



Annual Vestry Meeting
Sunday February 28, 2021 at 12:30 p.m.

St. Paul's on-the-Hill Anglican Church of Canada
882 Kingston Rd, Pickering, ON L1V 1A8



Bishop's Pastoral Letter to Vestries, 2021

To our Clergy, Churchwardens and Parishioners

Beloved in Christ, peace and grace be with you.

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

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

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

The murder of George Floyd on May 25, 2020 thrust us into the depths of confronting anti-black and systemic racism. Each year at vestry we ask you to consider supporting a social justice initiative. In 2021, we invite you to support the motion on [Committing Ourselves to Anti-Racism](#). The initiatives that are outlined give all of us the opportunity to be agents of dismantling racism in all of its forms. We are called to change. Throughout this time of pandemic, we are doing more than just treading water... we are

growing. I believe we are growing in trust of one another, and deeper still, in trust that God has this whole situation in hand. And trust calls us to be faithful and to be prepared.

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

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

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

Yours in Christ,

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

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

**The Right Reverend
Riscylla Shaw**

Bishop Suffragan of Toronto
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Bishop Riscylla's Letter to Vestry 2021

February 1, 2021 ~ St Brigid of Kildare

Dearly Beloved Friends in Christ ~ grace to you and peace on this important day as you gather in the name of Jesus.

In this Covid-19 global Pandemic, we are experiencing Virtual Vestry. This is tremendously courageous, a very different experience, and sure to have some flaws ~ we certainly would prefer to gather face to face. However, be assured of my heartfelt prayers as you gather ~ you will pull through this in good and faithful ways that bear witness to our enduring commitment to building up the Reign of God, even while 'out of our comfort zones.'

I am deeply grateful for the vision and ministry of Bishop Peter Fenty, who retired as Bishop of York Simcoe at the end of 2020. One of his legacies will be the prayer refrain, assuring us of our preciousness in the sight of 'our Loving, Liberating and Life-giving God.' He inspired many with his wit, his wisdom, and his infectious readiness to freely serve our Lord and Saviour, Jesus Christ.

Please know of my deep gratitude also, for your vision and work in fulfilling the mission of Christ in your life together, in your communities and in your neighbourhoods. To the many people who serve as leadership in our parishes and on Diocesan boards and ~ Wardens, Treasurers, Administrators, Musicians, Volunteers ~ you keep us going. Thank You!

This is a time like no other, when it is vital to humbly reach out to our neighbours, to find new ways to serve, that the lonely and the lost might find hope. The posture of humility is both a gift and a discomfort for many of us, as it deepens our humanity and helps us to know ourselves as a sacred part of Creation. Building partnerships, thinking expansively and shining our lights by sharing our testimonies of faith will be a recipe for resilience.

Another fundamental ingredient in our recipe for resilience is kindness. Be good to one another, give your clergy a break (even if you are right). They are working overtime to blend traditional and innovative ways of doing ministry to meet pastoral and administrative needs, with a heart for Jesus and a heart for you. Thanks be to God!

Our priorities for 2021 are Ministry Development and Parish Partnerships /Regionalization innovations.

There is a continued emphasis on the work of Reconciliation, Recovery & Mental Health, and Radical Inclusion that we brought forward for 2019 and 2020, so if you are engaged in actively supporting and developing any of these areas as a congregation or small group, do continue in this direction.

Coming through Covid-19, however, everything is different.

The changes are in our homes, our neighbourhoods and our church communities. Loved ones have perished unaccompanied, celebrations of life and of passage (weddings, baptisms) have been delayed or cancelled, budgets (parish, personal) from last year were met, exceeded, or some were sorely under-met ... there are many ways that we can evaluate the changes that are present as part of our new reality. Embracing humility, recognizing that we are stronger together, and looking with hope and courage to the outcomes possible when we work collaboratively as church, we can create opportunities to share wisdom, learnings, staff, administration, and ministry ~ even space and resources.

We humans have the capacity to understand our discipleship to include ***responding*** to this time of radical change with faith-filled honesty and respect, recognizing that 'who we were' is not 'who we are.'

Lament is vital in healing ~ so as we move forward together, it is essential that we create the space to grieve what has been lost and destroyed ~ let us bless this loss, and give it to God.

We also need to create the space for new life to emerge and sprout up, that the Spirit of Life will prevail, that the mission of our ancestors in faith continues as we grow individually and as a community in discipleship and servanthood, and as we invite seekers to find new life in Christ.

In the spirit of new life, I strongly encourage you to pass the Social Justice and Advocacy Vestry Motion, Committing Ourselves to the work and education of Anti-Racism and Anti-Bias training and implementation in each of our communities of faith.

Be courageous: Take whatever vaccine is offered to you.

Be intentional: Build out into your community, including the 'other', with Jesus as your guide.

Be inclusive: consider the climate, the creatures, the future generations.

May God bless you and equip you richly with grace in 2021.

Yours faithfully,



to embody, in word & action, God's grace, reconciling love, justice, compassion & liberation



The Right Reverend Riscylla Shaw
Bishop Suffragan, Diocese of Toronto

Memo

The Incorporated Synod
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Vestry Gratitudes 2020

A Very Special Thank You to all who have put our ministry in the Areas and in our communities so high on their list of priorities over this past year:

With deep gratitude for their ongoing support of the ministry of many, including in

Trent Durham

our Regional Deans ~ the Rev Canon Claire Wade and the Rev Canon Ruthanne Ward, Oshawa, the Rev Canon Gloria Master, Peterborough, the Rev Jesse Parker, Durham-Northumberland, the Rev Canon Ted McCollum

our Commissary the Rev Canon Anthony Jemmott, our Area Liturgical officer the Rev Canon Gloria Master, our Area Youth Coordinator Cormack Culkeen,

our Area Administrative Assistants ~ Thank You to both Madeleine Fraser (incoming, a warm welcome!) and Mary Taccone (outgoing, thank you for your faithful support, and blessings in your new role at the School Board), with deep gratitude to Sheila Robson for your consistent care and commitment in coaching.

York Simcoe

Our Regional Deans ~ the Rev Canon Darrell Wright, Tecumseth and the Rev Doug Michael, Nottawasaga

Our Area Liturgical officers the Rev Canon Darrell Wright, the Rev Canon Stephen Fields, our Area Youth Coordinators, Sarah Layman and Amy De Sousa

And for your steadfast, excellent and super support, Jenn Kean in the York Simcoe Area Office.

Passages

Over the year we have lost some Dear Ones whom we now commend to heavenly glory in the presence of our dear Lord and Saviour Jesus Christ, whose own Mother knew the pain of suffering the untimely death of her beloved Son... and we give thanks for their lives, remembering and appreciating the precious earthly time we spent together, hearing the promise that we will be together in eternity:

Trent Durham

The Rev Alfred Chinniah – Feb 18, 2020

The Rev Murray McColl – March 16, 2020

The Very Rev Peter Marshall - June 20, 2020

The Rev Tim Sharpe – August 20, 2020

The Rev Keith Adams – Oct 29, 2020

The Rev Sheila Boudreau – Dec. 19, 2020

York Simcoe

The Rev David Julien – Jan 3, 2020

The Reverend Earl Gerber – Feb. 28, 2020

The Reverend Canon Jeremy Van Lane – March 4, 2020

The Reverend Katherine Treganowan – March 13, 2020

The Reverend Canon Thomas Crawford – May 4, 2020

The Reverend Sheilagh Ashworth – June 28, 2020

The Reverend Canon Frances Lightbourne – July 5, 2020

The Reverend Ronald Scott – July 6, 2020

The Reverend Robert (Bob) Sinclair – October 20, 2020



*Rest eternal grant unto them, O Lord, and let your light perpetual shine upon them.
May their souls, and the souls of all the departed, through your mercy rest in peace and rise in glory.*



York- Simcoe Clergy in Motion in 2020

Interim Ministry

We continue to be indebted to all clergy who serve in interim ministries, as priest-in-charge or fill-in on Sundays as needed. We place on record our sincere thanks for the good and exemplary ministry they all exercise, we are grateful to their faithful service in York-Simcoe:

- The Reverend Colin Bowler, Interim Priest-in-Charge of St. James, Orillia ended April 30, 2020.
- The Reverend Bob Bettson, Interim Priest-in-charge of Christ Church, Stouffville ended July 2020.
- The Reverend Canon Barbara Hammond, Interim Priest-in-charge and the Reverend Robert Sweet, Interim Associate Priest of St. Paul, Newmarket ended June 2020.
- Major (Ret'd) the Reverend Dr. Michael Peterson appointed Interim Priest-in-Charge at All Saints, King City on July 15, 2020
- Bishop George Elliott, Interim Priest-in-charge of the Parish of Lloydtown, Christ Church, Kettleby and St. Mary Magdalene, Schomberg ended November 2020.
- The Reverend Gregory Fiennes-Clinton appointed Interim Priest-in-Charge of the Parish of Lloydtown, Christ Church, Kettleby and St. Mary Magdalene, Schomberg on December 1, 2020.
- Bishop Patrick White will conclude his appointment as Interim Priest-in-charge at the Church of The Evangelists, Tecumseth this month as the parish prepares to welcome their new Priest-in-Charge, the Reverend Eyad Ajji. He arrives in Ontario at the end this month with his family to begin his appointment on February 1, 2021.
- The Reverend Terry Bennett continues his appointment as Interim Priest-in-Charge at Trinity, Barrie working alongside Joy Packham, the Diocesan appointed Administrator.

We keep in prayer clergy and laity in our area who are facing significant health challenges. We pray for their families, care givers and the medical teams who support them.

Resignations and Retirements

- The Reverend Dr. Elizabeth Green resigned as Incumbent of All Saints, King City and with her husband, Kevin Doonan moved to Sudbury to take up a new appointment with the Diocese of Algoma.
- Major (Ret'd) the Reverend Canon David Warren Incumbent of St. George, Allandale and Regional Dean of Nottawasaga retired December 31, 2020.
- The Rt. Reverend Peter Fenty Area Bishop of York-Simcoe retired November 30, 2020.

Welcomes

- On October 11, 2020 we celebrated the new ministry of the Reverend Christopher Parsons as the Priest-in-Charge at St. Paul, Newmarket and welcomed Chris, his wife Anke Rohleder and their children Hannah and Lucia.
- On November 22, 2020 we celebrated the new ministry of the Reverend Lisa Newland as the Incumbent at Christ Church, Stouffville and welcomed Lisa, her husband Geoff and their children Paige and Colin.

Appointments

- Following the death of the Reverend Sheilagh Ashworth, the Reverend Erin Martin, Incumbent of St. James, Sharon was appointed Regional Dean of Holland Deanery.
- Following the retirement of Major (Ret'd) the Reverend Canon David Warren, the Reverend Douglas Michael, Incumbent of All Saints, Collingwood was appointed Regional Dean of Nottawasaga Deanery.

Agenda

1. Opening Prayers
 2. Election of the Vestry Clerk: Melanie Foord
 3. Opening Remarks by The Rev Fran Kovar, Interim Priest-in-Charge
 4. Acceptance of the Minutes of Vestry February 23, 2020 – Business arising
 5. Acceptance of all other Reports as printed in this Vestry Report: Questions
 6. Motions concerning the Advisory Board and Executive Committee (*see page 34*)
 7. Appointments by Rector/Interim Priest-in-Charge: Rector's Warden, Audio/Visual Coordinator, Altar Guild Coordinator, Flower Coordinator
 8. Nominations and Election of: The People's Warden, Deputy Wardens, Parochial Tribunal, Envelope Secretary for St. Paul's, Receipt Secretary – Marg Jocz, Synod Delegates (3), Alternate Delegates to Synod
 9. Budget and Narrative Budget for 2021
 10. In appreciation
 11. New Business or Questions
 12. Announcement of 2022 Vestry Meeting: February 27, 2022
 13. Motion to Adjourn
- Closing Prayers

St. Paul's Vestry Meeting:

February 23, 2020 Minutes

Vestry Meeting called to order at 12:37 p.m. by Rev. Fran Kovar.

1. **Opening statement by Rev. Fran Kovar to introduce Pam Johnstone**
2. **Attendance;** Pam Johnstone had Andrea Francis hand an attendance form for everyone over age 18 to sign.
3. **Election of Parochial Tribunal:**
 - a. Clare Masson, Helena Hessen, and Lorna Smith were nominated. Motion by Jim Doxsee. Seconded by Paul Pakyam. Motion carried unanimously.
4. **Nomination and election of a Vestry Clerk:**
 - Melanie Foord was nominated. Dionne Rainford moved the nomination. Seconded by Steve Masson. Carried unanimously.
5. **A motion was made to accept the minutes of the preceding Annual Vestry meeting of February 24, 2019.** Motion by Janet Myers. Seconded by Janet Herrera. Carried unanimously.
 - The following errors and omissions were noted and will be corrected, where possible.
 - i. Page 2 – #9 – Note made that a Secunder was missed.
 - ii. Page 4 - #21b: Correction to be made to the spelling of Janet Myers' surname.
 - iii. Page 1 #3 – Correct name from Helena Hamilton to Helena Heesen.
6. **Commentary regarding the Auditor's Report - Dawn Flett.**
 - All required items were provided to the Auditor in a timely manner
 - Standard qualification is included regarding the fact that the church and Food Bank receive donations in cash and Auditor can only provide an opinion on funds deposited into bank.
 - Overall it was a successful year for both St. Paul's and St. Paul's Food Bank with increases in revenue.
 - Reminder regarding December 2018 market collapse that affected 2019 Auditor's report that was done at "Market Value." Market correction occurred in early 2019 and full loss was regained.
7. **A motion was made to accept the Auditor's Report and Financial Statements for 2019.** Motion by Pam Johnstone. Seconded by Bruce Hampson. All in favour. Approved unanimously.
8. **A motion was made that the firm of Dawn Flett & Associates be named auditor for 2020.** Moved by Anil Parassar. Seconded by Wayne Lawrence. All in favour. Approved Unanimously.
9. **Melanie Foord presented the 2019 Actuals Narrative Budget.** Rev Fran commented that St. Paul's deserves credit for having our #1 expenditure be on Outreach instead of internal costs such as Clergy costs.
10. **A motion was made to accept the Narrative Budget.** Moved by John Honsberger. Seconded by Steve Thompson. All in favour. Motion carried.

11. Melanie Foord presented the 2020 Proposed Budget Narrative.

12. A motion was made to accept the 2020 Budget. Motion was made by Dave Hamilton. Seconded by Barb Thompson. All in favour. Motion carried.

13. Questions arising from 2020 Budget:

- What can be done to avoid the typical 20% reduction in congregation and givings.
 - Response: Nothing specific in place. Indeterminate amount of time to find new incumbent...could be a few months, could be over a full year. We have been extremely conservative in our budget with no major building improvement plans this year. If we find that givings have dropped farther than expenditures we can dip into our dividend and cash in the bank, which we are fortunate enough to have.
- Concern regarding loss of Canon Phil plus all the extra time beyond 40 hours per week that Canon Kim put in visiting the sick etc.
 - Will work to see if Fr. Paul or Rev. Doug can provide additional hours and are grateful for extra help provided by Percy Francis.
- Question raised regarding whether we have the ability to go back to the Diocese to request additional paid hours for Rev. Fran or if we can use existing St. Paul's funds to pay for another individual as we do with assistance for Jacquie and Dee.
 - Fran indicated that the Diocese would have to approve such a request and that there is a) a lack of people available to fill in as an interim at and b) such an individual would have to be in line with St. Paul's goals and vision statement, which makes finding an additional interim person even more difficult
 - Several congregation members indicated that they had been coming forward to help with Seniors Ministry, visitation etc.
 - Wayne Lawrence reminded the congregation that we, the congregation need to step up. Cannot rely simply on the clergy or wardens. It's up to us. We the congregation are the church.
- Janet Myers came forward with an idea to increase givings: EVERYONE should get on PAR. Automatic donations via PAR avoids the problem of snowstorms, summer cottaging season etc. In today's economy we need to go beyond the old-fashioned weekly envelope and move to a system of automatic donations to help the congregation continue to maintain revenue.
 - Pam reminded people of the slips that can go in the offering basket for those on PAR who don't feel comfortable when the offering basket passes them by.
 - Janet Myers volunteered to do a marketing campaign to assist with PAR.
 - Suggestion to allow twice a month donations via PAR.
 - Current system only allows once per month donations however a monthly contribution amount could be split in half or additional funds be placed in the offering basket.
 - Question by Jim Doxsee regarding when PAR donations were withdrawn from bank account.
 - Answer: Approximately the 20th of the month.
- Question regarding why Worship costs were only 1.2% of overall budget and if this was sufficient when worship was such an important part of why St. Paul's is here.
 - Kehinde Ladipo, deputy warden in charge of finance indicated that the line items that make up "Worship" include expenses for choir, worship supplies, music equipment maintenance etc. and that the

amount budgeted for 2020 was in line with 2019 and previous expenditures and has not been reduced. Additionally other items under “Church Life” also cover items which affect Worship.

14. A motion was made regarding acceptance of all reports as printed in Vestry book. Motion by Joy Pring. Seconded by Janet Myers. All in favour. Motion carried.

15. Janet Myers asked regarding the status sound system.

- Pam Johnstone indicated that all new equipment is in place but we are continuing to tweak the settings service by service and we appreciate your patience as new people learn the sound board etc.

16. Governance Structure: As per the normal governance structure at St. Paul’s and as in previous years, we need to get yearly approval of the motion to suspend the canonical Advisory Board meetings which are standard within the diocese and replace this structure with St. Paul’s standard mechanism which includes holding Congregational/Special Vestry meetings as required, and the continuation of an Executive Committee comprised of Rector’s Warden People’s Warden and five deputy wardens, Treasurer, Secretary and Rector. The archbishop has no concern with the continuation of this governance structure. **Motion concerning the Executive Committee at St. Paul’s on-the- Hill (page 14 of Vestry report): Motion by Jim Doxsee. Seconded by John Honsberger. All in favour. Motion carried unanimously.**

17. Appointment of the Rector’s Churchwarden:

- Rev. Fran Kovar appointed Pam Johnstone as Rector’s Warden.

18. Reading of letter from former Rector’s Warden Mike Persaud who was unable to attend due to surgery. Thanks to Rev. Canon Brian McVitty, Rev. Canon Kim Beard and the congregation for the rewarding experience of being a warden at St. Paul’s for over 20 years and your continued support for the church, the executive board, Rev. Fran and the Search Committee. Keep the light shining brightly at the top of the hill going forward. A round of applause followed.

- A motion was made to thank Mike Persaud personally and to present him with a token of the church’s regard. Motion by Paul Pakyam. Seconded by Dave Hamilton. All in favour. Motion carried.

19. Interim Priest Responsibilities: Rev. Fran Kovar spoke regarding the function of an Interim Priest, appointed by the Bishop and entrusted to care for the parish after their incumbent has stepped down. Fran thanked Doug for all his assistance and spoke regarding the importance of choosing a new Incumbent who fits the specific needs of this parish.

20. Presentation of Leadership for 2020:

- People’s warden: Bruce Hampson.
- Presentation of existing wardens for confirmation of position:
 - a. Melanie Foord: Deputy Warden
 - b. Ivan Hunte: Deputy Warden
 - c. Sophia Levy-Presner: Deputy Warden
 - d. Kehinde Ladipo: Deputy Warden
 - e. Franklyn Wyke: Deputy Warden.
- No further volunteers or nominations.
- A motion was made to accept the leadership slate as presented. Motion by Joy Pring. Seconded by Lorna Smith. All in favour. Motion carried unanimously.

21. **Other Parish Positions.** Pam Johnstone referred everyone to the posted list of volunteers for various parish positions, including those positions that were open. Remainder of volunteer slate openings will be posted in the Narthex. Please prayerfully consider your participation. Pam made a motion to accept the posted list of volunteers for other parish positions. Seconded by Bruce Hampson. All in favour. Motion carried unanimously.
22. **Bishops' Charge regarding Climate Change.** Fran referred the congregation to the Bishop's Charge regarding climate change found on pages 41 and 42 of the Vestry Report. She spoke to its importance and asked any parishioners who would be interested in putting together a committee to further discuss this critical issue to speak to her.
23. **Long Term Goals & Visioning for St. Paul's on-the-Hill.** Copies of the proposed Long Term Goals & Visioning for St. Paul's, which are found on pages 43 and 44 of the Vestry Report were also handed out to the congregation. Melanie Foord reminded the congregation that this document had been an on-going project of the wardens for the past two years and had been presented to the congregation for input on several occasions as well as being available in the Narthex. A motion was made for the congregation to accept the goals and visioning as presented. Motion by Melanie Foord. Seconded by Pam Johnstone. All in favour. Motion carried unanimously

24. New Business

- a) Wayne Lawrence thanked the congregation for their good will in attempting to assist with church maintenance but reminded the congregation that even something as seemingly simple as changing a light bulb can be more complicated than expected due to new standards and type of bulbs and the potential of causing a fire if the wrong bulb is used. Wayne reminded the congregation that if they saw something that needed to be fixed or repaired, they should please inform the leadership or a member of the Maintenance Committee rather than attempting to fix anything, especially any items related to electrical systems. There was also a reminder that the church is also subject to regular inspections and the Maintenance Committee must know the status of all church systems to ensure that we remain compliant.
 - o Ivan Hunte called for a round of applause in thanks to Wayne Lawrence for all his assistance throughout the years, especially in regards to ensuring our electrical system is fully compliant with all new code requirements.
- b) A question was raised regarding if there were any guidelines for governance of executive committee. Melanie Foord noted that Diocesan guidelines are posted on the Diocesan website and that there are no time limitations. The main requirement is that a warden should not be related to a paid employee of the church.
- c) Janet Myers suggested that as we have an interim minister and will have a new incumbent eventually, we should begin wearing name tags again and volunteered to head up a project to create and order new name tags.
- d) Joy Pring asked if we could use fewer words with a larger font on the electronic sign Pam said she would investigate but mentioned that there are certain municipal and provincial regulations regarding duration and messaging on electronic signs that we must adhere to. Doug Willoughby felt it unfair that the CN railroad track sign apparently did not need to adhere to the same Highway Traffic Safety Act.
- e) Thanks and a round of applause were given to Fran Kovar for agreeing to be our interim minister.

25. Parish Positions: A slate of wardens and volunteers were presented to the congregation as potential members of a Selection Committee to choose the new Incumbent for St. Paul's on-the-Hill Anglican church. The Diocese expects a search will take 9 months with Search Committee Meetings occurring every 2 weeks and 3 hours of homework per week preparing a Search Document, visiting other parishes to observe suggested Priests, etc. Potential members of the Search Committee are:

- Pam Johnstone (Rector's Warden) - Mandatory
- Bruce Hampson (People's Warden) – Mandatory
- David Karram
- Steve Masson
- Marilyn Sinclair
- Edward White
- No further nominations or volunteers.
- A motion was made to accept the Selection Committee as presented. Motion by Jim Doxsee. Seconded by Clare Masson. All in favour. Motion carried unanimously.

26. Next Vestry Meeting: Sunday February 28th, 2021 at 12:30 p.m.

27. Motion to Adjourn:

- Moved by Anil Parassar. All in favour. Carried unanimously.

28. Adjournment:

- Vestry closed with the singing of the Old 100th. Meeting finished at approximately 2:26 p.m.

From The Parish Register

**Due to the unusual circumstances of the pandemic, we have not listed the attendance as it is so staggered.*

Faithful Departed

Clifford Errol Ellis

Edith Agard

Michelle Kaelyn Logan

Elise Gloria Redpath

Letter to the Vestry from the Interim Priest-in-Charge

Usually, I write a report that I entitle “On the State of the Parish” but this year there isn’t really a report. The Wardens and I frequently receive questions asking “what’s going on”; “there’s not enough information forthcoming” and I’m sure it can feel like being excluded or in the dark. I can assure you we are doing our best to communicate but, frankly, there’s not a lot to report. Covid-19 has disrupted anything like normal parish life.

When I began on Jan 2, 2020, I could not have imagined what the year would have in store. It has been a challenge at times to provide the kind of care and worship that you are used to and that I would have liked to have done.

During the first 2 months we had typical St Paul’s worship: 3 services – 7:45 BCP Communion. 9:00 Charismatic Eucharist. 11 Holy Eucharist with traditional/contemporary music. Wednesday healing services continued, a time I very much enjoyed; in addition to celebrating and offering the laying on of hands I was able to teach. We were able to provide Holy Communion with the reserved Sacrament in Orchard Villa three times; the last just before the lock down. The volunteers and I missed the sickness that would envelop that Home.

On March 8 the Eucharist was celebrated but reception was in one kind only: the bread. On March 15th the lockdown came with virtual Morning Worship/Celtic services. At first the service was filmed and posted on the website later on Sunday.

Moving into April we began to live-stream the service and each week was a learning experience. It felt very strange not to have Easter services in a full church where folks were singing “Alleluia”. We gradually, in May, moved to alternating musical forms: traditional/contemporary hymns or Praise songs

June 30, we received the first set of Protocols for reopening from the Diocese, and began to plan, and to order cleaning supplies, masks and gloves.

On August 19 the Diocese sent a revised set of Protocols allowing September 13 as the official reopening. September 6 was a rehearsal with the ushers. With chairs and the folks on the platform we could accommodate 42 people. We never managed to get a “full house” and ultimately a total of 7 people registered for the 2 services. Therefore we made the decision to go virtual again.

In November after a Parishioner said how much she missed her church we returned to in-person, one service of Holy Eucharist with live-streaming as well.

Covid numbers continued to rise and we met in person until the Festival of Lessons and Carols on Dec 20. I took the decision to pre-record the Christmas services early in December and as it seemed questionable by Monday December 21 if we would be able to worship in person, in retrospect it seemed prescient. The 2 Christmas services were beautiful and with only 3 choristers, a saxophonist, an organist and a pianist we managed to create a wonderful sound.

Some small groups were able to continue through the use of Zoom and I applaud the leaders for their ingenuity so that the participants were able to grow spiritually. Through Joanne Karram’s coordination the Women’s Fellowship developed a Thursday morning Zoom “coffee time” for

prayer, scripture and reflection. The Women's Christmas Service was an important part of this group's ministry; probably the most watched of any of our services.

This has been a challenging year for all of us. Although worshipping at home was odd for you, once I accepted that the virtual services were our reality, I was able to enjoy leading the non-Eucharistic services. My one regret is that we couldn't continue the Wed service - my opportunity to teach. The Bishop renewed my contract three times and I am pleased to be able to serve God at St Paul's during an exceptional (unprecedented) time in the world, the country, and the Church.

I would like to thank the many people who have contributed to the worship life of St Paul's in 2020 and I apologise in advance if I have left anyone out. You are appreciated.

Thank you: to the Wardens for their leadership; to the choir for the 2 months we were able to be together; to the ushers and counters; to the servers, readers and Intercessors; to Joanne Karram for keeping me apprised of the music you know, her talent on piano and organ, and leadership of the choir; to the bands – youth and adult- providing lively worship music; to the small group leaders; to the Altar Guild especially with the changes brought about in closing, opening and closing again. Margaret Wells was new as the directress in 2020, and so sometimes we were finding our way; thank you for your patience. Thank you to Barb Thompson who initiated me into St Paul's, and worked largely alone for the last months of her time before she retired. Thank you to Michele Broad who began a job at a very difficult time and maintains her cheerful disposition while learning the ins and outs of Anglican worship with a priest who changes things. Thank you to the Rev Doug Willoughby for his assistance in worship and providing pastoral care. To the Rev Dr Paul Scuse thank you for your support in filling in Sundays when I have needed a break.

A special thank you to those who made the Christmas services so meaningful: Sharlah Barter, Dave Hamilton, Joanne Karram, Cynthia Peroff, Mathew Templer, Bonnie Thomson.

Thank you, Bill (Bradbury), you have gone above and beyond what anyone can expect of a volunteer videographer (if that is the correct term), and pointed me in the right direction in choosing Praise music.

And to you, the members of Vestry and the congregation of St Paul's on-the-Hill for your presence and support thank you.

The Rev. Fran Kovar

Warden's Letter

Much like the rest of 2020, writing this year's Wardens' Report for the St. Paul's on-the-Hill Vestry Report will be unlike any previous year. It will be, to use newspapers' new favourite word – "Unprecedented".

As you know, our regular three Sunday Services were cancelled starting in mid-March as the whole province entered the initial Lock-Down phase of the COVID-19 response in order to protect the people of Ontario. In response to the government's orders that all places of worship should be shut down, Toronto Anglican Diocesan Bishop Andrew Asbil mandated that all Anglican churches were to be closed, starting in Lent and proceeding through Easter and the following months.

Bill Bradbury worked the technical, multi-media wonders which we are so thankful for to live-stream our services each Sunday, and Reverend Fran, who originally signed on for four months as our interim minister following Canon Kim's retirement, became adept at delivering sermons on-camera.



Following five months of closure, with much pre-planning and background logistics, St. Paul's on-the-Hill resumed in-person worship the week after Labour Day in September, with significantly altered protocols.

Initially we planned to offer all three regular services, with cleaning and sterilization between, however what the wardens thought would be the reality quickly came to pass once the altered services resumed...that worshipping in-person without band or choir; without fellowshiping, hugs and those little conversations as we shared the peace: these weren't the services we knew and loved.

For that reason, and because it was taking so many volunteers to sterilize pews, administer contact tracing lists, sanitize hands and provide enhanced ushering and movement flow to ensure safe physical distancing, our Sunday schedule was quickly reduced down to a single in-person service prior to the January lockdown, when services became virtual once again.

At St. Paul's, we continue to be blessed with a congregation who remembers that there IS a church on-the-Hill, waiting for them to return. A church building that continues to need the snow cleared, the grass mowed and a light in the window kept on, welcoming

them to return some day. We are also grateful to the Diocese of Toronto who have provided funds under a “Jubilee Program” to offset the effects of the Pandemic on givings.

We have done our best to estimate how the pandemic will continue to impact givings and we have drawn up the 2021 budget with the assumption that sometime (hopefully SOON) in the coming months, we will once again have a full-time incumbent.

Without question 2021 will be a time of unprecedented change. However we must never forget that the one thing that doesn’t change is our confidence that none of this, not the pandemic, not changes in government, not changes on-the-Hill, not anything...is a surprise for God. We trust Him...and continue on.

As your Wardens we continue to ...keep the church running...keep the lights on...and keep you safe so that one day, we can ALL return to St. Paul's and have a big, joyful, God-filled, wonderful reunion...just not yet.

Sincerely,
Your Wardens

*Pam Johnstone, Bruce Hampson, Kehinde Ladipo, Melanie Foord, Franklyn Wyke,
Ivan Hunte, Sophia Levy-Presner*

*From Pastor Doug

I sit here racking my brain to think of some memorable or spiritual plateaus we reached in the year 2020. In all probability, like many I have heard or read, I think that it is just best to put it behind us. Perhaps we could even invoke the apostle Paul and say ‘..forgetting those things that are behind and pressing on to the prize of the mark in Christ Jesus...’

There really isn’t a lot to report about my areas of ministry. Power, Praise and Healing have not been operational for the past year. I believe I went home sick in January, plans fell through in February and then Covid 19 hit with shutdowns in March and pretty much lasted throughout the year with a couple of brief times for very limited in Church worship. I preached many times throughout the year, but spent a considerable amount of time on the phone checking in on many of you. Easter looked entirely different as did Advent last year.

I think it is safe to say that none of us knows what this New Year will bring and how it will affect each of us as individuals, or as families and as the Church. While we don’t know the future; how wonderful to know He, who holds the future. Can I take a moment and ask you to read through Psalm 91 and

realize you can pray that Psalm over you and your house each day.

The Year 2021 is going to look different from 2020, but my confidence is in the Lord.

God Bless each and every one of you Richly.

Pastor Doug

Incumbent/Selection Committee Report

Elected at Vestry 2020 your selection committee members are as follows;

Pam Johnstone..... Rector's Warden/ Chair
Warden

Bruce Hampson..... People's

Steve Masson..... Parish member
member

Marilyn Sinclair.....Parish

David Karrem.....Parish member



Our first task after Vestry was to prepare a prayer that we could use both at our meetings and at the beginning of our church services.

We then started working on the Parish profile for St. Paul's-on-the Hill. We worked with careful dedication making sure our profile spoke to all the areas of our Parish. It was hard at first as we adjusted to Covid 19, Zoom and agreeing on the contents of said document. We also had to keep this document within reason, no more than 20 pages. We had much to say about our beloved church but were reminded to leave something for the new Incumbent to discover.

Once this was complete and approved by the committee we moved to the next step. Under normal circumstances we would have held a forum at the church. The purpose of this would be to get opinions and thoughts from the parish about a new Incumbent and the consensus of whom we might be looking for. This would confirm or send us back to the drawing board if our prepared profile did not line up

However, Covid stopped that. What we were able to do at the suggestion of our appointed Diocese coaches is to hold a forum via Zoom. To keep things in an orderly fashion we chose to ask several leaders to poll their groups with several questions we had put together. We met via Zoom and reviewed the answers with these leaders. The Zoom forum was a success and our profile did indeed reflect the majority of parish thoughts.

We then went to Phase two. Phase two is where the Bishop receives names.

Once the Bishop approves the potential candidate's she will let us know. From there we interview and once we make a selection we tell the Bishop and she makes the appointment of the new Incumbent.

We know God is preparing the right person for us and we must be patient.

While we wait please join us in our Prayer,

Almighty God, giver of all good gifts and source of all wisdom and understanding, guide us with your Holy Spirit as we move through this time of transition into new leadership. Be with us on our journey as we work together to discern what is best for our parish. Sustain us as we face each new challenge and help us to be ambassadors of your love in all we do. We ask this through your Son, Jesus Christ, now and forever. Amen

Sincerely,

Pam Johnstone

Selection Committee/Chair



Envelope Secretary's Report

For the year 2020, we issued 438 tax receipts to families that made donations to support the ministries of St Paul's. These gifts represent approximately \$336,000.00 broken down into approximately 3,000 individual entries. This year's receipts included donations to specialized ministries such as: Christmas Hampers which accounted for 185 donations and approximately \$ 44000.00 in addition to those supporting Youth and homeless Backpacks, Scholarship Fund, Altar flowers, Foodbank, Outreach, Children and Youth ministries as well as the important upkeep and operation of our church and the teaching and spreading of the Word. Some contributors are people who make regular and ongoing donations while others are visitors to the parish or who donate for a specific purpose.

Because of the volume of receiptable items, it is always important to either use a numbered envelope **for the current year** or **your complete name** for every donation made through the church or through e-donations. Every effort is made to ensure people get proper credit for any donations made to the parish. The regular use of numbered envelopes, e-donations or registration in the PAR system helps greatly in this matter. Please never use envelopes or a number from a previous year since numbers do get changed and you may be inadvertently giving credit to someone else.

There are currently 80 families who utilize our Pre-authorized Remittance System (PAR). This system allows monthly offerings to be withdrawn automatically from contributors' bank accounts thereby making this an expedient and easy method of giving on a regular basis. Joining this program is as simple as completing an authorization form. This year, we started using e-donations and that has proven to be a quick and easy method for making sure your donation reaches the church. Please see the church website for directions on using this method.

Please contact me if you require envelopes or wish to register in the PAR system or need to change any other information. I would be pleased to answer any of your questions or concerns. I can be reached at 416-660-1093 or by email at cassiew@sympatico.ca.

Respectfully submitted,

Cassie Williams

Envelope Secretary 2020

Property Committee Report

The Property Committee at St. Paul's on-the-Hill is responsible for overseeing the care and maintenance of the building and grounds. The committee is comprised of a group of dedicated volunteers, who give their time and talents, as needed, to help keep the buildings and grounds in a good state of repair. We strive to be good stewards of the resources and trust of the members of the Parish, which allows all to have safe and comfortable surroundings for worship, learning and fellowship.

As we know, everything changed with the arrival of Covid 19. However, some maintenance items still have to be done: e.g. Fire inspection and repair of defects found; elevator inspection and maintenance, and roof repair after wind storms etc. These items have to be addressed even though the main church is not being used like it was, prior to Covid 19. The space occupied by the daycare is still being used, since the daycare re-opened following the initial shutdown in March.

The Covid protocols by public health and the diocese meant that changes to the way the building was used had to be made. The building capacity was reduced, and social distancing requirements meant that there could only be about thirty-three people in the worship space per service. There is a requirement to sanitise all surfaces after each use. Signs and guidelines had to be posted inside and outside and pews roped off to maintain social distancing.



2021 improvements: As a result of improvements in recent years, the property is in very good shape. However, there could be things that pop up unexpectedly, such as burnt-out light bulbs, replacing rusted pipes in sprinkler room. We continue to monitor the buildings and grounds to identify potential problems and plan timely repairs before they become major emergencies.

Changes in legislation and insurance liability issues mean that we have to use more professional labour, licensed and insured, to complete some of our maintenance projects. This drives up the cost of various repairs. Therefore, we are looking for volunteers that can help us in any capacity (skilled or unskilled), with our ongoing maintenance issues.

Yours in Christ,
Ivan Hunte

ALTAR GUILD

Looking back on 2020 it was such a different year for the Altar Guild. Services were very different for a large part of the year with constant changes in times and format due to Covid 19. Unfortunately, the Altar Guild was not able to work in teams as we usually do but never- the-less the work of setting up the Altar for each Sunday and decorating for the special festivals was still carried out.

At the beginning of the year, we were very sorry when Pat Bennett decided to retire after leading the Altar Guild for 16 years. She is missed so much and her years of leadership are a blessing to us all at St Paul's. Joan Stubbings also decided that it was time to retire and we thank her for her work over the years. Evelyn Hamlet is planning to step down from leading a team but has indicated that she will help out when necessary. Her continued support will be much appreciated. We are pleased, however, to welcome Karen Regular as a new member to our group.

I am very grateful for the support of the members of the Altar Guild over this time. Palm Crosses were made by several people in their homes rather than at the church and some members even delivered them to friends and neighbours.

As we enter a New Year we all hope that we will return to a more "normal" life and are able to continue services at their usual times and format so that we can resume working as a group again. When we do, I would encourage women, who are interested, to talk to me about joining this group to serve St Paul's in this important work.

Your Sister in Christ
Margaret Wells





Choir Vestry Report 2020

The year 2020 with the Covid 19 pandemic brought many changes to our nation, our church and subsequently to our choir ministry. Being unable to sing together for safety reasons necessitated the suspension of the choir as a group in the middle of March. I want to express my great appreciation to all the choir members who, before that date, so faithfully led in worship and prepared anthems for the 11 a.m. service. Thank you!

During the first months when services were conducted without a congregation, two of our choir members took turns leading worship by singing the hymns for our online audience. When things opened up a little and a congregation was permitted, the call went out for more choir members to volunteer. However, no other choir members felt comfortable or safe coming to sing during this time. At Christmas, three choir members worked very hard and did a wonderful job preparing and singing beautiful Christmas music for the five “special” Christmas services. Thank you, Cynthia Peroff, Sharlah Barter and Mathew Templer, for all you have blessed us with in 2020 and thank you Bonnie Thomson (piano) and Dave Hamilton (sax) for adding joy to our Christmas services. And, of course, I want to express our heartfelt appreciation to Bill Bradbury who so faithfully, patiently and competently operated the sound and video systems throughout the year. His help has been immeasurable.

We don't know what 2021 holds, but, by God's grace, we will continue to provide worshipful music to the congregation at St. Paul's in the days ahead. And we hope it won't be too long before we once again have a choir that can sing God's praises together.

Respectfully submitted by
Joanne Karram



Audio/Video Technical Ministry Report

Expenses

Stating the obvious and perhaps trite, 2020 was an unusual year; the expenses of the AV Technical Ministry were no less unusual. Operational expenses were minor, approximately \$160 for supplies and consumables excluding licenses (CCLI Song Select, DJ). However, a special capital expense item of \$3,000 was requested and approved to cover hardware required to broadcast live-stream e-services, see below.

The A/V Ministry

The year 2020 started “normally”, much like the previous one, where all regular and many special services provided at St. Paul’s were supported by the A/V team: the 7:45AM service with audio-only support, the 9:00AM and 11:00AM services with full audio and video support.

We departed from the “normal” in March when regular attended services were abandoned in order to comply with COVID-19 physical-distancing rules imposed by the Province of Ontario and the Diocese of Toronto. However, parish senior management decided to continue offering pastoral guidance and comfort through non-attended virtual services via the internet, a new departure for St. Paul’s.

It was readily apparent that the equipment owned by the church was not optimal to meet the challenges of live-streaming a high-quality product. However, we were assured that the period of inconvenience would only be a matter of a “few weeks” at the most, so we decided to go ahead with what we had.

Lyrics and liturgy are projected onto the screen in the sanctuary using the presentation software EasyWorship. The computer that we used to host the presentation software was 10 years old and was too slow to support modern HD video, so we were limited to using outdated poor-quality SD video for the broadcasts if they were to include lyrics/liturgy supers. I dug out an old SD camera from our basement and cobbled together a system of obsolete hardware and free communications software (OBS Studio) and we went “live” (with SD video and poor-quality audio) on March 15 using my personal channel on YouTube.com as the web host.



Figure 1 Dell G5

During the summer, there was a brief interval during which attended services were again allowed but at a severely reduced occupancy rate. During this period, we continued to offer the virtual e-services, since the full congregation could not or would not attend physically. Also, at this time, it became apparent that the requirement to continue to offer the virtual services would be much longer than a “few weeks”. We decided, therefore, that it would be desirable to upgrade our broadcasting facility to accommodate modern HD video and improved audio. A special budget item of \$3,000 was approved by the board of wardens, with which a new, very fast, Dell G5 computer (figure 1) and BlackMagicDesign ATEM Mini Pro video switcher/streamer (figure 2) were acquired. It was also decided to inaugurate a brand-new YouTube channel “St Paul’s on-the-Hill TV” as a web host for the live-streams, instead of my personal channel. The new broadcasting configuration and new channel came online in August/September.



Figure2 ATEM Mini Pro

You may join a Sunday E-service by going to the church website and clicking on the link provided on the first page. Or if you prefer, go directly to YouTube.com and search for the channel “St Paul’s on-the-Hill TV”. We have provided an e-service every Sunday since March, plus a special Women’s Christmas E-Service on Dec 11, a Christmas Eve and a Christmas Day E-Service. The virtual congregation has been fairly consistent throughout, with approximately 150 devices accessing each broadcast. (how many people view each device is unknowable). The Christmas weekend E-Services in total were viewed by almost 500 devices.



Vestry Year 2020 Report

St Paul's Ushers / Greeters Ministry

Friends in Christ,

At this time of year, when we normally get together to Review the Past and Plan the Future, our Church remains shutdown, owing to the Corona Virus Pandemic.

In Autumn of 2020, our Church was briefly re-opened after implementing the measures to comply with Diocese and Government Guidelines pertaining to the building occupancy during the virus outbreak.

During this re-opening period of about 8 weeks, the Usher/Greeter Resource comprised 15 members from within the Church as follows:-

7 Members from the various Ministries
8 Members from the regular Usher Teams.

This was due to Usher/Greeter Team requirement of 4 persons per Service to comply with new opening guidelines.

We would like to express our gratitude to the Ushers and Greeters, who came on board to make re-opening of our Church a success.

Our sincere thanks also go out to Clergy and the Leadership Team for getting the Weekly Services into the homes of the congregation while we remain in shutdown mode.

With His Blessings

Ossie & Carole Fowler

Usher / Greeter Coordinator



The Prayer Circle

Led by David Karram and Evlyn
Hamlet
Vestry Report for 2020

Our heavenly Father is continuing to work as we bring prayer requests to him. This has been especially true in the many varied situations we have experienced this year with Covid-19 and changes in our church leadership. A whole new focus on God comes from difficulties we face, and we grow into trusting him at a much deeper level.

Many have struggled with Covid-19, wondering why God would allow this to happen. He could have prevented it completely – or at least immediately stopped it. Strangely, we have the God who enters fully into our suffering although he dreads crucifixion. Our Lord in the Garden of Gethsemane begs his heavenly Father not to let him go through the torture of the cross; and, as we hear our Lord's prayers from the cross, we understand God and ourselves in a whole new way.

On the cross, our Lord prays for wrongdoers to be forgiven, and he commits his spirit into God's hands even as he dies. In the same way, we are accountable to God because some things really are wrong. Facing this in prayer and asking him to change us brings us into the relationship he longs for us to have with him. We have hope even in the face of death, for being absent from our body means we are present with our Lord (2 Cor. 5:6-8); and our Lord's resurrection tells us those who accept him also will be resurrected. As we pray, God meets with us and deepens our relationship with him.

It is good to know the One who has overcome death itself hears us as we pray. This includes our prayers for his will to be done in our search for new priestly, pastoral leadership, including youth ministry. Our trust in him grows as we pray, knowing he hears our every prayer and is with us in this time of waiting. Also, trusting him means we rest in him, knowing he knows our needs even better than we do.

As we bring our prayers to him, he becomes our peace and comfort, gladly giving us himself. We thank him for the privilege of praying with and for you as needs arise. Thank you for continuing to provide us with that very special privilege! And special thanks go to each member of this team for their very great faithfulness.

If you have requests for which you would like us to pray, please contact

David Karram at 905-683-3467 (dksurfer7@gmail.com) or
Evlyn Hamlet at 905-839-6176.

Full confidentiality is ensured, with only first names being used unless permission is given otherwise; and there are some situations where no names will be used.

In all this, God is at work and we thank him for his love always being there. If you would like to join the Prayer Circle, you are most welcome to apply by contacting David Karram.

We deeply appreciate and value your continued prayers for others and for us in this ministry.

David Karram
Evlyn Hamlet

**ST. PAUL'S-ON-THE-HILL
Vestry Report for 2020**

***Tuesday Morning Men's
Fellowship***

As our Tuesday Morning Men's Fellowship has met each week, we have had a very special sense of God's presence and guidance throughout this year. Whether in the "Upper Room" or by Zoom, time spent listening to our heavenly Father has been very

meaningful. We met at the church until Covid-19 came into effect and we had to stop in March. Sadly, this meant a breakfast meeting we had planned had to be cancelled. By May, we missed our times together so much we decided to continue by Zoom. This meant an improvement in computer literacy for some of us! Near the end of July, we took time off for the summer. Our Zoom meetings began again at the beginning of September and continued until our Christmas Break started just before Christmas.

Our time together from 10:00 a.m. to 12:00 noon seems to go by very quickly!



Our fellowship with God is an ongoing part of helping us to grow into the people he wants us to be, and it is good to know he enjoys being with us. We share needs and pray together, knowing he welcomes us and our prayers. This is followed by reading the Scriptures and sharing what God is bringing to our attention.

Shared leadership of sessions, lively discussions, deep honesty, much laughter, serious questions, and thoughtful responses have all continued to be

most enjoyable. In all this, there is the goodness of inviting God to speak to us and his delight in doing so! Our heavenly Father loves communicating with us through our readings leading to shared questions, experiences and insights. We are thankful for the perspectives he gives us in our times together with him as we seek to have his heart and will central to what we read and discuss.

Having finished reading the book of Revelation, we are now reading through St. Paul's shorter letters to churches, beginning with Galatians at the end of June. Before we start one of his letters, we read the section of Acts where that church is mentioned. Those stories in Acts provide us with greater understanding of God's guidance in establishing churches. This continues to be a solid reminder of the eternal world to which our Lord invites us. The many insights given have made our two hours together each Tuesday disappear very quickly.

As we reflect on all this, we are thankful for the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit at work in our sessions. We thank God for each one who attends, and you are most welcome if you would like to join us. If you have any questions, please feel free to contact:

David Karram at 905-683-3467 or dksurfer7@gmail.com;
Ivan Hunte at 905-509-5415 or ivan.hunte@gmail.com; or
Peter Kirwin at AAAWimp@gmail.com

Respectfully Submitted,

David Karram



Women @ St. Paul's Ministry Vestry Report 2020

Planning Team: Sharlah Barter, Janis Caleb, Judy Carpino, Helena Heesen, Joanne Karram, Zina Stewart, Margaret Wells, Marilyn White, Cassie Williams

Jan. 23, 2020: We hosted a "Lunch Out" event at Amici Restaurant where over 30 women enjoyed a delicious lunch and welcomed our Interim Priest, Rev. Fran Kovar.

February 2020: We initiated our first "Friendship Coffee" at McDonalds (Liverpool and Kingston Rd.) which we hoped to continue once a month for the foreseeable future.

March 2020: Family Movie night, ("Overcomer") planned for the end of March was cancelled when the Covid 19 lockdown hit mid-March. Several other spring events which were in the planning stages were also cancelled.

Facebook: In March, Zina Stewart very capably set up a private Women@St. Paul's Ministry Facebook page. Members are able to connect and post faith-based, inspirational posts as well as stay informed about St. Paul's events. Thank you very much, Zina!

Phone Team: In the summer, we were invited by the church leadership to form a Phone Team to check in with all families on the Parish List during the Covid 19 restrictions. This was done and continued for the rest of the year.

Sept. 2020: We resumed our planning meetings, socially distanced, in the parking lot of the church on September 15. Our main concern has been how to help the women of St. Paul's to stay connected. Subsequent planning meetings have been via Zoom.

October 2020: October 8 we began a weekly "Coffee Chat/Friendship Coffee" via Zoom for any women of our church who signed up by email to receive the link. These have been hosted by Judy Carpino and Kim Blair. Between 15-20 women have joined each week for an informal online "chat" about the "Fruit of the Spirit" or topics related to the season of the year (Thanksgiving, Christmas, New Year). Although these have a very informal format, an inspirational spiritual focus is evident in each meeting.

December 2020: On December 11, our 3rd annual Women's Christmas Service was broadcast on YouTube. It was hosted by Judy Carpino and produced with the expert technical help of Bill Bradbury who assisted in more ways than can be listed here. Thank you so much, Bill! Our speaker was Spiritual Director, Monica Romig Green and we were treated to special music by Sharlah Barter and Cynthia Peroff and a skit performed by Jo-Anne Adams.

God has been good in 2020 and we sincerely appreciate all who have contributed and connected to our Women's Ministry at St. Paul's during this unusual year. To God be all the glory!

Respectfully submitted by Joanne Karram

"To be included in the list to receive information about our weekly Friendship Coffee Chats, or to ask questions or make suggestions about our Women's Ministry, please email women@stpaulsonthehill.com

Sunday School & Youth Update



The year 2020 has been a year of significant change for the children and youth ministry at St. Paul's on-the-Hill.

The year began normally, although the morning Sunday School classes had to be combined into one group, due to a lack of volunteers. Bedlam and Ground Zero ran in the evenings and Jr/Sr. Youth Group events attracted up to 19-35 participants from both the parish and the local community. In addition, "Kid Zone" provided a meal, Bible-based activities and fellowship for children while providing a welcome respite for their caregivers.

The initial COVID lockdown came just days before our annual Vacation Bible Camp was due to start. In spite of the short lead time to make such drastic changes, Dee and Jacquie James pivoted beautifully and provided both an online camp and on-going online outreach to the children and youth of the parish during these early days of the pandemic.

Using a mixture of YouTube, Instagram, Zoom and a Church Online Platform (an interactive online program that allowed children/youth to interact and chat) they were provided with a mixture of worship, teaching, skits, videos and games, reinforced by "Home Guides" which further reinforced Bible messaging.

A total of 12 participants completed Confirmation classes, however the planned May 24th visit from the Bishop had to be postponed due to COVID. Since an integral part of confirmation involves the laying on of hands by the bishop this important event cannot be done virtually so we are waiting until social distancing guidelines are relaxed and a new date can be booked with the bishop.

With the gradual loosening of restrictions when the summer started, hopes were high that by July we would be able to have an in-person Vacation Bible Camp at the church, however this, too, had to be done in a shortened, virtual manner. We were incredibly grateful that, when restrictions did ease in August, Dee and Jacquie took the initiative to run actual, in-person events at the church, prior to the Second Wave lockdowns of the autumn.

In November we wished Dee and Jacquie well as they moved on from St. Paul's. We are now in the process of rebuilding and restructuring the Sunday School and Youth Program.

Keeping the connection, a pre-Christmas "porch drop" that included Bible-based activities and treats was done for approximately 25 youth/children who were recent attendees along with a note to remind them that they were warmly remembered and that we hope to have new activities for them in the new year.

We look forward to working with our new incumbent, once chosen, to refill the position of SS/Youth Minister on-the-Hill so that this most vital ministry can ramp up fully later in the year. For those of you who may have volunteered with St. Paul's youth or Sunday School in the past or feel moved to start, we would LOVE to hear from you with ideas for how to maintain our outreach to our younger members.

Sincerely,

Melanie Foord
Deputy Warden for SS/Youth

Kid's Outreach Program

The 2020 Kids Outreach Program was very different this year due to the COVID-19 pandemic. In order to respect social distancing guidelines and keep everyone safe, it was decided that gift cards would be distributed. The Staples gift cards were offered so that families could then purchase the items that the students needed most to fit in person or virtual learning settings. A total of 120 gift cards in the amounts of \$30.00 or \$40.00 (dependent on grade level) were delivered to schools so they could reach out to the students in most need.

Thanks to the generosity of St. Paul's congregation for your financial donations to the Kid's Outreach Program. We were able to reach out to St. Paul's on-the-Hill Children's/Youth Ministry, three elementary schools, one high school and a women's shelter in our community.

We received some very thoughtful and encouraging feedback:

"Thank you, again, for your organization's generosity in providing the gift cards to our students. We will express our appreciation and acknowledgement via our social media and our back-to-school September newsletter."

"Thank you so much for the gift cards for our students. The families were so grateful for them and will put them to great use!"

"With your contribution we are inspired to share hope with those who seek refuge from violence, abuse and fear in this community. We are able to extend hope to families of the shelter."

The parish of St. Paul's on-the-Hill have very generous and caring hearts and we value this. We appreciate everyone's hope for the children and youth of our community.

Respectfully submitted,

Lorna Smith & Michelle Brochu



St. Paul's on-the-Hill Community Food Bank ***Vestry 2020***

Mission Statement

St. Paul's on-the-Hill Community Food Bank's mission is to provide a nutritional supply of food in a welcoming and supportive environment to residents of the City of Pickering and Town of Ajax.

Although the COVID pandemic brought hardship to many people in our community and around the world, the food bank had a challenging but successful year. Food donations and financial support flooded in from the region and beyond. We have never had such a response to the needs of our clients. Many companies donated financial aid for the first time. Residents organized gigantic community food drives and families came together to share with others. We have been overwhelmed by their generosity.

At the food bank we had to quickly pivot to create a safe environment for our volunteers and clients. Many volunteers stepped away from their duties due to health concerns (some have returned but not all). Starting in March clients did not come into the food bank but were served at the door. Volunteers followed all the Health Department guidelines: wearing masks and maintaining physical distance. Work schedules were changed to limit the number of people in the food bank at one time. We NEVER closed and continued to meet the needs of our growing client list.

Here is a brief summary of our activities:

Statistics

- 3721 client visits feeding 11860 people.
- 24% increase over 2019
- 70% of our clients are Pickering residents, 30% are Ajax residents
- Financial donations increased by over 400%.
- In December we received more financial support than in ALL of 2019
- Operating expense increased to \$113,876, an increase of 18% over 2019

Notable events from 2020

January-February

- We joined Feed The Need Durham so we could use Link2Feed software
- Visit their website for details: <https://feedtheneedindurham.ca/about-us>

March-August

- Covid arrives
- Our annual golf tournament was cancelled

September-November

- Thanksgiving Food Drive was larger than the past few years
- Dramatic increase in donations
- More people are in need of food assistance
- A custom designed reception desk is installed

December

- 180 Christmas Gift Bags were distributed
- Another massive increase in food donations.
- 2 extra units have been rented to accommodate the increase in food donations this Christmas.



Thank you to everyone who has supported our food bank with food donations or financial offerings this year.

Respectfully submitted

Margaret Jocz

Backpacks for the Homeless



Matthew 25:40: "The King will reply, whatever you did for one of the least of these brothers and sisters of mine, you did for me".

Spring 2020

The spring of 2020 brought new challenges due to Covid-19. The backpacks for the homeless program was introduced to St Paul's-on-the-Hill congregation for two Sundays prior to being shut down due to Covid-19. Several shelters were called to see if they were accepting new or used items, however, unfortunately due to Covid-19 they were not. A decision was made to send cheques to four of the shelters so they could purchase items that were most needed at that time. The four shelters were Cornerstone, Joanne's House, Gate 3:16 and Herizon House. The shelters were very appreciative of the cash donation.

Responses to donations: "We are thankful for community partners like you who have reached out to assist us in the work that we do every day. Thank you for your ongoing support."

"You are the endless support in helping us to care and nurture; "mend" and listen and provide for the basics of life"

The Ajax Community Centre advertised that they were setting up a hygiene hub at the ACC and were accepting many items that we had on hand for the backpack program. Items such as deodorant, body wash, shampoo, bar soap, toothbrushes, socks, hats, gloves etc. were all donated.

Fall 2020

St Paul's were able to prepare and fill care packages for 75 clients at Florence Booth House in Toronto with your ongoing generous support. These care packages were given as Christmas gifts to the clients and were greatly appreciated. We would like to thank Rhona Bradbury and the knitting ladies for providing handmade matching hats and scarves to include in the bags.

Additional hats and scarf sets were delivered to Joanne's House and Gate 3:16 including hats and mittens for children. Children's items are delivered to families in need via Gate 3:16.

We would like to thank St Paul's-on-the-Hill for their support for the Backpacks for Homeless program. Even though we were unable to advertise as we have done in previous years, parishioners continue to support this program with their financial donations.

Respectfully submitted

Lorna Smith and Eva Boessler



**WE EXTEND HEARTIEST CONGRATULATIONS AND BEST WISHES TO
OUR 2020 AWARD RECIPIENTS!**

Due to the Covid-19 pandemic in 2020, it was necessary to make some changes in the way our Scholarship Program operates. The application and evaluation process were conducted electronically. We are sorry that our committee was unable to congratulate our award recipients in the customary way at a celebration service on Scholarship Sunday in August. Lovely pictures of the recipients with the plaques and information about their academic achievements are posted on the St. Paul's on-the-Hill website for you to review.

2020 ARCELIA HUNTE MEMORIAL INTERNATIONAL BURSARY

Ranai Gonzales (in memory of Joyce M. Gardner).

Ranai attends St. Andrews Anglican Church, St. Ignacio Town, Belize.

2020 ST. PAUL'S on-the-Hill YOUTH ACHIEVEMENT SCHOLARSHIPS

- **Elizabeth Scott**
- **Melissa White**

Heartiest congratulations to Elizabeth, Melissa and Ranai!

The Scholarship Committee would like to show appreciation to those who donated to the fund in the last year. Kudos to the professionals on the

Independent Selection Committee who volunteer their time. Thanks also to our pastoral team, wardens and members of our congregation, who assist us in various ways.

Scholarship applications for the 2021 year, will be available electronically on the SPOTH website (www.stpaulsonthehill.com), and will be sent to selected area churches and high schools in Ajax/Pickering by February. Donation forms are available on the website for businesses and individuals wishing to contribute. Individuals can make donations at any time, or for special occasions by using the donation forms. You can also make regular contributions through the PAR program. Thank you for supporting the future of our young people!

As we celebrate our thirteenth anniversary this year, we are proud of all recipients of the local scholarships and international bursaries. Best wishes to past and current recipients as they continue studies, pursue their careers or follow their passion.

SPOTH Scholarship Committee – Marilyn Sinclair, Marg Jocz, Anita Murray

**Scripture Reference printed on Bursary Form: "How can I repay the Lord
for all his goodness to me." Psalm 116:12**

A Motion Concerning the Executive Committee & Advisory Board

In recent years we have replaced the Advisory Board with periodic congregational meetings which were open to all members of the parish. We have also increased the number of Churchwardens to allow for better sharing of responsibilities. This has been a more effective & efficient organizational structure. Therefore:

- 1. It is moved that the Advisory Board be suspended for 2021. Congregational meetings, or Special Vestry meetings, will be held as necessary, which will be open to all members of the parish.**

- 2. It is moved that the Executive Committee be comprised of:**

A Rector's Warden, a People's Warden and three deputies, the Treasurer, a Secretary and the Rector.

Each Churchwarden will have oversight of, and serve as a liaison with, a designated area of our parish ministry.

	2021 Budget	%	2020 Budget	'21 Budget vs '20 Budget
Income				
1100-WEEKLY GIVINGS	251,425	76%	226,769	10.9%
1140-CHRISTIAN ED	5,430	2%	24,441	-77.8%
1200-BUILDING FUND	12,236	4%	13,091	-6.5%
1300-SPECIAL FUNDS	205	0%	115,670	-99.8%
1400-OUTREACH PROJECTS	800	0%	12,630	-93.7%
1500 - DIOCESE	-	0%	-	
1600-FELLOWSHIP/FUNDRAISING	-	0%	1,000	-100.0%
1700-RENTAL	61,577	19%	61,373	0.3%
1820-OTHER INCOME	-	0%	15,000	-100.0%
Total Income	331,673	100%	469,974	-29.4%
Expense				
2100-PERSONNEL CLERGY	161,267	49%	145,779	10.6%
2300-PROPERTY COSTS	72,934	22%	77,097	-5.4%
2400-GENERAL OPERATING				
2410-ADMINISTRATION	28,123	8%	31,775	-11.5%
2430-CHRISTIAN ED	7,717	2%	25,341	-69.5%
2440-CHURCH LIFE				
2441-Diocesan Assessment	56,852	17%	53,332	6.6%
2442-Synod	-	0%	-	
2450-FELLOWSHIP/FUNDRAISING	-	0%	100	-100%
2600-SPECIAL FUNDS	205	0%	115,670	-100%
2700-OUTREACH PROJECTS	800	0%	16,000	-95%
2800-WORSHIP	3,775	1%	4,400	-14%
Other Expense	-	0%	-	
Total Expense	331,673	100%	469,494	-29.4%
Net Income	-	-	-	

Interim Priest-In-Charge: The Rev. Fran Kovar
Pastoral Assistants: The Rev. Doug Willoughby
Honorary Associate: The Rev. Paul Scuse
Parish Administrator: Barb Thompson/Michele Broad
Churchwardens:
Rector's: Pam Johnstone,
People's: Bruce Hampson
Deputy Wardens: Ivan Hunte, Kehinde Ladipo,
Franklin Wyke, Melanie Foord,
Sophia Levy-Presner
Bookkeeper: Cathy O'Driscoll/Duanne
Ramkisson