



Holy Trinity Church, Thornhill

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"Something good is happening here!!"

MEETING OF THE ADVISORY BOARD

Tuesday, January 19, 2020 – 7:30pm

<https://us02web.zoom.us/j/81320699289?pwd=UG9lUjBIQ2pNeEFSS1dPYlIKaGltQT09>

By phone - call 647 558 0588 - Meeting ID: 813 2069 9289 - Passcode: 645352

AGENDA

1. Opening	<i>(a) Opening Devotions – Canon Stephen Fields</i> <i>(b) Approval of Agenda</i>
2. Minutes	Review of Minutes (November 17, 2020) <i>(a) Confirmation</i> <i>(b) Matters Arising</i>
3. Deputations & Correspondence	
4 Items for Discussion	Vestry 2020 <ul style="list-style-type: none">• Vestry Agenda• Diocesan 2021 Motion for Vestries• Advisory Board Report• Nominating Committee• Vestry Clerk• Other Motions• Draft Budget• Other Arrangements
5. Reports & Discussion	<i>(a) Churchwardens & Incumbent</i> <i>(b) Committees & Ministry Areas</i> <ul style="list-style-type: none">• The ACW• Other
6. Other Business	<i>(a)</i>
7. Closing	<i>Adjournment & Closing Prayer</i>

Meetings for the rest of the Term

February 18, 2020 (if needed)

OUR MISSION STATEMENT

*We are a vibrant, welcoming, Christian community, flourishing in God's love
through fellowship, outreach, worship and spiritual growth
in an atmosphere of compassion and mutual respect.*

**HOLY TRINITY CHURCH
ADVISORY BOARD MINUTES
NOVEMBER 17, 2020**

Meeting was held using Zoom because of the “lockdown” imposed because of the COVID-19 outbreak

Present: Edmund Baumann, Ed Carter, Bobbie Creber, Nancy Cutler, Dirk Drieberg, Jean Gliona, Rebecca Jones, Bonnie Kennedy, Pat Merchant, Robin Pacific (Chair), Barry Pipes, Sharon McNelles (Secretary), Cathy Walker-Pilgrim, Bro. Reg Crenshaw (Lay Pastor), Canon Stephen Fields.

Regrets: Maurice Corbett, Jewell Coy, Angela Trotman.

1. Opening:

- a) Robin welcomed everyone and Rebecca lead the devotion
- b) Cathy Walker-Pilgrim will lead the devotion for January
- c) Approval of Agenda: Moved by Barry, seconded by Bonnie

2. Review of Minutes:

- a) Motion for confirmation by Bonnie, seconded by Barry. Carried.
- b) Matters Arising: None

3. Deputations & Correspondence - None

4. Items for Discussion: *Facilitated discussion on the Credence Report:*

The session was led by Nancy Cutler, Ed Carter, Dirk Drieberg, Bro. Reg Crenshaw. Members were asked to reflect on the following questions

- 2. What did you hear in the report?
- 3. What was new?
- 4. What did you know already?
- 5. What did this report say to you?
- 6. About what do you want to know more?

Some comments:

- We are an aging community
- Young people are not anxious to attend church
- Hope to solve some of the problems
- Survey similar to the current one had been done years ago – and not much ;new
- Surprise – communication – changes
- Strengths – spiritual, nurturing church
- Makes good use of technology – but we didn't before COVID
- There were a lot of “neutral” in the charts. Approx. 30% not happy in any area
- Communication – doesn't want a lot of technology – want the calmness & listen to the service. Don't want to look down at an Ipad, but look up to who is speaking
- Listening is part of the community.
- Did we hear any positive feedback
- Pie charts – say positive things – Strong and Strongly agree. Neutral does not mean negative.
- We need to change but there is resistance to change
- Disappointed that not everyone participated in the survey – but the majority did.
- What challenges presented themselves to you

- Quite liked the survey – enjoyed doing it.
- What kind of questions were raised
- Some of the congregation have lost their spirituality – not being in the church
- When I walk through the doors of the church – the enjoyment of being there – not the same on Zoom
- Very glad to go back into the Sanctuary on Sunday – it felt like home.
- Responses were mostly favourable
- We need to get all the data from Credence.
- Future of the parish
- The Parish is at a turning point – it has been so since 2000.
- See the difference between the older & younger parishioners
- What to do with the data
- Interpretation – what does it mean?
- Two distinct groups – older and younger
- What are the opportunity & challenges for our ministry – now & future
- Nancy Cutler and Rebecca Jones – working on a grant for more technology for the church
- Could engage with the youth at the school if they needed to use it. Bring them into the church
- Free technology – seminar at the church - Bring in the locals
- Youth outreach – they could help run it
- What will it take to get us involved
- We will need the information to do this
- Try sitting in a different spot at church – sit with someone you do not know
- Behavioral change – is difficult sometimes
- Recommendations in report – Race – what are we doing to address it
- We are not alone in the Race issue.
- Is there any information from other parishes – we could learn from them approach they used.
- Need an Implementation plan to be put together
- When we hear someone complaining we need to stop it immediately
- How to fix the complaining – cut the complaints.
- Racism and Inclusion – the issue – What are your boundaries – What do you do
- Be involved in the discussion
- Facilitators needed – what other skill sets do we need – opportunities – seriousness of the issue
- Diocese has hired a company for training and workshops in our diocese – all clergy involved. Lay people are trained and engaged to bring the information to the churches
- Commitment at the top and plan to spread to all parishes
- Making the congregation aware
- Having speakers come to the church,
- Take documents from Synod & distribute to the congregation
- In January, start discussions with a facilitators
- Honesty – what we say and how we say it
- Resolve the tensions
- Speak the truth and love
- Lead the charge
- Speak the truth and work together
- It is how the people of Thornhill and the Diocese look at our work and recognize us
- After a short pause from the above discussion, Canon Stephen said a prayer and then we continued the meeting.

5. Reports and Discussion

a) Churchwardens

- 1) Ed Carter presented the Income & Expenditure Report for the period ended October 31, 2020. Income totaled \$373,237 while Expenses were \$340,684

The wardens agreed to spend provide the \$10K for outreach grants, as provided for in the budget.

- 2) Yvonne Mortillaro, our new Parish Nurse, has started Zoom calls for Health and Wellness. The intention is to make this a monthly event.

b) Incumbent Report

- * Founders' Sunday Service – November 25 Canon Stephen Crowther and the Head of School will join us from the school
- * Our Area Bishop, The Rt. Rev. Peter Fenty, retires on November 30, 2020. He will visit our church on Sunday, November 1, 2020.
- * Two members were nominated for appointment to the Order of the Diocese of Toronto. Their names will be released after Bishop Asbil confirms them.
- * Christmas Service - December 24, 2020 at 5 p.m. and 8 p.m.
December 25, 2020 - 10 a.m.

c) Committees and Ministry Areas

ACW

- Disbursements to charities will be mailed out in the next two weeks.
- Linda Robertson will have the calendars. They are \$5.00 each

6. Adjournment:

- Moved by Barry to adjourned. Passed. Meeting adjourned at 8: 43 p.m.

Next Meeting: Tuesday, January 19, 2020

VESTRY AGENDA (DRAFT)

1. Opening Prayer
2. Appointment of Vestry Clerk
3. Minutes
 - i. Adoption of Minutes of Vestry (February 23, 2020)
 - ii. Adoption of Minutes of Special Vestry -Endowment Fund (October 13, 2020)
4. Presentation & Reception of Reports
 - A
 - i. Incumbent
 - ii. Wardens
 - iii. Advisory Board
 - iv. Lay Members of Synod
 - v. Envelope Secretary
 - vi. Cemetery - Holy Trinity Church
 - vii. Property Committee (Building & Garden)
 - B
 - i. Director of Music
 - ii. Church School Coordinator
 - iii. Healing & Wellness Committee
 - iv. Other Ministry Committees & Groups
 - C
 - i. Presentation & Approval of Financial Statements for 2020
 - ii. Appointment of Auditor for 2021
5. Looking to the Future
 - I. Presentation of Budgets 2021
 - II. Motions/Matters for Discussion
 - Social Justice: **Committing Ourselves to Anti-Racism:**
6. Elections & Appointments
 - I. Appointment of Signing Officers
 - II. Nominating Committee Report: Election and Appointment of Officers for 2021
 - III. Eva Rea Committee
7. Other Business
8. Appreciations and Acknowledgements
9. Closing Prayers
10. Adjournment

Committing Ourselves to Anti-Racism: 2021 Social Justice Vestry Motion

The vision of God's Kingdom is one where all races, tribes and nations are welcomed and made one in Christ Jesus (Galatians 3:28), where barriers are broken down and all are full citizens of the household of God (Ephesians 2:17-21) and where all are invited to contribute the gifts and glory of their heritage (Revelation 21:26). Yet, as racialized members of our communities can attest, and as has been made painfully visible in the events of this past year, our society and even our Church fall far short of this goal.

Canadians, particularly those of European decent, may be tempted to look at racial tensions in the U.S. and congratulate ourselves that we live in a comparably diverse and tolerant society, but the experiences of racialized people in Canada do not bear out this assumption. A recent study by the Ontario Human Rights Commission (OHRC) has found that, although Black people make up less than 9% of the population of Toronto, they are "grossly overrepresented" in cases of discretionary arrests for low-level offences, as well as in police use of force, including fatal shootings. Another report from the OHRC found that between 2013 and 2017, a Black person was nearly 20 times more likely than a white person to be fatally shot by police in Toronto.¹ Indigenous people make up only 5% of Canada's population, but more than 30% of incarcerated individuals in Canada.² Several school boards in the GTA have faced inquiries into their systemic inequitable treatment of racialized students. These are all present realities within the most racially-diverse region of Canada.

Nor can we claim that our Church is free of racist attitudes and the systems that entrench and perpetuate them. Black clergy in our Diocese can attest not only to being racially profiled in shops but to encountering surprise and discomfort when people realize they are the senior cleric in charge. Nor does our leadership fully represent the ethnic and racial diversity of our Church. The first bishop of African descent in the Anglican Church of Canada, Bishop Peter Fenty, was only elected in 2013 – less than a decade ago. Nearly 30 years have elapsed since the Rev. Dr. Romney Moseley's report "No Longer Strangers" was presented to General Synod, and many of its recommendations have yet to be implemented. We have a long way to go before we fulfil God's vision of a people "from every language, tribe and nation" (Revelation 7:9) where all are fully welcome.

However, there are signs of positive change. In our Diocese, ethnic and linguistic-based congregations are centres of growth and vitality. Our recent ordinands and postulants represent a wider range of ethnic and racial backgrounds. Indigenous Anglicans in Canada are taking steady steps toward self-determination, while this past year has seen the formation of the group Black Anglicans of Canada, whose mission is to improve the participation, representation, empowerment and inclusion of Black people in lay and ordained leadership roles within the Anglican Church of Canada. **Our Diocese will be implementing anti-racism and anti-bias training for Diocesan staff and clergy starting in early 2021. An Anti-Racism/Anti-Bias Pod will be created to carry this work forward among volunteers and lay leaders and over the long term.**

In his letter to the Diocese of July 17, 2020, Bishop Andrew wrote: "It is time to challenge and to question how structures shape our attitudes, beliefs, assumptions and bias. We must understand and confront white privilege, institutional and systemic racism that so many of us have been blind to for too long. And we must not be afraid to become agents of transformation. To dismantle racism in all of its forms takes commitment, community and faith in order to realize progress and change. It means becoming comfortable with being uncomfortable. It means taking a very long look in the mirror and understanding the part that we each play."

¹ <https://www.thestar.com/news/gta/2020/08/10/black-people-more-likely-to-be-arrested-charged-shot-and-killed-by-toronto-police-ontario-human-rights-commission-report-finds.html>

² <https://www.canada.ca/en/public-safety-canada/news/2020/01/indigenous-people-in-federal-custody-surpasses-30-correctional-investigator-issues-statement-and-challenge.html>

Some of this work has already begun. Just as many Anglicans in our Diocese and beyond have committed themselves to education and action as part of the process of reconciliation with Indigenous peoples, Anglicans in our Diocese have started to examine their own attitudes, beliefs, assumptions, and bias. Virtual study groups have sprung up around books such as Robin diAngelo's *White Fragility*, Desmond Cole's *The Skin We're In*, or the late Rev. Dr. James Cone's *The Cross and the Lynching Tree*. Many signed up for the Black Anglicans of Canada's summer roundtable series (still available on YouTube) and workshops on anti-racism at the Diocesan Outreach Conference.

In the September 2020 issue of *The Anglican*, the Rev. Canon Dr. Stephen Fields wrote: "The compassionate Church cannot be an observer on the sidelines, reluctant to judge the values by which racism is allowed to take root. It must be disposed to listening, open to being transformed by reality, and accountable for being contributory to the situation, where that is the case." In the second part of his column, published in October 2020, Canon Fields discussed the parts we must all play – from the institutional to the individual level - to grapple with systemic racism and make our Church and our society a place of mutual healing. Let each member of our Church take up this work with intention and goodwill.

The Social Justice Vestry Motion for 2021 is offered by the Bishop's Committee on Intercultural Ministry with the full support of the Social Justice & Advocacy Committee:

"The parish of _____ acknowledges that Anti-Black racism exists in our society and in our Church, and that it and all forms of racism against Black, Indigenous and other racialized people are a sin against God and against our neighbour. We commit ourselves to the recognition, dismantling, and elimination of Anti-Black and other forms of racism in our secular institutions, in our Church, and in ourselves, and to work for the full inclusion, participation and belongingness of Black, Indigenous and other racialized people in all sectors of our common life.

In light of this acknowledgment, and in keeping with this commitment, our parish undertakes to do the following: _____"

Some examples of possible parish actions:

- Hold a special service to celebrate the contributions of racialized people to Canada and to our church, i.e. Black History Month (February); Asian & South Asian History Month (May); Indigenous History Month (June)
- Start an anti-racism study series at your parish. For suggestions of books, audio-visual and other resources, see <https://www.toronto.anglican.ca/parish-life/diversity-resources/>
- Invite someone from a racialized community to speak on anti-racism, or to give an anti-racism workshop at your parish.
- Are people of racialized communities well represented in your parish life and leadership (churchwardens, parish council, Synod members, committees)? What barriers to inclusion exist? How can they be dismantled?
- Other: (please specify)

The Bishop's Committee on Intercultural Ministry would be happy to recommend resources and potential speakers for parishes to aid them in this work. Please contact [Christina Yu](#) or [Andre Lyn](#) for more information.

2020 VESTRY REPORT – ADVISORY BOARD

The Advisory Board continued to support the Incumbent and Wardens during another year of ministry, a year characterized by the global pandemic and meetings on Zoom. The Board is comprised of a cross section of parishioners as well as representatives of the Anglican Church Women. We welcomed Edmund Baumann, Cathy Walker-Pilgrim, Pat Merchant and Bro. Reginald Crenshaw to the Board. Robin Pacific was elected to serve as Chair.

At the first meeting after every Vestry, the entire Board is provided with the necessary materials, Board constitution and by-laws and the relevant diocesan canons to support the decisions of the Board. They are reminded that they should advise of any concerns that may arise within the congregation.

Devotions

An important moment of our meetings is the opening devotional led by members of the Board. These thought provoking reflections set the tone for our meetings. We thank those who volunteered during the course of the year.

Outreach

Various members agreed to call parishioners who are living alone and/or have no access or difficulty accessing Zoom services.

Highlights of the Year

Wardens' and Incumbent's Reports

Our monthly agenda is shaped around the comprehensive reports presented by the Wardens and Incumbent. We provide them with the necessary advice and support for the ministry which they exercise on our behalf.

Among the matters brought to our attention were:

- Property Issues
- Standing in Solidarity –Update on In from the Cold Outreach during the pandemic
- Financial reports
- Consultant's report
- Search committee for new parish nurse

Bishop's Fenty's Retirement

We welcomed Area Bishop, The Rt. Rev Peter Fenty's final visit and sermon on November 1, 2020 with our congregation, and thanked him for his many years of service with Holy Trinity. Bishop Fenty was presented with a hand knitted prayer shawl.

Facilitation and leadership of Brother Reginald

Brother Reg led us through several discussions and check-ins. We are grateful for his wise leadership and compassionate service. With his direction we had collective soul searching about our own faith, the future of the parish, and our ongoing individual and collective challenges of the pandemic.

Presentations

Cathy Stewart of Credence and Company consultants led a discussion with the full Advisory Board. She also did one on one consultations with selected members.

Parish Nurse

We welcomed our new Parish nurse, Yvonne Mortillaro.

Synod

Maurice Corbett's term ended February 2020. Lay Members of Synod elected at Vestry were Bobbie Creber and Jewel Coy. The Alternate was Angela Trotman. She moved from the parish at the end of the summer and resigned from her position.

190th Anniversary of Holy Trinity Church

Most plans had to be put on hold due to the pandemic restrictions. We did plant 190 Canadian flags on the lawn for Canada Day and to mark our anniversary.

Thanks

Thanks to Barry Pipes for his work as chair, and to Diane Rimmer and Gloria Downey. Thank you to our wardens, Nancy Cutler, Edward Carter and our consultant to the wardens, Dirk Drieberg, especially for their reports and encouragement to the congregation at the end of each service. On behalf of the Board, a very special thank you to Canon Stephen for his support and the wise counsel he provided to the Board on all matters.

We look forward to the coming year, and at some point, to meeting in person again.

Respectfully submitted,
Robin Pacific
Advisory Board Chair - 2020

MOTIONS FOR VESTRY 2020

1. Approval of Agenda

- *That the agenda for this meeting be approved.*

2. Appointment of Vestry Clerk

- *Motion to appoint ??? to serve as Vestry Clerk*

3. Confirmation of Minutes

- **Annual Vestry:** *That the Minutes of the Annual Vestry of February 23, 2020 be confirmed.*
- **Special Vestry: Endowment Fund:** *That the Minutes of the Special Vestry of October 13, 2020, be confirmed.*

4. Ministry Reports

- *That the Reports for Administration and Ministry be accepted as presented in the Vestry Report*

5. Financial Statements

- *That the Vestry receives the Financial Statements dated December 31, 2020.*

6. Appointment of Auditor

- *That the accounting firm of Gary Booth, CA Professional Corporation be appointed as the auditors of Holy Trinity Church, Thornhill and the Endowment Fund for the year 2021.*

7. Approval of Budgets

- *That Vestry approves the 2021 Operating Budget as recommended by the Wardens for our ministry.*
- *That Vestry approves the 2021 Capital Budget as recommended by the Wardens for our ministry.*

8. Diocesan Motion: Committing Ourselves to Anti-Racism (Social Justice Motion from Synod)

9. Elections and Appointments

- **Signing Officers**
That the Wardens, Deputy Wardens, Dave Bezant and Pat Johnson be appointed signing officers for 2020.
- **Nominating Committee**
That the report of The Nominating Committee be accepted.
- **Eva Rea Committee**

BUDGET 2021 – DRAFT

	2019		2020		2021
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET
INCOME					
	280,000	286,525	232,710	283,245	275,400
<i>Envelopes Receipts_PAG</i>	156,000	159,491	156,000	166,765	170,400
<i>Envelopes Receipts_Envelopes</i>	124,000	127,034	76,710	116,480	105,000
<i>Open Receipts</i>	13,000	8,968	4,145	13,992	4,500
<i>Property¹</i>	60,000	79,093	57,915	40,325	41,150
<i>Housing Income (Rectory Fund)</i>	44,000	45,416	46,000	46,533	46,400
<i>M_&_M - OFOH (Local)²</i>	-	-	14,500	20,833	30,000
<i>M_&_M - OFOH Grant (Diocese)</i>	31,700	20,108	20,000	-	-
<i>M_&_M - Outreach Income</i>	9,000	14,194	8,000	4,240	4,000
<i>M_&_M - Other</i>	1,000	-	1,000	3,300	-
<i>Organizations - ACW</i>	6,000	7,000	3,571	-	-
<i>Organizations - Footlights & Fundraiser</i>	2,000	-	2,000	-	-
<i>Organizations - Eva Rea</i>	-	2,333	-	-	-
<i>Bequests</i>	-	5,986	25,700	29,704	5,000
<i>Endowment Fund</i>	15,000	18,146	15,000	11,183	10,000
<i>HST Refund</i>	7,000	13,147	9,000	8,699	11,550
<i>Other - Interest</i>	7,000	5,900	8,000	11,573	12,000
<i>Other - Diocese Jubilee Credit</i>			30,576	45,865	
<i>Other - CEWS</i>				22,997	
<i>Other - Stole Fees</i>	-	375	-	1,000	-
TOTAL INCOME	475,700	507,191	478,117	543,489	440,000
EXPENSES					
<i>Administration - Bank Charges</i>	1,000	882	1,000	1,002	900
<i>Administration - Insurance</i>	12,500	12,313	14,372	14,372	16,600
<i>Administration - Office</i>	18,000	15,216	15,270	24,947	15,200
<i>Building - Gas</i>	13,000	10,549	9,780	8,651	8,600
<i>Building - Hydro</i>	9,000	7,347	5,950	7,664	7,500
<i>Building - Maintenance</i>	49,000	48,995	35,590	29,944	29,684
<i>Building - Telephone</i>	3,500	2,420	2,500	2,649	2,700
<i>Diocesan Allotment</i>	62,870	62,870	61,047	61,047	60,516
<i>Programs - Christian Ed/Discipleship</i>	3,000	453	1,900	21,098	30,000
<i>Programs - Children's Ministry</i>	2,000	905	1,500	565	500
<i>Programs - Communications</i>	1,500	1,208	1,000	1,599	1,000
<i>Programs - Music</i>	3,000	1,084	2,500	245	250
<i>Programs - Sunday Worship</i>	2,300	4,183	2,000	1,970	2,000
<i>Programs - Outreach</i>	19,000	11,990	19,700	10,120	10,000
<i>Programs - Health Ministry</i>	1,500	2,214	600	2,881	1,800
<i>Programs - Seniors' Ministry</i>	1,500	1,565	1,500	295	300
<i>Programs - General Ministry</i>	5,000	3,665	6,750	14,235	11,000
<i>Staff - Salaries & Stipends</i>	270,150	256,961	285,000	235,917	268,200
<i>Staff - Housing Allowance</i>	35,000	32,318	32,581	33,092	32,600
<i>Staff - Salaries (Other)</i>	3,000	2,377	2,000	1,323	10,250
<i>Staff - Travel Allowance</i>	3,500	3,325	4,000	887	400
TOTAL EXPENSES	519,320	482,840	506,540	474,505	510,000
Income over Expense	- 43,620	24,351	- 28,423	68,984	- 70,000

INCOME & EXPENDITURE FOR THE PERIOD ENDING DECEMBER 31, 2020

	December Actual	Monthly Budget	Monthly Variance	2020 ACTUAL Y-T-D	2020 BUDGET Y-T-D	Variance Y-T-D	2019 ACTUAL Y-T-D	Variance Y-O-Y
INCOME								
<i>Envelopes Receipts_TOTAL</i>	41,830	31,400	10,430	283,245	232,710	50,535	286,525	- 3,280
<i>Envelopes Receipts_PAG</i>	14,100	13,000	1,100	166,765	156,000	10,765	159,491	7,274
<i>Envelopes Receipts_Envelopes</i>	27,730	18,400	9,330	116,480	76,710	39,770	127,034	- 10,554
<i>Open Receipts</i>	3,411	1,540	1,871	13,992	4,145	9,848	8,968	5,024
<i>Property</i>	4,078	6,015	- 1,937	40,325	57,915	- 17,590	79,093	- 38,768
<i>Housing Income (Rectory Fund)</i>	11,633	11,500	133	46,533	46,000	533	45,416	1,117
<i>M_&_M - OFOH</i>	2,083	3,450	- 1,367	20,833	34,500	- 13,667	20,109	724
<i>M_&_M - Outreach Income</i>	2,965	1,947	1,018	4,240	8,000	- 3,760	14,194	- 9,954
<i>M_&_M - Other</i>	1,427	500	927	3,300	1,000	2,300		3,300
<i>Organizations - ACW</i>		-	-	-	3,571	- 3,571	7,000	- 7,000
<i>Organizations - Footlights & Fundraiser</i>		-	-	-	2,000	- 2,000	-	-
<i>Organizations - Eva Rea</i>		-	-	-	-	-		-
<i>Bequests</i>		-	-	29,704	25,700	4,004	5,986	23,718
<i>Endowment Fund</i>	11,183	-	11,183	11,183	15,000	- 3,817	18,146	- 6,963
<i>HST Refund</i>	3,445	9,000	- 5,555	8,699	9,000	- 301	13,147	- 4,448
<i>Other - Interest</i>	2,972	2,000	972	11,573	8,000	3,573	5,901	5,672
<i>Other - Diocese Jubilee Credit</i>				45,865	-	45,865		45,865
<i>Other - CEWS</i>	9,417			22,997		22,997		22,997
<i>Other</i>		-	-	1,000	-	1,000	375	625
TOTAL INCOME	94,445	67,352	17,676	543,489	447,541	95,948	504,860	38,629
EXPENSES								
<i>Admistration - Bank Charges</i>	74	83	9	1,002	1,000	- 2	882	- 120
<i>Admistration - Insurance</i>		-	-	14,372	14,372	-	12,313	- 2,059
<i>Admistration - Office</i>	- 1,093	3,100	4,193	24,947	15,270	- 9,677	15,217	- 9,730

	December Actual	Monthly Budget	Monthly Variance	2020 ACTUAL Y-T-D	2020 BUDGET Y-T-D	Variance Y-T-D	2019 ACTUAL Y-T-D	Variance Y-O-Y
EXPENSES CONT'D								
<i>Building - Gas</i>	1,887	1,680	- 207	8,651	9,780	1,129	10,550	1,899
<i>Building - Hydro</i>	577	850	273	7,664	5,950	- 1,714	7,138	- 526
<i>Building - Maintenance</i>	1,800	2,900	1,100	29,944	35,590	5,646	48,995	19,051
<i>Building - Major Repairs</i>			-	-		-	-	-
<i>Building - Telephone</i>	240	204	- 36	2,649	2,500	- 149	2,418	- 231
<i>Diocesan Allotment</i>	5,087	5,090	3	61,047	50,873	- 10,174	62,870	1,823
<i>Programs - Christian Ed/Discipleship</i>	2,083	642	- 1,442	21,098	1,900	- 19,198	453	- 20,645
<i>Programs - Children's Ministry</i>	196	351	155	565	1,500	935	1,115	550
<i>Programs - Communications</i>	641	-	- 641	1,599	1,000	- 599	1,208	- 391
<i>Programs - Music</i>		-	-	245	2,500	2,255	1,083	838
<i>Programs - Sunday Worship</i>	317	282	- 35	1,970	2,000	30	4,183	2,213
<i>Programs - Outreach</i>	10,000	19,700	9,700	10,120	19,700	9,580	11,990	1,870
<i>Programs - Health Ministry</i>	- 15	374	388	2,881	600	- 2,281	2,214	- 667
<i>Programs - Seniors' Ministry</i>	295	25	- 270	295	1,500	1,205	1,564	1,269
<i>Programs - General Ministry</i>	8,561	810	- 7,751	14,235	6,750	- 7,485	3,664	- 10,571
<i>Staff - Salaries & Stipends</i>	20,833	24,300	3,467	235,917	269,400	33,483	256,962	21,045
<i>Staff - Housing Allowance</i>	2,836	2,716	- 120	33,092	27,781	- 5,311	32,317	- 775
<i>Staff - Salaries (Other)</i>	-	-	-	1,323	2,000	677	2,377	1,054
<i>Staff - Travel Allowance</i>	62	402	339	887	4,000	3,113	3,325	2,438
TOTAL EXPENSES	54,382	63,508	9,127	474,505	475,966	1,461	482,838	8,333
Income over Expense	40,063	3,843	26,803	68,984	- 28,425	97,410	22,022	46,962

Incumbent's Report

COVID-19 LOCKDOWN # 2

- **Eucharistic Celebrations:** In September 2020, we returned to the building for Sunday worship at 8am and 10am, albeit with numbers limited according to diocesan and provincial regulations. Just before Christmas, we received the following from the diocesan office. *"The Government of Ontario announced today that York Region will commence a 28-day lockdown, moving from the Province's Red Zone to Grey Zone, starting on Monday, December 14. To that end, **all churches in York Region, starting on Monday, will join Toronto and Peel Region in abiding by our [Red Stage Guidelines](#)**, which allow for a maximum of ten people to gather for in-person worship, primarily for the purposes of live-streaming. Hygiene, cleaning, mask-wearing and social distancing measures continue, even for these smaller gathered congregations."*

At that time, Bro Reg and I agreed that we would continue to meet to celebrate the Eucharist during Christmastide to the Baptism of the Lord. The celebration of the Eucharist is vital to Christian witness. Indeed, it plays a vital role in Bro. Reg's and my life as "a religious" and a priest.

As was shared in a recent piece of communication from the diocesan office, "we believe that we are in a different place than we were in the spring, and our guidelines allow for the safe celebration of the Eucharist, whether your parish is operating under the Amber Stage or the Red Stage guidelines." Bro Reg and I have decided to continue, as much as we are able, to meet in person for Sunday celebrations at 10am., practicing the appropriate physical distancing

- **Staff:** Our staff was provided with a copy of the directive from the diocesan synod received on January 12, 2021. In it, it is said that *"Apart from worship, church buildings and offices can be accessed only for urgent and essential purposes, and for short periods of time. As much as possible, all clergy and staff should be working from home. Important outreach and frontline ministries are to continue in the provision of their essential services, and workers may access our buildings for that purpose using our [Outreach Guidelines](#)".*

We will work from home and only visit the office for short periods to do only that which can be done there.

CANADA'S IMMUNIZATION PLAN FOR COVID-19.

- We have been invited by The Rev. Canon Joanne Davies, Chair of The Bishop's Committee on Healing Ministries and Anglican chaplain at Sunnybrook Health Sciences Centre, to an information session on Canada's immunization plan for Covid-19 on Wednesday, January 20. Speakers will include Dr. Theresa Tam, Canada's Chief Public Health Officer and Dr. Howard Njoo, Deputy Chief Public Health Officer.

This event has been planned in collaboration with the Public Health Agency of Canada, the Privy Council Office, the Canadian Interfaith Conversation and the Canadian Multifaith Federation in an effort to respond to community leaders' time-sensitive need for credible information around [COVID-19 vaccines](#) and [continued public health measures](#)

TRINITY MONTHLY PUBLICATION

- For the next few months, the Trinity monthly will be a bi-monthly publication.

LENT 2021

- As we journey towards Easter, we will do so in five ways.
 - 1) **Pre-Lenten ZoomRetreat:** We will begin our 2021 Lenten journey with a **ZoomRetreat** on

Saturday, February 13. The retreat leader will be Bro. Reginald Crenshaw, Lay Pastor. More details will be made available in the coming weeks.

- 2) **Readings in Lent.** As we have been doing for several years now, we are invited to read the assigned readings for the day and put aside a “loonie or toonie” each day (40 days) to support our outreach work. Our offerings will be designated for our Outreach Budget. The readings are from the Second Letter to the Corinthians.
- 3) **Sermon Series:** Keeping our focus on the readings above, the sermons for the six Sundays in Lent will address the following topics
FEB. 21 - Ministers of the New Covenant (3:1-8; 10:1-17)
FEB. 28 - Treasure in Clay Jars/Living by Faith (4:1-5:10; 6:14-7:2)
MARCH 7 - Forgiveness/Ministry of Reconciliation (2:5-17; 5:11-6:11)
MARCH 14 - Call to Repentance (7:2-16)
MARCH 21 - Generous Hearts – (8-9)
MARCH 28 - Our Ministry (10-11)
- 4) **Tuesday Bible Study:** The Tuesday Bible Study Group, led by John Carrington, will continue the conversation when they meet.
- 5) **Ministerial Lenten Series:** The 2021 Ecumenical Lenten Series sponsored by Thornhill Ministerial will be a ZoomExperience for three Sundays in Lent, begin on Sunday, February 21. This year’s theme is **“The Gospel in a Time of Pandemic”**.
Feb. 21: The Rev. Paul Gibbon (Baptist) - *Finding Faith in a Time of Pandemic* (Holy Trinity Anglican Church, Host)
Mar. 7: The Rev. Peter Lisinski (Lutheran) - *Finding Peace in a Time of Pandemic* (Thornhill Baptist Church, Host)
Mar. 21: The Rev. Leigh Olson (United) - *Finding Community in a Time of Pandemic* (Thornhill Lutheran Church, Host)

DIOCESAN ANTI-BIAS AND ANTI-RACISM INITIATIVE

- I have been invited to serve as a facilitator for the Anti-Bias and Anti-Racism (ABAR) workshops that will be offered to Diocesan clergy and lay leaders this coming year. In this role, I will
 - ❖ have access to learning experiences, skills, language, and tools designed to facilitate understanding of how to identify racism and other biases,
 - ❖ be equipped with pertinent, contemporary, and biblically aligned anti-racism practices tailored to a Church context,
 - ❖ be directly engaged in the effort to dismantle personal and systemic racism and other biases in the Diocese,
 - ❖ contribute to the bank of tools and resources the Diocese requires to promote long-term and strategic actions for racial equity and healing, and
 - ❖ help increase the capacity of the Diocese to live out the Anglican Church of Canada's Charter for Racial Justice.
- Our Lay Pastor, Bro Reg, and Jacqui Getfield, a parishioner, have also been invited to participate in this initiative.

TRINITY COLLEGE LECTURES

- Bro Reg and I have been invited to deliver two lectures at Trinity College as part of a new course, “Race, Theology, and Diversity: Theological Challenges and Opportunities” this semester.

January 18, 2021