

All Saints' Anglican Peterborough 2023 ANNUAL VESTRY REPORT



RADICAL INCLUSION EXTRAVAGANT EQUITY
COMPASSION THAT LEADS TO JUSTICE



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Cover art - *Love of God* by Sabrina J. Squires

AGENDA

2023 Annual Vestry Meeting

February 25, 2024

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, February 26, 2023
5. Incumbents Report and Presentation
6. Social Justice and Advocacy Report
7. Diocesan SJAC motion – Presentation and Vote
8. Youth and Family Ministry Presentation
9. Parish Nurse
10. Leadership Team Report
11. Financial Report – Presentation of the unaudited Financial Statements for 2023
12. Presentation of 2024 Budget
13. Appointments and Elections
14. General Business:
Open Forum: Questions and Answers
Please go to the microphone, before beginning your question or comments, please state your name for the Vestry minutes.
15. Expressions of thanks
16. Adjournment



MESSAGE FROM OUR BISHOPS

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

Dear friends,

Followers of Jesus, inspired by the Holy Spirit, serve the world God loves.

Simple and elegant. These few words capture the essence of a Vision that we have been pursuing and discerning throughout the Cast the Net process, a visioning exercise that began while we were still in pandemic mode. Over the course of several consultations, we listened to one another, and for the leading of the Holy Spirit. With time, sifting and testing, 20 Calls were revealed at Synod, which were supported with enthusiasm. A final version of the Calls will be received by Synod Council in February. We continue to be grateful to the Steering Committee and consultants, who have led our work together over the past 18 months. And now the work begins to incorporate these Calls into the life and ministry of the whole Diocese. This is the time for parishes large and small, missions, ministries, committees and Synod Council to animate the Calls in our own contexts. It is almost impossible for one community to embrace all 20, but by serving together from Mississauga to Brighton, Midland to Minden, and all points in between, we can!

We begin this journey with a Season of Spiritual Renewal. We embrace the Call to deepen our walk together as communities by immersing ourselves in prayer, reading and reflection on scripture, worship and sharing our stories of faith with one another. As we promised in our baptism: we will “continue in the apostles’ teaching and fellowship, in the breaking of bread, and in the prayers.” This Season will be supported by the Rev. Canon Dr. Judy Paulsen, members of a steering committee and the College of Bishops. We hope that you will be able to join us for Diocesan worship events, learning opportunities, programs and fellowship that entice us all to walk more closely in the footsteps of Jesus.

We are delighted to reach across our borders to deepen our friendship with the Diocese of Brasilia. Brasilia is a relatively new diocese, birthed in 1985, with a small number of parishes, missions and ministries. We were delighted to welcome their Bishop Mauricio Andrade and his wife Sandra to our Diocesan Synod in November. We will learn from, grow with, and support one another as we strive to serve Christ in our unique circumstances. And we look forward to opportunities for delegations of our clergy and laity to visit back and forth, both in-person and online, as we deepen our affection for one another.

We are proud of and amazed at the ministry taking place across our Diocese, especially in the areas of youth, ecumenism, creation care, diversity, and faith formation. We encourage you to consider this year’s diocesan Social Justice motion on housing, and to prayerfully support our Church’s advocacy for every person’s right to adequate shelter. We are convinced that the Holy Spirit is leading and guiding us, and challenging us to bravely find new ways to work and worship together, to increase in courage, to share our passion for the Good News of Jesus, and to seek and find new meaning as followers of Christ in the 21st century, where we are confronted with emerging economic and social challenges. We want to express our heartfelt thanks to all who make up our dynamic community of faith – lay people, deacons, priests – all helping to give a glimpse of the Reign of God as it unfolds in our midst.

As your bishops, we know the joy and privilege of serving the Church in this Diocese. We thank all those who have joined us in giving leadership over the past year. We have recently celebrated one year of our new diocesan leadership model, and we are immensely grateful to our new Territorial Archdeacons and Canon Administrator for stepping into their roles so effectively and with such faithfulness. The five of them have helped to ease the bishops’ administrative load, allowing us to focus on some of the other work to which we have been called and ordained.

Whether your work is changing this year, whether you are stepping out of your role at this Vestry meeting, or stepping into a new ministry, or continuing on in your good work, please know that we are here to support you in every way we can. We want to encourage you in Gospel ministry, in the initiatives and relationships that you are building, as you cast your nets ever wider in a world that is hungry for Christ – for meaning, connection and belonging.

Our mission statement is simple and elegant. And it invites us, like the dismissal at the close of the Eucharist, to action. We invite you to incorporate these words in your liturgies on Sunday morning: Followers of Jesus, inspired by the Holy Spirit, serve the world God loves.

Thanks be to God!

Yours faithfully in Christ Jesus,



The Rt. Rev. Andrew Asbil
Bishop of Toronto



The Rt. Rev. Riscylla Shaw
Suffragan Bishop of Toronto



The Rt. Rev. Kevin Robertson
Suffragan Bishop of Toronto



Diocese of Toronto
Anglican Church of Canada

2022 ANNUAL VESTRY MINUTES - 147TH YEAR OF ALL SAINTS' PETERBOROUGH Sunday, February 26, 2023

Present: Sue Lumley, Karen Sadler, Graham Hart, Sylvia Sutherland, Dianne McKay, Reneé Paul, Jamie MacVichie, Lois MacVichie, Ann Bell, Tom Bell, Curtis Bryan, Kim Bryan, John McMillan, Janice Sloan, Eric Sloan, Nolan Ephgrave, Bronwyn Petry, Geoff Matthews, Sarah Cook, Russell Cook, Brian Beckett, Mary Beckett, Lois Cook, Nancy Marshall, Joanna Park, Mitchell Park, Tia Star, Dorothy Okubadejo, Joy Walker, Shannon Culkeen, Pete Dunford, Clara McCalden, Leslie Yee, Trudi Farquhar, Randy Pagett, Rev. Suzanne McMillan (Deacon), **Staff:** Tunde Okubadejo, Cecilia Caballero Soliz, Cormac Culkeen, Rosaline St. Thomas, Pastor Samantha Caravan, **Regrets:** Dave Watton, Peggy Watton, Marg Greensides, Barry Greensides

Incumbent takes the Chair - meeting is called to order at 11:18 am

Pastor Samantha announces that there were changes to the agenda - and that they are available on each table. Other housekeeping reminders including reminders about using Roberts rules, speaking only once, and voting by show of hand

Samantha opens in prayer

Election of Vestry Clerk - Sarah Cook has agreed to take on this role - **Elected** Thank you, Sarah

Acceptance and approval of minutes from Vestry Meeting that was held on Sunday 27, 2022 - found in Vestry report. After a chance for corrections/comments (which there were none), **motion passed - minutes are approved.**

Samantha shares a 'thank you' for coming to Vestry. Thanks to all leaders who have put together the reports. Thank you to Sarah and Sylvia for putting the report together

Incumbents Report and Presentation - Presented by Pastor Samantha Caravan

COVID

We continue to protect those who most vulnerable among us. We are still not passing the plate for offering and using alter cushions at this time. We will have

We can be proud with how we have not only weathered through these difficult time but flourish during COVID, and now we can focus on rebuilding in the coming year.

We will continue to work our relations - with the divine, each other, and community around us.

Compassion Journey

We have put a hold on all capital work (unless it is necessary). What we want to focus on build is our own community - and we will do this with our compassion journey

We are looking for people to tell stories, communicate our mission, and find opportunities to engage with one another.

Our first Compassion Journey story was shared - an audio file of a story by Trudi Farquhar . Trudy spoke about how she had just heard Samantha's pleas to help others in her sermon on Christmas Eve, and then when exiting the church, the congregation passed by a unhoused neighbour. Trudi noticed the others pass by, but she approached and helped the man. God speaks through conscious - and it wouldn't let Trudi leave without helping this man. This experience made Trudi feel angry, helpless, ashamed. It's not hard to talk to homeless people , and they deserve our help and support.

Thank you, for sharing, Trudi.

Report on SJAC by Suzanne McMillan

Suzanne outlines the work that has been done by SJAC - 'What we are called to do and be'. The group has helped others meet their basic human needs, and that's what SJAC is about.

Suzanne then present the Social Justice Diocesan motion focussed on deep poverty.

Motion - We, the parish of All Saints' Anglican Church, Peterborough call on the Province of Ontario to double social assistance rates for both Ontario Works and the Ontario Disability Support Program, and thereafter to index these rates to inflation, so as to provide a safety net that enables people to meet their most basic needs.

Moved by Re. Suzanne McMillan

Secunder - Dr. Tom Bell

Rose St. Thomas: Thinks this motion is very important. She shares an example of how little the assistance has increased - although inflation is so high.

Curtis Bryan: Will this be forwarded to the MPP? Diocese does that. Curtis thinks we should also send it.

Motion carried unanimously

Samantha shares words of gratitude for the work of Rev. Suzanne McMillan. She spends countless unpaid hours a week, and it is really remarkable - her stamina, graciousness, generosity, and goes extra mile every day. We are so lucky to have you. **Standing ovation.**

Suzanne McMillan: Thank you. I couldn't do it without the volunteers and their hours. It gives her joy to work with the people she loves.

Youth Ministry Report - Cormac, Rose, and Cecilia YMAP apprentice

Exciting news and updates are shared, with a huge focus on deepening relationships

Cormac highlights the number of children who attended our community events and Discovery Camps, the amount of youth and young adults involved, and the amount of volunteers.

We also have 45 engaged children and parents in our congregation, and we have approx. 12 that attend about once a month

Look forward to 2023 - we are growing, and Cecilia Cabellero, a biomedical science student, will be joining as a YMAP apprentice

This year we added our All Saints' Youth Group - for youth from about 12 years to 18ish years old. We had two youth gatherings to date, and look forward to the next one.

Upcoming community outreach events:

Easter Sunday Egg Hunt - 1000 (or more) eggs being hidden. These fun events are how we can meet families and make them feel welcome at church, **Discovery Camps** - planning 2 weeks of camps - looking at some partnerships with local agency and organizations, **Upbeat! Pancake Suppers, Christmas Market**

Themes for **Discovery Camps: Justice Camp** - beatitudes, neighbour love - kindness, **Music Camp** - this is our first music camp, which dovetails with KYO, with plans to draw a youth choir from the participants.

Goals for the upcoming year: deepening discipleship connections - "Hey we are here and we like you! Now that we have bonds, deepening them can look different,

We are extremely grateful for love and support All Saints' has put behind youth. This community needs these things.

Cormac has been proud - especially in the last year, of what we have been able to accomplish with our youth in the community. Cormac has been hearing about All Saints' in other communities in Peterborough - People are feeling welcomed and supported in their journey.

Samantha thanks Cormac and Rose for their work and dedication. Through Covid, Cormac and Rose, went the extra mile, went out of their way. This is why we have new parents and families. They have built trusting relationships. Thank you!

Leadership Team Presentation - Trudi Farquhar

Leadership team have been trying to stick to missional strategy - to maintain our vision - to be a hub. In their missional action plan (MAP) they have updated the years, and have continue to focus on their intent. There is a newly updated chart online with 4 key measurements, which are based on the 4 pillars: people, worship, sustainability and mission and has engagement as the leading indicator. Trudi outlined the metrics from the last two years in these 4 key areas.

People - number of volunteers - we can't run the events without the help of others. We need to continue to invite people to participate, to join us by providing their time and skills. In 2021 we had 40 people, and in 2022 we had 69 in the year we were only open for 10 months with some committees that haven't started up again.

Worship Measure of average weekly attendance - in 2021 online/TGIF/radio hour and 2022 the attendance 53.

Sustainability determined by surplus or deficit status - in 2021 we had \$18204 deficit, and in 2022 the deficit was \$8722. We are not bringing in enough money yet

Mission - Number of people in our programs. Food Security had 30+ families 2021, and 40+ in 2022. Discovery Camp hosted 35 children in 2021, and 50 children in 2022. In our new youth program, we had 13 youth in the first year.

Our measurements show that we are building in areas of growth and sustainability. Please stay tuned for more updates.

Missional Strategy Goals are discussed. All the goals are listed - progress is not inclusive. We invite you to contact others if you are interested in helping with our mission/projects - Samantha, Suzanne, Cormac.

NCD - We will leave in there for the 5 year term, but we are going to leave it as dormant goals

Choir is growing again. We appreciate it, and they sound awesome. We want to continue to invest choral scholars and help the choir make their own MAP. In the data that helped to build the strategy, we heard how important our music is, and we want to be a music centre of excellence in Peterborough.

Youth/Food Security Programs- really strong - thanks to leader and volunteers

Trudi demonstrates a new graphic that came from the leadership team - **Belonging, Becoming, Believing.**

What we really want is for people to find places where they can belong

We thank Cormac for the graphic, highlighting a circle of engagement - of quite, inclusion and grace.

Outside - camp, Spooky, Pancake Supper, opportunities for people to belong. **Towards the centre** - Members, Volunteers, help ourselves and each other on the journey

Centre - faith, belief, love of each other, discipleship, bible study

Asks for the congregation:

- Grace and support as we rebuild
- Learn by failing - try new things - keep trying
- Focussing on engagement, people, relationship, outcomes in the next couple of years
 - We have good foundations
 - We have invested in the buildings, and now we can focus on the other things

We invite you to participate in other things and to help out. Invite your friends and families out volunteer initiatives

We don't have enough to say in the black. Trudi asks that if you can add more to the plate or volunteer.

Questions or comments?

Randy Pagett presents on a St. Luke's partnership: With St. Luke's incumbents retirement from May 1 to Dec. 31 - 8 month time period - Suzanne and Samantha will preside at St. Luke's one Sunday a month at different Sundays. Samantha will be at St. Luke's Wednesday afternoon and All Saints' will be compensated.

Discussion - All Saints' is not taking over - but supporting them

St. Luke's has active missional work, such as a food bank on Fri, community gardens, and thrift shop. In 2017 - they approach city and Diocese - with no approval yet - to create affordable housing at their site.

They have had initial preliminary designs created, but that is it.

Questions?

Karyn Sadler: Who will be here? Samantha: Rev. Steve Smith. We will try to keep things consistent on which Sundays, but timing will depend feast days

Sylvia Sutherland: What happens when Samantha and Suzanne others aren't there?

They have Deacons - Ann and Doug Wood take Sundays. Glenn was only there 2 Sundays. Ann and Doug Woods do the others. However, they must have a priest-in-charge in order to functions

Sylvia Sutherland - How big is St. Luke's congregation?

A regular Sunday has between 20-30 in attendance, and the average age is about 85. Their building is bigger than All Saints' and much of it is inaccessible, and it is not as well cared for.

However, East city is building, especially with the subdivision by Television road. If St. Luke's becomes sustainable, there are many kids, and they have the capacity.

On behalf of the Leadership Team, Trudi thanks everyone for their time, talents, and all the contributions toward our church and community. They are all valued and appreciated.

Presentation of the unaudited Financial Statements for 2022 - Joanna Park

Joanna presents the statements in a chart for the vestry - to note when looking at all the funds, the Doris Fund is now at zero and the Terraces have a bit of money (some for HST rebates).

There is some money collected that hasn't been spent - it will be used in 2023. \$27000 has been given - some givings are given for specific funds, and therefore only used for who it has been allocated for - examples youth ministry, food security, Discovery Camps, and refugees. A lot of the spending match the gifts of monies for these purposes.

At the end 2022. we have a deficit of over \$26000. Although this is a big number but not as big as we thought. We are rebuilding or growing, on the other hand, we do have Heritage Trust (HT) fund we have 1.3 million. We could make the deficit zero - but we aren't taking out money every time we need it. The finance teams been looking at a 12-15 year plan with the funds we do have, if things stayed the same.

We discussed the GENERAL FUND Revenues and Expenses - BUDGET AND 2022 at same time.

It is hard to compare to 2022 and 2021, as we were closed 2021 and then open for 10 months in 2022.

Revenue Actual 2022: The total revenue for 2022 is \$516,763, which is significantly more than the year before. Revenue and offerings of \$131,394, Restricted \$82,042 - food, security - significant amount of money that comes in for specific programs (from donations and a foundation in 2022).

In 2022, we had a significant amount of internal funding - \$186,670, with \$115,000 from HT - incumbent salary, youth ministry, and general operations, and \$71,000 from the sale of terraces.

Other revenue, \$92,586 - rentals and camps. The total revenue being \$516,763.

Revenue 2023 Budget: We've budgeted \$498,538. We are looking for new partnerships and offerings within the community and congregation to help us increase our offerings. Budget for donor restricted offerings - \$57,000 from food security, youth ministry. Funding of \$48,504 - rectory funding mostly, as well as the St. Lukes' partnership. Internal funding of \$125,000 - from HT, which is part of the plan. Other revenue of \$81,000 from rentals, camps, and other miscellaneous revenue.

Expenditures - Highlighting and comparing actual 2022 with 2023 Budget

What will we do with it? How do we keep it tight - Barry Greensides is good at watching these numbers in our expenditures. Except for projects we do, that are funded, there isn't really room for cutting the budget and changing the expenses. And there are also many expenses are going up.

The good news is that the Synod allotment is decreasing this year - \$45,000 in 2022, to only \$36,000 in 2023. These decrease is a reflection of the amount of ministry that we are doing at All Saints'. Staff salary are going to be increasing, as we want to make sure we are offering livable wages. Property and maintenance increasing with an expectation of the utilities going up.

Food security ministry - similar expenses as 2022, but again it is funded outside of general offerings, budgeted at \$41000. Service and administration had \$18,000 that written off as an accounting issue, which is why it is large this year. Worship up a bit in 2022, due to beautiful Christmas trees - but funded by Chancel and HT. Education and pastoral care - a bit higher in 2022, getting youth and Discovery Camp resources in place. Total Expenditures in 2022 is \$ 525,000, and we have budgeted \$526,000 in 2023.

Surplus and deficits - 2022 had a deficit of \$8,720 and we are budgeting a deficit of \$17,000 end of 2023. If we meet our budget next year - we will have approx. a \$40,000 deficit. At which point the leadership team will have to figure out what to do from there.

Questions?

Cormac has a comment - inside track - diocese committee for strategic plan - Cast the Net committee. Cormac believes that All Saints' is in 95% percentile compared to other churches of how we are doing financially. We are top 5 percent for 'soundness'.

Samantha: 193 parishes in the Diocese, and it is anticipated that in the next 5 years as many as 40-50% will close. We are not on the list of possible closures - we are on the list for sustainability.

Reneé Paul: What is the relations with St. Albans? In 2013, they join All Saints' and know we oversee the rental and care of the property.

Terrace fund: We still had some income of the rentals before they were sold, and then had our expenses, as well as the \$70,000 that was transferred to the general fund after the sale. Leaving zero at the end of 2022.

Heritage Trust - \$5400 in memorials bequests (donations placed in here to help with CRA), designated donations and money from the sale of the Terrace money went in there, which helps us with the CRA, Sale of the Terraces \$798990 netted to us. This money was then in a GIC, then some was utilized out of the GIC during 'wonky' markets in 2022, but now money will be going back into the GIC to keep promise to congregation. The total expenditures was \$245,259 - with a large portion being spent on capital maintenance and musical scholarships. Note: In 2023, we have budgeted for choral scholars in general fund. We had an unrecognized loss, due to the market, of \$48,815. Therefore, at the end of the year we have \$1,362,828 in HT.

Questions?

Doris Fund - This fund had some money left in 2022, and all of it was spent - Housing Resources Centre and Food Security - and the fund is now at zero

Tom Bell - Do we have food and security fund?

Joanna - It isn't an actual fund that is separate.

Tom Bell - Would It be good to make it a formal fund? Joanna explains that if you donate through Joanna - Canada Helps you have a choice of where to allocate your money (ex. food security, youth).

Tom Bell - Where does the money come?

Samantha - Every penny we spend food security - has been brought in has been brought in by designated funds. General funds are not spent on food security ministry.

Moved into the operating fund so we could see what we are spending. This is not a side ministry - core foundations ministry, so we should be able to see it in our ministry

Tom Bell - Get a sense of what the needs is - so if we needed to give more from the general fund or other sources to meet the need, then we could see that.

Any questions?

Joanna Park will move that the unaudited 2022 Financial Statement and 2023 Budget be approved

Seconded by Eric Sloan

Comment or question? **Motion carried unanimously**

Joanna Park has served for 14 years as our treasurer. Thank you on behalf of parish (with this small gift) - we are grateful for your skill, dedication and time.

Growth is about taking carefully instructed risks and spreading our wings, and the next presentation is about just that.

Parish Nurse Presentation by Shannon Culkeen

Registered nurse - Charge nurse of COVID - unit since 2020

All Saints' has taken an interested in an opportunity, which Shannon is excited about. We are looking to launch a pilot project into parish nursing. In the 60's and 70's, parish nursing was part of the humanitarian movement forward in faith communities. Perhaps All Saints' can become a leader in this area. All Saints' applied for a United Way grant - and whether or not we receive the grant, we are going to go ahead with this project.

Three specific areas of focus:

1. Mobile wound care - Mobile wound care to help our marginalized neighbours. There is a clinic for this - but no mobility to get people there. This is a small intervention that can have a great impact.
2. Building senior competencies for faith leaders - Training to faith leaders in Peterborough community and Diocese to understand community processes. We want to empower leaders to give them tool kit and resources. Helping pastors understand the community referral process and give a boost to their pastoral care.
3. Hospitals advocacy for our vulnerable and isolated neighbours - some people are afraid to go to the ER and afraid to be mistreated.

This project is specific - but possibilities are endless

Mission forward facing direction and health-giving, life giving direction inward to increase our sustainability. If we are going to be the spot, then it needs to be a healthy space for ourselves and others. Please speak to Shannon afterwards if you are interested in helping this project grow.

Thank you - round of applause

Samantha - we will keep you informed as this project unfolds.

Questions:

Dr. Bell - He thinks it's a great idea, but what about senior shut-in who need help with their meds, is this included?

This is not in the pilot project - it is something that is on the horizon. The grant is focused on wound care specifically.

Tom Bell: Community care access centre - do they have still have nursing?

They still do have nursing, and we are not trying to replace them. We are just trying to ensure that there are enhanced connections, and empowering faith leaders and congregations to connect to publicly funded care.

Tom Bell: Is there still wound care clinic at hospital? Used to be a speciality trained nurse - Shannon is not aware

Geoff Matthew - Is there anywhere else that there is Parish Nursing across the Toronto Diocese?

Samantha - Parish Nursing is a big thing, and usually in larger parishes. There are at least 20 parishes in Toronto with nurses. Some of them the focus is inward on their own congregation - some others have outward focus - wound care, foot clinics. This is pilot, so we are trying to responsible about not take on more than we can manage. We can grow if our capacity grows, and it may not.

Ann Bell: more of a comment. As the project is developed, it may be good to network with other agencies. These agencies have policies and procedures for working with high risk communities. Working on the on the streets can be risking and challenging, and Ann would like it to be linked. Shannon foresees these types of connections.

Samantha: Parish nursing oversight body in the diocese do have policies and procedures for different avenues of parish nursing. We know that we have to connect with agencies that already exist. This want this to be extension - not replication of work - things that are already happening - Suzanne has already helped many people who come to All Saints' with gaping wounds.

Curtis Bryan: When you are going with United Way - have we considered mosques and temples?

There is a bias here, that could challenge you with the United Way.

Samantha: The interfaith/interdenominational resources that are to be created with be open to every Faith.

Heritage Trust Committee Update - Leslie Yee

The HT group met twice in 2022, and then again in Feb. 2023, with discussion focused on how to reenvisioned with financial and missional strategies. As previously reported, compliance with the Canons of the Diocese of Toronto, Sections 4 and 7 of the HT policy were removed.

HT has to reimagined it's purpose and role. However, the core purposes of HT remains the same, with some language changes. We have had a lot good discussion relating to additional changes to the policies, suggested composition of the committee and it's purpose. Given the needs of All Saint's and today's world, a greater emphasis will be focused on managing our investments to recap the greatest returns, and on legacy and memorial gifts. To provide clarity and transparency for this change of focus the voting members of HT committee - Trudi Farquhar, Barry Greensides, Tammi Wickware, Ann Bell and Leslie Yee voting to unanimously to change the name of the HT to Heritage Investment Fund. This does not end a legacy 1991, it simply changes the focus to best suit the needs of our church. The leadership team is deeply gratify for everyone who has served on the HT so faithfully over the years, and who have established this legacy for our church to thrive long into the future.

We have approached someone to be the Chair of the Heritage Investment Fund, and are looking for 2 or 3 other people who would like to join the committee along with the chair and the incumbent, and they will revise policies and procedures. We are looking for people with financial or investment background, or who are interested in longterm suitability of All Saints'. Speak to LT for more info.

Samantha - we will keep you informed as decisions and policies are created and share them freely.

Appointments - Incumbent's Warden - Trudi Farquhar

Leslie Yee- Deputy Incumbent's Warden

Randy Pagett- People's Deputy Ward - agreed to one more year

Barry Greensides - People's Warden - one more year in his term

Auditor: 2018 and 2019 - the audits are not complete, and we have to start again - we are still looking for auditors. We are out of compliance with the Diocese - but they know we are not the only ones struggling with this.

Lay Delegate to Synod:

Lois Cook and Randy Pagett will continue - 3 year term

Nomination: Sue Lumley to be the Alternative Lay Delegate to Synod

Warden's Appointments:

Joanna Park has agreed to be treasurer - thank you!

Graham Hart - Chair of our Property Committee

Awaiting a new screening process is coming from Diocese - so we need a new Screening Coordinator, but we will keep you up to date with that.

Dianne McKay has been appointment for this position on Parish Council
Nomination: Sue Lumley and Shannon Culkeen to be members of Parish Council

Nominations carried
Welcome aboard people!

Open forum: Closing questions or comments?

Expression of thanks: Thank everyone for everything that they do here at All Saints'. We are so lucky to have weathered this storm so well.

This is Samantha's 5th vestry - and she can't wait to see what comes as we journey forward.

Motion for adjournment by Curtis Bryan and seconded by everyone - ***Motion carried***
Meeting adjourned



WHO'S WHO IN 2024

The Rev Samantha Caravan	Incumbent
The Rev Suzanne McMillan	Deacon
Trudi Farquhar	Incumbent's Warden
Randy Pagett	People's Warden
Leslie Yee	Deputy Incumbents Warden
Barry Greensides	Deputy People's Warden
Tunde Okubadejo	Organist and Director of Choir
Cormac Culkeen	Director of Youth and Family Ministry
Rose St. Thomas	Youth Ministry Assistant
Janine Ernst	Parish Administrative Assistant
Shawn Blackwood	Custodian

Leadership Team

Pastor	The Rev. Samantha Caravan
Wardens	Trudi Farquhar, Randy Pagett, Barry Greensides, Leslie Yee
Treasurer	Joanna Park

Pastoral Team

Pastor	The Rev. Samantha Caravan The Rev Suzanne McMillan, Cormac Culkeen, Rose St. Thomas, Tunde Okubadejo
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Committees and Positions

ACW

Karen Sadler (Chair), Cheryl Baker, Ann Bell,
Lynda Brown, Rosemary Bruce, Tracy Gemmiti, Sandy Gunn,
Darlene Juriga, Bunny Laing, Norma Jean Laing, Nancy
Marshall, Wendy McNab, Judy Mills, Lois Noyes, Muriel Panter,
Tammie Wickware, Vi Wilkinson

Chancel Guild

Suzanne McMillan, Mary, Beckett,
Marg Greensides, Sandy Gunn, Dianne Pagett

<i>Choir</i>	Eric Sloan (President), Ann and Tom Bell, Brian Beckett, Curtis and Kim Bryan, Nancy Marshall, Dorothy Okubadejo, Renee Paul, Christine Slevan, Janice Sloan (Treasurer), Joy Walker, Claire Williams: Choral Scholars: Sadie Stumpf, Duncan Stumpf, Tim Stumpf, Nicole DeJong, Joshua Nwabuisi
<i>Communication and Marketing</i>	Sarah Cook, Bronwyn Petry, Rose St. Thomas
<i>Education</i>	The Rev. Samantha Caravan, Cormac Culkeen, The Rev Suzanne McMillan, Rose St. Thomas
<i>Finance Committee</i> (and Heritage Investment Fund)	David Watton (Chair), Rev. Samantha Caravan, Joanna Park, Geoff Matthews, Russell Cook
<i>Lay Eucharistic Ministers</i>	Russell Cook, Rose St. Thomas, Cormac Culkeen, Geoff Matthews, Dave and Peggy Watton
<i>Lay Members of Synod</i>	Randy Pagett, Lois Cook Alternate: <i>Open Position</i>
<i>Lay Pastoral Visitors</i>	This committee is being restarted – <i>stay tuned</i>
<i>Parish Council</i>	The Rev. Samantha Caravan (Chair), Trudi Farquhar, Randy Pagett, Barry Greensides, Leslie Yee (Wardens), Joanna Park (Treasurer), Cormac Culkeen, Tunde Okubadejo, Rose St. Thomas (Staff), Sarah Cook, Shannon Culkeen, Graham Hart, Dianne MacKay, Rev. Suzanne McMillan, Renee Paul, Karen Sadler, Sylvia Sutherland, Dave Watton, Peggy Watton
<i>Prayer Ministry</i>	Lois Cook (organizer), Jill Bromley, Rosemary Bruce, Rev. Samantha Caravan, Marguerite Cook, Diana Lehman, Lois MacVichie, Rev. Suzanne McMillan, Nancy Marshall, Lois Noyes, Ross Peddle, June Wigmore
<i>Property Committee</i>	Graham Hart, (Chair), Tom Bell, Curtis Bryan, John Downey, Nolan Ephgrave
<i>Readers and Intercessors</i>	Renee Paul (Organizer) Tom Bell, Curtis Bryan, Russell & Sarah Cook, Kate Dykstra, Graham Hart, Sandy & Tom LaBranche, Philip Lake, Nancy Marshall, Andrew Park, Joy Walker
<i>Sides People</i>	Randy Paget (Head), Cheryl Baker, Sarah Cook, Lois Cook, Tracy Gemmiti, Graham Hart, Lloyd Hutchinson, Geoff Matthews, Andrew Park, Dave and Peggy Watton
<i>Social Justice and Advocacy Committee</i> <i>Truth and Reconciliation Committee</i> <i>Food Security</i> (Including Community Meal)	The Rev Suzanne McMillan (Chair) David Dunn, Ross Garland Kim Bryan (Assistant Team Lead), Curtis Bryan Brian Beckett, Lois Cook, Marg and Barry Greensides, Sandy Gunn, John McMillan, Cheryl Neuman, Randy Pagett, Janet Ryan

From the All Saints' Leadership Team

FROM THE PASTOR'S DESK

Radical Inclusion ~ Extravagant Equity ~ Compassion that leads to Justice!

This past February 1st marked my 5 year anniversary. It has been a significant five years in the life of the Church and the world. The pandemic, wars, and runaway inflation that has led to an increase in the use of Canadian food banks by 154%. Not every church has survived the last five years, some are still just hanging on, others have found their footing, and few have actually thrived. We are in the category of thriving, and for that we can thank those who have led us to a place where we have resources. Those who left legacies, and those who in leadership roles over the last twenty years have invested and protected the legacy gifts for a time such as this.

In my first sermon on Feb, 3, 2019, I offered you who I am and who I am not.

Who I am

I am a devoted follower of Jesus the Christ, of the Messiah, of the Son of God, of the Son of Man, of the Mighty Councillor, of the bringer of Peace and Justice, of the Rabbi born in an obscure village to an impoverished man and woman. I love this Jesus, I actually believe that if we follow the pattern of life of Jesus the Christ we can change the world – or at the very least we will change, and then our little corner of the world will be changed – transformed because we have been. Because I believe, to walk a life of faith is to believe in the impossible, and not weird impossible, like winning the lottery – but things like human equity, equal marriage, food security for every human person, shelter for every human person, justice, forgiveness and hope for every human person. I am compelled by my relationship with this Jewish Rabbi so completely that I believe we can do more than we can ask or imagine. I believe that all of our faith is built on relationships – our individual relationship with the divine, with each other, and with the stranger. I think Jesus' summary of the law, which he then commands of us – to Love God with everything we are, to love our neighbour, and to love ourselves is the cornerstone of our gospel ministry together.



Who I am NOT

I am not All Saints' newest saviour. I have no magic, I cannot fix the issues of All Saints', I cannot grow this parish by myself, I cannot prevent it from closing all by myself. Everything has a life span – including parishes.

The last five years have been difficult, not only through the events of the world around us, but through our growing relationship – priest and congregation. Not all things have been easy, as I tell people who either email me, or come to my office to tell me what they do not like, 'We are in this together, let's find a way through.' As I use to tell my children when they were busy pointing fingers at each other, let's assume the other has reasons for whatever was said or done, and let's try and figure out what those are.

These last five years have also been life-giving, and we as a parish have come a long way. I commend to you the ministry narratives within this report. So much amazing gospel work has been shared.

I acknowledge that change is difficult, so hang on because more change is on the way. Almost no church has returned to its pre-pandemic attendance. Part of that is through the death of beloved members, and some who were able bodied before the pandemic now find themselves with mobility issues. Others have not



returned because they found other meaningful activities to fill their Sunday mornings, still others are wary of large groups and falling ill. On the positive side we have new members, and children!

Communities of faith have been in decline for decades, this does not mean that faith is in decline, but that fewer people are finding meaning or relevancy in faith and or church. Part of this is that we hang on to traditions that are no longer relevant in the world we live in, the flip side of that of course is that long time members of a community of faith are offended and feel disrespected when long held traditions are ended or changed. It is a delicate balance. One of the largest challenges any church faces is apathy. The apathy

society has towards the church, and the apathy of those who attend. The role of the Church is to be a light in the darkness, to have a voice that contributes to peace and justice, that speaks truth to power, that holds space for the marginalized, and values relationship with God and neighbour as sacrosanct. We cannot do this if we are only concerned with ourselves, with our personal likes and dislikes, with protecting the way we as individuals believe. Church is not about you or me, it is about community. Community focus is the foundation to our faith and is essential to every single teaching of Jesus. The one hour we spend in worship, in community on Sunday morning calls us to be more than we can ask or imagine. This one hour is to ring through the other 167 hours in a week. What we do here in worship, and mission has to align with the radical inclusion, extravagant equity, and the living out of compassion that leads to justice, that are founded in the life and witness, sacrifice and resurrection of Jesus the Christ, our pattern of life.

The changes that are proposed (and you can read about in the Leadership Report) at this year's vestry will cost money, they will make us uncomfortable, and they may not work. What the changes will do is remind us that we are here to be the church, we are the body of Christ in this time and space, and as such we are called to radical inclusion, extravagant equity, and to compassion that leads to justice. Let's be gospel bearers, reflections of God, and let's do it knowing that we are divinely created, and divinely loved, and the rest is how we live that out.

To God be all the glory.

Blessings,
Samantha

LEADERSHIP TEAM REPORT

As your Leadership Team, Samantha and the Wardens, (Randy Pagett, Barry Greensides, Leslie Yee and Trudi Farquhar) are pleased to present a joint report to Vestry again this year. As promised, we are also providing you with our Missional Strategy Key Metrics to reflect areas we believe to be the most important to measure the success of our strategy. We hope this new approach is helpful and as always, we are open to constructive feedback so we can continuously improve our ongoing communication with you. Come to Vestry to learn more!

2023 is the first year since Covid began in 2020, that we have been open all year. It has been wonderful to re-engage in person to support each other, worship together, enjoy coffee hour together and we continue to expand our youth and food security ministries. We are slowly seeing new faces in our pews, in the choir and at our events, and new opportunities and lots of learning continue to come our way.

To start off the year, we engaged in a partnership with St. Luke's in East City. We did not know what would happen as our agreement was to support the congregation as they made some difficult decisions. This arrangement contributed \$30,000 in much needed revenue to All Saints' as a new, short term revenue stream. The contract has been extended until June 30, 2024 and will bring in a maximum of \$3,000. By June of 2024, we hope to present a framework and model to the College of Bishops that could be used to create mutually beneficial partnerships and working relationships with other churches in the future.

In 2023, we continued to see new families and children in our Church, thanks to the many opportunities Cormac and Rose present for people to engage in our youth and family ministry activities. Our Choir has started growing again with 4 new Choral Scholars, and we now have a new Junior Choir with 10 members! Our partnership with Kawartha Food Share is going strong and our Food Security ministry is meeting the increasing needs of 50 of our neighbour families, including approximately 100 children. Our monthly Community meals are very well attended (100) and our Senior's Eucharist and luncheons are deeply appreciated. Our Christmas Market was a great success, allowing approximately 40 children to choose gifts free of charge for loved ones. Our relationship with KYO continues, and possibilities exist for us to expand concerts and other joint ventures.

Last fall our Marketing and Communications team created a new brand for us to use outside our congregation, to encourage food security donations from folks who are not very supportive of churches in general. The flyer was created under the branding of "Open Hearts Willing Hands", and donations are made online through Zeffy. Two copies of these flyers were shared with our congregation so we could all offer them to our friends and relatives who might be interested in making donations to this worthy cause. As a result, our Zeffy donations totalled \$235.00 Other marketing efforts have also increased on social media and results are showing up in our Canadahelps.org account which earned \$4,705 in 2023. When we add gifts from within the parish, our total donations to our Food Security Ministries was \$39,296

The Compassion Journey will continue in 2024, and you can read about it elsewhere in the Vestry Report.

All rental contracts have been reviewed and increases implemented to bring us in line with current pricing and increasing our revenues. Similarly, expenses have been reviewed and trimmed as much as possible, including an \$8,000 reduction on our allotment to the Diocese. Dave Watton led the Finance Committee through another strategic exercise to support the revision of our missional strategy in 2025. Our buildings are still in good condition so we did not have to spend any large amount of capital funds for maintenance, and Shawn has done an excellent job of keeping things neat and tidy and well maintained. We received a bequest in the amount of \$25,000 with a further \$75,000 expected in 2024. We have designated this bequest to our capital fund within Heritage Trust to support the Finance Committee recommendation last year. We invested the proceeds from last year's sale of the Terraces in a GIC, which provided \$28,000 in interest income and we have just reinvested the entire amount for another year at 5%.

The Leadership Team hired an architect last fall to begin the long process of improving access outside and inside the Church, with the intent of becoming compliant with the Accessibility Ontario Disabilities Act (AODA). This will be a multi-year project and is only in its initial stages as we need to determine our needs, the costs/grant possibilities and surveys/approvals required by the various bodies. Conceptual drawings have been reviewed with the property committee and will be presented to the congregation at Vestry. No decisions have been made, but more investigation will be done in 2024 as there are many issues to be considered. A motion will be presented at Vestry for Vestry's input.

The Leadership and Finance Teams have reviewed our Heritage Trust documents and an updated policy will be released shortly. The Finance Committee has taken on the responsibility of managing All Saints' investments and will make recommendations for future growth of our investments moving forward.

Unfortunately, our financial situation continues to suffer from reduced givings and increased costs. In spite of our best efforts, for 2023 we are posting a deficit of \$28,536. We are not projecting deficit in 2024. We continue to rely on the generosity of our congregation and other generous gifts, so if you can increase your givings and continue to give to our Food Security and Youth Ministries, it will help keep our deficit as low as possible. We know we need to try more innovative and brave strategies, so we are very excited to share an entirely new multi-year approach to increase our access to grants and other revenues into the future. More information will be shared about this at Vestry.

If you are giving all you can, please consider donating your time and inviting your family/friends to join our community as a volunteer. We need to strengthen our Property Committee (24 hours/year), Sidespeople (2 hours/month), Chancel Guild (2 hour/month), helping with our Community Meal (5 hours/month) and helping with our Food Security program (3 hours/week). If you can share your time with us, please contact Samantha, Suzanne or Cormac.

In 2025 All Saints' will be 150 years old! We have established a committee to start planning a year-long celebration with fundraising events, to raise \$150,000 towards our accessibility needs. Our committee consists of Leslie Yee, Sarah Cook, Randy Pagett, Graham Hart, Shannon Culkeen and Norma Jean Laing. On August 24, 2024 we will begin a 150-day countdown to this year-long celebration. There will be many opportunities to participate, help with committees, or help with specific fundraising activities. Keep watching for notifications and please help anyway you can. This will be an exciting year with lots of fun activities and opportunities.

We want to thank everyone at All Saints' and beyond, who has worked hard and contributed much time, talent, and funds to support our ongoing development. We are grateful for the opportunity to serve, and look forward to working with you in 2024.

Leadership Team Multi-Year Plan *(Snapshot)*

2024 – 2025 Marketing Initiate

This initiative is intended to create opportunities to raise funds from outside of the parish. A Not-for-Profit will be created and eventually will house the social enterprise ministries of All Saints' – Food Security and Community Music to start.

2025 All Saints' 150th Anniversary

We will start the countdown to our 150th anniversary on August 4, 2024. The 150th anniversary committee are planning a yearlong celebration. We have also set a goal of raising \$150,000. Stay tuned for details.

2024 – 2026 AODA (Accessibility for Ontarians with Disability Act)

Accessibility is not only a response of gospel living, ensuring that all people are valued and have access to everything they need. It is also one of the ways that All Saints' will remain relevant for the next 50 years. It allows far more utilization of the Church space not only for ourselves but for the community. Accessibility allows us to become a leader in community events and support. It will also increase our ability to rent space.

YOUTH AND FAMILY MINISTRIES

Greetings to all the members of All Saints' Anglican Church, Peterborough. It has been a successful year in shared ministry. There is a lot to celebrate! We have a youth group of teenagers – a real crew! This was an important goal of All Saints' when the congregation decided to intentionally invest in a deeper way into Youth and Family Ministry, back in 2019. The investments of the congregation are bearing fruit, which can be seen throughout the week and perhaps most clearly on Sunday mornings at All Saints' Peterborough. Our focus this year will be on deepening the connections we have made in the community and on intentionally welcoming and discipling the newest members of our parish. Being a new person at a church is intimidating! It can be hard to get to know a congregation whose members have known each other for a long time. Welcoming and knowing our newest members is a critical part of Youth and Family Ministry at All Saints. This is the work of the whole parish!

We are lucky to have two more Youth Ministry Apprentices in 2024 with the Youth Ministry Apprenticeship Program (YMAP). This year we are pleased to welcome Heather Fowler and Anna Eidt. Heather (and her awesome service dog Little Roo) made a great impression on all of us this past summer during Discovery Camp. Heather is hardworking, friendly, and patient. She has a compassionate, gentle way with children, and she loves Jesus very much. Anna Eidt brings many years of experience as a music educator and Choir director to us as our newest YMAPper. We met Anna through her work with KYO and Upbeat Downtown. We are excited to give Anna the opportunity to explore the spiritual aspects of her music education practice here at All Saints'. She has a beautiful voice too!



Anna and Cormac both work with Kawartha Youth Orchestra's Upbeat! Downtown Program. This program continues to partner with All Saints' by employing Cormac as their "Wellbeing Coordinator" a catch-all title for the caring work that Cormac does with the children, volunteers, and staff at Upbeat. Upbeat continues to grow and change, having nearly doubled in size over the winter break. There are now some 45 children from ages 7-14 involved in Upbeat Downtown's free after-school music program. This program is changing the lives of children. Volunteers of the program at All Saints' can attest! It is an incredible gift to the neighbourhood and another point of connection with neighbourhood children who are involved in the Youth Ministry at All Saints'.

All Saints' has invested a great deal into its ministry to Children, Youth, and Families. The members of this church community have prayed diligently, volunteered selflessly, and donated generously. Your gifts have supported this ministry in a few major areas. Your financial investment in Youth Ministry has allowed there to be two part-time Youth and Family Ministers. Rose and Cormac have different gifts, as I'm sure you all know. Cormac is a card-carrying extrovert, and never shies from a new experience, a new connection, or a new adventure. Rose has a practical, cautious attention to detail that everyone values. Both love working with children and teens, and both are extremely committed to the All Saints' community. All Saints' is home, and we are proud to serve here.

In order to build trust and engagement with the neighbourhood, the Youth Ministry continues to have a few large outreach events per calendar year, including our extremely successful Spooky Walk (300 + attendees), our annual Easter Egg hunt (200+ attendees), the Children's Table at the Christmas Market (40+ children and families served), and Pancake Tuesday (more pancakes than at Denny's). These events raise our profile in the neighbourhood. They give us an opportunity to live out the love of Jesus and to show young people what that looks like. This year we hope to host these events again. They pack a big punch!



When families hear about what we are doing and begin to know and trust the All Saints' community, they look for other ways to get involved. Discovery Camp is always a huge leap forward for us! Over two weeks in summer 2023 we welcomed about 50 campers, teen leaders, and their families to All Saints'. At Justice Camp we learned about loving our neighbours and following Jesus's pattern of life. At Music Camp we made a joyful noise and seeded our brand-new Junior Choir! We are proud to say our Junior Choir meets every week after service on Sunday. They are learning to sing "The Lord's Prayer" and they nailed "Go Tell it on The Mountain" on Christmas eve. It all started at Music Camp! Many thanks go out to our devoted volunteers, "Camp Grans" and to all those who donated money toward "camperships". In 2024 we will be doing a week of "Under the Sea Camp" and a week of "Music Camp" as well as a March Break Music Camp. Camp is an essential part of the work we do here!



Everything is connected. No one event, service, or program for children, youth and families is meant to be a one-off or a stand-alone occurrence. Instead, what we find is that everything we do builds on everything that has come before it. Families who have attended multiple events start to feel welcome here and start to make friends. We chip into the isolation that so many people experience. As we build trust and goodwill through service, we find that

many in our neighbourhood also want the opportunity to serve and give back. As we acknowledge the humanity and spirituality of children and teens, we find that we can become a safe spiritual home for them. Anxious parents find relief knowing that their kids are being cared for and respected, while finding strength in the connections they make with other parents here at All Saints'. We connect families with resources, community, and the inexhaustible love of God.

This is a transformation! It is life affirming and life giving. It's a lot of work, but it is absolutely working. This is how we transform a neighbourhood by being the church we are called to be. It is an honour to work alongside you all.

MUSIC AND CHOIR REPORT

We give thanks to God for another year in which the Choir continued to uphold the singing ministry for our church, participating in various special occasions. In line with tradition, the choir took charge of leading Sunday worship, and all other special services throughout 2023. In addition, the Choir presented numerous special songs on various occasions, beginning with the first Sunday service of the year and extending through the Christmas Eve service.

As outlined in our previous vestry report, our primary objective for the year 2023 was to fortify the choir. True to our goal, the choir experienced growth in various aspects, including an increase in the number of robing choristers, with the addition of two choristers, Joshua, and Marc. In total there were 23 members in the choir in the year 2023.

As usual, the choir expresses gratitude to the church leadership for their steadfast support and extends appreciation to the church wardens and the congregation for their consistent dedication throughout the year.

Positive responses to every program we engaged in have been fantastic, and I want to extend my personal gratitude to every choir member, parents, and family members for their dedication. Amidst your busy schedules at home, work, and school, you generously volunteered your talents for the service of our Lord, and that is truly the greatest act of charity. So, a heartfelt thank you to each one of you!

Highlights of Choral Activities for the Year 2023

Choir Rehearsals: Rehearsals were conducted at the church premises on Thursday evenings and Sunday mornings without any limitation unlike previous years, where we had different kind of restrictions. We attribute this freedom to God, and we give Him the glory for it.

Choral Scholars: Throughout the year, our choral scholars—Duncan, Tim, Sadie, Nicole, and Joshua—actively participated in our choir, lending their voices, and showcasing their musical talents with various instruments during special services. We consider ourselves truly blessed to have such dedicated and talented individuals among us.

Children's Choir: With the special grace of God, our Junior Choir commenced last September, conducting rehearsals every Sunday afternoon. The summer music camp played a crucial role in attracting young children to join the choir. The Junior Choir actively participated in significant services such as the Advent Carol, Christmas Carol, and, notably during Christmas Pageant on Christmas Eve, where they beautifully rendered songs like "This Little Light of Mine", "Once in Royal David City" and "Away in a Manger". A special thank you to Cormac Culkeen who works tirelessly with these small choristers. We express gratitude to God for these young talents and remain committed to nurturing and developing their abilities for the glory of God.





Lent/Easter: We marked Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday, and Easter Day services with significant church attendance. The choir, as customary, guided the congregation in worship, offering a splendid performance of John Stainer's "God so Loved the World" on Maundy Thursday, "Surely He has Borne Our Grievs" on Good Friday, and the Hallelujah Chorus on Easter Day. Easter Sunday was particularly magnificent, featuring our friend Alexander Cannon, who joined the service and accompanied the choir and the congregation with his trumpet.

Choir Vacation: The Choir commenced its annual vacation in the second week of June and returned in the second week of September 2023. The annual break provides choristers with an opportunity to disconnect and rejuvenate, preparing them for a new choir calendar year that begins in September.

All Saints Day/Remembrance Day Service: In November, the Annual All Saints' Day service took place. The choir presented the anthem "Sing Alleluia Forth" by Eric H. Thiman. Additionally, during the Remembrance Day service, Alexander Cannon performed "The Last Post" on the trumpet, accompanied by the choir singing "For the Fallen" and "God Be in My Head" by Philip Wilby.

Advent Carol Service: On December 3rd, our Advent Carol Service took place, featuring the rendition of popular Advent carols by the choir. The focal point of the day was the majestic anthem, "Choral Hymn for Advent - The Lord Will Come And Not Be Slow." The service concluded with the magnificent Advent postlude by J.S. Bach, "Herr Christ, Der ein'ge Gottes Sohn."

Festival of Lessons and Carols: On December 17, 2023, at 4 pm, we celebrated the Festival of Lessons and Carols. The Choir, accompanied by the Bowtie Band, presented a selection of beautiful Christmas Carols. The service commenced with J.S. Bach's Prelude "In Dulci Jubilo," followed by the Processional hymn "Once in a Royal David City," with the first verse performed by the junior choir. The Introit, "Gloria In Excelsis Deo" by Martin Shaw, featured Alexander on the trumpet. The audience was captivated by the Epilogue, a Nigerian Carol composed by David Aina, titled "E je ka jo yo", meaning "Let us rejoice". The service concluded with the well-known Carol "Hark the Herald Angels Sing" and the postlude "OBANGIJI" by Fela Sowande. It was truly a memorable service.

Christmas Eve Service: The 9 pm service marked the final choir event of the year, and, as customary, the choir presented the well-loved "O Holy Night."

During the November 2023 budget meeting, we presented a plan of action outlining the milestones for 2023 and our focus for 2024. In addition to our routine activities, we have initiated preparations for the Church's 150th Anniversary. As part of the celebration, the choir plans to organize a concert, and we will keep parishioners informed as further details emerge.

Lastly, I must emphasize the crucial role of a robust choir as the backbone of the church. The choir's strength lies in a set of guidelines that instill a sense of responsibility in each member of the choir. For sustainability and true worship, I urge every church member to consistently support the choir members in fulfilling their responsibilities with unwavering dedication. Let us persist in praying for the well-being of everyone, and as we work towards rebuilding the choir, may this year be a time of transformation for us all.

Sincerely,
Tunde Okubadejo
Choir Director

Our Ministry Narrative

ACW

The ACW had a very quiet year with no fundraising efforts and a healthy bank balance. We asked our member Debra Graham to bring in some of her wonderful quilts and talk to us about the making of them. We also had Leslie Yee and friends come to talk to us about guide dogs and their duties. It was great fun at the end of the discussion when the harnesses were taken off the dogs and they were just allowed to be dogs for a few minutes. In December the group met for a joyous Christmas lunch at Chuck's Roadhouse with many in attendance. In keeping with our Christmas tradition, everyone was given \$10.00 to enjoy their Christmas meal.



Karen Sadler, ACW Chair

COMMUNICATION COMMITTEE

In 2023, the members of the Communication Committee (Bronwyn Petry, Rose St. Thomas and Sarah Cook, alongside Pastor Samantha and church staff) worked to foster a greater sense of connectedness and sharing about the great work that is happening at All Saints' Peterborough.

Highlights of our work this year includes the creation of joint Peterborough Anglican parish full page colour advertisements for Christmas services, advertisements for our Easter services, posters for Christmas Market, Community Meals and other events, maintaining a social media presence, and the continued delivery of our parish newsletter, Dispatches. Thank you to the church leadership and committee members for your written submissions; they have been a fantastic tool for informing and engaging our congregation.

In the summer, in concert with the leadership team, the Communications Committee created an Open Hearts Willing Hands Food Security Giving Guide brochure in hopes of increasing awareness and donations for our food security programming.

As part of the communication process there are some monetary expenses. The spending that occurred in 2023 included: Canva (digital graphic design), Constant Contact (e-newsletter service), ZOOM membership, website costs, and newspaper advertisements.

Respectfully submitted by
Sarah Cook

Join us this Christmas
The Anglican Churches of Peterborough welcome you.

Christmas at St. Luke's
Christmas Eve
4pm - Pageant and Family Service
7pm - Candlelight Service

Christmas at St. Mark's, Keene
Christmas Eve
2pm - Christmas Eve service
St. Mark's - 2290 Base Line, Keene, ON

Christmas at St. John's
Christmas Eve
4pm - Family Celebration of the Birth of Jesus
10pm - Traditional Candlelight Celebration of the Birth of Jesus

Christmas Day
10am - Celebration of the Birth of Jesus

Christmas at All Saints'
Christmas Eve
2pm - Christmas Pageant and Family Service
9pm - Candlelight service
Christmas Day
10am - Sacred Eucharist Community Meal 4 - 7pm in Parish Hall

All are welcome!

Join us for our Christmas Market and Tea Room
Saturday, November 25th
11 am - 3 pm
235 Rubidge St., Peterborough

Highlights include:
Bake Table
Artisan Vendors
Kids Corner
Including a free gift table for children to select a gift for parents or caregivers

To volunteer or sign up as vendor, email christmasmarket@allsaintspeterborough.org

Dispatches
to all souls from All Saints'

From the Pastor's desk
I want to start this new with gratitude. I am so grateful for our family together. Many of you do not see the amazing work that this parish is doing, the lives we are impacting, and the transformation that comes with loving our neighbors. The two seeds of St. Timothy's Church consist of thousands of members with children and parents and caregivers. Children asking questions about God, learning how to be people of faith and good citizens, in August the whole campus of St. Peter was filled with the sound of singing. The children learned three songs by heart and sang from their hearts. Many of them have signed up for the All Saints' Junior Choir, and we have children and parents/caregivers in church who have been in church before. Then there are the people who come to our door for a candle or a snack. How are grateful for the income of dignity they experience at the door. Individuals and families who receive our food ministry are so grateful not only for the food, but for the relationship that we build and the support that is offered. One of the most powerful words made by the Sacrament, Christ, Bread, and the Word that offer us with the love of God, visit, as those we visit, I am grateful to have a heart close to the wonder of the love of God poured out freely. We can be proud of all we are able to do in God's name, and we can also do more.

OPEN HEARTS Willing Hands
"Hunger is not an issue of charity it is an issue of justice"
There's an energetic group of volunteers in Peterborough who work to provide increased food security options in the city.

We are reaching out today to offer you a chance to be a source of comfort, joy, and dignity for local families.

Your simple acts of love and generosity will yield a plentiful harvest by helping children and families who are struggling, and you'll give them hope for a better tomorrow.



In 2023 we engaged in the Compassion Journey; it was designed to increase our commitment to the work of the gospel.

As we continue our gospel journey together, I continue to be proud of this community, how resilient it is, how committed to the work of the gospel, clothing the naked, feeding the hungry, befriending the lost and lonely. You are amazing! People of different theologies and ideologies, styles of worship, working and singing, and praying side by side. Living into and out of the gospel of Jesus the Christ. Living into and out of the hope and promise of God our Creator, and Jesus our Pattern of Life, all of us being led by the Spirit of Life.

The core of the Compassion Journey is to strengthen our interconnectedness. To develop as a community of faith stronger and more flexible at the same.

In 2024 we need to learn how to tell our stories and engage in the mission and ministry of All Saints', so stay tuned for a workshop on:

- How to tell our faith story
- Living out our faith in community
- Giving as a way of faithfulness
- Study as a way of hope

We will also continue with the quarterly reports offering updates on our ministries and financial position.

It takes all of us together to create a vibrant faith community that is the living breathing example of Jesus the Christ through radical inclusion, extravagant equity, and compassion that leads to justice.

Peterborough needs us – let's do this!

Samantha

FAITHWORKS

Each year, as a parish in the Diocese of Toronto, we highlight and honour the amazing work done by the Outreach Ministries under the Faithworks banner. Faithworks Sunday in 2023 was November 26th. Our tradition has been to hold a "Silent Auction" and Chili Lunch to raise funds for the Faithworks Ministry Partners who are committed to bringing dignity, support, care and opportunities to families and individuals who struggle to get ahead, finish their education, and support their families. In 2023 we chose to highlight an Agency and Faithworks Partner that is close to home and has been quietly transforming lives for many years in the town of Lindsay, actually since 1995, "A Place Called Home".

Jennifer Lopinski, fundraising Co-ordinator for "A Place Called Home" along with Dr. Brian Walsh, the present Chairman of the Board for "A Place Called Home", are passionate advocates for the transformative work that is offered at "A Place called Home", to turn people's lives around, give them hope and see them realize their self-



worth. We were so pleased that they could be with us to share their experiences and goals for A Place Called Home and the world at large. Their team includes social workers, support workers and educators. I wanted you to know about the good work done on our behalf by this Faithworks Ministry Partner, situated in Lindsay. Too often we think that the Diocese is simply there to spend and take our money, not so, this amazing facility, supported in part by our Diocese is changing lives for the better, every day!

Being homeless is not imaginary! It does happen! So, give thanks today for the “home” you have!

We raised \$450.00 at our Silent Auction for Faithworks on November 26th, which brings our Faithworks total for 2023 to \$873.00. To those who contributed, thank you for your kind support. The chili was delicious, “a shout out” for our chef please, Philip Lake, and a heart-felt thank you to our kitchen crew as well! Thank you for joining us, nothing like gathering round a table for food and fellowship!

A sincere thank you as well to all parishioners who have made a personal donation to a specific “Faithworks Partner” that is close to their heart!

Respectfully submitted, with gratitude, Rev. Suzanne McMillan, Parish Deacon

FINANCE COMMITTEE

Members of the 2023 Finance Committee were Joanna Park, Samantha Caravan, Geoff Matthews, Russell Cook and David Watton (Chair).

The Finance Committee’s purpose is “to assist the churchwardens and incumbent with their canonical responsibilities by monitoring the financial activity of All Saints.” The Finance Committee’s MAP goal is “To enhance the financial competency and effectiveness of All Saints’ Peterborough”.

The Committee met nine times in 2023; below is a summary of the major emphasis of the Committee’s work at those meetings:

1. **Production of a draft ALL SAINTS’ SUSTAINABILITY ASSESSMENT AND STRATEGIC DIRECTION document.**

The purpose of this document is to describe and assess All Saints’ and its programs under the headings: “All Saints’ Mission Definition & Implementation Results”; “Finances”; “Infrastructure”; “Congregation”; “Staffing”; and “Challenges And Opportunities For The Wider Peterborough Anglican Community”.

For each of these headings the SUSTAINABILITY ASSESSMENT AND STRATEGIC DIRECTION document describes and assesses All Saints’ current status and trends, identifies a desired future condition and related actions to achieve this desired future condition, Identifies a process to assess achievement of the desired future condition and modify actions as required.

2. **Participating in the Fall 2023 Financial Summit**

This Summit took place in October. Parish Council and all other committees with budget considerations met to envision and discuss their ministry needs as input to the annual budgeting process. This was the third annual instalment of the Summit process.

3. **Budget Review**

The Committee’s work in 2023 included reviews of current (2023) budget implementation status with the Leadership team and Parish Council and assisting the Leadership Team in the review of a draft budget for 2024.



PARISH NURSE

Student Placement:

From September to December of 2023, two nursing placement students joined the All Saints' community as part of their Nursing 2020H course with Trent University. This course's purpose is to expand students' perspectives on the possibilities of nursing in communities and to contribute to a project and present their findings to their peers. Neither of these nurses had heard of parish nursing before - part of their placement included learning about the historic and contemporary roles of nurses in the Anglican Church of Canada. The students had many questions about the Anglican church, its role in residential schools, and what the Anglican Church is doing now to repair our relationships with indigenous peoples. The students regularly contributed to the Youth and Family Ministry team's events and played a starring role in the organization of the Thrive Seniors' Education Day. They served community meals and built communication and rapport with our neighbours. They developed several key nursing skills, including understanding the nursing process in community and PHIPA-compliant documentation in non-medical settings. Professors from the Trent-Fleming School of Nursing were impressed! Students held virtual meetings with Streethealth Toronto and Riverview Community Health, speaking with providers from multiple healthcare disciplines to understand the challenges of providing care to vulnerable people. Students participated in live demonstrations of homelessness-focused foot care with a certified foot-care nurse. She educated the nursing students about the critical importance of foot health in overall health and the common issues experienced by those without access to housing and primary care. Both students passed their 2020H course and are now moving on to their acute care placements in the hospital.

Thrive Seniors' Health Day:

On November 2nd, All Saints' hosted an ecumenical education day for faith leaders and staff members of congregations across Kawartha Lakes. The purpose of the education day was to build capacity to help seniors THRIVE in our churches. The parish Nursing team's goal was to empower staff and leaders and to help them understand community support systems for seniors. Each participant was given tools to make community referrals with confidence. The event was full! Highlights included the inclusion of ASL interpretation at the event and the attendance of leaders from Peterborough Deaf Church - a rare opportunity to network with them! Presenters from Hospice Peterborough, the Alzheimer's Society, and Age-Friendly Peterborough gave critical assessment and referral information. We were honoured to receive a panel of RNs and Clinicians from PRHC's Geriatric team, who taught participants about the resources available to the community for both inpatient stays and emergency department visits. Finally, the NURS 2020H students gave a presentation on UTIs to our guests - inspired by Suzanne's quick interventions for our seniors during services.

Explorations:

One purpose of the pilot for Parish Nursing was to discover what was sustainable for All Saints' to offer to our community. The plight of our vulnerable neighbours is constantly shifting. In 2023, our neighbourhood saw a shooting fatality at Tent City, the opening of the tiny homes project, the closing of the Warming Room and the opening of the Trinity Centre. We have re-evaluated our role in outreach based on our capacity. While assessing what the Parish Nursing team can offer to our neighbours, we found that offering direct care was best done collaboratively rather than as a lone new provider. In an environment of scarce resources, All Saints' has a role to play with capacity-building, opening generous space, and providing health promotion and systems navigation to our neighbours. We have made these explorations on a shoestring budget. Here is what the future holds.

The Future:

Capacity Building: The strongest event that All Saints' Parish Nursing provided was to expand the capacity of leaders to serve. Educational events, workshops, and smaller group training are key ways to "support the supporters" and to intervene in the lives of those who need care. It is also budget-friendly! We have a beautiful space and boundless connections to knowledge and learners. Let's make more connections in 2024.

Health Promotion: The most efficient and lowest-risk way to increase well-being in the bounds of our parish is through health-promotion activities. These activities are varied - our food security program is health-promoting, as are the Family Ministries that reduce stressors on vulnerable families. The Parish Nursing team is thinking of the possibilities for 2024: hosting a low-barrier vaccine clinic in the fall, providing socks at each community meal, and collaborating with our neighbours at the Trinity Centre. The burgeoning crisis in primary care access means that systems navigation is key for our parish. The nursing team can help provide the best information for our neighbours, and support all of our health in 2024.

Submitted by
Shannon Culkeen RN
Parish Nurse

PASTORAL CARE

Outreach, Sunday Services and Pastoral Care are very much an integral part of my ministry at All Saints'. Samantha and I continue to happily share the Pastoral Care piece. I offer a monthly Communion Service at Extencicare Peterborough and at Rubidge Hall when they can fit us into their schedule.

At All Saints' we function as a team, caring for all people in our community and neighbourhood. We work together to bring Christ's "light and love" to everyone we encounter.

To God be all the glory, Amen.
Respectfully submitted by the Reverend Suzanne McMillan (Deacon)

PRAYER CHAIN REPORT

Greetings from your All Saints' Prayer Chain. We are seven enthusiastic parishioners who love the Lord. We pray daily for all who request prayer. We pray too for the continued good work of Truth & Reconciliation with our Indigenous siblings and residential school survivors. Fervently we pray for peace around the world, most particularly, at this time, we pray for peace in Ukraine, Israel and Palestine.

We know that life is not simple or straight forward for any of us today.

Many are without shelter, some are in the midst of war, many in poor health, some countries being attacked have no food or clean water, most parents are without work in war torn countries . . .with no possibility to provide for their families. More and more struggle with addictions. Most lack housing; I've seen people sleep on or under cardboard in an alley and I've asked myself, how can I help, what can I do? What do you think they need? . . . food, money, a safe place? Definitely, they need all of these things, but, most of all they need someone to believe in, someone to believe in them, something to hold on to, and "hope", hope for a better day when wars will cease and the killing will stop.

While reading my book, "Prayers for a Planetary Pilgrim" by Edward Hays, the other evening I came across this beautiful "Prayer of Thanksgiving" and thought that it just might give "you" a reason to believe, someone to hold on to and an opportunity to do a little self-reflection.

Blessed is the memory of the total outpouring
of the love, life, and spirit of Jesus.
I remember that he did not come
to bring us rituals and ceremonies.
but rather, a way of life,
a way of total loving and surrender.
This is how my life is to be lived,
if I am truly to be his disciple and friend.
May this memory fuel my feeble heart to be strong in service,
To be bold in defense of the oppressed
and those who suffer from injustice.
I remember also the fullness of his memory;
that he not only died on the cross and was buried,
but that you gloriously raised him up
from the grip of death and the tomb.
I remember that in his resurrection.
he was joined completely to you in light and splendour.
I bow my head in reverence now and pray in silence before this sacred memory,
Amen

We remain, your faithful All Saints' Prayer Chain, ably led and guided by our parishioner, Lois Cook. Lois faithfully sends out "thinking of you notes" to the people requesting prayer and assures them of our prayers and concern for them! We often get word back of how thankful and delighted they were to receive the personal, handwritten notes.

I, Suzanne, am honoured and pleased to be the ministry liaison for our Prayer Chain.

May the God of Hope
Fill you with peace and joy.
Romans 15:13

Respectfully submitted by the Rev. Suzanne McMillan (Deacon)

PROPERTY COMMITTEE REPORT

The Property Committee reconvened this year after not having a meeting since 2019. The Committee now consists of Graham Hart, Curtis Bryan, Tom Bell, Andrew Park, and Nolan Ephgrave. Meetings were held in May and November. Previous years' repairs were reviewed, and current and future year repairs were discussed as well. There were no major repairs scheduled in 2023 and no major projects are scheduled for 2024. There will always be minor repairs and purchases to be made as needed.

There are a few items that require follow-up: several external lights are not working and there are several lights in the choir area and the sanctuary are not working but accessing these is an issue. Also, there is bubbling in the walls of the entrance under the bell tower.

There were major capital repairs at St Alban's. These included the removal of 4 dead trees, the removal of the steeple to allow for the repair of a leak in the roof and the replacement of the railings at the front entrance. These repairs were paid for using money from the rectory fund held by the Diocese of Toronto. The rectory fund money can only be used for capital repairs.

Two members of the Committee attended a presentation by architect Gregg Gordon of his conceptual drawings for improving the accessibility to the Church. The options included the installation of possibly 2 elevators to provide access to the basement and the installation of another washroom in the sanctuary and a new washroom in the basement. Also, the 2 entrances would be modified to allow easier access. These were concepts and no decisions have been made.

Respectfully submitted by
Randy Pagett and Graham Hart

READERS

Readers are an important part of our worship every Sunday. We have thirteen dedicated readers to call on. Renee Paul is the organizer. It is a pleasant job to phone and arrange for readers. We plan two months at a time.

This fall we had a brief readers' workshop after service one day where we learned how to slow down our reading. We learned that Samantha has a useful dictionary of proper names of people and places and how to pronounce them.

Special thanks to all our readers and especially to Deb Graham, who has retired after years of wonderful reading.

Respectfully submitted by
Renee Paul

SIDES PEOPLE REPORT

The sides people returned to normal duties in 2023 as the altar railing and kneelers were used for Communion and the collection was passed. I would like to thank the members: Philip Lake, Lois Cook, Sarah Cook, Geoff Matthews, Dave and Peggy Watton, Tracy Gemitti, Lloyd Hutchinson, Cheryl Baker and Graham Hart. We can always use more members. If interested, please contact Randy Pagett.

Respectfully submitted by
Randy Pagett

SOCIAL JUSTICE & ADVOCACY COMMITTEE/FOOD MINISTRY

Our Food Ministry encompasses:

- A weekly Outreach Food Program
- A Community Garden
- Hospitality at the Door Program
- A Monthly Community Meal
- Christmas Hamper Program
- Our budget is \$40,700
- To date we have spent \$32,639

How does the program run you ask? Allow me to explain. We, All Saints', are a "Member Agency" of Kawartha Food Share. We pay a nominal yearly fee to be a member agency with Kawartha Food Share. This allows us to pick up food supplies every two weeks, at no cost, to support our Outreach Food Program. We are truly blessed to be partnering with Kawartha Food Share.

The **WEEKLY OUTREACH FOOD PROGRAM** currently has 50-60 FAMILIES signed up. We serve 25 to 50 families every week which includes between 70 and 100 CHILDREN. Their grocery "pick-up" day is Wednesday morning between 8:30 and 11:00am in the Parish Hall. The food is set out for the folks, and they choose what they need that week or what their family likes. They are very grateful and can't thank us enough. I know that it can't be easy to come in and must ask for help, that's why we stay positive and friendly and try to make them feel comfortable. We call them by name and give them time, our goal is to see them leave feeling like we were happy to share what we had that day and that they and their family matter. We offer milk, cheese, eggs, fruit and meat, vegetables, cereal, and bread weekly.

Our **COMMUNITY GARDEN** is comprised of 5 huge "raised" garden beds along the south side of the church. We put new topsoil in the beds early in May. The beds get full sunlight until 4pm every day, just perfect soil conditions so long as we water the gardens faithfully! Who would like to sign up for "watering duty" this Spring, we have the "hose" if you have the time....let me know, and thank you ahead of time! Our gardens supplement fresh produce for our families throughout the summer.....we are blessed! We had a good harvest of tomatoes, "endless" tomatoes.....cucumbers, lettuce, peppers, Kale, and potatoes. A big thank you goes out to Shawn Blackwood, John McMillan, and Randy Pagett for their garden care last summer. We had an amazing harvest!

Our **MONTHLY COMMUNITY MEAL** is held on the third Friday of the month in the upper Parish Hall at 5PM. The Community Meals are well attended. On average we serve 100+ meals. When the weather is precarious there may be only 35 or 40 come out, so we offer whatever leftovers we offer to Trinity's 'One City' Peterborough or 'Cameron House'. Our meals have been real hits because we mix it up! Our meals range from Ham and Scalloped Potatoes with Cabbage Salad to Chili with meat and Vegetarian Chili, Lasagna, a turkey supper with all the trimmings, Apple Crisp and Ice Cream, Brownies and Mandarin oranges, Veggies and dip, Home-made soups and burgers and everything is as good as it sounds!

Hats off to our faithful volunteers! Without them, this wouldn't be possible. We have transitioned our "**HOSPITALITY AT THE DOOR**" program to One City Peterborough, at the Trinity site. It was transitioned because they have the staff and support services to offer that we do not. We will continue to collect snack foods for the program because, the truth is, a drink, a snack and a kind word make folks feel valued and cared about.



Change is always in the wind, that's life, right? For me, change is exciting, so let's stay on the positive side of the tracks and keep looking ahead! It wouldn't be possible to make any of this happen without our committed Social Justice and Advocacy volunteers: they are, Kim And Curtis Bryan, Randy Pagett, Sandy Gunn, Lois Cook, Marg Greensides, Barry Greensides, Cheryl Newman, John McMillan, Russ And Jan Peddle, Brian Beckett And Shawn Blackwood.....A HUGE 'shout out' to them all!

Our **CHRISTMAS HAMPER PROGRAM** went exceptionally well this year! Each family in our weekly Outreach Food Program filled out a Christmas Hamper Form in early December with Suzanne. We reached out to the Prince of Wales School Principal to ask if there were families, she knew who could use help with food for Christmas. Immediately, we added 16 more families for Christmas Hampers! Altogether we gave out 51 Christmas Hampers on December 20th beginning at 10am. This year we gave a Christmas card to each family with gift cards for the Galaxy Cinema which included coupons for popcorn and drinks for the kids. The families were thrilled with a chance to go to the movies for Christmas! The adult families, without children, got a card, Christmas candle and mint chocolates! They were pretty "happy campers" too! The Hampers contained a Turkey, or Chicken (their choice), potatoes, carrots, peas or corn, yams or green beans, dressing, cranberry sauce and a pumpkin or apple pie! The families were over the moon when they came to pick up their Hampers!

None of this happens without your financial support. So, thank you to those who have given above and beyond their regular giving to help us live out the gospel and serve the community we live in.

Respectfully submitted by the Reverend Suzanne McMillan (Deacon)

SYNOD REPORT

This was my third year to attend Synod and my first in person for this the 162nd Regular Session of Synod for the Diocese of Toronto. I have to say that in every way I enjoyed my experience. To meet with others from all round our Diocese, could have seemed overwhelming but indeed it was exhilarating.

The Synod was very well planned, from the opening Eucharist on Friday morning, through a busy day with various motions to vote on, a members' time, the presentation of Missional and Outreach Moments. There were 11 parishes throughout the Diocese who prepared a video presentation to be shared for our time at Synod. The stories told in these videos were as varied as the parishes themselves, -- from a Steeplechase;

several garden plots, one encouraging refugee families to get involved; A Hiking Church; The Common Table; one that takes place in a Café; and a Prayer Labyrinth. All Saints', Peterborough was one of them, with our variety of programs explained!!

After lunch there was a major presentation of our Theme: "Cast the Net" (John 21:6).

<< When Jesus approached the work weary disciples still in their boat a short distance off the shore, he asked them how their night of fishing had gone? Their response no doubt were a mixture of grumbles and curses. Not letting those rebukes get in the way, Jesus simply told them to cast their net on the other side of the boat. Now, can you imagine what kind of response Jesus could have been in for at this point? Yet we are not told anything other than they did what was suggested! And that indeed made all the difference. We are told the catch was enormous, and better than that, it was at this point, some among them recognized it was the Lord.

This has been a wonderful text to have been chewing on over the past few years. As with many portions of scripture, its depth and breadth are amazing. How many times are we likely to approach familiar problems in the same old way? That way is not necessarily wrong, but here in this Gospel account Jesus is suggesting that we search for new ways to approach his work. And it may be as simple as (but not limited to) trying to cast the net on the other side!! >>

This was followed by a variety of five workshops, to which members were to select ahead of time. I chose a workshop called, "Where have all the Volunteers Gone?", led by Elizabeth McCaffrey who works at the Diocesan Office. Elizabeth was a great presenter and encouraged all participants to get involved. I am sure there aren't many parishes who don't experience a decline in their volunteer roster. In fact, I'm forever saying, "we have fewer now, doing the tasks that use to be done by many."

Our dinner served in the Ball Room (our meeting place, that was transformed through the diligent efforts of the hotel staff), was absolutely scrumptious. In-between our courses we heard from the keynote speaker, The Rt. Rev. Mauricio Andrade, Bishop of Brasilia in South America. Our own Bishop Asbil has partnered with Bishop Andrade over time, sharing the many similarities they both face in shepherding their expansive Dioceses.

Saturday morning began with Morning Prayer, led by the sisters of St. John the Divine. This was followed by the Financial Report.

After the morning break our focus was on multi-choice voting for three levels of Synod.

1. The first voting was for Diocesan Synod, a commitment for two years which required the election of 5 clergy and 5 laity.
2. The next voting was for General Synod and is a commitment for 3 years and required 7 clergy and 7 laity.
3. The final voting was for Provincial Synod and is a commitment for 3 years and required 4 clergy and 4 laity.

This was followed by the second Members Time (the first took place on Friday). These proceedings were interspersed with more Missional and Outreach Moments.

The 20 Calls to the Diocese of 'Cast the Net' can be found on attached on page 30.

Respectfully submitted by
Lois Cook



ATTENDANCE

Attendance Records

	2018	2019	2020	2021	2022	2023
Total Sunday Attendance	4798	5037			2200	3049
Average Sunday Attendance	96	97			42	60
Total Weekly Attendance	6327	7156			2781	3518
Average Weekly Attendance	127	138	COVID	COVID	53	69

Feasts and Special Services

Ash Wednesday	0	14			38	37
Maundy Thursday	72	46			35	41
Good Friday	114	142			63	64
Easter Vigil	0					
Christmas Eve Pageant	110	121			*42	147
Christmas Eve Candlelight Service	173	191			*75	108
Christmas Day	0	27			26	16

*snow storm

FROM THE PARISH ROLES

Welcomed into the Church of God through the sacrament of Holy Baptism

Baptism

Theodore James Neuman

Theodore Kenneth Aristotelis Fredericks

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

In Memory

Marguerite Isabel Cook
December 14, 1913 ~ August 25, 2023

Richard Paul Morgan
June 16, 1958 ~ August 20, 2023

Renate Gertrud Muller
December 18, 1928 ~ September 8, 2023

Victory Tovey
February 8, 1930 ~ March 11, 2023

*Rest eternal grant unto them O Christ,
and let light perpetual shine upon them*

NOMINATIONS AND APPOINTMENTS

Incumbent Appointments

Incumbent's Warden	Trudi Farquhar
Deputy Incumbent's Warden	Leslie Yee

Elected Positions

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

People's Warden	Randy Pagett	
Deputy People's Warden	Barry Greensides	
Auditor	N/A	
Lay Delegate to Synod	Lois Cook	Elected – 3 year term
Lay Delegate to Synod		

Warden's Appointments

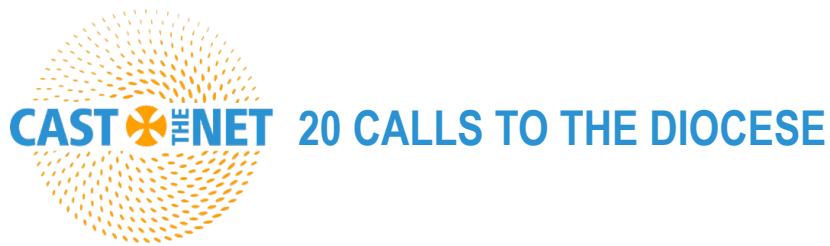
Treasurer	Joanna Park
Property Committee Chairs	Graham Hart
Screening Coordinator	Rev. Samantha Caravan

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 MacKay	Appointed
Parish Council	Shannon Culkeen	Nominated
Parish Council		Nominated

APPENDIX A



A. Renewing Spirituality

We are renewed daily in our spiritual lives and share our faith with others.

In that spirit, all parts of the Diocese of Toronto are called to:

1. Enter into a Season of Spiritual Renewal to deepen personal and collective discipleship.
2. Reinvigorate and recommit to children's, youth, family, and intergenerational ministries.
3. Share and use resources to enliven worship, faith formation, spiritual practice, and evangelism.

B. Inspiring Faith in Action

We seek justice for all, walk alongside those in need, and respond with loving service and prophetic advocacy.

In that spirit, all parts of the Diocese of Toronto are called to:

4. Recognize and act on opportunities to participate in God's healing work in the world.
5. Make explicit connections between following Jesus and working for justice and peace.
6. Strengthen Indigenous ministry; engage non-Indigenous Anglicans in reconciliation work.
7. Take, sustain and communicate actions that promote diversity, equity, inclusion and anti-racism.
8. Intensify advocacy and action in response to the climate crisis.

C. Reimagining Ministry

We support and encourage faithful and fruitful ministry by all who serve the life of the church.

In that spirit, all parts of the Diocese of Toronto are called to:

9. Actively embrace collaboration among congregations and innovation in new forms of ministry.
10. Better reflect the diversity of our communities in both congregations and clergy.
11. Understand the changing needs of lay leaders in congregations and support them in their work.
12. Continue and enhance support for all ordained people.
13. Enable and celebrate the work of ministries focused on service in the world.
14. Rethink clergy discernment, formation, and deployment for the church of the future.
15. Introduce and use new ways to measure and nurture congregational health and effectiveness.

D. Transforming Diocesan Culture

We live and work as the Body of Christ, each member connected to the whole, and each valued for their unique gifts.

In that spirit, all parts of the Diocese of Toronto are called to:

16. Cultivate an understanding of the diocese as a dynamic net of shared relationships.
17. Continue assessing recent diocesan leadership changes and adjust as necessary.
18. Adopt an integrated, theologically-informed approach to property management.
19. Ensure follow-through on this report, including implementation methods and metrics.
20. Invest in the vision with existing and new resources, using sound Christian stewardship principles.

ALL SAINTS' ANGLICAN CHURCH - PETERBOROUGH

**STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2023**

	General Fund \$	Heritage Trust \$	2023 Total \$	2022 Total \$
ASSETS				
Cash	(4,982)	900	(4,082)	43,548
Accounts receivable	-	28,000	28,000	2,090
Government remittances receivable	30,481	506	30,987	62,762
Investments -see notes	-	1,290,954	1,290,954	1,326,773
Prepaid expenses	-	-	-	-
Total Assets	25,499	1,320,360	1,345,859	1,435,173
LIABILITIES				
Accounts payable	35,352	-	35,352	27,770
Interfund balances	13,933	(13,933)	-	-
Deferred revenue	31,060	-	31,060	71,499
Total Liabilities	80,345	(13,933)	66,412	99,269
NET ASSETS				
Balance - End of the year	(54,846)	1,334,293	1,279,447	1,335,904
Total Liabilities and Net Assets	25,499	1,320,360	1,345,859	1,435,173
NET ASSETS				
General Fund - Unrestricted	(54,846)	-	(54,846)	(26,924)
Heritage Trust - Unspecified - Restricted	-	1,292,268	1,292,268	1,316,164
Heritage Trust - Specified - Restricted	-	42,025	42,025	46,664
	(54,846)	1,334,293	1,279,447	1,335,904

**ALL SAINTS' ANGLICAN CHURCH
General Fund**

**Statement of Operations
December 31, 2023**

	Total Budget 2024 (includes 2023 unspent revenue)	Budget 2023	Actual 2023	Actual 2022
<u>REVENUE</u>				
REVENUES - OFFERING	141,200	183,500	124,218	131,394
DONOR RESTRICTED REVENUE (TEMP)	43,910	57,800	80,239	82,042
DONOR RESTRICTED REVENUE (PERM.)	2,450	2,350	958	4,925
FUNDING	21,684	48,504	47,566	19,145
INTERNAL FUNDING	250,000	125,000	150,546	186,670
OTHER REVENUE	96,006	81,432	79,357	92,586
TOTAL REVENUE FOR YEAR	555,250	498,586	482,883	516,763
<u>EXPENDITURES</u>				
SYNOD ALLOTMENT	28,201	36,037	36,661	45,585
STAFF SALARIES	261,859	254,172	264,126	243,444
PROPERTY AND MAINTENANCE	97,007	105,115	112,885	96,014
FOOD SECURITY MINISTRY	37,500	41,200	27,995	40,266
SERVICE AND ADMINISTRATION	64,750	20,450	13,053	42,247
GIFTS & OTHER	4,300	3,770	5,316	2,667
BUILDING MAINTENANCE	23,500	23,600	18,796	18,357
WORSHIP	7,175	7,800	6,711	10,094
MUSIC EXPENSES	12,300	14,280	8,560	3,309
EDUCATION AND PASTORAL	9,000	8,500	13,850	22,482
CONGREGATIONAL GROWTH	800	700	2,851	1,016
TOTAL EXPENDITURES FOR YEAR	546,392	515,624	510,804	525,482
SURPLUS/(DEFICIT)	8,858	(17,038)	(27,922)	(8,720)
Opening Fund Balance	(54,846)	(29,424)	(26,924)	(18,204)
Closing Fund Balance	(45,988)	(46,462)	(54,846)	(26,924)

ALL SAINTS' ANGLICAN CHURCH - PETERBOROUGH
ALL SAINTS' HERITAGE TRUST

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2023

	Actual 2023 \$	Actual 2022 \$
REVENUES		
Memorials and bequests	28,250	5,396
Designated donation	-	10,000
Investment income	33,953	-
Sale of terraces	-	798,990
	62,203	814,386
EXPENDITURES		
Music Scholarships	-	2,880
Music Program	4,222	932
Capital maintenance	-	125,975
Funding to the General Account - operations	150,546	52,779
Funding to the General Account - Rector salary	-	25,000
Funding to the General Account - youth ministry	-	37,536
Miscellaneous	150	157
	154,918	245,259
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES BEFORE INVESTMENT GAIN(LOSS)	(92,715)	569,127
Gain (loss) on Investment	64,181	(48,815)
NET ASSETS UNDER ADMINISTRATION - beginning of year	1,362,828	842,516
NET ASSETS UNDER ADMINISTRATION - end of year	1,334,293	1,362,828
REPRESENTED BY:		
Cash in Bank	900	17,346
Accounts Receivable	28,000	-
Government remittances receivable	506	19,997
Accounts Payable	-	-
Due from /(to) other funds	13,933	(1,288)
INVESTMENTS:	-	-
GIC - CIBC	604,000	604,000
Consolidated Trust Fund - Anglican Church	11,983	11,075
Mutual Funds	674,971	711,698
	1,334,293	1,362,828

**ALL SAINTS' ANGLICAN CHURCH - PETERBOROUGH
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2023**

ACCOUNTING POLICIES

- a) Nature of Operations
All Saints' Anglican Church - Peterborough qualifies as a non-profit organization as defined in the Federal and Ontario Income Tax Acts. Accordingly, it is not subject to income taxes.
- b) Donated Services
The Members of the Corporation, Parish Council, Committee Members and Parishioners provide services to the Church on a voluntary basis. Donated services are not recognized in these statements because of the difficulty in determining their fair value.
- c) Capital Assets
Additions to the buildings, equipment and furnishings are expensed in the year of acquisition.
- d) Investments
Investments are stated at market value.
- e) Recognition of Revenue and Expenditures
Contributions are recognized as revenue in the appropriate fund when received. Pledges receivable for the Cornerstone Capital campaign are not recorded until received.

Expenditures are reported on the accrual basis of accounting. The accrual basis of accounting recognizes expenditures in the period the good or services are acquired and a legal liability is incurred.

FUND ACCOUNTING

The Church reports a fund accounting basis, the following funds are maintained:

- (i) the General fund - includes results of day-to-day operating transactions and general offerings;
- (ii) the Heritage trust - includes all transactions for the Heritage trust including all bequests.

INSURANCE

A summary of major coverage is as follows:

Property - including Boiler & Machinery	\$ 12,000,000
General Liability	\$ 5,000,000
Including Bodily Injury and Property Damage, Employer's Liability, Limited Pollution Liability, Religious Institution Counselling	
Tenant's Legal Liability	\$ 5,000,000
Abuse	\$ 2,000,000
Non-Profit Directors & Officers Liability	\$ 2,000,000
Non-Owned Automobile Liability (parking lot operations)	\$ 5,000,000
Comprehensive Crime	
Employee Dishonesty/Commercial Blanket	\$ 75,000
Loss of money inside premises	\$ 25,000
Loss of money outside premises	\$ 25,000
Depositors Forgery	\$ 25,000