

**The 222nd Report to Vestry
Sunday, March 9, 2025**



*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, 2025

to be read or circulated on the Sunday of the parish's annual vestry meeting



Diocese of Toronto
Anglican Church of Canada

To the clergy, churchwardens, and parishioners of the Diocese of Toronto,
Beloved Siblings in Christ,

“...be renewed in the spirit ...” – Ephesians 4:23

In this Season of Spiritual Renewal, the Diocese of Toronto is exhibiting a burgeoning health and vitality that inspires us daily. To God be the glory! As your bishops, as we travel around to visit our parishes, we have witnessed the Holy Spirit engaging in marvelous ways with people, groups and ministries right across this Diocese – from Mississauga to Minden, from Cobourg to Collingwood. The Season of Spiritual Renewal, this invitation to spiritual growth, has been enthusiastically received in so many ways, including the sharing of prayer resources, participation in online workshops, and our bishops' Advent study online. We are also looking forward to #LiveLent: God's Story, Our Story, a daily Lenten resource with a helpful guide for small group use.

We are excited that the next phase in this Season of Spiritual Renewal is called “Lift Up Our Hearts.” Over the coming year, large worship services will take place across the Diocese on five Saturday afternoons at 2 p.m. Each celebration of the Eucharist will feature excellent music, moving testimony, and preachers from within our own Diocese, each with their own unique approach to spiritual renewal. We hope you will plan to join us for one or more of these marvelous gatherings. Come on your own, bring a friend, or hire a bus! We will see you there:

- March 22 – St. James Cathedral (preacher: the Rev. Molly Finlay)
- March 29 – Trinity Church, Streetsville (preacher: the Rev. Canon Stephanie Douglas)
- May 31 – All Saints, Whitby (preacher: the Rev. Gerlyn Henry)
- September 27 – St. James, Orillia (preacher: the Rev. Dr. Rob Hurkmans)
- October 25 – St. Paul's, Bloor Street (preacher: the Rev. Dr. Alvarado Adderley)

The call to spiritual renewal, however, was just the first of 20 Calls articulated in the Cast the Net strategic vision adopted by Synod and this Diocese in 2023. Over the coming year, you will hear us repeatedly emphasising the need for each congregation to review and consider all of the 20 Calls and then choose which two or three your parish will focus on. As you gather today for Vestry, this could be the perfect opportunity to start considering the question. A small group – the Netminders – has prepared resources to help you, which you can find on the [Cast the Net web page](#). While it's important to remember that no congregation could possibly answer all 20 Calls, we strongly believe that each congregation can consider two or three. Leading up to our diocesan Synod in November, we hope that every parish will be able to identify which of the Calls they are living into.

We are pleased to welcome our new Executive Director, Varun Balendra ODT. A familiar face around the Diocese, Varun has served in many volunteer capacities over the years, and we look forward to working together in this new capacity. By the time of our diocesan Synod on Friday, Nov. 7 and Saturday, Nov. 8, we expect that we will be introducing a new Secretary of Synod and a new full-time Diversity, Equity and Inclusion Advisor, whose primary focus areas will be supporting the work of the Anti-Bias, Anti-Racism (ABAR) and other DEI training, and supporting individuals and parishes to grow, build community, educate and engage.

Some other new faces at Synod may include guests from the Diocese of Brasilia. This past June, at the Cathedral Church of the Resurrection in the city of Brasilia, the two diocesan bishops of Brasilia and Toronto signed the covenant that brings our two dioceses into a companion relationship. Since the signing of our agreement, a small representative group from each diocese has been meeting monthly – in both Portuguese and English – to pray together and to plan events. For example, clergy from both dioceses will gather online for a joint study day on liberation theology on March 25. In the fall, a youth delegation from Brasilia will join our own youth at the Re-Charge youth retreat at Muskoka Woods camp. And we anticipate sending a delegation from Toronto to Brasilia in 2026. We have even developed a shared logo for our relationship that combines elements of each of our own logos: our Diocese of Toronto dove springing from their Ipe Tree. You can expect to hear more about this companion partnership as we enter into the second year of it.

Closer to home, the partnerships within our own Diocese continue to flourish. When we speak of casting the net, we are referring to the supportive, creative and collaborative ministry that occurs in each deanery and regionalization, between parishes and congregations, amongst church neighbours and colleagues. We are grateful to our hardworking and devout clergy and our dedicated lay leaders, especially churchwardens, treasurers, administrators, musicians and the countless church staff and parish volunteers who are Christ’s hands and feet of ministry in our communities. We are so grateful for all of your faithful work in our parishes and beyond.

We have embarked on a feasibility study to discern if this is the right time for the Diocese to conduct a major financial campaign. Over the next six months, M&M International, a Toronto-based fundraising firm, will listen to parishes large and small, soliciting feedback on a case for support. It is proposed that if a campaign does go forward, the majority of funds raised will remain in the parishes, with a smaller portion supporting the 20 Calls at the diocesan level. Your feedback and commitment will make the difference as we look into this additional way of working together.

Lastly, we want to encourage each Vestry meeting to consider this year’s social justice motion: “Protecting and Expanding Harm Reduction in Ontario.” The Church has a role to play in calling on government for responsible actions in caring for our most vulnerable neighbours, to ensure life-saving protections for those experiencing addictions and other challenges. Please consider how your parish can speak up, and out, for those who require advocacy. As we anticipate going to the polls in the coming year – federally and provincially – let us remember our baptismal promises as we cast our ballots, choosing candidates who align with our values. And let us pray for them.

For it is in praying that we are drawn ever deeper into relationship with the Triune God and become more attentive to the will of our Heavenly Creator. In this Season of Spiritual Renewal, we ask every reader of this letter to commit more deeply to a life of prayer, that it may infuse your every day with Grace as you witness to the Love of Christ in your life and to the world.

In your prayers, please pray for all three of us, your College of Bishops, both in your personal daily devotions as well as your parish's weekly intercessions. Know that we are praying for you too, giving thanks for our common life together across our wonderful diocesan family.

Yours faithfully in Christ Jesus,

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

The Right Rev. Andrew J. Asbil
Bishop of Toronto

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

The Right Rev. Riscylla Shaw
Suffragan Bishop of Toronto

A handwritten signature in blue ink that reads "+ Kevin Robertson". The signature is written in a cursive style.

The Right Rev. Kevin Robertson
Suffragan Bishop of Toronto

The Dean's Report

I write this early on in my second year as the Dean of Toronto and Rector of St. James Cathedral. It remains a joy and a privilege to serve here among you. Together we are making progress towards becoming a cathedral fit for the city of Toronto, and I am excited about what lies ahead. But let's look back for a moment first.

There is much to celebrate from the last year. Christmas services were well attended – almost back to pre-Covid levels, I am told – and our new *Merry Moments* services drew nearly 300 attendees, most of them not regular worshippers here. Christmas Eve services were full, to the extent that this year we will offer two carol services, on Christmas Eve and Advent 4.

I was so grateful for your generosity during the year, and I am thrilled that our financial position is better than it has been for some time. This is due to increased revenue from bookings and the cemetery as well as our stewardship, and I want to thank George and the Cemetery team for all their hard work this year, as well as our buildings team.

The Drop-In and Foot Clinic continued to serve some of the most vulnerable people in our community, as did the refugee committee. This is such important work, and the staff and volunteers deserve our thanks. The flags project that I launched at last year's Vestry is complete now and speaks to the diversity of our city and community. Ministry with children and young adults continues – again, thanks to Karyne, Matthew and others – and we are talking about ways to do more here. Our recent Ash Wednesday event engaged with many children and the launch of the Community Children's Choir in 2025 will be a key part of this strategy.

We relaunched the Snell lectures with memorable talks from Danny Johnson, Richard Sewell, and Brian Walsh, and the Leonard Cohen Eucharist was a wonderful event. We are looking forward to having our Indigenous Archbishop Chris Harper with us for a Snell lecture in June and have other plans coming together as well.

The diocese-wide Season of Spiritual Renewal will be a major focus of activity this year. I know many of us have attended workshops as part of the Season, and we look forward to hosting a diocesan celebration later in March. I hope the Season will also inspire us to look at our small groups. I am convinced small groups are the ideal environment for discipleship and spiritual growth, and I would love to see more of us involved in them. Matthew, whose priesting we celebrated last month, has led some of this work following Canon Beth's retirement, and I hope Kristen, our new Canon Missioner, will also help us grow this ministry after her arrival in late April.

Our worship continues to be a source of joy, and I am so grateful to all who make that possible, Tom and his team and the choir. This year we will be refreshing our 9:00am service and look forward to sharing our thoughts on this in due course.

We know that our building, as well as being a blessing to us, is also a major responsibility. We need to conserve and care for it so that we can pass it on to future generations in good order. This year I hope we will manage to get the clock fixed and begin to put together a longer-range building plan to both maintain and improve.

In closing I want to say a few thank you's to people I haven't mentioned so far. I am very grateful to our Vicar and Sub-Dean Stephen for his wisdom and friendship. Thank you too to our whole staff team, and particularly to Susan who leads the Operations team so effectively. I want to express my appreciation to our team of Wardens who serve you so well, and our Cathedral Council who work with them. Thanks go to Jacqui, my partner in life and ministry, without whom I wouldn't be able to do what I do, and whose gift of hospitality is such a blessing to so many. And thanks, and praise to God who calls us and who can do infinitely more in and through us than we could ever ask or imagine.

A handwritten signature in black ink, appearing to read "Stephen Hance", with a long, sweeping horizontal line extending to the right.

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

The Vicar's Report

As we began 2024, we eagerly anticipated the arrival of our new Dean, the Very Rev. Dr. Stephen Hance, and his wife, Jacqui. My appointment as Vicar initially concluded with the departure of the previous Dean, but Dean Stephen graciously expressed his desire for me to continue in this role. This year has been one of transition, as we worked to reposition the Cathedral as an outward-facing community of faith and service. The year ended with the conclusion of ministry for our dear Interim Associate Priest, the Rev. Canon Beth Benson, whose contributions will be greatly missed.

As Vicar, my responsibilities include Liturgy and Worship, Pastoral Care and Community Development, Christian Formation and Education, and Children, Youth, and Family Ministries. I extend heartfelt gratitude to Beth for her passionate, devoted, and graceful leadership in Pastoral Care, as well as for building and nurturing a small but committed pastoral team. I also thank her husband, Bill, for their shared ministry.

Our work was supported by Deacon Matthew Waterman, who was ordained in May; our devoted office and property staff; and a team of Honorary Assistants, including Archbishop Colin Johnson, Canon Douglas Graydon, The Rev. Lynn Braye, The Rev. Jo-Anne Billinger, The Rev. Dr. David Danner, and Canon John Hill, who share liturgical leadership with us on Sundays. Special thanks go to faithful members Barbara Hirst, Carol Kysela, Philippa Campsie, Peggy Crowther, Charles Klassen, and Susan Boucaud, who, with the clergy, lead the daily Office of Morning Prayer. I am also deeply grateful to the bishops and clergy, both active and retired, who preside at weekday services and officiate at Evensong.

Below is a summary of the key activities and initiatives undertaken by the Cathedral this past year, reflecting our commitment to being an outward-facing community of faith.

“AN OUTWARD-FACING CATHEDRAL”

Liturgical and Evangelistic Engagement

Ash Wednesday: The Lenten season began with traditional Ash Wednesday services, enhanced by the “Ashes to Go” outreach at King and Church Streets. This initiative, led by Bishop Andrew Asbil, and assisted by Dean Stephen, and Canon Beth, Sr. Constance Joanna Gefvert, and me, engaged pedestrians in meaningful conversations.

International Day for the Elimination of Racial Discrimination (March): The Rev. Michael Blair, General Secretary of the United Church of Canada, delivered an impactful homily during our services. A Vigil for Peace and Justice, co-hosted with the Bishop’s Committee on Interfaith Ministry, featured a homily by The Very Rev. Dr. Robert Willis, Dean Emeritus of Canterbury Cathedral, and an interactive meditation, led by him.

Emancipation Day: Denise Byard, a postulant for Ordination, was the guest preacher at this celebration in July. She addressed the topic, “Emancipation Day and what it means as seen through the eyes of an 8th generation African-Canadian Woman”.

Christmas and Epiphany: We introduced two new services, “Merry Moments” and “Epiphany Lessons and Carols and The Chalking of the Doors”. Merry Moments is a series of 30-minute services of familiar carols, readings, prayers and a homily, designed for people who would not normally attend regular services. “Chalking of the Doors”, an ancient Christian tradition that involves marking the doorposts of homes with chalk to celebrate the Epiphany and invoke a blessing for the coming year. Following the service, a special package (chalk and a prayer card) was available to be taken and used at their homes.

Education and Catechesis

Catechesis for Confirmation: While some parishes in the Diocese have the capacity to prepare their candidates for the Sacrament administered at Eastertide in the cathedral and may also have a large number of candidates, we recognized that others may not have many candidates and may welcome the opportunity for them to share with other Anglicans in similar circumstances. To support these parishes, the Cathedral launched a 6-month preparation course, offering a shared learning experience for candidates across the diocese. This initiative brought together 19 candidates from eight parishes for shared learning.

Community Engagement and Events

Doors Open: Over 4,000 visitors explored St. James Cathedral during this citywide event, featuring multilingual resources, scavenger hunts for children, organ demonstrations, choir practice viewings, and bell-ringer tours. At St. James Cemetery, visitors explored the lovely chapel during this event and volunteers from the church assisted in this exercise.

Blessing of Animals (October): We celebrated the Feast of St. Francis of Assisi with two events: The Blessing of Animals in the St. James’ Cemetery (October 4), and a Service of Blessing and demonstrations on the West Lawn, featuring Canadian Guide Dogs for the Blind, and Dr. Nigel Skinner, CEO of Shoreview Veterinary Hospital, the featured speaker. We are blessed to have Pauline Brown continuing to assist by organising this day. At St. James Cemetery, locating ourselves at a strategic point on the property, we were able to bless several animals and engage in wonderful conversations with their owners.

The St. James-The-Less Chapel, Cemetery and Crematorium may be seen to be the place where space is provided for a resting place for the dead and, because of this, a source of revenue. Over the last two years, it has become a vehicle for outreach and connection to the neighbourhood. The enthusiasm of George Vrozos, General Manager, Andrea Parra, Administrative Assistant, and the rest of the staff have been the driving force in establishing and developing out connections to the neighbourhood. Through their efforts, we have mirrored a few things that occur in the cathedral.

Monthly Eucharist at St. James Cemetery: On the first Wednesday of each month, The Reverend Jo-Anne Billinger and I take alternative turns to celebrate the Holy Eucharist. The attendance at these services average between 10-12. I am extremely grateful for the immense support we received from Minette von Bieberstein, our de facto “sexton” and David Grant, Lector and Server.

Remembrance Day in the Cemetery: This inaugural ceremony in the cemetery, attended by representatives from the Queen’s Own Rifles, St. George’s Society, Toronto Fire, and Toronto Police, was a resounding success. I am grateful for the enthusiastic support of George Vrozos and the cemetery staff. Plans for a joint observance with the St. George Society are underway for this year.

Historical and Cultural Acknowledgments

Emancipation Plaque: Parks Canada and the Historic Sites and Monuments Board of Canada selected the Cathedral as the site for a commemorative plaque marking Emancipation Day celebrations. The plaque was unveiled on July 28, with installation pending.

MRI (Mutual Responsibility and Interdependence) at 60 Conference:

The Cathedral co-hosted this event marking the 60th anniversary of the 1963 Toronto Anglican Congress. Highlights included a keynote by Rev. Canon Prof. Mark Chapman (University of Oxford), panel presentations by international contributors, and a thanksgiving service presided over by The Most Rev. Linda Nicholls, Primate, with a sermon by Rt. Rev. Jo Bailey Wells, Deputy General Secretary of the Anglican Communion.

Environmental Stewardship:

Season of Creation: The Bishop's Committee on Creation Care organized a diocesan celebration with the theme "To Hope and Act with Creation" in the cathedral. The cathedral continued to observe the season with a series of homilies on the theme at Evensong on Sundays. Guest preachers included The Rev. Paige Souter, The Rev. Dr. Alison Hari-Singh, The Rev. Stephen Kern, and Canon Maggie Helwig.

THE WIDER CHURCH AND CONTINUING EDUCATION

In addition to priestly ministrations, the priest is expected to engage in continuing education and take their share in the councils, life, and work of the wider church. This has been my practice for all my ordained ministry. Beyond local ministry, I remained actively engaged in the wider church through the following:

General Synod & Diocesan Synod Council: I serve as a member of the Council of General Synod, the Pension Committee, and the Financial Management Committee of the National Church, and our Diocesan Synod Council.

Evaluator (Theological Education): In Spring, on behalf of the Association of Theological Schools, I served as a peer evaluator for the accreditation process at Dickerson-Green Theological Seminary in Columbia, South Carolina.

Guest Lecturer: I was one of five lecturers invited to present in a course in the Licentiate in Theology program at Huron University College, "Voices in the Wilderness: Black Perspectives in a Historical and Theological Dialogue".

Clergy Conference: I participated in our Diocesan Clergy Conference at Trent University which addressed the theme "Leadership in a Time of Change: Difficult Conversations."

Intercultural Workshop: I attended a 5-day workshop "Engage Difference" sponsored by the Canadian Council of Churches in November. The focus of the workshop will be on developing skills for the art of intercultural ministry.

I give thanks to God for another exciting year and for all that lies ahead. May God continue to bless our work together.

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

The Assistant Curate's Report

At the beginning of this year, I received concurrence to be ordained as a deacon and continued my preparation as an ordinand here at the Cathedral. It was further confirmed that I would be appointed as an assistant curate here following my ordination on May 5th.

Following my ordination, I continued to learn under the supervision of our vicar, The Rev. Canon Dr. Stephen Fields. I met with him weekly, when time allowed, for supervisory meetings. I also participated with him in graveside interments, funerals, weddings, baptism classes, confirmation classes, and pastoral visits.

I spent time, as well, working alongside Canon Beth Benson on pastoral visits, lay pastoral ministry supervision, Scripture Circle, discipleship book studies, and baptism preparation, as well as weddings and funerals.

As Canon Beth approached her retirement day, I was gradually handed more responsibility and opportunities to grow as a leader. I began a new series of teaching on the book of Psalms for the Scripture Circle. Also, I began taking responsibility for the rounds of regular home communion visits, pastoral phone calls, managing the pastoral and prayer lists, and visiting those in crisis.

I participated in the diaconal ministry on Sundays by reading the gospel, setting the table, and taking responsibility for the efficient and reverent administration of communion. I was also present as a chaplain to the drop-in on Fridays, to provide spiritual care and encouragement to volunteers and those coming in for meals and other necessities.

I had the opportunity, at the direction of our Executive Director, Susan So, to visit with operations and administrative staff to learn more about their roles and to gain an understanding of how the Cathedral functions on a daily basis.

I have continued to provide leadership to the young adults' ministry, convening meetings and connecting members of this demographic to one another and to the cathedral community. We participated in social gatherings such as trips to the ROM and to a hockey game, a Halloween movie night in the cathedral and Christmas reception with Dean Stephen and Jacqui, and a discipleship series in person on Sundays and online during the week.

I am grateful for the learnings of the past year and look forward to growing more into the ordained ministry in the year ahead.

The Rev'd Matthew Waterman
Assistant Curate

The Churchwardens' Report

It seems fitting that Vestry 2025 coincides with the beginning of Lent. This season, leading to the celebration of Easter, is a time of reflection and preparation for the new. Similarly, Vestry is our opportunity to reflect on the year past, its successes and challenges, and prepare for the year ahead. We have much to celebrate as we look back on the last year, and further in this report you will read more about the ongoing work and successes of our various ministries and outreach programs. But here are just a few highlights:

- our first full year with our new Dean, the Very Rev'd Dr. Stephen Hance. It has been encouraging to see how quickly he and Jacqui have become part of our St. James family;
- the success of the new Stewardship initiative, launched in June with four sermons preached by Dean Hance. The generous gifts received from this endeavour will enable us to look positively toward the future with the hiring of a Canon Missioner, building our ministry resources, initiating a Children's Community Choir early in 2025, extending our community outreach, as well as supporting the work of The Drop-In and the St. James & Community Refugee Committee;
- the growing success of the work of George Vrozos and his team at St. James Cemetery, with new business partnerships and events like the marking of Remembrance Day, attended by members of Toronto Police, Toronto Fire, the Queen's Own Rifles, St. George's Society, as well as municipal and federal politicians, and regular services in the Chapel. The site itself is being enhanced with a new fence, landscape restoration, and the endeavours of our Gardening Committee;
- the continuing success of our Music concerts, Tuesday Organ Recitals, and Early Music events. Along with another sold-out Messiah, this year included a performance of Haydn's *Nelson Mass* and *Te Deum*. Mozart's *Laudate Dominum*, as well as introducing lesser-known music of their contemporaries William Herschel, Marianna Martines, and Samuel Wesley;
- the successful return, after the pandemic, of the Snell Lecture series, with *Fit for a King*, a presentation about Coronation regalia by Danny Johnson, the Archbishop of Canterbury's Special Project Director on June 2. On September 29 Lecture: the Very Rev'd Canon Richard Sewell, Dean of St. George's College at the Anglican Centre in Jerusalem presented *Nought For Your Comfort – The Long Road To Peace* drawing on his own experience of ministry in the Middle East. Then on December 8, Dr. Brian Walsh, pastor, theologian, and award-winning author, launched his new book, *Rags of Light: Leonard Cohen and the Landscape of Biblical Imagination* which followed a Eucharist, using Cohen's music and exploring the link between John the Baptist and the singer/songwriter;
- the popularity of our community-facing events, like the first *Food for Thought* Trivia Night, which raised funds for the Drop-in and Foot Care Clinic; the second Annual *Easter Egg Hunt*, run by our Family, Youth, and Children' Ministry; our participation in the annual *Doors Open Toronto*; the St. James Drop-In BBQ on Canada Day; our Patronal Festival; the *Blessing of the Animals*, this year held both at the Cathedral and the Chapel in St. James Cemetery; and the new celebrations of the Christmas season, *Merry Moments*, which drew over 250 attendees;

- the opportunity to say Thank You: on May 19, we honoured Pastoral Associate, The Reverend Canon David Bryan Hoopes OHC, who faithfully served our community, especially with his dedication to our weekly Drop-In; on August 25, we expressed our gratitude for dedicated service to The Most Reverend Linda Nicholls, in her last visit to St. James as Primate; while at a reception on December 22, we celebrated the ministry of Canon Beth Benson as Interim Associate Priest.

We would at this time like to acknowledge the work of our Executive Director Susan So, Property Manager Jim Kotsifas, and the dedicated staff who keep St. James Cathedral running. You are very much appreciated!

The financial health of St. James Cathedral remains a serious and continuing concern, and one that we do keep a close eye on. However, we are encouraged and most grateful for the support given by our St. James family over the past year both in financial resources and volunteer commitment. Your generosity has enabled so much to happen this past year and will enable the Cathedral to move forward in new and exciting ways. **Thank you.**

The Wardens

2025 Budget

CATHEDRAL AND CEMETERY COMBINED SUMMARY BUDGET FOR JANUARY TO JUNE, 2025

Due to a change in Fiscal Year End to June 30, 2025, the budget presented below covers a six-month period. The budget is derived from a 12-month projection for 2025, pro-rated and adjusted for various seasonal activities.

| | 2024 BUDGET | 2024 ACTUAL | 2025 12-MONTH PROJECTION | 2025 JAN-JUN BUDGET | % CHANGE 12 MTH PROJECTION OVER PRIOR YEAR | |
|--|------------------|------------------|--------------------------------|---------------------------|--|---------|
| | | | | | BUDGET | ACTUAL |
| CATHEDRAL | | | | | | |
| Revenue | 2,135,800 | 2,156,246 | 2,268,300 | 926,440 | 6.2 | 5.2 |
| Expenses | 2,503,834 | 2,263,352 | 2,880,158 | 1,427,509 | 15.0 | 27.3 |
| | (368,034) | (107,106) | (611,858) | (501,069) | 66.3 | 471.3 |
| Interest on Guarantees | (3,000) | (1,017) | - | - | | |
| Net Cathedral Deficit | (371,034) | (108,123) | (611,858) | (501,069) | | |
| CEMETERY | | | | | | |
| Revenue | 1,223,000 | 1,343,106 | 1,436,100 | 747,460 | 17.4 | 6.9 |
| Expenses | 1,145,100 | 1,045,745 | 1,203,500 | 583,830 | 5.1 | 15.1 |
| | 77,900 | 297,361 | 232,600 | 163,630 | 198.6 | (21.8) |
| Interest on Project Loans | (90,000) | (92,003) | (90,000) | (45,000) | - | (2.2) |
| Transfer to Capital Reserve | (38,400) | | (38,400) | (19,200) | - | |
| Net Cemetery Surplus (Deficit) | (50,500) | 205,358 | 104,200 | 99,430 | | |
| COMBINED CATHEDRAL & CEMETERY | | | | | | |
| Net Combined Surplus (Deficit) | (421,534) | 97,235 | (507,658) | (401,639) | 20.4 | (622.1) |
| | | | | | | |
| Cemetery Capital Reserve | | | 38,400 | 19,200 | | |
| Cemetery Capital Expenses | | | (38,400) | (19,200) | | |
| Net Cemetery Capital Reserve | | | - | - | | |

CATHEDRAL BUDGET FOR JANUARY - JUNE, 2025

| | 2024 BUDGET | 2024 ACTUAL | 2025 12-MONTH PROJECTION | 2025 JAN-JUN BUDGET | % CHANGE 12 MTH PROJECTION OVER PRIOR YEAR | |
|--|------------------|------------------|--------------------------------|---------------------------|--|---------------|
| | | | | | BUDGET | ACTUAL |
| REVENUE | | | | | | |
| Offerings | | | | | | |
| Stewardship | 744,000 | 724,391 | 780,000 | 312,000 | 4.8 | 7.7 |
| Open | 51,500 | 62,592 | 60,000 | 24,000 | 16.5 | (4.1) |
| Other | 74,500 | 77,943 | 150,000 | 60,000 | 101.3 | 92.4 |
| | 870,000 | 864,926 | 990,000 | 396,000 | 13.8 | 14.5 |
| Rental Income | 615,000 | 512,330 | 615,000 | 246,000 | - | 20.0 |
| Other income | | | | | | |
| Bishop Snell Foundation | 190,000 | 220,000 | 190,000 | 95,000 | - | (13.6) |
| Other | 67,100 | 105,837 | 72,400 | 31,960 | 7.9 | (31.6) |
| | 257,100 | 325,837 | 262,400 | 126,960 | 2.1 | (19.5) |
| Investment Income | 393,700 | 453,153 | 400,900 | 157,480 | 1.8 | (11.5) |
| Total Cathedral Revenue | 2,135,800 | 2,156,246 | 2,268,300 | 926,440 | 6.2 | 5.2 |
| EXPENSES | | | | | | |
| Clergy | 371,000 | 373,384 | 475,300 | 238,320 | 28.1 | 27.3 |
| Music | 251,100 | 263,110 | 372,000 | 186,000 | 48.1 | 41.4 |
| Property | 967,400 | 800,766 | 987,100 | 482,300 | 2.0 | 23.3 |
| Rentals | 134,000 | 107,711 | 141,000 | 66,400 | 5.2 | 30.9 |
| Administration | 506,060 | 476,241 | 612,400 | 312,700 | 21.0 | 28.6 |
| Communications | 80,900 | 82,591 | 109,000 | 54,500 | 34.7 | 32.0 |
| Christian Education | 25,900 | 16,956 | 26,100 | 13,550 | 0.8 | 53.9 |
| Outreach | 122,100 | 97,219 | 115,400 | 52,810 | (5.5) | 18.7 |
| Diocesan Allotment | 45,374 | 45,374 | 41,858 | 20,929 | (7.7) | (7.7) |
| Total Cathedral Expenses | 2,503,834 | 2,263,352 | 2,880,158 | 1,427,509 | 15.0 | 27.3 |
| Deficiency of Revenue over Expense | (368,034) | (107,106) | (611,858) | (501,069) | | |
| Special Purpose Revenue | 450,000 | 134,234 | 200,000 | 100,000 | (55.6) | 49.0 |
| Special Purpose Expenses | (450,000) | (134,234) | (200,000) | (100,000) | (55.6) | 49.0 |
| Interest on Guarantees | (3,000) | (1,017) | - | - | (100.0) | (100.0) |
| Deficiency of Revenue over Expenses After Exceptional Items | (371,034) | (108,123) | (611,858) | (501,069) | | |

CEMETERY BUDGET FOR JANUARY - JUNE, 2025

| | 2024 BUDGET | 2024 ACTUAL | 2025 12-MONTH PROJECTION | 2025 JAN-JUN BUDGET | % CHANGE 12 MTH PROJECTION OVER PRIOR YEAR | |
|---|------------------|------------------|--------------------------------|---------------------------|--|-------------|
| | | | | | BUDGET | ACTUAL |
| REVENUE | | | | | | |
| Crematorium Income | 503,000 | 448,843 | 503,000 | 201,200 | - | 12.1 |
| Grounds Income | 478,000 | 595,799 | 638,000 | 382,800 | 33.5 | 7.1 |
| General Income | 130,000 | 148,760 | 159,100 | 95,460 | 22.4 | 7.0 |
| Investment Income | 112,000 | 149,704 | 136,000 | 68,000 | 21.4 | (9.2) |
| Total Cemetery Revenue | 1,223,000 | 1,343,106 | 1,436,100 | 747,460 | 17.4 | 6.9 |
| EXPENSES | | | | | | |
| Salaries & Benefits | 605,100 | 500,134 | 637,800 | 318,900 | 5.4 | 27.5 |
| Office & General Expenses | 240,400 | 214,770 | 239,200 | 119,600 | (0.5) | 11.4 |
| Grounds Expenses | 152,300 | 209,680 | 179,200 | 71,680 | 17.7 | (14.5) |
| Crematorium Expenses | 147,300 | 121,161 | 147,300 | 73,650 | - | 21.6 |
| | 1,145,100 | 1,045,745 | 1,203,500 | 583,830 | 5.1 | 15.1 |
| Surplus (Deficiency) of Revenue over Expense | 77,900 | 297,361 | 232,600 | 163,630 | | |
| Interest on Project Loans | (90,000) | (92,003) | (90,000) | (45,000) | - | (2.2) |
| Surplus (Deficiency) of Revenue over Expenses After Interest | (12,100) | 205,358 | 142,600 | 118,630 | | |
| Transfer to Capital Reserve | (38,400) | | (38,400) | (19,200) | | |
| Surplus of Revenue over Expenses After Transfer | (50,500) | 205,358 | 104,200 | 99,430 | | |

Organization Reports

The Altar Guild

The Altar Guild is the Ministry responsible for the maintenance and preparation of the altars and its furnishings. Mission Statement: We attend to God's House carefully and reverently, with dedication and loving attention to details.

What we do is maintain the beauty, elegance, and grace of all the Altars and their surroundings, both at the Cathedral of St. James and St. James-the-Less Chapel at the cemetery, by preparing and decorating them appropriately for every service. We wash, iron, and mend linen and look after the Sanctuary, Eucharistic vessels, and all textiles matter. We polish brass and silverware, clean glass domes, dust, remove stains and wax, and as may be directed by the Vicar.

Our Team is still very small, but our passion and sense of mission remains. We are striving to rebuild membership back to pre-pandemic level and we are optimistic that one day we'll be able to return to original weekly schedule. We are always looking for new volunteers who can spare couple of hours on 2nd & 4th Sundays of the month after the 11:00am service. No special skill required.

On Palm Sunday 2024 our current and past members together with many members of the Cathedral family, turned out to form a total of 64 "Happy Hands" to create 1000 beautiful palm crosses handed out for the Palm Sunday services. We look forward to doing the same this year. Announcements for volunteers will appear in Sunday bulletins towards March ending. Bookmark your calendar for Friday, April 11th 9:00am – Noon; a light breakfast will be served.

For Harvest Thanksgiving 2024, we were honored and proud to be invited (again) to decorate the cathedral to enhance and boost the ambience of Thanksgiving Services.

The Chapel of St. James the Less at the Cemetery, located on 635 Parliament St, in Toronto: Weekly services are now being held at the chapel on Wednesdays and would love for additional volunteer or two, in company with Minette von Bieberstein and David Grant to help look after the altar business. If you live around the area or are seeking to use your spiritual gifts, don't hesitate to try out volunteering at this location.

Shout Outs: We are truly blessed with faithful members and are very grateful to Minette von Bieberstein, who single-handedly and lovingly anchors all things linen at the Cathedral; Sarah Rodrigues and Jikku Jacob, with their adorable daughter, Sophia - their family is always willing and happy to lend their hands. Also, to the David Grant and Minette von Bieberstein team, who look after the Altar duties at the Chapel of St. James the less. Finally, a special shout out to our *most valued partner*, Tenzin Wangchuk, who accommodates our sporadic schedule, helps us with supplies, and makes physical access to the building possible.

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

Yosola Sholagbade-Adeoye
Chair

Becoming the Story We Tell

The Church in our time is beginning to recognize once again that small groups for fellowship and learning together will be essential to its future. But the small groups offered by Becoming the Story We Tell over the past three years have struggled to grasp their connection to the mystery of Christ's death and resurrection. In the future it will be necessary to clarify in advance that these gatherings are intended to serve those who are seeking to follow more closely the way of Jesus, into this mystery.

This year, the Becoming the Story We Tell groups in Lent will begin the week of March 10, and the groups in Eastertide will begin in the week of April 21. The full potential of participating in these groups will depend on their members' full, conscious, and active participation in the services of the Lenten and Easter Seasons.

Canon John Hill

The Carillon Bell Ringers

The carillonneurs routinely take turns to play the carillon after the 11:00am Sunday services and whenever the Change Ringers are unavailable as well as occasionally at the odd weddings, funerals and special occasions when requested.

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.

Annie Odom
Carillon Coordinator

St. James Cemetery & Crematorium

As you might be aware, the below begins to capture a number of the improvements that have transpired in the past year, and I look forward to adding to that list as well.

- Office staffing update: we are extremely pleased to report that our newest admin hire-Alejandra. She has been an enormous and most welcomed addition to the office environment. She brings a wealth of administrative support along with an architectural background that has been already utilized in assisting with our outdated forms and processes along with our aged mapping paperwork. At the same time, I want to recognize the immeasurable assistance of our admin/accounting wizard, Andrea. She has assisted in more ways imaginable while we have been sorely struggling with filling the vacant front-end admin role for the past year. As well, the greatly appreciated assistance of our office volunteer, Deb Solomon.
- We continue to leverage our internal software programs to maximize their usage and options with no additional costs to better our reporting processes, with the goal, many years down the road, to become completely digital.
- As the business has fortunately kept pace, we will be bringing on our first part-time employee this season to assist with groundwork/remembering we have 30+ acres here. The selected individual will be transitioned to a full-time employee at the end of the summer season as we move forward in forging ahead with a long overdue succession plan. Our most senior ground person will more than likely retire in the next couple of years, as we only have two grounds persons and two crematorium operators who assist on the grounds.
- We have this year also invested greatly in rebranding our staff with appropriate logoed workwear that has been immediately recognized and appreciated by customers and funeral homes alike.
- Extremely pleased to report that the roadwork/retaining wall project was completed, on budget, last year and has been extremely appreciated by visitors, families, interment rights holders, and funeral homes alike. It is now a very safe passage to the lower half of the Cemetery in visiting the ravine sections not to mention, that we can safely accompany prospective purchasers in showing casket grave plots, as E-Ravine is the only section we have casket plot availability.
- We will also look to price out the overdue paving of the cemetery roads, to maximize our current vendor relationship and forecast budgets for these line items over the next few years along with visualizing other overdue projects.
- This past fall, we had an unfortunate water leak that was found leaking into the office basement from the in-ground water supply pipes going to the shop building out back. A silver lining to it was that we utilized our workforce to excavate the long stretch between the buildings and get to the depth for the plumbers to replace the broken pipe and determined to replace the aged electrical power lines at the same time as they were in the immediate vicinity and were damaged as well.
- The Chapel and Crematorium have also gone through some pleasant upgrades as well. It was determined that the catafalque needed to be widened to capture an emerging trend in oversized caskets being utilized. This in turn will allow us to market ourselves with this upgrade to the funeral homes, which hopefully will benefit an increased usage of the Chapel whereas the catafalque can be utilized more often.

- The newest addition of the AV system is being installed at the end of January in advance of the February Eucharist, greatly appreciated by the attendees. This system will propel us forward in ways that were only imagined. With the generous donation of The Rev. Douglas Graydon and the balance from the Cathedral, it is a very welcome and long overdue addition.
- In addition to now having a properly functioning HVAC system, with Wi-Fi capability that I monitor regularly, with functioning AC along with the replacement of our Chapel ceiling fans which will assist with air handling and movement.
- Just these above recent upgrades will greatly assist with the Chapel booking as well, in addition to third party rentals. Another idea I am exploring is to review options on how to safely remove the pews, store them offsite, and offer the Chapel as a blank slate for the rental world.
- Working with Thomas Bell, Director of Music, to see what cross-marketing of musical events that happen at the Cathedral can be mimicked at the Chapel for a wider and more cross-diverse capture of attendees.
- With the above upgrades, I look forward to hosting an industry gathering once again to showcase ourselves in the brightest light we possibly can to our industry trade partners and funeral homes alike.
- We also continue to embrace technology with the in-house tools we have. Remotely opening crematorium garage doors to assist with funeral home drop-offs, monitoring the CCTV cameras, and I remotely fire up the crematorium units every day they are utilized.
- Understanding the rain runoff from the crematorium flat roof garage, it was recognized that the drainpipes that were left hanging off were causing great soil erosion along the wall perimeter. Hence the addition of seven new architecturally balanced down pipes were added to assist in removing the runoff from the wall to what will be created in the summer as a trench drain system to take the water to the functioning sump pump drain system of the crematorium.
- We have had a request from the Diocese to have a very large historic metal flowerpot donated to the Cemetery. Working with the Wardens to capture the marketing and news- worthiness of this generous donation.
- We now look forward to partnering with a talented photographer, Dewey Chang/parishioner from another Diocese church, to begin creating an organic portfolio of pictures and videos of the Cemetery and Crematorium. This will be utilized on many fronts both internally and externally. The main premise of this project will also be to build a quality portfolio of images and videos of all sections of the property and buildings to upload to the Ontario Film Commission. This is where all film scouts around the world go, to begin to review options on their next photo/film shoots. Unfortunately, at present, it is not a welcoming reflection of what we can offer and is counterproductive in our marketing and communications plan.

- This past year we were blessed to have had the ability to host our inaugural events for both-The **Blessing of the Animals** and our **Remembrance Day** Celebration. The first was very well received and appreciated by all our 4-legged friends and their owners. I look forward to partnering with commercial partners as well to make this a continued success. What more can I say that the Remembrance Day Celebration was an immense hit and greatly appreciated by all. We had representation from Toronto Police/Mounted Unit, Toronto Fire, 32 Signal Regiment/Armed Forces, Cemetery Wardens, St. Georges Society, and provincial and federal politicians' representation. So many positive accolades came from this event and I already am looking forward to planning this year's event.
- The largest and grandest of our projects to date is the Parliament Street wrought iron replacement. An approved \$200K project is finally coming to fruition. I anticipate the panels starting to be replaced around the end of February. We have half of the project approved, with a donation for same. The balance to be installed roughly at the same time for 2026.
- Continued identification of all possible cemetery inventory and direct communication with all individuals that had expressed an interest as per our in-hand documents. It is a slow process but a fruitful one, nonetheless.
- Currently working on revamping the entire price list as it is not only outdated to the pricing structure but the product offerings as well.
- Also have begun to revamp our Cemetery By-Laws to bring them in line with the BAO requirements, quite outdated.
- Greatly appreciating the assistance of our team of volunteer gardeners, David Mowat and I are working on constructing a Master Plan of trees currently planted and what the canopy coverage should look like in the future. This is something that the cemetery grounds is greatly in need of as there are a number of planted species that are not conducive to the environment and a focused vision of removing aged trees is critical to mitigate liability.
- As has been noted prior, we are in the preliminary stages of drafting a Cemetery Master Plan-which will see a forecasted business plan mix of new casket graves, cremation burial plots, memorial benches, trees, and 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.
- This will begin with repositioning the Chapel Columbarium to its new home beside the existing Chapel scattering garden. This will create an immediate addition of 32 new niches which we are in dire need of as currently there is only three percent of niche availability. We envision repositioning the existing scattering garden immediately beside the newly repositioned columbaria on the grassy knoll behind it. This will allow us to capture the oversized scattering garden location for a newer columbarium.
- We have created 17 new CBP's, cremation burial plots, at St. Mary's Road at no cost.
- We are remapping our current C-Hill CBP's to capture available topography now that the erosion project has been completed/roughly 20 plots.

- We are remapping our current B-Hill CBP's to capture available topography now that our in-house admin can assist with this as well/roughly 50 plots. This area will require a certain amount of landscaping to fix the erosion in the entire pathway. But I look to repatriate the Cathedral pavers that were removed and brought over here along with the slabs from the original crematorium floor which we have in storage.
- Once the Parliament Street wrought iron fence is completed, we envision the creation of roughly 400 plots.
- These roughly 450+ cbp plots will guarantee us another 200 years and garner us in the future at the new price list=\$2.5M, not including marker up sales. This obviously is a generational increase to our Care & Maintenance contributions as well.
- The majority of the above remapping, topography capture, the new interment locations have been created through a dedicated approach and heart felt dedication from the entire SJCC staff as a whole with really negligible financial costs to us. With everybody understanding, and now seeing firsthand, the fruits of our collective efforts, it is understood that we are creating today will be there in perpetuity.
- The capital asset purchase of our first much-needed property tractor has been put to work immediately in plowing snow, ice salting the entire property, especially the ravine sections now that we can get to them safely.
- Capturing back the Affordable Burial & Cremations, the crematorium line of business, was a paramount step in the right direction in continuing to solidify the crematorium business. The cemetery business has picked up as well which the two together painted a robust 2024 and a positive outlook for 2025 and years ahead. It goes without saying, that a continued effort to gain the trust back, and hopefully business of our former partners is of paramount importance.

What remains a constant for our customers, is our staff and 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 2025 with a sense of renewed focus and energy.

George Vrozos
 General Manager of Cemetery Operations
 St. James' Cemetery and Crematorium
gvrozos@stjamescathedral.ca

Children, Youth, and Family Ministry

The purpose of our 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. In addition, we have two new parishioners wanting to volunteer so are in the process of screening.

We have a regular community of ten children with many visitors coming to join us on Sunday mornings for Sunday school. These children and our teachers love the new curriculum called Dwell. Our children are not only building relationships with each other and our teachers but are encountering Jesus. Faith formation is developing. Our children are learning different ways to pray like "popcorn prayers" or "hand prayers." Some of our children love memorizing scripture while others love reenacting the bible stories.

The children help contribute to the life of the church in small ways like bringing up the elements for communion or by helping read during advent. Our children and youth have also contributed to the life of the church by helping those who are experiencing homelessness who find shelter around our Cathedral by giving them juice and cookies, leaving notes that tell them we are praying for them and saying Hi. On one particular occasion just before Christmas, the children wanted to leave food and a note for two men sleeping on the cenotaph. Afterwards, we gathered in a circle to pray for them. As we finished, one of the men woke up. He thanked the children so much for their kindness and with reverence told us he used to go to church and Sunday School. This interaction reminded us that those who experience homelessness actually had a life before they moved to the streets. And it showed us the importance of faith formation from a young age. The children even made Christmas cards for the Drop-in clients to be given to them at their Christmas dinner. I am so proud of our children and youth who are shining Jesus' light to our community.

In addition to the Sunday School program, we run a few events during the year for our community, which does have many families, especially in the St. Lawrence neighbourhood. . The highlight of 2024 would be the Easter Egg Hunt. My first year we had around 150 families from the community participate. This past year we moved the hunt into the Cathedral as Easter was early and it was cold and muddy outside. We were shocked to see about 400 people anxiously waiting to come into the Cathedral to participate. Even with all the planning, it was a chaotic, fun-filled time for our church and surrounding community. I am grateful to those who volunteered: the Mowats, Angela Cloutier, Louis Nettleton, The Hopperton family, Xavier Kiran, Kermit Kult, Isabella Man and friend, Chris Aguilar, Judith De Swaaf, Johnny White, Max Kwok, JH Yang, Diane Cizek. I am also grateful to Raisa Kocaqi and our Sextons who helped set up and clean up. A huge shout out to Andrea Munoz who helped immensely with the advertising. It does take a village!

Other events involved Pancake Tuesday and Youth Bible Study in June with Matthew. On the first Sunday after children started school in September, we had a special blessing of the backpacks.

I was invited to be part of the Bishop's Youth Ministry Visioning Day at the Diocese. It was incredible to connect with other youth ministers, pray together and look at where God is calling us. I was so encouraged. Because of this day, I connected with two youth ministers overseeing the new YMAP (Youth Ministry Apprenticeship Program) and was asked to be involved in 2025.

We started the Advent season off with our second annual Advent Fair in November. The children and some adults from the community made advent wreaths, Christmas cards for our Drop-In clients, beaded friendship bracelets and put together take-home Advent bags. Thank you to Mary McIntosh and her daughters and the Crowthers for their valuable help that day!

In addition, it was wonderful for me and our volunteers to see two of our Sunday School children baptised. 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 2025 year. We are planning and hosting a return to the Diocesan Ash Wednesday Children's Day of Exploration and having the children involved in the World Day of Prayer service.

Please continue to pray for myself, our ministry leaders, the children, youth and their families. 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 continued support. It is an honour serving here at the Cathedral.

Again I want to say thank you to the Sextons, Jim, Raisa, the Clergy, Andrea, Serena, Susan, Rose, Claudia, Lisa, and our volunteers for everything they do to assist me in this role.

Together Serving God
Karyne Whalen

Drop-In and Outreach Program

Welcome to the 2024 Vestry Report for the St. James Outreach Program.

This has been a busy year full of events, an increase in the numbers of participants that are visiting the Drop-In and a few changes to our programming. Although the pandemic is not a constant worry any longer and we have recovered from most of its impacts that have been resolved there are lessons that we have learned and continue to use to ensure everyone stays healthy while attending the Drop-In. Those who are not feeling well are asked to stay home, the wearing of masks is optional, and we are all still encouraged to wash our hands often.

The yearly number of participants has increased and even though we have not hit pro-COVID numbers it has been steadily increasing though out 2024:

| | 2024 Open Every Friday | 2023 Reopened on Friday | 2022 2X's a week until Oct. |
|-----------------------------------|---------------------------------------|------------------------------------|--|
| # OF PLATES SERVED | 6,669 | 6,138 | 4,097 |
| # of Good Food Boxes given | 320 | 402 | 354 |

Drop-In Special Events and Meals

There are special times where the participants come together to celebrate with their friends and chosen families. They appreciate the familiar faces, the care that they feel that is taken with the preparation and service of the meals and extras that are provided with the donations take come when requested. There are many meals that are paid for by people just because they feel a want to give back to a community that lives with less than they. I would like to thank everyone who supports Drop-In this way.

Good Friday is a day where most of our participants attend mass prior to coming to the Drop-In. It is always a vegetarian meal. We served 135 meals.

July 1st BBQ is a wonderful celebration that has the community and the Drop-In participants sitting together and sharing tables. This hopefully leads to a chat that will hopefully break down the barriers we all carry with us. It is a celebration where everyone is welcome. It is a long challenging day that starts very early for the volunteers and ends up being a longer day than usual. The support from the property staff is appreciated and allows the day to run smoother. The jazz music was enjoyed by everyone.

Thanksgiving we served a traditional Turkey meal with all the fixings, gravy, mashed potatoes and homemade cranberry sauce was just the beginning. We had a large number of people for the meal: 189. This was the largest number of meals served in 2024 at one sitting. A call went out for support and there was more than enough to get everything that was needed to create the meals. I want to thank everyone for their generosity and care for the participants at the Drop-In. There was enough left over that, with a corporate donation, the Drop-In was able to support Christmas without another request.

Christmas This takes about two to three months of preparation to make sure that there are enough gifts, special food, and volunteers so that the day is celebrated in a compassionate and loving manner. The windows were decorated with snowflakes by a group of grade schoolers in a Social Action Group whose teacher has volunteered frequently at this time of year at the Drop-In. On that day a mother with her sons came in and decorated the tables. We served 179 people with ham from St. Lawrence Market, scalloped potatoes, and home-made cookies that volunteers came in on another day to make. It was a day that we all enjoyed and at the end we exchanged Christmas wishes with each other volunteers, participants and staff members.

New Year's was celebrated on Dec. 27th, 2024. Mr. Biagio has prepared a Christmas meal at his restaurant for people without homes and those who are of limited means. Last year he decided to make the meal for our participants instead. He chose to do it again in 2024. He made a wonderful meal that included beef tips, 3 cheese macaroni and truffles as dessert. The participants could not say enough about how much they enjoyed it. MR. Biagio served 142 meals.

Volunteers

I have said it before, and I truly believe that if not for the volunteers the Drop-In program would not be the caring, supportive place that it is. Everyone who gives of their time to ensure that the drop-In, the events, the weekly meals and the preparations are gifts that are so valuable and loving. Thank you, not just from me, but I hear it week in and out from many of the participants. They identify how much they look forward to seeing you, knowing that the meals are delicious, healthy and that a plateful is more than enough to satisfy their hunger. The volunteers do everything from making the meal to preparing the clothing that participants choose to take home.

This year we had a volunteer appreciation luncheon to thank all those who have been supporting Drop-In since COVID started. I would like to thank Frank Kenyon for coming in and preparing the meal. All were invited, and it was a chance for the volunteers that come at different times to meet and spend time with the other shifts while volunteering at the Drop-In. Frank also made food and desserts for the Drop-In participants throughout the year. There are many special people who give off themselves and their time for the Drop-In.

Thank you all.

| # of Volunteers visits | # of Volunteer hrs. | # of Volunteer hrs./Visit |
|------------------------|---------------------|---------------------------|
| 1,089 | 4,551 | 4.18 |

Corporate This year has been an outstanding year for making new connections and expanding old ones with both those in our neighbourhood and those further away who want to give back. We have had many groups coming in just prior to the holiday season. Groups from Coca Cola, ISPO, the Metro Convention Centre, Ecclesiastical Insurance Office, and a few different teams from RBC came in this year to volunteer. The groups from RBC have agreed to come in every quarter in 2025 to volunteer so their efforts can be spread out through out the year and give our regular volunteers a few days off. These corporate groups also were wonderfully thoughtful and provided funds that assisted with Christmas and obtaining new tools and equipment that were needed for the kitchen.

St. James Preferred Caterers Every year the six in-house caterers support the Drop-In by providing two meals a year. The meals are met with great expectations from our participants and are always enjoyed with great enthusiasm. I would like to thank them for providing a consistent monthly day off for the kitchen volunteers who work very hard every week loving preparing the meals for our participants. Thank you for your thoughtful contributions that helped keep people fed while allowing the volunteers a day to rest.

Fund Raising and Gifts

In 2024 there was an active number of fund raisers that supported the outreach programming. Individuals, groups and working groups have had the focus to giving and assisting the ongoing efforts of Drop-In to provide programming that offered a choice that allows for a little self-care and hopefully some balance to the participants' challenging lives. The donations and in-kind-gifts are all used to ensure the programming (such as food quality, personal care items, clothing and foot care) is centered on the needs of the people attending the Drop-In. It has taken dedicated people to continue these efforts.

Hot Cross Buns For the past few years Carol Kysela has been organizing, overseeing and the making, and selling of the Easter treats of Hot Cross Buns. I understand her family has been her supporters and conspirators in making this happen.

First Annual Drop-In Food for Thought Trivia Night Event On April 27th, 2024, at 6:00pm the First Annual Trivia Night Event was a success. The Trivia Working Group spent hours planning, connecting with sponsors, the CBC for a potential Masters of Ceremonies, arranging volunteer, writing the trivia and ensuring the night ran smoothly. Thank you, Ed McDonough, Carol Kysela, Christine Yee, Amandeep Banwait, Bennett McCardle, and Ann Wong as the initial Working Group members. We raised \$7,400.00 that was donated to the St. James Foot Clinic. Thanks also goes out to Toben, one of our in-house caterers, who donated the meal and the chef and his team that stayed until everyone was fed. The meal was great. Thanks also go out to *C'est What*, *COBBS* on Front St., and all the volunteers who helped make the night wonderful experience for all.

What is Next? We have booked the date for the 2nd Annual *Food For Thought* Trivia Night Event. We are looking forward to seeing you there.

The York Group The York Group has been an ongoing support for the Drop-In for many years. In the past the Group sponsored the July 1st BBQ and Christmas. This year they again came to assist with the Holiday Celebrations. Thank you for your donation, it helped to make this year's holidays a lovely event.

Dissolution of Downtown East Faith + HUB The Downtown East Faith +HUB was dismantled in late November, and although we will not continue working in that collaboration, the Mustard Seed has agreed to continuing to allow us to have access to Dr. Minh so St. James Foot Care Clinic can continue to operate every Friday. St. James will now be responsible for covering the cost of his one day a week salary, and in 2024 we already took on covering the other costs for the running of the Foot Clinic. If an opportunity present itself to work with any of these churches or programs, I would gladly take on the task again.

Community Connections

Masjid Toronto (MAC) St. James continue to host the It'am Hot Soup Program on one Saturday the month. They are serving up to 100 individuals when they are open, and our Drop-In patrons do ask every month for the date. It is a successful collaboration that supports those who are in need.

FoodShare We have been partnering with FoodShare for as long as the Drop-In has been running, 31 years. Although the price has risen from \$16 to \$20 per Good Food Box (GFB) and St. James Cathedral's subsidy has risen to \$12 per box we are providing a support service for the people who would not be able to afford vegetables and fruit through the winter. In 2024 St. James has subsidized 320 GFB.

Second Harvest Second Harvest deliveries come every Thursday morning. We see the smiling face of our delivery person, and from that I usually make the menu for the next two weeks. It is a valued partnership in which they provide the Drop-In with fresh, frozen and shelf stable foods that are used in making the weekly meals, including on special occasions. Their year-end is August 31, 2024, when they send out notifications regarding how much food they have delivered to help us make our meals. Last year the value of the food we received from them for free was \$66,420.00 and we received 15,928 lbs. of food from them. This assists with making the healthiest, most nutritious meals throughout the year.

Toronto Drop-In Network is an umbrella organization that supports Drop-Ins throughout the City of Toronto. They create training that is Drop-In-specific but is open to all those who have volunteered and worked at St. James. They also provide yearly funds so that training can be paid for and those Drop-In's with limited budgets can afford staff training. They find funds for drop-Ins to have special items available for the participants (such as incontinence wear) from the City of Toronto and other funding agencies. They are active advocates for the needs of people who live in poverty and without homes. They also provide support for Drop-In managers, staff, volunteers and participants so they can discuss trendy issues, look at what may be needed for the participants and lend an ear when needed. I have sat on their Training Committee for two years and will continue to for at least a few more. This is an organization that gives and focuses on the needs of all involved with Drop-Ins. It is an honour to be a member of the Toronto Drop-In network.

Bargains Group is an organization that buys in bulk so social service agencies can receive more value for the dollars we spend on everyday items we give to the participants. They also give back to us every year or twice a year with "The Water Project" and Summer Survival Kits. They give free cases of bottled water that is available and given to people without homes throughout the summer. June of 2024, I picked up 50 cases that were distributed throughout the summer to participants and during the week. The Sextons had access to these so they could provide a lot of water for people in need. They also provide, for free, Winter Survival Kits and sleeping bags in the winter. In January I picked up 15 and they were dispersed thought out the winter months.

Toronto Public Library came in every quarter during 2024 to offer free cards and make the participants aware of the ongoing free programming at the libraries.

Finally, the ongoing support that the Outreach Program receives from St. James staff, volunteers, clergy, the surrounding community and partner agencies make the outreach program and the Drop-In, a place where everyone is welcome.

Kathy Biasi
Outreach Manager

Education for Ministry

We have a full house of 12 students in our EfM group this year. St. James continues to host us in the beautiful Cathedral Centre Board room every other Saturday from 9:00am to 1:30pm September through May. Four members will graduate this year. All are from San Lorenzo's Anglican Church and all four, God willing, will be deaconed this spring. A third-year student from St John's Norway was deaconed in the fall. Mary Hopperton and Carol Kysela co-mentor the St. James group with Carroll Guen-Hart as mentor emeritus.

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.

In the world-wide four-year cycle for EfM the theme for 2024-2025 is Living into the Journey with God. "We are voyagers toward meaning, toward the double mystery of God and of ourselves, the mystery of Immanuel-God with us."* Our material uses the term theosis as a rather awesome Greek word to describe the way in which we both journey towards God and with God all our lives. The journey is one of finding meaning about who we are and what the ultimate purpose of human life is. It takes head-on, the notion that as Christians we are called to "participate in God" as a way in which our baptism is fulfilled in us and as a way in which we fulfill our baptismal vows. That sense of exploration, respect, and camaraderie mentioned above is getting pulled into lively discussions about what this means in "real life" this year!

Each year EfM designates two additional books that participants in all 4 years read for joint study. This year books addressing monumental concerns with great wisdom have been chosen: Howard Thurman's *Jesus and the Disinherited* and Steven Charleston's *The Four Vision Quests of Jesus*. Both are well worth reading.

The Toronto Diocesan Season of Spiritual Renewal Series has invited EfM to present two workshops this spring to introduce the program to a wider audience.

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. As part of its commitment to lay education and discipleship, St. James Cathedral began hosting an Education for Ministry Seminar group in September of 2014.

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

*Education for Ministry Reading and Reflection Guide 2024-2025, Volume D; page 18.

Gardening Committee

The Gardening Committee has worked for four years throughout the spring, summer, and fall seasons to beautify the surroundings of the Cathedral. In 2023 we were invited to extend our work to the Cemetery. We have had a busy and productive year in 2024, scheduling gardening at the two sites on alternate weeks.

At the Cathedral Centre we maintained the Creeping Thyme, the perennial bed, the Alpine Currant hedge and Yew hedge. We expect to plant more Alpine Currants and Creeping Thyme next year.

At the Cemetery, in addition to maintaining existing plantings, we planted more perennials in the circular flower bed near the Chapel. We also planted Japanese Kerria, daffodils, more roses, and 26 hydrangeas. There are many potential projects at the Cemetery for the 2025 season.

Members of the Committee are Debra Solomon, Michael Quaglia, Sandra Mowat, and David Mowat, joined this year by Bill Crook. More hands (and backs!) will be required if we are to complete all of the potential projects in the coming year---new members are always warmly welcomed.

We thank the sextons at the Cathedral and George Vrozos and staff at the Cemetery for their support.

David Mowat
Chair

Lay Pastoral Ministry

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 oversight is provided by the Vicar.

Pastoral care is a ministry each of us is called to, according to our God-given gifts. Our ministry is expressed in a variety of ways, including:

Sunday worship services. Offering the prayers of the people, reader, serving as steward/sides person, communion minister and anointing, many of us are actively involved in these liturgical ministries. Volunteering in our Drop-in, keeping in touch with friends in need, daily prayers and much more: thank you one and all!

During October we had opportunities to learn and reflect more deeply on the Christian understanding of healing and ministries of pastoral care. Short articles in E-Connections, sermons and a gathering hosted by the York Group with a presentation by the Rev. Jo-Anne Billinger rounded out our focus on healing. Parishioner Roger Pearce captured it well: “We are reminded that God is always with us, irrespective of any challenges we may face. Healing is about becoming whole, in body, mind and spirit. God calls us to participate in this work as we pray, listen, forgive, comfort, and share God’s love.” (E-Connections, October 6, 2024).

Eastertide Sermon and Seminar Series: *Oh death, where is thy sting?* Our Easter Proclamation shapes how we live and how we think about our own death. We marked Eastertide with four Sunday morning sermons and Tuesday gatherings hosted by the York Group. The seminars focused on theology, ethics, pastoral care, and important practical matters through the eyes of Easter Faith. Our thanks to everyone who participated and to Archbishop Colin Johnson for co-leading this initiative with Canon Beth Benson.

Blue Christmas: Christmas can be a difficult time for those who are alone or grieving the loss of someone they love. In 2024 we continued the tradition of a Blue Christmas Service (on December 10). Thanks to everyone who contributed – a warm welcome, comforting words, space for prayer and reflection, flickering candles, music, and refreshments in the west aisle. Many experienced comfort and hope in that gathering.

Lay 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 sincere thanks to those who served as Lay Pastoral Visitors once again in 2024: Leslie Derbecker, Peter Harris, Nick Tunnacliffe, and Joanne Short.

Looking ahead

Peter Harris and Joanne Short are stepping back from Lay Pastoral Visiting after many years of service, and we join in thanking them for their faithful ministry of care and compassion.

As you read this, perhaps you are wondering if a more active role in 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, if you would like more information, or if you know someone in need of pastoral care, speak with Canon Stephen Fields or The Rev'd Matthew Waterman. They look forward to hearing from you

Canon Beth Benson

Ministry Council

The purpose of the Council is to provide an opportunity for communication, planning, and coordinating ministry initiatives among lay leadership.

The Council, chaired by the Vicar, includes among its members: Yosola Adeoye (the Altar Guild); Bill Benson & Canon John Hill, (Becoming the Story We Tell); Philippa Campsie, Wairimu Nduati & Louis Nettleton, (Sidespeople, 11:00am, Evensong & Special Services); Rob Haines, (9:00am Stewards); Rebecca McTaggart, (St. James and Community Refugee Committee); Matthew Waterman, (Young Adults Group); Sandra Mowat, (The York Group); Paul Seddon, (Servers & Sacristans); Richard Harrop, (The Drop-In and Faith + Hub); Karyne Whalen, (Family, Youth & Children's Ministry); and David Gates, (People's Warden).

At its meetings in 2024, the Council heard reports from the various ministries and discussed ways of coordinating activities. In February, Council met with the new Dean to introduce him to the various ministries, as part of his orientation to life at St. James. At the June meeting, the Vicar introduced a presentation of several videos about a new Diocesan initiative, the two-year Season of Spiritual Renewal lasting until Epiphany 2026. Council members began to consider how to incorporate the key elements - widespread prayer, a deeper engagement with Holy Scripture, a commitment to worship, and the practice of sharing the faith through word and deed – into their work and how to act as leaders in the congregation.

David Gates
Peoples' Warden

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 sung beautifully throughout the year. 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. We have sung well over 300 anthems, mass settings and so forth, without including service music! 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 Jean-Paul Feo at the organ bench each Sunday. Nathan has played with great technique and personality and ably assisted with the choir. Jean-Paul, as the Wayne C. Vance Organ Scholar, has demonstrated great musical maturity and an eagerness to learn. Thank you both for your music.

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. I am personally most grateful – as we all are – for their music, time and energy.

St. James Cathedral is still 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 from 45–70 members.

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

We presented two choral concerts with orchestra during 2024. On May 11th The Cathedral Choir and orchestra performed Haydn's *Nelson Mass* and *Te Deum*, with music by Mozart, Wesley and their contemporaries. The presentation of *Messiah* each year is becoming an important fixture in the cathedral calendar! It was again sold out, and we opened the afternoon rehearsal to those who were unable to come in the evening. The combined musical forces of the Cathedral Choir, Chapel Choir of Trinity College, fabulous orchestra and soloists all excelled themselves. An evening to remember. 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.

2024 has been a year of steady 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.
Thomas Bell - Director of Music and Organist

The Nine O'Clock Stewards' Ministry

The following 24 members of the 9:00 a.m. Sunday Congregation were Stewards in 2024. Stewards serve as Readers, Intercessors, Sidespersons, and Communion Ministers

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

2024, a year of new beginnings, reflections on the past and defining a new role(s) for the Stewards.

We give thanks for all those who faithfully volunteered and offered their time and talents to this community.

Once again this year our Ministry members contributed to the wider community at St. James. They were active in EFM, Godly Play, The Parish and Ministry Councils, The Drop-In, as Synod Delegates, and as choristers in the Sunday choir. Two, in particular, were chosen to serve as the Deputy Rector's Warden (Sarah McKinnon) and as Assistant Deputy Rector's Warden (Robert Hart).

Sundays provide an opportunity for regular attending members of the congregation to assist during the Service. Two individuals, including children with their parents or grandparents, the Wardens, and the Stewards have accepted an invitation to present the Elements.

Many of those who have attended the Nine O'clock have been greeted by or heard the Scriptures read by Stewards who have now stepped back from active duty. We have been blessed by the gifts of time and talent given by Angela David, Deborah Balogun, Bill Benson, Elizabeth Hartman, Paul James, Edith Reese, and Paula Thomas. Deborah Balogun and Edith Reese have both moved to Nova Scotia and Paul James is now spending much of his time in Kingston.

A Special welcome came in September when Jacqui Hance accepted our invitation to read at the Nine O'clock. Jacqui has also indicated that she would accept an invitation to read both Scripture Lessons or the Intercessions in 2025.

In September we welcomed Bassel Dick and Paul Grey as Steward/Sidespersons following the completions of their preparatory training.

As the year drew to a close, we were honoured to be invited to a Festive Volunteer gathering at the Deanery. It is always a pleasure to meet and share time with those others who serve in different volunteer roles at the Cathedral.

A special thank you to Serena Li (Administrative Assistant, The Dean's Office) for her assistance during 2024 when amendments to our Schedule were made and changes to the Sunday Bulletin needed.

Scripture Circle

In 2024 *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!

The past year marked a transition in our pastoral leadership with the “baton” being passed over the summer from Canon Beth to our able Assistant Curate, The Rev’d Matthew Waterman. We celebrated Canon Beth’s ministry with a lunch just before Christmas. A good time was had by all!

There is something for everyone in our Scripture Circle gatherings. Our conversations are lively. We take time to listen to one another and to share how scripture speaks to each of us, shaping our faith and our daily life. Prayer is an important part of our time together, too.

We started 2024 with Paul’s letter to the Philippians, appreciating its historic context, literary style and its stirring relevance for our lives today. In Lent and Eastertide the group joined the parish wide *Becoming the Story We Tell*. We appreciated the opportunity during this season to learn about the tradition of Way of the Cross and to make use of a newly published guidance document for following the stations in our Cathedral. We also learned about the Anglican Rosary and spent some time with our clergy using the rosary as guidance, “prayer in our hands”.

In June we turned our attention to the engaging sermon series offered by Dean Stephen. We focused on the biblical understanding of stewardship and our response. We appreciated the Dean joining one of our meetings for reflection and prayer together.

After a summer break we gathered for a comprehensive study of the Book of Psalms with the leadership of The Rev. Matthew Waterman and we marked Advent by reflecting on the Vicar’s sermon series, *The Reign of God: Hope, Peace, Joy and Love for the world*.

Join the Scripture Circle and find yourself in the company of good friends seeking to know Jesus more deeply and to follow him. There is something for everyone! For more information contact The Rev’d Matthew Waterman: mwaterman@stjamescathedral.ca

Canon Beth Benson and The Rev’d Matthew Waterman

Servers and Sacristans Guild

The Guild of Altar Servers and Sacristans of the Cathedral play 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: 8:00am, 9:00am, 11:00am, and 4:30pm. In addition to our regular Sunday liturgies, we also assist at 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. It is obvious that 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 prior to 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.
- 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 a period of 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 ten members who fill the various roles in the liturgies of the Cathedral. If you are interested in learning more about serving, please speak to the one of the Clergy.

The Servers and Sacristans Guild

Sidespeople

John Wesley once wrote *“Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can.”* This quotation in my opinion encompasses the essence of all the wonderful sided people at our Cathedral. They are the first point of contact to our parishioners and to the general public.

Over the past year, the sidespeople team has grown with some new faces and seasoned ones. They have continued to serve faithfully, ensuring that everyone who enters our church is warmly welcomed and assisted. We have worked diligently to maintain an atmosphere of hospitality and reverence in all our worship services.

Key highlights from this year include:

Welcoming New Members: Several new volunteers have joined the elite group, and their enthusiasm has been a blessing and a pleasure.

Adaptability: The team adjusted well to any changes in service formats and schedules, ensuring smooth operations throughout the year.

Training and Coordination: Regular training sessions have been conducted to ensure all sides-people understand their roles, from greeting, seating, assisting with the offertory and the communion.

Looking ahead, we aim to expand our team, engage more members of the congregation in this ministry, and refine our processes to continue providing a welcoming, safe and organized environment.

We extend our heartfelt gratitude to all sides-people for their dedication, and service and to the congregation for their support.

Wairimu Nduati and Louis Nettleton
Sidespeople Coordinators

St. Bart's, Regent Park

Our sesquicentennial celebrations began on 30 January 2024 with the resumption, after many years, of an old S. Bart's tradition – the celebration of the Feast of the Royal Martyr, King Charles I. Our celebrations began with a Solemn Choral Evensong, conducted by our friend, Robert Busiakiewicz, with an address by Robert's father-in-law and sometime parishioner of S. Bart's, John Fraser CM. The evening continued with a roast beef dinner, prepared by members of our young adults' group, attended by approximately fifty guests.

Our liturgical life has continued to expand, with several new liturgies having been added to our calendar in 2024. For the first time in many years, the Conversion of St. Paul was celebrated with a sung mass. On 16 February, we celebrated a festal mass to commemorate the hundred and fiftieth anniversary of the dedication of our parish church. On 17 April, we were delighted to welcome back to the Parish the National Indigenous Archbishop, Chris Harper, to preach at a special mass on the Feast of S. Kateri Tekakwitha. On the first Sunday in October, we were joined at Evensong by our area bishop, Kevin Robertson, who confirmed six confirmands. On 11 November, we celebrated Martinmas (St. Martin of Tours) for the first time with a simple sung mass. In Advent we celebrated the three 'Rorate' Masses of Our Lady on Saturday (the denomination 'Rorate' is drawn from the Latin Introit, 'Drop down, ye heavens,' sung at these masses). These liturgies, celebrated by candlelight before dawn, were well attended, not only by our own parishioners, but by members of several other Toronto parishes. The masses were sung to a plainsong setting by our women's chant schola. The motets were thirteenth- and fourteenth-century English and French polyphony, some of which were edited by Katherine Hill.

We also celebrated simple sung masses on the feasts of two 'Advent Saints,' St. Nicholas and St. Lucy; music at the Offertory and Communion on St. Nicholas' Day was mediaeval French repertoire accompanied by harp and mediaeval fiddle; that on St. Lucy's Day was both mediaeval and traditional folk music; the ordinary of the mass was sung to Martin Shaw's English Folk Mass.

Our Music programme has continued to blossom under the leadership and direction of Katherine Hill. The dedication of our section leads and volunteer choristers has allowed the Choir's repertoire to become even more ambitious, with the addition of more polyphonic and Gregorian masses, as well as motets and anthems.

In February we were delighted to appoint David Smith as our Parish Organist. David's advent has been a godsend, not only because of his extensive knowledge of choral repertoire, his extraordinary facility as a liturgical organist, and his knowledge of the Church's liturgy; he is also a remarkably supportive colleague with tremendous pastoral gifts, in the broadest sense of that phrase. Over the past year he has also been working with organ builder, John Struve, to plan a major phased rebuild of the parish organ. In the summer John was able to procure (free of charge!) several ranks of high-quality pipes for the Great Organ to replace lower-quality pipes installed in the early '80s. John also located a newer and smaller Casavant console to replace our current one, which is now in very poor shape.

Of course, no year would be complete without certain challenges. Over the summer the St Bartholomew Children's Centre moved to new quarters down the street to allow for a geotechnical survey to be completed preparatory to replacing the main beam underneath the nave. After much work by the Centre's staff, and with a great deal of community support, the new location, in a City of Toronto building, was found and a lease negotiated. Remarkably, the Centre was able to move into its new space in time for the fall semester without having to cancel any of its summer programming!

In the spring a leak opened up in the roof of the nave. Roofers discovered that several rows of shingle from the south side slant roof had come away, as well as some of covering on the flat roof over the Lady Chapel. A donation from a parishioner allowed us to repair the offending sections; plans are underway to replace the remainder of the shingle on the south side in the spring. (Remarkably, the shingles on the north side of the building are still in good shape!)

In July, during a routine inspection, our boiler (which we believe was installed in 1930) was ‘red-tagged’ as irreparable. A donation from another parishioner allowed us to replace the old boiler with a new, high-efficiency boiler just in time for winter. Wonderfully, the whole building is now being heated to an even temperature without the need of constantly adjusting the thermostat, as we had to do with the old boiler.

I think it is important to point out that any one of these last two problems with our building would almost certainly have meant closure of the parish during the first five or more years of my time at St. Bart’s. A suffragan bishop during my early days in Toronto was wont to say that most parishes in the Diocese are one roof or one boiler away from closure. St. Bart’s has weathered both problems in one year, without having to borrow or default on other payments – a truly remarkable achievement!

Perhaps as remarkable is the fact that St. Bart’s offertory income has also grown in 2024. Our 2024 Vestry budget projected a total offertory income of \$165,000 – a \$10,000 increase over our 2023 budget – which we exceeded by just over \$3,000 for a total of \$168,054. (Remember that the total offertory income in my first year, 2013, was just over \$54,000.) Moreover, we have also received generous donations towards our food ministries.

I wish to record my gratitude to the parishioners of St. Bart’s and the Cathedral. I am most grateful to my bishops, Andrew and Kevin, for their unstinting support of our parish and of my ministry; it is a pleasure and a privilege to have received a share in their ministry. My colleagues, the Rev’d Canon David Brinton, OGS, the Rev’d Theo Ipema, and the Rev’d Canon Geoffrey Sangwine have been generous in taking Sunday and weekday masses, as well as providing pastoral care, during my holidays and when I’ve had to take the occasional sick day. Kevin Forrest, our Diocesan Administrator, has continued to offer sage advice and clear leadership. Miles Nagamatsu has been always on hand to offer clarity about our finances and helpful advice, as well as keeping the ledger, overseeing the audit, and, with Marlone (Sandy) Dawkins, tracking our income. Thanks are also due to members of the parish executive and advisory board. My administrative assistants, Kerry Dickson, Lisa Ciolfi, and Serena Li have kept our ‘virtual office’ running like a well-oiled machine. We were sorry to say so long for now to Lisa. We wish her every success in her new ventures and look forward to her future visits.

The Rev’d Walter Hannam
Vicar St. Bart’s, Regent Park

St. James and Community Refugee Committee

The St. James and Community Refugee Committee had another busy year in 2024. We continued to support Raihana, the single Afghan woman who arrived in July 2023. The sponsorship ended in July 2024 and Raihana continues to work to improve her language skills. She found part-time employment and hopes to further her education once her language skills meet the minimum standards required by a community college or university.

In March, we welcomed Bibi, a 70-year-old Afghan woman. This sponsorship was undertaken in collaboration with her son, Abdull Rahmen. After a long wait, Bibi was finally approved for resettlement in Canada and a happy reunion with her son, daughter-in-law and three grandchildren. Bibi is thriving in Toronto including taking language classes with other senior newcomers. The committee was grateful for the generosity of the York Group for a donation toward the financial support of Bibi.

The committee helped various refugee families by providing furniture and household furnishings that were donated by parishioners and others. The committee receives requests through a variety of sources, and we help to the extent that we are able. Furniture donations are accepted if donors are able to arrange for delivery of items. The committee is focused on directing its funds to financial support of sponsored individuals and families and not administrative costs.

The committee submitted two applications for sponsorships in 2024. The first is for the reunification of a family with a parishioner who received a positive decision from the Immigration and Refugee Board of Canada. Johnny's family – wife and four children – live in Kenya. Assuming a positive decision by the Government of Canada, current processing times for this type of application indicate that the family may not arrive until sometime in 2026.

The committee also submitted an application for the sponsorship of a single Iranian man (Behrad) currently living in exile in Izmir, Turkey. Under a different program, the committee is hopeful that he will arrive in the fall 2025.

The committee was also busy with fundraising and 2025 will be an important year as the financial support to Johnny and Behrad will exhaust our funds. The walkathon that we held in the fall raised approximately \$6,000. The committee will be celebrating 10 years of sponsoring refugees since its creation in November 2015 and undertaking significant fundraising activities to support future sponsorships.

Rebecca McTaggart
Co-Chair

St. James and Community Refugee Committee

St. James Community Refugee Committee Revenue, Expenses, Future Commitments and Funds Available as of December 31, 2024 *Unaudited*

| | Current Year (2024) | Total Since inception in 2015 |
|---|---------------------------|--|
| Revenue | | |
| Donations | \$ 8,055 | \$ 214,810 |
| Donations in 2021 for Afghan refugees Received in trust for Sixth sponsorship Cathedral | - | 57,300 |
| Bequests | - | 30,000 |
| Walkathon 2023 | 8,890 | 8,890 |
| Walkathon 2024 | 5,665 | 25,000 |
| | <u>5,665</u> | <u>13,620</u> |
| | \$ 22,610 | \$ 355,285 |
| Expenses | | |
| Sponsorships | | |
| First (K, single man from Iran) | - | 21,303 |
| Second (J, family of five from Syria) | - | 47,762 |
| Third (N, single man's child) | - | 22,696 |
| Fourth (A, single mother from Cameroon with one child) | - | 33,328 |
| Fifth (K, single mother's older child) | - | 11,504 |
| Sixth (T, family of four from Eritrea) | - | 35,028 |
| Seventh (R, single woman from Afghanistan) | 16,238 | 34,448 |
| Eighth (B, Mother of Afghan family already in Canada) | 17,988 | 17,988 |
| Ninth (J, Family Reunification) | 2,365 | 2,365 |
| Committee expenses | <u>33</u> | <u>11,909</u> |
| Total spent as of December 31, 2024 | 36,624 | 238,331 |
| Revenue over Expenses (Expenses over Revenue) | (14,014) | \$ 116,954 |
| Future Financial Commitments as of December 31, 2024 | | |
| Eighth (Mother of Afghan family already in Canada) | 9,620 | |
| Tenth (B, single man from Iran, currently in Türkiye): | <u>65,000</u> | <u>(74,620)</u> |
| Remaining available funds, December 31, 2024 | | \$ <u>42,334</u> |

The St. James Cathedral Guild of Change Ringers

The St. James Cathedral Guild of Change ringers is comprised of 28 change bell ringers, including learners, novices, and experienced ringers. As a ringing band we have been able to have eight, ten, or 12 bells ringing for Sunday mornings between the 9:00am and 11:00am services.

In the summer months we ring prior to the joint service at 10:00am. Part of the strength of the Guild is in the dedication of some of our expert ringers who teach the new ringers. Change ringing is not a skill that is acquired quickly, and it involves continuous practice and many hours on the end of the bell rope. We are always looking for new recruits and are happy to give tours of the tower and bells to anyone who is interested. We are looking forward to taking part in Doors Open once again this spring, to guide tours of the tower and to demonstrate how the bells are rung to this unique style of bell ringing.

The 12 Cathedral bells hung for change ringing are the largest such ring of bells in Canada, and one of only seven towers in Canada with change ringing bells. Bell ringing enthusiasts strive to ring on 12 bells, and as such, we at St. James often host ringing events for North American ringers.

This June we will be hosting a 12 bell weekend to provide an occasion for many of our fellow ringers to come to Toronto and ring on 12 bells. The Guild of Change ringers is both pleased and honoured to participate in the life of the Cathedral and to be a voice of its presence in the surrounding community.

Dan Tregunno
Tower Captain

The 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, Daisy Pittis, Sybil Wilkinson, Barbara Hirst, Susan Ida Boucaud, Yvonne Joseph and Sandra Mowat. 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 encouragement of fellowship.

2024 was a busy year with many events supported: an AGM was held in March; the meaningful end-of-life series, *O Death, Where is Thy Sting?* was presented during Eastertide by Canon Beth Benson and Archbishop Colin Johnson with three sermons followed by Lunch & Learn; Nancy Mallett presented on the "History of St James Cathedral"; Dr. David Mowat spoke about *Preventing Chronic Disease – It's Not What You Think*; The Reverend Joanne Billinger addressed the community concerning her faith journey and healing ministry and Mary Skoury spoke about the issue of Elder Abuse awareness. In addition, the group met for weekday worship followed by a bagged lunch and time of fellowship.

Charitable donations were made to St. Bart's Anglican Church breakfast program and food bank, Fred Victor Women's Services – specifically the Women's Bakery Program which prepares women for the workforce - and to the Refugee Committee in support of its life-changing work. Thoughtful consideration will continue to be given to how the mission of senior women's ministry can be furthered, with new events in 2025 as well as the discernment of appropriate charitable donations.

Sincere thanks to Canon Beth Benson for her role as Committee Chaplain, to Dean Stephen Hance for his leadership over the past year, and in particular to the York Group Executive Committee members for their dedication and commitment of time in the hosting of events, in attending worship services and in their discernment and support of worthy charitable causes.

Sandra Mowat
Chair

**The Cathedral Church of St. James
Annual Vestry Meeting (221st)
Sunday, March 10, 2024 at 12:00noon
Minutes prepared by Ric Hillyer (Vestry Clerk)**

0. Land Acknowledgement

Vicar Stephen Fields gave the Land Acknowledgement.

1. Opening Prayer

Dean Stephen Hance offered the opening prayer.

2. Appointment of Vestry Clerk

Motion to appoint Ric Hillyer as Vestry Clerk: Moved by George McNeillie; seconded by Sara Rodrigues / Carried

3. Approval of the Agenda

Motion to approve the Agenda: Moved by Kate Uchendu; seconded by David Gates / Carried

4. Minutes of the 220th Annual Vestry Meeting on March 12, 2023

Motion to approve Minutes of Vestry 2023: Moved by Matt Jaeger; seconded by Yosola Adeoye / Carried

5. Dean's Report

Vestry report (verbal) 2024 by Dean Stephen Hance

It's very good to be speaking with you at my first vestry meeting as your Dean. As I wrote in the vestry report, and as you have heard me say before, Jacqui and I are thrilled to be here, so grateful for the warm and generous welcome we have received from so many of you. At the start of this year, we left our house in London, Jacqui left her job at Lambeth Palace, and we came to make our home with you, excited about all that lies ahead.

Every cathedral, every church, is ultimately all about God. This is part of what I was getting at in my sermon earlier today. God is the foundation of our life together. Jesus is the bedrock of this community. We exist to glorify him, to reflect something of God's glory in the world, to draw attention to the Spirit who is already at work around us in our wonderful city. Everything else we do and say ultimately has to serve this purpose. This is why Bishop Andrew is leading us into a season of spiritual renewal as the first stage of a new vision for the diocese, and we as the cathedral will play our part in this. So, worship is at the heart of all we are. Every morning a group of us gather online to pray together, and you would be more than welcome to join us. Every lunchtime a simple Eucharist is offered in St. George's Chapel. And every Sunday we gather for four services of worship, each with their own distinctive feel and ethos but each recognizably part of the great Anglican tradition from which we come. This entails a huge investment of time and energy and money, but I make no apology for that. It's the core business for us. And while we will always be attentive to ways to improve what we offer, there won't be any significant change to that overall approach. Having said that, today's liturgy reminded us that there is a joy in worshipping together from time to time, and so again we will have one 10am service through the summer months, when there are typically fewer people in worship and fewer staff and volunteers around to make things happen.

Our choral tradition is one of the treasures we have in our Anglican cathedrals, and it is a treasure which I believe we are called to pass on to the next generation. Unlike all English cathedrals, we don't have choristers, children who are learning to sing sacred music together. I know, and perhaps you do too, that an experience of singing in a choir as a child doesn't only inculcate a love of music and perhaps an awareness of God. It also teaches discipline and teamwork and mutual listening. These aren't just choir skills. They are life skills, and we should be passing them on.

So, we are working on a plan to begin a community children's choir as an outreach program to schools and families in our neighbourhood. I hope that this will be a great blessing to many children and perhaps a way to have children helping to lead us in worship from time to time, as well as drawing more families into the life of this community. This is all at an early stage. But I am looking for partners who would be in a position to help us get this off the ground, particularly financially. If that is something you might be able to help us with, please speak to me privately.

This leads us to think about our finances, which you will be hearing more about later. As you will see, our year end position is better than anticipated, but it still leaves us with a significant structural deficit which we must address. We cannot cut our way to growth. Following that path now will lead us into a vicious cycle of reduced activity and reduced income until there is little left. No, we will have to invest intelligently in order to grow. This will involve some modest growth in our staff team so that we can do more. Our staff is committed and capable and functioning at about 110% of capacity. We need to strengthen our admin functions and especially those which can release new revenue streams. We need to ensure that we can have at least three full-time clergy, as every English cathedral does.

So, for example, we are working hard to generate more rental revenue from this building, and over time from the Cathedral itself. Again, every English cathedral would have an ongoing program of arts and cultural events taking place in the cathedral building, and we have none. We hope to change that. Our rental income is coming back, but there is a lot further to go. Similarly, our cemetery, where we have had to invest a lot in equipment and new leadership and where the income is also coming back, but slowly. All of these things will take time, but they will bear fruit.

We also need to look at congregational stewardship. As Christians we know that everything we have, whether it is a little or a lot, comes from God, and our giving comes from grateful hearts at God's generosity to us. I am so grateful to those who give faithfully to this place and its ministry. But all of us need to take time, every once in a while, on our own giving, and some of our congregation who haven't yet got into a pattern of regular proportionate giving need to be encouraged to do so. So, in June we will be running a stewardship series through the month with an invitation for all of us to take stock and to respond to God's kindness. I hope we will approach this prayerfully and with open hearts.

I believe that people give to the church because of their commitment to it but that they give generously and gladly because they support the vision. I will be working with the Executive and Council over the next year or so to develop and hone our vision for the next several years. One of the things you have already heard me talk about is the vision of a cathedral fit for the city of Toronto, a place which reflects and celebrates the diversity of cultures in this, the most culturally diverse city on earth. I can tell you today about one simple way we are going to do this and then I'm going to ask for your help.

Our cathedral community comes from many different places on earth. We are going to represent this visually by displaying flags of as many of those countries of origin as we can, and then we are going to see if we can go further and represent the countries of origin of our fellow Torontonians. A box is going to pass around the room now, and here is where I want your help. Please write clearly on a slip of paper the name of what you think of as your country of origin. That could be the place you were born, or the place your parents or grandparents came from, or a place you lived for a season of your life. Write that name on the slip of paper – we don't need your name, just the country's name – and drop it in the box. And then watch this space.

Let me wrap up. Psalm 127 says; "Unless the LORD builds the house, the builders labor in vain." This cathedral is about God and for God. But it is also a house being built by God. We will give time towards the end of our meeting for prayer, that as we make our home together God will make his home with us and build a house that glorifies him.

Motion to accept/approve the Dean's report: Moved by Susan Boucaud; seconded by Sybil Wilkinson / Carried

6. Year in Review: David Gates thanked Ed McDonough for his assistance in preparing the collage of the year on screen.

7. 2023 Audited Financial Statements: Presented by Kate Uchendu

Operating performance

Overall, we have improved performance in a few areas, such as the rentals, investment income and cemetery business over the previous year. Combining the Cathedral and Cemetery operations, we have a net deficit of (\$109,739) – better than the 2023 budget by \$249,000 and better than 2022 by \$214,000 (excluding last year's one time donation).

Cathedral Revenue

- Total Cathedral revenue was better than budget by 10.5% and better than 2022 Actual by 18.8%.
- Stewardship Offering revenue had a modest increase over last year by 1.4%, which is equivalent to \$9,600 increase.
- Rental revenue was in line with budget, which has increased by \$126,000 over 2022 as rental business has returned in the latter part of 2023.
- Investment income was also better than budget by \$110,000 and better than 2022 by \$154,000.

Cathedral Expense

- Total Cathedral Expenses were better than budget by 9.7%, an equivalent of \$22,000. As anticipated, expenses were higher than previous year due to returned activities and rehire for vacant positions after the pandemic. Cathedral and Cathedral Centre record high increase for property and rental expenses.
- There were a lot of fixed costs (meaning expenses that do not change whether revenue increases or decreases).
- Other expenses aligned with fluctuation in activities.

Net deficiency of revenue over expenses before amortization was (88,039), better by \$416,000 than budget.

Cemetery Revenue

- Total Cemetery revenue was better than 2022 by 70%, an increase of \$422,000 but was lower than budget by 31% due to slower than expected return in Cremation business and lower than expected premium lot sale.
- General income and investment income were better than budget and last year.

Cemetery Expenses

- Total expenses were lower than budget by 13.3% as previously budgeted additional staff were not needed when business was slow. Expenses were higher than last year as activities have increased.

Net deficiency of revenue over expense before amortization was (\$21,700), (\$315,000) worse than budget, but was better than last year by (\$277,00).

Audited financial statements as of December 31, 2023

The audited financial statements presented to us by the Auditors were unqualified. The auditor has reviewed the Audit Strategy and Results report with the executive Committee noting that they found no matters of concern in the process of the audit.

Statement of Activities – Operating Funds

Revenue and expenses were consistent with what was presented earlier.

There are a few items worth noting:

- Special purpose fund included York Group (\$13,000), Refugee Sponsorship (\$57,000), African Fashion (\$15,000) and other miscellaneous items (\$19,000).

Statement of activities – Restricted and endowment Funds

We have received a total bequest of \$389,000 in 2023.

During 2023, our diversified portfolio had a return of 9.5% at year end which is a big improvement from a negative total return of 5.0% last year end. Notwithstanding the challenges of the Global markets over the last few years, the average total return of our investment portfolio over the last 10 years have been an impressive 7.8% per year. Both investment income and unrealized gains on investment have improved significantly as shown on the slide.

Statement of Changes in Fund Balances

Capital purchases – a lot of small additions including Door Access System (\$24,767), improving WiFi CC (\$12,015), Crematorium Washroom (\$26,010), Camera System (\$27,481), see page 5.

Statement of Financial Position as of December 31, 2023

A couple of highlights

Accounts Receivable was comparatively higher than previous year as we have sold four premium lots in the cemetery before year end with payment received in January 2024.

-We maintain a healthy balance of \$21,000,000 in diversified investments. We thanked many exceptionally generous members of the St. James community who have given material donations usually through their Will and their final Estates disbursement. These legacy assets have been critical in sustaining the Cathedral.

-Under liability, this year, the auditor made a change where the non-capital and capital portion of the deferred special purpose contributions were split up on the balance sheet (see under Liabilities and Fund Balances section). Last year the amount was split up in the notes but not on the Balance Sheet. Since the capital portion relates to fixed assets and fixed assets are classified as long term on the balance sheet, it makes more sense to have the capital for the deferred special purpose contributions classified as long term.

-Our long-term debt which covers the loans from the Diocese continued to be in \$4,500,000+ as interest were accrued. We have started repaying the loan in January 2024.

-We are showing an accumulated negative unrestricted fund balance of (\$299,394) at year-end of 2023. It was noted that the Cathedral borrowed this fund from its internally restricted funds on an interest free basis. Although it does not impose any immediate financial risk to the operation, as recorded in note 3 on page 12 of the Financial Statements, the Cathedral plans to address the unrestricted fund deficit over the next three years.

Statement of Cash Flows

We maintained a healthy cash balance at year end.

Comment: We give to the Diocese as a Parish, yet they charge us interest for the loan.

Response: The 2% interest rate on the loan is very low and we had deferred payments until 2024, however, we can discuss if more support is possible.

Question: How much room is there for caskets at the cemetery?

Answer: The cemetery manager will be providing an update to the Cathedral.

Motion to approve Audited Financials: Moved by Colleen Cardillo; seconded by Nick Tunnacliffe / Carried

8. Appointment of Auditors

It was recommended to retain the current auditors for another year.

Motion to approve appointment of Auditors: Moved by Louis Nettleton; seconded by Wairimu Nduati / Carried

9. 2024 Budget: Presented by Kate Uchendu & Susan So

- On the Cathedral side there was a 5% increase in Stewardship.
- Rental revenues showed a 22% increase. A full-time marketing person is now in place.
- Investment income for 2023 was good. We are reviewing our investment portfolio.
- Expenses are increasing due to full time clergy and more staff to handle increased activities.
- Salaries are up 3.5% as they were not aligned with market and needed to be increased.
- We are getting funding for the foot care clinic.
- Basic property expenses are \$1,000,000 annually.

Cemetery

- Cemetery industry is changing – large companies are buying up small funeral homes. These companies have their own cremation services.

Cathedral Operations

- Big deficit due to Covid pandemic.
- Need more time to correct.
- Aiming to break even.
- There was a \$300,000 deficit.
- Internally restricted fund will have a cash deficit of \$1,270,000 by 2027.
- \$371,000 for clergy. – Aiming for 3 full time clergy – more detail to come. Won't have full-time 3rd person before year-end.

Motion to approve 2024 Budget: Moved by Don Solomon; seconded by Christian Kingsmill / Carried with one objection

10. 2024 Social Justice Vestry Motion:

The minimum wage increase in recent years was due in part to Social Justice motions passed earlier under leadership of Bishop Johnson.

Motion to approve 2024 Social Justice Vestry Motion: Moved by Richard Harrop; seconded by Carol Kysela / Carried (all but one in favour)

11. Organizational Reports

Vicar's Report

- Vicar welcomed the new Dean to his first Vestry on behalf of our community.
- Noted the number of volunteers that assist in our ministry and suggested that there is room for many more.
- Asked that the record show the Vicar's thanks to David Grant and Minette Von Bieberstein who assist with the Eucharistic Service on the first Wednesday of every month in the St. James the Less Chapel in the cemetery.
- Noted that there are eight persons looking to be baptized, reflecting a growing interest in God, in the Life of the Church.

Motion to accept Organizational Reports: Moved by Sandra Mowat; seconded by David Mowat / Carried

12. Notification of the Dean's appointment of officers

The Dean noted that we are very fortunate with the team of lay officers who spend many hours to serve us so well.

The following appointments were made:

- Rector's Warden – Kate Uchendu (served 2 terms)
- Deputy Rector's Warden – Sarah McKinnon (new)
- Assistant Deputy Rector's Warden – Bob Hart (new)

Cathedral Council (5 appointments)

- Angela David (served 1 term)
- Colleen Cardillo (served 1 term)
- Carol Kysela (served 1 term)
- Christian Kingsmill (new)
- Louis Nettleton (new)

13. Election of Officers: Bob Hart presented slate and encouraged nominations in future years.

Elected Wardens – 3 elected

- People's Warden – David Gates (served 1 term)
- Deputy People's Warden – Sandra Mowat (served 1 term)
- Assistant Deputy People's Warden – Mary Hopperton (new)

Elected Cathedral Council – 5 elected

- Denny Creighton (served 2 terms)
- Matt Jaeger (served 1 term)
- Richard Harrop (served 1 term)
- Sarah Rodrigues (served 1 term)
- Stanley Baptiste (new)

Synod Representatives – 5 elected

- Ruth Davis (served 2 terms)
- Rob Haines (served 2 terms)
- Irene Bailey (served 2 terms)
- David Hedley (served 1 term)
- Elizabeth Hartmann (served 1 term)

Alternate Synod Representatives – 2 elected

- Peter Dawes
- Marie Crosta

Parochial Tribunal (2 elected)

- Edwin Hawken (served 1 term)
- Mary Jane Tuthill (new)

Motion to approve slate: Moved by Sheila Snelgrove; seconded by Maurice Snelgrove / Carried

14. Questions and Prayer

Statement by Richard Harrop

It is wonderful to read all the reports and see how much is going on and how many people are involved in so many aspects of this vibrant community. We indeed have a lot to be thankful for.

I have read the reports and feel there has been one omission and if I am not mistaken, I would like to have it show in the minutes of Vestry, our grateful thanks for the work and dedication of Father Hoopes or as he is known at Holy Cross, Brother David Bryan. Br David comes faithfully every Friday for at least three hours to help with the drop-in, where he knows everyone's name and treats them all with great love and affection. He blesses the food, he serves the food, he counsels, and he often hears a confession. Some of you will know that the Holy Cross Priory is closing down, and the good father will move back to New York City. I am saddened and I know he will indeed be missed by many.

Personally, I am ever grateful for his friendship, his guidance, and his love.

The Vicar noted that a celebration is being planned to thank Father Hoopes on April 21 at evensong.

Questions and Answers:

1.Question: how are the numbers of the Cathedral Council determined?

Answer: Normally a balance is maintained with five appointed and five elected.

2.Question: Can someone follow up on the new federal budget as there are new rules for charitable giving?

Answer: The law has passed and affects high wealth individuals. The auditor belongs to an organization that advocates to the government on issues like this. The Auditor does advise St. James Cathedral.

3.Question: Can we set up a gift shop? We would need volunteers.

Answer: This will be talked about. Historically, they make a loss.

4.Question: Who will replace Father Hoopes at drop-in?

Answer: This is being worked on.

Prayers by the Dean:

The Dean highlighted in closing prayers five areas that are key to the life of the Cathedral, and invited everyone to do silent prayers following his introductions:

1.**Community:** importance of relationships with the community and with those on the edge of our community

2.**Mission:** important to convey this to those who do not pray here but do visit and wonder what we do such as drop-in, refugee committee, etc. and pray for our mission

3.**Children:** pray for children who worship here; 170 have signed up for the Easter Egg Hunt. Pray for those who live in buildings within the parish that they may be introduced to our doors.

4.**Leaders:** pray for our staff, volunteers, honorary associates, priests, canons that they may be inspired by the Lord's Spirit.

5.**Diocese of Toronto:** pray for Bishops, the parishes and clergy, archdeacons for their spiritual renewal.

15. Adjournment

Motion to Adjourn: Moved by Kate Uchendu; seconded by David Gates / Carried