

**The 221st Report to Vestry
Sunday, March 10, 2024**



*The Cathedral
Church of St. James*

DIOCESE OF TORONTO
ANGLICAN CHURCH OF CANADA

**A symbol of God's presence
and love in the city**

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The College of Bishops Pastoral Letter to Vestries, 2024

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



Diocese of Toronto
Anglican Church of Canada

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 twenty, 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,

A handwritten signature in blue ink that reads "+ Andrew Toronto".

The Right Rev. Andrew J. Asbil
Bishop of Toronto

A handwritten signature in blue ink that reads "+ Riscylla Shaw".

The Right Rev. Riscylla Shaw
Suffragan Bishop of Toronto

A handwritten signature in blue ink that reads "+ Kevin Robertson".

The Right Rev. Kevin Robertson
Suffragan Bishop of Toronto

The Dean's Report

Dear friends,

As I write my first Vestry Report as Dean and Rector of St. James' Cathedral I find myself very grateful. I'm grateful to be here as your Dean and Rector. I'm grateful for the very warm welcome which Jacqui and I have received from so many people. I'm grateful for all I am discovering of the life of this cathedral, this city, this diocese. I'm grateful for the strong sense of calling that I have, of being in the right place at the right time, and for the sense of hope and momentum which is beginning to build. I'm grateful to God who has brought us together.

I'm grateful as well for the team of clergy, staff and volunteers which I have inherited. The level of commitment is deeply impressive, and so is the diverse array of gifts and skills which people bring to their roles. This place is blessed with the people who serve so ably. But alongside that I am attentive to all that is asked of my colleagues, of busyness which at times can feel too much for some. I hope to see better alignment of our objectives and the allocation of our resources of money and personnel going forwards. We can only ever say yes to an idea, no matter how good, if we can see how we can resource it without overwhelming people.

You will see reading this report that our finances are in better shape at the end of the year than we had expected, but at the same time the overall picture is that we are financially stretched. It isn't sustainable to run structural deficits year after year. The good news is that there is potential, for better use of our buildings to host paid events, for the ongoing recovery of the cemetery business, and for our own generous stewardship about which you will be hearing more soon. We can't cut our way to growth. But equally our expenditure needs to be focused on those things which are strategically most important for the future.

This means clarity about our vision and purpose so we can set priorities wisely. One of the things you may have heard me talk about is the vision to be a place which reflects and celebrates the diversity of cultures in this, the most culturally diverse city on earth. At our Vestry meeting I will be sharing one very specific way in which we are going to do this.

I am excited about our future, excited about what God is doing and will do here. Ultimately this Cathedral, like every church, is about God and for God. Please pray with me for God to fulfil his purposes in this place and to draw each of us into them more fully.

With every blessing,

The Very Rev'd Dr. Stephen Hance
Rector of St. James Cathedral
and Dean of Toronto

Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, for ever and ever.

Ephesians 3:20-21

The Interim Dean's Report

It is a pleasure for me to report to Vestry 2024 on the life of the Cathedral during the 2023 year. This is a particularly 'light' assignment since I can only reflect on a very small portion of 2022 in preparation for 2023, and I cannot comment on (nor bear any responsibility for) 2024! This quite unprecedented lack of accountability appeals to me, your faithful servant!

In all seriousness, I look back on 2023 as a year in which I received the great gift of working and living amongst you. It was a very exciting time for me - an adventure that was delightful, inspiring, at times very challenging, but always faith filled and deeply moving.

It was a distinct pleasure to work with you all to 'get ready' for a new Dean, and I am so pleased that Dean Hance has arrived; that he and Jacqui have been so warmly welcomed, and that Stephen has taken on the leadership tasks which are his so graciously and eloquently. He and all of you are always in my prayers.

Last year was one of the continuing emergence from the pandemic into a more 'normal' and predictable rhythm and shape. It was a year in which two of our 'core' activities - our Events business and St. James Cemetery - grew in strength and revenue, with new staff in both endeavours, and with renewed purpose and vigour. The results, while still on a more gradual curve than might have been most optimistically desired, are both promising and hopeful. The Cathedral is so fortunate to have Claudia Habib directing the Events Department so enthusiastically and skillfully and our cemetery is being so well served by George Vrozos and his excellent staff. Both are centres of excellence and are 'coming back'!

This past year was also a year in which we saw some significant staff changes at 65 Church St - our beloved Emile Rhinelanders retired and Frank Kenyon has taken over as our Senior Sexton. Frank has seamlessly

moved into this position of leadership; the Cathedral is so well served by Frank and all of our excellent Sextons and property staff. Raisa Kocaqi has returned to the staff as our Receptionist and does such good work as an operations assistant. Our long-serving Lisa Ciolfi left our employ in mid-summer - what a gift she is and was to so many for all of her years with us. Serena Li has stepped in as parish administrator and is a delightful and very talented addition to our staff. Members of Vestry need to know how very dedicated and talented our staff members are - from Susan So through to Kathy Biasi to Andrea Munoz and all of the others. They all work very hard and do so much more than we should realistically expect. We need to care for them - responsibly and appropriately.

2023 also marked a most significant and - dare I say - maestoso year of harmony and melody. Tom Bell and his intrepid band of superbly talented musicians not only led us throughout the year in wonderful service after wonderful service, Sunday by Sunday, they also re-established us as a premiere concert venue with three major events, the Coronation Concert in May, the Inaugural Organ Recital in September, and Messiah in December. Each of these was a triumph in its own right and demonstrated so clearly that we 'do' concerts so very well. A real buzz has developed and we both create and manage these major events so very, very well. A huge tip of the hat to Tom and his prodigious skill and care for us all.

In the midst of all of this, we did what we do, and did it so well. We gathered, we prayed, we sang, we listened, we learned, we lamented, we celebrated. We baptized and welcomed, we married, we anointed, we marked the end of lives. We continued to provide a home for Diocesan events, and we welcomed the community in more and more meaningful ways. Ministry by women, for women, flourished once again through the activities of The York Group and the women of the Cathedral; we amazed and delighted a large number of communities - and ourselves - through that incredible weekend at the end of October - *Many Threads, One Cloth*.

We continued, faithfully and joyfully, through the inestimable leadership of Kathy Biasi and her army of volunteers, to welcome and feed our very special guests every Friday afternoon.

We celebrated the Holy Eucharist about 475 times! (give or take a dozen....) all because of the deep affection held for us by our many honorary assistants, canons, and associate clergy who honour us by their regular and faithful leadership. We gathered for Morning Prayer on-line another roughly 300 times, with a super group of 8:30 am groupies who helped lead those services for all those who join us virtually.

You can understand why this was such a gifted adventure for me to be part of this - what a place! What a ministry!

To your hard-working and always caring Wardens - all six of them - my deep thanks for their close association with me and for friendships which will endure. To the two 'new best friends' in my life, Stephen Fields and Beth Benson, I cannot say enough about what a true privilege it was to work with you - again - friendships that will last through all of our lives. How blessed I have been.

And so, for the year 2023, as has been the case for so many years, this Cathedral has made a difference - a huge difference in the lives of so many. For that, we all say 'thanks be to God!'

Members of Vestry are so well served by so many; Dean Hance is such a lucky Dean to have taken up the reins in this very special community. It has been a deep, deep pleasure - thanks to you all. My most sincere and fervent prayers and good wishes for the years to come!

Fondly,
The Very Reverend Peter Wall
Interim Dean

The Vicar's Report

2023 dawned with the Search Committee feverishly at work, and the Interim Dean, The Very Rev. Peter Wall, ensuring that our hands were kept to the plow as we prepared our community for the appointment of a new Dean. As I thank Dean Peter for his faithful, energetic ministry during our time of transition, I say welcome to the Very Rev. Dr. Stephen Hance and his wife, Jacqui, to Canada, in general, and to the Diocese and the cathedral, in particular.

In that spirit of thanksgiving and welcoming, I continue to be grateful for and appreciative of the immense support I continue to receive in my capacity as your Vicar from the untiring Canon Beth Benson, Archbishop Colin Johnson, Canon Douglas Graydon, Fr. David Bousfield, the Rev. Dr. David Danner, and Canon John Hill. We welcomed The Revs. Lynn Braye and Jo-Anne Billinger as Honorary Assistant Priests of the Cathedral. We are also thankful for the ministry of Bishops Kevin Robertson and Peter Fenty with 15 other priests who support our liturgical life as Presiders at our weekday services.

A special word of thanks is reserved for our faithful members, Barbara Hirst, Carol Kysela, Philippa Campsie, Peggy Crowther, Susan Boucaud, and Sean Hopperton, who share with the clergy in the leadership of the daily Office of Morning Prayer.

To put this report in context, allow me to remind Vestry of my key areas of responsibility:

- *Liturgy and Worship*: planning for and participating in the liturgical life of the cathedral and the diocese.
- *Pastoral Care and Community Development*: overseeing and leading the pastoral care team and assisting in the development of our community life.
- *Christian Formation and Education*: developing and coordinating faith formation programs for all ages.
- *Children, Youth, and Family Ministries*: supporting and guiding our children, youth, and family ministries.

Liturgy & Worship

The following are highlights of our Liturgical life in 2023:

January began with the annual Bishop's New Year's Day Levee and the Presentation of the new members of the Order of the Diocese of Toronto. The other highlight during that month was the Collation of the new Archdeacons and Canon Administrator.

In March, in observance of the International Day for The Elimination of Racial Discrimination, there was a special *Service of Readings and Songs of Justice and Freedom*. This service was well received by the community.

On Maundy Thursday, The Rt. Rev. Dr Malayil Sabu Koshy Cherian, Bishop of the Diocese of Madhya Kerala of the Church of South India, who was visiting the diocese, was the preacher.

In addition to the annual Pre-Lenten Clergy Day and the Chrism Mass and renewal of Ordination Vows during Holy Week, we hosted the Ordination of five Deacons, the Annual Diocesan Confirmation Service, and the installation of the Canon Pastor of the Diocese.

On a personal note, in June, members of the cathedral and wider community joined my family and me as I celebrated the 40th anniversary of my Ordination to the Priesthood (May 24).

To celebrate Emancipation Day, we welcomed Dr. Christopher Stuart Taylor, Associate Vice President of Equity, Diversity, Inclusion & Anti-Racism and Assistant Professor in the Department of History at the University of Waterloo as our guest speaker.

During the month of September, we were happy to observe the first anniversary of His Majesty the King at the Accession Service and to host the Wycliffe College Community for their Founders' Sunday Service. The Preacher on that occasion was The Rt. Rev. Stephen Andrews, the Principal of the College.

At the end of October, more than 100 individuals, with their pets, participated in the annual Blessing of Animals.

In November, there were All Souls' Day services in St. James-the-Less Chapel and the Cathedral.

After a few years, we were happy to welcome the Royal Regiment of Canada back to the cathedral for their Remembrance Day Service. Once again, we welcomed the Knight Templars and the members of the Barbadian community for their annual investiture and Independence celebrations, respectively.

The year ended with a wonderful celebration of the Advent and Christmas seasons, with attendance mirroring pre-Covid19 levels, and our planning for the Induction and Installation of Dean Stephen Hance) and of the new Honorary Canons of the Cathedral.

Summer Services: A decision was taken to have two Eucharistic celebrations on Sunday mornings (8am and a Choral Eucharist at 10am) in addition to the 4:30pm Choral Evensong during the summer. This arrangement was for the Sundays in July and August and the Sunday before Labour Day. In September, in a ZOOM Conversation, sought to learn from the congregation about their experience of the joint service. We received very positive feedback and there was much support for joint services in the future. ***I suggest that Vestry formally gives its support for a joint service on Sunday mornings in the months of July and August and the Sunday before Labour Day during this summer and for the future.***

We also took the opportunity to hear from those who regularly attend the 9am service about their experiences of and hopes for that service. The suggestions received will be considered as we work to develop a more inclusive and participatory experience.

Eucharist in St. James-the-Less Chapel: After consultation with the Cemetery Manager, we started a monthly Eucharist in the St. James the Less Chapel on the first Wednesday of each month at 11am.

The Stephen Vail Preaching Program: In this program, second-year Assistant Curates are invited to preach in the cathedral from time to time. On the Second Sunday of Advent, the inaugural preacher was The Rev. Jilian Rusch, Assistant Curate of St. Bride's, Clarkson.

New Servers: During the year we recruited five new servers to share in the Services of the Holy Eucharists and Evensong.

Pastoral Care and Community Development

The Ministry Council met on several occasions during the year. The focus of our work was to map the activities of our ministry areas with the priority areas identified in the document "PRIORITIES FOR A TIME OF TRANSITION, Vestry 2022 to Vestry 2025." *See the Ministry Council's report for more details.*

Pastoral Care: Canons Beth Benson and Douglas Graydon continue to provide significant leadership in our ministry of Pastoral Care. I am thankful to them for their support. *Please read the Pastoral Care report for more details.*

Christian Formation & Education

Becoming the Story We Tell (BST): Thanks to Canon John Hill who continues to facilitate this renewal program that runs during Lent and Eastertide. *More details may be found in the BST report.*

Sermon Series: During the month of November, Interim-Dean, Peter Wall, Canon Beth Benson, Mr. Peter Mentis, a member of the cathedral and Diocesan FaithWorks Manager, and I delivered a series of homilies on the theme of stewardship. The topics of the series were *The Life of a Saint, The Life of Sacrifice, The Life of Stewardship, and The Life of Service.*

Wednesdays in Advent: As we prepared to welcome Christmas, we explored the four themes of the Advent Wreath in ZOOM conversations: *Hope* (Canon Stephen), *Peace* (Dean Peter), *Joy* (Canon Beth), and *Love* (Matthew Waterman, Postulant).

Postulant: In October, we welcomed Matthew Waterman, a postulant of the Diocese, as he began a placement at the cathedral, continuing his preparation for ordination. Recently we learned that he was confirmed for Ordination to the Diaconate in May.

Snell Lectures: We hope to restart the Snell Lectures in the coming year. Exploratory work has begun on the availability of a speaker.

Children, Youth, and Family Ministries

Children: Karyne Whalen continues to faithfully disciple the younger members of our family. We all will agree that this ministry is of vital importance. I encourage members to inquire about how you can assist her. *See her report for more details.*

Young Adults: Until the summer, Christopher Pike was the Convenor of our Adult Group. Following his departure for graduate studies overseas, Amandeep Banwait and Matthew Waterman became joint convenors for the group. We truly value this work and their ministry. *See their report for more details.*

The Wider Church

General Synod: It was a joy to join with others to represent the diocese at the 43rd Session of General Synod of the Anglican Church of Canada and Assembly with the Evangelical Lutheran Church in Canada at the University of Calgary. I was elected to serve as a member of the Council of General Synod and the Pension Committee. I was invited by the Primate to serve as a member of the Financial Management Committee for the session 2023-2025. At our recently held Regular Meeting of our Diocesan Synod, I was re-elected to serve as a member of our Diocesan Synod Council and of the General Synod for the next triennium.

Evaluator (Theological Education): During the Fall, I was invited by the Association of Theological Schools to serve as a peer evaluator in the accreditation process at Dickerson-Green Theological Seminary in Columbia, SC., in March this year.

Continuing Education and Professional Development

In May, I joined other clergy at our Diocesan Clergy Conference at Trent University. The Rev. Canon Dr Ellen Clark-King, Dean of King's College addressed the theme "*The Good Life: Living into God's Love.*"

One of the continuing education events to which I look forward every year is "Paddock Lectures" at my Alma Mater, the General Theological Seminary. In October, I attended the 2023 edition. The Rev. James Farwell who was installed in the H. Boone Porter Chair of Liturgics spoke on the topic "*The One and the Many: Meditations on the Eucharistic Fraction.*"

2023 was another exciting year. With our new Dean in place, I look forward to new opportunities for learning, living, and serving in our cathedral community. May God continue to bless us in all that we do together.

In Christ,
The Rev. Canon Dr. Stephen Fields
Sub-Dean and Vicar

The Churchwardens' Report

In one of his inaugural homilies, Dean Stephen Hance described the congregation of St. James as having been in a state of “waiting and preparation.” That certainly describes the past year at the Cathedral. While we have continued in worship, study, outreach and activities pretty much as usual this past year – and in the following pages you will read about the wonderful work our Drop-In team does to help the wider community and the support provided to newcomers that the St. James and Community Refugee Committee, among others – there has also been a clear sense of anticipation.

At the same time, the past year saw some significant changes and innovations that will enhance the mission and work of St. James as we move ahead. These include - but are not limited to:

- the installation of a new organ console built by Létourneau Organs, generously supported by the Farah Family, that will heighten our music program and our worship;
- the introduction of successful new music events including the *Coronation Concert* on May 6, an Organ Recital by former organist David Briggs to inaugurate the new console on September 22, and *Messiah* on December 15, this latter event, along with the presentation of Handel’s Coronation Anthems showcased our talented choir and Music Director Thomas Bell;
- new education initiatives open to all, a *Dementia Prevention* workshop, the *Sleep and Be Well* seminar, and a presentation about Dr. Sarah McKinnon’s book, *No Man's Land: The Life and Art of Mary Riter Hamilton*, presented by the York Group;
- the *Many Threads – One Cloth: African Fashion & Culture Weekend*, led by Nancy Mallett, Yosola Sholagbade-Adeoye, and many dedicated volunteers in collaboration with partners like George Brown College and Toronto Metropolitan University that drew the community into the Cathedral in large numbers;

- new celebrations for children and families, in addition to the Canada Day BBQ and the Patronal Festival, to draw our neighbourhood closer: the very first Easter Egg Hunt around the Cathedral and the *Summer Chill*, a multi-denominational event and summer party;
- the dedication of a new electronic sign to promote worship and events, a generous gift of Daisy Pittis in honour of her friend Grace Martin, as well as increased use of our multimedia platforms, meaning that the Cathedral is able to reach many more people;
- the arrival of a new Events Manager, Claudia Habib, to help build a firm revenue stream for St. James;
- the building of a new team at St. James Cemetery, led by manager George Vrozos, that will re-establish that business after the major renovations to the crematorium and the grounds. As well the first All Souls Day service was held at the Chapel of St. James the Less;
- and, most significantly, new leadership at the Cathedral with the installation on January 14 of the Very Rev'd Stephen Hance and, after several years of change, the prospect of a substantial tenure; Dean Hance has spoken of Jacqui and he intentionally “making their home here” with us.

We would be remiss if we did not extend our heartfelt thanks to Interim Dean Peter Wall, who led our community over the past year with wisdom, kindness, and humour. We have been blessed to have Dean Peter with us.

While new talent in Events and at the Cemetery are looking for ways to enhance our revenue streams, our financial situation remains a serious concern, and we are committed to monitoring it closely. We are also very grateful for the support and commitment demonstrated by our St. James family over the past year. Your volunteer contributions and generosity have enabled so much to happen this past year. **Thank you.**

In concluding his homily, Dean Stephen outlined some of his high-level ambitions to St. James as a centre for worship and community. We look forward to working with him to realize those ideas in the coming year and beyond.

The Wardens

2024 Budget

CATHEDRAL AND CEMETERY COMBINED SUMMARY BUDGET 2024

	2023 BUDGET	2023 ACTUAL	2024 BUDGET	% CHANGE OVER PRIOR YEAR	
				BUDGET	ACTUAL
CATHEDRAL					
Revenue	1,788,000	1,975,908	2,135,800	19.5	8.1
Expenses	2,292,407	2,070,448	2,503,834	9.2	20.9
	(504,407)	(94,540)	(368,034)	(27.0)	289.3
Government & Diocesan Subsidies	5,000	10,000	-		
Interest on Guarantees	(5,000)	(3,499)	(3,000)	(40.0)	(14.3)
Net Cathedral Deficit	(504,407)	(88,039)	(371,034)	(26.4)	321.4
CEMETERY					
Revenue	1,488,000	1,027,139	1,223,000	(17.8)	19.1
Expenses	1,104,000	956,853	1,145,100	3.7	19.7
	384,000	70,286	77,900	(79.7)	10.8
Interest on Project Loans	(90,000)	(91,986)	(90,000)	-	(2.2)
Transfer to Capital Reserve	(148,500)		(38,400)	(74.1)	
Net Cemetery Surplus (Deficit)	145,500	(21,700)	(50,500)	(134.7)	132.7
COMBINED CATHEDRAL & CEMETERY					
Net Combined Surplus (Deficit)	(358,907)	(109,739)	(421,534)		
Cemetery Capital Reserve			38,400		
Cemetery Capital Expenses			(38,400)		
Net Cemetery Capital Reserve			-		

2024 Budget

CATHEDRAL BUDGET 2024

	2023 BUDGET	2023 ACTUAL	2024 BUDGET	% CHANGE OVER PRIOR YEAR	
				BUDGET	ACTUAL
REVENUE					
Offerings					
Stewardship	696,000	708,864	744,000	6.9	5.0
Open	63,000	61,288	51,500	(18.3)	(16.0)
Other	71,000	55,888	64,500	(9.2)	15.4
	<u>830,000</u>	<u>826,040</u>	<u>860,000</u>	<u>3.6</u>	<u>4.1</u>
Rental Income	<u>500,000</u>	<u>502,925</u>	<u>615,000</u>	<u>23.0</u>	<u>22.3</u>
Other income					
Bishop Snell Foundation	150,000	150,000	190,000	26.7	26.7
Other	24,996	103,197	77,100	208.4	(25.3)
	<u>174,996</u>	<u>253,197</u>	<u>267,100</u>	<u>52.6</u>	<u>5.5</u>
Investment Income	<u>283,004</u>	<u>393,746</u>	<u>393,700</u>	<u>39.1</u>	<u>(0.0)</u>
Total Cathedral Revenue	<u>1,788,000</u>	<u>1,975,908</u>	<u>2,135,800</u>	<u>19.5</u>	<u>8.1</u>
EXPENSES					
Clergy	313,900	266,223	371,000	18.2	39.4
Music	213,900	238,516	251,100	17.4	5.3
Property	913,600	816,437	967,400	5.9	18.5
Rentals	145,800	71,796	134,000	(8.1)	86.6
Administration	449,000	440,708	506,080	12.7	14.8
Communications	72,000	71,204	80,900	12.4	13.6
Christian Education	24,000	16,113	25,900	7.9	60.7
Outreach	109,000	98,244	122,100	12.0	24.3
Diocesan Allotment	51,207	51,207	45,374	(11.4)	(11.4)
Total Cathedral Expenses	<u>2,292,407</u>	<u>2,070,448</u>	<u>2,503,834</u>	<u>9.2</u>	<u>20.9</u>
Deficiency of Revenue over Expense	<u>(504,407)</u>	<u>(94,540)</u>	<u>(368,034)</u>		
Special Purpose Revenue	150,000	104,449	450,000	200.0	330.8
Special Purpose Expenses	(150,000)	(104,449)	(450,000)	200.0	330.8
Government & Diocesan Grant	5,000	10,000	-	(100.0)	(100.0)
Interest on Guarantees	(5,000)	(3,499)	(3,000)	(40.0)	(14.3)
Deficiency of Revenue over Expense after Exceptional Items	<u>(504,407)</u>	<u>(88,039)</u>	<u>(371,034)</u>		

2024 Budget

CEMETERY BUDGET 2024

	2023	2023	2024	% CHANGE	
	BUDGET	ACTUAL	BUDGET	BUDGET	ACTUAL
REVENUE					
Crematorium Income	593,000	311,283	503,000	(15.2)	61.6
Grounds Income	737,000	378,819	478,000	(35.1)	26.2
General Income	72,000	205,280	130,000	80.6	(36.7)
Investment Income	86,000	131,758	112,000	30.2	(15.0)
Total Cemetery Revenue	1,488,000	1,027,140	1,223,000	(17.8)	19.1
EXPENSES					
Salaries & Benefits	615,700	502,119	605,100	(1.7)	20.5
Office & General Expenses	223,700	222,798	240,400	7.5	7.9
Grounds Expenses	117,100	132,500	152,300	30.1	14.9
Crematorium Expenses	147,500	99,436	147,300	(0.1)	48.1
	1,104,000	956,853	1,145,100	3.7	19.7
Surplus (Deficiency) of Revenue over Expense	384,000	70,287	77,900		
Interest on Project Loans	(90,000)	(91,988)	(90,000)	-	(2.2)
Surplus (Deficiency) of Revenue over Expenses After Interest	294,000	(21,701)	(12,100)		
Transfer to Capital Reserve	(148,500)		(38,400)		
Surplus of Revenue over Expenses After Transfer	145,500	(21,701)	(50,500)		

Organization Reports

The Altar Guild

The Altar Guild is the Ministry responsible for the maintenance and preparation of the altars and its furnishings. We prepare for every service that occurs at the Cathedral of St. James and St. James-the-less Chapel at the cemetery throughout the year.

Mission Statement: Attending to God's house carefully and reverently, with dedication and loving attention to details.

What we do: We maintain the beauty, elegance, and grace of all the Altars and their surroundings. We dress all the Altars with appropriate linen, wash, iron, and mend accordingly. Look after the Sanctuary, Eucharistic vessels, and all other textiles. Polish brass & silverware, clean glass domes, dust, remove stains and wax. Maintain the general cleanliness and quality of all altars and their surroundings, and other duties as may be directed by the Vicar.

Our Team: Although our numbers may be small, our passion and sense of mission remains. We are trying to rebuild membership back to the pre-pandemic level of 16 people when we can return to original weekly schedule. In the meantime, we are looking for volunteers who can spare couple of hours on second & fourth Sundays of the month after the 11am service to help clean brass and other things. We meet at the Brinton Vestry. No special skills are required as we will happily and lovingly train new members.

Last Summer: The interim Dean Peter Wall and Minette von Bieberstein received the Diocesan Women Guild to coffee at the Cathedral where they discussed all aspects of linen matters, i.e., mending, repairs, maintenance and future replacement.

St. James the Less (the Cemetery): Located on 635 Parliament St, in Toronto. Services are now being held at the chapel on the first Wednesday every month and would love for a volunteer (or two) to look after the altar business.

If you live around the area or are seeking to use your spiritual gift, don't hesitate to try out volunteering at this location.

Gratitude: Thanks to all members, both current and past; special shout-out to Jim Kotsifas and Tenzin Wangchok, who is always at hand to provide access; with this, we would like to wish Jim a speedy recovery. We are truly blessed with faithful members and are grateful to Minette von Bieberstein, who completely anchors the linen side, Ruth Davis, the Sarah and Jikku Jacob family, Wairimu Nduati, Deborah Karowo, David Oniyide, and Yosola Sholagbade-Adeoye who are always at hand for all other Altar duties.

To learn more: please contact any of our existing members, request a brochure or call the church office 416-364-7865 and speak to Canon Stephen Fields. You can also visit the Altar Guild page on the Cathedral YouTube Channel for more information.

Respectfully submitted
Yosola Sholagbade-Adeoye

Becoming the Story we Tell

Becoming the Story we Tell is a strategy for renewal, commissioned over a decade ago by our then Primate, Fred Hiltz. He believed that we needed a way for the Church to recover its baptismal identity and calling, through a deeper engagement in the story at the heart of our faith, the story of Jesus' death and resurrection.

This was a vision for a post-Christendom Church, and we are now in the third year of implementing this strategy:

- focused not on institutional survival but on making disciples who share Jesus' passion for the coming of God's Kingdom, on earth as in heaven;
- recovering practices through which we can learn to encourage and support one another in following the way of Jesus;
- recovering the communal instincts for patiently guiding newcomers into a living faith in Jesus;
- living ever more deeply into the mystery of our redemption, through an ever-deeper participation in the 'Great Three Days,' Maundy Thursday to Easter Morning;
- helping to make the 9am service more inclusive and participatory, and more accessible to 'seekers';
- restoring the role of the congregation in welcoming newcomers as 'hearers of the word,' and in affirming their desire to be baptized into Christ.

Sustaining and developing this vision is the purpose of the Standing Committee of Becoming the Story we Tell. Last year, seven small groups for sharing our reflections were launched during Lent; now, at the time of writing, we are receiving registrations for what we hope will be a similar number of small groups this year.

Respectfully submitted,

Canon John Hill

on behalf of the Standing Committee of Becoming the Story we Tell

Carillon Bell Ringers

Our dedicated group consists of Cynthia Bracewell, Philippa Campsie, Nancy Conn, Judith de Swaaf, Victoria Jamieson, Annie Odom, Joanne Short, Karin Tari, and Quentin Toderick.

We continue to take turns to play the carillon after the 11am Sunday services and whenever the Change Ringers are unavailable as well as occasionally at weddings and funerals when requested.

Respectfully submitted
Annie Odom
Coordinator

St. James Cemetery & Crematorium

As the new General Manager for St. James Cemetery & Crematorium, it is my privilege to present this report of activities since my arrival these past six months.

As you are well aware of the report generated last year by my predecessor John O'Brien, he was able to identify a number of the improvements that were implemented during his tenure, and I look forward to adding to that list as well.

We are focused first and foremost on improving crematorium and other revenues.

Some of the recent highlights for your review have been:

- Holding a Crematorium Open House, greatly appreciated by funeral homes that were in attendance. I am forever grateful for the significant commitment and investment that the Cathedral Church of St. James has made to its historic cemetery for the new retort installation.

- Right from the beginning, I have been meeting regularly with our funeral director partners and look forward to providing a new level of service to our cremation families. The retorts installed in 1992 are now but a distant memory. I look to growing the flow of revenues for the cemetery and Cathedral, and an overall return to profitability this year and in the years ahead.
- Renovation of a worn and tired a crematorium washroom, which facilitates witnessed cremations.
- Completion of our Crematorium vertical lift Has made the use of our chapel for services more appealing, particularly, for those who families who wish to witness cremations after a funeral service.
- Re-lamping with LED bulbs and cleaning the Chapel, cleaning and painting of the vestry, steam cleaning the Chapel & Vestry carpets/much appreciated by clergy and funeral homes alike.
- Working with the Vicar, in creating a regular monthly Eucharist service (would love to eventually do more), something that has not happened in a very long time. We have had also had some initial regarding marketing our services to clergy and parishioners across the diocese.
- We also greatly look forward to sitting down with the new Dean and looking for his insights and global perspective.
- Working with Thomas Bell, the Music Director, to see what cross-marketing of musical events that happen at the Cathedral can be mimicked at the Chapel for a wider audience.
- Initial concept discussions being had regarding possibly making the Chapel more wheelchair AODA accessible, currently extremely difficult and dangerous.
- Discussions with a donor regarding the Chapel restoration work. The previous report identified bringing a focus to the refurbishment of the historic chapel of St. James-the-Less. Once a building condition assessment report has been completed, we will define the scope of this project, which will include repairing or replacing the organ and installing modern audio-visual equipment. St. James' is one of the few crematorium facilities that offer witnessings, so families can be present for the beginning of the cremation process which will take

place in the newly refurbished lower level. In addition, new lighting is required and as noted in last year's report, a restoration of the interior spaces including a thorough cleaning of the entire Chapel is needed, encompassing the stained-glass windows, floors, walls, ceilings, and sanctuary.

- Continue to nurture and build upon the film industry contacts and interest that historically happened onsite here. Revenues received from the various film shoots that take place throughout the year contribute to enhancing the appearance and care given to the cemetery grounds and move us towards profitability. We look to continue to grow this opportunity, and thereby the raise the visibility and community profile of the cemetery.
- Discussions with a donor regarding the construction/restoration of the Parliament Street wrought iron fencing. As has been commented prior, next on our list for attention is the restoration and refurbishment of the main entrance gate to the Cemetery, designed in 1905 by Darling and Pearson, prominent architects of their day. Any restoration or re-design will need to be sensitive to the architectural heritage of this magnificent structure. As has been noted in previous Annual Vestry reports, the historic wrought iron fence along Parliament Street has suffered significant deterioration, and in many places is beyond repair. We are planning a campaign to raise funds where families can donate to "purchase" a section of the new fence in memory of loved ones buried at St. James. Further information will be forthcoming. An initial commitment of \$100,000 has been received from a donor. This entails roughly 900 linear feet of wrought iron from the main gates to the north property corner at Bloor. At the same time, discussions have been had to inquire of the capital costs associated with restoring the main pillar gates and wrought iron gates there.

- Actively progressing in getting our two new cremation retorts MOE certified and receiving a final approval from all government agencies; we are currently pursuing this. N.B. Our current operations comply with all prevailing legislation and regulations. Our new retorts burn cleanly, and we no longer receive regular complaints from neighbours regarding emissions.
- Full contract execution and payment received for four St. Peters Road plots. As was noted prior, we opened a new section for upright monument graves. A portion of St. Peter's Road south and east of the historic chapel was closed, creating over 100 full-size adult graves. Given the shortage of adult graves in downtown Toronto cemeteries, we continue to see considerable interest in this new area, given its proximity to the chapel and Parliament Street. This will be one of last remaining developable areas for upright monuments or for those families preferring casket burial instead of cremation. We are still taking reservations from Cathedral parishioners, family and friends to select graves in the new section.
- Continued identification of all possible cemetery inventory (slow and tedious task, as every section needs to be reviewed through the index card system). But a fruitful process, nonetheless.
- This has also given way to further identification of any and all possible revenue generating opportunities/diversifying business operations. I look forward to presenting a follow up report (current and long term) on this as these new areas are more clearly identified with a cost analysis/risk-reward presentation.
- Administratively, captured several internal costs saving measures (alarm systems, garbage p/u, phone lines, crem roller and box supplies, property main water shut offs) that will net us tens of thousands in savings over the coming years.
- Full and final completion of long overdue functional CCTV camera systems & alarm systems at both the Chapel/Crematorium and the office/workshop areas.

- We can now view the property and buildings and interact with all staff as we host various events (we also now have two-way radios which we never had). We can remotely open and close crem garage doors (helps with funeral home drop offs), we can remotely preheat the retorts (manager only) which saves warmup time in the mornings and saves on labour.
- The camera system has helped us to identify intruders and have them arrested.
- We are replacing the ceiling in parts of the office, which had deteriorated over the years and had failed in one area.
- We are currently transferring over to a more robust accounting system (using QuickBooks) that that will improve our customer experience and has helped us to identify and correct a number of long-outstanding accounts receivable.
- We have obtained and are using up-to-date computers to improve staff productivity and replace unreliable distributed printing with a shared, more capable, machine.
- Collaborating with St. John's Dixie cemetery to benefit from the many improvements they have made over the years. We are digitizing our records to eliminate labour-intensive searches, improve staff productivity and customer satisfaction.
- We are revising our price list to better reflect the market and capture more revenue.
- We are updating our website to improve usability and highlight our links to community partners.
- As has been note of prior, the remaining part of the L-shaped road that is proposed for closure is a segment of St. John's Road, which runs on a north-south axis through the cemetery. We are in the preliminary stages of drafting a cremation garden concept plan, which will see a mix of graves, cremation boulders, columbaria and other cremation related interment products. We expect this to draw considerable interest from families who have friends and relatives already interred or entombed at St. James Cemetery.

Cemetery Operations

During this past year, we made notable progress in improving the grounds of St. James. New lawn maintenance equipment has been purchased, tree maintenance programs have been carried out, and budgets established for on-going monument restoration. We have also identified areas for road re-surfacing and are looking to replace the wooden fence that runs along the southern boundary of the cemetery. What remains a constant for our staff is our family friendly focus, so that they receive the compassionate and caring service St. James is known for. I am grateful to each one of them for their ongoing contributions and we look to 2024 with a sense of renewed focus and energy.

We can all look forward to the improved financial performance of the cemetery in 2024 and beyond.

Respectfully submitted,
George Vrozos - Director of Cemetery Operations
St. James' Cemetery and Crematorium

Children, Youth, and Family Ministry

The purpose of our Children's Ministry is for our children and youth to encounter Jesus, connect with each other, our leaders and with our church family and to become involved in church life. Not only do we want our children and youth to feel safe in this community but we also want them to know God more deeply and grow in their faith. Our children and youth are vital components in the heart of our church community. We value every child and family in their walk of life. Everyone is welcome to join our community. We regard all children as having a place inside our church.

I would like to thank our fabulous, dedicated Sunday School leaders, Mary Hopperton, Sean Hopperton, Peggy Crowther, Marie Crostas, Sarah Rodrigues and Susan Ida Boucaud. Without their committed support, our children's ministry would not be as vibrant!

We are truly blessed to have parishioners who are willing to use their talent and time in serving in this important ministry at the Cathedral! We also have been working with our Wardens to ensure our screening is up to date as our children's ministry is high risk. I am happy to report everyone is up to date with their screening requirements.

We have a regular community of 10 children with many visitors coming to join us on Sunday mornings for church school. These children love the Godly Play curriculum (and our own adaptations following the liturgical year) and are not only building relationships with each other and our volunteers but are encountering Jesus. We love that the children help contribute to the life of the church in small ways like bringing up the elements for communion or by helping light the advent candles. The children love being a support to those being baptised and the clergy have suggested that possibly they can help at the baptisms in the future. We have also helped those who live on the streets that find shelter around our Cathedral by giving them juice and cookies and saying hi. The children even made Christmas cards for the Drop-In clients to be given to them at their Christmas dinner. Every Sunday during Church School we light a candle to remind us Jesus is the Light of the world and is with us and to remember we are shining Jesus's light to our community. I am so proud of our children.

In addition to the Sunday School program, we run a few events for children and their families during the year starting with Pancake Tuesday. The highlight of 2023 would be the Easter Egg Hunt. I remember asking Jim, our Property Manager, and the Sextons how many children I should plan for. They told me to plan for around seven children. I felt that number was too low and remember praying fervently to God to please bring us 25 children. Well God answered and then some. We had about 150 children that day on the west lawn. We ran out of eggs, but everyone was happy! This event showed us there are many families in our community around the Cathedral. I thanked God for answering my prayers!

Other events involved participating in Doors Open where we set up a table advertising our children's ministry. In July we had a fantastic Children's Fair at the Patronal BBQ which saw around 30 children. The weekend before this BBQ, a group of children and their parents gathered to craft a giant ice cream truck for our Children's Fair. It was amazing and was a hit at the BBQ. Sadly, I couldn't convince the Vicar or Dean Peter to have a run through our water slide though!

On the first Sunday after children started school in September we had a special blessing of the backpacks. In November, our volunteers and I attended the Toronto Children's Ministry Conference in person and virtual. An important day to learn, network, gain new ideas and be together.

We started the Advent season off with our first annual Advent Fair in November. Our special guest was Canon John Hill who was our storyteller. The children and some adults from the community made advent wreaths, played games, made the Christmas cards for our Drop-In clients, had their faces painted and enjoyed some treats.

We ended the year with a fabulous Birthday Party for Jesus in Church School. Pin baby Jesus in the manger was the favourite game! Don't worry these games had a purpose!

In addition, it was wonderful for our volunteers and me to see two of our Sunday School children baptised and one have his first communion. Canon Beth came to Sunday School to teach about the Eucharist. We look forward to more children taking this important step. It has been exciting to see our children grow in their faith, wonder, ask incredible thought-provoking questions, explore their faith and be involved in the church.

I am incredibly thankful to this church family who support our children and youth ministry in practical ways and through prayer. We are anticipating a wonderful 2024 year which will hopefully include church school for children grade five age and older.

Please continue to pray for our ministry leaders, the children, youth and their families and me. Please include in your prayers for God to continue to send families with children and grandchildren to our parish! Thank you so much for your support and warm welcome this past year. It is an honour serving here at the Cathedral.

A special thank you to the Sextons, Jim, the clergy, additional volunteers, and the Admin Team for everything they do to assist me in this role.

Together Serving God,
Respectfully Submitted,
Karyne Whalen
Children, Youth and Family Minister

Drop-In and Outreach Program

The Outreach Program has gone through many changes in 2023 some seemed straight forward and easy to implement and others more challenging with the ever-changing environment during COVID. We are hopefully going back to a time where it is not such a determining factor of health and safety measures in the Drop-In and our lives. Thank you for the opportunity to share these experiences with the congregation.

The Drop-In continues to have certain COVID protocols in place. All volunteers and staff who have contact with our guests continue to be masked and frequently clean their hands. COVID has taken its toll on attendance and services available to our guests. I had hoped by early this year we would have the community room reopened but we have not been able to open this space for haircuts, Bible Study, the clothing and personal care items. This is because there are not enough property staff to have one in the community room for the two hours that the Drop-In is open. If this happens, we can add a few more tables as our numbers of guests have increased in the winter months. Many of the regulars who came prior to COVID have not returned yet but more and more are coming back. Most of our guests are over 50 (77%) and although some

have returned after COVID we still have not seen all our pre-COVID regular guests. As we have no contact information the Drop-In is not able to follow up with them.

	2023 Reopened on Friday	2022 2X's a week until Oct.	2021 2X's a week all year	2020 2X's a week from Good Friday	2019 Once a week on Tuesdays
# OF PLATES SERVED	6138	4097	7259	8264	9838
# OF people Attending	N/A	2262	5998	6332	8329
# of good food Boxes Delivered	402	354	453	511	813

The special meals where the Drop-In celebrates were all held on the Friday before each of calendar dates except Good Friday.

Good Friday: The Drop-In provided a vegetarian meal for all to dine on this day. Everyone enjoyed the meal and although we did have some guests unhappy before they ate, most were happy after. We served 70 meals.

July 1st: The Canada Day Drop-In BBQ was a busy day that provided an opportunity for the Drop-in community, as well as St. James and surrounding community to spend time together in celebration of something we all share, our identity as Canadians, residents and those looking forward to becoming part of our communities. There were many refugee claimants from the shelters across the street on the west lawn who assisted with setting up and cleaning up for the day's occasion. It was their first Canadian holiday, and they were grateful for the experience. The volunteers were solid and were one of the reasons the BBQ was such a success. Their hard work, eye for details and kind interactions with all the people attending generate a caring and supportive environment that was felt by all who attended. The music was performed by the group who comes into the Drop-In regularly. We served 660 burgers, 13 watermelons, three cakes, and more small desserts than could be counted.

I also want to thank the property staff for their hard work on the day. They make sure the day runs smoothly and nothing is out of place.

Thanksgiving: This year we provided both a meat-based meal (ham and scalloped potatoes) and a vegetarian meal (barley risotto). The Drop-In served 135 meals. The guests were very grateful and could not say enough about the volunteers and the meal that they had.

Christmas: It is always challenging to put together holiday meals when you are never sure how many people to expect, and this year was no exception. One never knows how many people will come for a meal but with increasing the number of guests (from 85 to just over a 100) that come in during the weeks prior to the events usually provides a clue. The Drop-In served 196 Christmas meals this year. The Drop-In did not run out of food. With the support of donors, we bought 12 turkeys (cooked by Matt from Treeline Catering) and Vinci Catering provided gravy, cranberries, vegetables, potatoes, and the rest of the fixings that created a traditional meal for all to enjoy. The rest of the day was made possible by a combination of very generous donations. One from The York Group and the other from the people who annually make and sell the Christmas Decorations for the Drop-In. Thank you for your ongoing dedication and support.

New Year's: This year St. James Drop-In had the privilege of hosting the annual Biaggio's Christmas Celebration Meal. Mr. Biaggio brought the mains from his wonderful kitchen, the dessert and the drinks and we also received a donation of drinks from Coke. Biaggio also provided volunteers who worked alongside our regular volunteers. Regular volunteers prepared a vegetarian risotto for those not wanting the beef bourguignon. This was another busy day as we served 194 guests.

Volunteers: Volunteers continue to be the heart of the Drop-In and it goes without saying that the Drop-In would not be the supportive atmosphere that it is if they did not care about the guests, each other, and the staff. There has been a total of 94 volunteers this year and there are over 20 that have given 100 to 227 hours of their time for the Drop-In.

During 2023 the volunteers have been involved in many positions from frontline support for the Drop-In to behind-the-scenes spear heading fundraising initiatives that assist with our yearly celebrations and events. These efforts generate the Drop-In's capacity to provide the elements that help make the celebrations the wonderful experiences the guests have at St. James Drop-In.

Number of Volunteers: 94

Total Number of Hours Donated 4,534

Number of Hours per Volunteer: 5

Fund Raising and Gifts

There are groups who help every year to raise funds to make sure the Drop-In has enough to support the footcare program, celebrations, and events. these funds provide what is needed to make sure the special times are a lovely experience for our guests.

For the last few years Pauline Brown has organized and overseen a team of volunteers who create and sell Christmas Tree ornaments. This past year they made Christmas Trees and sold them at St. James and St.Lawrence Market. They raised over \$2,000.00. These funds were used to purchase Tim Horton Gift Cards so our guests could treat themselves by going to have a drink and a treat over Christmas. Our appreciation goes to Pauline's team that works throughout the year to achieve this goal this past year. Thank you, Pauline Brown, Edith Reese, Honora Dines, Ric Hillyer, and Nancy Mallet.

I would like to acknowledge another group of people who have worked hard every year making hot cross buns to be sold at the Cathedral on Palm Sunday in support of the FootCare Clinic. Carol Kysela organized and coordinated this with support active from her family members. In 2023 I was invited to come and spend time with the volunteers who prepared the buns before they were the Sunday morning cooking. There were many tables full of volunteers. I would like to thank them all for their continuing dedication to this fundraiser. Dr. Minh, the foot clinic's chiropodist, can buy supplies he uses often in the clinic.

Last but not least, I would like to thank the York Group for the generous donation they gave for this year's holiday celebrations. It helped provide all the needed pieces that were not covered and made the days worry free.

This year volunteers who in the past have made their neighbours aware that the Drop-In needs winter wear had done so again. It helped fill our need for winter coats, clothing and boots. Metropolitan United Church's Social Service program also gave the Drop-In extra warm clothing, and extra-large clothing.

What is next? First Annual "Food For Thought" Trivia Night Fundraiser: The Trivia Working Group is in the middle of organizing this event to take place on Saturday, April 27th, 2024. The funds raised will be used for both the greening of the Drop-In and to support the ongoing costs of the Foot Clinic. More information will be provided as the event gets closer.

Downtown East Faith + HUB

Footcare

The Drop-In has Dr. Minh at St. James on Fridays from 9:00 am to 3:00 pm. He regularly sees 9 to 11 people each day. He is very busy. I have applied for a Faith Works grant and am waiting to see if the Foot Clinic will receive it. This grant will help support the costs of second half of 2024 and purchase necessary equipment to keep the Clinic up to date. The first half of 2024 La Foundation Emmanuelle Gattuso provided a grant of \$50,000 and this was through the efforts of Metropolitan United Church's Social Service Program for the support of the Foot Clinic. Dr. Minh had over 1400 appointments with clients in 2023. The Foot Care program is vital to the ongoing health of those that book appointments. They have complex health issues and the care provided by Dr. Minh is essential to their needs. It is regularly fully booked. It is doubtful that they would be able to access this care otherwise.

Shared Tours of each of the HUB's partners Facilities

The HUB'S Field Team have been trying to arrange tours of each of our facilities, but COVID stopped the efforts. The HUB field team hopes to complete this task in 2024. It is meant to be an opportunity to share each of our histories, create a better understanding and knowledge of each faith group.

Connecting with Community

Masjid Toronto's (MAC) Saturday Drop-In hosted by St. James Cathedral started in November of 2023. The Masjid is in a four month of the trial, and they will be taking the month of March off to celebrate Ramadan. They would like to continue with the monthly Drop-In meals starting in April, but it will have to confirm this is possible with Dean Hance and the Corporation.

FoodShare's Good Food Box (GFB) program continues to be actively used in the Drop-In. Many of our guests need to use this support to supplement their nutritional intake. The costs of the fruits and vegetables throughout 2023 has been prohibitive for all those who have been buying the GFB. This year Food Share has increased the cost of the GFB from \$16.00 to \$20.00. The budget has covered the increase in cost, but the clients are now paying \$8.00 per GFB. With the double digit increase in food over the past 2 years it is understandable for the for the GFB to have to increase.

Second Harvest has continued to provide 200lbs. of food per week this year. They give an assortment of frozen, fresh, and dried goods. They have delivered over 14878 lbs. of food at a cost of \$51,180.00 from September 2022 until September 2023 (within their fiscal year). The membership is free, they do not charge for delivery and the only expectation is completing the yearly survey. They also provide low-cost training. When the Food Handlers Certificate training is offered, I can send two people every time.

Toronto Drop-In Network (TDIN) is an agency that supports 54 Drop-Ins in the city of Toronto. It provides many supports and helps with understanding the changing needs of the Drop-In Community. They assisted with finding needed resources during COVID. They provide money for training and course specific training for Drop-In staff, volunteers, and guests. TDIN has and continues to be an advocate for Drop-Ins with both the City of Toronto and the Province of Ontario.

Public Health continues to hold annual Flu Clinics which is open to guests, staff, clergy and Church members.

Toronto Public Library has been coming in once a quarter to offer St. James Drop-In Guests Library cards, providing books for our library and inform the guests what programming is offered through the library system.

Finally, I must thank everyone who has been supportive to the Drop-In and outreach programs: volunteers, St. James staff, the clergy, and community members because without everyone's support the programming and events would not happen.

Respectfully Submitted,
Kathy Biasi
Outreach Manager

Education for Ministry

With great delight, the EFM Group at St James has returned to a mostly in-person format, returning to Zoom during bad weather only. We enrolled at just one person under capacity last fall, and we will graduate one participant who comes from St. James this year. Our newly accredited mentor, Mary Hopperton, has gotten off to a great start in her first year. Carroll Guen-Hart continues as a mentor to read with our fourth-year student, and Carol Kysela remains the administrative mentor at St. James.

Education for Ministry is a four-year program of study for baptized Christians, integrating Old and New Testament Scripture study, church History, contemporary theology, spiritual practice, discernment of ministry, and interfaith dialogue. Each year the intention is to form a study community in which people can discern their gifts for service in the world and engage the riches of our tradition to do so. A distinct sense of exploration, respect, and camaraderie are core to the way an EFM group works. Groups are usually 10-12 participants with several accredited mentors.

In the worldwide four-year cycle for EFM the theme for 2023-2024 is *Living as Spiritually Mature Christians*.

- “The Letter to the Ephesians offers one vision for Christianity, bringing the people of God ‘to maturity, to the measure of the full stature of Christ.’” Eph 4:13b
- Our material this year suggests that “Seeking Christian maturity demands our moving toward wholeness, exploring how to act wisely, becoming more willing to accept responsibility, and to live authentically and gracefully.” *
- One of the primary ways we grow into these skills and attributes is through deep listening to each other, to the world, and to God. *
- Many of our exercises and discussions this year emphasize one or another of these ways of listening, especially avoiding joylessness!

Operating as an extension program, EFM was developed at the University of the South at Sewanee, Tennessee. The Canadian branch is administered through the Diocese of Kootenay in British Columbia. This year EFM Canada has a new director, Annette Cowan. As part of its commitment to lay education, St. James Cathedral began hosting an Education for Ministry Seminar group in September of 2014.

The Cathedral EFM group meets for four hours every other Saturday morning from September through May. Many of you will know us from the Palm Sunday Hot Cross Bun sale in support of the Cathedral's Foot Care Clinic.

Respectfully submitted,

Carol Kysela, Mary Hopperton, and Carroll Guen-Hart, accredited EFM mentors

*Education for Ministry Reading and Reflection Guide 2023-2024
Volume C; pages 20 & 25

Gardening Committee

The Gardening group had a productive year in 2023, working to beautify the surroundings of the Cathedral.

Last Spring members completed the planting of creeping thyme in the rectangular spaces in the walkway between the Cathedral and Snell Hall. During the season we also maintained the bed of perennials along the south side of Snell Hall, the yew hedge and the alpine currant hedge. We intend to fill gaps in the alpine currant hedge once the fence is extended.

The addition of work at the cemetery significantly increased our activities later in the season. We created two flower beds and reorganized and extended three others. Edging was installed around most beds. Special thanks to Carol Kysela for donating perennial plants, and also to George Vrozos and his staff for assistance. Next year, in addition to maintenance, there is potential for further enhancements at the cemetery.

Continuing members are Debra Solomon, Nick Tunnacliffe, Sandra Mowat, and David Mowat. We were very pleased to welcome Michael Quaglia as a new member, and we welcome inquiries from anyone interested in becoming involved.

Respectfully submitted,

David Mowat - Chair

Lay Pastoral Ministry

Will you seek and serve Christ in all persons, loving your neighbour as yourself? Will you strive for justice and peace among all people, and respect the dignity of every human being?

- from the Baptismal Covenant, BAS

The promises we make at baptism call us to follow the way of Jesus in acts of care and compassion. In the power of the Holy Spirit each of us is enabled to care for one another and our neighbour – just as Jesus himself did in his short public ministry.

In our Cathedral community pastoral care is expressed in a variety of ways, including:

Sunday worship services: offering the prayers of the people, reader, steward/sidesperson, communion minister and anointing. Many members of our Cathedral community are actively involved in these ministries – and in our Drop-In and so many more. Thank you one and all!

Blue Christmas: We continued the tradition of a “Blue Christmas Service” in the Cathedral on December 12, for those who find Christmas to be a difficult time. Thanks to everyone who contributed – a warm welcome, comforting words, space for prayer and reflection, flickering candles, music, and refreshments in the west aisle. I know many found comfort and hope in that gathering.

Pastoral Visiting: In the Diocese of Toronto, lay pastoral visiting is a parish-based healing ministry, functioning under the supervision of the clergy, where trained parishioners visit members of the parish (and community when appropriate) to provide one on one pastoral care and support to those who request it. Discernment, training, and ongoing support is part of our shared commitment and ministry.

Somewhat different than a relationship between “friends,” the ministry of lay pastoral visiting is carried out on behalf of the Cathedral and involves those activities that offer faith-based care and promote spiritual health and the well-being of others, particularly those in need and those who are unable to attend worship services. This ministry is offered through attentive listening, scripture reading, prayer, and personal reflection. Telephone calls, home and hospital visits, and occasional greeting cards are all part of it. Holy Communion is often included when accompanied by one of the clergy.

Our thanks to those presently serving as our Lay Pastoral Visitors: Leslie Derbecker, Peter Harris, Nick Tunnacliffe and Joanne Short. When I asked them what they enjoy most about their ministry, here are a few responses: serving as an “alongside listener”, meeting people and learning about their life story; keeping in touch with someone who is unable to get to church; sharing a passage of scripture, sending a card, praying together.

Each one is in regular touch with one or more parishioners who are not able to get to church on a regular basis. Contact is by telephone and/or in person. I have been grateful to share home communion with them and their companions, and to join in prayer.

Looking ahead

Watch for more information about the ministry of prayers for healing and lay anointing, a sacramental ministry that is available in our Diocese. It involves discernment, training, and mutual support. Here is a link for more information:

<https://www.toronto.anglican.ca/diocesan-life/healing-ministries/?lang=en>

As you read this, perhaps you are wondering if lay pastoral ministry is for you. Do you feel called to be part of a ministry team whose focus is the care and spiritual wellbeing of others? Would you enjoy reaching out and sharing Cathedral life with those unable to get to church? Are you a good listener? Does connecting with people, sharing scripture and joining in prayer bring you joy?

If you feel called to serve in one of these ways, or if you would like more information, contact one of our lay pastoral visitors or speak with Canon Stephen Fields or Canon Beth Benson. We look forward to hearing from you.

Respectively submitted,
The Rev. Canon Beth Benson
Interim Associate Priest

Ministry Council

The purpose of the Council, which meets on the second Tuesday of alternate months, is “To expand the opportunity for communication, planning, dreaming and coordinating ministry initiatives at the Cathedral beyond stall to include key lay leaders.” A key question for Council discussion is “How is God calling us through our ministry to serve the needs of the city, the Diocese?”

The Council, chaired by the Vicar, includes among its members: Yosola Adeoye, representing the Altar Guild; Canon Beth Benson, the Lay Pastoral Ministry; Bill Benson & Canon John Hill, Becoming the Story We Tell; Philippa Campsie, Sidespeople (11am, Evensong, Special Services); Rob Haines, 9am Stewards; Richard Harrop, St. James and Community Refugee Committee; Roger Pearce, Health Committee, Christophe Pike/Matthew Waterman, the Young Adults Group; Jane Rowan/Marge Yearwood, the York Group; Paul Seddon, Servers & Sacristans; John Metzger, the Drop-In and Faith + Hub; Karyne Whalen, Godly Play/Children’s Ministry; and David Gates, Deputy People’s Warden/Congregational Development.

At its meetings in 2023, the Council heard activity reports from its various ministries; the members also discussed how the ministries integrate into and can fulfill the Priorities of the Strategic Plan. The findings of the latter included:

Expand our presence in the Diocese to become a centre of learning, worship and diocesan life and not simply a stage for diocesan events.

- *Refugee Committee*: Expanding our presence in our Deanery by inviting other parishes to participate in Fall Fundraising Walkathon
- *Becoming the Story we Tell* is in the early stages of making the Cathedral a leader in formation in discipleship through interactive learning and participatory worship.

Embrace an outward looking approach to ministry that includes a clear communications strategy, intentional new members ministry, and small groups for fellowship and learning.

- *Young Adults*: We encourage fellowship and learning through our regular weekly/bi-weekly meetings and season social events. This takes a small group format naturally. By deliberate policy, we target “seekers” as much as cradle Anglicans.
- *Refugee Committee*: Connection to Anglican United Church Refugee Committee (AURA)
- *The Drop-In* supports an outward support to Ministry by providing resources to marginalized individuals within the nearby community and by building community among Drop-In visitors and parishioner volunteers.
- *Becoming the Story we Tell* aims to make new member ministry through small groups for fellowship and learning the norm in the Church. To build a foundation for this, it begins by restoring within our congregational life a discipline of mutual spiritual encouragement and accountability, through small group reflection centered in the experience of the Paschal Mystery.

Ensure that families and seekers feel welcome by creating a service that is less formal, more family friendly, and includes children's programs (possibly at 9:00 am)

- *Refugee Committee*: Ensuring that families and seekers feel welcome along with relatives and children in our Fall Fundraising Walkathon.
- *Becoming the Story we Tell* includes a process of liturgical renewal to achieve full, conscious, and active participation, through ongoing consultation with Cathedral staff.

Focus educational programming on Christian formation, paying attention to all stages of the life of faith

- *Young Adults*: This is the primary objective of our group. We achieve this through structured Bible Study, reflection on questions about God, leading a good life, etc.
- *The Drop-In*: one of the goals is to reopen its Bible study, which would provide an opportunity to promote Christian education to a diverse range of individuals
- *Becoming the Story we Tell* invites participation of individuals, couples, and households in the annual small group reflection during the Paschal Season. It also looks for ways to encourage and support 'the domestic church.'

Create a safe space for seekers/enquirers to ask questions and gather for worship and fellowship apart from our main services

- *Young Adults*: It is our practice and objective to hold discussions in which participants feel that no question is "unsafe." From experience, we tend to draw "seekers."
- *The Drop-In* is a unique nexus of support because it is relatively calm, quiet, and comfortable compared to other drop-ins. This allows Drop-In visitors, many of whom are older and marginalized, to feel safe, comfortable and open to the community. This environment may provide the opportunity to provide spiritual resources to marginalized individuals who may feel uncomfortable attending or asking questions at a regular cathedral service. Many Drop-In visitors go to Father Hoopes for spiritual guidance.

- *Becoming the Story we Tell* aims to cultivate in the members of the congregation a deeper rooting in the faith and greater confidence in bearing witness so that they will be emboldened to welcome newcomers and engage them through compassionate listening.

Amplify our public voice as a place that speaks to the human condition where people, in the city and diocese, can safely come with their questions, especially during difficult times

- *Sidespersons*: Welcome new comers while assuring long-time members that the cathedral continues to value their presence and needs
- *Young Adults*: We are often the contact point for younger parishioners/visitors with issues and difficulties they wish to discuss in a pastoral setting.

Ensure that all places along the journey of faith are respected in how we worship together: seekers, families, adherents, the life-long faithful, and traditionalists

- *9am Stewards*: Through our Ministry and individual roles as Stewards (Communion Ministers, Intercessors, Readers, and Sidespersons) we endeavour to nurture and support the community within. With words and actions we welcome and strive to provide a friendly introduction to St. James for all those coming to worship or visit. In a sensitive manner we promote active participation in the Cathedral's programs, events and Outreach and offer opportunities to be involved in the Ministry. Each Sunday individuals attending the Service are invited to present the Elements at the Offering. Through conversation and action we offer those in transition to the cathedral a connection to the community within, and where possible, we endeavour to support and assist those who are moving to a new community of faith. In maintaining our Ministry through ongoing communication, training and gatherings we attempt to conquer the changes and challenges before us and address the needs of others.

We team with fellow volunteers in the greater community of St. James to offer and share our individual and collective gifts and talents and to participate in and support the Drop-In, Godly Play, music, concerts, Doors Open, and educational events and programs.

- *Becoming the Story we Tell* aims at cultivating not ‘seeker friendly services’ but a ‘seeker friendly congregation’. It presupposes the Christian tradition exemplified in the Book of Alternative Services and subscribes to the belief that “tradition is not the worship of ashes but the preservation of fire”

Enhance the truth that liturgy is the “work of the people”, through education, training and increased lay participation.

- *Altar Guild*: Our ministry works mostly behind the scenes, however at this present time we are actively working to recruit volunteers who are ready to attend to God’s house with dedication and loving attention to details.
- *Becoming the Story we Tell* will promote the development of liturgical authenticity in which symbols and actions say clearly what they mean, and in which clergy are always part of the congregation in enacting the liturgy.

Develop a stronger lay ministry that allows more lay leadership. This will involve gifts discernment, matching giftedness to ministries, training and ongoing support

- *Young Adults* - Our group is in a strong position to recruit those who intend to embark on ministry leadership positions, and future involvement.
- *Becoming the Story we Tell* was developed, at the request of the Primate, to assist the Church in recovering its baptismal identity and calling through a deeper engagement in the Paschal Mystery.

Strengthen links with the neighbouring community, other churches and the wider Diocese to become intentionally missional and outward looking in our understanding of ministry.

- The Drop-In provides meals, books, clothing, personal care items, and foot care for members of the nearby community. The Drop-In has cultivated and relies on a wide range of external partners for resources and volunteers. These connections continue to assist in expanding and enhancing Drop-In programming.
- *Faith+Hub* connects the Drop-In and the cathedral to other church communities; this year Faith+Hub provided part of the funding for the Drop-In's foot care
- *Becoming the Story we Tell* was introduced at the Cathedral with the goal of making the Cathedral a model for the rest of the Diocese in 'Making Disciples.'

Respectfully Submitted,
David Gates

Music

We have been generously blessed by beautiful music throughout the year which has been supported by many kindnesses, often unseen and unacknowledged. I should like to begin by recording our thanks to all those who have enabled music to flourish this past year. The support of our clergy, staff and musicians who have all been unstinting in their time and gifts has been greatly appreciated. The music for three services each Sunday, a Tuesday organ recital, or a concert before a full cathedral: all these involve countless administrative tasks and seemingly endless rehearsal time. Thank you on behalf of all the community for your gracious assistance.

The Cathedral Choir, singing for both the 11.00am and evensong services, has grown numerically and in the quality of its music-making. The choral repertoire has balanced quintessentially Anglican selections with music in a more creative, contemporary idiom, giving expression to both our tradition and our future.

It is important that we both draw from our invaluable Anglican heritage and seek to extend it to provide for the years ahead. I am personally most grateful for each of the choristers' unstinting support and abundant talent. We have been most fortunate to have had Nathan Jefferys and Jacob Wiens at the organ bench each Sunday. Nathan has played with great technique and personality, and ably assisted with the choir. Jacob, as the Wayne Vance Organ Scholar, has spent countless hours at the instrument resulting in enviable progress, most evident in his playing for the 9.00am service. Thank you both.

The provision of music for the 9:00am service is gradually assuming its own winsome identity. The St. James Singers, a small group of dedicated musicians who have offered their services unstintingly, have led the sung parts of the service with unswerving loyalty. The addition of instrumentalists has been welcomed, as has the introduction of several new congregational settings of the mass.

We were delighted to install a new organ console in July. Built by Létourneau Organs, it marries all the latest technology with some of the most beautiful cabinetry to have graced an organ console. The touch of the keyboards and pedal board, the numerous pistons and musical accessories all make it a delight for the many organists who play the instrument every day of the week. Above all, our deepest and continued gratitude is offered to the Farah family for their generosity. The organ console was given in memory of Peter Farah's dear father, a priest in the diocese and music-lover.

St. James Cathedral is the only venue in the city to offer weekly organ recitals, a commitment which we intend to maintain. During the past year we welcomed outstanding performers from across the province and abroad to present music showcasing the great versatility of the cathedral organ. These concerts have been much appreciated by a dedicated and growing audience numbering 45 – 70 members.

Our beautiful organ would benefit from a judicious restoration in due course.

We presented three concerts during 2023. On May 6th, the day of the coronation of King Charles III, a full cathedral was treated to a performance of Handel's Coronation Anthems with orchestra and the Cathedral Choir. The second concert on September 22nd was the dedication recital of the new console, played by David Briggs our former organist and Artist-in-Residence. Again, a large audience was treated to an exceptional performance.

The final concert of the year, for which there was standing room only, was a performance of Messiah on December 15th given by the Cathedral Choir and the Chapel Choir of Trinity College, University of Toronto. For all these concerts our deepest gratitude is offered to the cathedral staff, most especially - if I may - Andrea Munoz (Communications) and Rose Wang (Bookkeeper) who provided exceptional publicity and management of the ticket sales.

Our Artist-in-Residence, Silas Friesen, composed several pieces for the cathedral choir; particularly beautiful was his Song of Invitation for choir and flute, which was performed at Pentecost.

2023 has been a year of great growth, not only in quality of our music-making but also as a musical community. We have firmly re-established our Anglican musical identity, which is integral to St. James Cathedral, and begun to explore how God's gift of music can offer endless possibilities for a healthy future.

Thank you for your prayers and support.

Respectfully submitted,
Thomas Bell,
Music Director and Organist

Nine O’Clock Stewards' Ministry

The following 22 members of the 9:00am Sunday Congregation were Stewards in 2023. Stewards serve as Readers, Intercessors, Sidespersons, and Communion Ministers.

Irene Bailey	Jacqueline Gibbons	Paul James
Susan Bouchard	Pamela Guy	Carol Kysela
Bill Benson	Robert Gilbert	Sarah McDonald
Deborah Balogun	Robert Haines	Edith Reese
Peggy Crowther	Robert Hart	Cornelia Schuh
Angela David	Elizabeth Hartman	Sheila Snelgrove
Peter Dawes & Sarah McKinnon	Matt Jaeger	Paula Thomas

2023, a year of new beginnings, reflections on the past and defining our role(s) as Stewards.

We give thanks to those who faithfully gave of their time and talent, and we honour the memory of those who served with us and who have died this year, Carol Burnham Cook and Peter Sidorchuck.

Beyond our role(s) at the Nine O'clock, members contribute in the wider community at St. James. They are active in EFM, Godly Play, the Parish Selection Committee, The Parish Council, The Drop-In, as Synod Delegates, in the St. James Singers, in the African Fashion and Culture event, and in the Coronation Concert and Reception to name only a few.

Deborah Balogun and Paul James have now completed their training as Steward/Sidespersons. They were welcomed and honoured by the Interim Dean, Peter Wall, at a Sunday Service as they were presented with their cathedral Name Badge.

Deborah Balogun along with Nataliia Ihnatova, (a Steward in training) will begin a new venture for us as Greeters in the Narthex each Sunday beginning on January 7, 2024.

On February 26, the first Sunday in Lent, we resumed the Sunday practice of the Presentation of the Elements. Members of the congregation, the Wardens, and the Stewards were invited to participate.

Children and their parents, participants in Godly Play, were also invited to assist. Sophia with her mom, Sarah Rodrigues, and Grayson with his mom, Marie Crosta accepted the invitation. On following Sundays and throughout the year children from Godly Play were regularly invited to participate. This included Shaylee with Robert & Beth, Sophia with Sarah & Jikku, and Grayson with Marie & Chad. Our Wardens, Kate Uchendu and David Gates, and members of the congregation have also assisted, they were Nathan Chin, John Metzger, Sterling Mancuso, Johnny Collins Musinga, Patricia Piper, Roy Sourodipto, Nick Tunnacliffe, Shawn & Jaya Williams, and Karyne Whalen.

In October, Peter Wall, gave the Nine O'clock congregation an opportunity to reflect on what they valued in their Service and what they would like to have. A Town Hall via Zoom was held. The overwhelming outcome of this event was the desire to return to a Community based Service. It confirmed that this community of faith wished to have a simpler Service with lay participation, familiar hymns and with the altar, clergy, and choir relocated closer to the congregation. The Sunday Bulletin was also slightly amended to have the Welcome and Service outline on the first two pages.

In November, four Stewards, elected as delegates at Vestry, attended the 162nd Synod, the first in person gathering since the pandemic, Irene Bailey Peter Dawes, Rob Haines, and Elizabeth Hartman. Synod provided an opportunity to share views, hear from others, observe, and participate in the workings of the Church. We celebrated the Eucharist together and at lunch and dinner got to know our fellow volunteers on another level. We also heard from and spoke to our Bishops and church leaders, all resulting in a most satisfactory two days.

All in attendance were given an opportunity to speak and to address issues of concern or interest. Some spoke with passion on the need to address the wording (to be more inclusive of all) used in our Services and in our Prayer Books).

“Cast the Net” and the Bishop’s Charge to Synod opened the door to some major changes now and in the future. The 20 Calls to the Diocese will transform our Ministry and the Culture of the Diocese.

The meetings and workshops were engaging and well planned and paced. Members of the Youth Ministry were present in the workshop I attended and they addressed the value for them of volunteering. Knowledge and expectation of the different cohorts is critical when inviting others to volunteer.

The display tables and those who volunteer at them offered an opportunity to learn, to chat and to share. The Anglican Foundation and the breadth of its work, The Sisters of St. John the Divine, now nearing their 140th anniversary, and the other tables offering insight into our faith, our Diocese and the Church at work.

We are saddened by the news of the closing of the Holy Cross Priory in Toronto, the members have contributed so much to churches in the Diocese and to the Cathedral.

Also in November, we were honoured to be able to welcome, and to chat with our new rector and the future Dean of Toronto, Stephen Hance with his wife Jacqui.

Sunday, December 10, was a new beginning for Grayson Nuttall as he celebrated his First Communion with family, friends and other children. They were invited by the Vicar to assist at the altar.

A Festive gathering at the Deanery was held on December 19. This was the second pre-Christmas event that the Interim Dean had invited the Sacristans, Servers, Sidespeople and Stewards to attend, always a

pleasure to share time with one another outside of our individual roles at the Cathedral.

A special thank you, to Peter Wall for his innovative leadership, humour, friendship, direction and his sensitive and caring nature. Thank you to Lisa Ciolfi (Scapillato) and Serena Li, her replacement, for their assistance with our Schedule and Sunday Bulletin amendments.

Respectfully submitted,
Rob Haines
Coordinator

Scripture Circle

In 2023 Scripture Circle continued its tradition of weekly gatherings, meeting at 11am on Wednesday in the Cathedral Centre. We are a diverse group of 12 or so followers of Jesus; we are curious, we try to be good listeners and we learn from one another as our friendships deepen. We also enjoy an occasional simple lunch of delicious homemade soup and bread!

There is always room in the Scripture Circle – join us!
Contact Canon Beth Benson for more information.

In 2023 we turned our attention to Mark's Gospel followed by the Acts of the Apostles. The conversations were lively, and the shared learning and prayer were appreciated. We took time to listen to one another and to share how scripture speaks to each of us, shaping our faith and our daily life. Prayer was an important part of our time together.

In Lent the group joined the parish-wide Becoming the Story We Tell, and in Advent we reflected on the Sunday gospel readings. It was good to be part of the wider conversations.

We were grateful to be able to meet in-person, while keeping the “Zoom option” available for those who were travelling or just not able to get downtown.

Respectfully submitted,
Canon Beth Benson

Servers and Sacristans Guild

The Servers and Sacristans Guild of the Cathedral are pleased to welcome our new Rector and Dean Stephen Hance and his wife Jacqui, to Saint James. We are looking forward to working with him as he begins his ministry among us.

The Guild of Altar Servers and Sacristans of the Cathedral plays an integral role in the operation of the various services at Saint James. We are a dedicated group of volunteers from the congregation who have been baptized and confirmed. We are members of all ages, from children to adults. From time to time, we welcome to our ranks university students from various colleges in Theological / Divinity studies, who assist us while learning the basics of the roles we undertake during the services. Most members of the Guild are both Sacristans and Servers who work each Sunday throughout the year to assist the clergy, and to ensure the smooth operation of each of the services – (8 am., 9 am., 11 am., and 4:30 pm). In addition to our regular Sunday liturgies, we also assist with more than four dozen special services including Holidays, evening lectures weekday liturgies, and seasonal liturgies (Christmas, Holy Week, and Easter). We also serve at all Diocesan liturgies presided over by the Bishop of Toronto in the Cathedral. There is a need for a large membership in the Servers Guild to cover all the associated services. We always welcome new members of any age. We have an outstanding team who often respond to fill in at the last minute when a scheduling emergency occurs, or when being short-staffed means we must step into multiple roles.

The members who are Sacristans set up the sacred vessels, vestments, and books before the service, and ensure the sanctuary, chancel, vestry, sacristy, and their contents are maintained in good order for each service. After the service, the Sacristans clean up the sanctuary, chancel, sacristy, and vestry, and wash the sacred vessels.

The members who are also Altar Servers assist the clergy during the services as Crucifer, Acolytes, Epistle Server, Gospel Server, Thurifers, Boat Person, Duty Server, Sub-Deacon, and Master of Ceremonies.

The duties of the Altar Servers are as follows:

- Crucifer: carries the cross and leads the procession.
- Acolytes (usually two) carry the torches on either side of the Crucifer.
- Gospel server: removes the missile (Altar Book) before and during the censing of the altar and closes/opens the altar rail at communion.
- Epistle server: helps the Deacon set the altar during the offertory.
- Duty server: oversees the smooth running of the service, carries the thurible, censes the Clergy and Congregation, rings the Sanctus bells during the consecration of the elements, and directs the movement of the various servers throughout the service.
- Boat person: carries the incense boat alongside the duty server during the blessing of the incense in the thurible.
- Sub-deacon: holds the gospel book during its reading and assists in the serving of consecrated wine to the congregation during communion.
- Chalice Bearers for Holy Communion are licensed by the Bishop of Toronto for three years at the request of the Dean and Wardens.

We thank all our members for their continuing dedication to serving God and to the Cathedral for the countless hours the members put in, both seen and unseen.

The Servers and & Sacristans Guild currently has 12 members who fill the various roles in the liturgies of the Cathedral. If you are interested in learning more about serving, please speak to one of the Clergy.

The current active members of the Servers & Sacristans Guild are: Ira Carmichael, Ruth Davis, David Grant, Aidan Hopperton, John Hopperton, Sean Hopperton, Yvonne Joseph, Leslie Laing, Billie Anne Robinson, Gordon Robison, Michael Quaglia, Paul Seddon, and Matthew Waterman.

Respectfully submitted,

Paul Seddon ODT., Head Server & Sacristan, Verger, and Chaplain to the Bishop of Toronto, and

Leslie P. Laing, Scheduler of the Servers

Sidespersons

During 2023, the Sidespersons lost a few volunteers to retirement or ill health, but in 2024 the 11am team has recruited two new members, and we hope to add a few more as the year progresses. If you are reading this and have ever wanted to join our ranks, please let us know!

We hope to avoid a situation in which a few volunteers serve frequently, while others serve occasionally. The goal is to have six-person teams at 11am and to ensure that each person serves only once a month (at least in months with four Sundays). If you do the math, that is 24 volunteers – at the moment we have 22 – so the goal is feasible. Evensong requires two sidespersons each Sunday, eight in total; we are able to provide enough volunteers each week thanks mainly to a few people who are prepared to serve both in the morning and the afternoon.

Five people serve at 8am. One volunteer is present at each service. Each member of that team serves for about ten services a year, as well as helping at Christmas and special services. Pat Northey retired in 2023, and we thank him for his service. We also welcomed new 8am recruit, Jean Sue.

During the summer, combining the 9am and 11am services helped us to make the best use of our volunteers at a time when many people are on holiday. It was enjoyable working with a different team at 10am each Sunday.

The extra services at Easter and Christmas are always challenging, and with Wairimu away at Easter and Philippa away at Christmas, the challenge was even greater in 2023. However, Barbara Hirst ably filled in as coordinator on both occasions. At Christmastime in particular, sidespersons volunteered for extra duty as needed, as the church filled to pre-pandemic levels.

Diocesan services, such as the ODT Awards, the Installation of Canons, or the Ordination of Deacons, represent another challenge, and we hope that in 2024 the sidespersons will receive information well in advance of these events.

In addition to providing support at services, sidespersons are also called upon to take on “front-of-house” duties at concerts, including the Organ Concert by David Briggs on September 22 and the choir’s production of Messiah on December 15. Sidespersons also provide support at funerals; special thanks to those who volunteer at short notice on these occasions.

Thanks to all who participated in the ministry of welcome and of support for the liturgy in 2023.

8:00am

Minette von Bieberstein, David Crawford, Denny Creighton, Philip Day (coordinator), and Jean Sue

11:00am

Carleen Adler, Stanley Baptiste, Bill Benson, Kay Betts, Joe Cairns, Philippa Campsie (coordinator), Ruth Davis, Angela Emerson, Stephen Greene, Barbara Hirst (alternate coordinator), Ed McBride, George McNeillie, Wairimu Nduati (coordinator), Louis Nettleton, Samanda Shu, and Quentin Toderick, and our wardens, David Gates, Joan Peters, Don Solomon, Kate Uchendu, Sandra Mowat and Christian Kingsmill

Evensong

Philippa Campsie (coordinator), Robert Coates, Dorothea Merritt, Sandra Mowat, Louis Nettleton, Samanda Shu, Quentin Toderick, and Shawn Thorpe

Respectfully submitted,
Philippa Campsie, Philip Day, and Wairimu Nduati
Coordinators

St. Bart's, Regent Park

We have had yet another remarkable year of growth and renewal at St Bart's. Our in-person Sunday attendance has now returned to pre-Pandemic levels, and, in some cases, is now surpassing those numbers. (I write this just having celebrated the second best-attended Ash Wednesday since my arrival in 2013). Not all our people have returned to in-person worship on Sundays, but some who now have Sunday work commitments attend mass on other days, and most who cannot attend for health-related reasons now faithfully watch our weekly livestream.

We have continued to welcome many newcomers to the Parish, both new and longtime Christians. The Easter Vigil saw one adult baptism; that new Christian and two adult newcomers from other Christian communities have been enrolled as confirmands and await our Bishop's next visitation. Three of our congregation's youth have also enrolled as confirmands and will begin instruction in the Faith during Lent. In November, the infant son of a newly arrived family was also baptised.

Our Sunday children's corner continues to expand under the watchful eyes of Sydney Hegele and Deborah McGinnis. We have had two 'graduations' from the Children's Corner this year, one to the Servers' Guild, another to the Choir. Clearly the instruction in liturgy and holy hardware has paid off!

In the fall term, we hosted a very successful Season of Invitation, a series of five invitational services: Back to Church Sunday, Harvest Festival, Remembrance Sunday, Stir-up Sunday, and Christmas Midnight Mass. Individual printed invitations were provided to members of the congregation to be given to family, friends, coworkers, and neighbours; before Remembrance Sunday, posters were sent to local Royal Canadian Legion Branches and military barracks and armouries. Special sit-down teas or lunches were provided following all services except the Christmas Mass, to provide opportunities for fellowship and getting to know one another.

We welcomed many newcomers into our midst and there is consensus that this should be an annual initiative for the foreseeable future.

On St Luke's Day we welcomed the Bishop of Dallas to ordain our parishioner, Louis Harris, to the Sacred Order of Deacons. It has been a great joy for us to watch Louis grow into such a caring and attentive pastor, competent liturgist, and loving husband to Tash. His work as our lay pastoral associate for youth was extraordinary. I have every confidence that he will make a fine priest indeed, and that he and Tash will have successful ministry wherever they go.

In November we ran our second annual diocesan Joyful Giving stewardship campaign. Once again we achieved great success, with over 70% of 2024's undesignated offering budget pledged by the end of the campaign. The end of the year saw us again exceed our projected offertory budget of \$150,000 by nearly \$5,000.

Each year since 2013 our parish contributions budget has increased between \$5,000 and \$15,000, and every year but one we have exceeded the budgeted amount. This is a remarkable achievement and is, I believe, a real indication that our people are grateful for the life and ministry of our parish. Our task is to remain faithful to our inheritance, continually open to new opportunities to expand on an already ambitious programme of worship, education, cultural renewal, and works of corporal and spiritual works of mercy.

This, of course, brings me to the wonderful thought that we have just embarked on our 150th anniversary celebrations, which 'kicked off' with a special mass to commemorate the dedication of our parish church. There will be many such events throughout the coming year, and we look forward to welcoming friends old and new into our midst. Please watch our parish announcements and the Cathedral Connections to keep abreast of what's going on. We're excited to celebrate all that has happened over the past hundred and fifty years, and to make plans for the next hundred and fifty!

As ever, there are many people to thank for their support of the ministry and of me personally. Our bishops, Andrew and Kevin, have both given their attentive oversight of the Parish and personal kindness to me. We are more than fortunate in our Fathers in God. The Very Rev'd Peter Wall and the Rev'd Canon Stephen Fields have showed great kindness and encouragement. The Very Rev'd Douglas Stoute, the Rev'd Canon David Brinton OGS, the Rev'd Canon Geoff Sangwine, and the Rev'd Theo Ipema have all generously stepped in to celebrate or officiate when I have been ill or on vacation. It has been a special joy to have Fathers Brinton and Ipema with us more regularly through the past year, both on Sundays and Holy Days. It has been wonderful to have two newly minted deacons, the Rev'd Martha Riddell and the Rev'd Louis Harris in our midst.

Their liturgical skill and pastoral presence have helped to foster a sense of calm assurance both in the sanctuary and outside it. We especially wish Deacon Harris and his wife, Tash, every joy in their life and ministry in Dallas, Texas; we assure them of our prayers for them as they begin this new season of their life together. Our Diocesan Administrator, Kevin Forrest, our Treasurer, Miles Nagamatsu, and members of the Executive Committee, Drew Badgley, Mackenzie Gilmore, and Catherine Riddell have been generous in their advice and remarkable in their understanding of the nature of the parish's ministry. Kerry Dickson, Lisa Ciolfi, and Serena Li kept the Parish's administrative gears turning smoothly. Kerry especially has averted many disasters with her careful attention to detail. It was with great sadness that we bid farewell to Lisa as she left the Cathedral for pastures new; we have missed her gentle and encouraging presence.

Respectfully submitted,
Rev'd Walter Hannam
Vicar

St. James and Community Refugee Committee

The committee started the year busy, with the arrival of Yerusalem and Henok in Toronto at the end of January 2023 with their two children Noah and Abigail. At the beginning of February, the family moved into a rented townhouse in the St Clair West and Weston Road neighbourhood with Yerusalem's two brothers and sister. The family was able to completely furnish their new home with donated furniture and household items. The children now attend a small local public school. Abigail is in senior kindergarten and Noah in grade 6. Noah is a very skilled soccer player and plays regularly on a soccer team. Abigail loves to draw, read, and make new friends in her kindergarten class. Although the family has not accessed a family doctor (they are registered at a local health clinic), Yerusalem and the children have seen a dentist.

Yerusalem attended ESL classes at the Yorkdale School in the spring and winter months and is presently taking virtual classes at the school. Henok initially found work with his brother-in-law at a construction company but is presently working in a local meat packing plant. As the sponsorship draws to a close, the family is doing well and we look forward to seeing how they continue to integrate into their community and build their lives in Canada.

At the end of 2022, Arnauld (the Cameroonian newcomer and her son Nabil who the committee sponsored to come to Canada in 2019) received news that the application for her 15-year-old son Kingsley to come to Canada was approved. Kingsley arrived in Toronto and was reunited with his mother and younger brother on April 13th this year. Members of the refugee committee joined Arnauld and Nabil and it was an emotional reunion for mother and son after many years of separation. Kingsley spent his first few months at a high school for newcomers that specialized in ESL and then began his first day at high school officially in September this year. Kingsley is busy studying hard and integrating into not only the school system but life as a teenager in Canada. The family continues to do well and maintains a close relationship with several committee members.

As you may be aware, nearly two years ago, the committee became aware of an Afghan woman who had worked for the International Chamber of Commerce and had fled to Turkey without any family members. On July 6th, the refugee committee after a two and a half hour wait at Pearson Airport, welcomed Raihana to Canada. Raihana had been waiting in Turkey for two years prior to arriving in Canada. For her first 2 months in Toronto, Raihana lived with the co-chair of the committee, Rebecca McTaggart, who kindly offered her home to Raihana as she settled into her new life in a new city. Raihana has integrated into the community well and begun building her new life, taking great pleasure in trying new food and coffee shops, and observing the architecture of the city. Raihana has now moved into her own accommodation and is in a private room with a shared living area. She is attending ESL classes five days a week and is making progress.

The refugee committee was made aware in 2023 of a compelling and heartbreaking story. A 70-year-old Afghan widow; Bibi, fled Pakistan during the fall of Afghanistan in 2021. Bibi's son and his family (wife and 3 children) also fled Afghanistan and travelled to Canada as Government Assisted Refugees in 2022. Bibi was not eligible under the same program for resettlement and stayed behind in Pakistan on her own. Bibi was (and still remains) in precarious circumstances and extremely vulnerable. After a discussion with AURA and an in-person meeting with Bibi's son in Canada, the refugee committee decided to submit an application to sponsor Bibi to relocate to Canada to be reunited with her family. The refugee committee acted fast and the application was submitted expeditiously and we have recently received news that Bibi's application is being expedited by IRCC and we expect an outcome very soon. We hope to join the family in greeting and welcoming Bibi to Canada in the coming months. It would not be an exaggeration to say, the support of the refugee committee was the last lifeline to reunite Bibi with her family in Canada. We expect an emotional and heartfelt reunion in the near future.

The committee also provided non-financial support to an Afghan family – two sisters and their brother who fled Afghanistan to Iran, made their way to Brazil and travelled through 12 countries to cross into Canada and claim refugee status.

The refugee committee has also proven they “walk the walk” this year and yet again participated in a walkathon on a beautiful afternoon in September at Edwards Gardens, to raise funds for the committee. The walk was a success and the committee was joined by Marjorie Rudder, a parishioner at the Cathedral. Marjorie heard the presentation in May as part of Refugee Sunday by committee members and Arnould, one of our formerly sponsored newcomers. She committed herself to “rambling for refugees”! As well as raising approximately \$10,000, the committee had a good opportunity to connect with refugee family members, parishioners and community members and hope the walkathon will become an annual event in the future.

Finally, the refugee committee was once again overwhelmed by the support of parishioners in both 2022 and 2023 in donating furniture and household items for newcomer families. Whilst it is not in the mandate of the committee, the committee will where possible provide furniture to refugee families already in Toronto, who approach the Cathedral or committee directly. The refugee committee was able to not only provide furniture to a man called Jonny, a Ugandan refugee in Toronto, but also build up a very special friendship. Jonny was particularly excited about selecting a red leather chair with an ottoman for his new home in Toronto. Jonny hopes to be in a position to reunite with his family in Canada in the near future.

The committee will have some challenges and difficult decisions to make in the coming months around future sponsorships and is already in deep discussions around the best way of supporting as many refugees as possible, whilst not compromising the quality of support offered.

In addition to this, the committee will be wrapping up their support for ongoing sponsorships that reach month 12 this year and will with her family eagerly await the arrival of Bibi. 2023 was challenging, busy but most importantly incredibly meaningful for the refugee committee and all the families and individuals that the committee had the privilege of supporting.

**Revenue, Expenses, Funds Available and Commitments
as of December 31, 2023
Unaudited**

	Current Year (2023)	Total Since inception in 2015
Donations	\$ 13,075	\$ 205,200
Donations in 2021 for Afghan refugees Received in trust for Sixth sponsorship	-	57,300 30,000
Bequests	25,000	25,000
2023 Walkathon	<u>13,620</u>	<u>13,620</u>
	51,695	331,120
Expenses		
Sponsorships		
First (single man from Iran)	-	21,303
Second (family of five from Syria)	-	47,762
Third (single man's child)	-	22,696
Fourth (single mother from Cameroon with one child)	-	33,328
Fifth (single mother's older child)	4,909	11,504
Sixth (family of four from Eritrea)	35,028	35,028
Seventh (single woman from Afghanistan)	18,210	18,210
Committee expenses (2023: collecting donated furniture)	<u>698</u>	<u>11,876</u>
Total spent as of December 31, 2022	58,845	201,707
Net of Revenue over Expenses, December 31, 2023	(7,150)	\$ 129,413
Composed of:		
Bank balance, 31 December 2023	131,266	
Reimbursements payable at 31 December 2023	<u>(1,853)</u>	\$ 129,413
Financial Commitments as of December 31, 2023		
Seventh (Single woman from Afghanistan)	14,990	
Eighth (Mother of Afghan family already in Canada)	<u>16,000</u>	<u>(30,990)</u>
Remaining available funds, December 31, 2023		\$ <u>98,423</u>
Composed of:		
Unspent funds raised in 2021 for Afghan refugees	8,100	
Unrestricted funds from prior years	<u>90,323</u>	\$ <u>98,423</u>

St. James Cathedral Guild of Change Ringers

The St. James Cathedral Guild of Change ringers continues to be a group of dedicated individuals who ensure that the 12 change ringing bells are rung regularly for Sunday morning service as well as for special events throughout the year. A great many of the current ringers have been at this since the bells were installed in 1997. We continue to have our regular practices on Monday evenings, as well as a learners practice on Wednesday evenings. We are fortunate to have six very eager novice ringers who along with the more experienced ringers, ensure that quite often all 12 bells are ringing on Sunday mornings.

We were pleased to do our part on behalf of the Cathedral in early May, to ring on this side of the Atlantic to celebrate the Coronation of King Charles III. More recently, we rang Quarter Peals in recognition of Interim Dean Peter Wall, and subsequently to welcome Dean Stephen Hance.

The change ringers participated this past May in the starting up again of Doors Open. We welcomed a large number of visitors to the tower for a demonstration of change ringing and a chance to see where it all takes place. Besides the Doors Open event, we are always pleased to have visitors to the tower, and of course, to sign up new recruits. If you are interested in either, please contact the Cathedral office, and we will make the necessary arrangements.

The Guild hosted the Annual General meeting of the North American Guild of Change Ringers this past September. We had bell ringers from Canada and the USA descend upon Toronto for a weekend of bell ringing and fellowship. We are extremely thankful for the support that we received from the Cathedral Clergy and staff in hosting this event.

The Cathedral's Bells of Old York continue to be rung by a strong and dedicated band of ringers and we are, as always, pleased and honoured to be able to participate in this aspect of the life of St. James Cathedral.

Respectfully submitted,
Dan Tregunno - Tower Captain

Stewardship Committee

Stewardship ensures that St. James Cathedral has the financial resources to continue its mission of worship and outreach. Committee members included Yosola Sholagbade-Adeoye, Bill Benson (Chair), Canon Stephen Fields, Charles Klassen, Wairimu Nduati, Daisy Pittas, Kate Uchendu, Dean Peter Wall, and David Gates.

A Stewardship presentation, created for Vestry and presented by David Gates, focused on why giving is important, indicating that offerings are responsible for 43% of the Cathedral’s revenue. It showed the number of supporters by levels of giving, annual giving levels from 2018 to 2022, the degree to which our supporter base has shrunk, and a comparison of giving at St. James with churches of comparable size. The presentation also included the following guide to commitment based on annual income to answer the question “How much should I give?”

Income		Weekly Commitment as Proportion of Income							
Annual	Weekly	3%	4%	5%	6%	7%	8%	9%	10%
\$ 20,000.00	\$ 385	\$ 12	\$ 15	\$ 19	\$ 23	\$ 27	\$ 31	\$ 35	\$ 38
\$ 30,000.00	\$ 577	\$ 17	\$ 23	\$ 29	\$ 35	\$ 40	\$ 46	\$ 52	\$ 58
\$ 40,000.00	\$ 769	\$ 23	\$ 31	\$ 38	\$ 46	\$ 54	\$ 62	\$ 69	\$ 77
\$ 50,000.00	\$ 962	\$ 29	\$ 38	\$ 48	\$ 58	\$ 67	\$ 77	\$ 87	\$ 96
\$ 60,000.00	\$ 1,154	\$ 35	\$ 46	\$ 58	\$ 69	\$ 81	\$ 92	\$ 104	\$ 115
\$ 70,000.00	\$ 1,346	\$ 40	\$ 54	\$ 67	\$ 81	\$ 94	\$ 108	\$ 121	\$ 135
\$ 80,000.00	\$ 1,538	\$ 46	\$ 62	\$ 77	\$ 92	\$ 108	\$ 123	\$ 138	\$ 154
\$ 90,000.00	\$ 1,731	\$ 52	\$ 69	\$ 87	\$ 104	\$ 121	\$ 138	\$ 156	\$ 173
\$ 100,000.00	\$ 1,923	\$ 58	\$ 77	\$ 96	\$ 115	\$ 135	\$ 154	\$ 173	\$ 192
\$ 110,000.00	\$ 2,115	\$ 63	\$ 85	\$ 106	\$ 127	\$ 148	\$ 169	\$ 190	\$ 212
\$ 120,000.00	\$ 2,308	\$ 69	\$ 92	\$ 115	\$ 138	\$ 162	\$ 185	\$ 208	\$ 231
\$ 130,000.00	\$ 2,500	\$ 75	\$ 100	\$ 125	\$ 150	\$ 175	\$ 200	\$ 225	\$ 250
\$ 140,000.00	\$ 2,692	\$ 81	\$ 108	\$ 135	\$ 162	\$ 188	\$ 215	\$ 242	\$ 269

This material was reworked as a hand-out piece, which was available after services, at a Stewardship-dedicated Coffee Hour and at events like the Canada Day BBQ and the Patronal Festival. Dedicated space in E-Connections and the financial updates was used to support Stewardship messaging, with a focus on Pre-Authorized Giving or PAG, appearing after Easter.

During November, the Vicar organized a series of homilies on the theme of Stewardship for November. Supporting this plan were a series of notices about legacy/planned giving and a re-vamp/re-print of the Stewardship material, indicating why Stewardship is essential, how much to give and ways to give. An end of the year appeal letter, signed by Dean Peter Wall, was mailed out to over 900 households connected to the Cathedral.

Our sincere thanks to all those who provided generous support to St. James and its work during this past year.

Respectfully submitted,
Bill Benson, Kate Uchendu, and David Gates

Vision Implementation Committee

As a reminder, the first Five Priorities are:

1. Embrace an outward looking approach to ministry that includes a clear communications strategy, intentional new members ministry, and small groups for fellowship and learning.
2. Expand our presence in the Diocese to become a center of learning, worship, and diocesan life and not simply a stage for diocesan events.
3. Amplify our public voice as a place that speaks to the human condition where people, in the city and diocese, can safely come with their questions, especially during difficult times.
4. Develop a stronger lay ministry that allows more lay leadership. This will involve gifts of discernment, matching giftedness to ministries, training, and ongoing support.
5. Continue to stress the need for increased congregational giving and focus on stewardship education.

While there is still much to do, some of the highlights from 2023 include:

- *The Becoming the Story We Tell* program over Lent and Eastertide provided a platform for small group learning and fellowship. It will continue in 2024.
- New for 2024, for those adults seeking/discerning Baptism, a parish sponsor has been “matched up” to walk along with the candidates as they become integrated into the SJC community.
- Many ministry groups sponsored coffee hour over the year to showcase their activities (and tasty treats).
- The first sermon under the Stephen Vail sermon series program. This program provides an opportunity for second-year curates from across the Diocese to preach at our main services and connect with their Cathedral.
- On the Stewardship front there was ongoing communication on “how” to give along with scorecard of how we were doing vs budget.
- *Many Threads – One Cloth: African Fashion & Culture Weekend*, organized by so many, was a huge success from an Outreach and cultural sharing perspective.

As we move into 2024 and beyond, Dean Hance has captured the vision with his statement.

“As the Cathedral fit for the city of Toronto. A place where all the cultures of this city are celebrated, a hub for the arts, and a player and leader in the city in terms of building the common good and a place where people discover faith and Jesus.”

Many thanks for the ongoing help from the Vicar and Wardens.

Respectfully submitted.

Bill Benson

York Group

The York Group is a long-standing organization, which evolved from the Senior Branch of the Women's Auxiliary many decades ago. It is based upon the terms of the Brock Bequest, established in 1939, which has oversight by the Dean and Churchwardens. Remaining true to the history of the group, all women parishioners are considered members. The group is governed by an Executive Committee composed of Chair, Vice-Chair, Treasurer, Secretary and Members-At-Large. Present members include Marge Yearwood, Sandra Mowat, Daisy Pittis, Edith Reese, Sybil Wilkinson, Barbara Hirst, and Yvonne Joseph. The mission is to unite women of the Cathedral for the purposes of promoting charitable and educational work – i.e. senior women's ministry – as well as the provision of companionship.

During 2023, many events were supported. These included the Mooreland's baby shower; a Dementia workshop on World Elder Abuse Awareness day; the World Day of Prayer; 'Welcome Back' cake and coffee for two coffee hours on the Sunday following Labour Day; the 'Sleep and Be Well' seminar with physician Dr. Lucinda Sykes; parishioner and author Sarah McKinnon and her book "No Man's Land" in recognition of Remembrance Day; and attendance at the Wycliffe College Women's Breakfast by Zoom with a focus on Women of the Bible.

The York Group section of the church's website was updated. A survey was distributed to all women parishioners in December and is in the process of evaluation. Donations were given in support of the work of the Cathedral's Drop-In and Refugee Committee.

As we look to 2024, the governance structure along with the roles and responsibilities for Executive Committee positions will be affirmed. Also, it is planned to support an End of Life Cathedral series proposed by Canon Beth Benson entitled "Living and Dying with Courageous Confidence in God." In addition, ongoing consideration will be given to how the mission of senior women's ministry can be furthered with other events throughout the year.

Sincere thanks to former Chair Jane Rowan for her many years of commitment to the York Group, to Marge Yearwood for her capable chairing in 2023, to Dean Peter Wall for his leadership over the past year and in particular to Deputy People's Warden Joan Peters for her leadership and extensive formative work on governance as the group has evolved.

Respectfully submitted,
Sandra Mowat
Incoming Chair

Young Adults Group

The Young Adults' ministry of St. James Cathedral was re-established this fall with Amandeep Banwait and Matthew Waterman as co-leaders. Christoph Pike, the previous group leader, is out of the country until next summer.

Our initial plans included a resolve to

1. Host social events for young adults of the Cathedral to get to know each other and build community.
2. Leverage social media to grow our group. We have created a Meetup group called "St James Young Adults" to bring more people in from the larger Christian community. You can use this link to explore the group page: <https://www.meetup.com/st-james-cathedral-young-adults/>
3. Host an event approximately once per month to keep people engaged.
4. Keep the events, where possible, at a low or no cost for attendees and the Cathedral.

We have made a serious effort to connect with the many young adults and young professionals who visit the cathedral each Sunday. To date, we have collected 68 contacts we communicate with regularly by email. We also have 57 members on our Meetup group page. Some are existing Cathedral members, but most are new people from the neighbourhood, many of whom are unchurched.

We hosted our first event on Sunday, November 12: a walking trip to the Toronto Islands. We had eight attendees in total. We met at the Cathedral after the 11am service and walked over to St Lawrence Market for a bite to eat. We then walked to the ferry terminal and took the ferry to Ward's Island. We had a lovely fall walk on the islands and explored nature, beautiful views of the city and great conversation with friends.

On Saturday, December 9, we were hosted by Interim Dean Peter Wall and his wife Anne for a special Christmas dinner in the Deanery upstairs. There were 18 young adults present, who enjoyed a lovely evening of fellowship, not to mention the culinary skills of our dearly departed interim Dean.

In the new year, we will continue to plan social events for the young adults and post communications in the bulletin. Some ideas we plan to pursue in 2024 include visiting the ROM, nature walks, going to a Marlies game, social gatherings, and forming a young adult Becoming The Story We Tell group during Lent.

Respectfully submitted,
Amandeep Banwait and Matthew Waterman

The Cathedral Church of St. James
Annual Meeting of the Vestry (220th)
Sunday, March 12, 2023 at 1pm
Minutes prepared by Ric Hillyer (Vestry Clerk)

1. Interim Dean Wall called meeting to order.
2. Opening prayer was given by Vicar Stephen Fields.
3. Ric Hillyer was appointed Vestry Clerk
4. Motion: To approve the Agenda
Moved by Phillippa Campsie and seconded by Leslie Derbecker. Motion carried.
5. Approval of minutes of 219th Vestry
Moved by Sandra Mowat and seconded by Annie Odom. Motion carried.
6. Interim Dean's Report
Peter Wall talked about how he arrived as Interim Dean. In the 3 years since the pandemic began, we all have changed, but we have come through it well. Peter said it is a pleasure and honour to chair this meeting. The Interim Dean's Report is in The 220th Report To Vestry handed out at the meeting.
7. Vicar's Report
Thanks to Peter Wall for the work he has done and is doing. Our mission is abiding faith in many ways. Thanks to Altar Guild (Annette, Yosola, Lisa) for their great work. We need more volunteers for this group. Thanks to the many other groups working for St. James. The Vicar's Report is in The 220th Report To Vestry handed out at the meeting.
8. Churchwardens Report
Joan thanked especially the clergy (Stephen, Vivian, Peter, Beth) for the great work. It's been another busy year at the Cathedral as we continue to rebuild and renew. I'll now walk you through some interesting highlights.

Parish Selection Committee update read on behalf of David Crawford, Chair:
 - The committee is moving ahead with the process of finding a new Rector and Dean for the Cathedral. Our Parish Profile is complete along with Application/Questionnaire form, and we're now working on the advertising for the position.
 - The Profile will be published soon to the Cathedral and Diocesan websites.
 - Postings to Canadian, US and UK platforms and outlets will occur at the same time.
 - Bishop Asbil has encouraged us to make a broad and patient search. He has no candidates in mind; he will be moving with us through this process, to find the right person to lead our Cathedral. The process will take as long as it takes. Our Interim Dean, Peter Wall, will be with us throughout this process.
 - Information sessions for the parish community will be announced as soon as the Profile is published. There will be both in-person and virtual access.
 - The Members of the committee are very grateful to the members of the parish who have shared their ideas and recommendations with us.
Stats on how the Cathedral has been rebounding from the pandemic:
 - Over 14,000 people attended in-person services last year, however, many people are still not comfortable returning to the Cathedral. We hope that will change over the coming months.
 - Online worship has been such a blessing for them, and for all of us, from time to time, and it is here to stay - soon Evensong will be available online.
 - It's been wonderful to see many new people joining us for worship over the past number of months and we're going to work very hard to ensure this continues.

Music

- The choir has grown from one cantor to 20 singers, and we sang 570 hymns.
- And, we had 40 weekly organ recitals.
- Who could have guessed that more than 5,000 organ pipes were tuned!
- Looking forward to the May 6th concert when we'll celebrate the coronation of King Charles III.

Christian Education and Formation

- The Great Commission at the end of Matthew's account of the Gospel calls us to go and make disciples by "baptizing" and "teaching" others. Paul reminds the Ephesians of that vocation in terms of "equipping the saints for the work of ministry, for building up the body of Christ". This, in summary, is the work we do when we prepare candidates for baptism and confirmation, and in our small groups (Godly Play for Children, Becoming the Story We Tell, The Scripture Circle, Education for Ministry, and The Young Adults Group). Our Work in Christian Education and Formation is so important and it is a strong foundation as we continue to rebuild.

Lay Pastoral Ministry

- The lay pastoral ministry, under the supervision of our clergy, has been rebuilding over the past year to ensure all people have the pastoral care and support they need.
- This does not include the many visits, contacts and follow-ups made by our clergy on a regular basis.

Outreach

- Drop-In numbers – over 4,500 meals served by volunteers who donated more than 2,300 hours.
- This ministry was critical during the depths of the pandemic, and it continues to serve so many vulnerable people in our community.
- For those who spend so much time on their feet, the addition of a chiropodist has been such a blessing.
- The St. James and Community Refugee Committee continues with its important work and has just reunited a family of four with family members already here.

Social Media

- This is extremely important in communicating our presence to those who are seeking a new parish and for keeping all of us informed and up to date on what's happening.

These numbers are impressive:

- Over 1,000 subscribers to E-Connections, increasing at a rate that far exceeds the industry average
- More than 500 posts on Instagram and Facebook
- More than 350 videos on YouTube

Cemetery

Major highlight for the year was the completion of the two cemetery projects: replacing the retorts and restoring Hillside 'H'. A great deal of credit goes to Don Solomon and John O'Brien for their outstanding management and oversight of this work. Mammoth projects! John to follow with a cemetery update.

Vision Implementation Team moving forward with the five priorities of the strategic plan - refer to the Organizational Reports for more details on this.

These achievements, and so much more as revealed in the Organizational Reports, were made possible through the voluntary efforts of so many parishioners, and outstanding staff... exceedingly grateful.

Well positioned for the future, but we still have some distance to go. Our staff has been overextended in meeting the demands of increased activity, and we have to bring more staff back to offer more services, but we have to do that cautiously, until we have a strong, sustainable financial foundation.

Kate spoke next and mentioned that the parish profile has been completed and advertising will be started soon.

The Churchwardens' Report is in The 220th Report To Vestry handed out at the meeting.

9. David Gates and Stewardship

Overview: I'm presenting some snap shots of where we were and where we are now. Thank you to Susan So for the numbers and to Don Solomon for crunching them and creating the slides. Take note of the 383 regularly supporting members. This is the core group that we rely on.

Annual Gifts by Parish Supporting Members

Note that the 2018 figure is adjusted for inflation into 2021 dollars. The real number for the average gift in 2018 was \$1,721.

St. James Cathedral: Annual Gift by Parish Supporting Members (2018 to 2022)

We started focusing on Stewardship in earnest in 2020 – also the start of the Pandemic. We saw growth in 2021 and a slight decline in 2022. My guess is that people were initially worried about the survival of the Church and stepped up; however, like many things, perhaps “COVID fatigue” set in during 2022. Giving increased by 66% from 2018 to 2022, but if we factor in inflation – a shocking rise of 14.77% - the increase is only 45%. In effect we have to keep moving forward just to stay where we are. The average gift number is a little deceptive as well as we'll see in the next slide which looks at giving by amount level.

Supporting Members by Amount Given, 2022

Looking at sections A through E on the slide, that's 71% of our supporter base – and that shows that annual giving of under \$2K. So the 3K+ average on the previous slide is being inflated in particular by gifts by segments G, H & I (\$3K to \$10K).

Supporting Members by Amount, 2019 vs 2022

Here you can see how our base of supporters has shrunk in the past three years. There are possibly many reasons for this – death, departure, people still not comfortable returning to in-person service. Bishop Colin Johnson pointed out at the Pre-Vestry Meeting that across the Diocese the return to in-person attendance was about 60%.

Weekly Giving Table

We will have seen variations of this table of suggested weekly giving in mailings over the past few years. Dean Stephen Vail used to point out that, while charities like the Canadian Cancer Society have thousands and thousands of supporters, St. James has only a core of 383 that we can depend on to give.

Dean Peter Wall has a even simpler way of calculating a suitable level of giving according to means: look at your annual income, take away the three digits left of the decimal sign (the change) and that is what you should be putting on the plate each week.

As you will see when we get to the Budget, our givings are responsible for 43% of the revenue, a large part of the expenses that revenue supports is Property. That's the day-to-day operations of this place.

As in the hospital fund-raising world I came from, we can't ask TD or BMO or the Toronto Historical Society to pay the electricity bill or the salaries of those who keep the doors open. That's on us – we're responsible **for all that.**

The Cathedral isn't some other body – it's us – **we** are St. James Cathedral – and if we don't support it to the best of our abilities – why should anyone else?

In closing, having been closely involved with Stewardship for three years now, I want to say THANK YOU for your past generosity and ongoing commitment.

And THANK YOU for taking some time to reflect on what this community means to you - and how we can best support all that happens here.

10. John O'Brien – Cemetery Report

Crematorium has started operating now. 500 graves have been relocated, the hillside rebuilt and graves restored. St. Peter's Road now has many new gravesites available. There are new competitors in the cemetery business and we have to be aggressive in getting business back and growing new business. A capital reserve is being set aside for the future replacement of the retorts. The retorts will be rebuilt after a certain number of cremations. Each cremation is monitored remotely. Cremations can now be witnessed easily.

There are 3 postings at the cemetery for certain positions.
Thanks to Susan So and Don Solomon for the major contributions to the cemetery work.
The Cemetery Report is in The 220th Report To Vestry handed out at the meeting.

11. 2022 Audited Financial Statements

Report prepared by Kate Uchendu, Susan So and auditor Danzel Pinto.

Motion to accept audited statements for 2022 by Colleen Cardillo, seconded by Daisy Pittis.

Carried after discussion below

Question: Regarding note 3 on page 12 of audit report. Is fund manager making the right decisions – e.g. fixed income assets and investment ranges?

Answer by Susan So: We receive regular monthly reports. Parishioners with appropriate background are on review committee. We rely on professional advice. We haven't lost as much as the markets have. We have \$4.5 million in loans at very favourable 2% interest rate over 25 years.

Question: What is the discrepancy between long term debt and cash Audit Report section mentioned at meeting.

Answer by Auditor: Interest accrued on the loan is the difference noted.

Question: Regarding the form of presentation of operating funds. E.g. Rental income is split between cathedral and cathedral centre. Can expenses be split same way?

Answer: Interim Dean – we will look into it.

12. Appointment of Auditors

Motion by Sandra Mowat to appoint current auditor and seconded by Joan Peters. Motion carried.

13. 2023 Budget

Motion to approve budget by Kate Uchendu and seconded by Joan Peters

Motion carried after discussion below.

Discussion by Susan So. Cost control is a priority. Inflation is still high. Donation levels remain low even though attendance has improved. Rental income is up even though clients remain cautious; need to hire full-time rental support person to rebuild business. Cemetery needs rebuild of business and currently not enough income to cover deficit. Diocese forecasting a flat trend in giving.

Salary expenses are up. Added 3 positions: venue coordinator; receptionist; sexton full-time equivalent. Salary review is 3% and more in some positions. Music expense is up due to more events and services. Need dishwasher for about 5 hours a week for Drop In.

Staff levels are about 25% less than 2019 levels. \$504,000 deficit for cathedral.

The Budget for 2023 is in The 220th Report To Vestry handed out at the meeting.

14. Cemetery

Need to purchase a van to transport bodies as our competitors do. Need additional crematorium operator. We have about 92 new burial lots and expect to see about 15 of these premium lots in 2023. 50% of lot sales go to capital budget reserve fund. Increase in utility expenses due to more cremations. Increase of about 33% in expenses but still a surplus in operations.

15. Operations

We rely on cathedral centre, cemetery more than stewardship. Property accounts for about 30% of expenses, utilities about 7% and insurance is also a large amount of expenses. Offerings and donations remain flat. Investments are estimated to be at historical averages. Rentals are up. Cremations are up and maximum capacity is expected to be reached in 2026. Thus, there is a surplus in operations.

In 2024 we start paying off loans, however we may still have a surplus then.

Event centre makes a positive impression on potential clients. It is reserved for Sunday and Friday Drop In. We don't cater to 'wild Saturday weddings' or the like.

Question: What advertising is done for cathedral centre?

Answer: We have our own website. We are popular on the internet. We are on Facebook. We show the Centre 3 to 4 times a week.

Question: How many inquires yield actual sales?

Answer: We don't have that data now. When new staff come on board we may be able to generate those numbers.

Question: Is an organist in the budget?

Answer: Part time only.

16. Social Justice Motion

Moved by Marge Yearwood and seconded by Sybil Wilkinson.

Motion carried after discussion below.

Sarah McDonald noted "Some people have deep pockets and others no pockets. Some have shopping bags, some have none."

Sarah read the motion "Motion – We 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."

Interim Dean noted that it is a challenging motion.

17. Organization Reports

Moved to approve: Nick Tunnacliffe and seconded by Paul Seddon. Motion carried after discussion below.

Peter Wall commented on how all the people who run the organization make his job so easy. Some of those people include: Paul Seddon especially, Rebecca, Sandra and David Mowat, Lisa and especially Emile.

18. Election of Officers

Kate Uchendu is appointed for 2nd term as Rector's Warden

Don Solomon is appointed for 2nd term as Deputy Rector's Warden.

Christian Kingsmill is appointed as Assistant Deputy Warden.

David Gates was declared as People's Warden

Joan Peters was declared as Deputy People's Warden

Sandra Mowat was declared as Assistant Deputy People's Warden

This group meets with the Interim Dean and Vicar as the Executive Committee.

Cathedral council appointees include Graham Scott, Sybil Wilkinson, Angela David, Colleen Cardillo, Carol Kysela.

Cathedral Council as declared include Denny Creighton, Yosola Sholagbade-Adeoye, Matt Jaeger, Sarah McKinnon (who stepped back to allow Richard Harrop to be declared), Richard Harrop, Sarah Rodrigues.

Synod Representatives declared are Ruth Davis, Rob Haines, Irene Bailey, David Hedley, Elizabeth Hartman.

Alternate Synod Representatives declared are Peter Dawes as alternate 1 and Maria Crosta as alternate 2.

Parochial Tribunal works with Wardens and Dean. Angela Carroll and Ted Hawken were declared.

Moved to accept above by Rebecca McTaggart and seconded by Kate Uchendu. Motion Carried.

Thanks to nominating Committee for all their hard work.

Other Business:

Questions: Can we include King Charles III in Intercession prayers

Answer: Colin Johnson reported that the King is always included at 8am service.

Interim Dean noted that we always need help in developing intercessionary prayers.

Comment: Can we talk about May 6 concert and new organ console.

Comment: Should include prayer for King, PM, Premier, Mayor. Other comment said we should identify these positions by the name of the person holding them.

Comment: It was suggested that the May 6 Gala Coronation Concert include reference to the new organ console.

Question: can we add guides in bulletin as to when to stand, kneel. Make it an option. Comment made that it was important for consistency among the congregation, while still allowing for freedom of choice.

Answer by Interim Dean: up to people to decide when to stand or kneel. Bulletin already says it at the front.

Adjournment

Motion to adjourn by Richard Hanah seconded by Nick Tunnacliffe. Motion Carried
Vicar said closing prayer.

Parish Photo Directory



The Cathedral Church of St. James

DIOCESE OF TORONTO
ANGLICAN CHURCH OF CANADA

2024

Parish Photo Directory



Nick & Monique Abbott



Ann
Abraham



Carleen
Adler



Norman Ball



Amandeep Banwait



Thomas Bell



Dr. David Benner



Juliet Benner



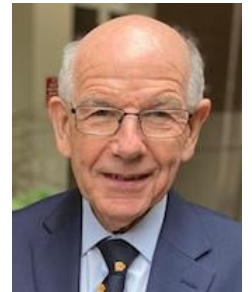
Bill & Canon Beth Benson



Susan Boucaud



Rev & Mrs
David Bousfield



Joe Cairns



Philippa Campsie



Ira Carmichael



Angela Carroll



Dixie Kathleen Church



Rui Cimbron & Josephine
Bondad



John & Heather Clark



Robert Gordon Coates



Nancy H Conn

Parish Photo Directory



Denny Creighton



Patrick & Peggy Crowther



Anthony Culyer



Fr. David & Wafa Danner



Bette Dash



Peter Dawes & Sarah
McKinnon



Canon Edmund & Margaret
Der



Honoria Dines



Margaret Dougherty



Mary Druce



Kirsten Fielding



Rev. Canon Dr.
Stephen Fields



Rev Canon Dr. Fields
& Lucy Fields



Valerie Cadogan



David Gates



Susan Glover



David Grant



Simone Green



Pamela Guy



Stephen & Jacqui
Hance

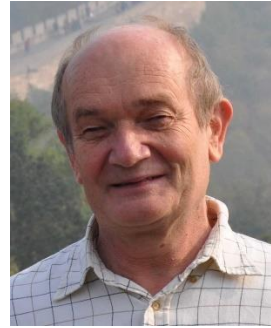
Parish Photo Directory



Peter Harris



Elizabeth Hartman



David Hedley



Vern and Frieda Heinrichs



Canon John Hill



Christine Hillyer



Ric Hillyer



Barbara Hirst



Aidan Hopperton



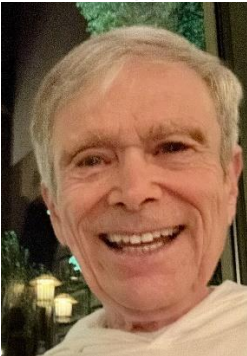
John & Mary Hopperton



John Hopperton



Sean Hopperton



Stephan Sebastian Howard



Peter Iveson



Paul James



The Most Rev. Colin Johnson



Ellen Johnson



Yvonne Joseph



Christian Kingsmill



Marta Kingsmill

Parish Photo Directory



Maria Johnson Kitson



Charles Klassen



Carol Kysela



Leslie Laing



Julia MacDonald



Margaret Magee



Nancy Mallett



Sterling Mancuso



Michael Marville



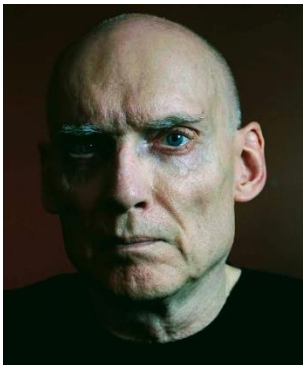
Daniel Marz



George McNeillie



Rebecca McTaggart



Ed McDonough



Mary Beth Montcalm



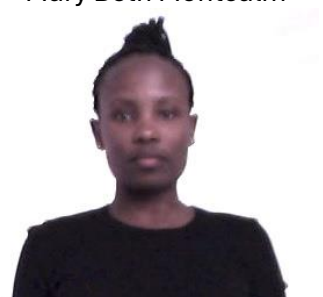
Beverley Morgan



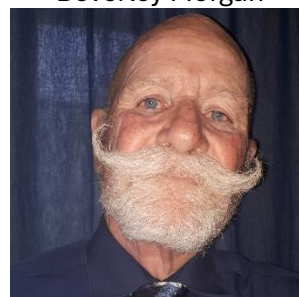
Dunstan Morgan



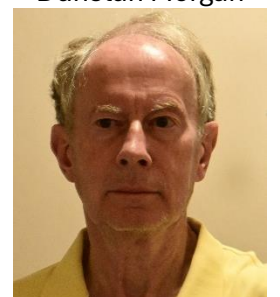
David and Sandra Mowat



Wairimu Nduati



Louis Nettleton



Edward Norfolk

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Chad Nutall & Mary Crosta



Andrew Tolu Olutayo



Art Parker



Sheila Parker



Margaret Perschy



Joan Peters



Daisy Pittis



Edith Reese



Gordon Robison



Vanessa Rottner



Jane Rowan



Mary W Rowe



Marjorie Rudder



Armena Samuel



Karen Savoie



Gail and Graham Scott



Ruth Sidorchuk



Sheila and Maurice
Snelgrove



Olukunle Sobode



Oluwaseun Sobode

Parish Photo Directory



Yosola
Sholagbade-Adeoye



Deb Solomon



Brenda Tash



Anne Thomas



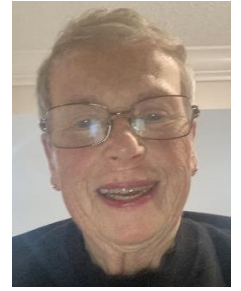
Paula Thomas



Quentin Toderick



Nick Tunnacliffe



Mary Jane Tuthill



Kate Uchendu



Ian Walker



Elizabeth Wall and Bob
Saunders



Karyne Whalen



Jaya Mayadas Williams



Shawn Williams



Marge Yearwood



Benita Can Zhang and David
Jun Liang