion](http://www.toronto.anglican.ca/diocesan-life/social-justice-advocacy/social-justice-vestry-motion/?lang=en) - www.toronto.anglican.ca/diocesan-life/social-justice-advocacy/social-justice-vestry-motion/?lang=en

APPENDIX

132nd Annual Vestry Minutes

Sunday February 25, 2024

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

Attendance: Grace Jinkinson reported that 79 people signed attendance sheets. Eleven staff were also present.

Call to Order

The Rector, The Rev. Canon Andrew Federle, called the 132nd annual Vestry meeting to order at 11:13 a.m. in the sanctuary

The Rev. Pamela Rayment opened the meeting with the Giving for Growth prayer

Opening Remarks

Andrew Federle outlined the Vision of transforming lives, the Mission of learning to follow Jesus Christ, and the goal of a common life whose Values are shaped by the Fruits of the Holy Spirit.

Specifically at this Vestry meeting we hope to ensure that our leadership and finances uphold the Vision & Mission God has gifted us. For convenience, the meeting is being live-streamed; however, parishioners must attend in person to vote on motions. Guidance was given about how and when those present could use the microphone for questions/comments of no more than three minute durations.

Appointment of Vestry Clerk

Andrew Federle appointed Heather Jenkin as the Vestry Clerk and asked that any reports given/spoken that are not in the already compiled Vestry Report be passed on to Heather in written format after the meeting and that any motions be written with the names of the mover and seconder.

Election of Parochial Tribunal & Appointment of Scrutineers

The Parochial Tribunal for this year is Caroline Helbronner. The purpose of the tribunal is to rule on the eligibility of voters. The Motion that Caroline be elected was moved by Andrew Federle and seconded by Bay Ryley. The motion carried without opposition.

The Scrutineers will be asked to count the voters if there is a disputed 'show of hands' or ballot. Susan Joyce and Martha Mceachrane were nominated as our Scrutineers for today's meeting. The Motion that they be elected was moved by Andrew Federle and seconded by William Luke. The motion carried without opposition.

Approval of minutes from Vestry, February 27, 2023

Please refer grammar or spelling mistakes directly to Grace in the church office. There were no questions or comments regarding the substance of the minutes nor business arising from the minutes. The Motion to approve the Minutes was moved by John Swinden and seconded by Leonard Wong. The motion carried without opposition.

Financial Reports

Andrew Federle commented that “In the spring of 2022, I gathered a renewed Stewardship Committee to face head-on the opportunities and challenges facing our parish. The committee has developed and grown to become the *Giving for Growth Campaign Team*. The shrewd and strategic leadership of this group has been phenomenal.”

Stewardship Committee Report

The Chair, Anne Brace, gave this report which included describing the process of the M&M feasibility study, that the Giving for Growth campaign will soon start to support the 5 pillars of our strategic plan. The timing of this campaign will allow for a simple co-ordination with the upcoming Diocesan campaign along with support from the Diocese. The main points raised were a deeper understanding of why we come here to St. Clements, why we worship and how can we deepen our relationship with each other.

No questions were raised.

Finance Committee Reports

The Finance Team is led by our Manager of Finance & Administration, Grace Jinkinson, and is executed by our Bookkeeper, Lucie Presot. The Reports were started by our Treasurer, John Swinden.

Financial results for 2023

John Swinden reported that the audited reports (completed by Grant Thornton) were not qualified and considered clear reports. These are included in the Vestry Documents. The main points given in Schedule 1 were that donations were up by 6.9% rising to \$812,000 and that the facility use revenues rose to \$430,500, up \$48,000 over the previous year. Some property expenditures decreased by \$25,700, there was an unbudgeted fund raising cost of \$49,712 which has been reimbursed all but \$15,066 and there were gains of \$16,600 on the invested fund operated by the diocese. The consequence of all this is that the planned 2023 budget deficit of \$18,333 was reduced to only \$3,500.

2024 Budget Report

Grace Jinkinson and Lucie Presot described the input from Clergy and Wardens always directs the budget process. This results in a forward thinking budget, mindful of what worked well in 2023 but incorporating exciting new ideas. Grace expressed her hope for a break even budget.

Lucie Presot described how the 2024 budget builds on the 2023 budget and worked through the green sheet to show Church Operations (which includes all activities as a place of worship); Facilities (both revenues and costs of the church building and real estate) along with Investment Income (existing cash reserves and investments).

There were no questions after this well presented report.

The following Motions were presented:

Motion 1

I move that it be resolved that the audited financial statements for 2023 be accepted as presented. Moved by John Swinden and seconded by Catherine Nicholson. The motion carried without opposition.

Motion 2

I move that it be resolved that Grant Thornton be appointed as auditors of St. Clement's Church for 2024 with remuneration to be determined by the Wardens. Moved by John Swinden and seconded by Neil Zacharjewicz. The motion carried without opposition.

Motion 3

I move that it be resolved that the budget for 2024 be accepted as presented. Moved by John Swinden and seconded by Bay Riley. The motion carried without opposition.

Sustainable Operations

Wardens' Report

The Annual Vestry Report featured reflections from each of our Strategic Plan Chairs, including our Wardens, who take the lead for the Sustainable Operations of our parish. The following was presented by the Rector's Warden, Bay Ryley, and the People's Warden, Catherine Nicholson.

Bay Ryley led off with the good news that we see growth at St Clement's with attendance up 18% over last year. Bay raised the comment that "we come for community, but we stay for the clergy". We have a fantastic clergy team! Andrew Federle has been recognised for his leadership here and throughout the Diocese by being installed as a Canon. Pamela Rayment has been designated as our Associate Rector (the first such position in the Diocese). Our whole team works well together, providing spiritual and strategic leadership all with a wonderful sense of humor.

Catherine Nicholson followed with the financial health of our church, expressing gratitude for the generosity shown and excitement for the potential for growth ahead in this special community. The Administration team is described as committed and caring from Grace Jinkinson, Manager of Finance and Administration, Lucie Presot, Bookkeeper, Ariel Brookes, our Administrative & Communications Associate, who all work to support our clergy and community. A special thank you to Kelsley Campbell who keeps our space safe and clean, for us and the many community programs within our walls.

No questions were asked of the Wardens and the motion to accept the Wardens' Report was moved by Pamela Rayment and seconded by John Swinden. There were no objections.

Written Reports:

Before the motion for acceptance of all written reports from the Annual Vestry Report, Margie Pacini asked "A question is... the use of the term Strategic Plan – the last Strategic Plan was started back in 2017 was it not? That seems a long time ago – is there a Strategic Plan?"

Andrew Federle clarified the timelines agreeing that the process of Strategic Planning did start in 2017 (at Vestry) and the launch of our forward facing mission and values – of learning to follow Jesus Christ and transforming lives. Three weeks later, on March 13th the Pandemic closures occurred. As such, we pivoted to online and continued living out that plan for the next years. Catherine Nicholson commented that a change in how we refer to it would be clearer.

The motion to accept the ALL Written Reports was moved by Liska Stefko and seconded by Leonard Wong. There were no objections.

Thanksgiving, Appointments, and Elections:

Andrew Federle thanked an extensive list the many people who work tirelessly for the mission of this parish. These included the many volunteers without whom St. Clement's would just be a building. The musicians who bring joy and hope. The Strategic Plan Chairs who bring to life our mission to follow Jesus Christ. To the Staff for their trust, good humour, and excellence in helping to chart a way forward for our entire community. Along with special thanks to Honorary Assistant, Mary Lewis.

Andrew then spent a moment commenting on the uniqueness of our clergy team and how they learn and lead from a place of shared leadership, mutuality, and respect. This "fellowship of three" are being noticed in the wider church and over the past they have been recognized in several ways. They have spoken to new ordinands on "Leading

and Building Teams”, Andrew was named a Canon because of the innovative shared ministry leadership, and Pamela has moved into a new leadership role as Associate Rector, including joining our Wardens’ table, and offering high-level strategic and tactical leadership to our parish. Pam’s new title - the first of its kind in our Diocese - reflects the skilled and dynamic team we are blessed to have at St. Clement’s. The title also reflects the way the three of us have been leading for some time now.

Andrew then thanked the Wardens particularly Janine White (Past People’s Warden) who has been a tremendous contributor to our Wardens’ table and has completed her term.

Finally, Andrew thanked his family for their support.

Andrew Federle made the following appointments:

Neil Zacharjewicz as my **Rector’s Warden**.

I am also pleased to appoint **Astrit Fernandez** as my **Deputy Rector’s Warden**.

For **Past Rector’s Warden**, I appoint **Bay Ryley**.

The nominations for People’s Wardens were closed and the motion was moved by Linda Sparling and seconded by Bob Boeckner. There were no objections.

Leonard Wong was elected as **People’s Warden**. The motion was moved by Susan Colacitti and seconded by Pat Crawford. There were no objections.

Nancy Hood was elected as **Deputy People’s Warden**. The motion was moved by Margie Pacini and seconded by Michael Anderson. There were no objections.

Catherine Nicholson was elected as **Past People’s Warden**. The motion was moved by Amanda Ricketts Frederick and seconded by Barbara English. There were no objections.

Appointment of Treasurer

Andrew thanked John Swinden for his leadership and guidance on financial matters at St. Clement’s, presenting him with flowers to mark his stepping down as Treasurer. Margie has served and provided excellent leadership as Treasurer of the Outreach Committee for the past several years and now steps into the new role of Treasurer.

Election Lay Delegates to Synod

Andrew thanked **Zexia Hylton** for her faithful service as she steps down as Lay Delegate for Synod. **Kiran Ghanekar, Ehsan Hemmatzadeh, Matthew Hicks,** and **Westmore Smith,** were elected as Lay Delegates to Synod. **Paul Nielsen** was elected as our alternate Lay Delegate to Synod. The motion was moved by Zexia Hylton and seconded by Nancy Hood. There were no objections.

Other Business

Chair of Outreach, Susan Colacitti, presented this year's Diocesan Social Justice Motion

We, the parish of St. Clement's-Eglinton call on all levels of government to take meaningful measures to protect and advance the human right to housing including:

- Working together to increase the supply of affordable housing to provide safe and secure homes for all including those who live with housing insecurity.
- Developing substantive policies and programs to promote this objective at the municipal, provincial, and federal levels.

The motion was moved by Susan Colacitti and seconded by Linda Sparling. There were no objections.

There was no other business.

Liska Stefko read the closing prayer

Daniel Webb played our Closing Hymn

Andrew Federle adjourned the meeting at 12:23 p.m.

APPENDIX

Special Vestry Minutes Sunday May 26, 2024

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

Attendance: Sign in sheets showed 34 people attending. Three staff were also present.

Call to Order:

The Rector, The Rev. Canon Andrew Federle ("Reverend Andrew"), called the Special Vestry meeting to order at 10:20 am in the Briar Hill Room.

Reverend Andrew appointed Susan Joyce and Susan Stone as scrutineers, and appointed Heather Jenkin as the Vestry Clerk.

Reverend Andrew opened the meeting with the Giving for Growth prayer.

Opening Remarks by The Rev. Canon Andrew Federle

Reverend Andrew introduced Anne Brace.

Anne Brace

Anne explained that the purpose of this special Vestry is to vote to allow monies raised through the Giving for Growth campaign to be spent between now and Christmas.

Anne explained the slight change in motion wording arising from the Financial Town Hall – this allows the Wardens to have some flexibility in what to spend money on. Anne explained the term "the lower of" available cash received. So, this emphasizes efforts to act within cash-on-hand- monies and staying out of debt. If the cash is not in the bank, we cannot spend it.

Currently monies pledged are 2,765,908, while monies received are \$773,500.

The slide presentation showed current and future priorities.

Anne explained that Ministry growth (including hiring new team members) is slated for 2025 and as such the current list of "Things important to do right now" is focused on capital improvements, with the small exception of hiring an AV coordinator (half our attendance is online).

Starting priorities are listed as things to do over the Summer and Fall. This includes: the engineering study; elevator repair; organ; CNH Kitchen; Early Learning School improvements; debt repayment, and safety code compliance.

Anne then asked for questions from the floor.

1. Nancy Hood – Nancy thanked the group for their hard work and asked Anne to tell us about safety code compliance.

Anne explained some things are due to code changes since the last renovation e.g., the fire alarm needs to have flashing lights along with sounding an audible alarm. Some things are due to wear and tear damage e.g. the stone paths around the building have become tripping hazards.

2. Bob Böekner – Bob asked whether ELS (the Early Learning School) will contribute funds.

Anne indicated that they would be asked.

3. Ruth Greey – Ruth started the kitchen cost discussion and asked if there would be bids for the design/contract?

Anne responded that yes, there will be bids taken.

4. Ruth Greey – Ruth asked that if renovations cost more, how will the higher costs be covered?

Anne explained that the wardens will have access to contingency monies (current 40K + future 90K). Leonard Wong spoke to this and included that projects would be reprioritized.

5. Bob Böekner - Bob asked that, what if contingency is not enough - do you plan to use debt repayment monies?

Reverend Andrew reiterated that debt repayment is a priority item, and the team is mindful of this.

Reverend Pamela Rayment added that if the kitchen cost goes over budget, we can pull from the proposed future 90K contingency. She also noted that projects are smaller than the full renovation and we believe that the 130K contingency would be sufficient.

6. Ruth Greey – Ruth asked if the motion should be an “and/or” question?

Anne said the “lower of cash received and \$1,435,000” is appropriate.

Mike Newbury spoke about the projects being sequential to try and deal with cost overruns. He emphasized that contractors would be asked for “fixed price turnkey projects,” but admitted we will find out.

No further questions were raised.

10:45am: The Motion was presented by Anne Brace.

BE IT RESOLVED that Vestry approve expenditures from the Giving for Growth Campaign, as presented and subject to such adjustments as may be deemed necessary or appropriate by the wardens, to the lower of available cash received and \$1,435,000.

Mover: Nancy Hood

Secunder: Lindsay Hunt

Votes:34

Abstentions: none

Objections: none

Adjournment

Andrew Federle adjourned the meeting at 10:47am.

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