

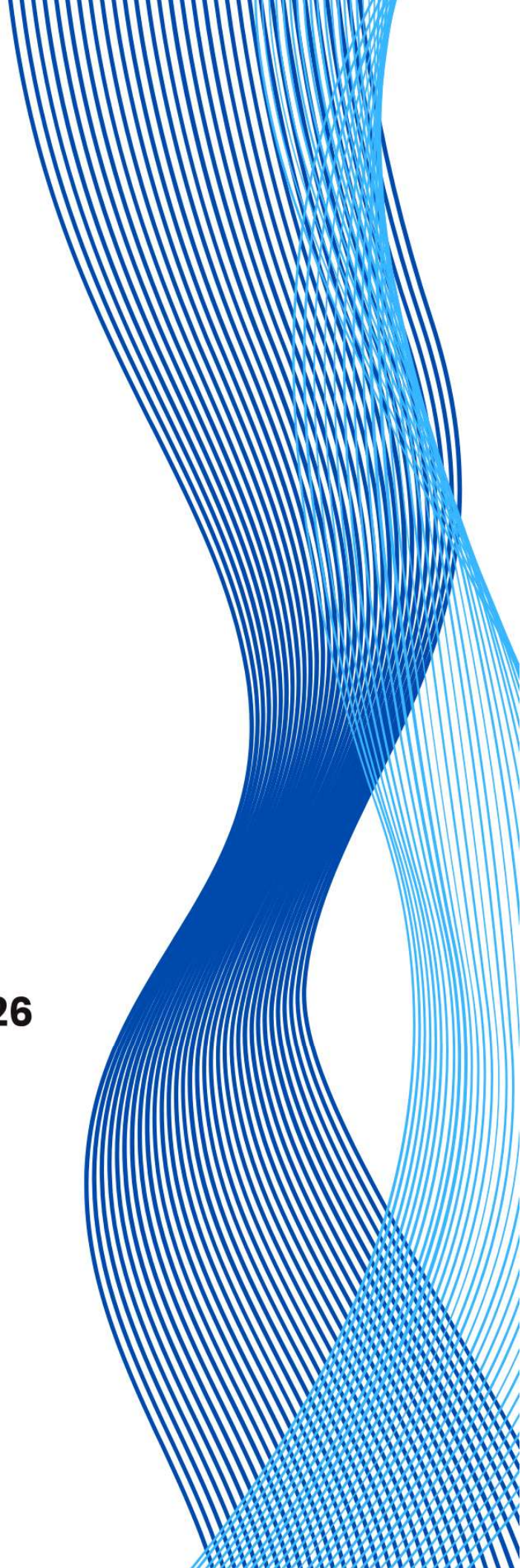


Annual Vestry Report for 2025

Part 1 – Ministry Reports
and Budgets

St. Paul's on-the-Hill Anglican Church

**Sunday, February 22nd, 2026
2:00p.m. via Zoom**



St. Paul's Vestry

February 22, 2026

1. Opening Prayers
2. Election of Vestry Clerk: Melanie Foord
3. Presentation of the Auditor's Report.
4. Acceptance of the financial statements audited.
5. Motion that Vestry retains Dawn Flett & Associates Chartered Accountants to maintain St. Paul's-on-the-Hill's books for the 2025 audit, and to present the Auditor's Report at Vestry on February 28th, 2027.
6. Acceptance of the Minutes of Vestry, February 23, 2025.
7. Incumbent's Report
8. Presentation of Budget for 2026.
 - a) Church Budget
 - b) Food Bank Budget
9. Acceptance of all other Reports as printed in this Vestry Report.
10. Motions concerning the Advisory Board and Executive Committee.
11. Appointments by Rector: Rector's Warden; Production Director, Receiptable Secretary.
12. Nominations and Elections of: The People's Warden, Deputy Wardens, Parochial Tribunal, Scrutineer, Envelope Secretary for St. Paul's, Synod Delegates (3) and Alternate Delegates to Synod (1).
13. Motion on governance for the Food Bank: research project.
14. Thank yous.
15. New Business and Questions.
16. Announcement of 2027 Vestry Meeting: February 28, 2027.
17. Motion to Adjourn.
18. Closing Prayers.

The College of Bishops Pastoral Letter to Vestries, 2026

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,

"So they cast [the net], and now they were not able to haul it in because of the quantity of fish."

– John 21:6

God's goodness to the Diocese of Toronto amazes us every day. As your bishops, it is our joy and privilege to bear witness to the rich blessings, the varied gifts, the talents and skills, the sacrificial generosity, and the deep faithfulness of the Body of Christ in this Diocese. Every parish and community, and the many devoted Anglicans who make them up, inspire us. It has been a natural response for us to "Lift Up Our Hearts" in a spirit of gratitude and encouragement in 2025.

The very first [Call of our Cast the Net visioning process](#) was a Season of Spiritual Renewal. We heard over and over again that our Diocese is hungry to know and love God more deeply. During the season, more than 40 workshops were offered, geared to priests, deacons, lay leaders and people desiring to deepen their spiritual lives, hone leadership skills and discern God's call. We held five "Lift Up Our Hearts" worship services: at St. James Cathedral; All Saints, Whitby; Trinity, Streetsville; St. James, Orillia; and St. Paul, Bloor Street. Large crowds gathered to worship, sing and pray for the renewal of the Church. Each one was a moment of grace and joy. The Season of Spiritual Renewal officially draws to a close with the end of the season of Epiphany 2026. Now a small group gathers to discern how we continue to grow disciples, enhance ministry and form servants of the Gospel, building on the foundation of what has been offered. Stay tuned!

The Netminders is a group of clergy, lay leaders and staff who continue to help parishes engage with the Cast the Net Calls and to bring them to life in each community. Every parish was invited to choose three or four Calls from the 20 – those that reflect the ministry that they are a part of now or hope to be in the future – and to bring them to Synod for discussion and mutual encouragement. With each part of the Body engaging our common Calls in different ways, we move as one.

At the annual clergy conference last May at Trent University, our speaker, the Very Rev. David Monteith, Dean of Canterbury, offered reflections based on Jesus the Good Shepherd, an image that resonated with our clergy, particularly in this time of disruption and uncertainty. Our clergy work so hard at hauling in the nets, and we say to them now, to all our priests and deacons: we see you, and we are grateful to God for the ministry that you do. The annual clergy conference is always a wonderful opportunity to renew friendships and make new ones, and this year was no exception. It was also our joy to host smaller clergy retreat days in the spring and fall. These were opportunities for clergy to gather in deanery groups for Bible study, to hear from their bishop and archdeacons, to deepen fellowship with one another and to share a meal. We want to respond to Call #12 to "continue and enhance support for all ordained people" as they engage in vital ministry.

Regarding shared ministry, our partnership with the Diocese of Brasilia continues to flourish, now entering our third year of seven. Our motto, "Partners in Christ, united in mission" (*Parceiros em Cristo, unidos na missão*) is grounded in Calls #4 and #13 regarding our participation in God's healing work and ministries of service in the world. Dr. Paulo Ueti from Brasilia and the Rev. Canon Dr. Christopher Brittain from Toronto offered an online bilingual study day on liberation theology for clergy and lay leaders of both dioceses last March. The Rev. Dr. Rodrigo Espiucá from Brasilia invited us to seek signs of resurrection in his keynote address at the Outreach Conference in October. Bishop Mauricio Andrade participated in our bishops' Advent series in December. Looking ahead, we will welcome Dr. Paulo Ueti as our guest speaker at this year's clergy conference, and we can't

wait to receive a delegation of Brazilian youth for the ReCharge Youth Retreat. We also hope a small group of Toronto Anglicans can visit Brasilia this year.

(A PDF version of this letter may be found [here](#))

Yours faithfully in Christ Jesus,

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

The Right Rev. Kevin Robertson
Suffragan Bishop of Toronto

St. Paul's Vestry Meeting:

February 23, 2025 Minutes

Meeting called to order at 11:48 a.m. by Canon Stephanie Douglas-Bowman, Incumbent with the Land Acknowledgement.

1. Opening Prayers

- Prayer by Canon Stephanie Douglas-Bowman, Incumbent.

2. Election of the Vestry Clerk.

- **Motion to appoint Melanie Foord as Vestry Clerk:**
 - Motion by Steve Masson. Seconded by Joy Pring. Motion carried.

3. Presentation of the Auditor's Report by Dawn Flett

as printed in the Annual Vestry Report for 2024: Part 2 – Financial Report – Pages 2 to 16:

- Dawn offered her apology for delay in receipt of financial reports which was due to the date of Vestry being somewhat earlier in February than normal.
- Thanks were proffered to the Finance Teams both at St. Paul's and St. Paul's Food Bank and those at St. Paul's who prepared records for St. Paul's and answered questions.
- Dawn noted that the inclusion of the "Accounting Qualification" statement is standard for all churches since physical cash (and in our case also food donations) cannot be easily audited.
- It was noted that the Wardens did predict a deficit when they created the budget for 2024.
- The 2024 weekly offering amount was similar to the previous year. Dawn noted that it was good to see the increase in "First Offerings" which indicates that St. Paul's is attracting many newcomers and gave a gentle reminder that St. Paul's should continue to welcome these seekers so that they become regular members.
- Food Bank – note that donations include both food and cash. Food is weighed both when it is received and when it is given out and is assessed at a value of \$3/lb. to provide a cash equivalent. The high value here indicates excellent community food donation levels and community engagement.
- Note that income is reflected when the money is spent, not when it is donated. This means that revenue and expenses will always be equal and any extra donation amounts will be shown in the "Deferred Expense" account.
- Reminder that the November/December Canada Post strike meant that donations coming via mail may have been delayed and therefore would not have been recognized in the 2024 Financials and will instead appear in St. Paul's 2025 report.
- Note that since St. Paul's is now 100 years old, we can expect both increasing expenses as well as high variability in building maintenance costs as our buildings continue to age.
- Overall, at year end St. Paul's spent \$16K more than revenue brought in. This total expenditure includes depreciation (depreciation extends the original cost of an expense for items that last longer than a year and spreads the cost over the realistic life span of the object. Objects subject to depreciation would include St. Paul's Security system, AV equipment and sound system etc.)
- St. Paul's holds a number of investments/stocks/bonds provided as donations and bequests. The value for these is recorded as of December 31, 2024 at which time the market was down. Dawn assured the church that the value of our stocks/bonds had risen again in January.
- Note that the entry for Salaries includes both Food Bank and Church salaries.

- Note also that St. Paul's Daycare provides a payment back to St. Paul's for utilities used.
- Notice that money is segregated into different accounts in order to ensure that money donated for a certain fund is used for that purpose.
- Note that the decreased value of money in the bank at year end was due to the Wardens making the decision to invest currently excess funds into interest-bearing instruments to increase our overall funds.
- St. Paul's invests conservatively to ensure that our funds are safe and to ensure that we always have funds on hand for emergencies.
- Food Bank donations (both food and money) show the high regard that the community outside of St. Paul's values and respects the value of the Food Bank.

Questions regarding Auditor's Report:

- In response to a question by Nancy Logan: Confirmation that the Food Bank uses a scale to weigh all donations, both incoming and outgoing.
- In response to a question by James Doxsee: Restricted Assets are where the money is restricted by purpose. For example, donations for Alpha are designated for use SOLELY by Alpha so these funds are purposefully put aside so that they are used, when required, ONLY for Alpha as per the donor's designation, etc.
- In response to a question by Steve Masson: Dawn confirmed that in regards to Restricted Donations such as Memorial Donations, the St. Paul's wardens first clarify the intended use for these funds if it is unclear. Wardens will go back to the donor and request permission to use the funds for another purpose if a project garners surplus funds. Wardens can also politely refuse a donation if it is inappropriate or contrary to the church's mission and direction or suggest a different, more pressing need that the donor may wish to direct their funds to instead.
- In response to a question by Kehinde Ladipo: Dawn clarified that in 2024 we moved some surplus funds over to bolster our depleted Building Fund. As long as we are actively collecting for any designated projects involving St. Paul's building or property, it is completely acceptable and reasonable to apply any funds earned that are over and above the goal for a specific fundraising event/project to the Building Fund to build that account up to be ready for unexpected maintenance requirements.

4. Acceptance of the audited Financial Statements

- **Motion to accept the audited Financial Statements for 2024.**
 - Motion by James Doxsee. Seconded by Wayne Lawrence. Motion carried.

5. Motion that Vestry retains Dawn Flett & Associates Chartered Accountants to maintain St. Paul's on-the-Hill's books for the 2025 audit, and to present the Auditor's Report at Vestry on February 22, 2026.

- **Motion by Nancy Logan Seconded by Wayne Lawrence. Motion carried.**
- Sincere thanks were offered to Dawn Flett and the value she brings with her specialized knowledge of church operations, finances and challenges.

6. Acceptance of Minutes of Vestry, February 23, 2024, of the Special Vestry November 25, 2024 as printed in the Annual Vestry Report for 2024: Part 1 – Ministry Reports (Revised) Pages 3 -13:

- **Motion to accept the Minutes of Vestry: February 25, 2024, and of the Special Vestry November 25, 2024 with friendly amendments.**
 - Motion by John Honsberger. Seconded by Janet Herrera. Motion carried.
 - Friendly Amendments:
 - Correction of date in motion to February 25, 2024

- Correction to the spelling of Clare Masson's name
- Correction of spelling of Ivan Hunte's name (Later determined to be in Vestry report, not in Vestry Minutes.)
- Motion to accept Friendly Amendments by Clare Masson. Seconded by Isuru Weerasekera. Motion carried.

7. Incumbent's Report (Canon Stephanie Douglas-Bowman)

- Canon Stephanie referred to the Visioning and Strategic Direction work that has been done in the past at St. Paul's and which is the basis for our parish's focus for 2025: Building a Foundation for the Future.
- A key part of this will be our efforts as a parish to become a truly welcoming church which integrates newcomers – an area that our auditor also mentioned.
- An additional focus will be on Youth and Children's ministries. The changing succession of leadership in this area was part of the reason that the parish applied for, and received an MAF grant (Diocesan Sunday School, Youth and Ministry Allocation Fund grant) which will support the newly created, full-time ministry of Pastor Mabel Leung covering Family Ministries, Small Group Ministries, Pastoral care of families and newcomers and our new Welcoming Ministry. Canon Stephanie then voiced her thanks to Glenn Brown and Jacob Ladipo for their assistance in preparing our grant proposal "Building Gospel Ministry" for the Diocese and noted that the grant will also allow us to redirect some of our funds to providing honoraria to other staff in voluntary positions.
- Canon Stephanie voiced her sincere thanks for the support she received and the excellent job done by Rev. Doug, Canon Judy and the wardens during her extended sick leave for Long Covid in the spring of 2024 and reminded the congregation that St. Paul's could not run without the work of the wardens and volunteers – members of the choir, the assistance of Father Paul and Rev. Doug, the work of Joanne Karram, the foodbank volunteers and all the other volunteers whose donation of their time and hours of ministry are priceless.

8. Presentation of Budget for 2025:

a) 2025 St. Paul's Church Budget

Report by Kehinde Ladipo (Deputy Warden – Finance)

- Weekly giving's in 2024 were approximately the same as in 2023.
- A reminder that Building Costs include both the planned and the unexpected and that the wardens believe that funding building repairs will be a significant expense in 2025. Past donations to the Building Fund have been designated and set aside and are ready for use for larger building projects when needed.
- Kehinde noted that the Outreach funds are generally spent at year end based on the overall status of the budget at that time.
- The percentage of the parish budget spent on salaries was noted to be completely typical and as expected for a church budget.
- A note that property costs continue to creep up year by year as our property ages.
- A note that although the Church Bazaar brought in less revenue than expected, the time and effort of the volunteers was greatly appreciated and the funds gratefully accepted.
- Rental income (Daycare and Tower) continues to provide a steady stream of revenue.
- Sincere gratitude was expressed to St. Paul's on-the-Hill Daycare for their spontaneous request to have their rent INCREASED so that these additional funds could be used by St. Paul's to further our ministry.

- Any “surplus” funds that are not required in our bank account are being invested in short-term GICs with no restrictions on withdrawals which allows St. Paul’s to gain additional interest while still having access to a “rainy day fund” in case of unexpected expenses for repairs etc.
- As always, St. Paul’s wardens attempt to balance the budget based solely on givings, however this is not always possible and 2024 was a difficult year that required using some investment income to offset our expenses and our parish is blessed that we have these bequests from former members that continue their support of our church even after they have passed on.
- The proposed budget for 2025 will also require \$20,000 to be used from investment interest. (Note that it is only the accrued INTEREST which is being used. The capital (stocks, bonds etc.) is not touched so that they will continue to provide an income stream to the church.)
- Kehinde reminded everyone that St. Paul’s is always in a deficit position at the beginning of the year, with the budget not coming into balance until approximately August. The knowledge that we have investment funds to draw upon, if required, is a blessing.
- While we are grateful for the Open Offerings that typically come from newcomers to St. Paul’s we also require an on-going and increased commitment from existing members if we are to continue to maintain our aging church and have funds to reach out and impact the community.
- A reminder that the wardens truly appreciate the flexibility when the congregation does not specifically designate their offering to a specific project and instead trust the wardens to use “where most needed” to run the church efficiently and ensure all agreed upon projects receive adequate funding.
- It was noted that there is actually a decrease in our annual Diocesan allotment due to the fact that we are hiring more staff.
- Kehinde noted that the 6-year MAF grant is designed to ease our parish into raising the required money for our full-time administrator and full-time family pastor with a larger proportion paid out at the front end that gradually tapers down towards the end of the grant when the parish is expected to be able to fully fund this position.
- **Motion to accept the 2025 St. Paul’s Church Budget as presented on page 17 in the Annual Vestry Report for 2024: Part 2 – Financial Report.**
 - Motion by Clare Masson. Seconded by Sophia Levy-Presner. Motion carried.

b) 2025 Food Bank Budget

Lindsey Morrill (Food Bank Director)

- Christmas donations were exhausted by the end of February at which time the food bank began to use their pre-existing \$65K surplus to purchase food.
- Special thanks to Mayor Kevin Ashe for his strong support of the Food Bank (including the securing of the food bank’s 2024 rent) as well as to local corporate community groups who have come alongside the food bank in partnership:
 - One result was the creation of the “Share the Love” group whose month-long food drive at local grocery stores provided 8000 lbs. of food in March and which continues to offer ongoing support.
- The August Open House had 150 attendees including multiple government officials from various levels, giving higher visibility to the work of the food bank and its necessity in our community. As a result, multiple schools are now working with the food bank and we have received numerous corporate donations, offers to volunteer, and monetary and food donations.
- Part of current mandate is to improve the experience of food bank customers. Initiatives in the past year having included a numbering system that allows clients to take a number and run other errands or wait in their car rather than waiting in line outside in inclement weather.

- Funding was received from the 2024 Pickering Mayor's Gala. The City of Pickering provided 2024 Rent Support and the food bank received funds from the Pickering Casino workers as their charity of choice.
- In addition to regular December food supplies, an additional 300 Christmas Hampers were distributed and the food bank was able to include gift cards as well as food.
- 2025 Rent support has been secured from Mayor Ashe.
- St. Paul's Food Bank will not receive funds from 2025 Mayor's Gala, however.
- 2025 Goals for the food bank include continuing to enhance the client experience and strengthen volunteer and corporate partnerships.
- Sincere thanks to the Food bank's growing team of dedicated and passionate volunteers (currently numbered at 87) and to St. Paul's wardens and staff, especially Bruce Hampson and Janet Herrera who provide guidance and advice and to the food bank's bookkeeper Rebecca Wilson.

Rebecca Wilson (Food Bank Bookkeeper)

- St. Paul's Food Bank has experienced exponential growth in 2024 with an increase in 22% of people being served versus 2023.
 - The food bank received \$426K of actual food donations (a value arrived at by working out a financial equivalent using an average value of \$3/lb.)
 - Incoming revenue increased by 19%.
 - \$88K was received from the City of Pickering via rent coverage and proceeds from Mayor's Gala.
 - Donations come from individuals (53%) and corporations (47%).
 - Messaging during December was a request to donate funds versus food so that the Food Bank could provide other items as well as flexibility in the food provided as well as to purchase gift cards.
 - Successful community member food drives and "Build a Box" fundraisers.
 - Note that Christmas and Thanksgiving Hampers are given out in addition to normal monthly food distribution.
 - The proposed 2025 Food Bank budget is a Deficit budget with a revenue shortfall of \$21K.
 - A new item in the 2025 budget is the addition of \$13K for staff De-escalation Training. The non-standard hours that the Food Bank is open means that it is not economically feasible to engage with a security company to assist with troubled clients. It is hoped that staff training will be sufficient to address any future issues.
 - As with all Canadians, the food bank expects to feel the effect of US changes and tariffs.
 - The 2025 budget uses the same incoming revenue as was realized in 2024.
 - We have received the good news that the City of Pickering has indicated will cover 2025 rent, however they will not be donating funds from the Mayor's Gala this year.
 - Congregants were reminded to please visit the food bank during their Open House days to learn more about the work that they do.
- **Motion to accept the St. Paul's Food Bank Budget**
as printed on page 18 in the Annual Vestry Report for 2024: Part 2 – Financial Report:
 - Motion by Clare Masson. Seconded by Janet Herrera. Motion Carried.
 - Response to question by James Doxsee: Yes, the Food Bank gratefully accepts grocery bags.
 - Response to question by Wayne Lawrence: We have sufficient egg cartons at this time, perhaps in summer we can begin accepting them again.

9. Acceptance of all other Reports

as printed in the 2024 Reports in the Annual Vestry Report for 2024: Part 1 – Ministry Reports (Revised):

- **Motion to accept all other Reports as printed in this Vestry Report**
 - Motion by Janet Myers. Seconded by Nancy Logan. Motion carried.

10. Motions concerning the Advisory Board and Executive Committee

as printed in the Annual Vestry Report for 2024: Part 1 – Ministry Reports (Revised), page 14:

- **Motion that the Advisory Board be suspended for 2025. Congregational meetings, or special Vestry meetings, will be held as necessary, which will be open to all members of the parish.**
 - Motion by James Doxsee. Seconded by Cynthia Perroff. Motion carried.
- **Motion that the Executive Committee be comprised of a Rector's Warden, People's Warden, six deputy wardens and the rector. Each Churchwarden will have oversight of and serve as a liaison with a designated area of our parish ministry.**
 - Motion by Nancy Logan. Seconded by Janet Myers. Motion carried.

11. Appointments by Rector:

- **Rector's Warden:** Bruce Hampson
- **AV Production Director:** Bill Bradbury
- **Receiptable Secretary:** Cassie Williams

12. Nominations and Elections of The People's Warden, Deputy Wardens, Parochial Tribunal, Scrutineers, Envelope Secretary for St. Paul's, Synod Delegates (3) and Alternate Delegates to Synod (1).

- **Motion to elect David Hamilton as People's Warden**
 - Motion by Joanne Karram. Seconded by Joy Pring. Motion carried.
- **Motion to elect Janet Herrera, Sophia Levy-Presner, Kehinde Ladipo, John Honsberger, Nkiruka Ochei (Food Bank Treasurer) and Clare Masson as deputy wardens.**
 - Motion by Dave Hamilton. Seconded by Isuru Weerasekera. Motion carried.

Nominations and Elections of Parochial Tribunal, Scrutineers, Envelope Secretary for St. Paul's, Synod Delegates (3) and Alternate Delegates to Synod (1)

as printed in the Annual Vestry Report for 2024: Part 1 – Ministry Reports, pages 35 and 36:

- Motion by Joanne Karram. Seconded by Nancy Logan. Motion carried.

13. New Business and Questions:

- Response to question by Melanie Foord: The Property Committee expects that some of the required work for St. Paul's facilities in 2025 will include:
 - Repair and pointing of masonry and spalling bricks, waiting for quotes but full project expected to be over \$40K. Work will be spaced out over a number of years as immediate repair not essential. Funds have been allocated in this year's budget for initial work.
 - Flushing and repairs of hot water system heating Church Hall Floor (not done since installation 30+ years ago).
 - Painting of upper church windows and roof crosses including rental of Lift to facilitate.
 - Repair/Replacement of Church Hall Dividers.
 - Reminder of need to begin putting aside money for new church roof which is now "mid-life."
- Wayne Lawrence recommended the wisdom of creating a "Long Term (5 year) Project Fund" where we could safely sequester and build up funds for major projects such as roof replacement/Emergency Funding for Catastrophic events and specifically requested that this be documented in the Vestry minutes.
 - In response:

- First step is already in progress. Property Committee is preparing a spreadsheet listing out all the major church systems, current age, expected lifespan and required replacement date. This spreadsheet will be used as an on-going reminder of upcoming budget requirements to keep our facilities in good repair and be proactive in their replacement.
- Canon Stephanie noted that the high cost of projects such as a full roof replacement would represent the majority of St. Paul's annual budget, an amount which we cannot realistically expect to set aside proactively in advance and that projects such as this will require significant and dedicated fund-raising, however a comprehensive spreadsheet showing all church systems and lifespans can be used as a reminder at budget time of what expenses will be upcoming in the next and subsequent years.
- It was reiterated that funds designated for St. Paul's "Building Fund" are dedicated to that purpose however the wardens will investigate with auditor Dawn Flett regarding her opinion on the benefit of the creation of a separate "Long Term Building Fund" as a means to segregate building funds from those that can be used for annual projects versus accumulating funds for larger scale projects.
- Several people mentioned that greeting/pressuring "newcomers" with an expectation of donations is neither wise nor welcoming and is more likely to result in their deciding St. Paul's is not for them. Congregation members were reminded that St. Paul's is OUR church and it is OUR responsibility to support it. A passionate reminder was given to remind the congregation and wardens that Presbyterians (amongst other denominations) practice 10% per person tithing and that God promises that His children will have sufficient funds remaining when we give to him first, a truth attested to by multiple members. A resulting suggestion was that the Stewardship Committee might be less circumspect in reminding the congregation of our duty to support St. Paul's and that it is perfectly correct to reinforce this responsibility.

14. Announcement of 2026 Vestry Meeting: Sunday February 22, 2026.

15. Motion to Adjourn.

- Motion by Helena Heeson. Motion carried.

16. Closing Prayers

- Canon Stephanie concluded the meeting.

Meeting finished at approximately 1:50 p.m.

A Motion Concerning the Executive Committee & Advisory Board

In recent years, we have replaced the Advisory Board with periodic congregational meetings which were open to all members of the parish. We have also increased the number of Churchwardens to allow for better sharing of responsibilities. This has been a more effective & efficient organizational structure. Therefore:

- 1. It is moved that the Advisory Board be suspended for 2026. Congregational meetings, or Special Vestry meetings, will be held as necessary, which will be open to all members of the parish.**
- 2. It is moved that the Executive Committee be comprised of: A Rector's Warden, a People's Warden and five deputies and the Rector.**

Each Churchwarden will have oversight of, and serve as a liaison with, a designated area of our parish ministry.

Food Bank Governance: Vestry Motion

As a church, we are exploring new governance structures for our food bank not because there is a crisis, but because there has been sustained growth over many years. The food bank is healthy, well-managed, and deeply valued by the community, but its operations have grown to the point where the existing oversight model places increasing responsibility on the parish corporation in ways that are no longer proportionate or sustainable.

Scripture consistently reminds us that feeding the hungry is not optional work for the Church, but a direct response to Christ himself: *“I was hungry and you gave me food”* (Matthew 25:35). As this ministry has grown in reach and responsibility, faithful stewardship now calls us to ensure that the structures supporting this work are appropriate for the longer term.

Our work is therefore about planning for the future in a way that honours both our mission and our accountability. In Acts, when the early Church’s ministry of food distribution outgrew its original structure, new leadership arrangements were created so that the work could continue faithfully and without strain. In a similar spirit, by researching governance options—alongside diocesan authorities and legal counsel—we are seeking a structure that supports continued growth in a sustainable way.

The goal of this process we will be starting is not to predetermine an outcome, but to bring forward a thoughtful proposal to Vestry that reflects best practices, honours our mission, and ensures the food bank can continue to serve the community faithfully and effectively for years to come. Our aim is wise ordering of a ministry entrusted to us, so that the church may be faithful stewards of God’s gifts and the food bank may continue to serve the hungry for years to come.

Below, you will find the vestry motion, and in the following pages the slides presented at our Community Conversation on the Food Bank on February 2nd, 2025.

Motion:

Moved that the Vestry acknowledge and accept that the Corporation shall undertake research and develop a proposed governance structure to support the growth of the St. Paul’s-On-The-Hill Food Bank; that the Corporation present such proposed governance structure to the Vestry at either a regular Vestry or a special Vestry meeting, recognizing the research process will include consultation with diocesan authorities and legal counsel.

Planning for the Future



Fast Facts:

- The Food Bank runs under St. Paul's charitable number.
- Responsibility for and oversight of the Food Bank belongs to the Corporation (the wardens and Canon Stephanie).
- The Food Bank employs 1 full-time staff member (director) and 2 part-time staff (bookkeeper and coordinator).
- The Food Bank has had an almost uninterrupted growth in its client base, funding, and volunteers over the past 5 years.

Growth: The impetus for the Vestry motion

1. The food bank budget exceeds that of the church
2. The Food bank exceeds the oversight capacity of the wardens and Canon Stephanie

Food Bank Clients Growth

Year	Clients	Growth
2020	11,827	
2021	14,046	19%
2022	20,688	47%
2023	29,119	41%
2024	35,404	22%
2025	36,988	4%
2020-2025 Overall		213%

Food Bank Income Growth

Year	Income	Growth
2019	235,539.08	
2020	320,296.89	36%
2021	284,850.19	-11%
2022	340,802.27	20%
2023	466,220.11	37%
2024	556,565.61	19%
2025	643,676.61	16%
2019-2025 Overall		173%



2022 → 40 volunteers  2025 → 127 volunteers

The Growth of the Food Bank: Square Footage

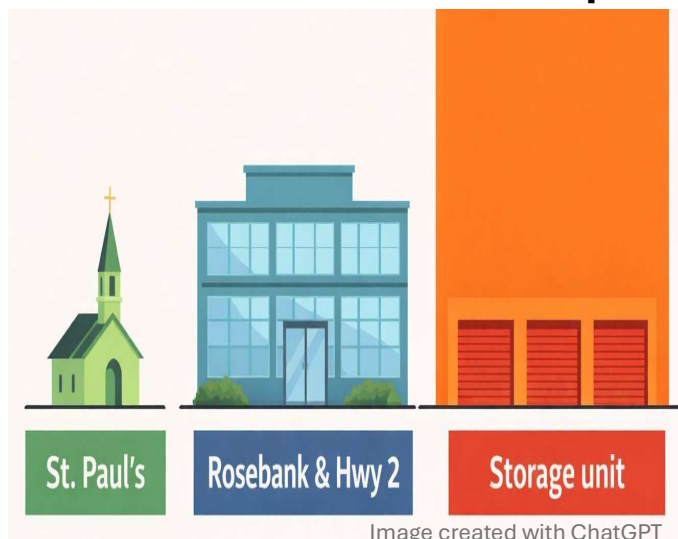


Image created with ChatGPT



STEWARDSHIP

*"He executes justice for
the oppressed, who gives
food to the hungry."*

Psalm 146:7

*"For I was hungry and you gave me
food... Truly, I say to you, as you did
it to one of the least of these my
brothers, you did it to me."*

Matthew 25:35–40

*"Is not this the fast that I choose...
to share your bread with the
hungry and bring the homeless
poor into your house?"*

Isaiah 58:6–7

Faithful Departed 2025

Dorothy Joyce Gillanders
Eldrick Maxim James
Milton Douglas
Dr. Enoch Kwamena Aquah Edusei
Eleanor Doney
Mary Evangeline Jordan
Allan-Michael Robert Machado
Edward Buttineau
Barbara Elaine Macrae
Vern Leach
Elsa Nita Simpson (née Hunte)
Robert-Douglas Williams
Richard Anthony Young
Alicia Toner

Register of Marriage – 2025

Adewonuola Adesina and Oluwatobiloba Idowu

Register of Baptism – 2025

Ava Kilson
Emmet Jarrett
Aiden Alexander Safarloo
Tricia Maria Bacchus

Register of Confirmation – 2025

Vivienne Mary Layne
Aurora Victoria Shirley Gibbons
Robert Douglas Joseph Gibbons
Samaya Michellene Chinniah
Chuckwu Bundom Obidinma Chijindu
Abishek Jeddiah Suresh
Jonathan Santhosh Suresh

Pastoral letter to the parish from the Incumbent

*The steadfast love of the LORD never ceases;
his mercies never come to an end;
they are new every morning; great is your faithfulness.*

Dear friends,

I shared this same scripture in my Vestry Report last year as we looked ahead to our centennial year of ministry. It became the foundation of our 100th Anniversary theme: Celebrating God's Faithfulness. And in 2025, celebrate we certainly did.

In the pages of this Vestry book, you will find fresh stories of God's faithfulness told through the ministry reports of our lay leaders and staff. I want to offer my heartfelt thanks to all who serve—both those named here and those whose faithful work happens quietly and behind the scenes. You give generously of your time, energy, and love to this church and to our wider community, and your ministries strengthen St. Paul's in countless ways. I see what you do, and I thank God for you.

I also extend my deep gratitude to our exceptional leadership team for another year of fruitful ministry: Joanne Karram (Music Director), Bonnie Thomson (8 a.m. Music Ministry), Bill Bradbury (AV Director), Pastor Mabel Leung (Lay Pastor for Family and Welcoming Ministries), Canon Judy Herron-Graham, Father Paul Scuse, Dr. Isuru Weerasekera (Lay Reader), Yora Chijindu (Nursery), Amaka Ozoemene (Administration), Tiara McCleary (Administration – maternity leave coverage), Duane Ramkissoon (Church Bookkeeper), Lindsey Morrill (Food Bank Director), and Rebecca Wilson (Food Bank Bookkeeper).

In my report, I want to reflect on where we have been over the past year—and where God is leading us next.

Strategic Emphasis in 2025:

Celebrating a Milestone & Building Foundations for Renewal

Each year during my 4½ years as your incumbent, I have named a strategic focus to guide our shared ministry. We have moved forward with intention and clarity:

- 2022 – The Year of the Food Bank
- 2023 – The Year of the Parish
- 2024 – The Year of Strategic Renewal
- 2025 – Celebrating a Centennial and Building Foundations

Last year, one of our primary goals for 2025 was to intentionally slow our pace and make room for celebration. I encourage you to read Dr. Isuru Weerasekera's report from the 100th Anniversary Committee. Under his leadership, and through the dedication of a hardworking committee, our centennial year was marked with joy, gratitude, and deep meaning. We are profoundly thankful to all who made this milestone so memorable.

Alongside our celebrations, we continued the important work of building foundations for renewal. This included advancing several strategic goals identified through our visioning process and outlined in our MAF Grant—a six-year diocesan grant that partially funds Pastor Mabel's position.

Over the past year, we made progress in several key areas:

- Staffing Plan Implementation: As Rev. Doug Smith transitioned to a new call, we welcomed Pastor Mabel and reallocated some of Doug's responsibilities to Canon Judy.

- Putting Our Vision into Practice: This work began with the creation of the Family Minister position and the Invite, Welcome, Connect Coordinator role.
- Health & Safety Compliance: The Food Bank work is nearly complete, and parish work is underway thanks to Denise Boland.
- Data Organization and Digitization: We continued improving our systems, with special thanks to Jacob Ladipo, Denise Boland, and Marg Jocz.

I am deeply grateful for our gifted Wardens Ministry Team who meet regularly to care for the oversight of ministry at the church and the Food Bank: deputies Clare Masson, Kehinde Ladipo, John Honsberger, Nkiruka Ochei, Sophia Levy-Presner, Janet Herrera, Bruce Hampson (Rector's), Dave Hamilton (People's). Your wardens work tremendously hard, and often behind the scenes. Wardens, your leadership and steady service are a tremendous blessing.

Transitions

Last year was also one of staffing transitions. We said a grateful - if bittersweet - farewell to Rev. Doug Smith as he moved into an incumbency at St. Luke's. At the same time, we joyfully welcomed Pastor Mabel into her role as Lay Pastor for Family and Welcoming Ministries. We also celebrated with Amaka the birth of her first child - a son - and welcomed Tiara as her competent replacement during Amaka's maternity leave. In the Food Bank, we welcomed a part-time coordinator, Julie Beggs to help share the ever-increasing load of ministry there.

Children & Youth Ministry Growth

Statistics for 2025:

Thanks to Tiara for compiling our statistics for 2025. You will note the slow but steady growth in worship, in-person and online, as well as in our family ministries.

Summer School (July-August) 2024 145	Summer School (July-August) 2025 151
Christmas Eve (In-Person) 2024 463	Christmas Eve (In-Person) 2025 490
Christmas Day (in-Person) 2024 45	Christmas Day (In-Person) 2025 30
Easter Service (In-Person) 2024 371	Easter Service (In-Person) 2025 410
Thanksgiving (In-Person) 2024 171	Thanksgiving (In-Person) 2025 219
Sunday Service watch time (hours) 2024 3,080	Sunday Service watch time (hours) 2025 3,216
Total In-Person Worship 2024 9,895	Total In-Person Worship 2025 10,591
Total Youth 2024 272	Total Youth 2025 357
Total Number of Children and Youth in 2024 1,055 Average = 22 Each Sunday	Total Number of Children and Youth in 2025 1,321 Average = 26 Each Sunday

It is encouraging to see steady growth year by year. Our overall givings (envelope and open offering) increased in 2025 as well.

Strategic Focus for 2026

With no major anniversaries ahead, we turn our attention fully back to the strategic priorities outlined in the MAF Grant. Our focus will be on strengthening our capacity to welcome and connect with newcomers, inviting others to come and meet Jesus, and continuing to grow our children and youth ministries. We also remain committed to Christian formation through worship, adult education, and small group ministries.

In 2026, the St. Paul's-on-the-Hill Community Food Bank comes back in focus at Vestry as we begin to research governance options to support its ongoing growth.

Closing Thanksgiving

As we look back on the year now behind us, we can see how much it has held—celebration and transition, steady work and some new beginnings. We marked a historic milestone in the life of this parish, even as we continued the quieter, faithful work of strengthening our foundations for the years ahead. Not everything was easy, and not every question is yet answered, but again and again we have seen God's presence among us: in shared worship, in service to our neighbours, in the growth of our children and youth, and in the faithful dedication of God's people. Taken together, the story of this past year is one of joyful celebration and trust—trust in a God who continues to guide, sustain, and renew us.

Truly, the steadfast love of the Lord never ceases; God's mercies never come to an end.
Thanks be to God.

Yours in Christ,

A handwritten signature in dark ink, appearing to be 'Stephanie', written in a cursive, flowing style.

Canon Stephanie

Wardens Report for 2025

Another year and time for another Vestry report from your Wardens. Reflecting on the past 12 months and looking back as we move from 2025 to 2026, it's apparent that the coming year, much like the year just past, will bring many changes both here on the Hill and within the wider community around us. With the strong leadership of our incumbent, Canon Stephanie, St. Paul's is poised to continue growing.

Sunday School and Youth Group are both in good shape. In February, we hired our Lay Pastor for Family and Newcomer Ministries, Pastor Mabel Leung. Thanks to Mabel for the growth of Sunday School. Thanks also go out to the many Sunday School teachers, including Yora Chijindu, as well as those working in the nursery, for their work throughout the year.

In April, we bid farewell, with a well-attended reception to our Curate Rev. Doug Smith.

A huge thanks to our Administrator, Amaka Ozoemene, whose organizational skills have been a great help to Canon Stephanie and the Wardens. In November, Amaka left for maternity leave, and we were able to hire Tiara McCleary, who will be filling in for Amaka.

This year, there was a growing concern about the number of clients coming to us at the Food Bank. According to our records, your support for the Food Bank has helped feed more than 36,988 people, an increase of almost 2,000 from the previous year. The projected figure is that 40,000 clients will receive food in 2026. We thank Lindsey Morrill, *Food Bank Director*, Rebecca Wilson, *Bookkeeper*, and their fantastic team of 127 volunteers who regularly commit their time to help those in need in these trying times. The Wardens THANK YOU for your continued financial support of this important ministry.

Back here on the Hill, we took on a few projects that were required to keep our favourite church in good repair. Please see the Maintenance Committee report. A sincere thanks to our unsung heroes on the Property team at St. Paul's. who make sure our church is snug and secure and that everything is in good repair for the myriad of activities that happen every day.

Our AV team of John Honsberger, Bill Bradbury, Phil Jocz (as well as the wider team) has increased our inventory of equipment to ensure that our online community is well served on a weekly basis. Due to their efforts, our online community has grown. Thank you, team.

St. Paul's variety of musical contributions to our services has continued to grow, thanks to the leadership of Joanne Karraam, Bonnie Thomson, and Randal Vasagam. We've also enjoyed having Laudate lead us in worship at various services. We also thank our Lay Reader, Isuru Weerasekera, for his leadership.

Duane Ramkissoon continues to be a great help, monitoring our expenditures, and keeping our books up to date for our treasurer, Kehinde Ladipo.

As your chosen stewards, the wardens also work to make sure the funds that you entrust to us stretch as far as possible. We will continue to scrutinize all expenditures and ensure streamlining and efficiency, that takes advantage of proven new innovations whenever possible. A standard part of every Wardens' meeting is the review of the previous month's financial data.

As always, we, your Wardens, welcome YOUR input. We are the management team that you have put in place to run your favourite Church-on-the-Hill, and we cannot do it without you. We need every part of the body of Christ to fulfill

our mandate, so we ask you to prayerfully consider how you can be Jesus' hands, feet, heart, and body in this world, using the unique talents with which He has entrusted you.

We want St. Paul's to continue to be as bright a light in Pickering.

Respectfully submitted by,
Bruce Hampson (Rector's Warden), Dave Hamilton (People's Warden)
Sophia Levy-Presner, Kehinde Ladipo, Janet Herrera, Clare Masson, John Honsberger,
Nkiruka Ochei (Deputy Wardens)

100th Anniversary Committee

The purpose of the 100th Anniversary Committee is to plan, coordinate, and steward a year-long celebration marking 100 years of worship and ministry at St. Paul's-on-the-Hill. The committee's work focused on creating God-centred opportunities for worship, fellowship, creativity, and remembrance, celebrating God's Faithfulness, while also looking forward in faith to the future of our parish.

Throughout the year, the committee planned and delivered a variety of worship, fellowship, and community-building events that engaged parishioners of all ages. Fellowship activities included a Board Games event, which provided a relaxed opportunity for connection, and a Parish Picnic, which brought together families and long-time members in a spirit of celebration and shared life. These events emphasized hospitality, inclusion, and joyful participation.

A central feature of the anniversary year was the 100th Anniversary Guest Preacher Series, which welcomed voices who have been part of the life and history of St. Paul's. We were honoured to welcome Canon Kim Beard, Canon Phil Bristow, Rev. Dr. Paul Scuse, Pastor Doug Willoughby, Rev. Canon Brian McVitty, Rev. Gregory Physick, and Pastor Dee James. Each preacher offered reflection, encouragement, and perspective, enriching our worship and reminding us of God's faithfulness across generations.

Creative and historical initiatives ran alongside these events. Members of the congregation were invited to contribute photos, memories, music requests, and artistic works, deepening engagement across the parish. Visual and textile art, including the anniversary banner and frontals, were developed and displayed throughout the year. Music also played a key role, including the formation of an Anniversary Choir, the introduction of an anniversary song, and the use of live music to support worship.

The anniversary year culminated in the 100th Anniversary Celebration Service and Luncheon, which brought together parishioners, former clergy, community leaders, and invited guests. A total of 223 tickets were sold, with an additional 47 VIPs invited to attend. The event was marked by worship, fellowship, and gratitude for the past, while affirming hope for the future.

The committee is deeply grateful to the many volunteers who made these celebrations possible. We thank Zina Kavar-Stewart, Sharon Sheobaran, Sabrina Bacchus, Tricia Bacchus, Liz Mokedanz, Hyacinth Niles, Anne Skeete, Terry Byard, Gideon Exeter, Dave Hamilton, Monique Quesnel, Helen Pring, Cynthia Peroff, Samantha Vasagam and Deborah Bailey for their invaluable assistance on the day of the anniversary luncheon.

A special thank you is extended to the 100th Anniversary Committee, including Elaine Phipps, Helen Pring, Joy Pring, Yvonne Nunes, Joanne Karram, Ivan Hunte, Mabel Leung, Randal Vasagam, Nkiruka Ochei, and Sophia Levy-Presner, for their dedication and sustained commitment throughout the anniversary year.

We also acknowledge the many volunteers whose service enabled our celebrations to proceed. These include our car park angels, ushers Jenny Walcott, Janet Herrera, and Jose Couto, readers, chalice bearers, intercessors, altar guild members, Pastor Mabel and Sunday School teachers, Cynthia Peroff, Bill Bradbury, and the AV team, as well as Amaka Ozoemene and Tiara McCleary.

Finally, we offer sincere thanks to our makers and creators whose gifts enriched the anniversary year. We thank Joanne Karram, Music Director, Bonnie Thomson and the Anniversary Choir, Phil Jocz for Laudate and the anniversary song, Randal Vasagam and the Worship Team, Jan Couto for the anniversary frontals, Helen Pring for art and the anniversary banner, Dave Hamilton for venue booking support, Catherine Amell for photography during the anniversary events, Samantha Vasagam for the slide show and George Denny for Sound Bites and history reflections shared throughout the year.

Respectfully submitted by,
Isuru Weerasekera
Chair, 100th Anniversary Committee

SPOTH 8:00AM Service Volunteers 2025

Our amazing group of 8:00AM Service Volunteers, comprising dedicated Ushers, Greeters and Scripture Readers continue to serve diligently and faithfully, ensuring SPOTH is a truly welcoming church and worshipers experience solemn and uplifting traditional Anglican service of Holy Communion.

In 2025, the ministry welcomed a new member and a returning member to the team. This was an answer to the call made in the 2025 Vestry Report. Also, special thanks to our non-regular readers who gladly step up to augment our number during special services. This year, I would like to recognize the contribution of our longest serving Usher & Reader, Pauline Thomas, for her steadfast and diligent service to this ministry Sunday in, Sunday out.

New volunteers are always welcome to join this ministry.

Respectfully submitted by,
Jacob Ladipo
Coordinator



Audio/Video Technical Ministry Report 2025

Through 2025 we offered an 8:00AM in-person service and a 10:00AM hybrid service (in-person attendance and live-streamed). The live-stream is for home-participation by members of the congregation who can't attend personally for any reason. Our live-streamed services can be found on the internet host, www.youtube.com.

2025 Livestream Statistics

	2024	2025
Total number of services livestreamed	70	77
Total views	12,000	10,640
Total watch time (hours)	4,400	3,836
Sunday Service watch time (hours)	3,080	3,216
Services related to Easter & Christmas watch time (hours)	203	160
Funerals watch time (hours)	1,040	374

Below is a view of the current equipment setup used to provide AV support to live services and to broadcast the live feed via the internet.



You may join a Sunday E-service by going to the church website and clicking on the link provided on the first page, or you could go directly to www.youtube.com and search for the channel St. Paul's on-the-Hill TV or @SPVISION. If you subscribe to the channel, you will receive notifications of the next E-service; we currently have over 396 subscribers.

I'd like to thank: Abishek, Bobby, Leroy, Phil, Steve, and John for their participation in the AV team; also, Joanne Karram, the wardens, and Canon Stephanie for their support and encouragement.

Respectfully submitted by,
Bill Bradbury

Music Ministry Vestry Report for 2025

2025 was an encouraging year for Music Ministry at St. Paul's on-the-Hill. Several new choristers were added to the choir, the Worship Team under the leadership of Randal Vasagam thrived and we welcomed back our "Laudate" worship team, after several years of rest.

Since it was the year of St. Paul's 100th Anniversary, much of our effort was focused around celebrating, through music, God's faithfulness to our church in the last 100 years.

Phil Jocz wrote a special song, "Sing Praise to the Lord", for this anniversary and the choir and worship teams selected, prepared and led worship songs of praise and gratitude to God for His faithfulness. The services on November 9th were the highlight of the anniversary year, with the choir and worship teams leading the congregation together.

Our thanks go out to the dedicated members of the choir and worship teams for their commitment to regular practice and consistent leadership in our Sunday morning services. And thanks, also, to the Audio-Visual team for all their help every week.

We look forward to singing and playing to the Lord's glory in 2026.

Respectfully submitted by,
Joanne Karam

Envelope Secretary's Report 2025

In 2025, we issued 350 tax receipts to families that made donations to support the ministries of St. Paul's. These gifts represent approximately \$388,000 broken down into varying categories. This year's receipts included donations to specialized ministries such as: Altar flowers, Food Bank, Outreach, Gate 3:16 (Backpacks for the Homeless), Children and Youth ministries, as well as the important upkeep and operation of our church and the teaching and spreading of the Word. Some contributors are people who make regular and ongoing donations, while others are visitors to the parish or donate for a specific purpose.

Because of the volume of receiptable items, it is always important to include your name with every donation made through the church or through e-donations. Every effort is made to ensure people get proper credit for any donations made to the parish. We have a good supply of generic envelopes available for your use both in the pew and also in the lobby. Feel free to take a supply home with you for ease of use. On the generic envelope, you do not have to complete your address, etc. unless some information has changed or we don't have your information, but please put your name and your envelope # if you know it (found on your tax receipt).

There are currently 76 families who utilize our Pre-Authorized Remittance System (PAR). This system allows monthly offerings to be withdrawn automatically from contributors' bank accounts, thereby making this an expedient and easy method of giving on a regular basis. Joining this program is as simple as completing an authorization form available on the church website or in the lobby.

We also use e-donations, which have proven to be a quick and easy method for making sure your donation reaches the church. You can specify in the information area whether you want your donation to go to general or specialized funds. Please see the church website for directions on using this method.

Please contact me if you wish to register or change your PAR information, check how much you have contributed to date, or need to change any other information. I would be pleased to answer any of your questions or concerns. I can be reached at 416-660-1093 or by email at cassiew@stpaulsonthehill.com

Respectfully submitted by,
Cassie Williams
Envelope Secretary 2025

Altar Guild Vestry 2025

Altar Guild is responsible for preparing the Altar before each service-ensuring that the priest has everything needed to celebrate the Eucharist. This involves ensuring that the frontals are the correct colour for the season or celebration, and placing the appropriate vessels as well as the wafers and wine. We clean up after each service and store the vessels and any consecrated wine and wafers appropriately in the sacristy. We are also responsible for the laundering of the linens. Additionally, we are responsible for setting up for baptisms, funerals and weddings, taking into consideration requests from the families concerned. In 2025 we had 1 wedding and 6 funerals.

I would also like to acknowledge the work of Cynthia Peroff, our talented Flower Coordinator, who decorates the church each Sunday and joins with us to decorate the church for Thanksgiving and Christmas.

In celebration of our 100th anniversary we were presented with a very beautiful set of new green frontals made by Jan Couto.

In 2025, we were fortunate to welcome 4 new volunteers to our group.

We were sad to lose a very valuable member on the death of Evangeline Jordan. Evangeline had been a member of Altar Guild for many years and is sadly missed.

In March, we held a "Palm Party" to make over 400 Palm crosses for Palm Sunday. This was attended by several women and three men. It was a morning of fun, fellowship and much laughter.

In October we worked with the Food Bank and in particular Marg Jocz, to decorate the church for Thanksgiving Sunday with items donated by members of the congregation which were later taken to the Food Bank for distribution. This was a great success.

We have also met together as a group a couple of times for breakfast so that we can have a time of fellowship and get to meet and chat with members from all teams.

I would like to thank all members of the Altar Guild for their dedication, loyalty and participation in 2025. This is such a special way to serve in our church community.

Respectfully submitted by,
Margaret Wells
Head of Altar Guild

Maintenance Committee Report 2025

There was much work done around the Church this year. Our committee is small, but dedicated. Special thanks to Wayne Lawrence and Ivan Hunte for their expertise, countless hours of work, and being on-call. Along with changing the light bulbs and supervising contractors, here are some achievements:

Security (September)

- Six cameras installed inside the Church at all four doors.
- Five cameras installed outdoors on the Rectory, south wall, and the Tower
- New brighter outdoor lighting installed on all four sides of the Rectory
- New brighter lighting installed around the west parking lot
- New entrance keypads with fire alarm integration and panic button, if alone
- New curbs in the west parking lot improve safety around the Rectory and Church

Balcony

- New separate power lines with two outlets added to support sound equipment and cameras

West Parking Lot (September)

- Regraded with some recycled asphalt to stop pavement erosion
- Fencing installed to assist with parking organization

Canopy

- Installed in May and dismantled in October

Pest Control

- Abell Pest Control are carrying out monthly assessments of bait traps

Rectory

- Basement was vacuumed, and the shelves secured to the walls for better storage
- One room dedicated to financial statements, in which Jacob Ladipo has been digitally storing past financial reports and envelopes to reduce physical storage needs
- September: New lighting installed in the basement and new electrical service to the Rectory

Stairs to Lower Parking

- New boards installed to replace rotting wood

Building

- South and west walls: bottom two layers of bricks replaced where necessary and repointed with new mortar
- Gutter guards installed on Church eaves to stop leaf clogs

Respectfully submitted by,

Dave Hamilton

People's Warden

The Prayer Circle Vestry Report for 2025

Led by David Karram and Pam Johnstone

Number of Members: 17

Thank you for continuing to provide us with the very special privilege of praying for you! And we are most thankful for the faithfulness of our heavenly Father who works as we bring prayer requests to Him. Also, special thanks go out to all of you who have been involved in this ministry throughout 2025. Your prayers are deeply appreciated.

The Apostle Paul tells us, "Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus" (1 Thess. 5:16-18). As we look to our heavenly Father, He welcomes our prayers. Meeting our needs through His risen Son (Phil. 4:19), He becomes our peace and comfort, gladly strengthening us and helping us as we trust Him through each situation.

If you have requests for which you would like us to pray, please contact

- David Karram at 905-683-3467 (dksurfer7@gmail.com) or
- Pam Johnstone at 905-683-8726 (pamjohnstone0@gmail.com).

We ensure confidentiality by using only first names, but surnames may be included when requested, or where public knowledge exists; and there are situations where no names are given although relevant concerns are presented. We usually have at least one prayer request each week, and updates on requests are shared with our Prayer Circle as they are received. Thank you for your very high level of confidence in sharing your needs.

In all this, God is at work and we thank him for his great love always being with us. If you would like to join the Prayer Circle, you are most welcome to apply by contacting David Karram.

We deeply appreciate and value your continuing prayers for others and for us in this ministry.

Respectfully submitted by,
David Karram
Pam Johnstone

Women @St. Paul's Ministry Vestry Report 2025

Our Women's Ministry seeks to provide opportunities for friendship and spiritual encouragement for the women of our parish.

In 2025, we hosted the following events:

- **January 23** – Breakfast Out at Stacked Restaurant in Ajax | *22 women attended*
- **February 20** – A Zoom Coffee Chat with Real Estate Agent Carol Foderick: "Preserving Property Value" | *17 women logged in*
- **April 5** – A Mugs, Muffins and More Event at the church: Speaker: Sarah Tirelli of Arbor Memorial on the topic of "End of Life Options" | *Approximately 30 women attended*
- **May 22** – Spring Lunch at Mandarin Restaurant | *22 attended*
- **August 14** – Visit to Helen Pring's Garden in Uxbridge | *Approximately 20 women attended*
- **September 18** – Breakfast Out at Kathryn's Restaurant, Pickering | *22 women attended*
- **October** – We invited our women to join in the Oct. 25th Day Apart at Grace Presbyterian Church
- **November** – We invited our women to attend the St. Paul's 100th anniversary celebrations on November 9th
- **December 13** – Christmas Potluck Breakfast at the Church | *Approximately 40 women attended*

We have had a very dedicated and competent planning committee: Judy Carpino, Margaret Wells, Karen Regular, Nancy Logan, Helena Heesen, Cassie Williams, Zina Stewart, Joanne Karram.

In July, Joanne announced her intention to step down as coordinator of Women's Ministry. We were blessed to have Cathy Reynolds step into that role in the fall. The rest of the committee continued in their roles.

We thank the Lord for this opportunity to serve Him.

Respectfully submitted,
Joanne Karram

Gate 3:16 Vestry Report 2025

Gate 3:16 is a Christian organization located in Oshawa. Gate 3:16 believes in showing clients the love of God along with providing for their basic needs such as laundry services, phone and computer services, church services, bible studies, breakfast and lunch and clothing items. St Paul's on-the-Hill supports Gate 3:16 by collecting new and slightly used, clean clothing appropriate for the season. Cash donations were sent to Gate 3:16 to assist with clients' Christmas gifts and assist with the purchase of essentials for meal preparations. This was all possible due to the financial generosity of St. Paul's on-the-Hill congregation. The coordinators also shop at secondhand stores to purchase necessary items such as sleeping bags, blankets, coats, leggings, sweatshirts, etc. We would like to thank a team of quilters: Margaret Wells, Jan Couto and Ron Hallett for a beautiful quilt that they donated to Gate 3:16 to use as a fundraiser.

We would like to thank the congregation of St. Paul's on-the-Hill for their continuing support of this outreach program.

Respectfully submitted by,
Eva Boessler
Lorna Smith
Coordinators for Backpacks for the Homeless

Tuesday Morning Men's Fellowship Vestry Report 2025

Attendance: 8-12 people; Location: St. Paul's on-the-Hill Upstairs Meeting Room and Zoom

Our time together every Tuesday morning includes the special blessing of praying for our needs, our families, our church and our world. We meet in person and provide live streaming through Zoom. This enabled others who could not come in person to join us. Special thanks go to George Denny, Ivan Hunte, and Dan Reynolds for their faithful support and encouragement!

In January of last year, 2025, we continued reading Luke's Gospel and reflecting on the very practical examples our Lord gives us of relating to others, interacting with our heavenly Father, and asking the right questions. Our Lord's instructions and responses are very relevant to situations we face.

Our time together from 10:00 a.m. to 12:00 noon continues to go by very quickly! Enjoying God's presence is an ongoing part of helping us to grow into the people He wants us to be, and it is good to know He enjoys being with us. As we pray and read together, we are reminded of God's great goodness. His truth encourages and strengthens us as we welcome His involvement in our lives.

Lively discussions, deep honesty, much laughter, serious questions, and thoughtful responses are all greatly appreciated. We have the blessing of inviting God to speak to us and His delight in doing so! His insights have very practical applications to our lives.

We give thanks for the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit at work in our sessions. You are most welcome and invited to join us. If you have any questions, please feel free to contact any of us:

- David Karram at **905-683-3467** or **dksurfer7@gmail.com**;
- Ivan Hunte at **905-509-5415** or **ivan.hunte@gmail.com**;
- George Denny at **289-314-0783** or **havendayle@gmail.com**

Respectfully Submitted,
David Karram

Lay Pastoral Associate Report for 2025

It has truly been a privilege and a blessing to be part of the St. Paul's community. In the blink of an eye, I will be completing my one-year full-time ministry here. Over the past year, I have witnessed God's work among us and the parish's enthusiasm and passion in responding to His calling.

I am deeply grateful to everyone for your generous support, love, prayers, and trust, which have made my service here a joy each day. I am especially thankful to Canon Stephanie for her selfless care, guidance, and mentorship, which have faithfully supported and encouraged me throughout my ministry and helped me grow both personally and professionally.

Family Ministry

Family Ministry has been one of the primary focuses of my work this year. My mission has been to support our young families in growing in faith, encourage deeper engagement within our church community, and ensure they receive appropriate pastoral care.

Over the past year, **I visited ten families in their homes**. Each visit was a meaningful and treasured time of fellowship and prayer.

In addition, **two family gatherings were organized**: the **Family Planting Day** in June, co-organized with **Yvonne Nunes** and her team from the **Pickering Garden Club**, and the **Advent Wreath Making Gathering** in December. Each event welcomed an average attendance of approximately 45 participants. Through these gatherings, I witnessed the joy of fellowship and the significance of pursuing spiritual growth together as one community. I am sincerely grateful to **all families** who supported the Family Ministry throughout the year. Special thanks to **David Christian** and **Candace Christian** for their unreserved support in various aspects of this ministry.

Lent and Christmas Family Packs were prepared and distributed to families, each containing suggested activities and supporting materials to help families observe the liturgical seasons together, fostering meaningful engagement, spiritual growth, and shared reflection. In addition, children's packs were prepared for days without Sunday School. I also supported **Canon Stephanie** in delivering the message for the **Christmas Eve Family Service** and distributing gift packs to the children.

Sunday School & Youth Ministry

Sunday School and Youth Ministry form a major part of Family Ministry. We grew from a weekly average attendance of 22 children & youth in church in 2024, to a weekly average of 26 children in 2025.

Sunday School

New Curriculum, Class Structure, and Classroom Equipment Upgrades

In May, I initiated a review of the Sunday School curriculum. **Candace Christian** and **Rose Ashley**—both parents and Sunday School teachers—assisted in evaluating our existing curriculum and several alternatives. With their input, we selected ***Growing in God's Love***, for implementation beginning in September. This curriculum better meets the diverse learning needs of our children without increasing the teachers' workload.

Following a review of age distribution, the class structure was reorganized to include **a dedicated teen class (Grades 6–9)** using the ***Simple Sundays*** curriculum. Topics included *What do I Believe? What Does Jesus Want Me to Do? What is*

Advent? What is Justice? Teachers reported encouraging feedback regarding teen engagement and participation in faith discussions.

Several classroom equipment upgrades were also completed, including the installation of **Apple TV** (with thanks to **John Honsberger**), a **cajón**, a **microphone**, a **portable speaker**, and a **music stand** to support our teachers' teaching, our children's worship and the future development of a children's worship band.

Children's Worship Time Before Class

Starting in September, a **brief, age-appropriate corporate worship time** was introduced before classes. Using a **simplified liturgy**, children participate in prayer, singing, the Lord's Prayer, and an offering, and are given **opportunities to serve in practical ways**, such as assisting with slides, greeting, passing the offering box, and tidying the space. These opportunities aim to help children put their learning into action, deepen their relationship with God, and grow as disciples of Jesus.

Special Sunday School Events and Participation at the Church

We celebrated liturgical seasons and special occasions, including **Easter (Good Friday children's worship and Easter Egg Hunt)**, a **Back-to-School Party**, and a **Pajama Movie Day**. Children also participated in **Pentecost Sunday** and the church's **100th Anniversary**, singing at the 10:00 AM services. Special thanks to **Joanne Karram** for practicing songs, **Samaya Chinniah** for designing and leading actions, and **Carol Humphries** for supporting the anniversary banner. During the **Christmas All-Ages Service**, our children's worship band performed for the first time alongside eight child readers and the Sunday School choir. Special thanks to **Candace Christian**, **Catherine Amell**, and **Samaya Chinniah** for their support. It was a memorable and encouraging experience for everyone.

Summer Sunday School

Our Summer Sunday School in July and August followed the theme "**Shipwrecked: Rescued by Jesus**", featuring singing, games, faith story videos, crafts, object lessons, Bible stories, and snack-making. Special thanks to **Yora Chijindu**, **Joeann Gibbons**, **Jacob Ladipo**, **Kehinde Ladipo**, **Hudson Wu**, and **all volunteers** who supported the program.

Applause for Our Dedicated Sunday School Teachers

Over the past year, **27 teachers and assistants** served regularly, including four new members. **Yora Chijindu** continued her supervisory role in the nursery and pre-school. Teachers participated in training sessions I organized, with support from **Canon Stephanie** and **Candace Christian**, covering curriculum updates and group discussions. Their dedication and adaptability in implementing the new curriculum and teen class have been remarkable, and we celebrate God's work in the lives of our children through their faithful service.

Youth Ministry

Youth Group Meeting

In addition to the weekly teen class, our teens began meeting monthly from July. I worked alongside **Helen Ehlers** and **Hudson Wu** to plan and organize these meetings. We are grateful for their dedication and commitment. Summer began with a **BBQ gathering at Elaine Phipps' home**, followed by a **pumpkin carving and cookie decorating event in October**, and a **bowling outing in November**, providing meaningful fellowship and relationship-building opportunities.

Youth Retreat

I served as a camp leader for the **RECHARGE Youth Retreat** organized by the Diocese of Toronto, accompanying three teens—**Molly Bowman, Mojolaoluwa Ayodeji, and Samaya Chinniah**—and three of Samaya's friends. This three-day retreat allowed me to work closely with youth leaders from across the Diocese, establishing ongoing connections for sharing resources and support. The retreat was a deeply edifying experience, strengthening teens' faith and commitment to the Church.

Youth Volunteering and Service

Our youth continued to serve in various ministry roles, including **Sunday School, readers, intercessors, AV, worship band, and cross-bearers**. During the **December all-ages service**, teens took on many leading roles, including **preaching**. I personally led the briefing and training sessions for the readers and the preacher, witnessing how God prepared their hearts and empowered them for ministry.

Celebrating our Graduates

In July, we celebrated **three senior high school graduates** as they began university. Graduates shared reflections on their involvement in parish life, and their parents' words touched many hearts.

Baptism and Confirmation

In 2025, the parish celebrated two infant baptisms and seven youth confirmations. With the guidance of **Canon Stephanie**, I co-led the **Infant Baptismal Class** in April, accompanying families through the baptism preparation process. From February to April, I co-led the **Youth Alpha Course** with Canon Stephanie and **Helen Ehlers** for seven teenagers preparing for baptism and confirmation. I **visited each confirmand and their family at home and assisted them in writing letters to the Bishop expressing their readiness**. It was a privilege to witness God's faithfulness and love in their testimonies.

Invite, Welcome and Connect (WIC)

To grow the church's welcoming and fellowship ministries, the Invite, Welcome, and Connect (WIC) model was adopted. As project leader, I conducted two **teaching sessions with wardens and staff** in May, invited the parish to complete a **survey**, formed the **WIC ministry team**, and led a teaching and brainstorming session with the team in November. Thanks to our team—**Allyson Eamer, Gracel Bowen Ragnauth, Janet Myers, Sabrina Bacchus, Sophia Levy-Presner, Tricia Bacchus, Denise Boland, and Hyacinth Niles**—for their courage and dedication. We look forward to sharing our findings, actions, and plans with the parish in the coming year.

Other Duties

100th Anniversary Committee - On behalf of the pastoral team, I participated in the committee, supporting planning and execution. Special thanks to **Isuru Weerasekera** and **all committee members**, who helped me feel connected to the parish and its rich history.

Ministry Fair - I oversaw the Ministry Fair in September. Thanks to **all ministry leaders and volunteers**, the event also provided fellowship opportunities. Canon Stephanie and I followed up with individuals from the **Time, Talent, and Giftedness survey**, connecting them with ministry leaders.

Lenten Bible Study - I served as one of the facilitators, guiding attendees in discussion and reflection on the theme Life in the Spirit.

Respectfully submitted by,
Mabel Leung
Lay Pastor for Family and Newcomer Ministry

St Paul's Ushers / Greeters Ministry 2025

Dear Friends of St Paul's,

It has been an honour to coordinate the St. Paul's usher/greeter team these past few years. I recently passed the responsibility on to Tiara McCleary, who has taken up the baton in a seamless transition.

The core ushering team is currently nine dedicated individuals, with at least two others willing to step in as needed, such as at Easter or Christmas when we have multiple, blessedly very well attended services.

The team continues to have a very high level of autonomy, generally aligning amongst themselves whenever a swap is required. I'd like to extend a huge thank you to the whole team for their continued dedication, flexibility, and eagerness to serve. The team always ensures each person coming to St. Paul's is welcomed warmly!

The ushers are there to greet those that come through the doors of St. Paul's, hand out bulletins, and show people to a seat, if required. They also ensure that the church pews are tidy, both between morning services and after the 10am service. They return any roaming bibles or hymn books to their rightful place, recycle any bulletins left behind, and ensure there are always offering and welcome envelopes available. They are also responsible for collecting the offerings and securing them afterwards.

The team also endeavours to support Cynthia Peroff, who beautifully arranges the altar flowers and the spectacular decorations for at least the Easter & Christmas seasons, by offering to help deliver those flowers after the service to those in need.

My sincere and continued thanks also go out to the Clergy, the Leadership Team, and the audio-visual team for ensuring the Weekly Services are available online. This continues to be the "virtual welcome" that St. Paul's online worshippers appreciate, myself included.

Lastly, I'd like to thank the team of ushers, from the bottom of my heart, for making this coordination effort such an easy ministry. You are a wonderful team of dedicated individuals and the church is very lucky to have you.

We are always looking for more members to join the team, so if this ministry interests you, please do not hesitate to reach out to Tiara or the clergy. **Many hands make light work!**

Respectfully submitted by,
Sharlah Barter
Email: sharlah.barter@gmail.com
Cell: 647-225-3385
Usher / Greeter Coordinator (Retired)

Prayer Ministry and Lay Anointing

Prayer Ministry is offered each Sunday at both services during communion. The prayer ministry team is currently made up of ten trained volunteers. Some of these team members are also licensed lay anointers. It is a privilege to pray for and anoint those who are seeking physical or emotional healing, for family issues, a fresh touch from God in their spiritual life, or to give thanks for blessings received, as well as other issues. All prayer requests are held in strict confidence.

The prayer team also meets once a month, by Zoom, to pray for the clergy, lay leaders and ministries of the church. This year we said goodbye to one of our faithful, long serving members, Alicia Toner, who passed into God's eternal care on December 26th.

If you are interested in joining the Prayer Ministry Team, please speak to Canon Stephanie, or one of the Prayer Team members. New members are introduced gradually with mentoring and education.

Respectfully submitted,
Jan Couto and Cathy Reynolds

Pastoral Care Committee

The Pastoral Care Committee is blessed to have eight dedicated volunteers who regularly visit our unseen congregation. They provide fellowship, prayer and holy communion, reminding these dear ones that they are valued members of our church family.

Visitors are offered ongoing support and meet every fall for a training day. We said goodbye to three faithful members of our team this fall, then promptly gained two new visitors. The list of parishioners needing pastoral care is long and always growing. If you would like to join this rewarding ministry please speak to Canon Judy or Jan Couto.

Respectfully Submitted by,
Jan Couto & Canon Judy Heron-Graham

Stewardship Committee 2025

Greetings from Stewardship,

The purpose of the Stewardship Committee is to lead and support this church in all areas of stewardship. One of the conditions of accepting the MAF Grant, is to solidify this committee. We are a small but mighty group with Rev. Judy Herron-Graham as the pastoral support.

The main part of the past year was prayerfully developing the Stewardship preaching series into the winter 2026 preaching schedule.

How active this committee becomes going forward will be driven by:

- The MAF grant expectations which will become clearer in early 2026.
- A diocesan fundraising campaign which was deferred at the last Synod to possibly 2027/28.

In closing, thank you to Rev. Judy Herron-Graham for her spiritual guidance and leadership.

Respectfully submitted by,
Clare Masson, Stewardship Chair.



FOOD BANK VESTRY REPORT 2025

The past year has been one of remarkable growth, resilience, and community generosity at St. Paul's on the Hill Community Food Bank. In a time of increasing need, our food bank has remained a beacon of hope, ensuring that families in our community have access to nutritious food, vital resources and the reassurance that they are not alone.

Impact and Statistics

In 2025, we served 36,988 individuals facing food insecurity. Through the tireless efforts of our volunteers and the generosity of our donors, we were able to provide 309 families with Christmas Hampers, ensuring that no child went without a gift or a warm meal during the holiday season. These numbers reflect not just the breadth of our reach, but the depth of care we are able to provide to each family and individual who comes through our doors.

Volunteer Contributions

Our volunteers are the heart and soul of the food bank. Their dedication, compassion, and unwavering commitment make our work possible. Whether sorting donations, assembling hampers, or providing support to families during distribution, every act of service has a profound impact. This year, we welcomed new volunteers while also celebrating those who have supported the food bank year after year. Each contribution, big or small, has been invaluable. Our team has grown to 127 dedicated volunteers.

Community and Donor Support

The continued success and sustainability of the St. Paul's-on-the-Hill Community Food Bank is made possible through the extraordinary generosity of our community partners, donors, volunteers and municipal levels of government support. In 2025, this collective support played a critical role in allowing the Food Bank to respond effectively to increasing demand while planning responsibly for future growth.

The success of our Food Bank is a testament to the generosity of our community. From monetary donations to gift cards, food drives, and volunteer time, every contribution ensures that we can meet the growing demand for our services. Notably, partnerships with local organizations, including the Canadian Progress Clubs and Knights of Columbus, along with the support of the Durham Regional Police Service (DRPS) and Ontario Power Generation (OPG), enabled us to provide gifts to every child in need during the holiday season, bringing comfort and joy to families at a particularly meaningful time of year.

We are especially grateful to the City of Pickering, which has committed the Food Bank's 2026 rent costs to the city budget in the amount of \$51,200. This vital contribution provides financial stability and allows resources to be directed toward food procurement, program delivery and expanded services.

In addition, St. Paul's on-the-Hill Community Food Bank was honoured to be a recipient of the 2025 Mayor's Gala, receiving a donation of \$45,147. A portion of these funds was allocated toward the purchase of an additional refrigerator, a necessary investment to support increased orders of milk and eggs beginning in February, coinciding with the launch of the third distribution shift.

These commitments reflect strong confidence in the Food Bank's mission and operations and highlight the importance of collaborative partnerships in addressing food insecurity within our community. We extend our sincere appreciation to all who continue to support this essential work.

Exciting Events and Community Engagement

The past year was marked by meaningful opportunities to strengthen connections within the community through public events, outreach and fundraising initiatives. The Food Bank was proud to participate in all City of Pickering community events, including Art Fest, Community Fire and Safety Day, Cultural Fusion, Fall Fling and Winter Nights, City Lights. Our

presence at these events further deepened community awareness, strengthened relationships and reinforced the Food Bank's role as an accessible and engaged community partner.

We were pleased to host our first Food Bank Golf Tournament on September 11, welcoming more than 45 golfers and raising over \$3,000 in support of Food Bank operations. The event was an outstanding success and provided a new opportunity to engage supporters while building momentum for future fundraising initiatives.

In August, the Food Bank hosted another highly successful Open House and Community BBQ, generously sponsored by Derek's Your Independent Grocer. The event raised \$13,000 in donations and offered community members the opportunity to tour the facility, learn more about our operations and connect directly with volunteers and staff.

In addition, the Food Bank coordinated city-wide food drives during Easter, Thanksgiving, and Christmas at all supporting grocery store locations. These initiatives not only provided much-needed non-perishable food donations but also helped educate the broader public about food insecurity and the essential services provided by the Food Bank, while offering an accessible way for residents to support their neighbours in need.

Challenges and Opportunities

The demand for food assistance within our community continues to increase, presenting both operational challenges and opportunities for growth. Rising food costs, higher client volumes and logistical pressures require careful planning and the continued support of volunteers, donors, and community partners. In addition, accessibility remains a key concern, as many individuals and families are unable to attend daytime food bank hours due to employment or caregiving responsibilities.

In response to these challenges, the Food Bank will introduce a third distribution shift on Tuesday evenings. This expansion is intended to improve accessibility and ensure that those who cannot attend during daytime hours are able to receive assistance in a respectful and dignified manner. While this initiative will require additional volunteer engagement and resources, it reflects a proactive approach to meeting community needs and strengthens the Food Bank's capacity to serve a broader population.

Looking Forward

In 2026, we aim to further enhance our programs, expand our outreach, and deepen the support we provide to individuals and families in need. Our vision remains steadfast: a community where no one goes hungry, and where every person can access the resources, support, and dignity they deserve.

Accolades and Recognition

St. Paul's on-the-Hill Community Food Bank has been honored to receive recognition for its commitment to serving the community with compassion, dignity, and integrity. In 2025, the Food Bank was awarded the Service Group Award as part of the 2024 Pickering Civic Awards, celebrating the tireless contributions of volunteers and staff who make a meaningful difference in the lives of those facing food insecurity.

The Food Bank was also chosen as the charity of choice for the Pickering Casino for both 2025 and again for 2026, reflecting the confidence of the broader community in our mission and operations.

In recognition of our ongoing efforts and impact, the Food Bank received multiple accolades in 2025:

- Platinum Awards – Best Community Organization in Pickering and Best Non-Profit Organization in Ajax
- Gold Awards – Best Community Organization in Ajax and Best Non-Profit Organization in Pickering

These awards highlight not only the dedication of our staff and volunteers but also the strong support and trust of the community we serve. They serve as both an honor and a reminder of the responsibility we carry to continue providing essential services and to innovate in meeting the needs of those who rely on us.

Acknowledgments

We extend our deepest gratitude to all donors, volunteers, staff, the Parish at St. Paul's on the Hill, Financial Committee, church wardens and Canon Stephanie, as well as our community partners and the City of Pickering. A special thank you is extended to Rebecca Wilson, the Food Bank's Bookkeeper, and our new Food Bank Coordinator, Julie Beggs, for their exceptional dedication and hard work throughout the year.

Your generosity, commitment, and compassion make the work of St. Paul's on the Hill Community Food Bank possible. Together, we continue to strengthen our community, provide essential support to those in need and uphold the values of care, dignity and service that guide our mission.

Conclusion

The year 2025 has been one of both challenges and triumphs. Through collaboration, generosity and unwavering commitment, we have been able to serve our community with compassion and dignity. We look forward to 2026 with hope, determination and the knowledge that together, we can make a difference in the lives of those who need us most.

Respectfully submitted by,
Lindsey Morrill
Food Bank Director

ST. PAUL'S ON-THE-HILL

Proposed LEADERSHIP TEAM 2026

PARISH EXECUTIVE COMMITTEE

Rector's Warden	Bruce Hampson	905-409-6387	bruceh@stpaulsonthehill.com
People's Warden	David Hamilton	905-683-7672	daveh@stpaulsonthehill.com
Deputy Warden	Kehinde Ladipo	905-239-7211	kehindel@stpaulsonthehill.com
Deputy Warden	Sophia Levy-Presner	905-492-0116	sophial@stpaulsonthehill.com
Deputy Warden	Clare Masson	647-857-5855	clarem@stpaulsonthehill.com
Deputy Warden	John Honsberger	416-930-4760	johnh@stpaulsonthehill.com
Deputy Warden	Nkiruka Ochei	416-666-5694	nkirukao@stpaulsonthehill.com
Bookkeeper	Duane Ramkissoon	647-274-3290	duaner@stpaulsonthehill.com

WORSHIP

Rector	Canon Stephanie Douglas	905-839-7909 x 1002	stephanied@stpaulsonthehill.com
Honorary Assistants	Canon Judy Herron-Graham	905-839-7909	
Lay Pastoral Associate	Pastor Mabel Leung	905-839-7909 x 1005	mabell@stpaulsonthehill.com
Music Director	Joanne Karram	905-683-3467	women@stpaulsonthehill.com
Music 8am	Bonnie Thomson		bonbelthom@gmail.com
Altar Guild	Margaret Wells	905-839-6499	dlmpwells@gmail.com
Lay Pastoral Visitation Team	Canon Judy Jan Couto		
Church Décor/Altar Flowers/Altar Candles	Cynthia Peroff	647-502-9217	cynthia.peroff@outlook.com
Flower Coordinator	Barb Thompson	289-923-0045	barbthompson@rogers.com
Ushers			
- 8:00 am	Jacob Ladipo		jacobladiipo@gmail.com
- 10:00 am	Administrator	905-839-7909	officeadmin@stpaulsonthehill.com
Servers	Isuru Weerasekera	905-903-5506	isuruw@stpaulsonthehill.com
AV Production Director	Bill Bradbury	905-839-8924	billb@stpaulsonthehill.com

FINANCIAL & SYNOD REPS.

Financial Consultant	Auditor	Dawn Flett	
Envelope Secretary	Cassie Williams	416-660-1093	cassiew@sympatico.ca
Church Tax Receipts	Cassie Williams	416-660-1093	cassiew@sympatico.ca
Food Bank Tax Receipts	Cassie Williams	416-660-1093	cassiew@sympatico.ca
Parochial Tribunal	David Karram	905-683-3467	dksurfer7@gmail.com
	Helena Heesen	905-683-7672	htheesen@gmail.com
	Isuru Weerasekera	905-903-5506	isuruw@stpaulsonthehill.com
Synod Delegates (3)	David Karram	905-683-3467	dksurfer7@gmail.com
	Steve Masson	905-426-9722	ciscomasson@gmail.com
	David Hamilton	905-683-7672	daveh@stpaulsonthehill.com
Alternate Synod	Beverley Gibson	905-420-9624	fgibson58@hotmail.com

Scrutineer	Clare Masson Cassie Williams	647-857-5855 416-660-1093	clarem@stpaulsonthehill.com cassiew@sympatico.ca
Stewardship Chair Property & Maintenance Chair	Clare Masson Ivan Hunte	647-857-5855 416-254-3792	clarem@stpaulsonthehill.com Ivan.hunte@gmail.com daveh@stpaulsonthehill.com

VOLUNTEER MANAGEMENT

Screening in Faith Coordinator & Health & Safety:	Denise Boland	437-226-6543	deniseb@stpaulsonthehill.com
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CHRISTIAN EDUCATION

Children and Youth Nursery	Pastor Mabel Yora Chijindu	905-839-7909 x 1005 905-839-7909	mabell@stpaulsonthehill.com yora@cchijindu.com
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CHURCH LIFE & OUTREACH

Administrator & Digital Marketing Coordinator	Tiara McCleary	905-839-7909	tiaram@stpaulsonthehill.com
Website Webmaster	John Honsberger Bruce Hampson	416-930-4760 905-409-6387	johnh@stpaulsonthehill.com bruceh@stpaulsonthehill.com
Food Bank Director	Lindsey Morrill	905-839-9537	foodbankdirector@stpaulsonthehill.com
Food Bank Bookkeeper	Rebecca Wilson	905-839-9537	foodbankbookkeeper@stpaulsonthehill.com
Bazaar Coordinator	<i>Vacant</i>		
Women's Fellowship & Team	Cathy Reynolds	905-839-7909	women@stpaulsonthehill.com
Men's Fellowship Outreach	David Karram Lorna Smith Eva Boessler	905-683-3467 905-837-0875 905-831-0575	dksurfer7@gmail.com lsmith1@bell.net evamaria1109@yahoo.ca
Prayer Ministry Team & Anointer	Canon Stephanie	905-839-7909 x 1002	stephanied@stpaulsonthehill.com
Small Group Ministry	Pastor Mabel	905-839-7909 x 1005	mabell@stpaulsonthehill.com
Prayer Circle	David Karram Pam Johnstone	905-683-3467 905-683-8726	dksurfer7@gmail.com pamjohnstone0@gmail.com

SPECIAL EVENTS

Newcomers'	Sophia Levy-Presner	905-492-0116	sophial@stpaulsonthehill.com
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Please contact Bruce Hampson – Rector's Warden – bruceh@stpaulsonthehill.com for any changes to this report.

ST. PAUL'S ON-THE-HILL ANGLICAN CHURCH, PICKERING

CHURCH BUDGET 2026

2026 APPROVED BUDGET

	2026 Budget	% of Total	2025 Actual	% Change '26 Budget vs. '25 Actual	2025 Budget
ORDINARY INCOME/EXPENSES					
INCOME					
WEEKLY GIVINGS	365,496	67.1%	358,088	2%	338,853
CHRISTIAN ED	9,811	1.8%	9,886	-1%	15,424
BUILDING FUND	11,863	2.2%	11,863	0%	10,869
SPECIAL FUNDS					
ALTAR GUILD	-	0.0%	3,899		-
WOMEN'S FELLOWSHIP	-	0.0%	-		-
SCHOLARSHIP FUND	-	0.0%	7,000		-
ALPHA	-	0.0%	142		-
TOTAL-SPECIAL FUNDS	-	0.0%			-
OUTREACH PROJECTS	2,290	0.4%	2,290	0%	350
DIOCESE	64,744	11.9%	77,003		76,000
FELLOWSHIP/FUNDRAISING	-	0.0%	4,243	-100%	5,000
RENTAL	67,390	12.4%	66,790	1%	64,985
TOTAL INCOME from OPERATIONS	521,594	96%	541,204	-4%	511,481
OTHER INCOME					
SECURITY CAMERA GRANT	-	0%	-		-
INVESTMENT INTEREST/DIVIDEND	23,000	4%	25,987	-11%	20,000
TOTAL INCOME from ALL SOURCES	544,594	100%	567,191	-4%	531,481
EXPENSES					
PERSONNEL CLERGY	314,305	54.3%	314,227	0%	318,804
PROPERTY COSTS	147,224	25.4%	132,120	11%	119,537
GENERAL OPERATING					
ADMINISTRATION	35,186	6.1%	39,449	-11%	43,712
CHURCH LIFE (Allotment & Synod)	61,685	10.7%	60,804	1%	61,441
TOTAL-GENERAL OPERATING	96,871	96.5%	100,253	-3%	105,153
CHRISTIAN ED	11,171	1.9%	9,611	16%	11,188
SPECIAL FUNDS	-	0.0%	4,041		-
OUTREACH PROJECTS	4,000	0.7%	4,551		3,500
FUNDRAISING EXPENSES	-	0.0%	-		3,500
WORSHIP	5,200	0.9%	3,936	32%	6,000
TOTAL EXPENSE from Operations	578,772	100%	568,739	2%	564,182
Net Income from OPERATIONS	- 57,178		- 27,535		- 52,701
OTHER EXPENSES					
SECURITY CAMERA	-		-		-
TOTAL NET INCOME	- 34,178		- 1,548		- 32,701
Draw down from Investment Reserve when necessary:	34,178				32,701
ACTUAL EXCESS OF REVENUE OVER EXPENDITURE	-				-

ST. PAUL'S ON-THE-HILL ANGLICAN CHURCH, PICKERING
SPOTH FOOD BANK BUDGET 2026

	Category	2026 Budget	2025 Actual	Comparison (\$) '26 Budget to '25 Actual	2025 Budget
Income					
	Donations				
	PayPal Donation	100,000	104,765	- 4,765	85,000
	General Donations	415,000	401,806	13,194	346,000
	Gift Cards	10,000	9,358	642	10,500
	Square	4,000	3,011	989	-
	Holiday Assistance				
	Holiday Assistance	20,000	20,815	- 815	20,000
	Total Donations	549,000	539,754	9,246	461,500
	Golf Tournament Fees		7,636		
	Interest Income	4,000	4,939	- 939	8,000
	Grants				
	OTF Grant	-	-	-	-
	Pickering City Grant	51,100	91,347	- 40,247	49,200
	Total Grants	51,100	91,347	- 40,247	49,200
	Total Income	604,100	643,677	- 39,577	518,700
Expense					
	Groceries				
	Non Food Purchase	7,000	2,996	4,004	5,000
	Gift Cards - Grocery Purchase	10,000	7,762	2,238	10,500
	Groceries - Halal	22,000	15,102	6,898	17,000
	Groceries - Produce	80,000	59,613	20,387	20,000
	Groceries - Other	221,000	134,401	86,599	211,000
	Total Groceries	340,000	219,874	120,126	263,500
	Pick up and delivery	1,500	6,250	- 4,750	5,500
	Fundraising Golf Tournament Expenses		5,136		
	Holiday Assistance	20,000	15,217	4,783	20,000
	Fundraising Expense	5,000	-	5,000	3,000
	Supplies	10,000	6,101	3,899	10,000
	Occupancy				
	Rent	51,000	49,079	1,921	49,200
	Utilities	5,000	4,663	337	5,000
	Maintenance	15,000	8,740	6,260	15,000
	Occupancy - Other	7,000	-	7,000	-
	Total Occupancy	78,000	62,481	15,519	69,200
	General operations				
	Telephone, Internet	1,500	1,804	- 304	1,500
	Office Supplies	10,000	6,860	3,140	10,000
	Professional Fees	9,000	55	8,945	4,000
	Dues & Subscriptions	4,500	3,350	1,150	4,500
	Insurance	6,000	4,891	1,109	5,000
	Volunteer Appreciation	5,500	3,396	2,104	5,000
	Total General operations	36,500	20,356	16,144	30,000
	Donor Development				
	Promotional/Networking Costs	3,500	2,338	1,162	2,000
	Online/Social Media	-	-	-	-
	Website Costs	1,000	339	661	1,000
	Total Donor Development	4,500	2,677	1,823	3,000
	Bank charges	1,100	933	167	700
	PayPal Charges	3,000	3,334	- 334	2,250
	Square Charges	80	498	- 418	1,000
	Salaries	145,875	116,330	29,545	113,610
	Training	1,000	8,192	- 7,192	13,000
	Amortization-Computer-Hardware	-	371	- 371	-
	Amortization-Furniture & Fixture	-	1,393	- 1,393	-
	Amortization-Equipment	-	2,057	- 2,057	-
	Total Expenses	646,555	471,199	175,356	534,760
				-	
	Net Ordinary Income	- 42,455	172,477	130,022	- 16,060
	Other Income/Expenses	-	3,821	- 3,821	-
	Capital Expenses	- 6,000	- 8,926	2,926	- 5,000
	TOTAL NET INCOME	- 48,455	167,372	118,917	- 21,060