



All Saints' Peterborough ANNUAL VESTRY REPORT 2020



I WILL WITH GOD'S HELP!

*Living into ~ and out of~
our Baptismal Covenant!*

ALL SAINTS' STRIVES TO BE

*A Worshipping Community, Celebrating God
A Compassionate Community, Mirroring Christ
A Community of Light, Revealing the Spirit*

*held via ZOOM
Sunday, February 28, 2021
11am – 1pm*

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AGENDA

Annual Vestry Meeting
February 28, 2021
11 am – 1 pm
Via ZOOM
Order of Business (Canon 19)

1. Incumbent takes the Chair
2. Opening Prayer
3. Election of Vestry Clerk
4. Acceptance and Approval of Vestry Minutes: Sunday, March 1, 2020
5. Incumbent Report and Presentation
6. Social Justice and Advocacy and Pastoral Care
7. Director of Youth and Family Ministry Presentation
8. Warden's Report
9. Auditor's Report – Presentation of 2020 un-audited Financial Statements
10. Warden's Presentation of 2021 Budget
11. Presentation of the Missional Strategy
12. Appointments and Elections
13. General Business:
 - Open Forum: Questions and Answers
 - Please indicate your intent to ask a question in the chat – the chair will call on you.*
 - Before beginning your question, please state your name for the Vestry minutes.*
14. Expressions of thanks
15. Adjournment

MESSAGE FROM OUR BISHOPS



Beloved in Christ, peace and grace be with you.

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

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

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

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

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

The second thing is, be prepared. We hear this summons often in scripture. *In the wilderness, prepare the way of the Lord*, cries the prophet. *I go to prepare a place for you*, Jesus says to his disciples. *Preach the word, be ready in season and out of season* writes Paul to Timothy.

As circumstances begin to change, as the vaccine begins to take a hold for the better, I hope that you will take as much time planning for a return as you did when our doors closed in March of last year. Coming back will take a special kind of care and effort. It will take time to allay fears, it will take energy to coax the

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

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

Galatians 6.9-10

Yours in Christ,
The Rt. Rev. Andrew J. Asbil
Bishop of Toronto



Area Bishop of Trent-Durham Bishop Suffragan of Toronto
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,

A handwritten signature in black ink that reads "+Riscylla Shaw". The signature is written in a cursive, flowing style.

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

VESTRY MINUTES 2020

Present: (50 in attendance) The Rev. Samantha Caravan, Rev. Suzanne McMillan, Margaret Greensides, Barry Greensides, Sue Lumley, Paul Lumley, Karen Sadler, Sarah Cook, Tammie Wickware, Karen Lockhart, Rosemary Bruce, Shirley Hurley, Sylvia Sutherland, Norma Jean Laing, Lois Noyes, Joanna Park, Judy Mills, Dianne McKay, Jamie MacVichie, Lois MacVichie, Bunny Laing, Andrew Park, Mabel Mosher, Libby Owen, Kim Bryan, Renée Paul, Jacqueline Kennedy, Marie Gracie, Pete Dunford, Leslie Yee, Marg Gadd, Bill Downey, Cormac Culkeen, Nancy Marshall, Joy Walker, Eric Sloan, Isabel Henniger, Curtis Bryan, Tracy Gemmiti, Diana Gregg, Tom Bell, Graham Hart, Janice Sloan, Ann Bell, Lloyd Hutchinson, Lois Cook, Peter Savage, Wendy McNab, K.R. Gadd, Randy Pagett,

Samantha thanks us for attending and call meeting to order at 10:56 am

Pastor Samantha Caravan opening the vestry Meeting in prayer

Sarah Cook was appointment Vestry Clerk by Samantha Caravan

Norma Jean Laing moved that the minutes of the Vestry meeting held Sunday, March 3, 2019, be accepted as printed. This motion was seconded by Eric Sloan and all were in favour.

Samantha Caravan outlines her **Priest-in Charge Presentation and Report**

Highlights included:

- All Saints' had congregational growth in 2019, hiring of Cormac Culkeen in September 2019, All Saints' had changes to Liturgy, Education and Community health, Lenten Flyer, the training of lay postal visitors, Senior eucharist and luncheons and a fresh start history taking

She also discussed in depth **Social Injustice** and our response.

- We have combined missional committees into one - renamed: **Social Justice and Advocacy**
- This new group consists of Sally Rye, Suzanne McMillan, Lois Cook, Cormac Culkeen, Libby Owen, and Norma Jean Laing
- This group will have two specific foci: Food Security and Truth and reconciliation (TRC)
- This group will also feature other 'Passion Projects', which are projects that are placed on our hearts by the Spirit. Ex, Backpack for prisoners - focus on this activity for several weeks
- There is a form in your Vestry Supplement for you to let us know about the Passion Projects

She also outlined the NCD results for us - **Become the Story we Tell - Natural Church Development**.

33 people participated in this survey program.

The surveys highlighted areas of needs: Loving relationships, Need-oriented Evangelism, and Passionate Spirituality. It also included areas that ranked the highest: Empowering Leadership (ex. ACW), Gift-Based ministries (ex. Choir, and Effective structures. Our Lenten study will be based on the NCD results - Pre-Lenten study will help to focus the MAP committee questions.

MAP presentation did not take place at Vestry, Trudi Farquahar will be discuss MAP with us at a later time. We did have more than 400 responses to the MAP. The highest aspects found through MAP was the choir and the music. Samantha gave praise to the choir which was then followed by a well done round of applause.

Tammie Wickware gives a presentation highlighting plans for **All Saints' 145th Anniversary** of the Parish. This celebration will be focused on "Who we are, where we have been, where we are going." The committee of Suzanne McMillan and Tammie Wickware have begun to plan out this time of celebration that will last from April to November of this year. Part of the celebration will be guests to our services - one each month. Each Sunday will have a small reception after the service. Planned schedule: April 12th or 19th - Bishop Philip Poole - 'Child of a Rectory', May 10th - Canon Milton Barry, June 14th - Michael Wright, September - All Saints' - celebrate 'US' at All Saints', October 11th (Thanksgiving weekend) - Matthew McMillan 'Child of the Parish', November - Bishop of Toronto - Andrew Asbil - rounding out the celebrations

Samantha then highlighted the area of All Saints' **Governance**

Finance Committee - discussed the mission with us. Members include: Judy Mills, Barry Greensides, Dave Watton, Samantha Caravan, and Joanna Park (treasurer)

She discussed re-forming our **Parish Council** - around the canon. Input from Parish Council will be sought regarding important parts of our church. The plan will be to meet four times a year. The meetings will include reports from committees and a chance to give input. Anyone can come to Parish Council - open door policy. It is a non-voting entity — just an advisory board.

Any word on automatic door openers?

Graham Hart responded to this question — no word yet. There are some estimates, but we haven't proceeded with that yet. Currently discussing the advantages vs disadvantages. The wardens will decide on the subject once the financial decision is made.

Do we have an envelope secretary? Asked by Lois Noyes

We do not; however, we are in the process of changing our administrative software

All the financial work will be done in the office - Power Church will not be necessary - work will be done in office beginning in April

Samantha reads a message from a Christmas card from parishioners - 'May our joys be greater, and our loads be lighter in 2020.'

Cormac Culkeen outlines their **Director of Youth and Family Ministry** report

Report can be found on page 14 of the vestry report

Cormac lets us know they are happy to be here, as Peterborough is Cormac's hometown

This is a good neighbourhood, and our neighbours need us. Cormac as enjoyed getting to know us. They feel joining the choir has helped.

Activities that have been introduced and successful:

- Hallowe'en night - event - about 50 people attended
- Confirmation - 3 candidates - Nov 17th, 2019

Mitchell Park made a presentation regarding his Confirmation journey. He discussed his one-on-one talks with Cormac. They would meet and discuss faith in many ways. Mitchell felt his experience was very much personalized for him. After his confirmation he started going to TGIF and he started trying to help out more at church.

- Christmas Eve - 'Pick-up Pageant' - 15 kids. The kids took it seriously and it went well
- Strike Day Kids Camp - 17 kids in total - day camp, where we met their parents with some kids we hadn't met, and kids connected to All Saints'
- Plans to host a *March Break Kids and Summer Discovery Camp*
- Thank God It's Friday - began the 1st week of Advent was the first week of TGIF. Supper is held at 6 pm, with a Service and relaxed Eucharist at 7 pm. An average of 12-20 people attend, some are new to our community.

Upcoming Events include: 2020 Acolytes training - Junior Server training, Junior Choir, Monthly children's focuses on Sunday, Growing presence in local school, joint youth ministry with other churches

Sylvia Sutherland thanked Cormac for their presentation and the job they do and then asked, how the information about the camps was send out. Cormac explained that there were posters around schools, as well as information sent to a Queen Mary parents group and a Facebook post.

Curtis Bryan, on behalf of the **Churchwardens**, discusses that this year has had a lot of change and transformation, including Grant moving on from the position of sexton. We have welcomed Shawn Blackwood as our custodian. Hermione Revision also retired, and Glenda Patton is our new Parish Administrative Assistant. We also had Syd Birrell retire and Tunde Okubadejo begin as our new choir director and organist. Curtis also mentioned that although the wardens are an 'interesting bunch" they gave tried hard to bring a sense of peace and a sense of future.

Joanna Park, All Saints' treasurer, presented the **Financial Report**

Operating Fund is deficient \$15,029. We were under budget in our offerings by \$13,500. However, we did have an unexpected revenue of \$4,300. Revenue was \$4,906 over budget with \$7,000 conning from ACW for repairs to the washrooms.

Internal Funding included the Heritage Trust providing \$47,000 to General Operation expenditures (including the traditional \$25,000 for salaries. We also were able to hire a youth minister. We also brought in \$24,796 from the Terraces and \$2,000 from St. Albans' fund.

Tammie Wickware discussed this year's **budget**. She highlighted that our expenditures were over by \$32,363. She discussed with us how All Saints' experienced a transition period in 2017, where we voted to stay open. However, change isn't easy. In the fall of 2018, Bishop Ryscilla met with us and she asked us to take a leap of faith and embrace change. Samantha then became the Priest-In-Charge at All Saints' — reboot the community (think of it being re-imagined). At this time, we were asked to take on a full time priest. Thanks to very generous gift provided in the fall — it allowed us to pay for the leap of faith we have taken.

Budget is 1.9% cost of living for our employees and we budgeted \$219,000 for salaries. Congregational growth is budgeted for \$20,500 which includes TGIF, Pre-Lenten day with Sylvia Keesmaat and advertising. We also have pointing that needs to be finished (\$50,000 for windows, caulking) property. We are looking for a 4.3% increase in your offerings. We also discussed how the Heritage Trust gives us an opportunity to look

after our property, church and community. The bequest of the Gail Dyer estate allowed us to pay for repairs, youth ministry, and full-time ministry. This helps us to take up the challenge from Bishop Ryscilla.

If you have any questions regarding finances and this year's budget, you can see Tammie Wickware.

Joanna discussed that the big thing to note from our statement of Position at December 31, 2019 is the cash position of \$27,000. We have a fund balance of \$64,000 which includes a \$30,000 deficit in General Fund - which is \$15,000 from this year and carried forward \$15,000 deficit from the year before. We are trying each year to balance our budgets. We have \$1.1 million in funds, such as Doris Fund and Heritage Trust, however, some of it is geared towards specific spending. We have money in. It is the plan to deplete the capital fund and to bring the money in to operation for all the planned upcoming repairs to our plant buildings. We have already used some for the washroom repairs. We also have funds from The Terraces. This year we took \$10,000 in the fund, and we still have \$70,000 left. We are looking at the future and are we trying to keep the right amount for future work.

Is the 30,000 deficient costing us anything? asked by Tom Bell

Joanna explained that we are using our own internal cash - we are just missing out on the interest that savings would have given us.

Traci Gemmiti asked about income that comes from the Parish Hall income.

We earned \$30,000 from Parish hall rental and parking lot. The main sources of rental income is from the KYO, dancer groups and the rental of the parking lot.

Motion to accept the 2019 financials and proposed 2020 budget as printed moved by Tammie Wickware and seconded by Joanna Park. Motion carries.

Tammie thanks Joanna Park for all her time and hard work for preparing the financial numbers

Nominations and Appointments - See revised page from Vestry supplement

Appointments (by Samantha Caravan as Priest-In-Charge: Curtis Bryant to the Rector's Warden

He has been a wonderful support and a good gauge. Samantha is grateful to Kim for the amount of time Curtis has spent on church proceedings.

Barry has completed 6 years as a Churchwarden or a Deputy Warden

Appointed Deputy Incumbent's Warden - thank you

Elected Position

Nominated: Randy Pagett

Acclaimed the slate of all nominations. They are now in position

Warden's appointments: by Curtis Bryan

Treasurer Joanna Park

General Business - Open Microphone

Cormac Culkeen - Youth minister, wanted to make sure that they made it noted that they grateful for encouragement and prayers

Samantha gives an expression of Thanks to everyone - especially to those in leadership roles
Deep gratitude Curtis, Tammie, Wendy, Barry and Joanna - a difficult year of change and turmoil and they were absolutely amazing. Thank you to everyone.

Also, Food not Bombs - sent a lovely card

KYO sent a very long thank you as well - they thought that having some of their young participate in our services would be great

Curtis Bryan - Wendy had stepped in to be one of our Wardens

- hard working, discerning, questioning, sense of accountability. Being a warden is not often a sought after job, but her time has been. Been extremely appreciated, she is a great asset.

Presentation of thanks to Wendy McNabb

Final word of Welcome to Tunde Okubadejo our new choir director and organist. He is becoming more comfortable with choir. Thank you for taking the call and we are grateful.

Sylvia Sutherland as moved to adjourn the meeting, seconded by Andrew Park

Meeting is adjourned

Last minute additions: Eric Sloan - 5 sleeps until Pub Chorale, Norma Jean Laing - Easter Eggs making starts on Monday

Who's who?

Leadership Team

The Rev Samantha Caravan	Priest-in-Charge
The Rev Suzanne McMillan	Deacon
Cormac Culkeen	Youth and Family Ministry
Curtis Bryan	Incumbent's Warden
Barry Greensides	Deputy Incumbent's Warden (until July 2020)
Geoff Matthews	Deputy Incumbent's Warden (July 2020)
Tammie Wickware	People's Warden
Randy Pagett	Deputy People's Warden
Tunde Okubadejo	Organist and Director of Choir
Joanna Park	Treasurer
Glenda Patton	Parish Administrative Assistant
Shawn Blackwood	Custodian

Committees and Positions

ACW

Karen Sadler (Chair), Ann Bell, Lynda Brown, Rosemary Bruce, Ishbel Bryan, Doris Buzzell, Marguerite Cook, Fran Edwards, Marie Ferguson, Deb Graham, Marg Greensides, Sandy Gunn, Shirley Hurley, Darlene Juriga, Norma Jean Laing, Mary Lloyd, Suzanne McMillan, Wendy McNab, Nancy Marshall, Mabel Mosher, Lois Noyes, Muriel Panter, Sally Rye, Vi Wilkinson, Barb Wraight

CHANCEL GUILD	Cheryl Baker (Head), Mary Edwards, Margaret Gadd, Tracy Gemmiti, Marg Greensides, Sue Lumley, Suzanne McMillan, Mabel Mosher, Dianne Pagett, Doreen Taylor
CHOIR	Eric Sloan (President), Ann and Tom Bell, Johanna Bousfield, Curtis and Kim Bryan, Andy Burke, Gary Burns, Cormac Culkeen, Max DeBues, Ben Keith, Jeff Lawrence, Peg McCracken, Madeliene McGregor, Nancy Marshall, Libby Owen, Renee Paul, Joanna Primavesi, Christine Slevan, Janice Sloan, Karen Taylor, Josie VanRyn, Joy Walker, Alissa Wease
COUNTERS	Clare Trussler (Head), Charlotte Hooper, Don Irwin, Lois MacVichie, Randy Pagett, Gerry Peters, Shirley Trussler
DORIS FUND	Tracy Gemmiti (Chair), Wendy McNab
EDUCATION	The Rev. Samantha Caravan, Cormac Culkeen, The Rev Suzanne McMillan
FINANCE COMMITTEE	Dave Watton (Chair), Barry Greensides, Randy Pagett, Joanna Park, Samantha Caravan
HERITAGE TRUST	The Rev. Samantha Caravan (Chair) Wardens will be announced after 2021 vestry, Ann Bell, Joanna Park, Isabel Henniger
LAY EUCHARISTIC MINISTERS	Russell Cook, Margaret and Ken Gadd, Sue Lumley, Geoff Matthews, Dave and Peggy Watton
LAY MEMBERS OF SYNOD	Andrew Park, Randy Pagett, Lois Cook (Alternate)
LAY PASTORAL VISITORS	The Rev Suzanne McMillan (Lead), Lois Cook, Margaret and Ken Gadd, Nancy Marshall
MISSION ACTION PLAN (MAP)	Trudi Farquhar (Chair), Ann Bell, Cormac Culkeen, Suzanne McMillan, Judy Mills, Randy Pagett, Tammie Wickware
NATURAL CHURCH DEVELOPMENT (NCD)	The Rev Samantha Caravan (Chair), Tom Bell, Trudi Farquhar, The Rev Suzanne McMillan, Geoff Matthews
PARISH COUNCIL	The Rev. Samantha Caravan (Chair), Geoff Matthews, Trudi Farquhar Randy Pagett and elected warden (Wardens), Joanna Park (Treasurer), Cheryl Baker, Sarah Cook, Cormac Culkeen, Tracy Gemmiti, Graham Hart, Dianne MacKay, The Rev. Suzanne McMillan, Rene Paul, Karen Sadler, Dave Watton, Peggy Watton
PROPERTY COMMITTEE	Graham Hart, Andrew Park (Co-Chairs), Tom Bell, Curtis Bryan, Russell Cook, John Downey, Ken Gadd, Darlene Juriga, Lois Noyes, Kevin Whitehorn
READERS AND INTERCESSORS	Tom Bell, Johanna Bousfield, Curtis Bryan, Russel & Sarah Cook, Deb Graham, Graham Hart, Sandy & Tom LaBranche, Philip Lake, Nancy Marshall, Madeleine McGregor, The Rev Suzanne McMillan, Andrew Park, Rene Paul

SIDES PEOPLE

Randy Paget (Head),

SOCIAL JUSTICE AND ADVOCACY COMMITTEE

The Rev Suzanne McMillan (Chair)
Lois Cook, Libby Owen, Sally Rye, Karen Bradley, Bunny Laing,
Leslie Yee, Norma Jean Laing, Cormac Culkeen and
Rev. Samantha Caravan.

WORSHIP COMMITTEE

The Rev. Samantha Caravan (Chair), Cheryl Baker, Kim Bryan,
Cormac Culkeen, Barry Greensides, Suzanne McMillan,
Tunde Okubadejo (Organist), Randy Pagett,
Sylvia Sutherland, Tammie Wickware.

FROM THE ALL SAINTS' LEADERSHIP TEAM

INCUMBENT ~ REV SAMANTHA CARAVAN

Will you ~ I will with God's help!

I will with God's help! - is the answer to the questions asked in the Baptismal Covenant. Questions about how we will live into and out of the gospel of Jesus the Christ. We do that through study, prayer, fellowship, worship, striving for justice, respecting the dignity of every human person, safeguarding the earth, turning away from evil, and when we fall into sin, finding our way back home.

Finding our way back home is a challenge in this COVID pandemic we have been living in for a year. Finding our way to the homes of those we love so that we can break bread together has been at times limited, and at other times forbidden. Finding our way: to family birthday, graduation, and anniversary celebrations has had to be facilitated over the phone, or internet, or through the mail. Finding our way: to a loved one in care in the hospital, retirement home, or long-term care has been so limited, and in some cases impossible, and saying a final farewell at a funeral has become so very difficult.

So, what happens when our idea or ideal of our home is challenged? What happens when staying home is the most loving thing we can do? What happens when one of those homes we no longer have physical access to is our beloved Church community and sacred space? Well, with God's help: we adapt and adapt we have.

As COVID closed our church buildings we were intentional about how we would stay connected. Through phone calls and prayer cards, we have remained a close-knit community. My sincerest thanks to those parishioners who make calls and write notes, you are offering a ministry of connectedness that is crucial to our community wellbeing. The ACW had to stop egg production, yet despite earning less money this year they generously added to the very generous anonymous donation given to replace the kitchen appliances. The MAP/NCD committees came together and worked long and hard to create the Missional Strategy. The strategy documents are available on our website, and I hope you received your copy of the summary in the Lenten mailing. The finance committee met regularly and was instrumental to the creation of this ears budget. Although not ideal the choir has had some ZOOM practices and is looking forward to singing together again whenever that is permitted. The Parish Council has met and offered valuable input to the Missional Strategy. The Re-opening team of Andrew Park, Cheryl Baker, Randy Pagett, Cormac Culkeen, and the Rev Suzanne

McMillan worked tirelessly to ensure that when we re-opened on September 20th you would be safe. When we did open the sides-people met the challenges of screening with grace and good humour. The warden team brought forward ideas to update the technology in the sanctuary and Heritage Trust took a leap of faith and approved the project. Now we have screens, cameras, and the ability to live-stream worship services. These upgrades will also benefit our neighbourhood and city. With the never-failing energy of the Rev. Suzanne McMillan the Social Justice and Advocacy committee have also risen to the challenge. Under the creative leadership of Cormac Culkeen our children, family, and youth ministry have grown. I commend to you all the reports in this vestry report where you will find more detail of the highlights above.

So much has happened this past year that has changed how we function and what we do BUT one thing remains, we are part of a community of faith that is inspiring, connected, and hopeful. I am inspired by you, by the ways you have adapted, listening to worship on the radio, tuning into the website to participate, logging in to ZOOM bible study. We have stayed connected, through phone calls, notes, and prayer we have celebrated with each other and mourned with each other. What may be most inspiring is the hope for our future. It is palpable, people considering baptism, others asking about being involved in the liturgy and committees when we are in person again, and others outside of the church community giving to support the mission of All Saints'.

As we enter 2021, we still have no idea what it holds for us. There are still all kinds of unanswered questions about COVID restrictions, when will the church re-open, and for how long? Will we be able to offer children summer camps, will the choir be able to gather and sing? Will we be able to bury our beloved dead and have more than 10 people in attendance? So many questions and not many answers. Despite all of this I want to tell you how grateful I am for you, and how privileged I feel at being your incumbent. Despite COVID 19, All Saints' has flourished, been brave stepping out in faith, and has looked to the future, and perhaps most importantly has strengthened our connections with each other. I do not know what 2021 holds for us but whatever comes our way we will face it together, and we will rise above the challenges, and we will do this and more with God's help.

To God be all the Glory.



The Rev. Samantha Caravan
Incumbent

DEACON'S VESTRY REPORT

To be called to diaconal ministry is to be called to offer ourselves, with our strengths and weaknesses and hopes and fears. To come naturally as we are, bringing our imagination, creativity, gifts and graces to the ministry of Christ who came to bring life.

Deacons rooted in local churches, live out, alongside the parishioners, a life that reflects the love of Christ. We speak and act in the churches name whether in the public eye or in private. Being an effective deacon requires us to join the family, it's incarnational! Now, I'm speaking of the Parish family and you have to dive in

with both feet too! Families can be a source of joy and irritation. We may love them easily or we may have to work at it but love them we must if our ministry is to be Christ-like.

You All Saints folk are a wonderful ragbag of "saints" that I love dearly. It's been my privilege to be a catalyst for your individual ministries, encouraging you, serving alongside you in mutual collaboration and enabling you to recognize and develop your own gifts.

Deacons do find themselves in the most unlikely places, listening to those who are troubled, advocating for the poor and the powerless, helping to feed the hungry, comforting the lonely, the lost and those who mourn, simply because, God is there. The margins are God's territory. The God we love is forever out ahead of us, moving into new places, new marginal territory, opening up new pathways and asking us to follow.

Many of you would say that I am usually on a mission, reaching out, making connections, building bridges, comforting, loving and encouraging people! Over the last number of months many of our elderly parish family have been struggling with isolation, loneliness and depression thanks to this relentless pandemic. COVID 19 has been especially challenging for them to deal with. Understandably, the rules in their residences and Retirement Homes are very strict. They are the most vulnerable. I have been desperate to find a way to reach out and help them feel loved, cared about and remembered. We needed to think outside the box!

So we began to make friendly phone calls to those who could "hear", wrote "thinking of you" notes to those who couldn't hear! To others we did drive-by "drop-offs" of Tim Horton's coffee and "Christmas Cheer Packages"they knew they were loved and not forgotten and were so appreciative!

Our Rubidge Hall and Extencicare Communion Services were cancelled last March, understandably. So, we immediately shared the Trent Radio FM Dial with them for the All Saints' Radio Hour on Sundays at 10:30am 97FFF FM. Great idea, eh? True Canadians, they loved it!

The Diocese gave all parishes, that offered "Outreach Food Programs", permission to continue to do so during the current Lockdown period for COVID 19. They are considered Strategic Ministries that may continue with strict adherence to all COVID 19 guidelines with masking, hand sanitizing, and keeping 6FT apart at all times when picking up their food. Families are served in a timely and safe manner.

These are difficult days for everyone, the isolated, the lonely, the poor, the people on the street, families without work, health care workers.... may these words speak to your heart.

Meet people tenderly and with respect
together with them
seek the way God wills
and let it be your endeavour
to let faith, doctrine and life become one

Respectfully submitted by,
Reverend Suzanne McMillan (Deacon)

DIRECTORY OF YOUTH AND FAMILY MINISTRIES

SHARING THE LOVE OF CHRIST DURING LOCKDOWN

What a year at All Saints'! I am glad that I had been here for a few months before the lockdown started. It has meant that I have been a welcome visitor in the driveways and yards of parish families. Zoom and Facetime calls became a medium for Bible Study. I went to drive-through birthday parties and had telephone story-time and I even exchanged snail-mail correspondence with families. All this has unexpectedly lead to a deepening of my relationships with the families of All Saints' and a growing connection between All Saints' and the neighbourhood in which we are situated. The key to youth and family ministry in a lockdown is to **bring it home**.

I have enjoyed having children participate in lesson planning ("Tell ME the story in your words.") and in understanding the Gospel in the context of their own life, their own home and their own family. There's nothing easy about this, but there has been a lot of growth. Even as we have not been able to gather, I have seen more families connecting to the Youth and Family Ministry Initiatives at All Saints'.

NEW GROWTH

It can be difficult to quantify the work of ministry. However there have been encouraging and demonstrable signs of growth in the Youth and Family ministry of All Saints' over the last year and a half.

Twenty families participated in our in- person Strike Day Camp

45 Families participated in our Summer Distance and Digital VBS Day Camp

One young person at All Saints' has been confirmed and two more are seeking baptism

Service attendance of families with children has increased from 1 to 2 families to 3 to 5 families.

30 families have signed up for and receive our take-home Sunday's Cool Activity bags

Our community event engagement is up! Last years Hallowe'en party had an attendance of 40 people! We were so pleased. This years Hallowe'en Party had over 120 children!

NEW INITIATIVES

Here are a few of the new initiatives and developments in Youth and Family Ministry at All Saints' over the past 16 months:

- A Friday evening service called Thank God it's Friday was started, first at the Parish Hall and then over Zoom. This relaxed service is open to all and has attracted new young adults to our church family. The youngest member of TGIF is 3 years old, our eldest member just turned 90.
- Cormac has joined the board of Kawartha Youth Orchestra's Upbeat! Downtown initiative, deepening our partnership with KYO.
- We have successfully re-invigorated Christian education and formation for children in our parish on Sunday's through our new Sunday's Cool segment during the service.
- Cormac has become part of the Chaplaincy team at Trent, establishing a valuable link between All Saints' and the Trent Campus.
- All Saints' has a weekly broadcast on Trent Radio, which fits in with Cormac's goal to reach more families in the community.
- We have new outreach through Discovery Day Camp! Cormac ran two successful Digital/Distance Day Camps this summer as well as a Strike Day Camp in the Spring, reaching many new families.
- Through these initiatives we have begun pastoral relationships with nearly **60 new families** in the Parish area. We have received feedback from parents that they feel more supported in supporting their children's faith development at home. This is Gospel Work! Thank you all. Onward into 2021!

Cormac Culkeen

THE WARDENS' REPORT

The year 2020 will probably be remembered with a mixture of survival, opportunities and discoveries. The community of All Saints' Peterborough has not only persevered through the COVID-19 pandemic, it has faced the challenges and overcome them. The year began with a sense of renewal with the selection of our new choir leader and organist Tunde Okubadejo. We also thanked Wendy McNab for her leadership as a warden and welcomed Randy Pagett as a new warden. Our custodian Shawn Blackwood has continued to maintain the church with dedication and initiative throughout the year. Glenda Patton has capably handled her position as church secretary and transformed our computer opportunities through our new accounting program called Power Church with dedication and skill. Following the spring, our long serving warden Barry Greensides stepped down and was replaced by veteran past warden Geoff Matthews. Barry deserves serious recognition for his tireless involvement in the church's finances, outreach and physical maintenance of the church buildings. He is a true steward of the Church, and worthy of praise. His service has often gone above and beyond the call of duty over the past decade. No one thanks the dishwasher nearly enough, and that was only one of the many jobs at the base of Barry's Everest of activities.

Dedication is also readily evident in our deacon, the Reverend Suzanne McMillan. She is a whirlwind of energy and commitment. Her support in our services have been exemplary and her efforts in the community first-rate. She is the driving force behind the Prince of Wales Breakfast Program, serving 30 families with food security. She was also involved in the Nourish program prior to current restrictions in community gatherings. One added area was our Parish Hall kitchen, which following Suzanne's suggestions has been updated with new stoves, fridges and freezers to meet our current needs.

Our Director of Youth and Family Ministry Cormac Culkeen has fine-tuned their expertise involving the intricacies of the virtual world. Rebounding from a lockdown-cancelled March Break Camp, Cormac orchestrated a highly successful online Summer Camp, a socially distanced Hallowe'en experience and a celestial children's Christmas story. In addition, their weekly 'Sunday's Cool' program has entertained and educated both the young and young at heart. People have also benefited from Cormac's radio productions which have allowed our services to be available throughout the year.

Our electronic/media and in-church ministry has also expanded to meet the expectations of the Diocese and the Province during these months of uncertainty. This ministry has been capably led by the Rev. Samantha Caravan. Samantha has risen to pandemic challenges by presenting services through Trent Radio 92.7 FM every Sunday at 10:30 in the morning. These hour-long services also contained interesting interviews with members of the congregation and the greater community under the show 'Saint(s) of the Week'. Special thanks also goes to the many online readers who digitally recorded lessons and psalms for the weekly services. With the resumption of church worship, Samantha was assisted with the expertise of Andrew Park, Randy Pagett, Cheryl Baker and Cormac Culkeen. The church now has screening and safety protocols which have allowed the resumption of worship when appropriate. The church setting may not be quite the same, but the opportunity to worship has been enhanced –even if we are not necessarily able to sit in our favourite pews with our neighbours and friends. Other changes have offered visual opportunities. Since late fall, we have added the three visual screens to make audio visual opportunities relevant to services and environmentally friendly. Now back in lockdown, these screens plus cameras allow us to present our services live on Sundays in addition to the radio. Special thanks must go out to Tom Bell and Alan Wotherspoon for their meticulous research and recommendations. Thanks also goes out to the team operating the soundboard and visual flow of our in-house services. Helping to celebrate our 145th anniversary year, All

Saints' had the Rt. Rev. Andrew Asbil preach in November. It was also his pleasure to announce that Samantha will now be the Incumbent for All Saints'.

Teamwork has always been crucial to managing this church. Key leaders include Trudi Farquhar and the Mission Action Plan Committee. This group has surveyed and collated the parish –producing our new action plan for the future. Equally important has been Judy Mills and the Finance Committee. Their efforts have solidified the strength and challenges faced by the church in the twenty-first century. Other leaders include Tammie Wickware and Randy Pagett for counting the weekly offerings, the Rev. Suzanne McMillan and the Social Justice and Advocacy Committee for their efforts in the neighbourhood communities surrounding the church.

The wardens would also like to recognize everyone who has been involved as Lectors, Readers, Eucharistic Ministers, intercessors or members of the Chancel Guild. Cheryl Baker's ongoing leadership on the Guild deserves particular note, plus Randy Pagett's continued coordination of sides people. Further leadership continues to be found from Tracy Gemmiti with managing the Doris Fund. Judy Mills, Ann Bell and Isabel Henniger continued to lead the Heritage Trust Committee as the church navigated through a turbulent financial year. On a spiritual note, our thanks also goes to Lois Cook for her efforts leading the parish Prayer Chain—the letters of encouragement during the year were truly appreciated. The efforts of co-leaders Graham Hart and Andrew Park on the Property Committee continued to make sure painting, structural needs and inspections were kept up to date.

One individual needs to be highlighted throughout this year and that is Joanna Park. She has been vigilant watching our financials and ironing all the ins and outs of government support during this year of turmoil plus managing the Diocese's various monetary initiatives. Her efforts deserve heartfelt praise and thanksgiving from the entire congregation.

Programs have also continued throughout the course of the year; TGIF and Bible study have become Zoom encounters. The choir has met over zoom since April and Tunde Okubadejo has attempted to continue its choral commitments. Jeff Lawrence's technical support towards taping choral parts for future recordings was very much appreciated. When our socially distanced services have been in person, we have benefited from the gifts of choral and musical soloists. The choir also succeeded in beating the lockdown this year with its annual Pub Chorale under the tutelage of front-man Eric Sloan and his support team –Janice Sloan. Technical expertise was provided by Max DeBues, a man of tremendous patience and tolerance when moments of chaos seemed to be reigning supreme. This night in March was probably one of All Saints' largest gatherings of the year if not in the city of Peterborough. One other key event was the Men's Breakfast, which was held in January and covered the topic of edible crickets. Despite an outstanding breakfast, the snacks were chirped about by Tom Bell to anyone who bent a listening ear.

During 2020 All Saints' offered its congregation unique groups and opportunities. No doubt people will be missed, but the wardens want to thank some of the deserving people. For example, the ACW members, chaired by Karen Sadler and those involved in the limited Easter Egg run of the year managed to produce a modest production before being closed by pandemic restrictions. Our partnership with the Youth Emergency Shelter continues to flourish, as does our work with the Kawartha Youth Orchestra. The trumpet playing for our Remembrance Service was very moving, especially since that instrument is now one that must be played in remote isolation. Food Not Bombs continues to help feed the hungry. Our church has not closed. It continues to be a vital part of our community.

As wardens, we will no doubt have left some people out of this letter. Please forgive us. As a church, we are a community of caring and supportive people. We are blessed to be your representatives and have

worked hard to make sure that our collective ministry has been one of nurturing growth. Thank you for being positive and sharing with us your spiritual journeys. The bumps and ruts of a pandemic have not deterred us as we move forward into 2021 on our collective pilgrimage. Thank you for your trust.

Respectfully submitted on behalf of Church Wardens Tammie Wickware, Geoff Matthews, Randy Pagett and past warden Barry Greensides.

Curtis Bryan
Rector's Warden

OUR MINISTRY NARRATIVE

ACW REPORT

The Anglican Church Women were off to a great start in 2020. We had two fabulous speakers, our own Cormac Culkeen, one of our favourite theologians and my daughter Laura Montague speaking to us about the fundraising at the Mombassadors, a group of women who raise money for the NICU baby unit at PRHC. Both were wonderful discussions full of new information and we were grateful for the telling. We had some sad news that one of our very involved parishioners Pat Dunford had passed away, she was very special and always ready to help. We will really miss her.

Because of the labour involved with the offering envelopes we decided to do away with them and ask everyone to put in a larger amount in your church givings.

We donated \$200.00 to the church for Christmas decorations, plus \$1000 for the kitchen renovations and \$1300.00 for coffee expenses. The ACW did receive a very generous donation of \$100.00.

And we want to sincerely thank our good friend Wendy McNabb for her years of service as our treasurer. Judy Mills will now take over the reigns as our new treasurer going forward.

Karen Sadler
Chairperson

CHANCEL GUILD REPORT

The chancel guild continues to work behind the scenes in preparing for our weekly church services. The members prepare the alter for the Eucharist, order supplies, launder the linens, among other tasks. The members also prepare the church for special services including Christmas, Maundy Thursday, Palms for Palm Sunday, Easter, Thanksgiving, Weddings and Funerals.

This is a small group of women who have been dedicated to this important task. Even though we have had multiple weeks of virtual church the members continue to be committed to this very important responsibility.

A special thank you to our 2020 committee members: Tracy Gemmiti, Suzanne McMillan, Margaret Gadd, Sue Lumley, Dianne Pagett, and Margaret Greensides.

I appreciate all you do to make the sacristy a beautiful place.

Yours in faith,
Cheryl Baker

CHOIR AND MUSIC REPORT

This report is to provide an account of our stewardship in the year 2020 and highlight our plans for the year 2021.

It was an honour to serve as the Choir Director at All Saints Anglican Church, Peterborough in this past year. I am grateful for the unflinchingly support everyone has given to the music department. Similarly, I would like to thank the choir members for their commitment at all times, particularly since the advent of COVID-19. The outbreak of the pandemic brought with it public safety and health guidelines which included a province-wide lockdown, social distancing and mask wearing in public spaces. Though these restrictions of COVID-19 affected our plans for the year 2020, every member of the choir pulled their weight within the safety guidelines to fulfill their God given commandment: to sing unto the Lord!

Furthermore, the choir will proceed with the plan for the year 2021 within the COVID-19 guidelines, until we have information to the contrary.

Events of the Year 2020

- **Reception:** I officially assumed responsibility for the choir as the Choir Director/Organist on the first day of January however, I was introduced to the congregation and welcomed to the Saints' family by Pastor Samantha on the 5th of January. Mrs. Christine Slevan and Mr. John Jull, who were both acting as the Choir Director and interim Organist respectively, were appreciated for their selfless service to the Choir, the same day.
- **Choir Rehearsals:** Rehearsals were held in the church on Thursday evenings and Sunday mornings prior to COVID-19 restrictions. Subsequently, rehearsals were held on zoom and Sunday mornings before the services. The Sunday-morning rehearsals and the renditions were done within the health guidelines.
- **Lent/Easter:** The annual Ash Wednesday Service was held in the church on the 26th of February while the Palm Sunday and Easter Day services were held online.
- **Pub Chorale:** The 20th Annual Pub Chorale which was held on the 6th of March treated the audience to varieties of music and skits and culminated in an impressive performance of Habanera.
- **Saints Day/ Remembrance Day Service:** This annual service was observed with Johanna Bousfield delivering a wonderful performance of "O rest in the Lord-Felix Mendelsohn". Also, on Remembrance Day after reading the names of the dear departed, a Youth Cadet performed the Last Post on the Trumpet.
- **Advent Carol Service:** Even though the Advent Carol Service did not take place in its traditional way, there was a rendition of "Hark a Thrilling Voice is sounding" by Madeleine McGregor as anthem for the day
- **Christmas Eve Services and the Pageant Night:** These services were pre-recorded, with Christine Slevan rendering the solos, due to the second provincial lockdown. In the same vein, the Choir featured in a short video clip for the Pageant Night organized virtually by Cormac, the Director of Youth and Family Ministry.
- **Choir and Organ Music Recording:** We planned to have audio recording of some of our anthems and hymns for church services, both online and live services. Unfortunately, COVID-19 prevented us from the final Choir audio recording. Nonetheless, we were able to record different choir parts on

instruments and uploaded them on the church websites via the choir platform portal for easy access and rehearsal for all choir members. Similarly, twelve music pieces, including Beethoven, G.F Handel, Fela Sowande and J. S Bach Organ and Piano pieces were recorded live in the auditorium in the middle of October under the auspices of Rob and Dave from Trent Radio. Thanks to Samantha for making this happen. The Organ /Piano recording will be useful for online and live services.

Expectation for the Year 2021

We intend to improve on our achievements in the year 2020, while we work within the COVID-19 guidelines.

- **Choir Virtual Recording:** There is a plan to conclude our audio recording for some of our anthems and hymns before the second quarter of the year. Moreover, we plan to take it a step further, by merging the videos of the choristers’ performance in the corners of their homes or wherever to the audio recording. These virtual recordings will also be useful for both online and live church services whenever the choir is unable to sing physically. We also have a plan to involve some young musicians in our community, performing solo pieces in our future recordings, as a way of reaching out to our community.
- **Miscellaneous:** We plan to schedule regular prayer session and a visitation to our members especially the distant members, via Zoom.
- **Choir Rehearsals /Music in Church Services:** Rehearsals will continue on Zoom and rendition in the church will be done according to the COVID-19 guidelines. All other annual choral activities will depend on the relaxation of COVID -19 restrictions.

Appreciation: The choir would like to appreciate Pastor Samantha for her relentless support and guidance throughout the year. Similarly, we are grateful to Dorothy Okubadejo for a beautiful rendition of “Magnificat” and “Rejoice O Daughter of Zion-Handel” on 4th Sunday of Advent. I want to say a big thank you to every member of the choir for their cooperation and support throughout the year.

Conclusion: I pray that the Choir of All Saints Anglican Church will continue to remain relevant in the scheme of God.

CHOIR DIRECTOR:

Mr. Tunde Okubadejo

Choir Financial Report 2020

Bank Balance Dec. 31, 2019	\$3113.83
Petty Cash Balance Dec. 31, 2019	<u>\$154.87</u>
	\$3268.70

Receipts

Pub Chorale (bar, tickets, pop,)	\$2107.90
Float Return	<u>400.00</u>
	\$2507.90

Disbursements

Pub Chorale	\$904.41
Gifts, Flowers, cards	437.47
Float for Pub Chorale	400.00
Refreshments	61.69
Bus to T.O.	807.95
Choir Library Supplies	11.83
Misc.	25.00
Bank Fees	<u>48.00</u>
	\$2696.35

<u>Disbursements over Receipts</u>	<u>-\$188.45</u>
	\$3080.25

Bank Balance Dec. 31, 2020	\$2987.18
Petty Cash Balance Dec. 31, 2020	<u>\$93.07</u>
	\$3080.25

Petty Cash Open	\$154.87
Petty Cash Disb't over Receipts	<u>\$61.80</u>
Ending Balance	\$93.07

THE DORIS FUND

The Doris Fund holds monies generously provided to All Saints' Anglican Church from the estates of the late Edna Lee and Kathleen Lee. These sisters, along with their older sister, Doris, were long-time members of All Saints'. They were all committed volunteers of many organizations engaged in helping the disadvantaged and those in need in Peterborough. The estates required All Saints' church to set up a fund, to be named 'The Doris Fund', for the "general purpose of which is to serve as financial backingproviding services and necessities to disadvantaged people (and) groups in the community(which) could include the elderly, children of low-income families, the homeless, people of disabilities and the working poor".

The Fund, which was initiated in late 2013, may not be used to finance church operating or capital expenditures. The Wardens set up a Doris Fund Working Committee charged with seeking out potential projects for the funds. Any projects that this committee recommends are submitted to the Wardens for review and authorization

DORIS FUND ~ FISCAL YEAR 2020

BEGINNING FUND BALANCE, JAN 1, 2020	\$27,523.00
LESS DISBURSEMENTS:	
*iPad for an individual combating social isolation by gaining connectivity.	\$814.68
*Bed & Bed sheets for an individual in need.	\$834.94
*Breakfast Program - Keith Wightman P.S.	\$2,000.00
*Grocery/Gas/Tim Hortons gift cards for family in need with a child undergoing cancer treatments.	\$1,000.00
*Bank Fees	\$42.45

	\$4,692.07

ENDING FUND BALANCE, DEC 31, 2020	\$22,830.93
ENDING FUND BALANCE PER GL	\$22,812.53
VARIANCE:	(\$18.40)

Respectfully submitted by:
The Doris Fund Working Committee,
Tracy Gemmiti (Chair) and Wendy McNab ~ Jan 25th, 2021

FINANCE COMMITTEE

The Finance Committee was re-established in February 2020 with its purpose to assist the churchwardens and incumbent with their canonical responsibilities by monitoring the financial activity of All Saints’.

The committee met almost monthly in 2020 (mostly via Zoom) to review the financial operations in detail. The accounting platform was moved from *AccPac* to *Power Church* in April and the committee worked with the office administrator to determine the financial reports that best served the needs of All Saints’.

The members of the Finance Committee were:

Judy Mills (Chair)
Samantha Caravan
Joanna Park
Dave Watton
Barry Greensides

In addition to tracking the approved 2020 budget against the actual income and expenditures, the Committee focused on preparing future financial projections. Given the impact of the Covid pandemic, this was a complex year within which to meaningfully anticipate future church activity and develop a budget for 2021. After extensive consultation and analysis, the Committee developed a draft budget for fiscal year 2021 which has been provided to the churchwardens.

The Committee will continue to work on long-term financial projections for our church and will provide quarterly financial analysis to the Corporation of All Saints’.

Submitted by Judy Mills

HERITAGE TRUST

The Heritage Trust Fund, established in 1991, continues as a Trust for the purpose of enabling All Saints’ to continue its work as God’s agent in nurturing and promoting His work through the Church in the community. The Fund is administered by the Heritage Trust Committee and acts in an advisory capacity to the Rector and Wardens.

The Committee consists of:

- 2 Wardens: Curtis Bryan, Barry Greensides (until July), Tammie Wickware (after July)
- Chair: Pastor Samantha Caravan
- 3 Elected Members: Ann Bell, Isabel Henniger, Judy Mills (Secretary)
- Ex-Officio Member: Joanna Park (Church Treasurer)

The committee held two in-person meetings and one Zoom meeting in 2020 and functioned in an as-needed capacity due to the Covid restrictions.

The Fund balance as at January 1, 2020 was \$939,188 and the monies were invested with Foyston, Gordon & Payne Inc. and CIBC.

During the year, the committee met with 4 separate investment firms to explore potential alternate investment strategies. The goal is to maximize the rates of return and ensure that the investment instruments are aligned with the ethical principles of All Saints'. Since 2020 witnessed such market volatility, it was decided in December 2020 that further consideration of investment firms would be deferred until financial market environments become more stable.

Transactions for Year 2020:

- Total revenue received was \$1,800
- Total Investment gain was \$25,100
- Total disbursements and transfers to General Fund were \$47,718
- Total Funding Approvals were \$228,750 consisting of the following: *(Note: the approvals are not necessarily expended in the year they were approved)*
 - General Operations & Salaries & Benefits \$ 74,550
 - Building Repairs – including Fascia, Soffits, Pointing 100,000
 - Audio Visual System 45,200
 - Choir Recordings 9,000

The Fund balance as of December 31, 2020 was \$860,588

The meeting minutes are available upon request.

Submitted by Judy Mills

LAY PASTORAL CARE

I would describe our team as “passionate for God and compassionate with people”.

Many of our elderly and frail parishioners make their home in a Retirement Residence or Nursing Care Home in the area. When Covid-19 arrived in March days grew longer, (no socializing and visiting back and forth in their suites allowed!), their in-house activities were curtailed . . . no exercise classes, no bingo or cards. Today, they openly tell us they are feeling isolated, lonely and depressed.

Our team members have made strong connections with their assigned parishioners. Thus, the understandable sadness we all feel in not being able to share their good and bad days with them. There is an extraordinary richness in their life experiences. Sunday services are important but, it's through the ceaseless rounds of visits that pastoral knowledge is built up and pastoral care becomes real to people!

We have partnered with our prayer team in this time of lock-down and restriction, to make friendly phone calls and write "how are you, we've been thinking of you and praying for you" notes to those we would regularly visit. We know they don't replace our personal visits, but they do show them they are loved and remembered. We have approximately 18 parishioners whom we would regularly visit, only as Covid-19 restrictions allow at this time. We do pray that as we reach into the sometimes-forgotten corners of the world the love of God is made visible and comes near.

It is a privilege to be part of a Pastoral Care Visiting Team. It's not easy to be compassionate. Why, because . . . it requires us to go with others to the place where they are weak, vulnerable and lonely. But that's OK because we know that we're never alone, the truth is God meets with us when we meet with others in God's name! We know that good pastoral care does not force help on another. It leaves them in charge and with responsibility, it respects their autonomy and their human dignity! It's a reflection of the way God works with us . . . reaching out to us, sharing our life, but leaving us with our autonomy!

As compassionate believers in Christ we are honoured to reach out to the elders in our community by listening to their stories, encouraging them and bringing them peace.

These are challenging times for everyone with Covid-19 restrictions firmly in place. We must abide by them to protect others and ourselves. If we do the hard work now, we will get through this! The vaccine is arriving daily. Let us look to the Light and be assured that the day is coming when our visiting will begin again!

God of hope help us to be good listeners, to be patient and to share the burdens of the weary in practical ways. We strive to be your hopeful, enthusiastic people, sharing your Good News with those whose lives we touch. We ask your blessing upon us as we reach out to others in your name. Amen

Respectfully submitted on behalf of the Pastoral Care Visiting Team:
Lois Cook, Nancy Marshall, Marg Gadd and Reverend Suzanne McMillan (Deacon)

MISSION QUEST = MAP / NATURAL CHURCH DEVELOPMENT (NCD)

The members of these committee's merged early in 2020 and met regularly either in person or via ZOOM, in order to continue the planning and development work needed for All Saints ongoing growth and sustainability.

The foundation of our work was based the survey information received from our congregation and an analysis of all the responses. A total of 419 suggestions were received that directed us to create a plan that included the following four priorities:

- 1) **PEOPLE** - Our past, present and future congregations, youth and volunteers
- 2) **WORSHIP** - Our traditional Anglican worship, music, choir and new ways of worship
- 3) **SUSTAINABILITY** - Our beautiful buildings, financial stability and new growth
- 4) **MISSION** - Expanding our missional work and becoming a "community hub"

The Natural Church Development survey responses were also analyzed and revealed that we were very strong in the areas of Empowering Leadership and Gift-Based Ministry and that we have opportunity to improve in the areas of:

- 1) Loving Relationships - getting to know each other more authentically and intimately
- 2) Passionate Spirituality - talking about our faith and why it is important to us

Utilizing this base information, the committee set to work to create a Missional Strategy that is planned for distribution to our congregation early in 2021. Plans are in motion for All Saints committee's and groups to get involved in implementing the Missional Strategy to achieve the goals outlined between now and the end of 2023.

The following four categories essentially make up the key strategic assets of All Saints and become the building blocks for our future growth, as represented by the tree on the following page.



PEOPLE - As with the roots of a tree, which gathers nutrients and water to support it's life, our people come together with Christ as our foundation. We bring the gifts given to us by God; energy, ideas, generosity and love to nurture each other, and to create a community which exemplifies the pattern of life of Jesus the Christ. People rooted in Christ are our foundation.

WORSHIP - We gather to worship, to pray, to learn and like the tree we grow. Like the trunk of the tree we become strong and stable, and that strengthens channels life to the branches and leaves as our believe in God, and Jesus the Christ gives us direction and strength to love one another and walk in the ways of our redeemer, in the company of the Holy Spirit.

SUSTAINABILITY - Tree branches and leaves reach out into the world to collect sunlight and water to feed the tree, which in turn creates new growth. As the body of Christ - we do the same, reaching into our experiences of worship, community and learning. We work together alongside our partners to create an essential and sustainable "community hub" in our neighbourhood and city. Our sustainability is people, partnerships, resources and financial health.

MISSION - Any healthy tree bears fruit and provides shelter and safe haven for all of God's creation. We are also to live the mission of Christ, providing from our own lives; food, shelter, love and hope for those inside and outside our faith community. We contribute to the Common Good of all God's children and creation.

As we move into 2021 it will take a collective effort from all of us, to work together to achieve our goals and dreams. Please review our Missional Strategy and let us know what you think.

Our committee will shift focus in 2021 to the implementation of our Missional Strategy, along with preparing to conduct a second Natural Church Development survey in the fall of this year.

If you have any questions or would like to help, please contact any one of the committee members:

Pastor Samantha, Suzanne, Cormac, Tammie Wickware, Randy Pagett, Ann Bell, Tom, Bell, Geoff Matthews or Trudi Farquhar.

Respectfully submitted by the MAP and NCD Committees

PARISH COUNCIL

At last year's vestry Parish Council was re-established under the Canons. Parrish Council met 3 times this year via ZOOM. Parish Council minutes are available for review by any member of the parish.

July 8, 2020 – Meeting reviewed the financials for January – June 2020. Updates from MAP, Youth Ministry and Social Justice and Advocacy.

September 22 and October 20 – both of these meetings focused on the Missional Strategy. The questions of clarification, input, and review were instrumental to an accessible document.

PRAYER CHAIN

The theme of darkness affected me differently last year over Advent and Christmas. Could that be because of the kind of year 2020 was, with so much familiarity taken from us and the isolation I often felt? When there is a disaster some place in the world and we hear about it on the news, we may join our minds and emotions with others in our community to express our concern and sorrow and at times be moved to give financial assistance for the people close at hand to that emergency. However, when a Pandemic is occurring, as the title implies, affecting the whole world our senses are alerted and we join all others in feeling and dealing with the rapid disease that is so threatening to all. All of a sudden, this situation is unique as it is felt on the doorsteps of all God's people everywhere.

How will 2020 be remembered? I would like to quote one of my favourite Christian authors from a devotional book of his, "Mornings with Henri J.M. Nouwen".

"I am wondering what form my memory is taking. ... I have little to say about events, good or bad, creative or destructive, but much about the way I remember them --- that is, the way I start giving them form in the story of my life. I am starting to see how important this is in my day-to day living. I often say to myself, "How will I remember this day, this disappointment, this conflict, this misunderstanding, this sense of accomplishment, joy, and satisfaction?"

May we be guided by the Spirit of God to remember with humility the events and stresses of the past year and to find in our reflection(s) many reasons to be thankful.

I am very grateful to the team of prayers who assist with upholding those whom we pray for daily, both from our Parish community and beyond. In 2020 I was delighted to include four new members to our ranks. They are: Rosemary Bruce, Marie Ferguson, Lois MacVichie and Nancy Marshall. Welcome all of you and thank you for your faithful help in this ministry. We also mourn the loss of Debbie Hofmann whose unexpected death occurred this past summer.

I am also very grateful to members who said 'yes' to assisting the prayer chain in writing to you our parish membership, keeping us connected in this time of separation. They are Marg Gadd, Diana Lehman, Lois Noyes and Sally Rye.

In 2020 the prayer chain remembered 42 people, 6 were carried over from another year, 20 were All Saints' members and the rest were outside our parish membership.

May each of us continued into 2021 knowing how loved we are as children of God and learning to walk with Him daily in humble reverence.

Respectfully Submitted by

Lois Cook

PROPERTY COMMITTEE

2020 was a year like none other in most of our lives, and so it was with the All Saints' Property Committee, which held only one official meeting and that in January. The committee, nonetheless, remained active, individually and together, in its goal to ensure the church's properties, including St. Alban's, remained sound, and that any problems brought to our attention were appropriately addressed.

Early in the year a south side parish hall window was repaired after broken by an unknown vandal. Efforts to have the exterior upper west wall of the sanctuary pointed, the final stage of the ongoing pointing project, were unsuccessful. John Laundry, the contractor in charge of the pointing project already completed on the remainder of the structure, claimed he ran out of time, thanks to the coronavirus and weather, but committed to do that final stage of the work at the beginning of his 2021 schedule, in other words, this spring when the weather warms sufficiently.

Mr. Laundry arranged to have scaffolding erected in order to allow Steve's Sheet Metal of Bridgenorth to install flashing around the exterior of the vestibule above the front door and around each side in order to eliminate a significant seepage of water inside the east walls of the church's Rubidge Street front entrance. We acquired the services of Peter Kubovic to scrape, prime and paint the trim around the parish hall windows and the lower church windows, caulking where needed to prevent current and subsequent moisture leaks. He also included the refinishing of the exterior of the rarely used east door of the parish hall, which we had been attempting to have done for some time.

Peter has also been charged with the task of painting the inside trim around the parish's stain-glass windows and touching up surrounding walls that had been repaired in advance of the sanctuary's participation in the 2019 Doors Open Peterborough. Peter chose to begin that part of the project in early 2021 and it was suggested by the Property Committee that areas where paint has been peeling on inside walls of those exterior walls yet to be pointed, await the completion of that pointing, fearing the seepage of moisture through chipped and missing pointing has been the cause of that peeling.

Damaged or inadequate eavestroughs and downspouts were repaired (replaced where necessary), on both the parish and the parish hall in early 2020 by Alf Curtis, with the goal to ensure appropriate and complete drainage of all roof rainwater thereby avoiding further interior moisture damage and pointing erosion. Impaired sewage drainage affecting Apt 325 in the Terraces was repaired, after a thorough scoping of all sewage pipes determined the blockage was exclusive to that unit. Because the blockage was found to be on church property, it became the responsibility of the church to cover the costs of repair, which was completed successfully near the end of November.

Also, in the latter part of 2020, back flow testing at both All Saints' and St Alban's, dictated annually by Peterborough Utility Services, was completed thanks to Dave Dobbin of Adamson & Dobbin, which also kindly repaired a faulty thermostat in the church office heater. And in December, Adamson and Dobbin restored heat to the Parish Hall kitchen.

As regards St. Alban's, Boss Roofing took another look at the roof that seems to have a modest leaking issue. The suggestion is that the steel steeple might be the culprit, when windy conditions might cause it to slightly twist the roof, thereby allowing the penetration of rainwater. If and when it is removal, Boss Roofing would

repair that section of the roof. Joe of Boss Roofing offered to find a quote for the removal of the steel steeple, which is yet to be received.

Thanks to Sexton Shawn Blackwood for willingly and competently taking on a number of what would normally be Property Committee directed tasks this past year, tasks that fell outside his defined job description. The railing and supporting cement beneath it at the north entrance of the sanctuary, seriously damaged when it's assumed to have been struck by a vehicle in late 2019, was straightened and restored by Barry Greensides and Shawn this past year.

It was in fact Shawn and Barry Greensides who also took on a task normally including members of the Property Committee and others, that being the decoration of the church for Christmas and the dismantling and storage of decorations after Christmas, thereby eliminating the normally large number of participants involved in that annual project that would have this time violated Covid 19 distancing protocols.

And thank you to the Reverends Samantha Caravan and Suzanne McMillan, who, with Shawn's assistance when required, took on maintenance of the church property's gardens, and the fall clean-up of those gardens. Once again thanks to Russell Cook, who continued as the Property Committee's Recording Secretary, and all members of the Property Committee for their various contributions to All Saints' property maintenance over the past year.

Respectfully submitted on behalf of the Property Committee membership (alphabetically): Tom Bell, Curtis Bryan, Russell Cook, John Downey, Ken Gadd, Graham Hart, Darlene Juriga, Lois Noyes, Andrew Park (co-chair) and Kevin Whitehorn.

Graham Hart
All Saints' Property Committee Co-Chair

SIDES PEOPLE REPORT

As with most people and all groups at All Saints', the year 2020 has been one of anxiety and frustration as we dealt with Covid-19 and the closing and re-opening and then closing again of the Church. There were 5 sides people teams at the beginning of the year but only 4 when the church re-opened. We lost 2 people as Debbie Hofmann and Gerry Peters passed away during the shutdown. Also, there were several team members that opted not to continue or return. When we re-opened in September, there were changes to the sides people role and duties. The sides people are now greeters and screeners before people can enter the church. We did add new members: Sarah Cook and Andrew Park. Geoff Matthews stepped forward to become a team captain. I want to thank all the sides people for their willingness to adjust and for always being there on their scheduled Sundays. New members are always welcome. Hopefully we will be back at some point in 2021.

Respectively Submitted by Randy Pagett

SOCIAL JUSTICE AND ADVOCACY COMMITTEE REPORT

At Vestry 2020, if you recall, we committed to bringing all of our missional groups into one committee- the Social Justice and Advocacy Committee which would encompass Education, Advocacy and Action. We were enthusiastic and eager to create a "blueprint" for this new endeavor. Unfortunately, COVID knocked on our doors! In an effort not to be discouraged we began to strategize. We added new members and sharpened our focus to build on ministry we have been doing for awhile and reaffirmed our commitment to

offer learning opportunities that would provide us an opportunity to build right relationships and practice reconciliation with our indigenous siblings.

Our mandate is to be the church in the world and invite the world into the church.

Our Objectives are to focus on:

1. Truth and Reconciliation Education: We want to watch the movie "Doctrine of Discovery", ask questions, have a discussion. We want to understand fully what broke the early relationship between the settlers and the Indigenous people and what the legacy of the Residential Schools is. We want to read the "94 Calls to Action" presented by the Truth and Reconciliation Commission and seek ways to be reconciled for a better future together. Beginning in 2021 we commit to offering three TRC learning opportunities for the Parish.
2. Passion Projects: a unique opportunity for you, a parishioner, to bring your own missional Passion Project, that you feel God is calling you to, to life. This is a short-term project (4-6weeks) that a parishioner leads outside of the activities of the Committee. Simply fill in a Passion Project Application Form and return it to Rev. Suzanne McMillan. Your proposal will be reviewed by the Social Justice and Advocacy Committee who will notify you regarding the approval of your project.
3. Food Security in our Community is our Committee's strategic ministry. For many in our city and surrounding community food insecurity is a daily reality. Our objective is to increase our awareness of Food Insecurity, to continue to develop and strengthen partnerships within the city of Peterborough to lower the rate of food insecure households in Peterborough, particularly in the neighbourhood surrounding the church. This proposal is offered knowing that we are in a Pandemic with masking and physical distancing protocols in place and that the Peterborough Public Health Unit and the Province could call for tighter restrictions and lockdowns at any time. We have checked with the Public Health Unit and we are allowed to continue to offer our Food Bag Program weekly with strict COVID protocols in place. We are hopeful that by September we will be allowed to offer monthly Community Meals with strict COVID protocols in place. To facilitate this commitment of a monthly community meal we have become a Member Agency of Kawartha Food Share (KFS). As a result, we are partnering with KFS to help identify the people who are food insecure while we build relationships with them which is the first step in our ability to share the gospel.

Our Goals:

1. Engage with partners: continue development and engagement with the following partners: Food Not Bombs, Kawartha Food Share, Prince of Wales School and the YWCA Nourish Program.
2. Continue our weekly food distribution for food insecure families that has grown out of the Prince of Wales Breakfast Bag Program which began in March 2020. The food bags have now grown to include vegetables, meat, eggs, cheese and milk. This has been such a rewarding program for our volunteers, the people we serve and the church. We have built wonderful relationships with the young families in the program. We've also come to know the most generous farmers who go out of their way to be sure we have enough for the families, whether it's eggs or vegetables in season like squash and corn on the cob, we and the families we serve have been blessed. There are a lot of good people in this world and we've met a number of them during this time of COVID 19. The families were thrilled with the Christmas Hampers we packed for them. They held a turkey, a 10lb. bag of potatoes, squash/turnip, green and yellow beans, onions, cranberries, stuffing and a

huge apple pie! We gave the children Candy Canes and Crayola products. Currently, we help to feed 30-35 families weekly.

3. We hope to offer a monthly Community Meal for the neighbourhood beginning in September 2021 with COVID 19 protocols in place, if we are given approval by the Peterborough Public Health Unit. The Province and the Health Unit require that at least one member of the "food prep team" has a current Food Handlers Course Certificate. We hope to have the local Health Unit offer the course for us in September.
4. Once again, with Peterborough Public Health approval, we hope to develop a monthly Children's cooking program called, "Come Cook with Us", an after-school program where children come and cook a meal together. Parents, family and caregivers join in for dinner. The family take home ingredients to make the meal together at home with the kids leading the cooking! The purpose is to bring youth and their families into the Community of All Saints' who have not known us before. We build relationships, address food insecurity and live out the gospel all at the same time!
5. To build 2 raised Community Gardens on the south side of the Church, 6' wide, 25' long and 3' deep for vegetable planting which will sustain access to healthy food in the summer and allow us to offer canning workshops in the winter which "Food Not Bombs" has already offered to put on for us!
6. Sometime in 2021 we hope to develop a "mentorship program" that will assist people in planning for better food security. This would include meal planning and budgeting for food after rent and other bills were paid. A chef would meet with the family and help plan the best possible use of the grocery money.

All Saints' has been engaged in Food Security for decades and we are more committed today more than ever. We are proud to be a member agency of Kawartha Food Share. Since March of 2020 we have distributed food bags that supplement the weekly groceries of 100 people which includes approximately 60 children. In our partnership with Kawartha Food Share we are committed to making sure people have access to nutritious food in a dignified manner. We simply are committed to building Food Security in our city.

Respectfully submitted by
Rev. Suzanne McMillan (Deacon)

Social Justice and Advocacy Committee (Chair) on behalf of committee members, Lois Cook, Libby Owen, Sally Rye, Karen Bradley, Bunny Laing, Leslie Yee, Norma Jean Laing, Cormac Culkeen and Rev. Samantha Caravan.

SYNOD REPORT

There was no Diocesan synod held in 2020.

WORSHIP COMMITTEE

Due to COVID 19 and the closure of the church the worship committee did not meet in 2020. The committee will resume meeting when we re-open (hopefully for longer than 11 weeks).

From the Parish Roles

Baptism Kyle Goudie

Confirmation Grace Carron
 Mitchell Park

We commit to the safe keeping of God the following members of All Saints'

Brian Keelan
April 13, 1953 ~ April 9, 2020

Diana Gregg
January 5, 1950 ~ June 9, 2020

Peter Marshall
May 9, 1940 ~ June 20, 2020

Debbie Hofmann
November 1, 1963 ~ July 6, 2020

Gerry Peters
March 21, 1942 ~ September 20, 2020

Faye Klingbeil
October 11, 1935 ~ September 27, 2020

Barbara Pagett
October 29, 1918 ~ November 26, 2020

*Rest eternal grant unto our beloved, O God. And let light perpetual shine upon them.
May the souls of our beloved family, and the souls of all the departed
rest in peace and rise in glory. Amen*

OUR SERVICE NUMBERS

On March 15, 2020 All Saints' like every other church in the country entered into a 6-month period of no in person services. We reopened on September 20, 2020 and closed again on December 18, 2020. The collection of attendance information has been impossible. For Synod purposes the Diocese of Toronto has decided that whatever representation a parish was allotted in 2019 will continue to be the representation going forward. It is unknown how attendance and synod representation will be calculated moving forward.

NOMINATIONS AND APPOINTMENTS

INCUMBENTS APPOINTMENTS

Incumbents Warden	Geoff Matthews
Deputy Incumbents Warden	Trudi Farquhar

ELECTED POSITIONS. * Nominations for elected positions will be taken from the floor of vestry.

People's Warden	Randy Pagett	
Deputy People's Warden		Nominated
Auditor	To Be Confirmed	
Lay Delegate to Synod	Andrew Park, Randy Pagett	
Lay Delegate to Synod (Alt)	Lois Cook	

PARISH ADVISORY BOARD REPRESENTATION

Membership of Parish Advisory Board ~ it shall be composed of 1) Incumbent; 2) Churchwardens; 3) Deputy Churchwardens, if any; 4) Treasurer, if appointed; 5) Not less than two other members of the vestry as shall be named at the annual vestry meeting, one half of whom shall be appointed by the Incumbent. 6) The Lay Members of Synod elected by Vestry; 7) If the vestry so desires: a. one representative each from such parochial organizations as shall be designated by the vestry, such representatives to be chosen by each of these organizations; b. any such elected officials as shall be designated by the vestry; c. appointed Lay Members of Synod from the parish; d. not less than one cemetery trustee, if any.

Parish Council	Dianne McKay	Appointed
Parish Council		Nominated

HERITAGE TRUST

Chair	The Rev Samantha Caravan
Wardens	Will be appointed after vestry
Parishioners	Ann Bell – completing term Isabel Henniger – completing term Tammie Wickware - Nominated

WARDEN'S APPOINTMENTS

Treasurer	Joanna Park
Property Committee Co-Chairs	Graham Hart and Andrew Park
Screening Coordinator	Kim Bryan

GRATITUDE